

AGREEMENT

BETWEEN

BRINK'S CANADA LIMITED

- AND -

GENERAL TEAMSTERS LOCAL UNION

NO. 979

affiliated with

THE INTERNATIONAL BROTHERHOOD

OF TEAMSTERS

AND TEAMSTERS CANADA

RECEIVED
JUN 03 2002

06364 (05)

This Agreement made and entered at Winnipeg, Manitoba this 21st day of September, 2002, by and between Brink's Canada Limited, party of the first part, hereinafter referred to as the Employer and Teamsters Local Union 979, party of the second part hereinafter referred to as the Union.

WITNESSETH:

Whereas it is the desire of the Union and of the Employer to enter into an Agreement covering the wages, hours of work and working conditions of the employees described in the Certification Order dated the 8th day of August 1991. Now therefore the Union and the Employer mutually agree as follows:

PURPOSE

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 in the classifications listed.

ARTICLE 1 - BARGAINING AGENT

- 1.01** The Union is hereby designated and recognized as the sole and exclusive collective bargaining agent for all employees of Brink's Canada Limited, including automatic teller machine technicians in the Province of Manitoba excluding confidential secretary, sales representatives, supervisors and those above the rank of Supervisor, **who shall work out** of the Employer's offices during the term of the Agreement.
- 1.02** All employees covered by the bargaining unit as described in paragraph 1:01 above shall as a condition of employment with the Employer become and remain members in good standing of the Union. The Employer agrees to have newly hired employees covered by the bargaining unit fill in the required union membership card prior to commencing work and mail the card to the Union immediately.
- 1.03** It is understood that the Employer reserves the right to hire and / or use part-time employees during peak work periods and to fill out and complete the work schedule over and above those hours guaranteed to full-time employees. Nothing herein contained shall be construed to prevent management, or office employees from performing bargaining unit work in emergencies or unexpected contingencies when no employees are immediately available in the branch to perform such work.

It is also understood that the Employer reserves the right to hire and / or use temporary agency personnel in the Coin Center during peak work periods.

- 1.04** Nothing herein contained shall be construed to prevent the Brandon Manager from performing bargaining unit work.
- 1.05** The Employer agrees to negotiate with the Union the wage rate of any new classification created.

Should the parties disagree as to what constitutes a new classification, then the matter can be referred to an Arbitrator or a Board of Arbitration in accordance with the terms of all steps of the Grievance Procedure.

The power of the Arbitrator or the Board of Arbitration will be restricted and limited to making a finding that a new classification has been created, but under no circumstances will the Arbitrator or board of Arbitration have the power to establish a wage rate.

- 1.06** All new employees shall be considered probationary for the first ninety (90) calendar days of their employment, during which period, they may be discharged by the Employer without recourse by the Union.
- 1.07** Full-time employees are those employees who are regularly scheduled for and guaranteed forty (40) hours of work per week, or the equivalent thereof in pay provided the employee reports for work as scheduled.
- 1.08** Extra employees are those employees who are available to work for the Employer at all times and who are regularly scheduled for and who regularly work thirty-two (32) hours or more per week, subject to the exclusions in Article 7:06 and as restricted in the paragraph below. Extra employees shall not be guaranteed thirty-two (32) hours per week.

During the term of the Collective Agreement the maximum number of extra classification employees shall not exceed eight (8) positions. However, full time employees that have been declassified to the extra classification will not be included in the eight (8) positions described. The extra classification shall apply to the armoured division only.

- 1.09** Part-time employees are those employees who are not regularly scheduled for or who do not regularly work thirty-two (32) hours or more per week. Part-time employees shall not be guaranteed any minimum hours of work per week.
- 1.10** When either the masculine or feminine gender is used in this Agreement, it shall refer equally to either or both genders, singular or plural.

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

ARTICLE 2 - MANAGEMENT RIGHTS

2.01 The Union recognizes and acknowledges that the management of the operation and the direction of the working forces are the exclusive rights of the Employer and without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to:

- a) Maintain order, discipline and efficiency and in connection therewith to make, alter and enforce reasonable rules and regulations, policies and practices to be observed by its employees; discipline and discharge employees for just cause, provided that a claim for unjust discipline or discharge may be the subject matter of a grievance and be dealt with as hereinafter provided;
- b) To assure the efficiency of the operations by, from time to time removing stops, changing starting times, revising, merging, eliminating runs, adding new runs, establish regular crew complements and schedules to best meet the business and client needs and objectives; assign and direct the runs, crews, and crew complements, subject to the terms and conditions of the bid run procedure; provided however the Employer agrees that any exercising of these rights and powers shall not conflict with any provisions of this agreement.
- c) Select, hire, transfer, assign to shifts, promote, demote, classify, layoff, recall, and select employees for positions within the bargaining unit.

2.02 The Employer agrees that it will not exercise its functions in a manner inconsistent with the provisions of this agreement.

ARTICLE 3 - HOURS OF WORK

- 3.01 a) The scale of wages outlined in Appendix "A", shall apply to the first forty (40) hours of work in any week or the first eight (8) hours of work in any one (1) day. Except for modified work schedules as described below, all hours worked in excess of forty (40) hours in any one week or in excess of eight (8) hours in one day shall be paid for at one and one-half (1 ½) times the regular hourly wage rates listed above. Overtime shall be paid on a daily or weekly basis, whichever is greater but not for both. However, except for those tours of duty that follow Special Night Work, an employee who commences the second tour of duty, prior to the expiration of eight (8) hours from his last tour of duty, shall be paid at the rate of one and one half (1 ½) times the regular

hourly wage rate for all hours worked on the second tour of duty until eight (8) hours have elapsed from the end of the first tour of duty.

- b) The Employer may establish forty (40) hour guaranteed modified work week schedules of ten (10) hour assignments on four consecutive days.

For the Thunder Bay run the forty (40) hour guarantee shall be scheduled as a modified work week and worked in three (3) regularly scheduled thirteen (13) hour shifts distributed over a three (3) day work week.

Overtime shall be paid on a daily basis upon completion of the scheduled hours as described above or on a weekly basis, whichever is greater but not for both.

Modified work schedules other than those described above may be established by the employer from time to time upon mutual agreement between the Employer and the Union, the terms of which shall be recorded in a Letter of Understanding.

3.02 All full-time employees shall be guaranteed forty (40) hours of work in five (5) or less consecutive days per week, or the equivalent thereof in pay unless agreed under Article 3.01. Full time employees will be entitled to ~~two~~ (2) consecutive days off.

- 3.03** a) The Employer shall be privileged, but not obligated, to work employees in excess of the number of hours guaranteed per week. All employees must sign an overtime availability list to be eligible for overtime hours of work. Should there be an insufficient number of qualified and / or available volunteers, the overtime work shall then be assigned by the employer in reverse order of seniority commencing with the junior full time or extra employee on shift as required to meet the operating needs of the Company.
- 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 available and qualified.
- c) The Employer shall advise employees as soon as possible after the beginning of their shift, that they will be required to work additional hours where warranted. Where employees have medical or family obligations at the end of a shift, and the employee has notified the Employer in advance, the Employer shall endeavour not to require the employee to work beyond the end of their shift taking into consideration 3.03 a).

3.04 Full-time employees shall be guaranteed seven (7) hours of work or the equivalent thereof in pay for each daily call to work, Monday through Friday, four (4) hours on Saturday and Sunday. Part-time employees shall be guaranteed four (4) hours of work or the equivalent thereof in pay for each daily call to work, Sunday through Saturday.

Notwithstanding the daily guarantee for full-time employees described herein, the employer shall be privileged to amend a schedule of hours of work when the weekly guarantee described in Article 3:02 has been, or can otherwise be fulfilled.

Employees on over the road runs that are required to lay over due to unexpected contingencies shall be paid their daily guarantee for each day they are required to lay over, however, the Company has the right to bring employees home at their discretion. In such event the Company shall pay the hourly rate of pay for the time required to travel to the home terminal plus the cost of travel.

- 3.05**
- a) On call work shall be for ATM Service work and Emergency Cash Loading only and shall be assigned as provided below:
 - b) 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 and are able to respond within thirty (30) minutes of the call.
 - c) Part time employees shall be paid ~~two~~ dollars (\$2.00) for every hour on-call, provided, however, that if the employee is called to work, thereby getting the four (4) hour guarantee set forth herein, then no on call pay will be due for the hours worked ~~or~~ guaranteed when called to work. On call hours shall not be considered hours worked.
 - d) A full time employee who agrees to work an on call shift on his scheduled ay off will receive a guarantee of four (4) hours at one and one half (1 ½) times his 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 one and one half (1 ½) 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.
 - e) Whenever employees are scheduled to work on call on Christmas Day the employer will pay the regular standby fee of ~~two~~ dollars (\$2.00) per hour for all standby hours and in the event an employee is called for service the employee will receive the regular four (4) hour guarantee at one and one half (1 ½) times the regularly hourly rate.

- f) Work performed in connection with being “on call” shall not be considered as working a split shift,
- g) On call shifts shall be eight (8) hours in length.

3.06 The normal pay period shall commence on Sunday and run through the following Saturday. Payment shall be on a weekly basis by direct deposit. The Employer agrees to deposit by direct deposit specified amounts each pay period from the wages of the employees. Amounts so deposited will be remitted to designated approved financial institutions. Employees will be entitled to a maximum of 2 accounts in total. Only 2 changes in accounts in total will be permitted in one year.

Payday shall be normally on Thursday except in cases when a statutory holiday stipulated in Article 4.01 occurs during that week, in which case payday shall be Friday.

3.07 If Federal, Provincial governments declare a state of emergency prohibiting the Employer from operating, the weekly guarantee shall be reduced by the appropriate scheduled hours for each full day that the Employer is prohibited from operating.

ARTICLE 4 - HOLIDAY. SUNDAYS & SPECIAL NIGHT WORK

4.01 The following days are hereby designated as holidays under this Agreement:

- | | |
|----------------|------------------|
| New Year’s day | Labour Day |
| Good Friday | Thanksgiving Day |
| Victoria Day | Remembrance Day |
| Canada Day | Boxing Day |
| Civic Holiday | Christmas Day |

and any day that is designated as a holiday by a Federal or Manitoba Provincial Order-in-Council, or such other days as may be observed in lieu thereof.

4.02 a) Full-time and extra Employees who perform work on ten (10) of the thirty (30) calendar days immediately preceding one of the designated holidays shall be granted a holiday credit of eight (8) hours. Such hours shall be considered as hours worked and shall be added in the accumulated hours for that week.

Part time employees who perform work on fifteen (15) of the thirty (30) calendar days immediately preceding one of the designated holidays shall be granted a holiday credit of eight (8) hours. Such hours shall be considered as hours worked and shall be added in the accumulated hours for that week.

b) The above notwithstanding, an employee who returns to work following an absence due to long term sickness or worker's compensation and who otherwise works their complete schedule in the week in which a holiday occurs, shall receive pay for holiday.

4.03 Employees required to work on holidays shall be paid for all hours worked at one and one-half (1 1/2) times the regular hourly rate of pay applicable to the classification to which they are assigned on such work, and such employee shall be guaranteed four (4) hours of work or the equivalent thereof in pay for each call to work on such days. Holiday hours shall not be included in the regular weekly hours for that week.

4.04 Holiday or Special Night Work assignments shall be assigned to employees in accord with their overall seniority, provided vault continuity is maintained in the Employer's vault. In the event employees relinquish their assignments to such work, then the employee next in line according to seniority and qualified to perform such work shall be assigned. In the event an insufficient number accept such assignments, the Employer reserves the right to assign the least senior qualified employees to such work.

4.05 Any employee who shall be recalled to perform Special Night Work after he has completed his assignment for the day and has checked out shall be guaranteed four (4) hours of work or the equivalent thereof in pay and shall be paid therefore at one and one-half (1 1/2) times the wage rate applicable to the classification to which he is assigned on such work. Such hours of work shall not be included in the accumulated hours of work for that week and shall not apply against the guaranteed hours of work for that week.

4.06 Full-time employees required to work on their scheduled day off shall be guaranteed a minimum of four (4) hours of work or the equivalent thereof in pay for such call to work, and such hours shall be paid for at the rate of one and one-half (1 1/2) times the regular hourly rate applicable to the respective classification.

4.07 In the event one of the holidays listed in 4:01 above occurs on a Monday or Friday, full-time employees and extra employees who are normally scheduled off on such day shall be granted another day off with pay in lieu thereof so that the employee shall enjoy a three (3) day weekend. Such alternate day off shall be on a date mutually agreed upon between the employee and the Employer and shall be taken within thirty (30) days following such a holiday.

4.08 In the event one of the holidays listed in 4:01 above occurs during a full-time or extra employee's vacation period, such employee shall be granted a day off with pay on his first scheduled day of work or on a date mutually agreed upon between the employee and the Employer.

ARTICLE 5 - VACATIONS

5.01 Any full-time or extra employee who has completed one (1) year but less than five (5) years of service prior to December 31st shall be granted ~~two~~ (2) weeks vacation with pay.

Any such employee having completed five (5) years but less than eleven (11) years of service prior to December 31st, shall be granted three (3) weeks vacation with pay.

Any such employee having completed eleven (11) years but less than eighteen (18) years of service prior to December 31st, shall be granted four (4) weeks of vacation with pay.

Any such employee having completed eighteen (18) years or more of service prior to December 31st, shall be granted five (5) weeks vacation with pay.

Employees shall be allowed to take all weeks of vacation he is entitled to at one time during the vacation period.

5.02 Full-time and extra employees who have completed less than one (1) year of service prior to December 31st, shall be granted one (1) day of vacation for each one (1) month of service prior to December 31st with pay, provided such period of vacation shall not exceed ten (10) days.

5.03 A full-time or extra employee who is terminated and who has less than one (1) full year of service from his date of employment shall be granted four percent (4%) of his total earnings from date of employment to date of termination as vacation pay.

5.04 Employees entitled vacation, as above provided, shall be granted vacation pay computed on a percentage of their respective total annual earnings during the preceding calendar year as follows:

- less than two (2) weeks vacation - granted four percent (4%) of total annual earnings;
- two (2) weeks vacation - granted four percent (4%) of total annual earnings;
- three (3) weeks vacation - granted six percent (6%) of total annual earnings;
- four (4) weeks vacation - granted eight percent (8%) of total annual earnings;
- five (5) weeks vacation - granted ten percent (10%) of total annual earnings.

Provided, such employees who shall have completed four (4) years, ten (10) years or seventeen (17) years of service during the preceding calendar year shall be granted additional vacation pay computed at two percent (2%) of the employee's

earnings over the period extending from his fourth (4th), tenth (10th) or seventeenth (17th) anniversary to December 31st of that year.

In the event the Canada Labour Code shall be amended during the term of this Agreement, thereby providing vacation or vacation pay in excess of those herein provided, the employee shall, after the effective date of such amendment, be granted vacation or vacation pay in accordance with said amended Canada Labour Code.

- 5.05** Parttime employees shall receive vacations and vacation pay in accordance with the minimum provisions of Part III of the Canada Labour Code.
- 5.06** Subject to operational requirements the Employer agrees to allow three (3) employees to be absent due to vacation during any one (1) period. In the event the combined number of full-time and extra armoured car employees shall be reduced to twelve (12) or less due to reduced work requirements of the Employer, the Employer shall allow a maximum of two (2) employees absent due to vacation during any one (1) period.
- 5.07** The vacation schedule shall be posted on or before March 1st. Employees in order of overall seniority will be contacted to select their vacation time. Employees will be given two (2) days to make their selection from the available weeks open as described in Article 5.06. Employees who do not make their selection as described above shall only be able to choose vacation periods that have not already been booked to the maximum. In the event an employee shall be absent during the **selection** period, it shall be the employee's responsibility to advise the employer of his vacation selection in advance. Vacations taken between January 1st and April 1st will be granted on a first request basis up to the maximum allotment.
- 5.08** Any regular full time or extra 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 forty (40) hours for each week of such 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 13. 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.
- 5.09** Full time and extra employees may not perform work for the Employer during their vacation periods.

ARTICLE 6 - UNIFORMS

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 and shall be returned to the Employer upon termination of employment. All uniform items, including shirts, shall be replaced on a one for one exchange basis as required. The Employer shall direct the appropriate code of uniform dress.

BULLET RESISTANT VESTS

The Company shall reimburse employees, for fifty percent (50%) of the cost of an approved bullet resistant vest to a maximum of two hundred and fifty dollars (\$250.00). A list of approved vests appears in N.I.J. standard 0101.03. However, part time employees will be entitled to the same benefits providing they remain in the employ of Brinks for a twenty-four month period from the date of purchase. Vests will be replaced when worn out.

ARTICLE 7 - SENIORITY

- 7.01** a) There shall be five (5) separate seniority lists as follows: Armoured Car; Money Room; Coin Centre; ATM; Brandon.
- b) Seniority for full-time employees shall be determined by the date on which such employees become full-time employees.
- c) Seniority for extra employees shall be determined by the date on which such employees are placed on the full time and extra armoured division list.
- d) Seniority for part time employees shall be determined by their hire date, the date on which such employees commenced part time employment with Brink's (i.e. employees first active day on the employers payroll, first active date employee punched time card and time of start as a part time employee).
- 7.02** Seniority shall be recognized for employees and shall prevail in the following respects:
- 1.** In the selection of vacation;
 - 2.** In the layoff and re-hiring of employees; provided the steward shall be deemed senior employee with respect to layoff;
 - 3.** In cases of promotions, provided the ability and qualifications of employees considered for promotion are relatively equal.

Any employee who has been promoted to a higher classification shall carry his overall seniority into said classification. In the event an employee, having had a reasonable trial period, does not meet the Employer's requirements for the new position, that employee shall be restored to his former position and retain his seniority.

7.03 Extra employees shall be given preference, by seniority, to all work assignments in excess of work guaranteed to full-time employees up to a maximum of forty (40) hours per week. Extra employees shall enjoy seniority over part-time employees.

7.04 Work assignments for part time employees will be scheduled from a bi-weekly part time availability list according to seniority provided employees are qualified to perform the work required.

Part time employees will be required to make themselves available for a minimum of five (5) shifts per month, should those shifts / work be available. Part time employees will be required to make themselves available a minimum of two (2) weekends per month (weekend being Saturday and Sunday). These shifts shall count towards the above noted minimum.

Part time employees will be required to submit the days they are available on the posted schedule for a two (2) week period. When this two (2) week schedule is made up the shifts / hours submitted, part time employees will be required to be available for the scheduled shift.

Employees will be required to perform all duties in the classifications.

The Employer will post the part time availability list.

7.05 Full-time and extra employees who shall be laid off shall retain seniority and recall rights for a maximum period of one (1) year. Recall shall be by registered letter to the employee's last known address. Employees must report to work within seven (7) days after delivery of such letter. Employees who fail to report within seven (7) days shall lose seniority and recall rights.

7.06 Whenever hours of work per week equal to the weekly guarantee of hours provided for full-time employees, as provided for under Article 3 above, shall be regularly available on the Employer's armoured cars to part-time employees in excess of the regularly scheduled work then guaranteed to full-time employees, and exclusive on call of relief for employees absent, on vacation, emergency relief, Sunday, holiday and Special Night Work, an additional employee shall be added to the list of full-time employees. Such vacancy shall be filled by the promotion of the most senior extra employee to full-time status. In the event there are no extra employees, such vacancy shall be filled from normal employment sources.

- 7.07** a) In the event the work requirements of the employer shall be reduced, due to loss of business or curtailment of the employer's operation, to the point that forty (40) hours of work shall not be regularly available to all the full-time armoured employees, the junior full-time employee shall have the option to drop to extra status or take layoff for a maximum period of twelve (12) months at which time he will lose his seniority. In the event the work requirements of the Employer are reduced to the point that thirty-two (32) hours of work is no longer regularly available to the junior extra employee, then such extra employee shall be laid off or reduced to part time part time status at the employees option.
- b) In the event the work requirements of the employer shall be reduced, due to loss of business or curtailment of the employer's operation, to the point that forty (40) hours of work shall not be regularly available to all the full time ATM employees, the junior full time employee shall have the option to drop to senior part time status, or take layoff for a maximum period of twelve (12) months at which time he will lose his seniority.

Employees will be given notice one (1) week prior to a change in status and shall be subject to the terms and conditions of Article 7.04 part time availability.

7.08 In the event of a lay off, a full time employee may elect to transfer divisions and retain their seniority. A reasonable time not to exceed thirty (30) days will be provided to such employee to prove his or her ability and qualifications necessary to satisfactorily perform all functions for the position sought. In the event a full time position becomes available in their former division within six (6) months of the transfer, the employee must return to their former division.

7.09 Full time employees who voluntarily select reduction to the status of part time employees, shall be placed on the part time seniority list in accordance with their original hire date and shall be subject to the terms and conditions of Article 7.04. Part time availability.

Approval by the Employer will not be unreasonably withheld.

Upon demotion, the employee shall be paid the applicable hourly part time rate of pay.

7.10 The employer will endeavour to post work assignments by twelve (12:00) noon Wednesday of the proceeding week for ATM and Armoured Operations.

ARTICLE 8 - CHECK-OFF

8.01 The Company agrees that it will deduct from the wages and or other monies payable to all employees subject to this Agreement, whether or not the employee is a member of the Union, the amount of regular monthly membership dues payable by a member of the Union. The amount shall be deducted from one pay each month and remitted monthly to the Union Secretary-Treasurer along with a list of the names of the employees, from whose wages the membership dues have been deducted.

Initiation fees will only be deducted upon presentation to the Company of a written authorization signed by the employee.

The Company also agrees to deduct other assessment charges as levied by the Union and so indicated on the monthly check-off list as provided by the Union to the Company.

ARTICLE 9 - DEFINITIONS

9.01 All Messengers shall be those employees whose work for the Employer shall consist, amongst other things, of endorsing payroll cheques and/or signing for deposits.

9.02 All drivers shall be those employees whose work for the Employer shall consist, amongst other things, of operating motor vehicles and/or acting as guards.

9.03 All guards shall be those employees whose work for the Employer shall consist, amongst other things, of being assigned to an armoured crew for the primary purpose of protecting Company personnel and shipments and property for which the Company is responsible.

9.04 The classification of assistant-cashier shall be a relief classification only to be applied in the event a truck employee is assigned to replace the assistant-cashier or cashier on duty and performs his functions. It shall not apply in the case when a truck employee merely assists the assistant-cashier or cashier on duty. Full-time employees may reject assignment to work in the assistant-cashier classification upon reasonable notice; provided, the Employer reserves the right to assign the junior qualified full-time employees in the event insufficient employees voluntarily accept assignment to such work.

9.05 Turret Guards shall be those employees whose work for the Employer shall consist, amongst other duties, of being assigned to the Company premise for the purpose of protecting Company personnel and the shipments and property for which the Company is responsible.

9.06 ATM employees shall be those employees whose work for the employer shall consist amongst other things of general maintenance and service of ATM units, replenishing of cash for ATM units, balancing ATM units relative to cash holdings, removing customer deposits from the ATM units, operating motor vehicles and providing necessary security in connection with the ATM operation. It is understood that the bank night depository work, as described below, falls in the category of ATM work.

Amongst other things, Night Depository Work consists of the picking up and signing for cash shipments from the bank cash centre, carrying currency into the branch, servicing ATM and Night Depositories in joint custody, counting and verifying in joint custody the depository contents, cash shipments' delivery to the branch and left in the night depository.

a) Senior ATM Technician (Crew Chief) - The Crew Chief is under the supervision of the Manager, Assistant Manager, Supervisors and Dispatchers. The Crew Chief shall be those employees who are assigned by the employer to an available position. The Crew Chief shall exercise immediate authority over his / her crew for the full duration of the shift.

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.

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, amongst other things, carrying combinations, accessing ATM night deposit units, maintain dual custody while performing service work and other duties. On 3 person crews, the ATM Technician reports to the Senior ATM Technician (Crew Chief) where applicable.

When operating with only two (2) persons, the ATM Technician assumes, in addition, the duties defined under Driver.

c) A/B Combination designation is deemed to be a qualification.

9.07 The Employer reserves the right to work employees interchangeably in any of the above classifications. However, any employee assigned to work in a higher classification shall be paid the hourly rate applicable to the higher classification, for all hours worked in such higher classification, and no employee shall suffer a reduction in his basic hourly wage rate by reason of his being assigned to work in a lower classification.

ARTICLE 10 - SHOP STEWARDS

A shop steward and one ~~(1)~~ alternate shall be appointed by the Union whose duty it shall be to see that all members live up to the rules of the Employer and the Union. The alternate shall act only in the absence of the shop steward. The steward and the alternate shall not be discriminated against in their employment because of performing the duties of their office. The steward or his alternate may call for a Union representative by appointment as so required. In the event of a layoff, the steward shall be the last employee laid off; the alternate steward shall be the next to last employee laid off. Employees shall have the right to request the presence of the steward during any meeting with the Employer that concerns disciplinary action.

ARTICLE 11 - GENERAL CONDITIONS OF EMPLOYMENT

- 11.01 General - All** conditions of employment relating to wages, hours of work, overtime, premium pay, vacations, holidays and other general conditions of employment are specifically set forth and embodied herein, and no separate oral or written agreement shall be entered into with the individual members of the Union which may be inconsistent with the terms of the Agreement.
- 11.02 Rules -** the employees agree to observe all rules and regulations of the Employer which may now be in force or which at any time hereafter may be promulgated and which shall not conflict with the terms of the Agreement. Failure to observe such rules and regulations may be deemed just cause for dismissal.
- 11.03 Lunch Period -** Employees shall be allowed one-half (1/2) hour each day for lunch to commence no earlier than three (3) hours after the start of a shift and no later than six (6) hours after the start of the shift. In the event an employee shall be required to remain in the armoured vehicle or on the Employer's premises during lunch or in a case when an employee is granted less than one-half (1/2) hour for lunch, such time shall be considered as time worked.
- 11.04 Split Shifts -** No full-time or extra employee shall be required to work split shifts without being compensated for the minimum guarantee on each such assignment.
- 11.05 Assignments -** The Employer reserves the right to assign and direct the runs, crews and crew complements, subject to seniority provided the employees are qualified to perform the work required.
- 11.06** Any full-time or extra employee who shall suffer death in his current immediate family, that is: parents, spouse's parents, spouse, grandparents, children, brother, sister, brother-in-law, sister-in-law and grandchildren while actively working shall be granted three (3) days leave of absence immediately following the date of said death, shall be paid eight (8) hours for each day of said leave on which he was

scheduled to work. For the purposes of this provision, the term "parents": shall be deemed to include stepparents.

In the event a full-time or extra employee shall suffer death of a brother-in-law or sister-in-law, the condition of this article will apply only if the employee attends the funeral.

Part time employees shall be paid bereavement leave as set out in the Canada Labour Code.

11.07 In the event an employee is required to serve on a jury or as a crown witness or witness for the employer, they shall be paid the difference between the jury fees or witness fees earned and their scheduled daily earnings, provided such payment shall be limited to a maximum of four (4) weeks in any calendar year; and provided the employee shall make themselves available for work for the Employer on those days and at the time when they are not required to serve on the jury or serve as a witness.

11.08 The Employer agrees to permit posting of any notices of Union meetings or functions 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.

11.09 a) In the event an employee is promoted to a non-bargaining unit position on the Employer's payroll, their seniority shall be protected for a trial period not to exceed six (6) months, This provision shall not be exercised more than once to any individual during the term of this agreement without written approval by both the Company and the Union.

b) When an employee is promoted to a new classification they shall be given a reasonable trial period, not to exceed three (3) months to meet the employers requirement for the position. If the employee is not successful they shall be returned to their former position and retain their seniority in that position.

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

11.11 Employees required to stay overnight at a location outside of Winnipeg shall be provided with clean, comfortable lodging, two employees to a double room and shall be paid thirty two dollars (\$32.00) for each night when they are required to lay-over, effective at the date of ratification. This amount will be increased to thirty three dollars (\$33.00) on July 27th, 2001, to thirty four dollars (\$34.00) on July 27th, 2002, to thirty five dollars (\$35.00) on July 27th, 2003, and to thirty six dollars (\$36.00) on July 27th, 2004.

11.12 The Employer shall determine the number of Class 3 licences required. Drivers and guards shall, in order of seniority, be offered the use of Employer's equipment to take the driving test, until a sufficient number of employees have qualified to meet the Employer's requirements. Further, employees that need to upgrade their licence and/or air brake endorsement to secure work available to them through seniority right shall be offered the use of the Employer's equipment to take the driving test. Time spent taking this test shall be paid for at the employee's regular straight time rate.

11.13 Leave of Absence

- a)** Any employee desiring a leave of absence shall secure written permission from the Employer. Such request shall be in writing stating the reason. If permission is granted, the Union shall be notified in writing by the Employer. Requests for a leave of absence will not be unreasonably withheld. The maximum leave of absence shall be for thirty (30) days. During the period of such absence, any employee engaged in gainful employment without prior written permission from both the Employer and the Union shall forfeit their seniority rights and their name will be stricken from the seniority list and they will no longer be an employee of the Employer. A leave of absence will not be granted for the purpose of preparing for or seeking employment with any other Employer.
- b)** Such leave of absence may be extended for an additional period of thirty (30) calendar days when approved by both the Employer and the Union in writing and seniority will accrue during such extension.
- c)** Employees granted a Leave of Absence must return all uniform items and company property to the Employer prior to taking such Leave.

11.14 It is understood and agreed that it is in the best interests of the employees and the general public that employees be limited to three (3) qualification tests to achieve the accepted standards set out by the Province of Manitoba. Failure to achieve these standards will result in loss of seniority and the employee will be given the option to accept layoff, resign or be reclassified to other duties if available. It is understood that said standards will also apply to the mid year qualification test.

In order to comply with the local authorities and Provincial standards in respect to the transportation of firearms and availability of range facilities, the Employer will endeavour to provide employees with the necessary equipment and training to enhance their proficiency in the safe handling of firearms.

11.15 All time required to obtain Government or Company required certificates or permits etc., (i.e. carry permit, DA permit, etc.,) shall be deemed hours worked and included

in the daily/weekly hours of work total. All costs incurred for the certificates or permits etc., shall be paid by the Company.

Employee that request scheduling of said attendance outside normal working hours shall be paid at the straight time rate of pay and shall not be eligible for the minimum daily call in hours as described in Article 3. Said hours shall not be included in the weekly hours of work total.

11.16 Medical Examinations

- a)** Any government or Company requested physical or medical examinations after the date of employment shall be properly complied with by all employees, providing however, that the Company shall pay for such physical or medical examination and for any time lost as a result thereof during normal working hours. In the event the examination is taken outside working hours the employee shall receive three (3) hours pay. The Company reserves the **right** to select their own Medical Examiner. The employee shall be furnished with a copy of the Medical Examiner's report as furnished to the Company.
- b)** Any employee who fails to pass a Company Physical Examination may at his option have his case reviewed in the following manner:
 - i)** He may employ a qualified Medical Examiner of his own choosing and at his own expense for the purpose of obtaining a second examination report.
 - ii)** A copy of the findings of the Medical Examiner chosen by the employee shall be furnished to the Company and in the event that such findings verify the findings of the Medical Examiner employed by the Company, no further medical review of the case will be afforded.
 - iii)** In the event that the findings of the Medical Examiner chosen by the employee disagrees with the findings of the Medical Examiner employed by the Company, the Company will, at the written request of the employee, agree upon and appoint within five (5) days a third qualified Medical Examiner, preferably a Doctor specializing in the ailment claimed, for the purpose of making a further Medical Examination of the employee.
- c)** The decision of the Medical Specialist shall be final and binding on the parties involved and the employee shall not suffer loss of wages or benefits if the decision of the Medical Specialist is in favour of the employee and the employee is fit to return to his former classification.

- d) The expense of employing a disinterested Medical Examiner shall be borne equally by the Company and the Union. Copies of such Medical Examiners report shall be furnished to the Company, Union and the employee.

ARTICLE 12 - ARBITRATION

12.01 Any complaint or disagreement between the Employer and the Union or the employees covered by this agreement which concerns the interpretation or application of the terms and provisions of this agreement, shall be considered a grievance and shall be adjusted and settled according to the following procedure:

All grievances shall be presented in writing within ten (10) working days following the act which gave rise to the grievance or the date of reasonable discovery thereof. Grievances filed after this period shall be null and void. However, the Union and the Employer may waive this time limitation by mutual agreement in writing.

STEP 1 Any grievance of an employee shall be taken up between such employee and the branch manager or his designated representative, or in the alternative, between the steward and the branch manager or his designated representative.

STEP 2 Failing settlement under Step 1, such grievance shall be taken up between the representative of the Local Union and the branch manager or his designated representative. Grievances at this step shall be in writing and signed by the employee.

STEP 3 Failing settlement under Step 2, such grievance and any question or dispute or controversy that is not of the kind that is subject to Steps 1 and 2, such as those presented by the Union as a whole or the Employer, shall be reduced to writing and taken up between the bargaining representative of the Union and the Employer's representative.

STEP 4 Failing settlement under Step 3, the matter shall be taken up in presentation to a board consisting of two (2) members selected by the Union and two (2) members selected by the Employer, which board may resolve the grievance by agreement and their decisions shall be final and binding.

STEP 5 Failing settlement under Step 4, not later than thirty (30) calendar days after presentation to the board, the matter may be referred by either party to an agreed upon neutral arbitrator who will hear and decide the case. Failing to agree on a neutral arbitrator, the Minister of Labour will be requested to appoint a neutral arbitrator. The arbitrator, so

selected or appointed, shall have authority to adjust and settle the controversy submitted to him, but he shall be confined to the subject submitted for decision and may in no event, as **part** of any decision rendered therein, impose upon either party any obligation which has not been agreed upon by the parties under the terms of this Agreement or which may affect the reformation of this Agreement or any provisions thereof. The decision of the arbitrator shall be made in writing and shall be final, conclusive and binding on the parties to this Agreement. The single arbitrator shall have the power to vary or set aside any penalty or discipline imposed relating to the grievance then before the arbitrator.

12.02 The expenses of the arbitrator shall be borne equally by the Employer and the Union.

12.03 Simple letter of warning, i.e., disciplinary letters not involving suspension, copies of which shall be supplied to the employee and the Union may remain in an employee's personnel file after one **(1)** year from the date of their issue, but may not be considered **as** part of the employee's record after that date.

ARTICLE 13 - HEALTH AND WELFARE PLAN

The Employer shall provide the Prairie Teamsters Health and Welfare Plan to all full-time and extra employees who are members of the Union and eligible dependents coming under the jurisdiction of this Agreement. The Employer shall contribute one hundred and seventy two dollars and thirty seven cents (\$172.37) per month for each full-time and extra employee. Effective as of January 1st in each subsequent year such contributions shall be adjusted based on cost experience necessary to maintain the current level of benefits. The Employer shall only be responsible for the first four dollars **(\$4.00)** increase per month per employee. Any increase that exceeds four dollars **(\$4.00)** shall be paid by the employee through payroll deduction.

13.01 It is understood that only full time and extra employees will be considered eligible employees.

13.02 Any employee or member of the Union who **is** hired by the Employer after the effective date of the Health and Welfare Plan shall join the Plan on the first (1st) day of the month immediately following thirty (30) calendar days from the date of employment with the Employer.

13.03 It will be the responsibility of the Employer to ensure that all eligible employees are enrolled in the Health and Welfare Plan and for making remittances on their behalf. Failure of the Employer to enroll employees, forward completed forms and/or remit

premiums on the due date (the tenth (10th) day of each month) to the trustee will cause the Employer to be liable for any claims arising thereof.

- 13.04** It shall be the Union's responsibility to supply all necessary enrollment forms to the Employer.
- 13.05** The Employer shall remit the premiums to the administrator, as designated by the trustees of the Health and Welfare Plan. It shall be the trustees' responsibility, after receipt of the premiums, to distribute same to applicable carriers.
- 13.06** Eligible employees shall be provided with medical, surgical and obstetrical coverage in accordance with the standard plan of service provided by Medicare in the province in which the employee is domiciled.

The cost of such Medicare shall be borne by the Employer.

ARTICLE 14 - PENSION

- 14.01** The Employer shall pay the employees' contribution required under the Canada Pension Plan for full-time and extra employees.
- 14.02** Full-time and extra employees shall be covered under the "Unionized Employees Pension Plan of Brink's Canada Limited". Part time employees who qualify under Statutory Regulations as described in the Brink's Pension Booklet shall be covered under the "Unionized Employees Pension Plan of Brink's Canada Limited". The normal retirement benefits shall be computed as follows:
- a) \$5.50 multiplied by the years of Credited Service (computed to the closest 1/2 year), plus,
 - b) 65% of average monthly earnings in excess of \$650.00 per month multiplied by the years of Credited Service. Average monthly earnings are based on the highest three (3) consecutive years before retirement. A maximum of twenty-five (25) full years of credited service will be used in determining monthly pension benefits. The calculation outlined above included a 10% increase in benefits that was previously made effective.

For more information, please consult the Pension Booklet for Union Employees.

- 14.03** The employer will issue yearly pension statements as soon as proper calculations have been completed.

ARTICLE 15 - EQUIPMENT

- 15.01** It shall be the duty of the employee to report promptly in writing to the Employer all defects in equipment. It shall be the duty of the Employer to maintain all vehicles in a safe operating condition.
- 15.02** It is agreed, between the Employer and the Union having regard for safety of drivers' health factor, that all armoured trucks shall have adequate heaters, windshield wipers and washers, and an adequate number of fans in good condition to circulate air properly in the trucks.
- 15.03** It is mutually agreed that a form shall be supplied to the driver on which to report defects in equipment with sufficient copies so that one can be available for the driver and so that the office of the Employer will have a copy of this report on file. This report form, when completed, will be signed by the mechanic. A copy of the maintenance log shall be kept in the truck for drivers to review before driving.
- 15.04** The Employer shall not ask or compel any driver to operate a vehicle which is not in safe condition or equipped with the safety appliances prescribed by law. It shall not be a violation of this Agreement where employees refuse to operate such equipment, provided such refusal is justified. In the event an employee determines that a vehicle is in unsafe condition, such employee shall request that a supervisor confirm this. If the supervisor confirms, then the fault shall be repaired immediately or the unit red-tagged and kept out of service until such fault is repaired.
- 15.05** All new armoured cars assigned to the Winnipeg branch for assignment to over-the road work shall be equipped with shock absorber seats. All newly built armoured cars, model year 1976 or later, assigned to the Winnipeg branch shall be air conditioned.

ARTICLE 16 - SICK LEAVE

- 16.01** Full time and extra employees who shall be unable to work due to non service connected sickness or injury shall be granted sick leave for each scheduled day of work on which the employee shall be unable to work to the maximum amount of forty eight (48) hours or sixty (60) hours if on a modified work schedule in any calendar year subject to the following conditions:

The employee shall not be paid for the first (1st) day of absence due to any separate sickness or injury. Payment shall commence only on the second (2nd) consecutive day of absence and shall continue up to the date on which Welfare benefits become payable to the employee, provided the employee has been granted or banked those hours. The employees may carry over a maximum of two hundred and forty (240)

hours unused sick leave into the following year. Except as provided above, unused sick leave shall not be paid for.

It is understood and agreed that the Employer reserves the right to require written medical proof of the illness for which payment is claimed and that any proven abuse of the foregoing by an employee including the filing of false claims for sick leave payments, shall 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 returned to work for a minimum period of one (1) week.

The Union will advise the Employer of any changes to the existing waiting period for eligible employees covered under the Union Health and Welfare Plan.

- 16.02** Employees newly hired as, or promoted to full time or extra status shall accumulate sick leave at the rate of four (4) hours or five (5) hours per month if on a modified work schedule in which they work a minimum of fifteen (15) days to a maximum of forty-eight (48) hours or sixty (60) hours if on a modified work schedule per year.

ARTICLE 17 - BID RUNS

Full-time and extra employees shall be permitted to select run assignments in accord with the following procedures:

- 17.01** Twice (2) each year on approximately December 1st and June 1st, the Employer shall post a schedule of runs and assignments. Such runs and assignments **shall** be grouped in weekly blocks determined by the Employer. Each weekly block of runs or assignments which is posted, shall be described generally showing the area served, the approximate starting time and durations, the type of work involved and the crew complements. The weekly blocks shall also designate which days in the week an employee shall be normally scheduled off. Employees in order of seniority shall choose a **full** time or extra block of work to perform for the duration of the bid period. Full time employees who elect to bid an extra block of work shall forfeit their full time forty (40) hour weekly guarantee under Article 3.02.
- 17.02** The schedule, so posted, shall remain posted for a period of approximately two (2) weeks to permit employees to study the schedules on which they will bid.
- 17.03** Approximately ~~two~~ (2) weeks **after** the posting of such schedule, those employees eligible to bid will be permitted to bid for their weekly schedules. Such bidding shall be in order of **overall** seniority and classification. Those employees who bid a weekly schedule must be qualified to perform all the duties required on such schedule.

- 17.04** Eligible full-time and extra employees will be called in order of their overall seniority and shall be given a time limit in which they may bid for the weekly block assignment of their choice. If an employee shall fail or refuse to make any bid within the time limit allowed, he shall be assigned to a pool of unbid employees and the next junior employee who is qualified, shall be permitted to bid until the blocks are bid. Full-time and extra employees who may be absent for any reason during the time when work selections are being made, shall have the responsibility to advise the Employer of their selections by some appropriate means on a timely basis. Failure to advise the Employer shall result in that employee being assigned to the pool of unbid employees.
- 17.05** Employees shall be assigned to their selected weekly block schedules on the Monday closest to January 1st and July 1st each year. Once an employee has been assigned to a weekly block of runs, such employee will remain on such block until the next general bid.
- 17.06** The Employer reserves the right to refuse permission to an employee to bid a certain weekly schedule as well as the right to remove him from a weekly schedule he has bid, for just cause. At the employee's request, the reasons for the refusal will be given in writing. Any dispute involving such refusal to assign or the removal of an employee from a bid run may be the subject of a grievance under the terms of this Agreement. The Employer reserves the right to change runs from time to time by adding stops and removing stops, changing starting times, merging, consolidating, eliminating and adding runs.
- 17.07** Merging - In the event ~~two~~ (2) or more runs are merged, the employees on said runs shall bid on the runs affected in order of overall seniority for the right to remain on the merged run or revert to the pool of unbid employees.
- 17.08** Elimination of Runs - In the event a run shall be eliminated, the employees on that run shall revert to the pool until the next general bid.
- 17.09** Addition of Runs - In the event a run shall be established, assignments to that run shall be made from the pool of unbid employees until the next general bid.
- 17.10** Vacancies - To cover vacancies on runs or schedules, replacement shall be made as follows:
1. Permanent vacancies such as retirement or death shall be bid from the pool unless there are less than sixty (60) days left in the bid.
 2. Temporary vacancies created by absenteeism, tardiness and vacation shall be filled by assignment of employees from the pool.

3. Emergencies - In case of emergency when it becomes necessary to send a run out on schedule, employees may be moved from their bid assignments and sent out to cover the emergency.

17.11 During those weeks in which holidays occur, runs and assignments will be adjusted to accommodate necessary changes of operation. During such weeks, bid runs shall be suspended and employees shall be subject to assignment at the discretion of the Employer.

Full-time employees who are not eligible to bid or who have elected not to bid, extra employees and part-time employees shall comprise a pool of unbid employees. These pool employees shall be subject to assignment to the various runs or schedules at the Employer's discretion. The Employer reserves the right to work employees interchangeably in any of the classifications covered under this Agreement. Employees shall have no right to refuse any assignment to any run or classification. Further, employees may not voluntarily demote themselves from one classification to a lower classification.

ARTICLE 18 - NO STRIKES OR LOCKOUT

18.00 During the life of this Agreement there will be no lockout by the Company or any strike, sit down, slowdown or work stoppage or suspension of work whether complete or partial for any reason by the Union.

It shall not be a violation of the Agreement or cause for any disciplinary action or discharge of any employee in the performance of his duties to refuse to cross a legal picket line.

An information or secondary picket line will not be considered a legal picket line by the Union.

ARTICLE 19 - WAGE RATES

The hourly wage rates to be paid during the term of this Agreement for employees in various classifications are set out in Appendix "A".

The employer agrees to continue the past practice of productivity incentive programs for the Coin Center.

ARTICLE 20 - TERM OF AGREEMENT

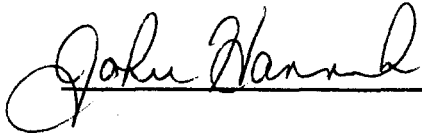
The term of this Agreement shall become effective as of September 21, 2001, and shall continue in full force and effect up to and including September 20, 2004, and from year to year thereafter unless terminated by either party hereto giving written notice of intention to

do so at least sixty (60) days prior to the above-mentioned termination date or any anniversary thereof.

In witness whereof the parties hereto have caused this agreement to be executed and subscribed by their duly authorized representatives this ~~7th~~ day of *March* 200 ~~a~~

BRINK CANADA LIMITED

TEAMSTERS UNION LOCAL 979





APPENDIX "A"

Job Classification and Hourly Wage Rate Schedule

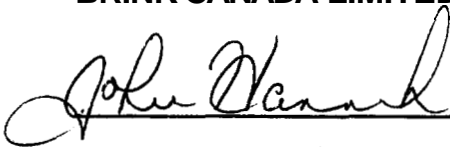
FULL TIME AND EXTRA CLASSIFICATION

CLASSIFICATION	CURRENT	YEAR 1	YEAR 2	YEAR 3
Armoured				
Full-time Assistant Cashier	15.61	15.92	16.08	16.29
Full time Messenger	15.61	15.92	16.08	16.29
Full Time Driver	15.42	15.73	15.89	16.10
Full Time Guard/Turret	14.09	14.37	14.51	14.71
Coin Center				
Full Time/Part Time Driver (Tractor)	15.42	15.73	15.89	16.10
Full Time/Part Time Shipper/Receiver	10.34	10.60	10.87	11.19
Full Time Coin Roller	9.97	10.60	10.87	11.19
Full Time Mechanic/Driver	15.42	15.73	15.89	16.10
Part Time Classifications				
Part Time Assistant Cashier	15.61	15.92	16.08	16.29
Part Time Messenger	15.61	15.92	16.08	16.29
Part Time Driver/Guard/Turret	10.70	10.84	11.19	11.49
Part Time Coin Roller	9.97	10.60	10.87	11.19
Part time Money Room clerk	9.49	10.50	10.87	11.19
Probationary Rate (90days)	8.00	9.00	9.00	9.00
ATM Classifications				
Full Time/Part Time Crew Chief	12.29	12.78	13.29	13.74
Full Time/Part Time Technician	10.70	11.26	11.85	12.43
Full Time/Part Time Driver	10.21	10.75	11.34	11.90


SUPPLEMENTARY LETTER

Where the Employer requires safety boots to be worn in the coin Center, the Employer will reimburse employees for the cost of the boots to a maximum of seventy five dollars (\$75.00) every two (2) years. Receipts must be provided.

BRINK CANADA LIMITED .



TEAMSTERS UNION LOCAL 979



LETTER OF UNDERSTANDING

between

Brink's Canada Limited

and

General Teamsters Local Union No. 979

RE: JOINT ACTION COMMITTEE

The Company and the Union agree to establish a Joint Action Committee (Labour Management Committee) to promote the cooperative resolution of workplace issues, to respond and adapt to changes in the economy, to discuss issues of run **efficiencies**, customer **concerns** and other areas of mutual interest. It is understood that this committee will not discuss issues being handled in the grievance procedure or those being the jurisdiction of the Health and Safety Committee.

The Joint Action Committee will review existing runs to consider if work can be reasonably structured to create forty (40) hour blocks of full time work in a single division or thirty-two (32) hour blocks of extra work in the armoured division, subject to run efficiency, customer needs and security being met.

When it can be demonstrated that an additional forty (40) or thirty-two (32) hour block of work are regularly available exclusive of relief for employees absent, on vacation, emergency relief, holiday and Special Night Work, then the committee will recommend an additional block of work may be created and offered to an extra employee in the armoured division for reclassification to full time and to part time employees for reclassification to **full** time or extra (in accordance with Article 1.09).

The Joint Action Committee will meet once every six (6) months prior to the semi-annual bid, or on request if there has been a significant change in work volumes.

The Joint Action Committee shall include the local management and two (2) shop stewards, a representative of the Local Union may attend as he / she deems necessary.

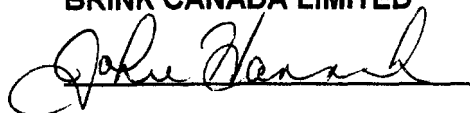
In the event there is a disagreement in the findings of the Joint Action Committee, the dispute may be submitted to the Grievance Procedure.

Nothing in this letter of understanding shall take away management's discretion to determine calls, runs and shifts.

SIGNED THIS 7th DAY OF March, 2002.

BRINK CANADA LIMITED

TEAMSTERS UNION LOCAL 979





LETTER OF UNDERSTANDING

between

Brink's Canada Limited

and

General Teamsters Local Union No. 979

RE: BLENDING OF SERVICES

The Parties agree to the following terms for the implementation of blended services:

1. The employer will maintain its current practice of blended services for the current over the road and highway runs:
 - Brandon / Portage
 - South Central
 - Kenora / Dryden

The above described runs will be performed by an armoured car Messenger and Driver with an ATM Technician, paid their respective rates of pay. In the event additional (OTR) over the road runs are created the above crew compliment shall apply.

2. Where the Company intends to blend service, the following criteria shall apply:
 - I. For runs consisting of three (3) persons, the crew will consist of an armoured car Messenger and Driver and an ATM Technician.
 - II. For runs consisting of ~~two~~ (2) persons, the crew will consist of an armoured car Messenger and an ATM Technician.
 - III. For existing ATM cash load runs, where armoured work is added to the run, the Crew Chief shall be paid at the Messenger rate of pay for that run. In the event the number of armoured stops exceed the number of ATM stops the conditions of 2.i above will apply

SIGNED THIS 7th DAY OF March, 2002.

BRINK CANADA LIMITED

TEAMSTERS UNION LOCAL 979



