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No. OF EMPLOYEES	5100		
NOMBRE D'EMPLOYÉS	5100		

ONTARIO AGREEMENT

Between

BRINK'S CANADA LIMITED

and

THE TEAMSTERS LOCAL UNION

NOS. 91, 141, 419, 879, 880, 938 & 990

August 27, 1995

10150(01)

This Agreement made and entered this August 27, 1995 by and between BRINK'S CANADA **LIMITED**, party of the first part (hereinafter referred to as the EMPLOYER), AND THE TEAMSTER LOCAL UNION NO. 91, 141, 419, 879, 880, 938 & 990 parties of the second part (hereinafter collectively referred to as the UNION).

ARTICLE I PURPOSE

1.00 The purpose of this Collective Agreement between the and the Union is to enter into an agreement governing the wages, hours of work, other working conditions and conditions of employment of the employees in the classifications listed in the Addenda attached hereto and to provide appropriate procedures for the resolution of grievances and problems and to prevent strikes, lockouts and other work stoppages during the term of this Agreement.

ARTICLE II 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 July 27, 1994 (Board File 530-2279, amending 530-2195) and 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 money room clerks, and persons covered by a subsisting collective agreement between the employer and the Canadian Brotherhood of Railway, Transport and General Workers".

2.02 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 attached hereto.

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.

ARTICLE III MANAGEMENT RIGHTS

3.00 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.

3.01 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.

ARTICLE IV UNION MEMBERSHIP

4.01 (a) 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 or outside part-time 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.

4.01 (b) Full-time employees are those employees who are regularly scheduled for and guaranteed forty (40) hours of work per week in five (5) days or less, or the equivalent thereof in pay.

4.02 (a) Part-time employees who work sixteen (16) hours in any month shall be required to pay to the Union an amount equal to the monthly union dues for that month, but such employees shall not be required to become members of the Union.

4.02 (b) Part-time employees are those employees who are not regularly scheduled nor do they regularly work forty (40) hours or more per week. Part-time employees shall not be guaranteed a specific number of hours of work per week. Part-time employees may be assigned to work during peak periods; 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.

DUES CHECKOFF

4.03 On the second pay period of each month, the Employer shall deduct regular union dues from the wages of all full-time employees and those part-time employees who have worked sixteen (16) or more hours during the preceding month. In addition to the dues deductions outlined above, the employer shall deduct an amount equal to the local union's initiation fees from each full-time employee after the completion of the employee's probationary period. Such deduction shall be made in installments of twenty-five dollars (\$25.00) per week, and shall continue until the initiation fee is paid in full; and shall be remitted to the secretary-treasurer of the respective Local Union representing the employees at the respective Branch along with the names of the employees from whom deductions were made at the same time as the union dues are remitted.

If an employee shall be on vacation during the second pay period of the month, the deduction shall be made from the employee's wages due him on the last pay period prior to his vacation. Employees shall be provided with an annual statement of union dues deducted showing the dues deducted in the previous calendar year.

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PROBATIONARY PERIOD

4.04 All new employees shall be hired on a ninety (90) day probationary basis during which time their employment may be terminated by the EMPLOYER without further recourse by the UNION. This notwithstanding, where part-time employees are promoted to full-time status, they shall be so promoted subject to an additional sixty (60) day probationary period during which time they may be demoted or terminated.

ARTICLE V SENIORITY

5.01 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.

5.02 Promotions to higher classifications within the bargaining unit shall be made in accord with seniority, provided the employees considered for promotion must possess the ability and qualifications necessary for the higher classification. The Employer shall determine the ability and qualifications of employees considered for promotion, provided such determination shall not be unreasonable and shall be subject to the grievance procedure. Any employee who has been promoted to a higher classification within the bargaining unit and after a reasonable trial period does not meet the Employer's requirements for the higher position shall be restored to their former position and shall retain their seniority.

Demotions to lower classifications within the bargaining unit due to reduced work requirements of the Employer shall be made in reverse order of seniority.

5.03 Any employee who has been promoted to a higher classification outside the bargaining unit and after a reasonable trial period not to exceed six (6) months, does not meet the Employer's requirements for the new position, 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.

5.04 (A) Divisional seniority shall prevail with respect to layoff and re-employment after layoff irrespective of classification, provided employees possess the ability and qualifications to perform all of the functions required. In the event of 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.

(B) In the event of lay-off of employees in a Branch by Division where applicable, ten (10) percent of the remaining full-time positions will be open for eligible employees and specifically ten (10) percent each thirty (30) days for the Employer's ATM operations. Any transfer to a division the employee must remain in that position for a period of no less than one (1) year unless mutually agreed otherwise by the parties to this Agreement.

(C) In the event of a lay-off where a full-time employee crosses over from a Division a reasonable time not to exceed sixty (60) days will be provided to such employee to prove his or her ability and qualifications necessary to satisfactorily perform all the functions for the position sought.

5.05 Whenever the guaranteed number of 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.

5.06 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. A.T.M. Division, Armoured Division.

5.07 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.

5.08 Full-time employees who may be demoted 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 as listed in the Addenda attached hereto, and shall be first in line for promotion to full-time status.

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

1. they are discharged,
2. they quit,
3. they fail to report to work after a layoff, within three (3) days after being notified by registered mail,
4. they fail to report to work at the expiration of a leave of absence except in case of a bona fide emergency,
5. they are absent from work for three (3) days without immediately notifying the Employer,
6. they are promoted and remain outside of the bargaining unit six (6) months or longer, and,
7. they have been on layoff for a period of twenty four (24) months.

5.10 Part time seniority shall be determined by Branch and Division where applicable in accordance with the existing letter of understanding.

ARTICLE VI SHOP STEWARDS

6.01 Shop stewards whose duty it shall be to see that all members live up to the rules of the Employer and the Union shall be elected by the membership or appointed by the Union. The stewards shall not be discriminated against in their employment because of performing the duties of their office. The stewards may call for a union representative by appointment if so required.

6.02 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 stewards activities shall not interfere with the Employer's business.

6.03 Time cards shall be made available to the stewards weekly, upon request, to determine the hours worked by various employees except with respect to Toronto which cards shall be made available by mutual agreement. The business representative of the Union shall be admitted to the Employer's premises during regular working hours upon proper identification and shall be permitted to inspect the time cards, payrolls 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.

6.04 Any employee who may be called into the manager's office for disciplinary action or to receive a reprimand, shall, upon request, have a steward present, provided nothing herein shall restrict the Employer from calling an employee for investigation or questioning them on any phase of the employer's operations; and if the steward shall be present on any of the above conditions, they shall in no way interfere with or obstruct such investigation or questions. The Employer reserves the right to suspend an employee immediately, when in its judgment circumstances warrant such action, but will delay final disposition until the steward is available. Such actions will be taken only in extreme or unusual circumstances.

ARTICLE VII GRIEVANCE PROCEDURE

7.01 Any dispute between the parties over the interpretation or application of any of the provisions of this agreement shall be defined as a grievance. Any employee desiring to submit the grievance must submit a written statement of such grievance to the Employer within ten (10) working days after the act which prompted such grievance or the date of discovery thereof which shall be limited to 90 calendar days from the date of the act which prompted such grievance. Any grievance submitted after such date shall be null and void. The grievance shall thereafter be processed in accord with the following steps, time limits and conditions herein set forth:

Step 1

The grievance shall first be taken up with the chief dispatcher, assistant-manager or manager, as the case may be. The chief dispatcher, assistant-manager or manager shall within four (4) working days after receipt of such grievance, give written answer to such grievance.

Step 2

In the event the grievance is not settled in the manner set forth in Step 1, the Union may appeal it by giving written notice of such appeal within seven (7) working days after receipt of the supervisor's written answer to the grievance.

Such appeal shall be made to the branch manager or their designate, who shall discuss it with the Union Representative. The branch manager or their designate shall give written answer to the grievance within four (4) working days after the close of discussion.

Step 3

If the grievance is not settled in the manner set forth in Step 2 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 ten (10) working days after receipt of the branch manager's answer.

7.02 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.

7.03 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 accord with article VIII.

7.04 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 agreement of the parties.

7.05 The parties agree that prior to a request for arbitration they may utilize the services of Mediation under the Code, which shall be scheduled through the respective General Manager or his/her designee.

ARTICLE VIII ARBITRATION

8.01 Within ten (10) working days after a final decision has been received on any grievance properly processed under the Grievance Procedure outlined in article VII, the matter may be referred to an Arbitration Board to consist of three (3) persons, one to be selected by the Employer, one by the Union and a third member (chairman) to be selected by these two. The decision of the Arbitration Board shall be final and binding upon the parties.

8.02 Upon mutual agreement of the Employer and the Union, any arbitration matter may be heard by a single arbitrator. In the event the parties fail to agree on such single arbitrator, the matter must be referred to the Arbitration Board referred to in clause 8.01 above.

8.03 Each of the parties hereto will bear half the expenses of the chairman of the Arbitration Board.

8.04 (i) 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 is agreement.

(ii) The arbitrators shall have the power to vary or set aside any penalty or discipline imposed relating to the grievance then before the Board.

ARTICLE IX HOURS OF WORK

9.01 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.

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9.02 (a) Part-time employees shall not be guaranteed forty (40) hours of work per week or the equivalent thereof in pay. They shall normally be assigned to work during peak work periods, emergencies, unanticipated contingencies, to time employees absent or on vacation, and to fill out and complete the work schedule over and above those hours guaranteed to full-time employees.

9.03 A weekly schedule of work showing the days of work, days off, starting times and run assignments for all full-time employees shall be posted on Thursday of the preceding week. Once posted, changes will be made in said schedule only to meet emergencies, adjust for absences, tardiness and extra work, and to correct apparent errors. Vacancies occurring in the assignments may be filled by part-time employees.

9.04 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.

9.05 At least one-half (1/2) 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 person shall be required to work a split shift. It is understood, here, that work on special work or a call back does not constitute a split shift.

**ARTICLE X
COMPANY PAID HOLIDAYS**

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10.00 The Company paid holidays shall be as follows:

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

The Employer shall designate which day shall be considered as Boxing Day under this agreement. Heritage Day shall be added to the list of recognized holidays under the term of this agreement, provided such day is declared a legal holiday by the Federal or Ontario Provincial Government. An employee may elect to take a date other than their birthday as their birthday holiday, provided such date is limited to the week in which their birthday occurs; and further, that such date is mutually acceptable to both the employee and the Employer.

10.01 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.

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10.02 Full-time armoured car employees required to work on any of the above designated holidays shall be guaranteed a minimum of four (**4**) hours of work or the equivalent thereof in pay at two (2x) times the basic hourly rate applicable to the classification to which they are assigned to work on such holiday and such hours of work shall not be added in the regular weekly hours of work for that week.

10.03 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.

10.04 Part-time employees shall be paid holidays herein provided in accordance with Part III of the Code.

ARTICLE XI OVERTIME

11.00 Overtime at the rate of time and one-half (1 1/2) of the employees basic hourly rate shall be paid for hours worked in excess of nine (9) hours per day city work and ten (10) hours per day for highway runs or regularly scheduled ten (10) hour city runs set forth Section 9.01 or in excess of forty (40) hours per week provided daily overtime has not been worked. (Highway runs shall be those runs in excess of an 85 mile radius from home base.)

11.01 If an employee shall work in two or classifications during the week, the hours worked in excess of forty (40) in any week shall be paid at one and one-half (1 1/2) times the regular hourly rate applicable to the classification in which the hours in excess of forty (40) were worked.

When a compressed work week schedule is implemented Union and Management will meet to discuss the terms of implementation. In such case overtime will be paid after 10 hours in a day or 40 hours in a week.

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11.02 There shall be no pyramiding of premium rates.

ARTICLE XII WORK ON SCHEDULED DAY OFF

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

12.01 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.

12.02 (a) Any full-time employee required to work on their scheduled day off shall be paid at one and one-half (1 1/2) times 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.

12.03 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 (1 1/2) time 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. 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 (1 1/2) times the regular wage rates.

12.02 (b) The above notwithstanding where an employee works less than all their weekly scheduled hours, they shall not be paid at one and one-half (1 1/2) times 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 XIII SPECIAL WORK

13.00 Any full-time employee who shall be assigned to perform special work which is to commence after completion of their regular assignment for the day and they have punched out on the time clock, shall be guaranteed a minimum of two and one-half (2 1/2) hours of work or the equivalent thereof in pay and shall be paid at one and one-half (1 1/2) times the hourly wage rate applicable to the classification in which they are assigned. The hours worked on recall shall not be included in the accumulated hours of work for that week and shall not apply against the weekly guarantee of hours. Special work shall be assigned on a rotational basis according to seniority provided employees shall be qualified to perform the work available.

ARTICLE XIV VACATION LEAVE

14.00 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.

14.01 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.

14.02 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. 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. Full-time employees who have completed eleven (11) years or more of continuous service as full-time employees shall be granted four (4) weeks vacation with pay. Full-time employees who shall have completed eighteen (18) years or more of continuous service as full-time employees shall be granted five (5) weeks vacation with pay. 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 given to the employee prior to the start of their vacation. The annual earnings referred to above shall be the amount shown on the respective employee's T-4 form (excluding such items as Canada Pension, OHIP and other taxable benefits).

14.03 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.

14.04 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

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under the Worker's Compensation Act or the Group Insurance Plan described in article XVI. 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.

14.05 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.

14.06 Vacations and vacation pay for part-time employees shall be as required by ~~Part~~ III of the Canada Labour Code .

14.07 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.

14.08 The Employer shall post the vacation list on or before January 15th of each year, Commencing on February 1st, the Employer shall call upon employees in order of their overall seniority to make their first selection. An employee must make a vacation selection at that time or any time thereafter, but only from the weeks available at the time selection is made. Commencing on February 15th, the Employer shall call upon employees in order of their overall seniority to make their second selection. Employees must make such selection at that time or at any time thereafter, but only from weeks available at the time selection is made. The vacation list shall remain posted until March 31st. After March 31st, employees may make their vacation selection at any time, provided they give the employer a minimum of one (1) weeks notice, but only from weeks available at the time selection is made. Any employee who has not made vacation selection on or before October 1st shall have their vacation period assigned by the Employer. In the event an employee shall be absent during the selection period, it shall be the employee's responsibility to advise the Employer of their vacation selection in advance.

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ARTICLE XV GROUP INSURANCE

15.00 The Employer shall contribute to a group insurance plan, administered by the Union, the amount of one hundred and ninety five (\$195) dollars during the period August 27, 1995 through August 27, 1996 and two hundred (\$200) dollars during the period August 27, 1996 through August 27, 1997 and two hundred and five (\$205) dollars during the period August 27, 1997 through August 27, 1998 including applicable taxes per month on behalf of each eligible full-time employee effective at date of ratification.

15.01 The Employer shall continue for the term of this Agreement to pay monthly installments 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.

15.02 The Employer shall retain twelve twelfths (12/12) of the U.I.C. premium reduction.

**ARTICLE XVI
PENSION**

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16.00 Full time employees and those part-time employees who qualify under statutory regulations shall be covered under the Unionized Employees Pension Plan of Brinks Canada Limited, as described in separate document.

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

**ARTICLE XVII
SICK LEAVE**

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17.00 Full-time employees shall accumulate one-half (1/2) day per month sick leave to a maximum of five (5) days per year.

17.01 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 for each scheduled day of work on which the employee shall be unable to work in the maximum amount of five (5) days in any year subject to the following conditions.

17.02 The employee shall not be paid for the first day of absence due to any separate sickness or injury. Payment shall commence only on the second consecutive 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. 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 illness 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.

17.03 Sick leave entitlement shall be based on the twelve month period commencing January 1st and ending on the last day of December of each year.

17.04 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 XVIII
OTHERLEAVE**

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18.00 (Bereavement Leave)

(i) In the event of a death in a full-time employee's immediate family (parent, stepparent, spouse's aunt, spouse, 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, providing the employee was scheduled to work. 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) days, providing the employee attends the funeral.

(ii) In the event of the death of a brother-in-law, or sister-in-law, full-time employees shall be allowed a one (1) day leave of absence for the purpose of attending the funeral, and shall be paid at eight (8) hours at the employee's regular straight time rate, provided the employee was scheduled to work on such day and provided further that the employee attends the funeral.

JURY DUTY

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18.01 In the event a full-time 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.

WITNESS LEAVE

18.02 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 Crown witness, except to represent oneself, 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.

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**ARTICLE XIX
SUPPLEMENTAL WORKER'S COMPENSATION**

19.00 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 seventy five percent (75%) of their earnings for the guaranteed work week less the amount of compensation to

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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.

19.01 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.

ARTICLE XX CLASSIFICATIONS DEFINED

20.00 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.

20.01 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 guards.

20.02 All guards shall be those employees whose work for the employer shall consist, among other duties considered as bargaining unit work, of guard work.

20.03 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.

20.04 ATM employees shall from time to time perform various duties including but not limited to general maintenance and service of ATM units, cash replenishment and balancing of ATM units, removing customer deposits, custody of upper and lower combinations, deactivation and activation of alarms wherever situated, picking up and signing for cash shipments from currency centre or otherwise, carrying currency, counting and verifying in joint custody the Night Depository unit contents, delivery and/or pick up of cash shipments in the Night Depository unit amongst other duties assigned by the Employer.

(i) Senior A.T.M. Technician shall be those employees currently working in the classification, who have worked continuously as an A.T.M. Technician, for more than twelve consecutive months.

(ii) (a) A.T.M. Technician shall be those employees who have worked as an A.T.M. Technician for a period of twelve consecutive months or less.

(ii) (b) Employees in the classification of A.T.M. Technician shall be evaluated every three months after their probationary period in consideration for classification to Senior A.T.M. Technician.

20.05 (A) Assistant Cashiers shall be those employees whose work for the Employer shall consist of, among other things, 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.

(B) 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.

(C) 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 Employer's personnel and the shipments and property for which the Employer is responsible.

ARTICLE XXI WAGES

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

21.01 Except as specifically provided to the contrary else where 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 Addenda 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.

21.02 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.

ARTICLE XXII UNIFORM EQUIPMENT

22.00 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.

22.01 The Employer shall reimburse full-time employees for 50% of the cost of an approved bullet-resistant vest to a maximum of 200.00. A list of approved vests appear in N.I.J. standard 0101.03. Part-time employees will entitled to the same benefit providing they remain at the employ of Brinks for 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.

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ARTICLE XXIII GENERAL CONDITIONS OF EMPLOYMENT

23.00 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.

23.01 (a) 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. Simple letters of warning, i.e., letters that have no disciplinary suspension associated with them, shall have no effect after one (1) year from the date they are issued.

(b) Provided there has been no recurrence of similar circumstances giving rise to any disciplinary action/notation for a period of twelve (12) months an appropriate offsetting notation/letter shall be placed on the employee's file. Should there be a further twelve (12) months without incident the original and subsequent offsetting notation shall be removed from the employee's file.

23.02 The Employer shall pay for all premiums on bonds of employees.

23.03 All wages are to be paid on a weekly basis or on a biweekly basis at the Employer's option provided the parties have agreed to an applicable transition period. Payment shall be in cash or by payroll cheque or direct deposit at the Employer's option.

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

23.05 (a) A notice of all vacancies occurring in any classification hereby covered shall be placed on the 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.

(b) When the parties have agreed that a vacancy exists, the Employer, will fill the vacancy as soon as practicable but no later than sixty (60) working days after the agreement has been reached.

A notice to fill full time bargaining unit jobs shall be posted at least five (5) working days prior to the filling of such vacancy. Where the filling of such vacancy results in a crossover of a full time employee from A.T.M. to armoured, or vice versa, such transfer will be completed within sixty (60) calendar days.

23.06 A copy of this Agreement shall be placed on the bulletin board on the premises of the Employer.

23.07 All regular runs to 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.

23.08 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 16:00 hours (4:00 P.M.) of the day prior to the day on which they wish to return to work, and at that time obtain their first assignment.

23.09 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 Dominion 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 armoured cars, model year 1975 or later, assigned to the branches covered hereunder shall be equipped with air conditioning and hydraulic seats. It shall be the duty of employees to report promptly to the employer all effects in equipment. Drivers shall be provided with forms on which they shall make written reports of defective equipment or conditions of the Employer's trucks. The Employer shall have truck interiors cleaned on a regular basis; it shall be the driver's responsibility to sweep trucks daily.

23.10 Employees shall be required to fire on the practice range at least twice annually. Range practice may be scheduled as an extension or part of an employee's regular daily work. The practice time spent on the range will be paid for at the employee's regular straight time hourly rate. 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.

ARTICLE XXIV PICKET LINES

24.00 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 honor such picket line as described herein.

ARTICLE XXV CREDIT UNION DEDUCTIONS

25.00 The Employer agrees to deduct certain specified amounts each week from the wages of those employees who shall have given the Employer written authorization to deduct such amounts. Amounts so deducted will be remitted to the designated approved Credit Union for each branch once each month. The Employer shall not be responsible for the remittance to the Credit Union for any deduction for those weeks during which the employee has no earnings or earnings less than the amount authorized for deduction.

ARTICLE XXVI NO STRIKES OR LOCKOUTS

26.00 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 XXVII TRANSACTIONS

27.00 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.

A.T.M. ADDENDUM

1.00 Employees working in the classifications of ATM Technician shall be entitled to the terms and conditions of the Ontario Master Agreement, except as herein amended, supplemented or modified. In the event there is a conflict between the terms of this addendum and the Ontario Master Agreement, the terms of this addendum shall apply.

BARGAINING UNIT

2.00 (a) Nothing herein contained shall be construed to prevent management personnel from performing bargaining unit work. ✓

HOURS OF WORK

3.00 (a) The Employer reserves the right to assign and schedule employees to: days of work and days off, the various run assignments and shift assignments, as in its judgment best suits the needs of its business. 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. ✓ 49
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(b) Notwithstanding any other articles in the collective agreement or addendum, any full-time employee assigned to work on Sunday or on his scheduled day off shall be compensated at the appropriate straight time hourly wage rate or in equivalent time off and shall be guaranteed a minimum of 2 hours of work or the equivalent thereof in pay for each such call to work. ✓

(c) 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.

(d) Any Employee scheduled to work on a day that falls on one of the designated holidays shall be required to report to work on the holiday; failure to report to work, shall disqualify the employee from receiving holiday pay as provided herein. The Employer has the right to request proof of illness.

(e) (i) All employees shall be required to be available for work on an "on call" (standby) basis. If called to work while on standby, 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 standby shall be added to the accumulated hours of work for that week.

Part-time employees shall be paid two dollars (\$2.00) for every hour on standby, provided, however, that if the employee is called to work, thereby getting the two (2) hour guarantee set forth herein, then no standby pay will be due. Standby hours shall not be considered hours worked.

(E) (ii) A Full Time A.T.M. Employee who agrees to work a stand-by shift on his scheduled day off will receive a guarantee of four (4) hours at one and one-half (1 1/2) 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 (1 1/2) their regular hourly rate. Hours not worked will be paid at the stand-by rate with the exception of the four (4) hour guarantee.

(f) 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.

(g) Whenever forty (40) hours of work in a week shall not be available to the junior regular full-time employee in the ATM operation on a regular basis, exclusive of emergency, and "on call" work, and work performed in relief of employees absent or on vacation, the Employer reserves the right to reduce the junior full-time employee to part-time status or the employee may elect layoff instead.

(h) Work performed in connection with being "on call" shall not be considered as working a split shift.

SENIORITY

4.00 (a) Except in cases of full time crossover from armoured to ATM the skill and experience of an employee and their capacity to perform the required task shall be the determining factors in selecting employees to fill full-time vacancies created by increases in the working forces compliment or when management deems it necessary to fill a vacancy created as the result of the promotion or termination of a full-time employee.

Where a full time employee crosses over from armoured a reasonable time not to exceed (30) days shall be provided to such employee to prove their ability to satisfactorily perform the required duties of the position.

(b) The Company recognizes the desirability in general, of retaining employees with longer continuity of service, and the Union recognizes that the Company must maintain an effective working force. In all cases of layoff the principle of seniority shall be followed, provided that the employee retained is as well qualified to do the work as the employee laid off. A reasonable time, not to exceed sixty (60) days shall be provided to the appropriate affected employee to prove their ability to satisfactorily perform the required duties of the position.

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"A"
HAMILTON, ONTARIO

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

SECTION 1
WAGE RATES

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the classifications listed below shall be as therein set forth.

SECTION 2
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)

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

HAMILTON BRANCH

SECTION 3
BID RUNS

3.01 Once annually 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 1 (one) week the senior *fifty* percent (50%) of the 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. In the event an employee fails to bid at the time the opportunity is offered, such employee will be considered a pool employee. In the event some employees elect not to bid, or fail to bid, the right to bid shall be extended to other full-time truck employees in order of seniority until a maximum of fifty percent (50%) of the truck employees have bid for assignment. 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.

3.02 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.

3.03 Employees who bid for such blocks must be qualified to perform all duties required in the classification in which they bid.

3.04 Employees who are not eligible to bid, and those full-time employees who are eligible to bid but do not elect to do so, or fail to do so, shall compose a pool of unbid employees. On Thursday of the week preceding the Employer shall post a weekly schedule for the full-time employees as signed 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.

REVISION OF RUNS

3.05 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.

SPECIAL RUNS AND ASSIGNMENTS

3.06 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. This provision shall not apply to Special night work, Sunday or Holiday assignments.

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

PERMANENT VACANCIES

3.08 In case a block has been bid and then permanently vacated, for example by death, retirement, termination, etc., 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.

RUNS ELIMINATED

3.09 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.

3.10 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.

REFUSAL OR REMOVAL FROM A RUN

3.11 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.

SECTION 4
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)

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

"B"
KITCHENER, ONTARIO

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

SECTION 1

1.00 Nothing herein shall be construed as to restrict branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

SECTION 2
WAGE RATES

2.00 Effective on the dates set forth in the attached Addenda, the wage rates for employees in the various classifications shall be as therein set forth.

SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)

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

"C"
LONDON, ONTARIO

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.

SECTION 1

1.00 Nothing herein shall be construed to restrict branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

SECTION 2 - WAGE RATES

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the classifications listed shall be as therein set forth.

**SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)**

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

**"D"
ST. CATHARINES, ONTARIO**

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

SECTION 1

1.00 Nothing herein shall be construed to restrict the branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

**SECTION 2
WAGE RATES**

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the classifications listed below shall be as therein set forth.

**SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)**

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

**"E"
SUDBURY, ONTARIO**

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

SECTION 1

1.00 (Nothing herein shall be construed to restrict branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

**SECTION 2
WAGE RATES**

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the classifications listed below shall be as therein set forth.

SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)

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

"F"
SAULT STE. MARIE, ONTARIO

Employees working in the classifications covered hereunder shall be entitled to all 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.

SECTION 1

1.00 Nothing herein shall be construed to restrict branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

SECTION 2
WAGE RATES

2.00 Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the classifications listed below shall be as therein set forth.

SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)

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

"G"
SARNIA, ONTARIO

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

SECTION 1

1.00 Nothing herein shall be construed to restrict the branch management personnel from working on the Employer's armoured trucks and they shall not be required to join the Union.

**SECTION 2
WAGE RATES**

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the various classifications shall be as therein set forth.

**SECTION 3
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)**

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

**"H"
WINDSOR, ONTARIO**

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.

**SECTION 1
WAGE RATES**

Effective on the dates set forth in the attached Addenda, the regular wage rates for employees in the various classifications shall be as therein set forth.

**SECTION 2
GENERAL CONDITIONS OF EMPLOYMENT (Armoured only)**

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

**"I"
TORONTO**

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 master Agreement, the terms of this Addendum shall prevail.

1.00 Non-bargaining unit personnel, including supervisors shall not perform work traditionally classified as bargaining unit work except in cases of emergency or unusual circumstances when no qualified bargaining unit employees are available on a timely basis to perform such work and in cases where training or experimental situations are involved.

**ARTICLE II
DEFINITION OF CLASSIFICATIONS**

2.00 All messengers shall be those employees whose work for the EMPLOYER shall consist, among other duties considered as bargaining unit work, of and/or receipting for parcels.

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.

2.02 Guards shall be those employees whose work for the EMPLOYER shall consist, among other duties considered as bargaining unit work, of being assigned to an armoured crew for the primary purpose of protecting EMPLOYER'S personnel, the shipments and property for which the EMPLOYER is responsible.

2.03 Assistant cashiers shall be those employees whose work for the EMPLOYER shall consist of, among other things, 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.

2.04 Garage helpers shall be those employees whose work for the EMPLOYER shall consist of, among other things, lubricating, fueling and washing vehicles, changing tires, cleaning garage areas, and other simple mechanical and maintenance work.

2.05 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 EMPLOYERS fleet.

2.06 Turret guards shall be those employees whose worked for the EMPLOYER shall consist of, among other duties considered as bargaining unit work, of being assigned to the EMPLOYERS premises for the purpose of protecting the EMPLOYERS personnel and the shipments and property for which the EMPLOYER is responsible.

2.07 ATM employees shall from time to time perform various duties including but not limited to general maintenance and service of ATM units, cash replenishment and balancing of ATM units, removing customer deposits, custody of upper and lower combinations, deactivation and activation of alarms wherever situated, picking up and signing for cash shipments from currency centre or otherwise, carrying currency, counting and verifying in joint custody the Night Depository unit contents, delivery and/or pick up of cash shipments placed in the Night Depository unit, amongst other duties assigned by the Employer.

(1) ATM Crew Chief - Shall be those employees currently working in the classification for the primary purpose of providing direction for the crew in terms of efficiency and achieving the objectives of the customer and the Employer. A Crew Chief is qualified to perform the functions of all employees performing ATM duties.

(2) ATM Technician - Shall be those employees currently working in the classification for the primary purpose of providing technical support for the ATM units and the crew.

(3) ATM Driver - Shall be those employees currently working in the classification for the primary purpose of operating motor vehicles and/or to provide security.

(4)ATM Guard - Shall be those employees currently working in the classification for the primary purpose of providing security.

2.08 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.

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

ARTICLE III WAGES

3.00 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) Enter at initial probationary level for a period not to exceed ninety (90) days.
- (b) After successful completion of probationary period the employee will move to first level of the scale as set forth in the attached Addenda.
- (c) Future progression will be from the date of entry into the scale and yearly thereafter.
- (d) Those Full-Time employees who received an increase at Level 6 (F/T) and Level 5 (P/T) effective April 25, 1995 will receive the planned increase November 25, 1995, and be placed on the wage scale and progress thereafter.

3.01 With respect to or 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) Enter at the initial probationary period level for a period not to exceed ninety (90) days.
- (b) After successful completion of probationary period the employees will move to first level of the scale,
- (c) Future progression will be from the date of entry into the scales and the completion of 2080 straight time hours.
- (d) Entry to the full-time scale will be at the level closest to their hourly wage without loss of wage.

3.02 Any wage rates in this Agreement, notwithstanding, payment for highway runs 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:

total trip miles	hourly rate
\times	
45 m.p.h.	total trip miles

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

total trip miles	hourly rate
\times	
47 m.p.h.	total trip miles

3.03 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 (1/2) hour;

(4) Delays caused by breakdowns, inspection stops, weight inspections; i.e. for licenses, load limits, dimensions, etc.; but not to exceed eight (8) hours out of each twenty-four (24) hour period;

(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 at pay with straight time rate) such driver shall be paid the rate of one and one half (1 1/2) times 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 IV BID RUNS

4.00 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, coverman positions 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.

(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.

49 B1'

(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 Wednesday 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 coverman positions shall be available within thirty (30) minutes after call in. A coverman 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 a coverman employee. Coverman jobs shall be listed by starting time. Covermen shall be assigned in order of their starting time (i.e., first in, first out). The Employer shall determine the number of coverman 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.

(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:

(1) In accord with preferential days off, where available, then.

(2) To the highest classification available, provided they are capable and qualified to perform all duties and functions of the weekly schedule.

(3) 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.

(4) Vacancies that occur after the schedule is posted shall be filled at the Employer's discretion.

Other conditions:

4.01 Revisions of Runs

In order to meet the needs of customers and improve the efficient 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 it's 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.

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:

4.02 (a) Employees must be qualified and capable to perform all duties required in the weekly schedule in which they bid.

(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 Wednesday 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.

4.03 At least twice annually in April and October, all regular full-time A.T.M. 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. Upper combination holders will select upper combination assignments and lower combination holders will select lower combination assignments. Within thirty (30) days after the date agreement is reached, all full-time A.T.M. employees shall, in order of their seniority, select either upper combination or lower combination status. Once they have made such selection, they shall remain an upper or lower combination holder, as the case may be, for the duration of the Agreement. If combinations are eliminated, the parties agree to renegotiate the bid procedure.

(b) All employees must be qualified and capable to perform all of the duties required on the weekly schedule that they bid.

(c) Effective one (1) month after the date employees are assigned to the new runs they have bid, the Employer and the A.T.M. stewards will form a committee to explore bid run procedures for improvement and/or resolution of problems as they develop.

ARTICLE V MISCELLANEOUS

5.00 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.

5.01 The implementation of the "on call" provisions of Article III ATM Addendum in the Toronto ATM operation will not diminish the Employer's obligation as described in Article 3.0 (f) as it pertains to available first line maintenance positions depending on ATM business conditions.

5.02 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 one hundred and seventy-five dollars (\$175.00) 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.

ARTICLE XXVIII TERM OF AGREEMENT

Duration of Agreement:

This Agreement is in effect on ratification and will be dated August 4, 1995,
to August 4, 1998.

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 _____ day of _____ in the year 1995.

**TEAMSTERS LOCAL, UNION NO.91,
141, 419, 879, 880, 938, & 990**

BRINKS CANADA LIMITED

Teamsters Local 91

Teamsters Local 141

Teamsters Local 419

Teamsters Local 879

Teamsters Local 880

Teamsters Local 938

Teamsters Local 990

SUPPLEMENTARY LETTER

Mr. R. Elliott
President, Teamsters Local 141
426 Third Street,
London, Ontario
N5W 4W6

Dear Mr. Elliott:

This will record the agreement of Brinks Canada Limited and Teamster's Local 141, 879, 880 and 938 on the following items in addition to, or in clarification of matters covered in the current collective agreement.

1. Vacation Leave

The parties agree that the period from January 1 to February 15 shall be deemed to be an "open vacation period". Requests for vacation leave during this period will be responded to in order of request regardless of seniority. Any requests granted during this period shall not be considered as a "selection" pursuant to Article 14.07.

2. Full-time "Cross-over" A.T.M./Armoured (and vice versa)

The parties agree that where a qualified full-time employee requests a transfer from one division to a permanent vacancy in another division, such transfer shall be completed within sixty (60) calendar days. The parties further agree that any employee accepting such a transfer must remain in the Division to which they have transferred for a minimum period of one year before any subsequent request for "transfer" will be considered.

3. Part-time Weekly Work Scheduling

Union and Employer will agree on local conditions on a branch basis related to part time scheduling to be implemented by December 31, 1995.

4. Management Performing Bargaining Unit Work

The parties acknowledge and agree that the amount of time management personnel may legitimately spend doing bargaining unit work will be dependent on local operating and business conditions.

Teamsters Local 91

Brinks Canada Limited

Teamsters Local 141

Brink's Canada Limited

Teamsters Local 419

Brink's Canada Limited

Teamsters Local 879

Brink's Canada Limited

Teamsters Local 880

Teamsters Local 938

Teamsters Local 990

WAGES SCALES CENTRAL REGION

1.00 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 set forth in the attached Addenda 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.

1.01 With respect to or 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) Progression will be from the date of entry into the scales and the completion of 2080 straight time hours

(b) Entry to the full-time scale will be at the level closest to their hourly wage without loss of wage.

1.02 As to current Employee(s) at time of the ratification of this collective agreement.

(a) Will enter the scale at level 3 under the first year of the collective agreement and progress within the scale on a yearly basis.

(B) Future progression will be from the date of entry into the scale.

1306/018/misc/Agreement

WAGE SCALE - THUNDER BAY

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	14.50	15.00	15.50	15.60	15.80
ARMOURED	MESSENGER	14.50	15.00	15.50	15.60	15.80
	DRIVER	14.00	14.50	15.00	15.20	15.40
	GUARD	12.90	13.80	13.90	14.10	14.30
ATM	SRATM TECH	10.45	10.95	11.45	11.75	12.05
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM TRAINEE	9.00	9.50	10.00	10.20	10.40
PART TIME						
VAULT	ASST. CASHIER	9.75	10.25	10.75	11.00	11.25
ARMOURED	MESSENGER	9.75	10.25	10.75	11.00	11.25
	DRIVER	8.80	9.30	9.80	10.00	10.20
	GUARD	8.70	9.20	9.70	9.90	10.10
ATM	SRATM TECH	9.30	9.80	10.30	10.50	10.70
	ATM TECH	9.10	9.60	10.10	10.30	10.50
	ATM TRAINEE	8.50	9.00	9.50	9.70	9.90

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WAGE SCALE - PETERBOROUGH

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	14.60	15.10	15.60	15.70	15.80
	VAULT CLERK	12.40	12.90	13.40	13.50	13.60
ARMOURED	MESSENGER	14.90	15.40	15.90	16.00	16.10
	DRIVER	14.40	14.90	15.90	15.45	15.50
	GUARD	12.90	13.40	13.90	13.95	14.00
ATM	SR ATM TECH	12.00	12.50	13.00	13.10	13.20
	ATM TECH	11.20	11.70	12.20	12.30	12.40
	ATM DRIVER	10.40	10.90	11.40	11.70	12.00
	ATM GUARD	10.00	10.50	11.00	11.20	11.40
GENERAL	TURRET	8.00	8.30	8.60	8.80	9.00
PART TIME						
VAULT	ASST. CASHIER	10.05	10.55	11.05	11.35	11.45
	VAULT CLERK	8.75	9.25	9.75	9.85	9.95
ARMOURED	MESSENGER	10.05	10.55	11.05	11.25	11.45
	DRIVER	8.75	9.25	9.75	10.00	10.25
	GUARD	8.70	9.20	9.70	9.80	9.90
ATM	SR ATM TECH	9.50	10.00	10.50	10.75	11.00
	ATM TECH	8.80	8.90	9.80	10.10	10.40
	ATM DRIVER	8.80	9.30	9.80	10.00	10.20
	ATM GUARD	8.40	8.90	9.40	9.60	9.80
GENERAL	TURRET	8.00	8.20	8.40	8.50	8.60

WAGE SCALE - TIMMINS

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	15.20	15.70	16.20	16.30	16.40
	VAULT CLERK	12.45	12.95	13.45	13.55	13.65
ARMOURED	MESSENGER	15.20	15.70	16.20	16.30	16.40
	DRIVER	14.80	15.30	15.80	15.85	15.90
	GUARD	13.95	14.45	14.95	15.00	15.05
ATM	SR ATM TECH	11.60	12.10	12.60	12.80	13.00
	ATM TECH	10.80	11.30	11.80	12.10	12.40
	ATM DRIVER	10.40	10.90	11.40	11.70	12.00
	ATM GUARD	10.00	10.50	11.00	11.20	11.40
GENERAL	TURRET	7.60	8.10	8.60	8.80	9.00
PART TIME						
VAULT	ASST. CASHIER	9.80	10.30	10.80	11.10	11.40
	VAULT CLERK	8.75	9.25	9.75	9.85	9.95
ARMOURED	MESSENGER	9.85	10.35	10.85	11.15	11.45
	DRIVER	9.60	10.10	10.60	10.70	10.80
	GUARD	8.20	8.70	9.20	9.40	9.60
ATM	SR ATM TECH	9.50	10.00	10.50	10.70	10.90
	ATM TECH	8.80	9.30	9.80	10.10	10.40
	ATM DRIVER	8.80	9.30	9.80	10.00	10.20
	ATM GUARD	8.40	8.90	9.40	9.60	9.80
GENERAL	TURRET	8.00	8.20	8.40	8.50	8.60

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WAGE SCALE - NORTHBAY

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	13.30	13.95	14.45	14.55	14.65
	VAULT CLERK	11.70	12.20	12.70	12.80	12.90
ARMOURED	MESSENGER	13.45	13.95	14.45	14.55	14.65
	DRIVER	12.60	13.10	13.60	13.70	13.80
	GUARD	11.05	11.55	12.05	12.35	12.45
ATM	SR ATM TECH	11.35	11.85	12.35	12.55	12.75
	ATM TECH	10.35	10.85	11.35	11.65	11.95
	ATM DRIVER	9.90	10.40	10.90	11.10	11.40
	ATM GUARD	9.40	9.90	10.40	10.60	10.80
GENERAL	TURRET	8.00	8.25	8.50	8.70	8.90
PART TIME						
VAULT	ASST. CASHIER	9.25	9.75	10.25	10.55	10.85
	VAULT CLERK	8.20	8.70	9.20	9.30	9.40
ARMOURED	MESSENGER	9.25	9.75	10.25	10.55	10.85
	DRIVER	8.65	9.15	9.65	9.85	10.05
	GUARD	8.20	8.70	9.20	9.40	9.60
ATM	SR ATM TECH	8.85	9.35	9.85	10.25	10.65
	ATM TECH	8.45	8.95	9.45	9.65	9.85
	ATM DRIVER	8.20	8.70	9.20	9.40	9.60
	ATM GUARD	8.00	8.50	9.00	9.10	9.30
GENERAL	TURRET	8.00	8.10	8.25	8.35	8.45

WAGE SCALE - BARRIE

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	13.40	14.40	14.90	15.00	15.10
	VAULT CLERK	11.80	12.30	12.80	12.90	13.00
ARMoured	MESSENGER	13.80	14.40	14.90	15.00	15.10
	DRIVER	13.10	13.60	14.10	14.15	14.20
	GUARD	11.10	11.60	12.10	12.20	12.40
ATM	SR ATM TECH	10.80	11.30	11.80	12.10	12.40
	ATM TECH	10.40	10.90	11.40	11.70	12.00
	ATM DRIVER	10.00	10.50	11.00	11.30	11.60
	ATM GUARD	9.40	9.90	10.40	10.60	10.80
GENERAL	TURRET	8.00	8.40	8.75	8.85	8.90
PART TIME						
VAULT	ASST. CASHIER	9.40	9.90	10.40	10.70	11.10
	VAULT CLERK	8.25	8.75	9.25	9.35	9.45
ARMoured	MESSENGER	9.30	9.80	10.40	10.70	11.10
	DRIVER	8.25	8.75	9.25	9.55	9.75
	GUARD	7.90	8.40	8.90	9.20	9.50
ATM	SR ATM TECH	9.55	10.05	10.55	10.75	10.95
	ATM TECH	8.45	8.95	9.45	9.65	9.85
	ATM DRIVER	8.20	8.70	9.20	9.40	9.60
	ATM GUARD	8.00	8.50	9.00	9.10	9.30
GENERAL	TURRET	8.00	8.40	8.75	8.85	8.90

WAGE SCALE - CHATHAM

		<u>Level 1</u>	<u>Level 2</u>	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	13.75	14.25	14.75	14.85	14.95
	VAULT CLERK	11.60	12.10	12.60	12.70	12.80
ARMoured	MESSENGER	13.75	14.25	14.75	14.85	14.95
	DRIVER	13.00	13.50	14.00	14.10	14.20
	GUARD	12.30	12.80	13.30	13.40	13.50
ATM	SR ATM TECH	10.85	11.35	11.85	12.15	12.45
	ATM TECH	10.15	10.65	11.15	11.45	11.75
	ATM DRIVER	9.60	10.10	10.60	10.90	11.20
	ATM GUARD	9.10	9.60	10.10	10.30	10.50
GENERAL	TURRET	8.00	8.10	8.20	8.40	8.60
PART TIME						
VAULT	ASST. CASHIER	9.80	10.30	11.85	11.95	12.05
	VAULT CLERK	8.95	9.45	9.95	10.05	10.15
ARMoured	MESSENGER	10.85	11.35	11.85	11.95	12.05
	DRIVER	9.55	10.05	10.55	10.65	10.75
	GUARD	9.05	9.55	10.05	10.15	10.25
ATM	SR ATM TECH	10.05	10.55	11.05	11.15	11.25
	ATM TECH	8.95	9.45	9.95	10.25	10.50
	ATM DRIVER	9.40	9.90	10.40	10.45	10.50
	ATM GUARD	8.00	8.50	9.00	9.20	9.40
GENERAL	TURRET	7.55	8.05	8.55	8.65	8.75

WAGE SCALE - SARNIA

		Level 1	Level2	Level3	Level4	Level6
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.55	16.60
	VAULT CLERK	13.35	13.85	14.35	14.40	14.45
ARMoured	MESSENGER	15.50	16.00	16.50	16.55	16.60
	DRIVER	14.50	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.50	13.60
ATM	SR ATM TECH	12.50	13.00	13.50	13.70	13.90
	ATM TECH	11.80	12.30	12.80	13.00	13.20
	ATM DRIVER	11.20	11.70	12.20	12.40	12.60
	ATM GUARD	10.60	11.10	11.60	11.80	12.00
GENERAL	TURRET	8.60	9.10	9.60	9.70	9.80
PART TIME						
VAULT	ASST. CASHIER	11.20	11.70	12.20	12.30	12.40
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMoured	MESSENGER	11.20	11.70	12.20	12.30	12.40
	DRIVER	9.55	10.05	10.55	10.65	10.75
	GUARD	9.30	9.80	10.30	10.40	10.50
ATM	SR ATM TECH	10.30	10.80	11.30	11.50	11.70
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.80	8.90	9.00

WAGE SCALE - SAULT STE. MARIE

		Level 1	Level 2	Level 3	Level 4	Level 6
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.55	16.60
	VAULT CLERK	13.35	13.85	14.35	14.40	14.45
ARMOURED	MESSENGER	15.50	16.00	16.50	16.55	16.60
	DRIVER	14.50	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.50	13.60
ATM	SR ATM TECH	12.50	13.00	13.50	13.70	13.90
	ATM TECH	11.80	12.30	12.80	13.00	13.20
	ATM DRIVER	11.20	11.70	12.20	12.40	12.60
	ATM GUARD	10.60	11.10	11.60	11.80	12.00
GENERAL	TURRET	8.60	9.10	9.60	9.70	9.80
PART TIME						
VAULT	ASST. CASHIER	11.20	11.70	12.20	12.30	12.40
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.20	11.70	12.20	12.30	12.40
	DRIVER	9.55	10.05	10.55	10.65	10.75
	GUARD	9.30	9.80	10.30	10.40	10.50
ATM	SR ATM TECH	10.30	10.80	11.30	11.50	11.70
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.80	8.90	9.00

WAGE SCALE - ST. CATHARINES

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMOURED	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - SUDBURY

		Level 1	Level2	Level3	Level4	Level6
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMoured	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMoured	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - WINDSOR

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMOURED	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - LONDON

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMOURED	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - KITCHENER

		Level 1	Level2	Level3	Level4	Level6
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMOURED	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - HAMILTON

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	15.50	16.00	16.50	16.60	16.70
	VAULT CLERK	13.30	13.80	14.30	14.50	15.00
ARMOURED	MESSENGER	15.50	16.00	16.50	16.60	16.70
	DRIVER	15.00	15.50	16.00	16.05	16.10
	GUARD	12.40	12.90	13.40	13.60	13.80
ATM	SR ATM TECH	12.55	13.05	13.55	13.85	14.15
	ATM TECH	11.85	12.35	12.85	13.05	13.35
	ATM DRIVER	11.25	11.75	12.25	12.55	12.85
	ATM GUARD	10.65	11.15	11.65	11.85	12.05
GENERAL	TURRET	8.65	9.15	9.65	9.75	9.85
PART TIME						
VAULT	ASST. CASHIER	11.25	11.75	12.25	12.35	12.55
	VAULT CLERK	9.45	9.95	10.45	10.55	10.65
ARMOURED	MESSENGER	11.25	11.75	12.25	12.35	12.55
	DRIVER	9.55	10.05	10.55	10.65	10.85
	GUARD	9.35	9.85	10.35	10.45	10.55
ATM	SR ATM TECH	10.35	10.85	11.35	11.55	11.75
	ATM TECH	9.60	10.10	10.60	10.80	11.00
	ATM DRIVER	9.50	10.00	10.50	10.60	10.70
	ATM GUARD	9.40	9.90	10.40	10.50	10.60
GENERAL	TURRET	8.00	8.40	8.85	8.95	9.05

WAGE SCALE - BELLEVILLE

		Level 1	Level2	Level3	Level4	Level6
FULL TIME						
VAULT	ASST. CASHIER	13.35	13.85	14.35	14.50	14.75
	VAULT CLERK	11.75	12.25	12.75	12.85	12.95
ARMOURED	MESSENGER	13.35	13.85	14.35	14.50	14.75
	DRIVER	12.50	13.00	13.50	13.70	13.90
	GUARD	11.60	12.10	12.60	12.70	12.80
ATM	SR ATM TECH	11.00	11.50	12.00	12.30	12.60
	ATM TECH	10.30	10.80	11.30	11.60	11.90
	ATM DRIVER	9.80	10.30	10.80	11.10	11.40
	ATM GUARD	9.40	9.90	10.40	10.60	10.80
GENERAL	TURRET	8.00	8.10	8.35	8.55	8.75
PART TIME						
VAULT	ASST. CASHIER	10.15	10.65	11.15	11.35	11.55
	VAULT CLERK	8.25	8.75	9.25	9.35	9.45
ARMOURED	MESSENGER	10.15	10.65	11.15	11.35	11.55
	DRIVER	9.25	9.75	10.25	10.50	10.75
	GUARD	8.60	9.10	9.60	9.80	10.00
ATM	SR ATM TECH	9.65	10.15	10.65	10.85	11.05
	ATM TECH	9.20	9.70	10.20	10.40	10.60
	ATM DRIVER	8.20	8.70	9.20	9.40	9.60
	ATM GUARD	7.90	8.40	8.90	9.10	9.30
GENERAL	TURRET	8.00	8.10	8.20	8.30	8.40

WAGE SCALE - KINGSTON

		Level 1	Level 2	Level 3	Level 4	Level 5
FULL TIME						
VAULT	ASST. CASHIER	13.35	13.85	14.35	14.50	14.75
	VAULT CLERK	11.75	12.25	12.75	12.85	12.95
ARMoured	MESSENGER	13.35	13.85	14.35	14.50	14.75
	DRIVER	12.50	13.00	13.50	13.70	13.90
	GUARD	11.60	12.10	12.60	12.70	12.80
ATM	SR ATM TECH	11.00	11.50	12.00	12.30	12.60
	ATM TECH	10.30	10.80	11.30	11.60	11.90
	ATM DRIVER	9.80	10.30	10.80	11.10	11.40
	ATM GUARD	9.40	9.90	10.40	10.60	10.80
GENERAL	TURRET	8.00	8.10	8.35	8.55	8.75
PART TIME						
VAULT	ASST. CASHIER	10.15	10.65	11.15	11.35	11.55
	VAULT CLERK	8.25	8.75	9.25	9.35	9.45
ARMoured	MESSENGER	10.15	10.65	11.15	11.35	11.55
	DRIVER	9.25	9.75	10.25	10.50	10.75
	GUARD	8.60	9.10	9.60	9.80	10.00
ATM	SR ATM TECH	9.65	10.15	10.65	10.85	11.05
	ATM TECH	9.20	9.70	10.20	10.40	10.60
	ATM DRIVER	8.20	8.70	9.20	9.40	9.60
	ATM GUARD	7.90	8.40	8.90	9.10	9.30
GENERAL	TURRET	8.00	8.10	8.20	8.30	8.40

BRINK'S WAGE SCALE - TORONTO										
FULL TIME EMPLOYEE										
SERVICE YEARS	PROBATION	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	11/25/95 LEVEL 7	Apr-96 LEVEL 8	Apr-97 LEVEL 9
ASSISTANT CASHIER	-	\$13.93	\$14.36	\$14.80	\$15.26	\$15.73	\$16.20	\$16.82	16.99	17.33
ATM CREW CHIEF		\$13.35	\$13.77	\$14.19	\$14.63	\$15.08	\$15.53	\$16.15	16.31	16.64
ATM TECH		\$12.97	\$13.37	\$13.78	\$14.21	\$14.65	\$15.09	\$15.70	15.86	16.17
ATM DRIVER		\$12.69	\$13.08	\$13.49	\$13.91	\$14.34	\$14.77	\$15.39	15.53	15.84
ATM GUARD	\$10.00	\$12.43	\$12.81	\$13.21	\$13.61	\$14.04	\$14.46	\$15.07	15.22	15.53
HIGHWAY DRIVER		\$13.93	\$14.36	\$14.80	\$15.26	\$15.73	\$16.20	\$16.82	16.99	17.33
COVERMAN		\$13.83	\$14.26	\$14.70	\$15.16	\$15.63	\$16.10	\$16.71	16.88	17.21
ARMOURED MESSENGER		\$13.83	\$14.26	\$14.70	\$15.16	\$15.63	\$16.10	\$16.71	16.88	17.21
ARMOURED DRIVER		\$13.15	\$13.55	\$13.97	\$14.41	\$14.85	\$15.30	\$15.91	16.07	16.39
ARMOURED GUARD	\$10.00	\$12.60	\$12.99	\$13.39	\$13.80	\$14.23	\$14.66	\$15.27	15.42	15.73
TURRET OPERATOR	\$8.87	\$9.15	\$9.43	\$9.72	\$10.02	\$10.33	\$10.64	\$11.25	11.36	11.59
APPRENTICE										
MECHANIC		\$10.19	\$12.04	\$13.89	\$15.74	\$17.59	\$18.12	\$19.12	19.31	19.70
BUILDING MAINTENANCE	\$9.36	\$9.65	\$9.95	\$10.26	\$10.58	\$10.90	\$11.23	\$11.84	11.96	12.20
GARAGE HELPER	\$9.36	\$9.65	\$9.95	\$10.26	\$10.58	\$10.90	\$11.23	\$11.84	11.96	12.20
PART TIME EMPLOYEE										
EFF										
SERVICE YEARS	PROBATION	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	11/25/95 LEVEL 7	Apr-96 LEVEL 8	Apr-97 LEVEL 9
ASSISTANT CASHIER	-	\$10.68	\$11.01	\$11.35	\$11.50	\$11.65	\$11.80	11.92	12.16	
ATM CREW CHIEF		\$9.99	\$10.30	\$10.62	\$10.77	\$10.92	11.07	11.18	11.40	
ATM TECH		\$9.84	\$10.15	\$10.46	\$10.61	\$10.76	\$10.91	11.02	11.24	
ATM DRIVER		\$9.65	\$9.94	\$10.25	\$10.40	\$10.55	\$10.70	10.81	11.02	
ATM GUARD	\$8.50	\$9.41	\$9.70	\$10.00	\$10.15	\$10.30	\$10.45	10.55	10.77	
ARMOURED MESSENGER		\$11.69	\$12.05	\$12.42	\$12.57	\$12.72	\$12.87	13.00	13.26	
ARMOURED DRIVER		\$9.68	\$9.98	\$10.29	\$10.44	\$10.59	\$10.74	10.85	11.06	
ARMOURED GUARD	\$8.50	\$8.93	\$9.21	\$9.49	\$9.64	\$9.79	\$9.94	10.04	10.24	
TURRET OPERATOR	\$8.91	\$9.18	\$9.47	\$9.76	\$9.91	\$10.06	\$10.21	10.31	10.52	
APPRENTICE										
MECHANIC	\$10.03	\$11.46	\$12.90	\$14.33	\$14.48	\$14.63	\$14.87	15.02	15.32	
GARAGE HELPER	\$8.86	\$9.14	\$9.42	\$9.71	\$9.86	\$10.01	\$10.16	10.26	10.47	
QUALIFICATIONS =										
PROBATION PERIOD OF 90 DAYS										
PART TIME PROGRESSION ON COMPLETION OF 2080 STRAIGHT TIME HOURS										

Base