

A COLLECTIVE AGREEMENT

BETWEEN:



WIRECOMM SYSTEMS (2008) INC.

AND



UNIFOR LOCAL 5011

Effective: April 1, 2015 to March 31, 2018

14703 (02)

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ARTICLE 1 DEFINITIONS

- 1.01 "Company" shall mean Wirecomm Systems (2008) Inc.
- 1.02 "Union" as used hereinafter shall mean Unifor and its Local 5011.
- 1.03 "Earnings" shall mean the total of all task code rates, non-production hourly rate and minimum rate payments. It is understood that the minimum rate will not apply if the task code payments exceed minimum rate for hours worked (as set out in Appendix A).
- 1.04 Wherever the term he, she, his, her, etc. is used throughout this Agreement, such term is intended to apply to individuals of either gender.
- 1.05 "Minimum rate" is defined in Appendix A.

ARTICLE 2 RECOGNITION

- 2.01 The Company recognizes the Union as the sole and exclusive bargaining agent for all Employees of Wirecomm Systems (2008) Inc., covered by the February 13, 2012 certification order of the Canada Industrial Relations Board, namely Wirecomm employees working out of the Mississauga, Barrie and York Region locations excluding quality control/lead, safety compliance inspector, trainer, dispatcher, office/administrative positions, supervisors and those above the rank of supervisor.
- 2.02 The purpose of this Agreement is to establish and maintain an orderly, harmonious and mutually beneficial collective bargaining relationship between the Company, the Union and Employees, to set forth agreements concerning the employees' working conditions, hours of work, rates of pay, wages, and conditions of employment, and to provide a means for the prompt and orderly disposition of grievances. The parties are committed to maintaining and improving the efficiency, productivity and flexibility of the operations of the Company with emphasis on work excellence and customer responsiveness.
- 2.03 The Company and the Union agree that there will be no discrimination, intimidation, interference, restraint or coercion exercised or practised by any of them or any of their representatives because of any Employee's activity or lack of activity in the Union.

- 2.04 The Company, Employees and the Union agree to conduct their affairs in accordance with the Canadian Human Rights Act, as amended, and agree that there shall be no discrimination or harassment by the Company, the Union or its members because of grounds protected by the Canadian Human Rights Act.
- 2.05 Employees outside the bargaining unit shall not perform work normally performed (except where such work has historically been shared) by the bargaining unit where it directly gives rise to the layoff of bargaining unit Employees.
- 2.06 An accredited representative of Unifor shall be allowed to enter the Company's premises to perform Union business with reasonable notice to Human Resources.
- 2.07 Orientation Program: The Company will allow a designated representative of the Union up to one (1) hour during training for new Employees for the purpose of conducting Unifor's New Members' Orientation Program. These sessions will be held on Company premises. Employees participating in Orientation Program meetings during their normally scheduled training hours will be paid \$12.00/hr or the minimum wage of the Province of Ontario, whichever is greater.
- 2.08 The Union agrees that, except as provided for in this Agreement, there will be no union activity on the premises of the Company during the Employees' working hours except by agreement with the Company.

ARTICLE 3 DEDUCTION OF UNION DUES

- 3.01 The Company agrees to deduct from the earnings of all employees covered by this Agreement, and during the period of the Agreement, the amount of Union dues for general Union purposes as designated by the Union, and such moneys shall be paid to the Union not later than the 20th day of the following month.
- 3.02 The Company agrees to furnish the Union monthly with a list of employees for and on behalf of whom such deductions are being made. The Union will advise the Company in writing in advance of the name and address to whom this list should be directed.

3.03

- (a) Subject to religious objections, every Employee shall, as a condition of his continued employment, become and remain a member, in good standing, of the Union.
- (b) The Union agrees that it will not refuse, suspend or terminate Union membership to any Employee without just cause. Whenever an Employee is refused, suspended or expelled from membership the Union will give the Company, in writing, the reasons for such action.

3.04 The Union shall indemnify the Company for any liability including any and all claims, demands, actions, or causes of action arising out of or in any way connected with the deduction, collection, custody, accounting or remittance of Union dues.

3.05 The Company will continue to make Union dues deductions while an Employee is temporarily assigned to a position not covered by this Agreement. The Company will cease making such deductions when an Employee is permanently assigned to a position not covered by this Agreement.

ARTICLE 4 NO STRIKES. NO LOCK OUTS

4.01 The Company agrees that there shall be no lock outs and the Union agrees that there shall be no strikes, picketing, slowdown or work stoppage either complete or partial during the life of this Agreement.

4.02 The Union agrees that it will not involve any Employee of the Company or the Company itself, in any dispute which may arise between any other employer and the employees of such other employer.

4.03 If Employees engage in any of the above mentioned conduct, the Union agrees that the Union, its officers or representatives shall immediately cease and/or repudiate such conduct when it is made aware.

ARTICLE 5 RESERVATION TO MANAGEMENT

5.01 The Company reserves all rights and authority customarily exercised by management, except as otherwise specifically modified by express provision of this Agreement. The Union recognizes and acknowledges the right of the Company to operate and manage its business in all respects in accordance with

its contractual obligations and in accordance with legislation and regulations from time to time in force under governmental authority. Without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Company to,

- (a) Hire, promote, demote, transfer, classify, reclassify, lay off, recall and retire Employees, and also the right of the Company to maintain order, discipline and efficiency and in connection herewith to make and alter from time to time Company rules and regulations to be observed by Employees; discharge any Employee for just cause, subject to the rights of the Employee concerned, who has acquired seniority, to lodge a grievance in the manner and to the extent herein provided.
- (b) Make, establish, maintain, enforce and alter from time to time reasonable rules and regulations, policies and practices relating to the protection of its property, the maintenance of confidential information regarding customers and clients, the promotion of safety and the general conduct and procedures for Employees.
- (c) Generally manage the enterprise and without restricting the generality of the foregoing, to plan, direct, locate, extend, curtail or cease operations, to control and inspect operation systems, methods and services, to abolish or change any job, department, operation and service, to assign duties, to determine reporting relationships, to direct Employees, to determine the complement, classification and location of Employees from time to time, to alter and evaluate standards and performance, the methods, procedures and the kinds and location of equipment and facilities to be used and services provided, to introduce new methods or facilities, to determine schedules of work and overtime.

5.02 The Company agrees that it will not exercise its management rights in violation of the express provisions of this Agreement.

ARTICLE 6 UNION REPRESENTATION

6.01 The Company will recognize a negotiating committee composed of no more than three (3) Employees from the Local plus the Union's National Representative. The Company will further recognize duly elected Union officers and a reasonable number of Stewards of Unifor Local 5011.

- 6.02 When an Employee serves as a Steward during his/her normally scheduled working hours he/she will be entitled to minimum rate for all such hours while dealing with the grievance up to and including Step 3 of the grievance procedure.

The Steward must obtain prior management approval for time required for Union business. The Steward and aggrieved Employee shall not interfere with the operations of the Company and such time off shall be of reasonable length. Overtime pay shall not be triggered by the addition of time to conduct Union business.

Steward activities shall be limited to grievance and disciplinary issues.

- 6.03 An accredited representative of Unifor shall be entitled to participate in meetings between the Company and the Union, when so requested by the Local.
- 6.04 The Union shall notify the Company in writing of the names of those Employees who are designated as members of the negotiating committee or as Stewards, its officers and the Employee designated to receive official correspondence relating to the Local, whenever a change takes place. No Union representative will be recognized unless designated in writing in advance to the Company.
- 6.05 When the Company meets with an Employee to issue a disciplinary suspension or discharge or holds a formal investigation meeting after the Employee is removed from the field pending investigation, the affected Employee will be offered Union representation unless the circumstances make doing so impractical. The unavailability or non-attendance of a Union representative at such meeting does not invalidate the investigation or issued discipline.
- 6.06 Company vehicles are not to be used by Employees, including shop Steward, for attending any Union activities except for the shop Steward's day to day direct representation duties.
- 6.07 When discipline is issued by the Company, if the Employee opts for the Unit Chair to receive a copy, the Company will provide the Unit Chair with a copy. Non-compliance with this provision does not invalidate the issued discipline.

The Company will amend its CAN form to allow Employees to check off a box indicating that they wish the Union to receive a copy of their CAN.

ARTICLE 7 GRIEVANCE PROCEDURE

7.01 The purpose of this Article is to establish a procedure for the orderly settlement of grievances. A grievance shall be considered to exist when it is alleged that there is a violation of this Agreement arising from the interpretation, application or failure to comply with the terms thereof. When a grievance arises, an earnest effort shall be made to settle it by the Company, the Employee concerned, and the Union, and it shall be handled in the Steps as hereinafter provided. It shall be optional with the Company or the Union to consider any grievance, the alleged circumstances of which occurred more than twenty-one (21) days prior.

7.02 Step 1 - Any Employee who has a grievance shall present the grievance verbally to their immediate Supervisor and will be accompanied by a Steward. Management shall state their decision verbally within three (3) business days of such meeting. If this verbal decision does not satisfactorily adjust the grievance, it may be appealed to Step 2 following.

Step 2 - Notice of appeal must be made within seven (7) business days of the verbal decision, in writing, in triplicate, on forms supplied by the Union, and shall be presented to the President (or his designate). The written grievance shall identify the facts giving rise to the grievance, the Article(s) of the Agreement that are alleged to have been violated and the remedy sought. The grievance shall be signed by the grievor whenever possible and countersigned by the grievor's Steward and dated. Within five (5) business days of receipt of the appeal or within any agreed upon extension, Management designated to handle Step 2 and Human Resources will meet with the grievor and the Unit Chair in an attempt to resolve the grievance. A written decision shall be given by Management designated to handle Step 2 within five (5) business days of the date of such meeting. If this written decision does not satisfactorily adjust the grievance, it may be appealed to Step 3.

Step 3 - Notice of appeal must be given in writing by dating and signing the grievance forms within seven (7) business days from the written decision of Management or their designate, to the Senior VP of Human Resources or the Chief Operating Officer of UniTek Global Services (or their designate), setting forth the areas or points of disagreement with the Step 2 written decision. The Senior VP of Human Resources or the Chief Operating Officer of UniTek Global Services (or their designate) will arrange to meet with the Union's designated representatives, within seven (7) business days or a time mutually agreed upon. The Senior VP of Human Resources or the Chief Operating Officer of UniTek Global Services (or their designate) will render his decision in writing within ten

(10) business days from the date of such meeting to the Union. If this decision does not bring about a satisfactory settlement, the grievance may be referred by either party to arbitration as provided for in Article 8.

- 7.03 Should an Employee claim that he has been unjustly discharged and wishes to seek redress under the grievance procedure, he must present such grievance, in writing, within ten (10) business days of his discharge and may present this at Step 3 of the grievance procedure.
- 7.04 An Employee and/or Steward shall obtain the permission of Management before interrupting or leaving his work to deal with a grievance. Permission will not be arbitrarily or unreasonably withheld.
- 7.05 In this Article, when computing business days, Saturdays, Sundays and holidays under this Agreement shall not be included.
- 7.06 Should the Company seek to file a grievance or either party seek to submit a policy grievance, they may do so by submitting the grievance in writing within twenty-one (21) days of the events giving rise to the grievance and may present this at Step 3 of the grievance procedure.
- 7.07 The time limits fixed in the Grievance (Article 7) procedures are mandatory and not merely directory and may only be extended by mutual written consent of the parties to the Agreement.

ARTICLE 8 ARBITRATION

- 8.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any questions as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either party may, after exhausting any grievance procedure established by this Agreement, notify the other in writing of its desire to submit the difference or allegation to arbitration. The notice shall contain at least three (3) names proposed as the Sole Arbitrator and shall be delivered to the other within ten (10) days of the reply under Step 3 of the grievance procedure.

The party receiving the referral notice may agree to one of the proposed Arbitrators or counter propose alternates. If the parties cannot agree for the selection of an arbitrator, rules stated at Article 57 of the Canadian Labour Code shall apply.

Prior to submitting proposed Arbitrators, the Company and the Union may agree to have the matter(s) heard by a mutually agreed upon Grievance Mediation Officer with the intent to settle the grievance(s) in the most timely and effective manner.

- 8.02 The Sole Arbitrator shall not have power to alter or change any of the provisions of this Agreement, nor to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 8.03 Where a grievance resulting from a discharge or suspension which is filed under Article 7 is not settled and duly comes before an Arbitrator, the Arbitrator may make a ruling:
- (a) Confirming the Company's action;
 - (b) Reinstating the Employee with compensation for regular time lost (except for the amount of any remuneration or compensation the employee has received from any other source pending the disposition of his case); or
 - (c) Disposing of the grievance in any other manner which may be deemed by the Arbitrator to be just and equitable.
- 8.04 The fees and expenses of the Arbitrator shall be shared by both parties.
- 8.05 The time limits fixed in the Arbitration (Article 8) procedures are mandatory and not merely directory and may only be extended by mutual written consent of the parties to the Agreement.

ARTICLE 9 SENIORITY

- 9.01 New Employees will be probationary Employees until they have been employed for 120 cumulative working days. This provision is not a guarantee that a probationary Employee is entitled to any period of work.

During the probationary period, an Employee shall be considered as employed on a trial basis and may be discharged at the sole discretion of the Company. Such termination will not be the subject of a grievance or arbitration (subject to mandatory legal requirements otherwise).

Probationary Employees shall have no seniority rights but after completing the probationary period their seniority shall be dated back to the date of commencement of the probationary period.

Any person re-employed by the Company shall, when re-employed, again be a probationary Employee.

- 9.02 Periods of absence from work shall not affect an Employee's seniority. A seniority list showing Employees' names, job titles, and where applicable classifications or grades and seniority date, shall be posted on bulletin boards and revised quarterly. A copy of the seniority list will also be supplied to the Union. Protests in regard to seniority standing must be submitted in writing within thirty (30) days when the seniority lists are posted. When proof of error is presented by an Employee or the Union, such error will be corrected. In the event no protest is filed with the Company within the 30 day timeframe, the posted seniority list shall be deemed to be correct and accurate and cannot be disputed by the Union or Employees.

Employees with the same hire date will be ranked for seniority purposes first by duration of prior relevant experience (as determined and confirmed by the Company) and then by the date they accepted employment. The Company will advise the Union of the basis used for ranking employees with the same hire date.

In addition to the seniority list above, the Company will provide a contact list in a password protected excel spreadsheet format which will include the employee's name, home address, phone numbers, home district, seniority date, email address and employment status quarterly to the Unit Chair to be used only for legitimate Union business. The Company will advise the Unit Chair when new employee(s) are hired and will be provided with the names of the new employee(s) and their home district. The Company will advise the Unit Chair of resignations on a monthly basis. The Company agrees that under special circumstances the Unit Chair/National Representative can request an updated contact list.

- 9.03 An Employee shall lose all seniority and his employment shall be deemed to be terminated if he:
- (a) voluntarily leaves the employ of the Company;
 - (b) is discharged for just cause and is not reinstated under the grievance or arbitration procedures;

- (c) is absent for three (3) consecutive working days without notifying the Company of the reason for such absence;
- (d) fails to return to work after lay off within five (5) working days after notification from the Company by registered mail to the last address put on file by the Employee, unless the Company is satisfied that such failure has been caused by circumstances beyond the Employee's control;
- (e) is on lay off in excess of six (6) months;
- (f) fails to return to work from an authorized vacation or leave of absence without bona fide reasons (documented to the Company in advance where possible) on the scheduled working day next following the expiry of the vacation or leave, or utilizes a leave of absence for reasons other than for which it was granted.

9.04 Layoff and Recall - With respect to layoff and recall of Employees:

- (a) Subject to "Short Sits", a reduction in the number of Employees employed in the bargaining unit for reasons including reduced volume of work and economic reasons, shall be deemed to be a layoff. A "Short Sit" occurs when an Employee is not assigned work for a period of five (5) calendar days or less. A Short Sit is not a layoff within the meaning of this clause and is not subject to the requirements set out herein.
- (b) The Company will select Employees for layoff based on a combination of performance, skill and ability, geographic work location, and customer demands. When these factors are, in the Company's assessment, relatively equal as between two or more Employees, seniority shall be the determining factor. The remaining Employees working in the bargaining unit must be qualified, willing and able to perform the work required.
- (c) All Employee benefit plan coverage will cease after thirty (30) days from date of layoff.
- (d) Any period of layoff shall not affect ongoing accrual of seniority.
- (e) Employees who are laid off from their jobs shall be recalled to their original job based on performance, skill and ability, geographic work location, and customer demands. When these factors are, in the Company's assessment, relatively equal as between two or more employees, seniority shall be the determining factor. To be recalled, an

Employee must be qualified, willing and able to perform the work required.

- (f) Employees will retain recall rights for a period of six (6) consecutive months from the date of their respective layoffs or displacement. If they are not recalled within six (6) months, their seniority is lost and their employment with the Company deemed terminated.
 - (g) The Company will advise the Union of the reason for a layoff and the names of those impacted by a layoff.
 - (h) If an Employee is no longer permitted to work in the customer's system, the Company will assess whether they are qualified and suitable for any other bargaining unit positions (if any exist). If no such position is identified, the Employee will be laid off or, at their option, may elect to waive their recall rights and be immediately terminated and receive severance pay in accordance with this Agreement, if applicable.
- 9.05 The Company will not place probationary technicians who have finished training into the field while Employees with seniority are on layoff, provided the Employees to be recalled are qualified, willing and able to perform the work required. Employees may be recalled and relocated to a different Area in order to comply with this provision and failing to report to work in the new Area will trigger Article 9.03 (d). "Area" in this article has the same meaning as in Article 9.06. Laid off employees who are recalled to a different Area as described in Article 9.06 will be returned to their original Area based on the Company's assessment of operational needs in both Areas. This will typically include the Company hiring and/or training Employees for the Area that the Employee was relocated to before returning the Employee to their original Area.
- 9.06 Permanent Layoff - An Employee laid off permanently will have the opportunity to bump an Employee working in another Area. Highest seniority will be the deciding factor. "Area" for the purposes of this clause are DCO (Durham Central Ontario) and GTA (Toronto/Central, Parkdale/York/Etobicoke and York Region). An Employee may be required to relocate in order to bump into another Area. This will be discussed on a case by case basis.
- 9.07 An Employee who is permanently laid off from work and whose employment is terminated is eligible to receive severance pay equal to five (5) days wages per completed continuous year of service with the Company. A day of wages for the purposes of calculating severance pay is equal to a full shift (currently 10 hours)

at the Employee's non-production hourly rate. Severance will be paid on a lump basis, less applicable deductions.

ARTICLE 10 JOB POSTINGS AND FILLING OF VACANCIES

10.01 Permanent vacancies and newly created jobs within the bargaining unit will be posted on the bulletin board for six (6) days on Company bulletin boards accessible to all Employees affected. Such bulletins will show the job title and qualifications required. A copy of any field technician recruitment advertisement and/or job postings will be sent to the Unit Chair when they are posted/advertised.

Hiring additional technicians is not considered filling a permanent vacancy. Employees working in one Area (as defined in Article 9.06) who wish to permanently transfer into the other Area when the Company is recruiting in that Area may express their interest to their Supervisor/Human Resources.

10.02

- (a) Any Employee desiring to fill such a vacancy shall, within the six (6) days posting period, forward his application to Human Resources.
- (b) In the filling of permanent vacancies within the bargaining unit, the Company shall consider the qualifications, training, experience, skill, ability, performance, reliability and work record of the candidates for the purpose of filling the permanent vacancy. When these factors are, in the Company's assessment, relatively equal as between two or more candidates, seniority shall be the determining factor.
- (c) In the event an Employee is promoted into a permanent vacancy or newly created job within the bargaining unit, they shall be subject to a three (3) month trial period during which the Company may return the Employee to his former classification if in the reasonable opinion of the Company the employee is not succeeding in the position. The Company's decision is not to be arbitrary, discriminatory or in bad faith. During this trial period the Employee may elect to return to his former position.

ARTICLE 11 WAGES AND CLASSIFICATION

11.01

- (a) Rates of pay for technicians assigned installation and service work are set out in Appendix A and B, attached hereto, which forms part of this Agreement.

Technicians assigned bulk filter work will be paid \$4.06 for each code 550, 551 or 552. Effective June 1, 2017, the rate increases to \$4.10.

- (b) Should the Company establish any new jobs or job classifications within the bargaining unit, during the term of this Agreement, it will immediately advise the Union thereof and of the rate or rates it proposes therefore; the Union shall forthwith advise the Company of its acceptance or rejection of the proposed rate or rates, and in the event of rejection, file a grievance at Step 3 of the grievance procedure that may be referred to arbitration in accordance with this Agreement if not resolved at Step 3 of the grievance procedure.
- (c) RVO technicians will continue to receive a portion of their piece rate compensation as a non-taxable mileage allowance calculated based on their actual, logged business mileage and in accordance with Canada Revenue Agency guidelines/rates (as they may be amended). The balance of RVO technicians' piece rate amounts after calculating the non-taxable mileage allowance will be paid as employment income, less applicable withholdings and deductions.
- (d) As with any other taxable benefit(s), any applicable taxable benefits associated with Employees' use of Company vehicles will continue to be calculated in accordance with Canada Revenue Agency guidelines/rates (as they may be amended).

ARTICLE 12 HOURS OF WORK AND SHIFT PREMIUM

12.01 The work week is from 8:00 am Sunday to 7:59 am the following Sunday.

12.02 Employees are currently assigned ten and a half (10.5) hour shifts. Work travel between work locations will be included in the ten and a half (10.5)hour shift. Prior to implementing shifts of a different duration than ten and a half (10.5) hours, the Company will advise the Union (unless the change is at the request of

an Employee due to religious or other personal reasons that are granted by the Company)

12.03 The daily start and stop times for each shift are currently:

AM shift, 8:00 am to 6:30 pm inclusive and

PM shift, 9:30 am to 8:00 pm inclusive

It is agreed that the Company may adjust the shift start and stop times by up to ½ hour in either direction. The Company will make best efforts to provide the Union and Employees with advance notice of such a change.

Any changes to shift start and stop times greater than 30 minutes will require 30 days advance notice to the Union, however, if there is an operational need to make such a change with less than 30 days notice, the Union agrees to meet with the Company to discuss implementing the change with less than 30 days notice and the Union's agreement to do so will not be unreasonably withheld.

These shifts include a half (1/2) hour unpaid lunch period. The onus is on the Employee to schedule their own half hour lunch.

The shift cycle is currently built on a six (6) or twelve (12) week rotating cycle. The Company may change the shift cycle upon notice. Such notice shall be given in advance.

ARTICLE 13 OVERTIME

13.01 Employees will receive an overtime top up for each hour worked in excess of forty (40) hours per week (in addition to the regular code rates for work performed). The top up is calculated as:

total piece work earnings for the week / total number of hours worked
during the week / 2

ARTICLE 14 HOLIDAYS

14.01 Recognized Holidays

The Company will recognize the holidays listed below:

New Year's Day

Good Friday

Victoria Day
Canada Day
Civic Holiday
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

14.02 The Parties agree that since Wirecomm is a continuous operation, recognized holidays will be handled as follows:

- (a) Employees who do not work on the holiday will receive a holiday allowance equivalent to the normal number of hours worked (currently ten (10) hours) paid at the applicable non-production hourly rate. To be eligible for this payment, Employees must have accumulated at least thirty (30) days service prior to the holiday.
- (b) Employees who work on the holiday will be paid normal piecework rates for work performed on the holiday and will be paid a holiday allowance equal to the normal number of hours worked (currently 10 hours) at the applicable non-production hourly rate. To be eligible for the holiday allowance payment, Employees must have accumulated at least 30 days service prior to the holiday.
- (c) In accordance with the *Canada Labour Code*, an Employee is not entitled to any holiday allowance if they were scheduled to work on a holiday and do not report to work as scheduled (e.g. call in sick, no show).

ARTICLE 15 VACATION

15.01 On each paycheque, Employees will be paid an amount equal to a percentage of their earnings as vacation pay and will be entitled to annual vacation time as per the following rules:

- (a) 4% vacation pay and 2 weeks' vacation from the start date;
- (b) 6% vacation pay and 3 weeks' vacation after completion of five (5) or more years continuous service;
- (c) 8% vacation pay and 4 weeks' vacation after completion of twelve (12) or more years continuous service.

In the first year of employment, vacation entitlement will be pro-rated.

15.02 Notwithstanding the above, COV 3 and RVO techs may opt to have their vacation pay accrued starting January 1, 2016 by emailing HR that they wish to switch to accrual. The following rules apply:

- (a) Employees will be eligible for vacation accrual starting on January 1 after reaching COV 3 level (i.e. not upon their anniversary date);
- (b) The vacation year will be the calendar year;
- (c) Vacation will accrue each month during the calendar year based on the existing grid, above;
- (d) Vacation pay will be paid out on the first pay period after the vacation time is taken;
- (e) Vacation time can only be taken after it is accrued and must be used in the calendar year it is accrued or it is waived. No carry over from year to year;
- (f) The Company can schedule employees on vacation with two weeks notice;
- (g) Any accrued and unpaid vacation pay will be paid out on the first pay day of the following calendar year.
- (h) Collective agreement language regarding vacation scheduling (15.02) and rescheduling vacation (15.03) remain as is.

15.03 Vacation Scheduling

Employees wishing to take vacation must request them as early as possible with a minimum of 21 days advance notice in writing. Requests will be considered on a first come, first serve basis based on business needs, including client requirements and manpower availability. In the event of multiple requests submitted at the same time for the same vacation period, seniority shall determine whose request is granted. Seniority shall not trigger changes in already requested or approved vacation.

Management will confirm vacation requests no later than 14 days after the request was made or when the client approval is given unless special circumstances require otherwise.

- 15.04 If an Employee, within his/her vacation period is admitted to a hospital as an "in" patient, and provides management with appropriate medical documentation establishing same, then he/she may reschedule his/her vacation for that day and for the remaining days of hospitalization that coincide with the originally scheduled vacation days.

ARTICLE 16 BENEFITS

- 16.01 Employees will become eligible to participate in the Company's insured group benefit plan following the completion of six (6) consecutive months of employment. The Company agrees to maintain levels of coverage as in place currently and will advise the Union in advance of any change in plan or carrier. The premium costs for benefits will be shared as follows:

- Group health, dental, ADD and life insurance: 50% Company; 50% Employee
- Long-term disability insurance coverage: 100% Employee

In the event the cost to Employees will increase more than 2.5% for group health, dental, ADD and life insurance or more than 5% for LTD coverage, the Company will meet with the Union to discuss alternatives such as changing coverage in order to avoid the implementation of such premium increases.

It is agreed and understood that eligibility and benefits under the group benefit plan are to be determined by the Insurer. Disputes relating to eligibility or benefits under the group benefit plan shall not constitute a grievance and shall not be subject to the grievance and arbitration procedures under this Agreement.

- 16.02 Benefit eligibility

Employees on statutory leaves can be eligible for benefits (excluding LTD) if they continue to pay their regular contribution to such benefit plans.

- 16.03 Within sixty (60) days of ratification, the Company will establish a group RRSP in which Employees with six (6) consecutive months of employment can participate if they opt to do so. The Company will pay the administrative costs associated with establishing and maintaining the plan but will not make any contributions to the plan, matching or otherwise.

ARTICLE 17 CLOTHING, TOOLS & EQUIPMENT

17.01 Safety Footwear

After successful completion of probation, Employees required by the Company to wear safety footwear will be reimbursed (upon original receipt presentation) up to a maximum of \$60 (\$70 as of April 1, 2016 and \$80 as of April 1, 2017) per year toward the purchase of required safety footwear.

17.02 The Company will provide at no cost: Company and Client identification, mandatory summer and winter uniform clothing items, safety gear (except safety boots), and one (1) fire retardant coverall.

If items are lost or stolen, replacement is at the Employee's cost. Replacement due to regular wear and tear is at the Company's expense.

Cleaning will be the responsibility of the Employee.

Clothing will remain the property of the Company and must be returned to the Company if requested or upon termination of employment.

A reasonable fee set by the Company (not to exceed replacement cost) will be charged for loss or refusal to return coveralls, long sleeved shirts and cargo pants (and any other clothing item provided in future with replacement fee attached).

In addition and in its sole discretion, the Company may offer Employees, from time to time, the opportunity to purchase additional promotional clothing items at their own partial or complete cost. These items become the Employee's property.

The Company will provide all current Employees with 2 summer t-shirts in 2015 and will review in future years whether to provide additional summer t-shirts.

17.03 The current tool list and whether they are supplied by the Company or the Employee is attached as Appendix C. It is a requirement for Employees to have all tools in Appendix C in their possession and in working order to be assigned work.

The Company will provide tool kits for new employees. Lost or worn tools will be at the technician's cost to replace with the exception of prep tool blades and 3/16" drill bits, which the Company will replace going forward.

The Company will:

- replace prep tool blades and 3/16" drill bits for existing Employees going forward, including RVO technicians;
- replace or repair corded power drills that wear out through normal wear and tear. Any power drill provided by the Company remains Company property;
- provide one (1) IT1000 prep tool blade per year to each COV technician who uses that blade as of the implementation date of this Agreement and advises the Company within 30 days of implementation that they wish to continue to use it.

All future tools required by the Company with a purchase price of \$100 or more will be supplied to all Employees by the Company and less than \$100 will be provided by the Employees regardless of hire date.

Replacement of Employee-supplied tools is at the Employee's cost (subject to the above).

Replacement of Company-supplied tools will be as follows:

- for Employees hired before August 14, 2014, the Company will replace worn out tools;
- for Employees hired after August 14, 2014, the Employee will replace worn out tools (subject to the exceptions noted above);
- all Employees must replace lost/stolen/damaged tools.

The Company may charge Employees for lost or damaged equipment.

On or before August 12, 2013, the Company will provide work laptops to Employees. Until that time, Employees must supply a laptop within the Company's specifications for work purposes.

ARTICLE 18 SAFETY AND HEALTH

18.01

- (a) The Company will institute and maintain reasonable precautions for the health and safety of all Employees. All Employees covered by this Agreement shall co-operate in the implementation of such health and safety precautions. The Company and the Union shall cooperate fully in

the elimination and prevention of unhealthy and unsafe working conditions and practices and assist in the prevention of accidents.

- (b) There shall be a joint health and safety committee established and operated, consisting of members representing the Company and of members representing the Employees. Bargaining unit Employees sitting on this committee will earn non-production hourly rate while performing these functions.
- (c) All matters considered and handled by the health and safety committee shall be recorded and minutes maintained.
- (d) Return to Work- The Company will continue its efforts to provide a modified work program when an Employee is unable to return to their regular duties as a result of a workplace injury. The Company agrees to provide information to the Union upon request regarding the Employees being provided modified duties and the nature of those duties.

ARTICLE 19 LEAVES OF ABSENCE

19.01 Union Business

Employees elected as officers of the Local or designated by the President of the Local to attend to authorized Union business may request leave of absence without pay.

All such leaves of absence shall be requested by written notice to the Company at least twenty-one (21) calendar days prior to the commencement of the period of leave and the request for the leave will not be unreasonably denied.

In order to attend the Unifor National Convention every 3 years up to 2 employees will be granted a leave of absence to attend. The Company will be advised of the convention dates as far in advance as possible. A written request for such leave will be submitted to the Company at least 60 days in advance.

19.02 Other Than Union Business

The Company may grant leave of absence without pay for a period not exceeding one (1) month to an Employee for legitimate personal reasons. Legitimate and reasonable requests for leave of absence beyond one (1) month will be given due consideration by the Company and permission will not be withheld, provided such absence will not interfere with the efficient continuation

of satisfactory customer service, manpower requirements and other legitimate business considerations. All leaves of absence shall be requested by written notice to the Company at least twenty-one (21) calendar days prior to the commencement of the period of leave.

19.03 Bereavement Leave

- (a) In the case of death in the immediate family of an employee, i.e. Mother, Father, Wife, Husband, or Common Law partner, Child, Brother, Sister, Mother-in-Law, Father-in-Law, Step-parent or Step-Child, Brother In Law, Sister in Law, Grandparent or Grandchild, the Employee, upon request will be granted up to three (3) unpaid days immediately following the death. For Employees with three (3) months seniority, the three (3) days will be paid. In the event of extenuating circumstances, requests for additional time off work without pay will be considered.
- (b) In the case where bereavement occurs during an Employee's scheduled vacation period, and provided the Employee would have been granted time off with pay in accordance with Section 19.03 (a), an equal number of vacation days that would have been granted in accordance with 19.03 (a) may be rescheduled to be taken at a later date. Such rescheduled days must be taken within the same calendar year.

19.04 Jury Duty

An Employee who is called to jury duty will be permitted such leave as is necessary as a result of such call and will be compensated by the Company for the difference between payment received for such duty and minimum rate. The Employee must request leave and present to his Supervisor proof of service as a juror as far in advance as possible.

19.05 Maternity, Parental and Other Statutorily Mandated Leaves

The Company will abide by the provisions of the *Canada Labour Code* for maternity, parental and other statutorily mandated leaves of absence.

ARTICLE 20 GENERAL

20.01 Discipline and Discharge

In case of an Employee's dismissal for just cause, the Company shall send or provide a letter to the Employee of such cause within a period of twenty-four

(24) hours, and a copy will be sent to the Unit Chair. Any delay in providing the letter does not impact the validity of the termination.

If a meeting is scheduled to inform the employee of their dismissal Article 6.05 will apply.

20.02 Bulletin Boards

The Company agrees to provide bulletin boards for the posting of official Union notices. Notices must be pre-approved by management. Approval will not be unreasonably withheld. All notices posted on bulletin boards will have the prior approval and signature of an elected representative of the Union, will only be posted by officers of the Union, and will be in keeping with the spirit and intent of this Agreement.

20.03 Collective Agreements

The Union will provide a collective agreement to each new Employee during orientation. Following implementation of a renewal collective agreement, the Company will distribute the new agreement to all Employees. This Agreement shall be provided in printed booklet form by the Union.

20.04 Contracting Out

The Company shall not subcontract the work currently being performed by bargaining unit members (including temporarily laid off Employees) if it directly gives rise to the layoff of bargaining unit Employees.

20.05 This collective agreement will replace, nullify and void any previous employment contracts entered into between the Company and the Employees.

20.06 The Company will provide required training courses at no cost to the Employees.

20.07 For COV technicians, the Company will provide insurance and company owned vehicle, cell phone and fuel card. The Employee agrees they shall not be used for personal reasons.

For RVO technicians, the existing rental agreements will continue in place. The RVO technician group is closed, meaning that no additional Employees will be placed on the RVO model. It is understood that RVO technicians can move to the COV system by providing written notice to the Company. The change will take effect at the beginning of the next pay period.

20.08 Discipline will be removed from an Employee's record provided there has been no other discipline within an eighteen (18) month period. Motor vehicle infractions, theft, violence, threats, harassment and health and safety violations are exempt from this clause.

20.09 Pay days will be bi-weekly by direct deposit.

20.10 All Employee initiated sales/product codes will be paid as per Appendix B rate sheet.

20.11 Training

The Company will select, in its sole discretion, Employees who will be and who will remain trainers from those who volunteer or agree to train. Employees will receive a daily premium of \$50/day in the first three (3) weeks of training a new technician and \$30/day in additional weeks of training a new technician (or any ride along by an experienced technician who is waiting for a technician ID to be issued). During any non-field training instruction that prospective trainers are required to complete, Employee trainers will be compensated at the non-production time hourly rate.

20.12 Labour Management Relations Committee

A Labour Management Relations Committee shall be formed consisting of the Unit Chair, 1 Union National Representative, 1 Union Steward from each Area plus up to an equal number of Company representatives. The Committee shall meet once every three (3) months (i.e. calendar quarters).

The purpose of this Committee will be to discuss matters of mutual concern such as productivity, performance, and scorecard, to deal with problems arising from the administration of the Collective Agreement and to improve the communications between the parties.

Union representatives will be paid non-production hourly rate for the meeting time, plus the Union Steward attending the meeting from outside the Area (as defined in Article 9.06) will be paid non-production rate for up to 2 hours of total travel time.

20.13 It shall be the responsibility of each Employee to notify the Company promptly in writing of any change of home address or telephone number. Failure to do so alleviates the Company from any responsibility for failure of any notice to reach the Employee.

20.14 The Company is authorized to payroll deduct all amounts owing to Company under policy and this collective agreement, including non-compliant work fees, fuel card and cell phone charges made contrary to Company policy and lost/damaged equipment amounts. Disputed amounts may be grieved.

The Company agrees that the following procedure will apply:

(a) Employees will receive a document in advance of the payroll deduction that will show: what the payroll deduction will be in total and then broken down into categories; and

(b) should the Company and Employee agree to a payment arrangement to pay the non-compliant work fee amount over a period of time, the Company will give the Employee a document outlining the agreed upon arrangement.

20.15 When the Company requires technicians to complete online courses the technician will be paid a piece rate equal to the non-production hourly rate as per Appendix A for the number of hours set by the Company for completion of the course(s).

ARTICLE 21 UNIFOR PAID EDUCATION LEAVE

The Company agrees to contribute a lump sum payment of \$2,500 to Unifor's Paid Education Leave Fund for each year of the Agreement.

ARTICLE 22 TERM OF AGREEMENT

This Agreement shall become effective on April 1, 2015 and continue in full force and effect until March 31, 2018 and thereafter from year to year unless, within 90 days prior to the expiration date of the Agreement, notice is given by either party to the other party of their intention to revise, amend or terminate this Agreement.

ARTICLE 23 LETTERS OF UNDERSTANDING

All letters of understanding will form part of this Agreement.

SIGNED:

FOR THE UNION:

Christopher Robertson

Eric Morra

Eghosa Lyamu

Gary Ellis

Cherie McTaggart

FOR THE COMPANY:

Domenic Sorbara

Siamoui Rahim

APPENDIX A

Piecework rates for COV (rate sheet attached as Appendix B):

- a) Level 1 applies from end of training until 1 year of service
- b) Level 2 applies 1-4 years of service
- c) Level 3 applies 4+ years of service

CODES

If codes listed in Appendix B are eliminated by the Company's customer, the Company will provide the Union and Employees with as much advance notice as is feasible in the circumstances.

Rates for the existing codes listed in Appendix B will not change except as a result of rate changes implemented by the Company's customer. The Company will provide the Union and Employees with as much advance notice of changes to rates for existing codes as is feasible in the circumstances.

If a new code is introduced by the Company's customer, the Company will establish rates for the code based on the other existing codes, evaluating the task and the value of the work. If the Union wishes to dispute the rates for a new code, they may do so by filing a policy grievance within the timelines set out in this Agreement setting out the Union's rationale for alternate rates, which will be heard starting at Step 3 of the grievance procedure. The parties agree that code rate disputes will be determined on an expedited basis with a bottom line decision obtained within 30 days of referral to arbitration.

Until a new code rate grievance is settled or arbitrated, the work will be performed by the Employees at the rates established by the Company and any increase to those rates will be retroactive to the date of the implementation of the new code and rates.

MINIMUM RATE

The Company guarantees the Employee will be paid a minimum pay period earnings equal to the minimum rate multiplied by the number of hours worked in the pay period.

The minimum hourly rate will be used for the earnings calculation for jury duty and bereavement leave.

Minimum hourly rate as per the following:

Level	COV 1 (up to 1 yr)	COV 2 (1-4 yrs)	COV 3 (4+ yrs)	RVO
Minimum rate	\$11.25/hr	\$11.75/hr*	\$14.00/hr*	\$15.00/hr*

* Note: To be entitled to the minimum rate Level 2 or 3, Employee must be phone installation and service trained; otherwise, Level 1 minimum rate applies.

NON-PRODUCTION HOURLY RATE

Hourly rate for Company-required non-production time (including up-training, new product training, meeting time, etc.) as follows:

COV 1	COV 2	COV 3	RVO
\$12.00	\$12.50	\$15.50	\$18.50

PIECE RATE PAYOUT CHANGES

The COV1, COV2 and COV3 piece rate payout for composite/combo codes 104 and 109 will increase by 1.5% effective June 5, 2016 and will increase by 1.5% effective June 4, 2017.

The COV1, COV2 and COV3 piece rate payout for composite/combo codes 51/54/55/58 will increase by 0.5% effective date of ratification and 1.0% effective June 5, 2016 and by 1.5% effective June 4, 2017.

On date of ratification, Code 111 will be increased by 3% and Code 103 will be reduced to: COV1 - \$2.00; COV2 - \$2.50; COV3 - \$3.00.

On June 4, 2017, the payout for all piece rates codes that are in place as of the effective date of this Agreement will increase by 1% with the exception of composite/combo codes (i.e. 101, 102, 103, 104, 105, 106, 109, 110, 111/112, 382, 51, 54, 55, 58), fiber codes (i.e. 740, 741, 742) and truck roll (i.e. 23, 230).

TRAINING PAY

Employees in training will be paid \$12.00/hr or the minimum wage of the Province of Ontario, whichever is greater.

LUMP SUM PAYMENT

The Company will make a one time lump sum payment of \$100 to all current Employees following ratification, less deductions.

CALL IN RULE

An Employee who reports for work at the express demand of the Company or in the regular course of his employment and who works fewer than three (3) consecutive hours, except in the case of a fortuitous event, is entitled, to an indemnity equal to three hours' wages at the minimum rate. For clarity, this provision does not apply if the Company decides to permit

Employees to obtain equipment or have vehicle maintenance performed on a day off if they chose to do so. Employees with Company approval will be paid at their non-production hourly rate for the time required to obtain equipment at the warehouse or drop off the vehicle for maintenance. Travel time and gas will not be paid. While maintenance is being performed, the Company will make a loaner vehicle available for the Employee to return home. If no loaner vehicle is available, the Employee will be paid their non-production hourly rate for the waiting time while the vehicle is being maintained.

PRIOR RELEVANT EXPERIENCE CREDIT

In recognition of the recruitment and retention challenges being faced by the Company, the parties agree to the following:

a) For purposes of calculating an Employee's years of service for all Appendix A and B purposes and not seniority purposes:

(i) Employees hired after implementation of this Agreement who have 2 or more years of prior relevant telecommunications industry experience (as assessed by the Company) will be credited with 1 year of service under this Agreement, thereby placing them on Level 2 compensation rates rather than Level 1 compensation rates following training (if required). Upon request, the Company will advise the Union of the basis used for crediting service under this clause; and

(ii) existing Employees will have a one time opportunity to be credited with 50% of the duration of their completed years of relevant telecommunications industry experience (as assessed by the Company) gained from working for prior employers up to a two year cap. Employees will have 60 days following implementation of this Agreement to provide the Company with documentation confirming any prior relevant telecommunications industry experience for the Company's consideration. Any movement between pay Levels as a result of the Company's review of this documentation will be effective as of the first pay period 90 days following implementation of this Agreement. Upon request, the Company will advise the Union of the basis for adjusting or declining to adjust existing Employee's years of service under this clause.

APPENDIX B – RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS														
As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
101	\$11.50	\$12.00	\$12.75	\$15.50	101	\$11.50	\$12.00	\$12.75	\$15.50	101	\$11.50	\$12.00	\$12.75	\$15.50
102	\$8.50	\$9.00	\$9.50	\$12.00	102	\$8.50	\$9.00	\$9.50	\$12.00	102	\$8.50	\$9.00	\$9.50	\$12.00
103	\$2.00	\$2.50	\$3.00	\$4.37	103	\$2.00	\$2.50	\$3.00	\$4.37	103	\$2.00	\$2.50	\$3.00	\$4.37
104	\$9.36	\$9.90	\$10.70	\$14.00	104	\$9.50	\$10.05	\$10.86	\$14.00	104	\$9.65	\$10.20	\$11.02	\$14.00
105	\$2.78	\$2.97	\$3.51	\$4.77	105	\$2.78	\$2.97	\$3.51	\$4.77	105	\$2.78	\$2.97	\$3.51	\$4.77
106	\$5.50	\$5.65	\$6.25	\$9.06	106	\$5.50	\$5.65	\$6.25	\$9.06	106	\$5.50	\$5.65	\$6.25	\$9.06
109	\$10.58	\$11.31	\$13.35	\$16.94	109	\$10.74	\$11.48	\$13.55	\$16.94	109	\$10.90	\$11.65	\$13.76	\$16.94
110	\$8.50	\$9.00	\$9.75	\$14.00	110	\$8.50	\$9.00	\$9.75	\$14.00	110	\$8.50	\$9.00	\$9.75	\$14.00
111	\$17.25	\$17.70	\$19.06	\$26.00	111	\$17.25	\$17.70	\$19.06	\$26.00	111	\$17.25	\$17.70	\$19.06	\$26.00
230	\$1.78	\$1.83	\$1.98	\$4.10	230	\$1.78	\$1.83	\$1.98	\$4.10	230	\$1.78	\$1.83	\$1.98	\$4.10
230 DCO	\$1.65	\$1.74	\$1.98	\$4.01	230 DCO	\$1.65	\$1.74	\$1.98	\$4.01	230 DCO	\$1.65	\$1.74	\$1.98	\$4.01
232	\$4.00	\$5.00	\$6.00	\$6.50	232	\$4.00	\$5.00	\$6.00	\$6.50	232	\$4.04	\$5.05	\$6.06	\$6.57
260	\$0.54	\$0.57	\$0.68	\$0.95	260	\$0.54	\$0.57	\$0.68	\$0.95	260	\$0.55	\$0.58	\$0.69	\$0.96
368	\$0.91	\$0.96	\$1.18	\$1.62	368	\$0.91	\$0.96	\$1.18	\$1.62	368	\$0.92	\$0.97	\$1.19	\$1.64
382	\$4.75	\$4.84	\$5.50	\$8.14	382	\$4.75	\$4.84	\$5.50	\$8.14	382	\$4.75	\$4.84	\$5.50	\$8.14
550	\$2.28	\$2.54	\$3.30	\$5.58	550	\$2.28	\$2.54	\$3.30	\$5.58	550	\$2.30	\$2.57	\$3.33	\$5.64
551	\$2.28	\$2.54	\$3.30	\$5.58	551	\$2.28	\$2.54	\$3.30	\$5.58	551	\$2.30	\$2.57	\$3.33	\$5.64
552	\$2.28	\$2.54	\$3.30	\$5.58	552	\$2.28	\$2.54	\$3.30	\$5.58	552	\$2.30	\$2.57	\$3.33	\$5.64
572	\$0.00	\$0.00	\$0.00	\$0.00	572	\$0.00	\$0.00	\$0.00	\$0.00	572	\$0.00	\$0.00	\$0.00	\$0.00
573	\$9.04	\$11.10	\$11.70	\$14.40	573	\$9.04	\$11.10	\$11.70	\$14.40	573	\$9.13	\$11.21	\$11.82	\$14.54
574	\$46.44	\$55.50	\$58.50	\$72.00	574	\$46.44	\$55.50	\$58.50	\$72.00	574	\$46.90	\$56.06	\$59.09	\$72.72
575	\$18.58	\$22.20	\$23.40	\$28.80	575	\$18.58	\$22.20	\$23.40	\$28.80	575	\$18.77	\$22.42	\$23.63	\$29.09
576	\$4.52	\$5.55	\$5.85	\$7.20	576	\$4.52	\$5.55	\$5.85	\$7.20	576	\$4.57	\$5.61	\$5.91	\$7.27
577	\$3.32	\$4.07	\$4.29	\$5.28	577	\$3.32	\$4.07	\$4.29	\$5.28	577	\$3.35	\$4.11	\$4.33	\$5.33
578	\$4.22	\$5.18	\$5.46	\$6.72	578	\$4.22	\$5.18	\$5.46	\$6.72	578	\$4.26	\$5.23	\$5.51	\$6.79
579	\$3.32	\$4.07	\$4.29	\$5.28	579	\$3.32	\$4.07	\$4.29	\$5.28	579	\$3.35	\$4.11	\$4.33	\$5.33
580	\$5.88	\$7.03	\$7.41	\$9.12	580	\$5.88	\$7.03	\$7.41	\$9.12	580	\$5.94	\$7.10	\$7.48	\$9.21
581	\$4.22	\$5.18	\$5.46	\$6.72	581	\$4.22	\$5.18	\$5.46	\$6.72	581	\$4.26	\$5.23	\$5.51	\$6.79

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
582	\$3.01	\$3.70	\$3.90	\$4.80	582	\$3.01	\$3.70	\$3.90	\$4.80	582	\$3.04	\$3.74	\$3.94	\$4.85
583	\$12.96	\$15.91	\$16.77	\$20.64	583	\$12.96	\$15.91	\$16.77	\$20.64	583	\$13.09	\$16.07	\$16.94	\$20.85
584	\$6.93	\$8.51	\$8.97	\$11.04	584	\$6.93	\$8.51	\$8.97	\$11.04	584	\$7.00	\$8.60	\$9.06	\$11.15
585	\$21.70	\$26.64	\$28.08	\$34.56	585	\$21.70	\$26.64	\$28.08	\$34.56	585	\$21.92	\$26.91	\$28.36	\$34.91
586	\$17.79	\$21.83	\$23.01	\$28.32	586	\$17.79	\$21.83	\$23.01	\$28.32	586	\$17.97	\$22.05	\$23.24	\$28.60
587	\$19.90	\$24.42	\$25.74	\$31.68	587	\$19.90	\$24.42	\$25.74	\$31.68	587	\$20.10	\$24.66	\$26.00	\$32.00
588	\$9.04	\$11.10	\$11.70	\$14.40	588	\$9.04	\$11.10	\$11.70	\$14.40	588	\$9.13	\$11.21	\$11.82	\$14.54
589	\$18.09	\$22.20	\$23.40	\$28.80	589	\$18.09	\$22.20	\$23.40	\$28.80	589	\$18.27	\$22.42	\$23.63	\$29.09
590	\$8.14	\$9.99	\$10.53	\$12.96	590	\$8.14	\$9.99	\$10.53	\$12.96	590	\$8.22	\$10.09	\$10.64	\$13.09
591	\$4.22	\$5.18	\$5.46	\$6.72	591	\$4.22	\$5.18	\$5.46	\$6.72	591	\$4.26	\$5.23	\$5.51	\$6.79
592	\$3.24	\$3.70	\$3.90	\$4.80	592	\$3.24	\$3.70	\$3.90	\$4.80	592	\$3.27	\$3.74	\$3.94	\$4.85
593	\$12.96	\$15.91	\$16.77	\$20.64	593	\$12.96	\$15.91	\$16.77	\$20.64	593	\$13.09	\$16.07	\$16.94	\$20.85
594	\$6.93	\$8.51	\$8.97	\$11.04	594	\$6.93	\$8.51	\$8.97	\$11.04	594	\$7.00	\$8.60	\$9.06	\$11.15
595	\$21.70	\$26.64	\$28.08	\$34.56	595	\$21.70	\$26.64	\$28.08	\$34.56	595	\$21.92	\$26.91	\$28.36	\$34.91
596	\$17.79	\$21.83	\$23.01	\$28.32	596	\$17.79	\$21.83	\$23.01	\$28.32	596	\$17.97	\$22.05	\$23.24	\$28.60
597	\$19.90	\$24.42	\$25.74	\$31.68	597	\$19.90	\$24.42	\$25.74	\$31.68	597	\$20.10	\$24.66	\$26.00	\$32.00
598	\$9.04	\$11.10	\$11.70	\$14.40	598	\$9.04	\$11.10	\$11.70	\$14.40	598	\$9.13	\$11.21	\$11.82	\$14.54
599	\$16.58	\$20.35	\$21.45	\$26.40	599	\$16.58	\$20.35	\$21.45	\$26.40	599	\$16.75	\$20.55	\$21.66	\$26.66
656	\$4.53	\$4.77	\$5.78	\$7.00	656	\$4.53	\$4.77	\$5.78	\$7.00	656	\$4.58	\$4.82	\$5.84	\$7.07
691	\$4.11	\$4.34	\$5.26	\$7.00	691	\$4.11	\$4.34	\$5.26	\$7.00	691	\$4.15	\$4.38	\$5.31	\$7.07
692	\$7.54	\$7.96	\$9.63	\$13.13	692	\$7.54	\$7.96	\$9.63	\$13.13	692	\$7.62	\$8.04	\$9.73	\$13.26
721	\$13.40	\$14.13	\$16.36	\$22.48	721	\$13.40	\$14.13	\$16.36	\$22.48	721	\$13.53	\$14.27	\$16.52	\$22.70
740	\$3.84	\$4.80	\$5.76	\$7.68	740	\$3.84	\$4.80	\$5.76	\$7.68	740	\$3.84	\$4.80	\$5.76	\$7.68
741	\$7.60	\$9.50	\$11.40	\$15.20	741	\$7.60	\$9.50	\$11.40	\$15.20	741	\$7.60	\$9.50	\$11.40	\$15.20
742	\$5.60	\$7.00	\$8.40	\$11.20	742	\$5.60	\$7.00	\$8.40	\$11.20	742	\$5.60	\$7.00	\$8.40	\$11.20
871	\$4.57	\$5.63	\$7.71	\$8.73	871	\$4.57	\$5.63	\$7.71	\$8.73	871	\$4.62	\$5.69	\$7.79	\$8.82
3	\$3.60	\$3.81	\$4.61	\$5.58	3	\$3.60	\$3.81	\$4.61	\$5.58	3	\$3.64	\$3.85	\$4.66	\$5.64
10	\$15.74	\$16.63	\$20.12	\$28.41	10	\$15.74	\$16.63	\$20.12	\$28.41	10	\$15.90	\$16.80	\$20.32	\$28.69
18	\$7.90	\$8.33	\$10.09	\$13.45	18	\$7.90	\$8.33	\$10.09	\$13.45	18	\$7.98	\$8.41	\$10.19	\$13.58
19	\$27.18	\$28.68	\$34.72	\$46.63	19	\$27.18	\$28.68	\$34.72	\$46.63	19	\$27.45	\$28.97	\$35.07	\$47.10

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
23	\$1.78	\$1.83	\$1.98	\$4.10	23	\$1.78	\$1.83	\$1.98	\$4.10	23	\$1.78	\$1.83	\$1.98	\$4.10
23 DCO	\$1.65	\$1.74	\$1.98	\$4.01	23 DCO	\$1.65	\$1.74	\$1.98	\$4.01	23 DCO	\$1.65	\$1.74	\$1.98	\$4.01
28	\$3.47	\$3.66	\$4.44	\$5.54	28	\$3.47	\$3.66	\$4.44	\$5.54	28	\$3.50	\$3.70	\$4.48	\$5.60
31	\$0.51	\$0.51	\$0.51	\$1.02	31	\$0.51	\$0.51	\$0.51	\$1.02	31	\$0.52	\$0.52	\$0.52	\$1.03
36	\$0.00	\$0.00	\$0.00	\$0.00	36	\$0.00	\$0.00	\$0.00	\$0.00	36	\$0.00	\$0.00	\$0.00	\$0.00
39	\$4.53	\$4.77	\$5.78	\$7.00	39	\$4.53	\$4.77	\$5.78	\$7.00	39	\$4.58	\$4.82	\$5.84	\$7.07
51	\$14.80	\$15.27	\$16.82	\$20.00	51	\$14.95	\$15.42	\$16.99	\$20.00	51	\$15.17	\$15.65	\$17.24	\$20.00
54	\$14.80	\$15.27	\$16.82	\$20.00	54	\$14.95	\$15.42	\$16.99	\$20.00	54	\$15.17	\$15.65	\$17.24	\$20.00
55	\$14.80	\$15.27	\$16.82	\$20.00	55	\$14.95	\$15.42	\$16.99	\$20.00	55	\$15.17	\$15.65	\$17.24	\$20.00
58	\$14.80	\$15.27	\$16.82	\$20.00	58	\$14.95	\$15.42	\$16.99	\$20.00	58	\$15.17	\$15.65	\$17.24	\$20.00
R1	\$35.00	\$38.00	\$47.00	\$52.00	R1	\$35.00	\$38.00	\$47.00	\$52.00	R1	\$35.35	\$38.38	\$47.47	\$52.52
70	\$0.00	\$0.00	\$0.00	\$0.00	70	\$0.00	\$0.00	\$0.00	\$0.00	70	\$0.00	\$0.00	\$0.00	\$0.00
71	\$0.00	\$0.00	\$0.00	\$0.00	71	\$0.00	\$0.00	\$0.00	\$0.00	71	\$0.00	\$0.00	\$0.00	\$0.00
80	\$0.00	\$0.00	\$0.00	\$0.00	80	\$0.00	\$0.00	\$0.00	\$0.00	80	\$0.00	\$0.00	\$0.00	\$0.00
81	\$0.00	\$0.00	\$0.00	\$0.00	81	\$0.00	\$0.00	\$0.00	\$0.00	81	\$0.00	\$0.00	\$0.00	\$0.00
82	\$0.00	\$0.00	\$0.00	\$0.00	82	\$0.00	\$0.00	\$0.00	\$0.00	82	\$0.00	\$0.00	\$0.00	\$0.00
83	\$0.00	\$0.00	\$0.00	\$0.00	83	\$0.00	\$0.00	\$0.00	\$0.00	83	\$0.00	\$0.00	\$0.00	\$0.00
84	\$0.00	\$0.00	\$0.00	\$0.00	84	\$0.00	\$0.00	\$0.00	\$0.00	84	\$0.00	\$0.00	\$0.00	\$0.00
85	\$0.00	\$0.00	\$0.00	\$0.00	85	\$0.00	\$0.00	\$0.00	\$0.00	85	\$0.00	\$0.00	\$0.00	\$0.00
86	\$0.00	\$0.00	\$0.00	\$0.00	86	\$0.00	\$0.00	\$0.00	\$0.00	86	\$0.00	\$0.00	\$0.00	\$0.00
87	\$0.00	\$0.00	\$0.00	\$0.00	87	\$0.00	\$0.00	\$0.00	\$0.00	87	\$0.00	\$0.00	\$0.00	\$0.00
88	\$0.00	\$0.00	\$0.00	\$0.00	88	\$0.00	\$0.00	\$0.00	\$0.00	88	\$0.00	\$0.00	\$0.00	\$0.00
90	\$0.00	\$0.00	\$0.00	\$0.00	90	\$0.00	\$0.00	\$0.00	\$0.00	90	\$0.00	\$0.00	\$0.00	\$0.00
93	\$5.98	\$6.31	\$7.64	\$9.39	93	\$5.98	\$6.31	\$7.64	\$9.39	93	\$6.04	\$6.37	\$7.72	\$9.48
95	\$0.00	\$0.00	\$0.00	\$0.00	95	\$0.00	\$0.00	\$0.00	\$0.00	95	\$0.00	\$0.00	\$0.00	\$0.00
96	\$0.00	\$0.00	\$0.00	\$0.00	96	\$0.00	\$0.00	\$0.00	\$0.00	96	\$0.00	\$0.00	\$0.00	\$0.00
97	\$0.00	\$0.00	\$0.00	\$0.00	97	\$0.00	\$0.00	\$0.00	\$0.00	97	\$0.00	\$0.00	\$0.00	\$0.00
98	\$0.00	\$0.00	\$0.00	\$0.00	98	\$0.00	\$0.00	\$0.00	\$0.00	98	\$0.00	\$0.00	\$0.00	\$0.00
99	\$0.00	\$0.00	\$0.00	\$0.00	99	\$0.00	\$0.00	\$0.00	\$0.00	99	\$0.00	\$0.00	\$0.00	\$0.00
BASC	\$15.19	\$15.99	\$16.79	\$20.08	BASC	\$15.19	\$15.99	\$16.79	\$20.08	BASC	\$15.34	\$16.15	\$16.96	\$20.28

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
BCAB	\$15.19	\$15.99	\$16.79	\$20.08	BCAB	\$15.19	\$15.99	\$16.79	\$20.08	BCAB	\$15.34	\$16.15	\$16.96	\$20.28
EOUT	\$2.99	\$3.15	\$3.31	\$4.02	EOUT	\$2.99	\$3.15	\$3.31	\$4.02	EOUT	\$3.02	\$3.18	\$3.34	\$4.06
ULTI	\$10.13	\$10.66	\$11.20	\$12.79	ULTI	\$10.13	\$10.66	\$11.20	\$12.79	ULTI	\$10.23	\$10.77	\$11.31	\$12.92
HDAR	\$6.03	\$6.34	\$6.66	\$8.03	HDAR	\$6.03	\$6.34	\$6.66	\$8.03	HDAR	\$6.09	\$6.40	\$6.73	\$8.11
HDBX	\$6.03	\$6.34	\$6.66	\$8.03	HDBX	\$6.03	\$6.34	\$6.66	\$8.03	HDBX	\$6.09	\$6.40	\$6.73	\$8.11
HHBR	\$6.03	\$6.34	\$6.66	\$8.03	HHBR	\$6.03	\$6.34	\$6.66	\$8.03	HHBR	\$6.09	\$6.40	\$6.73	\$8.11
HHGR	\$6.03	\$6.34	\$6.66	\$8.03	HHGR	\$6.03	\$6.34	\$6.66	\$8.03	HHGR	\$6.09	\$6.40	\$6.73	\$8.11
HHPR	\$6.03	\$6.34	\$6.66	\$8.03	HHPR	\$6.03	\$6.34	\$6.66	\$8.03	HHPR	\$6.09	\$6.40	\$6.73	\$8.11
HVAR	\$6.03	\$6.34	\$6.66	\$8.03	HVAR	\$6.03	\$6.34	\$6.66	\$8.03	HVAR	\$6.09	\$6.40	\$6.73	\$8.11
HVOR	\$6.03	\$6.34	\$6.66	\$8.03	HVOR	\$6.03	\$6.34	\$6.66	\$8.03	HVOR	\$6.09	\$6.40	\$6.73	\$8.11
DTGF	\$3.01	\$3.17	\$3.33	\$4.01	DTGF	\$3.01	\$3.17	\$3.33	\$4.01	DTGF	\$3.04	\$3.20	\$3.36	\$4.05
DTV	\$3.01	\$3.17	\$3.33	\$4.01	DTV	\$3.01	\$3.17	\$3.33	\$4.01	DTV	\$3.04	\$3.20	\$3.36	\$4.05
DTVG	\$3.01	\$3.17	\$3.33	\$4.01	DTVG	\$3.01	\$3.17	\$3.33	\$4.01	DTVG	\$3.04	\$3.20	\$3.36	\$4.05
DTVH	\$3.01	\$3.17	\$3.33	\$4.01	DTVH	\$3.01	\$3.17	\$3.33	\$4.01	DTVH	\$3.04	\$3.20	\$3.36	\$4.05
DPVR	\$6.03	\$6.34	\$6.66	\$8.03	DPVR	\$6.03	\$6.34	\$6.66	\$8.03	DPVR	\$6.09	\$6.40	\$6.73	\$8.11
SUBD	\$1.83	\$1.92	\$2.01	\$2.41	SUBD	\$1.83	\$1.92	\$2.01	\$2.41	SUBD	\$1.85	\$1.94	\$2.03	\$2.43
D163	\$2.99	\$3.15	\$3.31	\$4.02	D163	\$2.99	\$3.15	\$3.31	\$4.02	D163	\$3.02	\$3.18	\$3.34	\$4.06
HDP1	\$2.99	\$3.15	\$3.31	\$4.02	HDP1	\$2.99	\$3.15	\$3.31	\$4.02	HDP1	\$3.02	\$3.18	\$3.34	\$4.06
HDSP	\$2.99	\$3.15	\$3.31	\$4.02	HDSP	\$2.99	\$3.15	\$3.31	\$4.02	HDSP	\$3.02	\$3.18	\$3.34	\$4.06
D006	\$9.06	\$9.54	\$10.02	\$12.05	D006	\$9.06	\$9.54	\$10.02	\$12.05	D006	\$9.15	\$9.64	\$10.12	\$12.17
D007	\$2.99	\$3.15	\$3.31	\$4.02	D007	\$2.99	\$3.15	\$3.31	\$4.02	D007	\$3.02	\$3.18	\$3.34	\$4.06
D008	\$2.99	\$3.15	\$3.31	\$4.02	D008	\$2.99	\$3.15	\$3.31	\$4.02	D008	\$3.02	\$3.18	\$3.34	\$4.06
D009	\$9.06	\$9.54	\$10.02	\$12.05	D009	\$9.06	\$9.54	\$10.02	\$12.05	D009	\$9.15	\$9.64	\$10.12	\$12.17
D010	\$2.99	\$3.15	\$3.31	\$4.02	D010	\$2.99	\$3.15	\$3.31	\$4.02	D010	\$3.02	\$3.18	\$3.34	\$4.06
D011	\$2.99	\$3.15	\$3.31	\$4.02	D011	\$2.99	\$3.15	\$3.31	\$4.02	D011	\$3.02	\$3.18	\$3.34	\$4.06
D012	\$9.06	\$9.54	\$10.02	\$12.05	D012	\$9.06	\$9.54	\$10.02	\$12.05	D012	\$9.15	\$9.64	\$10.12	\$12.17
D013	\$9.06	\$9.54	\$10.02	\$12.05	D013	\$9.06	\$9.54	\$10.02	\$12.05	D013	\$3.02	\$3.18	\$3.34	\$4.06
D014	\$2.99	\$3.15	\$3.31	\$4.02	D014	\$2.99	\$3.15	\$3.31	\$4.02	D014	\$9.15	\$9.64	\$10.12	\$12.17
D015	\$9.06	\$9.54	\$10.02	\$12.05	D015	\$9.06	\$9.54	\$10.02	\$12.05	D015	\$9.15	\$9.64	\$10.12	\$12.17
D017	\$13.50	\$14.21	\$14.92	\$17.04	D017	\$13.50	\$14.21	\$14.92	\$17.04	D017	\$13.64	\$14.35	\$15.07	\$17.21

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
D081	\$9.06	\$9.54	\$10.02	\$12.05	D081	\$9.06	\$9.54	\$10.02	\$12.05	D081	\$9.15	\$9.64	\$10.12	\$12.17
D082	\$2.99	\$3.15	\$3.31	\$4.02	D082	\$2.99	\$3.15	\$3.31	\$4.02	D082	\$3.02	\$3.18	\$3.34	\$4.06
D084	\$9.06	\$9.54	\$10.02	\$12.05	D084	\$9.06	\$9.54	\$10.02	\$12.05	D084	\$9.15	\$9.64	\$10.12	\$12.17
D087	\$2.99	\$3.15	\$3.31	\$4.02	D087	\$2.99	\$3.15	\$3.31	\$4.02	D087	\$3.02	\$3.18	\$3.34	\$4.06
D088	\$2.99	\$3.15	\$3.31	\$4.02	D088	\$2.99	\$3.15	\$3.31	\$4.02	D088	\$3.02	\$3.18	\$3.34	\$4.06
D089	\$2.99	\$3.15	\$3.31	\$4.02	D089	\$2.99	\$3.15	\$3.31	\$4.02	D089	\$3.02	\$3.18	\$3.34	\$4.06
D090	\$2.99	\$3.15	\$3.31	\$4.02	D090	\$2.99	\$3.15	\$3.31	\$4.02	D090	\$3.02	\$3.18	\$3.34	\$4.06
D091	\$2.99	\$3.15	\$3.31	\$4.02	D091	\$2.99	\$3.15	\$3.31	\$4.02	D091	\$3.02	\$3.18	\$3.34	\$4.06
D092	\$2.99	\$3.15	\$3.31	\$4.02	D092	\$2.99	\$3.15	\$3.31	\$4.02	D092	\$3.02	\$3.18	\$3.34	\$4.06
D093	\$2.99	\$3.15	\$3.31	\$4.02	D093	\$2.99	\$3.15	\$3.31	\$4.02	D093	\$3.02	\$3.18	\$3.34	\$4.06
D095	\$2.99	\$3.15	\$3.31	\$4.02	D095	\$2.99	\$3.15	\$3.31	\$4.02	D095	\$3.02	\$3.18	\$3.34	\$4.06
D105	\$2.99	\$3.15	\$3.31	\$4.02	D105	\$2.99	\$3.15	\$3.31	\$4.02	D105	\$3.02	\$3.18	\$3.34	\$4.06
D106	\$13.50	\$14.21	\$14.92	\$17.04	D106	\$13.50	\$14.21	\$14.92	\$17.04	D106	\$13.64	\$14.35	\$15.07	\$17.21
D107	\$2.99	\$3.15	\$3.31	\$4.02	D107	\$2.99	\$3.15	\$3.31	\$4.02	D107	\$3.02	\$3.18	\$3.34	\$4.06
D108	\$2.99	\$3.15	\$3.31	\$4.02	D108	\$2.99	\$3.15	\$3.31	\$4.02	D108	\$3.02	\$3.18	\$3.34	\$4.06
D110	\$2.99	\$3.15	\$3.31	\$4.02	D110	\$2.99	\$3.15	\$3.31	\$4.02	D110	\$3.02	\$3.18	\$3.34	\$4.06
D111	\$2.99	\$3.15	\$3.31	\$4.02	D111	\$2.99	\$3.15	\$3.31	\$4.02	D111	\$3.02	\$3.18	\$3.34	\$4.06
D112	\$2.99	\$3.15	\$3.31	\$4.02	D112	\$2.99	\$3.15	\$3.31	\$4.02	D112	\$3.02	\$3.18	\$3.34	\$4.06
D116	\$2.99	\$3.15	\$3.31	\$4.02	D116	\$2.99	\$3.15	\$3.31	\$4.02	D116	\$3.02	\$3.18	\$3.34	\$4.06
D117	\$2.99	\$3.15	\$3.31	\$4.02	D117	\$2.99	\$3.15	\$3.31	\$4.02	D117	\$3.02	\$3.18	\$3.34	\$4.06
D118	\$2.99	\$3.15	\$3.31	\$4.02	D118	\$2.99	\$3.15	\$3.31	\$4.02	D118	\$3.02	\$3.18	\$3.34	\$4.06
D119	\$2.99	\$3.15	\$3.31	\$4.02	D119	\$2.99	\$3.15	\$3.31	\$4.02	D119	\$3.02	\$3.18	\$3.34	\$4.06
D120	\$2.99	\$3.15	\$3.31	\$4.02	D120	\$2.99	\$3.15	\$3.31	\$4.02	D120	\$3.02	\$3.18	\$3.34	\$4.06
D121	\$2.99	\$3.15	\$3.31	\$4.02	D121	\$2.99	\$3.15	\$3.31	\$4.02	D121	\$3.02	\$3.18	\$3.34	\$4.06
D122	\$2.99	\$3.15	\$3.31	\$4.02	D122	\$2.99	\$3.15	\$3.31	\$4.02	D122	\$3.02	\$3.18	\$3.34	\$4.06
D123	\$2.99	\$3.15	\$3.31	\$4.02	D123	\$2.99	\$3.15	\$3.31	\$4.02	D123	\$3.02	\$3.18	\$3.34	\$4.06
D125	\$2.99	\$3.15	\$3.31	\$4.02	D125	\$2.99	\$3.15	\$3.31	\$4.02	D125	\$3.02	\$3.18	\$3.34	\$4.06
D126	\$2.99	\$3.15	\$3.31	\$4.02	D126	\$2.99	\$3.15	\$3.31	\$4.02	D126	\$3.02	\$3.18	\$3.34	\$4.06
D127	\$2.99	\$3.15	\$3.31	\$4.02	D127	\$2.99	\$3.15	\$3.31	\$4.02	D127	\$3.02	\$3.18	\$3.34	\$4.06
D128	\$13.50	\$14.21	\$14.92	\$17.04	D128	\$13.50	\$14.21	\$14.92	\$17.04	D128	\$13.64	\$14.35	\$15.07	\$17.21

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
D132	\$2.99	\$3.15	\$3.31	\$4.02	D132	\$2.99	\$3.15	\$3.31	\$4.02	D132	\$3.02	\$3.18	\$3.34	\$4.06
D133	\$2.99	\$3.15	\$3.31	\$4.02	D133	\$2.99	\$3.15	\$3.31	\$4.02	D133	\$3.02	\$3.18	\$3.34	\$4.06
D134	\$2.99	\$3.15	\$3.31	\$4.02	D134	\$2.99	\$3.15	\$3.31	\$4.02	D134	\$3.02	\$3.18	\$3.34	\$4.06
D135	\$2.99	\$3.15	\$3.31	\$4.02	D135	\$2.99	\$3.15	\$3.31	\$4.02	D135	\$3.02	\$3.18	\$3.34	\$4.06
D136	\$2.99	\$3.15	\$3.31	\$4.02	D136	\$2.99	\$3.15	\$3.31	\$4.02	D136	\$3.02	\$3.18	\$3.34	\$4.06
D138	\$2.99	\$3.15	\$3.31	\$4.02	D138	\$2.99	\$3.15	\$3.31	\$4.02	D138	\$3.02	\$3.18	\$3.34	\$4.06
D139	\$2.99	\$3.15	\$3.31	\$4.02	D139	\$2.99	\$3.15	\$3.31	\$4.02	D139	\$3.02	\$3.18	\$3.34	\$4.06
D141	\$2.99	\$3.15	\$3.31	\$4.02	D141	\$2.99	\$3.15	\$3.31	\$4.02	D141	\$3.02	\$3.18	\$3.34	\$4.06
D142	\$2.99	\$3.15	\$3.31	\$4.02	D142	\$2.99	\$3.15	\$3.31	\$4.02	D142	\$3.02	\$3.18	\$3.34	\$4.06
D143	\$9.06	\$9.54	\$10.02	\$12.05	D143	\$9.06	\$9.54	\$10.02	\$12.05	D143	\$9.15	\$9.64	\$10.12	\$12.17
D154	\$9.06	\$9.54	\$10.02	\$12.05	D154	\$9.06	\$9.54	\$10.02	\$12.05	D154	\$9.15	\$9.64	\$10.12	\$12.17
D158	\$2.99	\$3.15	\$3.31	\$4.02	D158	\$2.99	\$3.15	\$3.31	\$4.02	D158	\$3.02	\$3.18	\$3.34	\$4.06
D159	\$2.99	\$3.15	\$3.31	\$4.02	D159	\$2.99	\$3.15	\$3.31	\$4.02	D159	\$3.02	\$3.18	\$3.34	\$4.06
D160	\$2.99	\$3.15	\$3.31	\$4.02	D160	\$2.99	\$3.15	\$3.31	\$4.02	D160	\$3.02	\$3.18	\$3.34	\$4.06
D161	\$2.99	\$3.15	\$3.31	\$4.02	D161	\$2.99	\$3.15	\$3.31	\$4.02	D161	\$3.02	\$3.18	\$3.34	\$4.06
D162	\$2.99	\$3.15	\$3.31	\$4.02	D162	\$2.99	\$3.15	\$3.31	\$4.02	D162	\$3.02	\$3.18	\$3.34	\$4.06
D169	\$2.99	\$3.15	\$3.31	\$4.02	D169	\$2.99	\$3.15	\$3.31	\$4.02	D169	\$3.02	\$3.18	\$3.34	\$4.06
D171	\$2.99	\$3.15	\$3.31	\$4.02	D171	\$2.99	\$3.15	\$3.31	\$4.02	D171	\$3.02	\$3.18	\$3.34	\$4.06
D191	\$2.99	\$3.15	\$3.31	\$4.02	D191	\$2.99	\$3.15	\$3.31	\$4.02	D191	\$3.02	\$3.18	\$3.34	\$4.06
D192	\$2.99	\$3.15	\$3.31	\$4.02	D192	\$2.99	\$3.15	\$3.31	\$4.02	D192	\$3.02	\$3.18	\$3.34	\$4.06
D196	\$2.99	\$3.15	\$3.31	\$4.02	D196	\$2.99	\$3.15	\$3.31	\$4.02	D196	\$3.02	\$3.18	\$3.34	\$4.06
D197	\$2.99	\$3.15	\$3.31	\$4.02	D197	\$2.99	\$3.15	\$3.31	\$4.02	D197	\$3.02	\$3.18	\$3.34	\$4.06
D198	\$2.99	\$3.15	\$3.31	\$4.02	D198	\$2.99	\$3.15	\$3.31	\$4.02	D198	\$3.02	\$3.18	\$3.34	\$4.06
D199	\$2.99	\$3.15	\$3.31	\$4.02	D199	\$2.99	\$3.15	\$3.31	\$4.02	D199	\$3.02	\$3.18	\$3.34	\$4.06
D200	\$2.99	\$3.15	\$3.31	\$4.02	D200	\$2.99	\$3.15	\$3.31	\$4.02	D200	\$3.02	\$3.18	\$3.34	\$4.06
D201	\$2.99	\$3.15	\$3.31	\$4.02	D201	\$2.99	\$3.15	\$3.31	\$4.02	D201	\$3.02	\$3.18	\$3.34	\$4.06
D256	\$2.99	\$3.15	\$3.31	\$4.02	D256	\$2.99	\$3.15	\$3.31	\$4.02	D256	\$3.02	\$3.18	\$3.34	\$4.06
D257	\$2.99	\$3.15	\$3.31	\$4.02	D257	\$2.99	\$3.15	\$3.31	\$4.02	D257	\$3.02	\$3.18	\$3.34	\$4.06
D258	\$2.99	\$3.15	\$3.31	\$4.02	D258	\$2.99	\$3.15	\$3.31	\$4.02	D258	\$3.02	\$3.18	\$3.34	\$4.06
D266	\$2.99	\$3.15	\$3.31	\$4.02	D266	\$2.99	\$3.15	\$3.31	\$4.02	D266	\$3.02	\$3.18	\$3.34	\$4.06

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
D278	\$2.99	\$3.15	\$3.31	\$4.02	D278	\$2.99	\$3.15	\$3.31	\$4.02	D278	\$3.02	\$3.18	\$3.34	\$4.06
D279	\$2.99	\$3.15	\$3.31	\$4.02	D279	\$2.99	\$3.15	\$3.31	\$4.02	D279	\$3.02	\$3.18	\$3.34	\$4.06
D280	\$2.99	\$3.15	\$3.31	\$4.02	D280	\$2.99	\$3.15	\$3.31	\$4.02	D280	\$3.02	\$3.18	\$3.34	\$4.06
D286	\$2.99	\$3.15	\$3.31	\$4.02	D286	\$2.99	\$3.15	\$3.31	\$4.02	D286	\$3.02	\$3.18	\$3.34	\$4.06
D287	\$2.99	\$3.15	\$3.31	\$4.02	D287	\$2.99	\$3.15	\$3.31	\$4.02	D287	\$3.02	\$3.18	\$3.34	\$4.06
D288	\$2.99	\$3.15	\$3.31	\$4.02	D288	\$2.99	\$3.15	\$3.31	\$4.02	D288	\$3.02	\$3.18	\$3.34	\$4.06
D291	\$2.99	\$3.15	\$3.31	\$4.02	D291	\$2.99	\$3.15	\$3.31	\$4.02	D291	\$3.02	\$3.18	\$3.34	\$4.06
D319	\$2.99	\$3.15	\$3.31	\$4.02	D319	\$2.99	\$3.15	\$3.31	\$4.02	D319	\$3.02	\$3.18	\$3.34	\$4.06
D320	\$2.99	\$3.15	\$3.31	\$4.02	D320	\$2.99	\$3.15	\$3.31	\$4.02	D320	\$3.02	\$3.18	\$3.34	\$4.06
D321	\$2.99	\$3.15	\$3.31	\$4.02	D321	\$2.99	\$3.15	\$3.31	\$4.02	D321	\$3.02	\$3.18	\$3.34	\$4.06
D322	\$2.99	\$3.15	\$3.31	\$4.02	D322	\$2.99	\$3.15	\$3.31	\$4.02	D322	\$3.02	\$3.18	\$3.34	\$4.06
D350	\$2.99	\$3.15	\$3.31	\$4.02	D350	\$2.99	\$3.15	\$3.31	\$4.02	D350	\$3.02	\$3.18	\$3.34	\$4.06
D357	\$2.99	\$3.15	\$3.31	\$4.02	D357	\$2.99	\$3.15	\$3.31	\$4.02	D357	\$3.02	\$3.18	\$3.34	\$4.06
D353	\$2.99	\$3.15	\$3.31	\$4.02	D353	\$2.99	\$3.15	\$3.31	\$4.02	D353	\$3.02	\$3.18	\$3.34	\$4.06
D356	\$2.99	\$3.15	\$3.31	\$4.02	D356	\$2.99	\$3.15	\$3.31	\$4.02	D356	\$3.02	\$3.18	\$3.34	\$4.06
D359	\$2.99	\$3.15	\$3.31	\$4.02	D359	\$2.99	\$3.15	\$3.31	\$4.02	D359	\$3.02	\$3.18	\$3.34	\$4.06
D358	\$2.99	\$3.15	\$3.31	\$4.02	D358	\$2.99	\$3.15	\$3.31	\$4.02	D358	\$3.02	\$3.18	\$3.34	\$4.06
D348	\$2.99	\$3.15	\$3.31	\$4.02	D348	\$2.99	\$3.15	\$3.31	\$4.02	D348	\$3.02	\$3.18	\$3.34	\$4.06
D364	\$2.99	\$3.15	\$3.31	\$4.02	D364	\$2.99	\$3.15	\$3.31	\$4.02	D364	\$3.02	\$3.18	\$3.34	\$4.06
D365	\$2.99	\$3.15	\$3.31	\$4.02	D365	\$2.99	\$3.15	\$3.31	\$4.02	D365	\$3.02	\$3.18	\$3.34	\$4.06
D363	\$2.99	\$3.15	\$3.31	\$4.02	D363	\$2.99	\$3.15	\$3.31	\$4.02	D363	\$3.02	\$3.18	\$3.34	\$4.06
D362	\$2.99	\$3.15	\$3.31	\$4.02	D362	\$2.99	\$3.15	\$3.31	\$4.02	D362	\$3.02	\$3.18	\$3.34	\$4.06
D366	\$2.99	\$3.15	\$3.31	\$4.02	D366	\$2.99	\$3.15	\$3.31	\$4.02	D366	\$3.02	\$3.18	\$3.34	\$4.06
D360	\$2.99	\$3.15	\$3.31	\$4.02	D360	\$2.99	\$3.15	\$3.31	\$4.02	D360	\$3.02	\$3.18	\$3.34	\$4.06
D344	\$2.99	\$3.15	\$3.31	\$4.02	D344	\$2.99	\$3.15	\$3.31	\$4.02	D344	\$3.02	\$3.18	\$3.34	\$4.06
D345	\$2.99	\$3.15	\$3.31	\$4.02	D345	\$2.99	\$3.15	\$3.31	\$4.02	D345	\$3.02	\$3.18	\$3.34	\$4.06
D346	\$2.99	\$3.15	\$3.31	\$4.02	D346	\$2.99	\$3.15	\$3.31	\$4.02	D346	\$3.02	\$3.18	\$3.34	\$4.06
D347	\$2.99	\$3.15	\$3.31	\$4.02	D347	\$2.99	\$3.15	\$3.31	\$4.02	D347	\$3.02	\$3.18	\$3.34	\$4.06
D369	\$2.99	\$3.15	\$3.31	\$4.02	D369	\$2.99	\$3.15	\$3.31	\$4.02	D369	\$3.02	\$3.18	\$3.34	\$4.06
D361	\$2.99	\$3.15	\$3.31	\$4.02	D361	\$2.99	\$3.15	\$3.31	\$4.02	D361	\$3.02	\$3.18	\$3.34	\$4.06

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
D360	\$2.99	\$3.15	\$3.31	\$4.02	D360	\$2.99	\$3.15	\$3.31	\$4.02	D360	\$3.02	\$3.18	\$3.34	\$4.06
DARA	\$9.06	\$9.54	\$10.02	\$12.05	DARA	\$9.06	\$9.54	\$10.02	\$12.05	DARA	\$9.15	\$9.64	\$10.12	\$12.17
DART	\$9.06	\$9.54	\$10.02	\$12.05	DART	\$9.06	\$9.54	\$10.02	\$12.05	DART	\$9.15	\$9.64	\$10.12	\$12.17
DARY	\$2.99	\$3.15	\$3.31	\$4.02	DARY	\$2.99	\$3.15	\$3.31	\$4.02	DARY	\$3.02	\$3.18	\$3.34	\$4.06
DATS	\$2.99	\$3.15	\$3.31	\$4.02	DATS	\$2.99	\$3.15	\$3.31	\$4.02	DATS	\$3.02	\$3.18	\$3.34	\$4.06
DBDP	\$2.99	\$3.15	\$3.31	\$4.02	DBDP	\$2.99	\$3.15	\$3.31	\$4.02	DBDP	\$3.02	\$3.18	\$3.34	\$4.06
DBMP	\$2.99	\$3.15	\$3.31	\$4.02	DBMP	\$2.99	\$3.15	\$3.31	\$4.02	DBMP	\$3.02	\$3.18	\$3.34	\$4.06
DBSC	\$10.63	\$11.19	\$11.75	\$20.08	DBSC	\$10.63	\$11.19	\$11.75	\$20.08	DBSC	\$10.74	\$11.30	\$11.87	\$20.28
DCHI	\$2.99	\$3.15	\$3.31	\$4.02	DCHI	\$2.99	\$3.15	\$3.31	\$4.02	DCHI	\$3.02	\$3.18	\$3.34	\$4.06
DCNT	\$2.99	\$3.15	\$3.31	\$4.02	DCNT	\$2.99	\$3.15	\$3.31	\$4.02	DCNT	\$3.02	\$3.18	\$3.34	\$4.06
DCRB	\$2.99	\$3.15	\$3.31	\$4.02	DCRB	\$2.99	\$3.15	\$3.31	\$4.02	DCRB	\$3.02	\$3.18	\$3.34	\$4.06
DDEP	\$6.09	\$6.40	\$6.73	\$8.03	DDEP	\$6.09	\$6.40	\$6.73	\$8.03	DDEP	\$6.15	\$6.46	\$6.80	\$8.11
DDPP	\$9.06	\$9.54	\$10.02	\$12.05	DDPP	\$9.06	\$9.54	\$10.02	\$12.05	DDPP	\$9.15	\$9.64	\$10.12	\$12.17
DFCH	\$6.09	\$6.40	\$6.73	\$8.03	DFCH	\$6.09	\$6.40	\$6.73	\$8.03	DFCH	\$6.15	\$6.46	\$6.80	\$8.11
DFMY	\$2.99	\$3.15	\$3.31	\$4.02	DFMY	\$2.99	\$3.15	\$3.31	\$4.02	DFMY	\$3.02	\$3.18	\$3.34	\$4.06
DHDN	\$2.99	\$3.15	\$3.31	\$4.02	DHDN	\$2.99	\$3.15	\$3.31	\$4.02	DHDN	\$3.02	\$3.18	\$3.34	\$4.06
DKAP	\$6.09	\$6.40	\$6.73	\$8.03	DKAP	\$6.09	\$6.40	\$6.73	\$8.03	DKAP	\$6.15	\$6.46	\$6.80	\$8.11
DLT1	\$2.99	\$3.15	\$3.31	\$4.02	DLT1	\$2.99	\$3.15	\$3.31	\$4.02	DLT1	\$3.02	\$3.18	\$3.34	\$4.06
DLT2	\$2.99	\$3.15	\$3.31	\$4.02	DLT2	\$2.99	\$3.15	\$3.31	\$4.02	DLT2	\$3.02	\$3.18	\$3.34	\$4.06
DODY	\$9.06	\$9.54	\$10.02	\$12.05	DODY	\$9.06	\$9.54	\$10.02	\$12.05	DODY	\$9.15	\$9.64	\$10.12	\$12.17
DPCY	\$2.99	\$3.15	\$3.31	\$4.02	DPCY	\$2.99	\$3.15	\$3.31	\$4.02	DPCY	\$3.02	\$3.18	\$3.34	\$4.06
DPLS	\$6.09	\$6.40	\$6.73	\$8.03	DPLS	\$6.09	\$6.40	\$6.73	\$8.03	DPLS	\$6.15	\$6.46	\$6.80	\$8.11
DPOL	\$13.50	\$14.21	\$14.92	\$17.04	DPOL	\$13.50	\$14.21	\$14.92	\$17.04	DPOL	\$13.64	\$14.35	\$15.07	\$17.21
DPUE	\$2.99	\$3.15	\$3.31	\$4.02	DPUE	\$2.99	\$3.15	\$3.31	\$4.02	DPUE	\$3.02	\$3.18	\$3.34	\$4.06
DPUP	\$6.09	\$6.40	\$6.73	\$8.03	DPUP	\$6.09	\$6.40	\$6.73	\$8.03	DPUP	\$6.15	\$6.46	\$6.80	\$8.11
DSNY	\$2.99	\$3.15	\$3.31	\$4.02	DSNY	\$2.99	\$3.15	\$3.31	\$4.02	DSNY	\$3.02	\$3.18	\$3.34	\$4.06
DT23	\$6.09	\$6.40	\$6.73	\$8.03	DT23	\$6.09	\$6.40	\$6.73	\$8.03	DT23	\$6.15	\$6.46	\$6.80	\$8.11
DTCM	\$2.99	\$3.15	\$3.31	\$4.02	DTCM	\$2.99	\$3.15	\$3.31	\$4.02	DTCM	\$3.02	\$3.18	\$3.34	\$4.06
DTEP	\$6.09	\$6.40	\$6.73	\$8.03	DTEP	\$6.09	\$6.40	\$6.73	\$8.03	DTEP	\$6.15	\$6.46	\$6.80	\$8.11
DTIP	\$9.06	\$9.54	\$10.02	\$12.05	DTIP	\$9.06	\$9.54	\$10.02	\$12.05	DTIP	\$9.15	\$9.64	\$10.12	\$12.17

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
DTLT	\$9.06	\$9.54	\$10.02	\$12.05	DTLT	\$9.06	\$9.54	\$10.02	\$12.05	DTLT	\$9.15	\$9.64	\$10.12	\$12.17
DTVJ	\$13.50	\$14.21	\$14.92	\$17.04	DTVJ	\$13.50	\$14.21	\$14.92	\$17.04	DTVJ	\$13.64	\$14.35	\$15.07	\$17.21
DURP	\$2.99	\$3.15	\$3.31	\$4.02	DURP	\$2.99	\$3.15	\$3.31	\$4.02	DURP	\$3.02	\$3.18	\$3.34	\$4.06
DURU	\$6.09	\$6.40	\$6.73	\$8.03	DURU	\$6.09	\$6.40	\$6.73	\$8.03	DURU	\$6.15	\$6.46	\$6.80	\$8.11
D165	\$2.99	\$3.15	\$3.31	\$4.02	D165	\$2.99	\$3.15	\$3.31	\$4.02	D165	\$3.02	\$3.18	\$3.34	\$4.06
DAGM	\$13.50	\$14.21	\$14.92	\$17.04	DAGM	\$13.50	\$14.21	\$14.92	\$17.04	DAGM	\$13.64	\$14.35	\$15.07	\$17.21
DAVC	\$9.06	\$9.54	\$10.02	\$12.05	DAVC	\$9.06	\$9.54	\$10.02	\$12.05	DAVC	\$9.15	\$9.64	\$10.12	\$12.17
DAVM	\$13.50	\$14.21	\$14.92	\$17.04	DAVM	\$13.50	\$14.21	\$14.92	\$17.04	DAVM	\$13.64	\$14.35	\$15.07	\$17.21
DHUS	\$6.09	\$6.40	\$6.73	\$8.03	DHUS	\$6.09	\$6.40	\$6.73	\$8.03	DHUS	\$6.15	\$6.46	\$6.80	\$8.11
DPLB	\$9.06	\$9.54	\$10.02	\$12.05	DPLB	\$9.06	\$9.54	\$10.02	\$12.05	DPLB	\$9.15	\$9.64	\$10.12	\$12.17
DPRV	\$9.06	\$9.54	\$10.02	\$12.05	DPRV	\$9.06	\$9.54	\$10.02	\$12.05	DPRV	\$9.15	\$9.64	\$10.12	\$12.17
DTEN	\$6.09	\$6.40	\$6.73	\$8.03	DTEN	\$6.09	\$6.40	\$6.73	\$8.03	DTEN	\$6.15	\$6.46	\$6.80	\$8.11
DMMS	\$6.09	\$6.40	\$6.73	\$8.03	DMMS	\$6.09	\$6.40	\$6.73	\$8.03	DMMS	\$6.15	\$6.46	\$6.80	\$8.11
DSSM	\$6.09	\$6.40	\$6.73	\$8.03	DSSM	\$6.09	\$6.40	\$6.73	\$8.03	DSSM	\$6.15	\$6.46	\$6.80	\$8.11
DT07	\$13.50	\$14.21	\$14.92	\$17.04	DT07	\$13.50	\$14.21	\$14.92	\$17.04	DT07	\$13.64	\$14.35	\$15.07	\$17.21
DSPK	\$13.50	\$14.21	\$14.92	\$17.04	DSPK	\$13.50	\$14.21	\$14.92	\$17.04	DSPK	\$13.64	\$14.35	\$15.07	\$17.21
D341	\$2.99	\$3.15	\$3.31	\$4.02	D341	\$2.99	\$3.15	\$3.31	\$4.02	D341	\$3.02	\$3.18	\$3.34	\$4.06
D342	\$2.99	\$3.15	\$3.31	\$4.02	D342	\$2.99	\$3.15	\$3.31	\$4.02	D342	\$3.02	\$3.18	\$3.34	\$4.06
D343	\$2.99	\$3.15	\$3.31	\$4.02	D343	\$2.99	\$3.15	\$3.31	\$4.02	D343	\$3.02	\$3.18	\$3.34	\$4.06
DT01	\$1.60	\$1.75	\$1.90	\$2.35	DT01	\$1.60	\$1.75	\$1.90	\$2.35	DT01	\$1.62	\$1.77	\$1.92	\$2.37
DT02	\$1.60	\$1.75	\$1.90	\$2.35	DT02	\$1.60	\$1.75	\$1.90	\$2.35	DT02	\$1.62	\$1.77	\$1.92	\$2.37
DT03	\$1.60	\$1.75	\$1.90	\$2.35	DT03	\$1.60	\$1.75	\$1.90	\$2.35	DT03	\$1.62	\$1.77	\$1.92	\$2.37
DT04	\$1.60	\$1.75	\$1.90	\$2.35	DT04	\$1.60	\$1.75	\$1.90	\$2.35	DT04	\$1.62	\$1.77	\$1.92	\$2.37
DT05	\$1.60	\$1.75	\$1.90	\$2.35	DT05	\$1.60	\$1.75	\$1.90	\$2.35	DT05	\$1.62	\$1.77	\$1.92	\$2.37
DT06	\$1.60	\$1.75	\$1.90	\$2.35	DT06	\$1.60	\$1.75	\$1.90	\$2.35	DT06	\$1.62	\$1.77	\$1.92	\$2.37
DT08	\$1.60	\$1.75	\$1.90	\$2.35	DT08	\$1.60	\$1.75	\$1.90	\$2.35	DT08	\$1.62	\$1.77	\$1.92	\$2.37
DT09	\$1.60	\$1.75	\$1.90	\$2.35	DT09	\$1.60	\$1.75	\$1.90	\$2.35	DT09	\$1.62	\$1.77	\$1.92	\$2.37
DT10	\$1.60	\$1.75	\$1.90	\$2.35	DT10	\$1.60	\$1.75	\$1.90	\$2.35	DT10	\$1.62	\$1.77	\$1.92	\$2.37
DT12	\$1.60	\$1.75	\$1.90	\$2.35	DT12	\$1.60	\$1.75	\$1.90	\$2.35	DT12	\$1.62	\$1.77	\$1.92	\$2.37
DT15	\$1.60	\$1.75	\$1.90	\$2.35	DT15	\$1.60	\$1.75	\$1.90	\$2.35	DT15	\$1.62	\$1.77	\$1.92	\$2.37

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
DT16	\$1.60	\$1.75	\$1.90	\$2.35	DT16	\$1.60	\$1.75	\$1.90	\$2.35	DT16	\$1.62	\$1.77	\$1.92	\$2.37
DT17	\$1.60	\$1.75	\$1.90	\$2.35	DT17	\$1.60	\$1.75	\$1.90	\$2.35	DT17	\$1.62	\$1.77	\$1.92	\$2.37
DT18	\$1.60	\$1.75	\$1.90	\$2.35	DT18	\$1.60	\$1.75	\$1.90	\$2.35	DT18	\$1.62	\$1.77	\$1.92	\$2.37
DT19	\$1.60	\$1.75	\$1.90	\$2.35	DT19	\$1.60	\$1.75	\$1.90	\$2.35	DT19	\$1.62	\$1.77	\$1.92	\$2.37
DT20	\$1.60	\$1.75	\$1.90	\$2.35	DT20	\$1.60	\$1.75	\$1.90	\$2.35	DT20	\$1.62	\$1.77	\$1.92	\$2.37
DT24	\$1.60	\$1.75	\$1.90	\$2.35	DT24	\$1.60	\$1.75	\$1.90	\$2.35	DT24	\$1.62	\$1.77	\$1.92	\$2.37
DT5C	\$1.60	\$1.75	\$1.90	\$2.35	DT5C	\$1.60	\$1.75	\$1.90	\$2.35	DT5C	\$1.62	\$1.77	\$1.92	\$2.37
DT7C	\$6.40	\$7.00	\$7.60	\$9.40	DT7C	\$6.40	\$7.00	\$7.60	\$9.40	DT7C	\$6.46	\$7.07	\$7.68	\$9.49
DMOV	\$6.09	\$6.40	\$6.73	\$8.03	DMOV	\$6.09	\$6.40	\$6.73	\$8.03	DMOV	\$6.15	\$6.46	\$6.80	\$8.11
DSEC	\$6.09	\$6.40	\$6.73	\$8.03	DSEC	\$6.09	\$6.40	\$6.73	\$8.03	DSEC	\$6.15	\$6.46	\$6.80	\$8.11
HDHS	\$2.99	\$3.15	\$3.31	\$4.02	HDHS	\$2.99	\$3.15	\$3.31	\$4.02	HDHS	\$3.02	\$3.18	\$3.34	\$4.06
WOSM	\$30.45	\$32.05	\$33.66	\$38.46	WOSM	\$30.45	\$32.05	\$33.66	\$38.46	WOSM	\$30.75	\$32.37	\$34.00	\$38.84
WOMD	\$30.45	\$32.05	\$33.66	\$38.46	WOMD	\$30.45	\$32.05	\$33.66	\$38.46	WOMD	\$30.75	\$32.37	\$34.00	\$38.84
WOXS	\$30.45	\$32.05	\$33.66	\$38.46	WOXS	\$30.45	\$32.05	\$33.66	\$38.46	WOXS	\$30.75	\$32.37	\$34.00	\$38.84
WSHP	\$30.45	\$32.05	\$33.66	\$38.46	WSHP	\$30.45	\$32.05	\$33.66	\$38.46	WSHP	\$30.75	\$32.37	\$34.00	\$38.84
WSTX	\$30.45	\$32.05	\$33.66	\$38.46	WSTX	\$30.45	\$32.05	\$33.66	\$38.46	WSTX	\$30.75	\$32.37	\$34.00	\$38.84
WSHP	\$30.45	\$32.05	\$33.66	\$38.46	WSHP	\$30.45	\$32.05	\$33.66	\$38.46	WSHP	\$30.75	\$32.37	\$34.00	\$38.84
WUOS	\$30.45	\$32.05	\$33.66	\$38.46	WUOS	\$30.45	\$32.05	\$33.66	\$38.46	WUOS	\$30.75	\$32.37	\$34.00	\$38.84
WLHP	\$30.45	\$32.05	\$33.66	\$38.46	WLHP	\$30.45	\$32.05	\$33.66	\$38.46	WLHP	\$30.75	\$32.37	\$34.00	\$38.84
TL01	\$7.24	\$7.61	\$8.00	\$9.63	TL01	\$7.24	\$7.61	\$8.00	\$9.63	TL01	\$7.31	\$7.69	\$8.08	\$9.73
TL02	\$7.24	\$7.61	\$8.00	\$9.63	TL02	\$7.24	\$7.61	\$8.00	\$9.63	TL02	\$7.31	\$7.69	\$8.08	\$9.73
TL13	\$7.24	\$7.61	\$8.00	\$9.63	TL13	\$7.24	\$7.61	\$8.00	\$9.63	TL13	\$7.31	\$7.69	\$8.08	\$9.73
TL14	\$7.24	\$7.61	\$8.00	\$9.63	TL14	\$7.24	\$7.61	\$8.00	\$9.63	TL14	\$7.31	\$7.69	\$8.08	\$9.73
TL15	\$7.24	\$7.61	\$8.00	\$9.63	TL15	\$7.24	\$7.61	\$8.00	\$9.63	TL15	\$7.31	\$7.69	\$8.08	\$9.73
TL16	\$7.24	\$7.61	\$8.00	\$9.63	TL16	\$7.24	\$7.61	\$8.00	\$9.63	TL16	\$7.31	\$7.69	\$8.08	\$9.73
TL17	\$7.24	\$7.61	\$8.00	\$9.63	TL17	\$7.24	\$7.61	\$8.00	\$9.63	TL17	\$7.31	\$7.69	\$8.08	\$9.73
TL18	\$7.24	\$7.61	\$8.00	\$9.63	TL18	\$7.24	\$7.61	\$8.00	\$9.63	TL18	\$7.31	\$7.69	\$8.08	\$9.73
TL33	\$7.24	\$7.61	\$8.00	\$9.63	TL33	\$7.24	\$7.61	\$8.00	\$9.63	TL33	\$7.31	\$7.69	\$8.08	\$9.73
TL34	\$7.24	\$7.61	\$8.00	\$9.63	TL34	\$7.24	\$7.61	\$8.00	\$9.63	TL34	\$7.31	\$7.69	\$8.08	\$9.73
TL35	\$7.24	\$7.61	\$8.00	\$9.63	TL35	\$7.24	\$7.61	\$8.00	\$9.63	TL35	\$7.31	\$7.69	\$8.08	\$9.73

APPENDIX B- RATE SHEET FOR INSTALLATION AND SERVICE TECHNICIANS

As of June 28, 2015					As of June 5th, 2016					As of June 4th, 2017				
CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO	CODE	COV 1	COV 2	COV 3	RVO
TL36	\$7.24	\$7.61	\$8.00	\$9.63	TL36	\$7.24	\$7.61	\$8.00	\$9.63	TL36	\$7.31	\$7.69	\$8.08	\$9.73
TL49	\$7.24	\$7.61	\$8.00	\$9.63	TL49	\$7.24	\$7.61	\$8.00	\$9.63	TL49	\$7.31	\$7.69	\$8.08	\$9.73
TL50	\$7.24	\$7.61	\$8.00	\$9.63	TL50	\$7.24	\$7.61	\$8.00	\$9.63	TL50	\$7.31	\$7.69	\$8.08	\$9.73
TL53	\$7.24	\$7.61	\$8.00	\$9.63	TL53	\$7.24	\$7.61	\$8.00	\$9.63	TL53	\$7.31	\$7.69	\$8.08	\$9.73
TL54	\$7.24	\$7.61	\$8.00	\$9.63	TL54	\$7.24	\$7.61	\$8.00	\$9.63	TL54	\$7.31	\$7.69	\$8.08	\$9.73
TS03	\$15.60	\$16.59	\$17.57	\$21.04	TS03	\$15.60	\$16.59	\$17.57	\$21.04	TS03	\$15.76	\$16.76	\$17.75	\$21.25
TS63	\$21.43	\$22.56	\$23.69	\$27.69	TS63	\$21.43	\$22.56	\$23.69	\$27.69	TS63	\$21.64	\$22.79	\$23.93	\$27.97
TS64	\$21.43	\$22.56	\$23.69	\$27.69	TS64	\$21.43	\$22.56	\$23.69	\$27.69	TS64	\$21.64	\$22.79	\$23.93	\$27.97
TS67	\$21.43	\$22.56	\$23.69	\$27.69	TS67	\$21.43	\$22.56	\$23.69	\$27.69	TS67	\$21.64	\$22.79	\$23.93	\$27.97
TS68	\$21.43	\$22.56	\$23.69	\$27.69	TS68	\$21.43	\$22.56	\$23.69	\$27.69	TS68	\$21.64	\$22.79	\$23.93	\$27.97
TS71	\$21.43	\$22.56	\$23.69	\$27.69	TS71	\$21.43	\$22.56	\$23.69	\$27.69	TS71	\$21.64	\$22.79	\$23.93	\$27.97
TS72	\$21.43	\$22.56	\$23.69	\$27.69	TS72	\$21.43	\$22.56	\$23.69	\$27.69	TS72	\$21.64	\$22.79	\$23.93	\$27.97
TS75	\$21.43	\$22.56	\$23.69	\$27.69	TS75	\$21.43	\$22.56	\$23.69	\$27.69	TS75	\$21.64	\$22.79	\$23.93	\$27.97
TS76	\$21.43	\$22.56	\$23.69	\$27.69	TS76	\$21.43	\$22.56	\$23.69	\$27.69	TS76	\$21.64	\$22.79	\$23.93	\$27.97
TS65	\$28.56	\$30.06	\$31.57	\$37.18	TS65	\$28.56	\$30.06	\$31.57	\$37.18	TS65	\$28.85	\$30.36	\$31.89	\$37.55
TS66	\$28.56	\$30.06	\$31.57	\$37.18	TS66	\$28.56	\$30.06	\$31.57	\$37.18	TS66	\$28.85	\$30.36	\$31.89	\$37.55
TS69	\$28.56	\$30.06	\$31.57	\$37.18	TS69	\$28.56	\$30.06	\$31.57	\$37.18	TS69	\$28.85	\$30.36	\$31.89	\$37.55
TS70	\$28.56	\$30.06	\$31.57	\$37.18	TS70	\$28.56	\$30.06	\$31.57	\$37.18	TS70	\$28.85	\$30.36	\$31.89	\$37.55
TS73	\$28.56	\$30.06	\$31.57	\$37.18	TS73	\$28.56	\$30.06	\$31.57	\$37.18	TS73	\$28.85	\$30.36	\$31.89	\$37.55
TS74	\$28.56	\$30.06	\$31.57	\$37.18	TS74	\$28.56	\$30.06	\$31.57	\$37.18	TS74	\$28.85	\$30.36	\$31.89	\$37.55
TS77	\$28.56	\$30.06	\$31.57	\$37.18	TS77	\$28.56	\$30.06	\$31.57	\$37.18	TS77	\$28.85	\$30.36	\$31.89	\$37.55
TS78	\$28.56	\$30.06	\$31.57	\$37.18	TS78	\$28.56	\$30.06	\$31.57	\$37.18	TS78	\$28.85	\$30.36	\$31.89	\$37.55
WCHP	\$30.45	\$32.05	\$33.66	\$38.46	WCHP	\$30.45	\$32.05	\$33.66	\$38.46	WCHP	\$30.75	\$32.37	\$34.00	\$38.84
BONUS30	\$15.00	\$15.00	\$15.00	\$15.00	BONUS30	\$15.00	\$15.00	\$15.00	\$15.00	BONUS30	\$15.15	\$15.15	\$15.15	\$15.15
WWHP	\$30.45	\$32.05	\$33.66	\$38.46	WWHP	\$30.45	\$32.05	\$33.66	\$38.46	WWHP	\$30.75	\$32.37	\$34.00	\$38.84

APPENDIX C –TOOLS

COMPANY-SUPPLIED TOOLS FOR EMPLOYEES HIRED AFTER AUGUST 12, 2014:

CABLE TOOLS		MISCELLANEOUS
Tool Bag		drill chuck
banana/F connector for OHM		book 7
crimper		system keys
CSE drill bit (1/4" X 6")		Traffic Plan
green utility pouch		laptop charger
large drill bit (3/8" X 24")		laptop
OHM meter		Dust Pan + Broom
ped wrench		6" Level
reel stand (plus clip)		Measuring Tape
security sleeve tool		White Board Marker
Side Cutters		Power Inverter for Van
small drill bit (3/16" X 3 1/2")		SAFETY GEAR
6u/11u Cable Prep Tool		AC tester
taplock		Safety belt
toner		Lanyard
7/16 torque wrench with 30psi		circuit tester
Multi Bit Screw Driver		electrical gloves
Corded Hammer Drill		gloves bag
2 X 7/16 Wrench		gloves cover
Utility Knife		Safety Glasses/Goggles
1/2" and 9/16" Wrenches		hard hat
PHONE TOOLS		ladder straps (x2)
Tool Bag		safety vest
banjo		Z tester
bix clip		Meters
butt set		Fluke meter or like thereof
drill bit (1/4" X 18")		Signal meter w/charger
needle nose pliers		Volt Ohm Meter
probe pick		Fibre Tools
punch down		Fibre Tool Kit with Cleaver
punch down blade (66 & Bix)		Optical Power Meter
scotch lock crimper		Visual Fault Locator
T18 / T25 Dual Stapler		One Click Cleaner
Communication Wire Strippers		Laser Safety Glasses
toner and probe kit		

FOR EMPLOYEES HIRED BEFORE AUGUST 12, 2014:

<u>Company Supplied</u>	<u>Employee Supplied</u>																																																																													
<table border="1"> <tr><td>MISCELLANEOUS</td></tr> <tr><td>book 7</td></tr> <tr><td>system keys</td></tr> <tr><td>Traffic Plan</td></tr> <tr><td>Laptop/tablet charger</td></tr> <tr><td>Laptop/tablet</td></tr> <tr><td>Dust Pan + Broom</td></tr> <tr><td>6" Level</td></tr> <tr><td>Measuring Tape</td></tr> <tr><td>SAFETY GEAR</td></tr> <tr><td>AC tester</td></tr> <tr><td>Safety belt</td></tr> <tr><td>Lanyard</td></tr> <tr><td>circuit tester</td></tr> <tr><td>electrical gloves</td></tr> <tr><td>gloves bag</td></tr> <tr><td>gloves cover</td></tr> <tr><td>Safety Glasses/Goggles</td></tr> <tr><td>hard hat</td></tr> <tr><td>ladder straps (x2)</td></tr> <tr><td>safety vest</td></tr> <tr><td>Z tester</td></tr> <tr><td>CABLE TOOLS</td></tr> <tr><td>Fluke meter</td></tr> <tr><td>Signal meter w/charger</td></tr> <tr><td>Fibre Tools</td></tr> <tr><td>Fibre Tool Kit with Cleaver</td></tr> <tr><td>Optical Power Meter</td></tr> <tr><td>Visual Fault Locator</td></tr> <tr><td>One Click Cleaner</td></tr> <tr><td>Laser Safety Glasses</td></tr> </table>	MISCELLANEOUS	book 7	system keys	Traffic Plan	Laptop/tablet charger	Laptop/tablet	Dust Pan + Broom	6" Level	Measuring Tape	SAFETY GEAR	AC tester	Safety belt	Lanyard	circuit tester	electrical gloves	gloves bag	gloves cover	Safety Glasses/Goggles	hard hat	ladder straps (x2)	safety vest	Z tester	CABLE TOOLS	Fluke meter	Signal meter w/charger	Fibre Tools	Fibre Tool Kit with Cleaver	Optical Power Meter	Visual Fault Locator	One Click Cleaner	Laser Safety Glasses	<table border="1"> <tr><td>MISCELLANEOUS</td></tr> <tr><td>power drill</td></tr> <tr><td>cordless drill</td></tr> <tr><td>drill chuck</td></tr> <tr><td>2 x 7/16 wrenches</td></tr> <tr><td>white board marker</td></tr> <tr><td>screwdrivers (any needed)</td></tr> <tr><td>pliers</td></tr> <tr><td>wire cutters</td></tr> <tr><td>utility knife</td></tr> <tr><td>Tool pouch</td></tr> <tr><td>½" and 9/16" wrenches</td></tr> <tr><td>T25 or like thereof</td></tr> <tr><td>Adjustable crescent wrench</td></tr> <tr><td>Power inverter</td></tr> <tr><td>hammer</td></tr> </table>	MISCELLANEOUS	power drill	cordless drill	drill chuck	2 x 7/16 wrenches	white board marker	screwdrivers (any needed)	pliers	wire cutters	utility knife	Tool pouch	½" and 9/16" wrenches	T25 or like thereof	Adjustable crescent wrench	Power inverter	hammer	<table border="1"> <tr><td>CABLE TOOLS</td></tr> <tr><td>banana/F connector for OHM</td></tr> <tr><td>crimper</td></tr> <tr><td>CSE drill bit (1/4" X 6")</td></tr> <tr><td>green utility pouch</td></tr> <tr><td>HD TV tuner</td></tr> <tr><td>large drill bit (3/8" X 24")</td></tr> <tr><td>OHM meter</td></tr> <tr><td>ped wrench</td></tr> <tr><td>reel stand (plus clip)</td></tr> <tr><td>security sleeve tool</td></tr> <tr><td>small drill bit (3/16" X 3 1/2")</td></tr> <tr><td>6u/11u Cable Prep Tool</td></tr> <tr><td>taplock</td></tr> <tr><td>toner</td></tr> <tr><td>7/16 torque wrench with 30psi</td></tr> <tr><td>PHONE TOOLS</td></tr> <tr><td>banjo</td></tr> <tr><td>bix clip</td></tr> <tr><td>butt set</td></tr> <tr><td>drill bit (1/4" X 18")</td></tr> <tr><td>needle nose pliers</td></tr> <tr><td>probe pick</td></tr> <tr><td>punch down</td></tr> <tr><td>punch down blade (66 & Bix)</td></tr> <tr><td>scotch lock crimper</td></tr> <tr><td>T18 or like thereof</td></tr> <tr><td>Communication Wire Strippers</td></tr> <tr><td>toner and probe kit</td></tr> </table>	CABLE TOOLS	banana/F connector for OHM	crimper	CSE drill bit (1/4" X 6")	green utility pouch	HD TV tuner	large drill bit (3/8" X 24")	OHM meter	ped wrench	reel stand (plus clip)	security sleeve tool	small drill bit (3/16" X 3 1/2")	6u/11u Cable Prep Tool	taplock	toner	7/16 torque wrench with 30psi	PHONE TOOLS	banjo	bix clip	butt set	drill bit (1/4" X 18")	needle nose pliers	probe pick	punch down	punch down blade (66 & Bix)	scotch lock crimper	T18 or like thereof	Communication Wire Strippers	toner and probe kit
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LETTER OF UNDERSTANDING #1 – PERFORMANCE SCORECARD

The Company will continue to use a performance scorecard for purposes such as performance improvement plans, identifying Employees for coaching and up-training and assessing performance as referenced elsewhere in the Agreement.

FOR THE UNION

FOR THE COMPANY

Gary Ellis

Domenic Sorbara

LETTER OF UNDERSTANDING #2 – NON COMPLIANT WORK FEES

After the first four (4) months of employment, Technicians will be charged a non-compliant work fee of \$25 for each failed QC inspection as follows:

- a) Only 1 non-compliant work fee will apply for each work or service order. Levying non-complaint work fees does not preclude the Company from also issuing discipline to the employee in an appropriate case.
- b) Payroll deductions will occur as QC fails occur up to a maximum of 15 non-compliant work fees per calendar quarter for each technician.
- c) Non-compliant work fees will only result from inspections by the Company's customer. Any in house inspections may be used for coaching or other purposes.
- d) For each QC fail, the Company will provide the technician with the inspector's comments and any other information received from the customer regarding the reasons for the QC fail. A technician seeking to submit an objection to an expedited peer review process must submit the objection no later than the close of business on the Tuesday immediately following the week in which the inspection occurred. The technician's objection must be sent to Human Resources and to the peer adjudicator (appointed as below). No objection is reviewable under this expedited peer review process that is delivered outside of the timeframes set out herein. The peer adjudicator will review the information received from the customer and the objection submitted by the technician. The peer adjudicator may also ask questions of the company. The peer adjudicator must deliver his recommendation by Friday 9:00 a.m. immediately following the Monday on which the objection was delivered. Only recommendations delivered in compliance with this deadline will be considered. The peer adjudicator may either recommend that the non-compliance fee be levied or that the non-compliance fee be waived and should provide an explanation for his recommendation. The recommendation is without prejudice and is non-binding to either the technician or the Company. The Company may reject the peer adjudicator's recommendation. If the QC fail is not reversed through this peer review process, the payroll deduction will be made on the next pay. If the Company rejects the recommendation or if the technician disagrees with the peer adjudicator's recommendation, the technician is still free to grieve the non-compliance charge through the grievance procedure in accordance with the collective agreement. Such grievance will enter the grievance procedure at Step 2.
- e) The Union will appoint one peer adjudicator for Barrie and one peer adjudicator for Toronto, who will conduct peer reviews for a period of at least 6 months. The peer review adjudicator may appoint a designate for those weeks that he/she is unavailable for reasons of absence or vacation. The peer adjudicator will be paid up to an additional one hour's pay per week for these services upon submission of the appropriate time sheets.

- f) A technician's first QC fail in a calendar quarter will be exempt from the non-compliant work fee. A technician who has been inspected and has not used his exemption in the quarter can carry over the exemption to the next quarter only. For clarity, an exemption cannot be carried over beyond the next quarter after the quarter in which it was earned and, therefore, the maximum number of exemptions that a technician can have in any quarter is two.

- g) If Wirecomm received any reimbursement from their customer with respect to QC performance, Wirecomm will return a portion of the reimbursement to the employees who paid non-compliant work fees for the relevant period. The portion of the reimbursement that will be returned to employees will be calculated on a *pro rata* basis comparing the amount paid in non-compliant work fees by employees to the overall amount paid by Wirecomm to its customer for QC performance for the relevant time frame.

- h) Company agrees the following procedure will apply:
 - i. Employees will receive a document in advance of the payroll deduction that will show: what the payroll deduction will be in total and then broken down individually. This document will show the order number and address where the failed inspection(s) took place.
 - ii. Should the Company and Employee agree to a payment arrangement to pay the non-compliant work fee amount over a period of time, the Company will give the Employee a document outlining the agreed upon arrangement.
 - iii. Documentation outlined above will be provided to the Employee before any deduction takes place.

FOR THE UNION

Gary Ellis

FOR THE COMPANY

Domenic Sorbara

LETTER OF UNDERSTANDING #3 – WAREHOUSE INVENTORY SYSTEM

The Company will continue to monitor and assess opportunities for warehouse inventory process efficiencies. The Company is open to dialogue with the Union regarding the current and future warehouse inventory system.

FOR THE UNION

FOR THE COMPANY

Gary Ellis

Domenic Sorbara

LETTER OF UNDERSTANDING #4 – WORK STANDARDS

The Parties agree:

- a) The intent of the minimum rates is to offset the items that are not under the control of the Employee.
- b) The increased minimum rates put in place by this collective agreement could have a negative impact on performance and productivity, which is contrary to the intent of the Parties. The parties agree to discuss this issue at Labour Management Relations Committee meetings as warranted.
- c) Without limiting the Company's ability to establish reasonable work standards in other areas, the parties agree that the core standards for acceptable work are:
 - i. Work order repeats: 6%
 - ii. Service order repeats: 9%
 - iii. QC inspections: 85%
- d) The Union agrees that the standards listed above are reasonable.
- e) The acceptable work standards listed above reflect current circumstances, including the customer's requirements and systems. The acceptable work standards may change in the future as circumstances warrant. The Company will advise the Union and Employees in advance of any changes.
- f) An Employee who does not meet the acceptable work standards, adversely affects productivity or intentionally slows down their work will be subject to disciplinary measures up to and including termination of their employment, as determined by the Company. The Company will take a progressive discipline approach, including the ability to impose an escalated penalty where circumstances warrant.
- g) The Company will continue to provide technicians with "up-training" where determined by the Company in its discretion to be appropriate.

Should the Union disagree with any changes or discipline imposed, it may be grieved.

FOR THE UNION

FOR THE COMPANY

Gary Ellis

Domenic Sorbara

LETTER OF UNDERSTANDING #5 – GROUP RRSP

The Company commits to considering implementation of a matching RRSP at the end of Q4 2015. The Company will meet with the Union no later than January 29, 2016 to provide an update to the Union regarding whether any matching component will be added to the RRSP program for Employees.

FOR THE UNION

FOR THE COMPANY

Gary Ellis

Domenic Sorbara

NOTES

NOTES

Lined area for notes, consisting of multiple horizontal lines.

NOTES

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