

COLLECTIVE AGREEMENT

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

May 1, 2007 to April 30, 2010

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BY AND BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
including Campbell River, Nanaimo & Victoria

(hereinafter referred to as the "Company")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 115

(hereinafter referred to as the "Union")

WITNESS: that the parties hereto agree as follows:

ARTICLE 1: OBJECTS

- 1.01 The objects of this Agreement are to maintain a harmonious relationship between the Company and its employees, to provide an amicable and equitable method of settling grievances or differences which might possibly arise; to maintain mutually satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement and to establish conditions which will result in quality services. The parties to this Agreement are committed to customer service and the success of the Company in the marketplace.
- 1.02 ***For the purposes of this agreement the masculine shall be considered to include the feminine and the singular to include the plural.***

ARTICLE 2: BARGAINING AGENCY

- 2.01 The Company recognizes and agrees that the Union is the sole bargaining agent for the employees of the Company employed at the ***Campbell River Branch, 1855 Perkins Rd and Nanaimo Branch, 2530 Kenworth Rd and Victoria Branch, Kelvin Road.***
- 2.02 This Agreement shall be binding on the Company and the Union and their respective successors, administrators, executors and assigns and on each employee.
- 2.03 ***The Employer agrees that in normal circumstances no employee other than a bargaining unit employee shall perform work, which is normally performed by employees in the bargaining unit. Nothing in this agreement however shall prevent non union employees from doing work normally performed by bargaining unit employees in cases of customer emergency, the training of employees on new types of equipment or when bargaining unit employees are not available. Sales personnel shall be entitled, for marketing and sales purposes, perform all work necessary to demonstrate Employer's equipment.***

ARTICLE 3: UNION SECURITY

- 3.01 UNION SECURITY: Each employee covered by this Agreement shall, as a condition of employment and/or continued employment, be and remain or become and remain, a Union member in good standing for the duration of this Agreement or for the duration of his employment with the Company, whichever is shorter. Counting from the date he commences employment with the Company, each new employee will be allowed thirty (30) calendar days within which to make application to join the Union and tender the appropriate initiation fees. The Union shall have the exclusive right to determine who is a member in good standing. Should an employee at any time cease to be a member in good standing of the Union, the Company shall, upon notification in writing from the Union, discharge such employee forthwith.
- 3.02 CHECK OFF: The Company shall deduct from each new employee an amount equal to the Union dues from the employee's first payroll cheque after completion of six (6) days of work in a calendar month and add that employee's name and the said amount to the closest applicable check off; i.e., if the check off for that month has not been remitted to the Union, it shall be added to that check off; if that month's check off has been remitted, it shall be added to the following month's check off and shown as the previous month worked.
- 3.03 AMOUNTS DEDUCTED: Union dues deducted under this provision or other check off provisions shall be remitted to the Union not later than the fifteenth of the month following the month in which such check off applies.

ARTICLE 4: MANAGEMENT RIGHTS

The Union recognizes and agrees that:

- 4.01 The management and operation of the plant and the direction of the working forces are vested exclusively in the Company.
- 4.02 The Company has and shall retain the right to select its employees, to hire, classify, promote, demote or discipline them and discharge employees for proper cause, provided that a claim of discrimination against an employee in respect to any of these matters, or a claim of violation, of any Section or Article of this Agreement, may be the subject of a grievance and be dealt with as hereinafter provided.
- 4.03 The right to hire employees of its choice is vested exclusively in the Company, but when the Company requires new employees, it shall so notify the Union so that the Union may have the opportunity to provide the Company with suitable applicants.

ARTICLE 5: DEFINITION OF EMPLOYEE

- 5.01 In this Agreement "employee" means a person who is employed by the Company and who is included in a unit of the Company's employees for whom the Union has been certified as the collective bargaining agent by the Labour Relations Code of British Columbia. "Employee" shall also mean a person employed in a job classification listed in Appendix "A" attached hereto, and working ***at facilities covered by this agreement.***

ARTICLE 6: HOURS OF WORK AND OVERTIME

- 6.01 The standard work week shall consist of eight (8) hours per day scheduled between 6:00am and 6:00pm Monday to Friday with consistent starting times. Graveyard shift shall lead off 12:01am Monday.
- 6.02 Hours of work in the Shop may be changed by mutual agreement between the Company and the Union or in accordance with Letter of Understanding #5.
- 6.03 LUNCH PERIOD: Each shift shall have a one (1) hour lunch period at mid shift. This may be reduced to one half (1/2) hour by mutual agreement.
- 6.04 In cases where hours of work must be varied in customers' camps to comply with Provincial Fire Regulations such work as is carried out under these conditions shall be at straight time rates for the first eight (8) hours.
- 6.05 SHIFT ROTATION: When employees are being worked on two (2) or more shift schedules and where a majority of the employees request it, they shall rotate shifts.
- 6.06 OVERTIME: All hours worked outside of the standard work hours, outside the established shift hours and outside the standard work week shall be considered overtime and paid at time and one half (1 1/2) for the first two (2) hours and double time thereafter.
- 6.07 OVERTIME - VOLUNTARY: All overtime shall be on a **mandatory** basis. ***If no qualified employees wish to perform the necessary overtime, then the junior qualified employee shall be required to work the overtime.*** It is agreed that overtime may be necessary in order to respond to the efficient operation and service requirements of the business.
- 6.08 OVERTIME NOT PART OF DAILY GUARANTEE: Where an employee, at the request of the Company, performs work at overtime rates, such time will be considered overtime only and will not be included in the computation of his daily guarantee as provided under this Agreement.
- 6.09 OVERTIME - CALCULATION OF: Without detracting from the minimum overtime hours worked and/or minimum overtime pay guarantees as provided elsewhere in this Agreement, when an employee works overtime, his time worked shall be calculated on a thirty (30) minute unit basis. If an employee works any portion of a thirty (30) minute unit, he shall receive credit for time worked for that full thirty (30) minute unit.
- 6.10 BANKED OVERTIME In branches where it is mutually agreed that overtime may be banked, employees shall state whether overtime is to be banked or paid at the beginning of each fiscal quarter. An employee may bank overtime equivalent to eighty (80) hours straight time maximum. All overtime worked thereafter shall be paid at the appropriate rate to said employee. Banked overtime may be cancelled by either party upon ninety (90) days written notice. Banked overtime is not to be taken in June to August holiday period unless acceptable to the Company. All unused banked overtime must be paid out at the end of the Company's fiscal year. That is, no banked time can be carried over a fiscal year end.

Banked time will be used to minimize lay offs. Selection of employees to use banked time off shall first be on a voluntary basis and secondly according to seniority subject to the operating needs of the business.

Banked hours may be withdrawn by an employee in whole or in part at their regular rate at time of withdrawal. In the event an employee wishes time off, such time will be by mutual agreement and subject to the operating needs and service requirements of the business.

Banked hours may not be withdrawn during a month in which a disciplinary suspension occurs unless the banked time off had been arranged prior to the disciplinary suspension being levied.

NOTE: Branches which try banked overtime will do so on a mutually agreed trial basis.

- 6.11 (a) OVERTIME MEAL: Employees who work beyond ten (10) hours per day shall receive a minimum of one half (1/2) hour's pay for time off to eat a meal, and each four (4) hours thereafter, but may take up to forty five (45) minutes off for such purpose. Further to this, if an employee feels that he requires additional time off, he will request such additional time from the foreman and if the request is reasonable the foreman shall grant same. This break shall occur at the regular meal hour.
- (b) The Company shall pay the cost of such a meal subject to the following conditions. The meal allowance for the Greater Vancouver area will be a maximum of ten dollars (\$10.00) for meals, and in the areas outside Vancouver the employees will buy a meal at the going rate of the area involved and be reimbursed for the cost. In all cases receipts shall be obtained and turned in to the Company with the amounts being justified by the prices in the area involved.
- 6.12 REST BETWEEN SHIFTS: It is intended that every employee should have eight (8) hours' rest between shifts. In the event that an employee is recalled to work before such eight (8) full hours elapse, he shall be paid the appropriate overtime rates for work performed after recall. No employee shall be permitted to resume work on his own accord until eight (8) full hours have elapsed.

CLARIFICATION:

Employees working after midnight reporting for work next shift after an eight (8) hour break will not lose the time taken from the shift to make up the eight (8) hour break.

- 6.13 WORK BEFORE REGULAR SHIFT: - **Employees may be called in earlier than their scheduled starting time without overtime penalty provided they are given eight (8) hours notice and the new starting time is after 6 AM. Employees who are given less than eight hours notice of an earlier starting time after 6 am will be paid at time and one half for all hours worked prior to their scheduled starting time. Employees called in before 6 AM shall** be paid at the double time rate for time worked prior to their regular starting time.
- 6.14 WORK AFTER REGULAR SHIFT: Employees called back to work after their regular shift shall receive pay at the prevailing overtime rate.

- 6.15 WORK ON SATURDAY, SUNDAY, GENERAL HOLIDAYS: Double time for all hours worked on a Saturday, Sunday or on any General Holiday listed in Article 11, or day observed as such under the terms of this Agreement. This double time is in addition to any General Holiday pay an employee may be entitled to under other provisions of this Agreement.
- 6.16 WORK THROUGH REGULAR LUNCH PERIOD: Where an employee is required to work through his regular established lunch period, such employee shall be paid the applicable overtime rate and be allowed reasonable time off to consume a meal with no loss of pay. **Employees away from the branch shall take their lunch away from the branch. When taking lunch away from the branch Employees are required to stop in a safe place in order to take their lunch break.**
- 6.17 WORK WEEK - GUARANTEED:
- (a) An employee who reports for work at the start of the standard work week shall be guaranteed full pay for the balance of the standard work week. The forty eight (48) hour notice of layoff provided in the Seniority Section of this Agreement shall take precedence when an employee is laid off on a Thursday. He would work Friday and Monday and by working Monday is not entitled to full pay for that week.
 - (b) If an employee of his own volition does not report for his regular shift or shifts, then his weekly minimum five (5) shift pay base shall be reduced to the number received by subtracting the number of shifts missed from base 5.
- 6.18 CALL TIME:
- (a) An employee reporting for work on his regular shift shall receive a minimum of eight (8) hours' pay at his regular rate.
 - (b) An employee called to work on a Saturday shall receive a minimum of two (2) hours' pay at the prevailing overtime rates.
 - (c) An employee called to work on a Sunday or on a General Holiday, (or days observed as General Holidays) shall receive a minimum of four (4) hours' pay at the prevailing overtime rates.
 - (d) The provisions of this Section shall not apply if an employee voluntarily quits or lays off, or is discharged for proper cause.
- 6.19 PREPARATION TIME: The Company will pay one (1) hour personal preparation time to employees being sent on out of town jobs for a period of overnight or longer at regular rates up to time and one half. This will not be paid if an employee prepares for a trip during his normal working hours or if the employee has had a minimum of twenty four (24) hours notice that he will be going out of town.

ARTICLE 7: GRIEVANCE PROCEDURE

- 7.01 Should a dispute arise between the Company and an employee or the Union as an entity regarding the interpretation, application, operation, or any alleged violation of this

Agreement, including any question as to whether any matter is arbitrable, it shall be resolved in the following procedural manner:

- STEP A The employee or the Union, together with such person or persons as he or the Union may wish, shall take the matter up with the Company within **twenty-five (25)** calendar days. ***The grievance must be in writing.***
- STEP B Should a solution not be reached by Step (A) then a **Member** Representative of the Union, accompanied by the employee if the employee or **Member** Representative so wish, shall discuss the matter with the Company. If a solution is reached, this shall be final.
- STEP C If an agreement is not reached under the provisions of Step B above, upon mutual agreement between the Union and the Company and at any time prior to the appointment of an Arbitration Board, or other body, another party may be requested to confer with the Union and the Company to assist in the settlement of any difference arising from an alleged violation of this Agreement. Within ten (10) days of appointment, the selected party will make inquiries which it considers adequate and will submit in writing recommendations for settlement of the difference which will not be binding upon either the Union or the Company or detract from their privileges under this Agreement. All expenses incurred by the appointed party will be paid equally by the Union and the Company. The parties may agree that the recommendation rendered at this Step will be binding on both parties. If a solution is reached, this shall be final.

7.02 GRIEVANCE - TIME LIMIT: Any discharged or suspended employee may, within seventy two (72) hours of his discharge or suspension, (exclusive of Saturdays, Sundays and General Holidays) in writing, require the Company to give him the reasons for his discharge or suspension and the Company will give such reasons to him, in writing, within seventy two (72) hours of such request and in the event of any dispute or difference as to whether or not there was proper cause for the discharge or suspension of such an employee, only the reasons so set forth in writing, shall constitute cause.

7.03 SECTION 87: Grievances pertaining to discharge and suspension will not be processed under Section 87 of the Labour Relations Code of B.C. unless there is mutual agreement between the Parties.

ARTICLE 8: ARBITRATION

8.01 If the procedures set forth in Section 7.01, Step A and Step B do not result in a solution being reached within seven (7) days of the first discussion between a **Member** Representative of the Union and a representative of the Company, or within such further period as the Company and the Union agree to in writing, the dispute shall be referred to an Arbitration Board of three (3) persons appointed as follows:

- (a) The Party desiring Arbitration shall appoint a member for the Board and shall notify the other party in writing of the name and address of the person so appointed and particulars of the matter in dispute.

- (b) The Party receiving the notice shall within five (5) days appoint a member for the Board and notify the other party of its appointment.
 - (c) The two (2) Arbitrators so appointed shall confer to select a third person to be Chairman and failing for three (3) days from the appointment of the second of them to agree upon a person willing to act, either of them may apply to the Minister of Labour of British Columbia to appoint such third member.
 - (d) The Arbitration Board shall sit, hear the Parties, settle the terms of the question to be arbitrated, and make its award, within ten (10) days from the date of the appointment of the Chairman, provided the parties may extend the time by agreement in writing.
 - (e) The Parties may mutually agree that a sole arbitrator be appointed in place of a three (3) person board. The decision of the sole arbitrator shall be deemed to be the decision of the Board and shall be final and binding. All expenses incurred by the sole arbitrator shall be paid equally by the Parties. Each Party shall pay its own costs.
- 8.02 If the Arbitration Board finds (or if at any earlier stage of the Grievance Procedure it is found) that an employee has been unjustly suspended or discharged, that employee shall be reinstated by the Company without loss of pay and with all his rights, benefits and privileges which he would have enjoyed if the suspension or discharge had not taken place, or if the Arbitration Board finds (or if at any earlier stage of the Grievance Procedure it is found) that an ex employee should have been rehired, that ex employee shall be employed by the Company and paid all pay which he would have enjoyed and accorded all rights, privileges and benefits which he would have enjoyed if he had been hired at the proper time provided that, if it is shown to the Board that the employee has been in receipt of wages during the period between discharge or suspension and reinstatement, or date of failure to rehire and rehiring, the amount so received shall be deducted from wages payable by the Company pursuant to this Article, less any expenses which the employee has incurred in order to earn the wages so deducted, AND PROVIDED THAT the Arbitration Board if circumstances are established before it, which, in the opinion of the Arbitration Board, makes it just and equitable to do so, shall have the authority to order the Company to pay less than the full amount of wages lost.
- 8.03 The Arbitration Board shall have the right to modify any penalty imposed by the Company on an employee. ***The arbitrator shall be limited to interpretation and application of this Agreement in any of its particulars; and any decision rendered within the scope of such limitations shall be final and binding on the parties to this Agreement. Furthermore the arbitrator shall have no authority to alter any of the terms of this agreement.***
- 8.04 If the Award of the Arbitration Board is subsequently set aside by a court of competent jurisdiction, the question shall, at the request of either party, be submitted to another Arbitration Board appointed pursuant to and with all the powers provided by this Article.
- 8.05 The expenses and remuneration of the Chairman shall be paid by the parties in equal shares.

- 8.06 Without restricting the specific powers hereinbefore mentioned, the Arbitration Board shall have all the general powers of an Arbitration Board.

ARTICLE 9: SENIORITY

- 9.01 SENIORITY LIST: The Company shall at least once every six (6) months, post in a conspicuous place on its premises an up to date list of all employees covered by this Agreement showing the date when each commenced his employment with the Company. The Company shall forward to the Union a copy of each list on the date of its posting.

- 9.02 PROBATIONARY PERIOD: When a new employee is hired, it is agreed that he shall be on probation for ninety (90) calendar days and during this period seniority will not be applicable. When the probationary period is completed seniority will commence from the date of hiring.

A review letter must be made out on all new employees on the forty fifth (45th) day of employment. Copy to be given to the Shop Steward.

- 9.03 EMPLOYEE - RE EMPLOYMENT: An employee re entering the employ of the Company within twelve (12) months after his right to recall has expired shall not be subject to another probation period.

- 9.04 LAY OFFS: In the event of layoffs, seniority shall be recognized. The principle of last man on, first man off, shall prevail, subject to job classification **providing the employee has the current skill and ability to perform the work**. The Company shall give at least forty eight (48) hours' notice on layoffs, exclusive of Saturdays, Sundays and General Holidays.

If layoffs occur, providing a senior man **has the current skill and ability to perform the work**, he shall be given the opportunity to take such a job.

If lay offs are to take place out of seniority, the Company will discuss the matter with the Union during the forty eight (48) hour notice period. If no agreement can be reached, the lay offs will occur and the matter referred to the grievance procedure.

- 9.05 SENIORITY RETENTION:

(a) A laid off employee shall retain his seniority and recall rights with the Company for twelve (12) months after the date of layoff.

(b) If a laid off employee is called back to work with the Company within his right to recall period, there shall be deemed to have been no break in such an employee's continuous service with the Company by reason of such layoff.

- 9.06 RECALL: When vacancies occur, the Company shall rehire laid off employees according to their seniority and the principle of last man off, first man on shall prevail **providing the employee has the current skill and ability to perform the work**.

The Company shall contact laid off employees either personally, by mail or through the Union dispatcher at the address or at the telephone numbers supplied by the employee. It shall be the responsibility of the employee to keep the Company and the Union informed of his current address and telephone number while laid off.

In recalling employees a senior man shall be given the opportunity to take the available job providing the employee has the current skill and ability to perform the work.

ARTICLE 10: VACATIONS

10.01 Employees will receive vacations and be paid for the vacation in accordance with the following Schedule:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>VACATION PERIOD</u>	<u>VACATION PAY</u>
Less than 1 year	1 day for each major fraction of month worked (max. 10 working days)	4 & 1/2%
1 yr. but less than 2 yrs.	2 weeks	4 & 1/2% or 80 hrs.*
2 yrs. but less than 7 yrs.	3 weeks	6 & 1/2% or 120 hrs.*
7 yrs but less than 15 yrs.	4 weeks	8 & 1/2% or 160 hrs.*
15 yrs. but less than 20 yrs.	5 weeks	10 & 1/2% or 200 hrs.*
20 yrs but less than 25 yrs.	6 weeks	12 & 1/2% or 240 hrs.*
25 yrs. but less than 30 yrs.	7 weeks	14 & 1/2% or 280 hrs.*
30 yrs. & over	8 weeks	16 & 1/2% or 320 hrs.*

* Pay at employee's current classified rate, whichever is greater at the time the vacation is taken.

10.02 CALENDAR YEAR: For the purpose of determining a calendar year's employment to qualify an employee for vacations and vacation pay, the parties agree that when an employee has earned a minimum of fifteen hundred (1500) hours for which wages are payable in an employee's calendar year, running from anniversary date to anniversary date, he shall be eligible for vacations as above set forth.

Employees who work less than fifteen hundred (1500) hours shall be paid as the case may be, four and one half percent (4 1/2%), six and one half percent (6 1/2%), eight and one half percent (8 1/2%) , ten and one half percent (10 1/2%) , twelve and one half percent (12 1/2%), fourteen and one half percent (14 1/2%) or sixteen and one half percent (16 1/2%) of their gross earnings for the work year immediately preceding the vacation period.

10.03 VACATION PAY ON TERMINATION: In the event of termination of service with the Company after an employee had his vacation he earned for the previous year, he shall receive as vacation pay four and one half percent (4 1/2%), six and one half percent (6 1/2%), eight and one half percent (8 1/2%), ten and one half percent (10 1/2%), twelve and one half percent (12 1/2%), fourteen and one half percent (14 1/2%) or sixteen and one half percent (16 1/2%) as the case may be of his gross earnings he earned in the year in which he ends his employment for which no vacation has been paid.

10.04 VACATION PAY - STATEMENT OF: Prior to an employee going on his vacation, the Company shall furnish the employee with a statement showing the period for which the employee is receiving his or her vacation pay, how the vacation pay was calculated, and shall include all overtime payments, commissions, or anything of a monetary value on

which the employee has to pay income tax, and also a cheque for the proportionate vacation pay the employee is entitled to.

10.05 VACATION PERIOD: If an employee so requests, the Company will by mutual agreement, endeavour to provide three (3) weeks of the employee's vacation time in the summer months (May 15th to September 15th). If a dispute arises, vacation periods will be allocated on the basis of seniority.

10.06 VACATION ENTITLEMENT: In any year that an employee becomes entitled to an additional vacation upon reaching his anniversary date of employment, he will be entitled to one (1) week's vacation with pay at that time.

(i.e. - An employee who reached his second (2nd) anniversary on October 1st would be entitled to one (1) week's vacation at that time plus two (2) weeks' vacation in the ensuing vacation period or he could save his newly achieved vacation time and take three (3) weeks' vacation in the ensuing vacation period).

10.07 VACATION - ANNIVERSARY DATE AND CUT OFF DATE: An employee's anniversary of employment date will govern his attainment of vacation entitlement. His vacation pay and time off will be adjusted from his anniversary date to the cut off date.

The Company may establish a vacation cut off date.

10.08 VACATIONS - SCHEDULE CHANGE: An employee's scheduled vacation period shall not be changed by the Company within the **thirty (30) day** period immediately preceding the start of the vacation period without the consent of the employee concerned. **Employees who wish to change their vacation schedule must give two weeks notice to the Company.**

10.09 VACATIONS - REQUIREMENT TO TAKE: Each employee shall be required to take the full annual holiday period that he is entitled to under the provisions of this Agreement.

10.10 VACATION ENTITLEMENT RELATED TO STATUTES: The entitlements of an employee under this section shall at no time be less beneficial than those he would be entitled to under the provisions of any Government legislation or any orders or regulations made thereunder.

10.11 VACATION ENTITLEMENT:

Eligibility for vacations shall be maintained, but not accumulated during absence:

(a) due to temporary illness or non occupational accident exceeding twenty six (26) weeks;

(b) with authorized leave of absence.

10.12 Eligibility for vacations will be maintained and accumulated during absence due to:

(a) a compensable accident;

(b) serving in the non permanent Armed Forces of Canada;

- (c) temporary illness or non occupational accident not exceeding twenty six (26) weeks;
- (d) lay off.

10.13 VACATION CALENDAR:

The Company shall post a Vacation Calendar not later than February 01, of each calendar year. Employees are required to mark their holidays prior to March 01. Vacations marked after March 01 shall be arranged by mutual consent.

ARTICLE 11: GENERAL HOLIDAYS

11.01 The Company shall give to each employee a holiday with pay on each of the designated General Holidays. For each such holiday an employee shall be paid not less than the equivalent of the wages he would have earned at his classified rate of pay for his normal hours of work. An employee shall receive such holiday pay even if the holiday falls on a Saturday, Sunday or an employee's weekly day off. The designated General Holidays shall be:

- | | |
|----------------|------------------|
| New Year's Day | B.C. Day |
| Heritage Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Remembrance Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |

and any other holiday declared, proclaimed or celebrated by the Federal and/or Provincial Government will be paid for.

11.02 GENERAL HOLIDAY - SATURDAY AND SUNDAY: When a General Holiday falls on a Saturday or on a Sunday or on an employee's weekly day off then the next work day shall be observed as the holiday. If Christmas Day and Boxing Day fall on a Saturday and on a Sunday respectively, or on an employee's weekly days off, then the next two (2) work days shall be observed as holidays.

11.03 GENERAL HOLIDAY PAY WILL BE PAID: Without limiting the general application of section 11.01, but subject to the provisos contained herein, General Holiday pay provisions will prevail:

- (a) Where an employee is off work due to any circumstance for which he is eligible to receive compensation under the Workers' Compensation Act, provided such an employee has earned wages from the Company during the sixty (60) calendar days immediately preceding the holiday.
- (b) Where an employee is off work due to sickness, quarantine or an accident provided such an employee has earned wages from the Company during the sixty (60) calendar days immediately preceding the holiday. If the Company so requests, a doctor's certificate shall be submitted as proof of disability.

- (c) Where an employee is laid off or is on an approved leave of absence provided such an employee has earned wages from the Company during the two (2) calendar weeks immediately preceding the week in which the holiday occurs.
 - (d) Where an employee is off work due to a death in the immediate family or is acting as a juror or witness as provided elsewhere in this Agreement.
- 11.04 GENERAL HOLIDAY - DURING VACATION: When a General Holiday falls within an employee's scheduled vacation, he shall receive the pay of a normal shift for the holiday in addition to his vacation pay, or a day off with pay in conjunction with his vacation.
- 11.05 The Company shall have the option of providing an alternate day(s) for those employees required to work Heritage Day and/or Easter Monday to provide customer service. The alternate day shall, by mutual agreement, be either the last working day prior to the holiday or the Friday following the holiday.

ARTICLE 12: WAGES

- 12.01 The Company shall remunerate an employee at the wage rate applicable to the job classification that such an employee is employed in. The job classification and applicable wage rates shall be those agreed upon and set out in Appendix "A", attached hereto, and forming part of this Agreement.
- 12.02 PAY STATEMENT: The Company will issue to each employee a separate or detachable itemized statement with each pay showing separately the number of straight time hours worked and the number of overtime hours worked and the respective hourly rates applicable thereon. The statement shall also show the total wages for the pay period and the total deductions therefrom.
- 12.03 TIME SLIPS: An employee shall be required, on Company time, to fill out time slips, service reports and job or work reports daily if the Company so requests.
- 12.04 EXCHANGE CHARGES: Exchange charges will be added to an employee's pay cheque or otherwise provided for by the Company.
- 12.05 ACCIDENTS - PAY TO EMPLOYEES: - Employees involved in an accident while on the job shall receive eight (8) hours' pay at his classified rate for the day of the accident. If an employee is required to consult a doctor with regard to any compensable injury he has received on the job, he shall **attempt to schedule such visits outside of working hours. If he is unable to schedule them outside of working hours** he shall be paid for such time off provided a doctor's letter or note is supplied and he returns to complete the day's work, if practicable.
- 12.06 WAGE RATE - HIGHEST DAILY RATE: Where an employee works in a higher hourly wage classification, he shall be paid the higher rate for the hours worked in such classification.

ARTICLE 13: TRAVEL TIME - TRANSPORTATION - EXPENSES

- 13.01 (a) (i) Travel time during the employee's regular shift hours, Monday to Friday inclusive, will be paid for at straight time.

- (ii) Travel time authorized by the Company or the customer, outside the employee's regular shift hours, Monday to Friday, will be paid for at time and one half up to a maximum of eight (8) hours in any twenty four (24) hour period.
- (iii) All travel time for Saturday and Sunday and any holiday will be paid for at time and one half to a maximum of eight (8) hours in any twenty four (24) hour period.
- (iv) The exception to this provision would be where first class sleeping accommodation is provided. In this instance, time would cease at 9:00 p.m., and commence at 8:00 a.m., the next day.
- (v) (a) Travel time at the prevailing overtime rates shall be paid outside the regular hours of work for those employees travelling in Company or rented trucks or cars. This provision shall not apply when an employee is travelling by a public carrier or to and from a public carrier.

Note: Public carrier does not include ferries when the employee is travelling in a Company or rental truck or car.

- (b) Public carriers shall be defined as follows: buses, taxis, aircraft, trains, boats and any vehicle licensed to transport passengers and operated by a licensed operator (exclusive of Company trucks or cars mentioned in (v) (a) preceding).

Buses, aircraft or boats that may be chartered or purchased by the Company to transport employees shall be licensed to transport passengers and operated by an operator holding a current appropriate license to do so.

Travel time by employees outside the regular shift hours under (v) (b) preceding shall be at time and one half, as defined in (ii), (iii) and (iv).

- (b) The exception to this provision would be where first class sleeping accommodation is provided while travelling on a public conveyance. In this instance, time would cease at 9:00 p.m., and commence at 8:00 a.m., the next day.
- (c) Travel time will not attract premiums.

13.02 WORK OUTSIDE BRANCH AREA: Employees required to report for work outside the base branch and who cannot return home daily, shall be paid all their transportation, accommodation and meal expenses, and other reasonable, miscellaneous, listed, receipted items.

13.03 WORK OUTSIDE CITY LIMITS:

- (a) In going to work outside the limits of Greater Vancouver and returning daily, men shall be at such city limits at the starting time, and allowed time to return to such

city limits at the close of the work day. They shall be paid all fares to and from the city limits to place of work, or alternatively, be supplied with transportation by the Company. It is understood that where employees reside in the city where the work is being done, they shall report to and finish work at the regular starting and stopping time.

- (b) All time spent driving or riding in a motor vehicle to and from such job or jobs shall be considered as time worked.

13.04 JOBS AWAY FROM HOME:

- (a) When an employee is going out on a job which will require his absence from home for one or more nights, the Company shall inform such an employee, on or before the day of his departure, of the approximate length of time he will be out on the job. If an employee is sent out on one job and subsequently is assigned to other jobs, the total period will not be extended beyond fourteen (14) days.
- (b) If there is reason to extend this period, and the employee requests to return home, the Company will transport such an employee back to his home base and during such transportation such an employee shall be accorded all the benefits and conditions as to travelling as provided under this Agreement.
- (c) This will not preclude long term out of town assignments which will be arranged in advance.

13.05 STANDBY TIME: If an employee reports to a field job outside the Nanaimo area and through no fault of his own, is unable to work, he shall immediately contact the Company for instructions. Nevertheless, while being required to stand by the job, he shall be paid for a regular shift of eight (8) hours in each twenty four (24).

13.06 LAYOVER TIME: Where an employee is required to remain in the field on Saturday, Sunday or a General Holiday, he shall be paid eight (8) hours for each such day at straight time rates.

13.07 EMPLOYEE VEHICLES: Employee vehicles shall not be used on Company business.

ARTICLE 14: LEAVE OF ABSENCE

14.01 UNION SERVICE:

- (a) The Company shall allow time off work without pay for any employee who is serving on a Union committee for purposes of discussions with the Company, or serving as a Union delegate to any conference or function, provided all requests for time off are reasonable and do not interfere with the proper operation of the business.
- (b) No employee who acts within the scope of this sub section shall lose his job or be discriminated against for so acting.

14.02 LEAVE OF ABSENCE DUE TO INJURY:

- (a) When an employee suffers an injury, whether on the job or not, or suffers any illness preventing him from reporting to work, he will automatically be granted leave of absence until such time as his doctor states he can return to work. ***The Employee will update the Branch manager monthly on his condition.***
- (b) ***When any employee suffers an injury or illness which requires his absence, he shall report the fact to the Company as soon as possible, prior to his actual starting time, so that adequate replacement may be made if necessary***

14.03 LEAVE OF ABSENCE - APPLICATION FOR: If an employee desires a leave of absence for reasons other than those referred to in this Section, he must obtain permission, in writing, for the same from the Company, a copy to be supplied to the Union.

14.04 LEAVE OF ABSENCE - OTHER EMPLOYMENT DISALLOWED: In any instance where an employee accepts other employment without the consent of Management, when on leave of absence for any reason, his employment may be terminated, subject to proper proof of same.

ARTICLE 15: GENERAL PROVISIONS

15.01 INJURY REPORT: An employee suffering injury while in the employ of the Company must report to the first aid department immediately, or as soon thereafter as practicable, and also report to that department on returning to work.

15.02 WASHROOM FACILITIES: Adequate washroom facilities will be provided by the Company and kept in sanitary condition. Employees will cooperate by observing the simple rules of cleanliness.

15.03 SAFETY CLOTHING:

- (a) The Company will provide the following:
- Rubber clothes
 - Rubber boots
 - Welders' gloves
 - Welders' aprons
 - Goggles
 - Helmets of a reasonable fit and a reasonable quantity as a tool crib item for shop, yard and field use
 - Hard hats for job use where required.
- (b) **PRESCRIPTION SAFETY GLASSES:** Each employee required to wear prescription glasses shall be reimbursed by the Company for the cost of replacement glasses up to a maximum of two hundred and fifty dollars (\$250.00) once per year. This amount shall be carried over year to year to a maximum of three years.

To receive reimbursement, safety glasses and frames must be C.S.A. approved.

15.04 PROTECTIVE CLOTHING: The Company shall supply protective clothing when employees are engaged in cleaning equipment.

NOTE: It must be recognized that an understanding of this nature requires a high degree of cooperation between employees and the Company. Employees will not arbitrarily stop work without advising their supervisors.

15.05 WATERLESS HAND CLEANER: Waterless hand cleaner shall be supplied at all mechanical operations covered by this Agreement.

15.06 COVERALLS: All employees required to wear coveralls or smocks shall have these supplied and cleaned by the Company at no expense to the employees involved. Any smock or set of coveralls supplied, shall be of the proper size to fit the employee. There shall be at least three (3) changes available each week to the employees involved, and field servicemen going out on calls shall have several extra sets of coveralls to take with them when they go out on such calls.

15.07 LUNCH ROOM: The Company will supply suitably enclosed heated accommodation where employees may have their lunch. Lockers for personal storage shall be provided.

15.08 REST PERIODS - An employee shall be granted two (2) ten (10) minute breaks during the course of each shift - one (1) in each half of the shift. An employee shall be granted a ten (10) minute break after each two (2) hours of overtime he works in any day. If an employee is working off the Company's premises, these periods shall be increased to fifteen (15) minutes.

15.09 CLEAN UP: Employees shall be allowed a minimum of five (5) minutes personal clean up time each shift, such time to precede the end of the shift.

15.10 SHOP TEMPERATURE: With the co operation of employees, the Company will attempt to maintain shop temperature above 50 degrees Fahrenheit (10 degrees Celsius) during cold weather. The Company agrees not to require its employees to perform outside repair work in temperatures below 20 degrees Fahrenheit (29 degrees Celsius), unless adequate protection and some form of heat is provided. Tarpaulins, windbreaks, etc., shall be erected before commencement of work and heat must be made available.

15.11 SHOP STEWARD:

(a) The Union may elect or appoint a Shop Steward or Shop Stewards to represent the employees and the Union shall notify the Company as to the name or names of such Shop Steward or Shop Stewards. The Company agrees that no Shop Steward shall suffer any discrimination by reason of holding such office.

(b) When the Company for any reason finds it necessary to lay off or terminate a Shop Steward, the **Member** Representative of the Union shall be notified prior to such termination.

(c) Upon informing Management, authorized agents of the Union shall have access to the Company's premises during working hours for the purpose of adjusting disputes, investigating working conditions and ascertaining that the Agreement is being adhered to in the operation.

(d) The Shop Steward shall be allowed reasonable time during working hours to carry out his duties. Any employee being reprimanded by the Company shall have the right to request that the Shop Steward be in attendance.

15.12 PICKET LINE: It shall not be considered a violation of this Agreement for an employee to refuse to cross a picket line which has been legally established as a result of a bona fide labour dispute between a recognized Trade Union and an Employer with whom the picketing Union has a dispute.

15.13 BONDING: If, at any time, the Company requires an employee to be bonded by an individual bond, the cost of such bonding shall be assumed by the Company. An employee shall not fill out the required bonding application form until such application form has been sanctioned by the Union.

15.14 TOOL INSURANCE: The Company shall provide, at its expense, tool insurance coverage to each eligible Journeyman and Apprentice. Such coverage shall pay the cost of replacing an employee's tools, tool for tool, at no cost to the employee. Each employee will provide a brand name inventory of his tools on each anniversary date of the Agreement on a form supplied by the Company to be eligible for tool insurance.

Such tool insurance shall include coverage on an employee's tool box.

15.15 TOOL REPLACEMENT ALLOWANCE: Journeymen Mechanics with twelve (12) months' service shall receive **three hundred fifty dollars (\$350.00)** as a tool replacement allowance upon provision of receipts.

Apprentice Mechanics having a set of tools comprising eighty percent (80%) of the value of an average Journeyman Mechanic's kit, shall also qualify for such allowance.

Journeymen Mechanics and Apprentice Mechanics with less than twelve (12) months' service prior to May 1st of each calendar year shall receive a portion of the above allowance pro rated to the number of full months employed with the Company.

There is no carry over from year to year.

15.16 SUB CONTRACTING: Where the Company's facilities, space and trained personnel are available, the Company will endeavour to continue to have all work which is presently performed by its employees, performed by the members of the bargaining unit.

The Company and the Union will meet semi annually to discuss problems regarding sub contracting.

NOTE: See Letter of Understanding.

15.17 NOTICE BOARD:

(a) A notice board shall be provided for the posting of all official Union notices exclusively, and will not be used for the purpose of disseminating political information. The right is reserved to the Company to request the removal of material offensive to the Company.

- (b) The following information shall be kept in a central location, readily accessible to the Shop Steward:
- 1 Seniority List;
 - 2 Copy of the Agreement;
 - 3 Benefits Plan Provisions.

Any employee requiring such information shall contact the Shop Steward for same.

15.18 SEVERANCE AND LAY OFF PAY:

An employee who is eligible to receive these benefits shall receive the following or payments required by The British Columbia Labour code which ever is greater.

- (a) If an employee is laid off for a period that exceeds his right to recall as provided for in the seniority provisions of this Agreement and that employee has a minimum of two (2) years' service with the Company he shall be paid two (2) weeks' pay based on eighty (80) hours at his then applicable rate of pay. Such an employee may elect to accept lay off pay under the provisions of this Section before the end of his right to recall period, but in so doing shall forfeit all seniority rights accruing to him under this Agreement, by reason of his term of service with the Company.
- (b) In the event of amalgamation, permanent closure of the plant, or a department thereof, or automation, causing an employee to lose his employment with the Company, the Company hereby agrees to pay severance pay to such an employee provided the employee has a minimum two (2) years' service with the Company. Severance pay shall be based on an employee's regular rate of pay at the date of his severance and shall be paid in accordance with the following schedule:

One (1) week's pay for each year of service with the Company to a maximum of seventeen (17) weeks.

In the event that part of the plant remains open or that an employee has lost his employment because of amalgamation or automation, an employee eligible to receive severance pay may elect to remain on the seniority list for possible recall. The Company shall hold the severance pay for such an employee for the period of his right to recall but during such period the employee may, subject to the same forfeiture provisions of Subsection (a) of this Section, request and receive payment of such pay.

- 15.19 BEREAVEMENT PAY: If an employee suffers a death in the immediate family, he shall be granted compassionate leave of absence with full pay for three (3) days. Immediate family means: spouse, mother, father, brother, sister, children, mother in law, father in law, grandparents and grandchildren. If the employee affected does not attend or arrange services then he shall only be entitled to one (1) day as provided under this Section.

15.20 JURY DUTY:

- (a) All time lost by an employee due to necessary attendance on jury duty, or acting as a witness or any court proceedings arising out of his employment, or subpoenaed as a witness, or in completing his driver's test required by the employee for actual employment with the Company, or doctor's examinations in connection therewith, shall be paid for by the Company at the rate of pay applicable to said employee.
- (b) When an employee returns from serving on jury duty or from participating as a witness, he will be returned to the job held prior to serving.
- (c) If an employee is employed on an afternoon or graveyard shift and attends upon jury duty, or if an employee is attending upon jury duty or acting as a witness and becomes scheduled to commence work on an afternoon or graveyard shift, such an employee shall not be required to work such shifts and shall receive pay for time loss pertaining to jury duty or acting as a witness as provided in this sub section. All jury duty pay received by an employee for the days he received pay from the Company shall be paid over to the Company. Any employee on jury duty shall, subject to this Section, make himself available for work before or after being required for such duty whenever practicable during his regular shift.

15.21 DISMISSED OR IMPROPER CHARGES: When a charge is laid against an employee, such charge arising while the employee was acting within his scope of employment with the Company, and such charge is dismissed or held improper by a court of competent jurisdiction or on an appeal taken therefrom, the Company shall pay the employee at his regular rate for the time loss due to attendances on his legal counsel and any court appearances. The Company shall also reimburse the employee for any legal fees and other legitimate expenses that the employee has incurred. Prior to the employee taking steps to defend himself, he shall consult the General Manager of the Company to determine which legal firm should be used.

15.22 TRANSFER: When an employee agrees to a transfer, the Company shall:

- (a) Allow reasonable living expenses to the transferred employee up to a maximum of thirty (30) days. Living expenses are to be discussed initially with the employee before departure and each fifteen (15) days thereafter;
- (b) Pay the transferred employee's transportation costs to the new location and supply first class accommodation and meals to the employee while he is en route to the new location;
- (c) Assume the cost of moving the transferred employee's family and household goods to the new location. This shall include the cost of transporting and accommodating the family while en route to the new location.

No transferred employee shall move his family or household goods at the Company's expense without written authority from the General Manager of the operation.

Any employee transferred to another branch shall, when his assignment is completed at that branch or location, have the Company pay all costs of moving him, his family and

household effects back to his original location. This provision will only apply to employees who have been in the transferred position for three (3) years, or less.

15.23 ARTICLE HEADINGS: The Article headings shall be used for purposes of reference only, and may not be used as an aid in the interpretation of this Agreement.

15.24 EDUCATION FOR UPGRADING: The Company shall reimburse all fees to an employee where he is improving or upgrading himself in his line of work subject to the successful completion of the course of study. The cost of Tradesmen Qualification Examinations will also be considered.

The Company will be consulted prior to the employee incurring the obligation.

15.25 SAFETY BOOT ALLOWANCE: All employees will receive **one hundred and twenty dollars (\$120.00)** annually as a Safety Boot Allowance. This amount shall be carried over year to year to a maximum of three years. Boot allowances to be paid only on production of receipts.

New employees with less than twelve (12) months service prior to May 1st of each calendar year shall receive a portion of the above allowance pro-rated to the number of full months employed with the Company.

Employees with less than 12 months' service prior to May 1st of each calendar year shall receive a portion of the above allowance pro rated to the number of full months employed with the Company.

15.26 REMOVAL OF RENTAL/RESALE EQUIPMENT: Any employee removing rental or resale equipment that is not listed on a current contract or invoice made out to that employee from the rental yard or building of any branch of the Company will be subject to immediate dismissal.

15.27 Employees will abide by the Company's smoking in the workplace rules.

ARTICLE 16: TECHNOLOGICAL OR PROCEDURE CHANGES

16.01 In the event the Company proposes the introduction of equipment in its operations, requiring specialized training, the Company agrees to give the first opportunity to employees then on the payroll through the job posting procedures of this Agreement, to operate this equipment and/or train to operate the equipment, provided the applicant qualifies with the requirements of an aptitude test, cost of such test to be borne by the Company. Any employee taking such a test is entitled to know the results of such test. The Company further agrees to notify the Union as soon as its final decision is made as to the introduction of new equipment or any procedural change. Failure on the part of the Company to comply with these provisions will automatically give cause for grievance.

The Company agrees to work with the Union and with Canada Manpower in order to arrange for training of employees whose jobs no longer exist as a result of automation or a substantial change in job content, but whose seniority entitles them to continued employment. Such employees shall have the choice of taking the training provided or of accepting a lay off.

ARTICLE 17: JOB POSTING

17.01 PROMOTION: When new jobs are available, wherever possible, the Company will promote employees to a better paying job, seniority, qualifications and ability to be considered.

17.02 JOB POSTING:

- (a) In the event that a new job is created or a vacancy occurs or new equipment is installed in the operation, the Company shall post a notice on the bulletin board notifying that a vacancy exists in a particular job.
- (b) Employees desiring such job shall then apply, in writing, within thirty six (36) hours of such posting, except that employees on vacation or out of town on work for the Company at such time shall have the privilege of applying when they return. The senior employee applying who has the ability to do the job, subject to the Technological or Procedure Changes Article of this Agreement, shall receive such job.

17.03 NEW JOB CLASSIFICATION:

- (a) When a new job classification is introduced which is not included in the list of classifications in Appendix "A" and/or "B", the Company and the Union shall promptly negotiate a wage rate for such classification.
- (b) Every effort will be made by the Parties to conclude negotiations within thirty (30) days, but in any event, the rate established shall be retroactive to the day the new job commenced.
- (c) In the event the Parties hereto are unable to conclude negotiations the matters in dispute shall be referred to a single Arbitrator agreed upon between the Parties. Failing such agreement, either Party at any time may call upon the Minister of Labour of British Columbia to appoint an Arbitrator.

ARTICLE 18: TRUCK MAINTENANCE AND SAFETY

18.01 TRUCK MAINTENANCE: It is to the mutual advantage of both the Company and the employees, that employees should not operate vehicles which are not in safe operating condition and not equipped with the safety equipment required by law. The maintenance of equipment in sound operating condition is not only a function but a responsibility of Management and in respect thereto the Company agrees as follows:

- (a) The Company shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition or equipped with safety equipment, seat belts, or stickers prescribed by law. It shall not be a violation of this Agreement where employees refuse to operate such equipment.
- (b) All trucks owned or leased by the Company must have steps or other similar devices to enable drivers to get in and out of the body for safety purposes.

- (c) It is agreed between the Company and the Union, having regard for the safety and driver health factor, that all vehicles shall have adequate heaters, windshield wipers, and defrosters installed.
- (d) It is mutually agreed that a form shall be supplied the driver on which he must report defects in equipment with sufficient copies so that the driver may retain a copy and so that the head office of the Company will have a copy of this report on file.
- (e) When a driver reports a defect in equipment, he must tag or mark the vehicle involved in such a manner so that any other employee will notice the defective equipment. It shall be the Company's responsibility to supply tags or other marking devices. This tag to be left on the vehicle in order to show the work has been completed and shall be removed by the out going driver.
- (f) The Company shall not compel any driver to operate a vehicle which weighs in excess of the legal gross weight limits. Where a driver with the knowledge of the Company operates with an overload and is convicted, the Company shall be responsible for any fines involved. Drivers who of their own accord, operate with an overload may be subject to discipline and responsible for their own fines.
- (g) The Company shall supply a fire extinguisher and an adequate first aid kit for each service vehicle. Each uncovered service vehicle shall be equipped with a tarpaulin.
- (h) Bulkheads will be installed on van type trucks.

18.02 SAFETY MEETING MINUTES: ***The Company will make available to the Union upon request copies of the monthly safety meeting minutes.***

ARTICLE 19: MEDICAL - INSURANCE - DENTAL - PENSION

19.01 BENEFITS: The Company shall make contributions to the Operating Engineers' Benefits Plan at the rate of ***one dollar and forty-five cents (\$1.45)*** per hour for each hour for which wages are payable to employees covered by this Agreement.

Effective May 1, **2008**, this amount shall be increased to ***one dollar and fifty-five cents (\$1.55)***.

Effective May 1, **2009**, this amount shall be increased to ***one dollar and sixty-five cents (\$1.65)***.

The Operating Engineers' Benefits Plan shall be controlled by a Board of Trustees composed of eight (8) representatives designated by the Union.

Contributions must be forwarded by the Company to the Operating Engineers' Benefits Plan by the fifteenth (15th) day of the month following the month which the contributions cover, and shall be in accordance with the prescribed contribution forms supplied by the Benefits Plan.

In the event the Company fails to remit contributions to this Plan in conformity with this Section of the Agreement, the Union is free to take any economic action it deems

necessary against the Company, and such action shall not be considered a violation of this Agreement.

A **Member** Representative of the Union may inspect, during regular business hours, the Company's record of time worked by employees and contributions made to the Plan.

Other personnel of the Company party to this Agreement may become associate members of the Plan as provided for in the Trust Agreement, and, upon so doing, be governed by the regulations as provided by the Trustees from time to time.

Benefits which will be provided under this Plan are as follows:

- (1) Medical surgical benefits.
- (2) Weekly Indemnity benefits for non occupational sickness and accident.
- (3) Such additional benefits as the Trustees of the Plan shall periodically determine.

19.02 PENSION PLAN: The Company shall make contributions at the rate of **three dollars and fifteen cents (\$3.15)** per hour for which wages are payable hereunder to each employee within the scope of this Agreement to the Operating Engineers' Pension Plan.

Effective May 1, **2008**, this amount shall be increased to **three dollars and twenty cents (\$3.20)**.

Effective May 1, **2009**, this amount shall be increased to **three dollars and twenty-five cents (\$3.25)**.

The Company is required to report on the forms provided by the Pension Plan.

Contributions to be forwarded must be forwarded by the Company to the Operating Engineers' Pension Plan by the tenth (10th) day of the month following that which contributions cover.

The Pension Plan's Auditor may inspect during regular business hours a Company's record of time worked by employees and contributions made to the Plan.

The Pension contribution will not apply to Sick Time hours.

ARTICLE 20: SAVINGS CLAUSE

20.01 No employee, who prior to the date of this Agreement was receiving more than the rate of wages as set out in the Schedule(s) attached hereto or working less hours than stipulated in this Agreement, shall suffer a reduction of wages or increase in hours worked per week because of the adoption of this Agreement.

20.02 Nothing herein contained shall preclude higher wages being paid to employees of special ability.

20.03 If any Article or section of this Agreement should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or

Section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

20.04 In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

ARTICLE 21: DURATION

21.01 This Agreement shall be in full force and effect from and including May 1st, **2007**, to and including April 30, **2010**, and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Agreement within four (4) months immediately preceding the date April 30th, **2010**, or immediately preceding the anniversary date in any year thereafter, by written notice to the other Party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of the Collective Agreement or a new Collective Agreement.

21.02 Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall strike, or the Company shall lockout, or the Parties shall conclude a renewal or revision of the Agreement or a new Collective Agreement.

21.03 By agreement of the Parties hereto, the provisions of Section 50 (2) and (3) of the Labour Relations Code of British Columbia are specifically excluded.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

APPENDIX "A": WAGE SCHEDULE

	May 1, 2007	May 1, 2008	May 1, 2009
Journeyman Mechanic Electrician/Welder	\$27.74	\$28.49	\$29.24
Rental Mechanic	\$24.20	\$24.95	\$25.70
Maintenance Mechanic			
Start	\$16.90	\$17.65	\$18.40
6 months	\$18.05	\$18.80	\$19.55
1 year	\$19.27	\$20.02	\$20.77
1½ years	\$20.43	\$21.18	\$21.93
2 years	\$21.61	\$22.36	\$23.11
2½ years	\$22.22	\$22.97	\$23.72
3 years	\$22.79	\$23.54	\$24.29
Counterman			
Start	\$17.01	\$17.76	\$18.51
6 months	\$18.26	\$19.01	\$19.76
12 months	\$19.62	\$20.37	\$21.12
18 months	\$20.87	\$21.62	\$22.37
2 years	\$21.57	\$22.32	\$23.07
Yardman/Driver			
Start	\$13.16	\$13.91	\$14.66
6 months	\$13.75	\$14.50	\$15.25
12 months	\$14.35	\$15.10	\$15.85
18 months	\$14.94	\$15.69	\$16.44
2 years	\$15.55	\$16.30	\$17.05
2 ½ years	\$16.14	\$16.89	\$17.64
3 years	\$16.54	\$17.29	\$18.04
Truck Driver over 2 ton			
Start	\$18.17	\$18.92	\$19.67
1 year	\$19.18	\$19.93	\$20.68
Driver-Tractor/Trailer (Class 1)	\$20.43	\$21.18	\$21.93
Student	\$9.17	\$9.92	\$10.67

Note: Students will accumulate no seniority and shall also be exempt for coverage under the Medical—Insurance—Dental—Pension provisions of this agreement.

PREMIUMS

Lead Hand \$1.00

Charge Hand 10% over and above the Journeyman rate.

First Aid Attendant 50¢

APPENDIX "B"

B.01 APPRENTICES

- (a) All Apprentices employed by the Company shall be indentured to the Operating Engineers' Apprenticeship Plan in accordance with the provisions of the Operating Engineers' Apprenticeship Plan.
- (b) Any registered Apprentice, who, as a requirement of his Apprenticeship attends school, shall be paid his regular wages by the Company, based on a forty (40) hour week, while attending school. This pay shall only apply for up to a maximum of five (5) weeks in each calendar year and the amount of any Government grant received by such Apprentice shall be deducted therefrom.
- (c) An Apprentice, having served his required time and having passed any necessary examinations presented by the Apprenticeship and Industrial Training Branch of the Department of Labour, will automatically be classified as a Journeyman.

The required Company examinations will be given approximately the same time as the Government examinations.

- (d) The number of Apprentices employed shall not exceed the ratio of one (1) Apprentice to each four (4) Journeymen.
- (e) The wage rate for an Apprentice shall be based on a percentage of the Journeyman's wage rate and where applicable the following scales shall apply:

1st 6 months	50% of Journeyman rate
2nd 6 months	55% of Journeyman rate
3rd 6 months	60% of Journeyman rate
4th 6 months	65% of Journeyman rate
5th 6 months	70% of Journeyman rate
6th 6 months	75% of Journeyman rate
7th 6 months	80% of Journeyman rate
8th 6 months	90% of Journeyman rate

- (f) The Company shall make contributions at the rate of three cents (3¢) per hour for which wages are payable hereunder, to each employee within the scope of this Agreement, to the Operating Engineers' Apprenticeship Board, 4333 Ledger Avenue, Burnaby, B.C. V5G 3T3.

B.02 PAYMENT OF WAGES

- (a) The Company shall, every second Friday, pay to each employee all wages earned by the employee to a day not more than five (5) working days prior to the date of payment provided that if a general holiday falls on the regular pay day, payment will be made the preceding day.
- (b) Payment of wages will be made during working hours. In the event that an employee is laid off, the Company shall pay such employee not later than the next

business day after he ceased to be an employee of the Company, all wages, salary and holiday pay earned by such employee, excluding authorized deductions.

B.03 SICK TIME - The Company shall grant sick leave credits to each employee. These credits shall be granted on the following basis.

At the beginning of each service year with the Company, an employee will receive credit for forty eight (48) hours' sick leave to apply to the service year which is just commencing. Before reaching an anniversary date at which time sick time will be received, an employee will receive during the interim period, sick leave credit based on four (4) hours per month which will be accumulative to a maximum of forty eight (48) hours. A new employee shall not receive sick leave credits until he has been in the employ of the Company for sixty (60) calendar days.

The Company shall, to the extent that sick leave credits are available, pay to an employee who reports sick on a regular work day the equivalent of the wages he would have earned at his classified rate of pay for his normal hours of work and reduce his sick leave credits by the number of hours that correspond with the number of hours that he would normally have worked.

Sick time shall be subject to the following provisions:

1. Sick leave shall be granted for an employee's personal use only.
2. An employee who reports sick during any day will have his sick leave allotment reduced by the number of hours not worked during that day.
3. Sick time is not to be used for any purpose other than legitimate illness.
4. All absence due to illness of a duration of more than three (3) consecutive scheduled work days shall require a doctor's certificate to an employee's department manager. A maximum of three (3) days to be used for any one illness or injury.
5. It is the responsibility of an employee to immediately notify his department supervisor of absence due to illness. If there is no notification, absence may be considered absence without pay.
6. A committee of three (3) comprised of an employee's supervisor, department manager and a **Member** Representative of the Union, shall rule on any contingencies not covered by these provisions.
7. In computing time served with the Company for the purpose of determining eligibility for sick time with pay, it will be governed by an employee's commencement date with the Company.
8. Two (2) days' unused sick time per service year may be accumulated up to a maximum of twelve (12) extra days sick time provided that:
 - (a) There has been no more than two (2) days' sick leave credits used in that service year for which the extra days are granted.

(b) Accumulated extra sick time may only be used after the annual six (6) sick time days have been used up.

9. ***The banking of sick days is eliminated . Unused sick pay will be paid out at 50% on December 15 of the calendar year. Employees who have banked sick days under the previous agreement may retain those sick days, or shall be paid for them at the above rate. A maximum of three (3) sick days may be taken at any one time.***

B.04 The Union reserves the right to render assistance to other labour organizations. It shall not be considered a violation of this Agreement for an employee to refuse to work with a non Union workman (or workmen).

B.05 LEAD HAND - A Lead Hand is an employee who is able and willing to instruct others in the performance of their work, or who, because of exceptional skill and ability or the nature of his work, is so recognized by the Company.

B.06 CHARGEHAND - A Chargehand is an employee assigned to instruct others in the performance of their work and is held responsible for the quality and quantity of the work.

LETTER OF UNDERSTANDING #1

BY AND BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

The Parties agree that for the duration of the 2004 Collective Agreement the following shall apply:

RE: ARTICLE 15.16 - SUB-CONTRACTING

1. Where the Company's facilities, space and trained personnel are available, the Company will endeavour to continue to have all work which is presently performed by its employees, performed by members of the Bargaining Unit.
2. The Shop Steward, or designate, or in their absence, the Union, will be contacted concerning the contracting out of work prior to the work being done; where possible. Whenever not possible, the Company will discuss with the Shop Steward or the Union their reasons for contracting out at the earliest possible opportunity.
3. Subject to the service, operating and economic requirements of the business, where work must be performed by others, the Company shall endeavour wherever possible to have its sub-contract work performed by a Union Shop.
4. The Employer and the Union will meet as required to discuss problems regarding sub-contracting.
5. Upon mutual agreement, the parties may request Don Cott or another party to confer with the Union and the Company to assist in the settlement of any difference arising from an alleged violation of this Letter of Understanding. Within ten (10) days of appointment, the selected party will make inquires which it considers adequate and will submit in writing recommendations for settlement of the difference which will not be binding upon either the Union or the Company or detract from their privileges under the Collective Agreement. All expenses incurred by the appointed party will be shared equally by the Parties.
6. This Article does not alter existing contractor or sub-contractor relationships and/or practices.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #2

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

RE: STANDBY

The Parties agree that employees in the classification required for standby duties shall be selected on a rotational basis and will be compensated twenty five dollars (\$25.00) per day when on standby and not called out.

Employees who are given a Company vehicle full-time shall not be eligible for this standby pay.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #3

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

The parties shall meet every two (2) months, or more frequently by mutual agreement, for the purpose of discussing issues related to the workplace that affect the parties or any employee bound by this Collective Agreement.

The parties will prepare mutually agreed to minutes of the meeting and post them on the bulletin board. The minutes will include agenda items discussed and the disposition of each. The chair for each meeting will rotate between management and Union and the chair will be responsible for preparing minutes and obtaining agreement from the other side as to their accuracy. Confidential or sensitive matters shall be omitted from the posted minutes at the request of either party.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #4

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

Be it resolved that:

The Yardmen/Truck Drivers/Shop Helpers will continue to assist with counter duties without claiming the Counterman rate. This will not apply if a Yardman/Truck Driver/Shop Helper is assigned to replace a Counterman during an extended absence.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #5

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

RE: HOURS OF WORK

The parties recognize that in order to increase business there is a need to provide greater access to non-industrial cash contractor work. As such, employees hired after ratification of this agreement may be scheduled to work on Saturdays and Sundays as part of their regular shift at straight time rates.

Existing employees will be offered the opportunity to work such shifts; however, it will not be mandatory. Further, such employees will not suffer a reduction of hours as a result of this provision.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #6

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

Re: OVERTIME

All overtime work performed on Saturdays, Sundays or general holidays shall be paid at double time (2x) at the highest classification rate set out in the agreement of the work performed.

This provision shall only apply to off site work for pulp mill shut downs, tool cribs and heavy industrial/construction applications.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

LETTER OF UNDERSTANDING #7

BETWEEN:

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

RE: ASSISTANT BRANCH MANAGER

It is agreed that the Company will have a non-union position of Assistance/Operations Manager for each Branch. This position will not replace any existing union positions. The purpose of this newly created position is to fulfill future needs to backfill qualified employees into the Branch Manager position. Duties of this position will crossover to some Union counter operations. The majority of the time the position will be involved in management roles.

Signed at: _____, BC this _____ day of _____, 2007.

UNITED RENTALS OF WESTERN CANADA, INC.
VANCOUVER ISLAND
(including Campbell River, Nanaimo & Victoria)

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

