

# ONTARIO CASH LOGISTICS AND ARP

## ADDENDUM TO MAIN AGREEMENT

### PREAMBLE

As in main agreement.

### ARTICLE 1: PURPOSE

As in main agreement.

### ARTICLE 2: RECOGNITION

#### Amended

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

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

"all money room and alloy recovery program employees of Brink's Canada Limited working at or out of its branches in Ontario, excluding office and sales staff, air courier, assistant supervisors, those above the rank of assistant supervisors and employees subject to any other certification order issued by the Canada Industrial Relations Board".

- (b) **The Employer hereby recognizes the Union as the exclusive bargaining agent for a bargaining unit comprised of employees of Brink's Canada Limited as described by the Canada Labour Relations Board in its certificate dated October 5, 2010 (Order No: 9944-U, File No 28336-C) and subject to any further decisions of the Board and any further amendment of that certificate.**

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

**"all employees working as money room clerks at Brink's Canada Limited in the city of Windsor, Ontario, excluding office and sales staff, air courier employees, assistant supervisors, those above the**

**rank of assistant supervisors and employees subject to any other certification order issued by the Canada Industrial Relations Board".**

**2.02 - 2.07 As in main agreement**

### **ARTICLE 3: MANAGEMENT RIGHTS**

**As in main agreement.**

### **ARTICLE 4: UNION MEMBERSHIP**

**As in main agreement.**

### **ARTICLE 5: SENIORITY**

#### **Amended**

- 5.01 (a) Seniority for full-time employees shall be determined by ~~Branch and~~ Division where applicable by the date on which such employees become full-time employees.
- (b) Seniority shall be applicable by ~~Branch and~~ Division for full-time employees for the following purposes:
- the selection of vacations
  - lay-offs
  - overtime opportunities as outlined in Article 9, Hours of Work and Article 11, Overtime
  - scheduling of hours and days of work
- (c) A ~~Branch and~~ Divisional full-time seniority list and a separate ~~Branch~~ part-time seniority list shall be placed on the Employer's bulletin board and forwarded to each respective Local Union every 6 months.
- 5.02 (a) In the event a full-time vacancy occurs within a ~~Branch or the Cash Logistics or ARP~~ Division, within the classifications covered hereunder, such vacancies shall be filled in accordance with seniority, **with preference to Cash Logistics and ARP employees**, provided the employee considered for the vacancy must possess the ability and qualifications necessary for the full-time vacancy. **Cash Logistics or ARP employees will be eligible to apply for vacancies in any other Division only when there are no other applicants from the other Divisions.** The Employer shall determine the ability and qualifications of employees considered for the full-time vacancy, provided such determination shall not be unreasonable and shall be subject to the grievance procedure. Any employee who has been selected to fill a full-time vacancy and within a sixty (60) day trial period but no earlier than

thirty (30) days does not meet the Employer's requirements for the full-time vacancy, he/she shall be restored to their former position and shall retain their seniority.

The Company will include required qualifications in all job postings. The Company will provide necessary training required for positions within the bargaining unit with the exception of upgrading driver's licenses.

- (b) A notice of full-time vacancies occurring in a classification hereby covered shall be placed on the Employer's bulletin board on the Employer's premises at least five (5) working days prior to filling of such vacancy. The Employer will post the name of the successful applicant on the company bulletin board for five (5) days after the posting is taken down.
- (c) When a full-time vacancy exists, the Employer will fill the vacancy as soon as practicable but no later than thirty (30) working days after the vacancy has been posted. Should the successful applicant not be placed in their new position they will receive the new rate of pay after the thirty (30) working days has expired. **The resulting vacancy, if any, will be posted.** If, for any reason, a full-time employee is going to be absent for thirty (30) calendar days or more, his position will be posted as a temporary full-time vacancy without benefits, provided the employee notifies the employer he shall be off for thirty (30) calendar days.
- (d) Where the filling of a vacancy results in a crossover from one Division to another of a full-time employee such transfer will be completed within forty-five (45) calendar days.
- (e) Any employee who has been awarded a full-time vacancy will not be able to apply for another full-time vacancy at a lesser rate of pay for a period of no less than six (6) months.

5.03 Any employee who has been promoted to a higher classification outside the bargaining unit and after a reasonable trial period not to exceed six (6) months, does not meet the Employer's requirements for the new position or makes the request to do so, shall be restored to their former position and shall retain their seniority therein. The foregoing shall be applied only once to any individual employee during the term of this Agreement.

5.04 Divisional seniority shall prevail with respect to layoff and reemployment after layoff irrespective of classification, provided employees possess the ability and qualifications to perform all of the functions required. In the event of layoff, stewards, in order of their seniority, shall be the last to be laid off provided they possess the ability and qualifications to perform all of the functions required and the **unit chair chief steward** shall be laid off last as among all other stewards at each Branch.

5.05 (a) Whenever the guaranteed number of hours of work per week shall be regularly available to a single part-time employee, in excess of the regularly scheduled work then guaranteed to full-time employees and exclusive of relief work performed by employees for emergency, and

special work, holiday work, peak period work, contingencies; then another employee will be added to the list of full-time employees.

- (b) The parties agree that while part-time employees may be assigned to work in ~~the~~ any classification in **ARP and Cash Logistics any Operating Divisions**, additional full-time jobs will only be created and part-time employees promoted to full-time status, where forty (40) hours are regularly available in a single Operating Division e.g. ATM Division, Armoured Division, **Cash Logistics Division, ARP Division**.
- (c) The employer agrees, that prior to any layoff and proceeding to Article 5.06, the company in consultation with the union will maintain full time positions, including benefits and wages, at 40 hours per week, through utilizing available part-time hours by enacting the following:
- Varied shift hours including split shifts with no more than four (4) hours of break in between.
  - Modified work weeks to include up to 6 day per week schedules.
  - Regardless of division (Cash Logistics or ARP only)
  - **Employees from other Divisions will not access part time or full time hours in the Cash Logistics or ARP Divisions to alleviate a shortage of work in their Division**
  - Inclusive of vacation relief
  - Exclusive of "on call" work
- 5.06 (a) In the event the work requirements of the Employer shall be reduced to the point that the guaranteed number of regularly scheduled hours of work per week shall not be regularly available to all of the full-time employees, the junior full-time employee shall be laid off or reduced to part-time status, at the employee's option.
- (b) Lay-offs or demotions to lower classifications within the bargaining unit due to reduced work requirements of the Employer shall be made in reverse order of seniority provided the employee has the ability and qualifications necessary for the available position. The Employer agrees that in the event of a layoff, the following procedure shall apply:
- (i) all lay-offs in the Division ~~or Branch~~ where applicable shall be in reverse order of seniority;
  - (ii) the affected junior employee shall be given the opportunity of displacing an employee with less seniority in another classification, provided the senior employee has the ability and qualifications to perform the job (within the Division ~~first~~);
  - (iii) where there is no classification in which the junior employee has the immediate ability or qualification to perform the job within the **employee's Division, ARP or Cash Logistics**, he shall bump a junior employee **outside his In the other Division**, providing he has the ability and qualification to perform the job. **Employees in other Divisions who are subject to layoff provisions will not bump Cash Logistics or ARP employees;**

- (iv) **Not Applicable - as in main agreement.**

- (c) Full time employees who select reduction to the status of part time employees, shall hold top seniority among the part time employees and shall have first call to scheduled assignments with greater earning opportunities up to the guaranteed hours per week and shall be first in line for promotion to full time status. In order to maintain this preferential status, the part-time employee must make themselves available as per 5.08. ~~for a minimum of ten (10) shifts per month or eighty (80) hours, should these shifts/work be available.~~ Upon demotion, the employee shall be paid the full-time hourly rate of pay only for the classification he/she performs, for six (6) calendar months. At the conclusion of the six (6) calendar months, the employee shall move to the applicable part-time hourly rate as per Article 21.07. Employees who do not take advantage of an opportunity to apply for a full time vacancy shall be placed on the part time seniority list in accordance with their date of hire seniority.

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

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

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

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

The above will be subject to the following conditions:

- (i) The wage scale of the new servicing Branch will apply.
- (ii) All relocation costs will be the responsibility of the employee.
- (iii) Previous Branch and Division seniority will apply immediately at the new servicing Branch.
- (iv) The Employer will post openings of the vacancies required at the new servicing Branch on the Employer's bulletin board at the affected Branch.

- (b) If a full-time employee has been displaced due to the reassignment of full-time work from one Branch to a new servicing Branch, and no work was available at the new servicing Branch, or the affected employee cannot displace another employee as per Article 5.06, the employee shall have first right of refusal for full-time vacancies at the new servicing Branch for a period of eighteen (18) months provided the employee is qualified and able to perform the work at the new Branch. The reassignment will be subject to the conditions outlined in Article 5.06. The Employer agrees to notify the employee of the vacancy at the last known address of the employee. The employee will provide the Employer with their decision within 48 hours of notification.

5.08 (a) Not Applicable – in main agreement except:

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

(b) **As in main agreement**

- (c) Part time employees **in Toronto must** make themselves available a minimum of ~~ten (10) days per month~~, **3 days per week start time may be "anytime", "a.m." or "p.m."** which shall include at least two ~~full weekends~~ (weekend days being Saturday **and or** Sunday **where applicable**). Part-time employees shall indicate their availability **on the sign up list** in accordance with the clause above. Management will schedule part-time employees according to their agreed availability in accordance with seniority **to a maximum of 40 hours per week as per clause (a) above**. A part-time employee must sign up for **days** that are included on the regular schedule. ~~Management will schedule part-time employees according to their agreed availability in accordance with seniority as per clause (a) above.~~
- (d) **If an employee fails to meet these part-time availability requirements, provided there is a need by the Employer, he/she will be formally advised to comply with the availability requirements within thirty (30) days, or face possible termination.**

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

1. they are discharged, **and not reinstated through the grievance and arbitration procedure.**
2. they quit **or retire,**
3. they fail to report to work after a layoff, within three (3) **working** days after being notified by registered mail,
4. they fail to report to work after at the expiration of a leave of absence except in case of a bona-fide emergency,

5. they are absent from work for three (3) **working** days without immediately notifying the Employer,
6. they are promoted and remain outside of the bargaining unit six (6) months or longer,
7. they have been on layoff for a period of **twenty-four (24)** months,
8. ~~they fail to maintain in effect his/her Possession and Acquisition License or permit to carry a restricted weapon,~~
9. they fail to be qualified as required by applicable legislation.

#### **ARTICLE 6: SHOP STEWARDS**

**As in main agreement.**

#### **ARTICLE 7: GRIEVANCE PROCEDURE**

**As in main agreement.**

#### **ARTICLE 8: ARBITRATION**

**As in main agreement**

#### **ARTICLE 9: HOURS OF WORK**

**As in main agreement except as amended:**

- 9.08 Hours of work in excess of those guaranteed each week to a full-time employee **will be assigned within the Cash Logistics or ARP by Division only, by Branch in the following order:**
5. **Should the part time availability and the full time overtime availability sheets for all the above Divisions be exhausted during a Statutory Holiday week, the Company has the right to schedule the overtime shift to employees based upon all of the following criteria in the following order:**
    - Reverse part time seniority**
    - Reverse full time seniority**
    - The position to be filled**
    - Qualifications necessary to perform the work**
- 9.09 **Not Applicable - main agreement not applicable to Addendum.**

## **ARTICLE 10: COMPANY PAID HOLIDAYS**

**As in main agreement:**

## **ARTICLE 11: OVERTIME**

**As in main agreement.**

## **ARTICLE 12: WORK ON SCHEDULED DAY OFF**

**As in main agreement.**

## **ARTICLE 13: SPECIAL WORK AND CALL-BACKS**

**As in main agreement.**

## **ARTICLE 14: VACATION LEAVE**

**As in main agreement.**

## **ARTICLE 15: GROUP INSURANCE**

**As per final monetary agreement**

## **ARTICLE 16: PENSION**

**As in main agreement.**

## **ARTICLE 17: SICK LEAVE**

**As in main agreement.**

## **ARTICLE 18: OTHER LEAVE**

**As in main agreement.**

## **ARTICLE 19: SUPPLEMENTAL WORKER'S COMPENSATION**

**As in main agreement.**



## **ARTICLE 20: CLASSIFICATIONS DEFINED**

**Not Applicable - main agreement not applicable to Addendum except as amended:**

- 20.08 Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Cash Logistics' receipting, verifying, sorting, packaging, loading and unloading currency and coin and other duties as may be assigned from time to time.
- 20.09 Chief Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of a Money Room Clerk and deals with internal and external customers to consolidate bank deposits, balance treasuries and produce reports and other duties as may be assigned from time to time.
- 20.10 Senior Chief Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of a Money Room Clerk and Chief Money Room Clerk and supports, coaches, trains and directs employees and assists employees to resolve technical, process and customer related problems and other duties as may be assigned from time to time..
- 20.11 Coin Processor shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Alloy Recovery Program loading and operating the dewrapping and sorting machines and operating the lift truck and other duties as may be assigned from time to time.
- 20.12 ATL Unloader shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Alloy Recovery Program operating the ATL machine - set and adjust, resolve production problems, complete preventative maintenance and operating the lift truck and other duties as may be assigned from time to time.

## **ARTICLE 21: WAGES**

**As in main agreement except as amended:**

- 21.03 **Not Applicable - main agreement not applicable to Addendum.**
- 21.09 **Not Applicable - main agreement not applicable to Addendum.**

## **ARTICLE 22: UNIFORM EQUIPMENT**

**As in main agreement except as amended:**

22.02 **Not Applicable - main agreement not applicable to Addendum.**

22.03 Effective January 1, 2007, the Employer agrees to provide a Safety Footwear Allowance for ARP employees only by reimbursing full-time employees up to one hundred dollars (\$100.00) every two (2) years. The employee must submit a receipt in order to be reimbursed. The Safety Footwear must be black and CSA approved, with steel toes and in compliance with the Brinks' Uniform and Appearance Policy. Part-time employees will be entitled to the same benefit providing they remain at the employ of Brinks for at least six (6) months and work at least two hundred and forty (240) hours.

#### **GENERAL CONDITIONS OF EMPLOYMENT**

**As in main agreement except as amended:**

22.06 **Not Applicable - main agreement not applicable to Addendum.**

#### **ARTICLE 23: HEALTH AND SAFETY**

**As in main agreement except as amended:**

23.04 **Not Applicable - main agreement not applicable to Addendum.**

23.05 **Not Applicable - as in main agreement-limited number of CL/ARP employees affected.**

23.08 **Not Applicable - main agreement not applicable to Addendum.**

23.09 **Not Applicable – as in main agreement- limited number of CL/ARP employees affected.**

#### **ARTICLE 24: PICKET LINES**

**As in main agreement.**

#### **ARTICLE 25: CONTRACTING OUT- IN**

**As in main agreement.**

#### **ARTICLE 26: PAYROLL DEDUCTIONS**

**As in main agreement.**

#### **ARTICLE 27: NO STRIKES OR LOCKOUTS**

**As in main agreement.**

## **ARTICLE 28: TRANSACTIONS**

**As in main agreement.**

## **ARTICLE 29: LABOUR MANAGEMENT MEETINGS**

**As in main agreement.**

## **ARTICLE 30: BID RUNS**

**Not Applicable - main agreement not applicable to Addendum.**

## **ARTICLE 31: LETTERS OF UNDERSTANDING**

**As in main agreement.**

## **ARTICLE 32: WORKPLACE HARASSMENT**

**As in main agreement.**

## **ARTICLE 33: TERM OF AGREEMENT**

**As in main agreement.**

## **TORONTO ADDENDUM**

**Not Applicable - main agreement not applicable to Addendum.**

## **LETTER OF UNDERSTANDING NO. 1: FIREARMS ACQUISITION CERTIFICATE AND ACQUISITION LICENCE**

**Not Applicable – as in main agreement – limited number of CL/ARP  
employees affected.**

## **LETTER OF UNDERSTANDING NO. 2 RE: BRANCH FIREARMS TRAINERS**

**Not Applicable - main agreement not applicable to Addendum.**

| Generic Branch | Step       | Description               | Full/Part | Current Step 5<br>Hourly Rates | Aug 2011 to<br>Aug 2012 Rates<br>Year 2 | Aug 2012 to<br>Aug 2013 Rates<br>Year 3 |
|----------------|------------|---------------------------|-----------|--------------------------------|-----------------------------------------|-----------------------------------------|
| Hamilton       | Level 1    | Chief Money Room Clerk    | Full Time | \$ 14.96                       | \$ 14.96                                | \$ 15.36                                |
| Hamilton       | Level 2    | Chief Money Room Clerk    | Full Time | \$ 15.52                       | \$ 15.52                                |                                         |
| Hamilton       | Level 3    | Chief Money Room Clerk    | Full Time | \$ 16.05                       | \$ 16.05                                | \$ 16.45                                |
| Hamilton       | Level 4    | Chief Money Room Clerk    | Full Time | \$ 16.30                       | \$ 16.30                                | \$ 16.70                                |
| Hamilton       | Level 5    | Chief Money Room Clerk    | Full Time | \$ 16.50                       | \$ 17.10                                | \$ 17.50                                |
| Hamilton       | Level 1    | Money Room Clerk A        | Full Time | \$ 13.58                       | \$ 13.58                                | \$ 13.98                                |
| Hamilton       | Level 2    | Money Room Clerk A        | Full Time | \$ 14.09                       | \$ 14.09                                |                                         |
| Hamilton       | Level 3    | Money Room Clerk A        | Full Time | \$ 14.57                       | \$ 14.57                                | \$ 14.97                                |
| Hamilton       | Level 4    | Money Room Clerk A        | Full Time | \$ 14.80                       | \$ 14.80                                | \$ 15.20                                |
| Hamilton       | Level 5    | Money Room Clerk A        | Full Time | \$ 14.98                       | \$ 15.58                                | \$ 15.98                                |
| Kingston       | Level 1    | Money Room Clerk A        | Full Time | \$ 13.58                       | \$ 13.58                                | \$ 13.98                                |
| Kingston       | Level 2    | Money Room Clerk A        | Full Time | \$ 14.09                       | \$ 14.09                                |                                         |
| Kingston       | Level 3    | Money Room Clerk A        | Full Time | \$ 14.57                       | \$ 14.57                                | \$ 14.97                                |
| Kingston       | Level 4    | Money Room Clerk A        | Full Time | \$ 14.80                       | \$ 14.80                                | \$ 15.20                                |
| Kingston       | Level 5    | Money Room Clerk A        | Full Time | \$ 14.98                       | \$ 15.58                                | \$ 15.98                                |
| London         | Level 1    | Chief Money Room Clerk    | Full Time | \$ 14.96                       | \$ 14.96                                | \$ 15.36                                |
| London         | Level 2    | Chief Money Room Clerk    | Full Time | \$ 15.52                       | \$ 15.52                                |                                         |
| London         | Level 3    | Chief Money Room Clerk    | Full Time | \$ 16.05                       | \$ 16.05                                | \$ 16.45                                |
| London         | Level 4    | Chief Money Room Clerk    | Full Time | \$ 16.30                       | \$ 16.30                                | \$ 16.70                                |
| London         | Level 5    | Chief Money Room Clerk    | Full Time | \$ 16.50                       | \$ 17.10                                | \$ 17.50                                |
| London         | Level 1    | Money Room Clerk A        | Full Time | \$ 13.58                       | \$ 13.58                                | \$ 13.98                                |
| London         | Level 2    | Money Room Clerk A        | Full Time | \$ 14.09                       | \$ 14.09                                |                                         |
| London         | Level 3    | Money Room Clerk A        | Full Time | \$ 14.57                       | \$ 14.57                                | \$ 14.97                                |
| London         | Level 4    | Money Room Clerk A        | Full Time | \$ 14.80                       | \$ 14.80                                | \$ 15.20                                |
| London         | Level 5    | Money Room Clerk A        | Full Time | \$ 14.98                       | \$ 15.58                                | \$ 15.98                                |
| Sudbury        | Level 1    | Money Room Clerk A        | Full Time | \$ 13.58                       | \$ 13.58                                | \$ 13.98                                |
| Sudbury        | Level 2    | Money Room Clerk A        | Full Time | \$ 14.09                       | \$ 14.09                                |                                         |
| Sudbury        | Level 3    | Money Room Clerk A        | Full Time | \$ 14.57                       | \$ 14.57                                | \$ 14.97                                |
| Sudbury        | Level 4    | Money Room Clerk A        | Full Time | \$ 14.80                       | \$ 14.80                                | \$ 15.20                                |
| Sudbury        | Level 5    | Money Room Clerk A        | Full Time | \$ 14.98                       | \$ 15.58                                | \$ 15.98                                |
| Thunder Bay    | Level 1    | Chief Money Room Clerk    | Full Time | \$ 14.44                       | \$ 14.44                                | \$ 14.84                                |
| Thunder Bay    | Level 2    | Chief Money Room Clerk    | Full Time | \$ 14.98                       | \$ 14.98                                |                                         |
| Thunder Bay    | Level 3    | Chief Money Room Clerk    | Full Time | \$ 15.50                       | \$ 15.50                                | \$ 15.90                                |
| Thunder Bay    | Level 4    | Chief Money Room Clerk    | Full Time | \$ 15.74                       | \$ 15.74                                | \$ 16.14                                |
| Thunder Bay    | Level 5    | Chief Money Room Clerk    | Full Time | \$ 15.93                       | \$ 16.53                                | \$ 16.93                                |
| Toronto        | Level 1    | Sr Chief Money Room Clerk | Full Time | \$ 17.55                       | \$ 17.55                                | \$ 17.95                                |
| Toronto        | Level 2    | Sr Chief Money Room Clerk | Full Time | \$ 18.21                       | \$ 18.21                                |                                         |
| Toronto        | Level 3    | Sr Chief Money Room Clerk | Full Time | \$ 18.83                       | \$ 18.83                                | \$ 19.23                                |
| Toronto        | Level 4    | Sr Chief Money Room Clerk | Full Time | \$ 19.13                       | \$ 19.13                                | \$ 19.53                                |
| Toronto        | Level 5    | Sr Chief Money Room Clerk | Full Time | \$ 19.36                       | \$ 19.96                                | \$ 20.36                                |
| Toronto        | Red Circle | Sr Chief Money Room Clerk | Full Time | \$ 22.03                       | \$ 22.03                                | \$ 22.03                                |
| Toronto        | Level 1    | Chief Money Room Clerk    | Full Time | \$ 15.45                       | \$ 15.45                                | \$ 15.85                                |
| Toronto        | Level 2    | Chief Money Room Clerk    | Full Time | \$ 16.03                       | \$ 16.03                                |                                         |
| Toronto        | Level 3    | Chief Money Room Clerk    | Full Time | \$ 16.58                       | \$ 16.58                                | \$ 16.98                                |
| Toronto        | Level 4    | Chief Money Room Clerk    | Full Time | \$ 16.84                       | \$ 16.84                                | \$ 17.24                                |
| Toronto        | Level 5    | Chief Money Room Clerk    | Full Time | \$ 17.04                       | \$ 17.64                                | \$ 18.04                                |

| Generic Branch  | Step    | Description                | Full/Part | Current Step 5<br>Hourly Rates | Aug 2011 to<br>Aug 2012 Rates<br>Year 2 | Aug 2012 to<br>Aug 2013 Rates<br>Year 3 |
|-----------------|---------|----------------------------|-----------|--------------------------------|-----------------------------------------|-----------------------------------------|
| Toronto         | Level 1 | Money Room Clerk A         | Full Time | \$ 14.18                       | \$ 14.18                                | \$ 14.58                                |
| Toronto         | Level 2 | Money Room Clerk A         | Full Time | \$ 14.71                       | \$ 14.71                                |                                         |
| Toronto         | Level 3 | Money Room Clerk A         | Full Time | \$ 15.21                       | \$ 15.21                                | \$ 15.61                                |
| Toronto         | Level 4 | Money Room Clerk A         | Full Time | \$ 15.45                       | \$ 15.45                                | \$ 15.85                                |
| Toronto         | Level 5 | Money Room Clerk A         | Full Time | \$ 15.64                       | \$ 16.24                                | \$ 16.64                                |
| Toronto         | Level 1 | Coin Processor             | Full Time | \$ 14.20                       | \$ 14.20                                | \$ 14.60                                |
| Toronto         | Level 2 | Coin Processor             | Full Time | \$ 14.73                       | \$ 14.73                                |                                         |
| Toronto         | Level 3 | Coin Processor             | Full Time | \$ 15.23                       | \$ 15.23                                | \$ 15.63                                |
| Toronto         | Level 4 | Coin Processor             | Full Time | \$ 15.47                       | \$ 15.47                                | \$ 15.87                                |
| Toronto         | Level 5 | Coin Processor             | Full Time | \$ 15.66                       | \$ 16.26                                | \$ 16.66                                |
| Toronto         | Level 1 | ATL Unloader               | Full Time | \$ 15.45                       | \$ 15.45                                | \$ 15.85                                |
| Toronto         | Level 2 | ATL Unloader               | Full Time | \$ 16.03                       | \$ 16.03                                |                                         |
| Toronto         | Level 3 | ATL Unloader               | Full Time | \$ 16.58                       | \$ 16.58                                | \$ 16.98                                |
| Toronto         | Level 4 | ATL Unloader               | Full Time | \$ 16.84                       | \$ 16.84                                | \$ 17.24                                |
| Toronto         | Level 5 | ATL Unloader               | Full Time | \$ 17.04                       | \$ 17.64                                | \$ 18.04                                |
| Windsor         | Level 1 | SR Moneyroom clerk         | Full Time | \$ 13.07                       | \$ 13.07                                | \$ 13.47                                |
| Windsor         | Level 2 | SR Moneyroom clerk         | Full Time | \$ 13.56                       | \$ 13.56                                |                                         |
| Windsor         | Level 3 | SR Moneyroom clerk         | Full Time | \$ 14.03                       | \$ 14.03                                | \$ 14.43                                |
| Windsor         | Level 4 | SR Moneyroom clerk         | Full Time | \$ 14.25                       | \$ 14.25                                | \$ 14.65                                |
| Windsor         | Level 5 | SR Moneyroom clerk         | Full Time | \$ 14.42                       | \$ 15.02                                | \$ 15.42                                |
| Windsor         | Level 1 | FT Moneyroom Clerk A       | Full Time | \$ 12.90                       | \$ 12.90                                | \$ 13.30                                |
| Windsor         | Level 2 | FT Moneyroom Clerk A       | Full Time | \$ 13.39                       | \$ 13.39                                |                                         |
| Windsor         | Level 3 | FT Moneyroom Clerk A       | Full Time | \$ 13.84                       | \$ 13.84                                | \$ 14.24                                |
| Windsor         | Level 4 | FT Moneyroom Clerk A       | Full Time | \$ 14.06                       | \$ 14.06                                | \$ 14.46                                |
| Windsor         | Level 5 | FT Moneyroom Clerk A       | Full Time | \$ 14.23                       | \$ 14.83                                | \$ 15.23                                |
| Hamilton        | Level 1 | PT Money Room Clerk A      | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Hamilton        | Level 2 | PT Money Room Clerk A      | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Hamilton        | Level 3 | PT Money Room Clerk A      | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Hamilton        | Level 4 | PT Money Room Clerk A      | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Hamilton        | Level 5 | PT Money Room Clerk A      | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Kingston        | Level 1 | PT Money Room Clerk A      | Part Time | \$ 11.77                       | \$ 11.77                                | \$ 12.17                                |
| Kingston        | Level 2 | PT Money Room Clerk A      | Part Time | \$ 12.29                       | \$ 12.29                                |                                         |
| Kingston        | Level 3 | PT Money Room Clerk A      | Part Time | \$ 12.78                       | \$ 12.78                                | \$ 13.18                                |
| Kingston        | Level 4 | PT Money Room Clerk A      | Part Time | \$ 12.95                       | \$ 12.95                                | \$ 13.35                                |
| Kingston        | Level 5 | PT Money Room Clerk A      | Part Time | \$ 13.15                       | \$ 13.75                                | \$ 14.15                                |
| London          | Level 1 | PT Money Room Clerk A      | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| London          | Level 2 | PT Money Room Clerk A      | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| London          | Level 3 | PT Money Room Clerk A      | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| London          | Level 4 | PT Money Room Clerk A      | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| London          | Level 5 | PT Money Room Clerk A      | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Peterborough    | Level 1 | PT Money Room Clerk A      | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Peterborough    | Level 2 | PT Money Room Clerk A      | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Peterborough    | Level 3 | PT Money Room Clerk A      | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Peterborough    | Level 4 | PT Money Room Clerk A      | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Peterborough    | Level 5 | PT Money Room Clerk A      | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Sault Ste Marie | Level 1 | PT Chief Money Room Clerks | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Sault Ste Marie | Level 2 | PT Chief Money Room Clerks | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Sault Ste Marie | Level 3 | PT Chief Money Room Clerks | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Sault Ste Marie | Level 4 | PT Chief Money Room Clerks | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Sault Ste Marie | Level 5 | PT Chief Money Room Clerks | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |

| Generic Branch  | Step    | Description            | Full/Part | Current Step 5<br>Hourly Rates | Aug 2011 to<br>Aug 2012 Rates<br>Year 2 | Aug 2012 to<br>Aug 2013 Rates<br>Year 3 |
|-----------------|---------|------------------------|-----------|--------------------------------|-----------------------------------------|-----------------------------------------|
| Sault Ste Marie | Level 1 | PT Money Room Clerk A  | Part Time | \$ 11.61                       | \$ 11.61                                | \$ 12.01                                |
| Sault Ste Marie | Level 2 | PT Money Room Clerk A  | Part Time | \$ 12.13                       | \$ 12.13                                |                                         |
| Sault Ste Marie | Level 3 | PT Money Room Clerk A  | Part Time | \$ 12.61                       | \$ 12.61                                | \$ 13.01                                |
| Sault Ste Marie | Level 4 | PT Money Room Clerk A  | Part Time | \$ 12.78                       | \$ 12.78                                | \$ 13.18                                |
| Sault Ste Marie | Level 5 | PT Money Room Clerk A  | Part Time | \$ 12.97                       | \$ 13.57                                | \$ 13.97                                |
| Sudbury         | Level 1 | PT Money Room Clerk A  | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Sudbury         | Level 2 | PT Money Room Clerk A  | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Sudbury         | Level 3 | PT Money Room Clerk A  | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Sudbury         | Level 4 | PT Money Room Clerk A  | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Sudbury         | Level 5 | PT Money Room Clerk A  | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Thunder Bay     | Level 1 | PT Money Room Clerk A  | Part Time | \$ 12.09                       | \$ 12.09                                | \$ 12.49                                |
| Thunder Bay     | Level 2 | PT Money Room Clerk A  | Part Time | \$ 12.63                       | \$ 12.63                                |                                         |
| Thunder Bay     | Level 3 | PT Money Room Clerk A  | Part Time | \$ 13.13                       | \$ 13.13                                | \$ 13.53                                |
| Thunder Bay     | Level 4 | PT Money Room Clerk A  | Part Time | \$ 13.31                       | \$ 13.31                                | \$ 13.71                                |
| Thunder Bay     | Level 5 | PT Money Room Clerk A  | Part Time | \$ 13.51                       | \$ 14.11                                | \$ 14.51                                |
| Toronto         | Level 1 | PT Money Room Clerk A  | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Toronto         | Level 2 | PT Money Room Clerk A  | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Toronto         | Level 3 | PT Money Room Clerk A  | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Toronto         | Level 4 | PT Money Room Clerk A  | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Toronto         | Level 5 | PT Money Room Clerk A  | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Toronto         | Level 1 | PT Coin Processor      | Part Time | \$ 12.12                       | \$ 12.12                                | \$ 12.52                                |
| Toronto         | Level 2 | PT Coin Processor      | Part Time | \$ 12.66                       | \$ 12.66                                |                                         |
| Toronto         | Level 3 | PT Coin Processor      | Part Time | \$ 13.16                       | \$ 13.16                                | \$ 13.56                                |
| Toronto         | Level 4 | PT Coin Processor      | Part Time | \$ 13.34                       | \$ 13.34                                | \$ 13.74                                |
| Toronto         | Level 5 | PT Coin Processor      | Part Time | \$ 13.54                       | \$ 14.14                                | \$ 14.54                                |
| Windsor         | Level 1 | PT SR Money Room Clerk | Part Time | \$ 12.09                       | \$ 12.09                                | \$ 12.49                                |
| Windsor         | Level 2 | PT SR Money Room Clerk | Part Time | \$ 12.63                       | \$ 12.63                                |                                         |
| Windsor         | Level 3 | PT SR Money Room Clerk | Part Time | \$ 13.13                       | \$ 13.13                                | \$ 13.53                                |
| Windsor         | Level 4 | PT SR Money Room Clerk | Part Time | \$ 13.31                       | \$ 13.31                                | \$ 13.71                                |
| Windsor         | Level 5 | PT SR Money Room Clerk | Part Time | \$ 13.51                       | \$ 14.11                                | \$ 14.51                                |
| Windsor         | Level 1 | PT MR Clerk            | Part Time | \$ 11.93                       | \$ 11.93                                | \$ 12.33                                |
| Windsor         | Level 2 | PT MR Clerk            | Part Time | \$ 12.46                       | \$ 12.46                                |                                         |
| Windsor         | Level 3 | PT MR Clerk            | Part Time | \$ 12.96                       | \$ 12.96                                | \$ 13.36                                |
| Windsor         | Level 4 | PT MR Clerk            | Part Time | \$ 13.13                       | \$ 13.13                                | \$ 13.53                                |
| Windsor         | Level 5 | PT MR Clerk            | Part Time | \$ 13.33                       | \$ 13.93                                | \$ 14.33                                |