



BRINKS CANADA LIMITED
hereinafter referred to as the "Employer"

AND

TEAMSTERS LOCAL UNION 927
hereinafter referred to as the "Union"

COLLECTIVE LABOUR AGREEMENT

NEW BRUNSWICK – PRINCE EDWARD ISLAND

APRIL 25TH, 2025 to SEPTEMBER 21, 2028



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COLLECTIVE LABOUR AGREEMENT

PREAMBLE

SEPTEMBER 22ND 2024 – SEPTEMBER 21ST 2028

This Agreement made and entered into at Moncton, N.B. on the 25th day of **April, 2025** by and between BRINK'S CANADA LIMITED, party of the first part hereunder referred to as the EMPLOYER, and TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN, HELPERS AND MISCELLANEOUS WORKERS, LOCAL 927 for the Province of New Brunswick and Prince Edward Island, party of the second part, hereinafter referred to as the UNION.

WITNESSETH

Whereas it is the desire of the Union and the Employer to enter into an agreement governing the wages, hours of work and general working conditions of all employees in the classifications listed below. Now, therefore, in consideration of the promises and the mutual agreements of the parties hereinafter set forth, the parties hereto agree as follows:

ARTICLE 1 BARGAINING UNIT

- 1.01** The UNION is hereby designated as the sole and exclusive collective bargaining agent for any and all employees who, during the term of this Agreement, work for the Employer in the classifications of assistant cashier (Moncton), messengers, crew chiefs, drivers, **driver/guards**, guards and ATM Technicians, in the cities of Moncton and Bathurst New Brunswick.
- 1.02 (a)** All regular full-time employees who work in any of the classifications listed below shall become members of the Union within thirty (30) days after being employed. All such employees shall maintain their membership in good standing for the term of this Agreement. Notwithstanding the foregoing, when it is necessary to use additional employees for peak work, unanticipated emergencies or contingencies, the employer may utilize non-union personnel to help who shall not be required to join the union, provided that there are no bargaining unit employees immediately available. Nothing herein shall be construed to prohibit branch management from performing bargaining unit work however this will not be at the expense of declaring a fulltime vacancy under Article 3.04.
- (b)** All regular full-time employees who are absent from work due to sickness or injury for a period of three (3) months, shall contact the Union and request a withdrawal card. Failure to do so will put the employee in suspension.
- 1.03 (a)** All Part-time employees shall become members of the Union within thirty (30) days after being employed. All such employees shall maintain their membership in good standing for the term of this Agreement. Part-time employees who work forty (40) hours in any month

shall contribute to the Union during the following month an amount equal to the monthly dues paid by full-time members of the Union.

- (b) All part-time employees who are absent from work due to sickness or injury for a period of three (3) months, shall contact the Union and request a withdrawal card. Failure to do so will put the employee in suspension.
- 1.04 (a)** All new employees shall be hired on a **ninety (90) working day probationary period or two hundred (200) hours worked, whichever is greater**, basis during which time their employment may be terminated by the Employer without further recourse by the Union.
- (b) For the purposes of this Agreement, new employees shall include but not be limited to: new hires; any regular full-time employee returning to work after an approved leave of absence of six (6) months or more.
 - (c) For the purposes of this Agreement a lay-off shall be deemed to be a termination should the term of lay-off be for a period of eighteen (18) months or more.
- 1.05** Pertaining to the Bathurst operation, nothing herein contained shall be construed to prevent the Branch Manager (Supervisor) **and/or Lead Hand** from performing bargaining unit work. Those personnel shall not be permitted to join the Union. The amount of time management personnel may spend doing bargaining unit work will be limited to thirty-two (32) hours per week. Exceptions to this will be in the case of an emergency, training, or when no bargaining unit Employee is readily available or does not make him/herself available for work. The Branch Manager (Supervisor) will be scheduled for the position that has the lowest pay rate, **provided that any effected bargaining unit employee shall have the right to select their preferred available position first.**

ARTICLE 2 – WAGE RATES AND CLASSIFICATIONS

- 2.01** The regular hourly wage rates for the employees in the various classifications shall be as follows:

Description	Current	Sept 22 24	Sept 22 25	Sept 22 26	Sept 22 27
FT Messenger	\$23.15	\$24.35	\$25.70	\$26.65	\$27.55
FT Driver/Guard	\$22.65	\$23.95	\$25.70	\$26.65	\$27.55
PT Messenger	\$20.75	\$22.65	\$24.45	\$25.60	\$26.95
PT Driver/Guard	\$20.50	\$22.40	\$24.45	\$25.60	\$26.95
PT Assist Cashier	\$22.26	\$23.51	\$25.51	\$27.06	\$28.50

All-Off Premium per hour worked on an All-Off Run: \$1.50/hour

Night Shift Premium per hour worked on shifts that commence after 3 pm (15:00): \$0.75/hour - **\$0.85/hour starting September 22, 2027.**

2.02 Any employee assigned to work in a higher classification shall receive the straight time hourly rates applying to the higher classification for all hours actually worked in such higher classification and provided further, that an employee shall suffer no reduction in his straight time hourly rate by reason of his being assigned to work in a lower classification.

2.03 (a) The scheduling of part-time hours and the promotion to full-time from part-time will be dependent on seniority, qualifications, and ability of the part time employee to perform the work. Part-time employees will be scheduled from a part-time availability sign up list. With respect to scheduling part-time employees, the employer will equalize the hours scheduled for part-time employees recognizing seniority, qualifications, customer requirements, and operational needs.

(b) Part-time employees will be required to make themselves available for a minimum of **12** days per month, should those shifts/work be available (days being a 24-hour period, Sunday through Saturday). **Part-time employees who provide proof of enrolment in post secondary education shall be required to provide a lesser availability of six (6) shifts per month during the school period.** Part-time employees will be required to make themselves available a minimum of two (2) weekends per month (weekend being Saturday and Sunday) to be determined by management these shifts shall count towards the above noted minimum. Part-time employees, in order of seniority, will select which two (2) weekends they wish to make themselves available. Once the senior employees have been accommodated the junior employees will be assigned to the weekends remaining.

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

The Employer will post the part-time availability list. Part time employees will update their availability on a bi-weekly basis.

2.04 If an employee (part-time) is unavailable for work for a 30 day period, they will be contacted by Management (by registered mail to their last known address) and informed that he has fourteen (14) days to make himself available for work and if he does not, his employment is considered terminated. The company will provide the Union with a copy of said registered letter. This will be the case whether the employee is in contact with the company to indicate his unavailability or is not in contact with the company. Exceptions to the above will be for approved absences such as sickness, injury, leave of absence, paternity or compassionate leave.

2.05 **The cost of any fees associated with the renewal of the Possession and Acquisitions License will be reimbursed by the Company.**

2.06 In the case of Holidays, the Employer may assign additional Part Time staff to the classifications as appropriate and add routes to reduce overtime, and/or add or remove stops on existing runs.

Following statutory holidays and subject to customer requirements, if adding additional stops, the Employer will attempt to reduce/limit the overtime hours by: spreading out the stops throughout the workweek and/or creating replot run(s) and/or staggering lieu service. Subject to hours of service requirements, no more than 1.5 hours of projected work will be added to a run.

ARTICLE 3 – HOURS OF WORK

- 3.01 (a)** A completed weekly schedule of work showing the days of work, days off, starting time and run assignments for all employees will be posted on Thursday noon of the preceding week except in the case of a week in which a Federal or Provincial holiday falls. Once posted, changes may be made in said schedule when weekly guarantees have been satisfied as per Article 3.02 to meet emergencies; adjust for absenteeism, tardiness, extra work and to correct apparent errors. Such changes shall be posted as early as may be feasible. Vacancies occurring in the assignments may be filled by part-time employees
- (b)** All employees shall register their working hours on Brinks time management system located on the Employers premises.
- (c)** Overtime for all employees will be paid after the number of hours scheduled for that shift are surpassed. In the event of “on call” hours, any “on call” hours worked in excess of 40 hours per week will be paid the overtime rate of 1.5 hours.
- (d)** Except as provided to the contrary in this Collective Agreement, employees called to work shall receive a minimum of four (4) hours of work or the equivalent thereof in pay.
- 3.02 (a)** All regular full-time employees shall be guaranteed forty (40) hours of work per week in five (5) days or less or the equivalent thereof in pay. The Employer shall be privileged, but not obligated, to work employees in excess of the number of hours per week.
- (b)** Notwithstanding any other articles in the Collective Agreement, any regular full-time employee assigned to work on their scheduled day off shall be paid at one and one-half (1½) times the regular hourly wage rate applicable to the classification in which they shall be assigned to work and shall be guaranteed a minimum of four (4) hours of work or the equivalent of pay thereof for each such call to work. The EMPLOYER shall be privileged but not obligated to work full-time employees on their scheduled day off.
- (c)** When it shall be necessary to assign regular full-time employees to work on their scheduled day off, assignments to such work shall be rotated in order of seniority among the regular full-time employees who are scheduled off on that day and who are available and qualified to perform the work assignment.

- (d) If work is required to be performed on an overtime basis, regular full-time employees shall be given preference to work such overtime work before assigning part-time employees to such overtime work. If an employee who is scheduled for an overtime assignment shall request off that assignment or if he shall be unavailable to work such assignment, then this will be treated and counted as though he had actually worked the assignment and he will next be assigned when his turn comes around on the next occasion. In the event an insufficient number of employees accept such overtime assignments, the Employer reserves the right to assign part-time employees or the least senior regular full-time employees qualified to perform the work.
- (e) Full-time employees must sign an overtime availability list to be eligible for overtime hours of work. Hours of work in excess of those guaranteed each week to a full-time employee or coverage required due to illness, emergencies, absenteeism, vacations etc., that is not previously scheduled will be assigned in the following order provided the employee has the qualifications and ability to perform the work:
1. To part-time employees at straight time up to a maximum of 40 hours per week or until interest is exhausted
 2. To full-time employees who have signed the overtime availability list in order of seniority or until interest is exhausted
 3. To part-time employees on overtime in order of seniority until interest is exhausted
 4. Assigned by the employer in reverse order of full time seniority as required to meet the operating needs of the Company.
 5. The Employer will post a weekly overtime list so that anybody wishing to do overtime can sign-up for the following week. An employee is subject to discipline if they sign up for overtime and are unreachable or refuse the overtime on more than three (3) occasions in a thirty (30) day period.
 6. An unexpected absence is when an employee advises the Employer less than two (2) hours before the beginning of their shift that they will not attend work that day. In the event of an unexpected absence, the Employer may offer the said work by order of seniority to the other employees who are known to be on-duty or who have not left the premises prior to exhausting points (1), (2) and (3) above/contained herein.
- (f) There will be a minimum of eight (8) consecutive hours of rest in a twenty-four (24) hour period. In the event that an employee is recalled to work before a period of eight (8) full hours elapse, he shall be paid on one and one-half (1 1/2) times his regular hourly wage until the end of such eight (8) hour period is over.

3.03 (a) If the Employer is unable to operate as a result of a state of Emergency as declared by federal, provincial or local governmental authority, the daily and weekly guarantees outlined above in this article shall be correspondingly reduced by the number of business hours that the Employer is prohibited from operating.

- (b) When Brinks Management cancels a run or multiple runs due to severe weather conditions the following shall apply:

When severe weather forces a branch closure or the cancellation of runs before their scheduled start times, the affected employees will be paid the scheduled hours for their particular runs.

When severe weather forces runs already on the road to be recalled because of unsafe road conditions, the affected employees will be paid the scheduled hours for their particular runs.

At management's discretion, personnel from runs that are recalled may be required to perform other duties as required until the end of their scheduled shift.

In the event the Employer cancels a shift with less than 24 hours notice or is unable to provide the required equipment, personnel, or resources necessary to start or complete the shift after the employee has begun duty, the affected employee(s) shall be compensated for the full number of scheduled hours for that shift at their applicable hourly rate. The Employer may assign the employee alternative duties in the same classification for the similar hours as their cancelled shift.

Exceptions to this provision shall apply only in cases where the disruption is caused by a declared state of emergency as defined in Article 3.03(a).

The Employer shall notify affected employees as soon as possible in the event of a cancellation or interruption, and employees shall not be penalized in any manner for the Employer's inability to provide the necessary resources to complete the shift.

3.04 Vacancy

Whenever forty (40) hours of work shall be available to a single part-time employee in excess of the regularly scheduled work then guaranteed to regular full-time employees and exclusive of work in relief of employees absent or on vacations, emergencies and additional employees shall be added to the list of regular full-time employees. Notices of vacancies or promotions shall be posted on a bulletin board for five working days.

To cover vacancies on runs or schedules, replacement shall be made as follows:

Permanent vacancies such as retirement, resignation, termination, or death shall be filled by part time employee unless there are more than sixty (60) days left in the bid in which case the runs will be rebid in total.

Temporary vacancies

Temporary vacancies shall be filled by part timers in accordance with the following:

1. The absence of a full time employee working day shift from work for any reason, of an expected duration of more than five (5) working days will trigger the following:

The employer agrees to the replacement of such full time employee by a full time night shift employee on a rotational basis – per incident, provided that said employee has the competence and qualifications to perform all the duties of the function he or she will be moving into. This movement of manpower will be limited to one move.

The employee's wages shall be determined by the classification of the position they assume, not by the wage rate of the employee they replace, specifically the grandfathered employees.

2. If a full time employee is expected to be on authorized leave in excess of four (4) months or more the employer will fill the vacancy for that period with the most senior qualified part-time employee. The part time employee shall be paid at the applicable full time rate (exclusive of benefits and grandfathered employee rates) for that period. Upon the return of the full time employee the part time employee will return to their part time status without loss of seniority. Time spent in the full time position will be recognized as part time seniority. Article 3 Vacancy provisions will not apply.

The Employer may also post temporary full time positions (full-time wage rate no benefits, 40 hours weekly) to be filled by part-time employees to provide coverage during special events, peak vacation season, and other operational requirements that are temporary in nature. The notice of the vacancy shall be posted on the bulletin board for five (5) working days. The senior applicant for the position shall be selected provided they have the necessary qualifications and ability.

When a temporary full-time position is posted for a full-time employee absence, full-time employees will have the opportunity to express their interest in the position. The senior capable and qualified fulltime employee who expresses interest will be assigned the position, the resulting vacancy will be filled by a temporary full-time position (one lateral bump). In the event a temporary full time position covering the absence of a full-time employee is filled and a bid occurs during the time of the temporary absence, the absent employee will bid if he or she has an anticipated return to work date within the bid. His or her position will be available for a one-time lateral move and backfill in the same process as above.

Layoff

Whenever forty (40) hours of work shall not be available to the junior full-time employee on a regular basis exclusive of work performed in relief covering absenteeism, vacations and emergencies the Employer reserves the right to reduce the junior regular full-time employee to part-time status or the employee may elect layoff instead. If the employee elects layoff at this time, such layoff shall be final until recall to regular full-time. Any regular full-time employee who is reduced to part-time status as a result of a reduction in the Employers work requirements, shall receive preference to scheduled work assignments over all other part-time employees up to the weekly guarantee of hours in effect for regular full-time employees provided such employee makes himself available to work for the Employer at all times.

Self Demotion

Full time employees who decide to step down to part time status will be moved to the bottom of the part time seniority list, and be paid part time wage rates. Part-time seniority will only be lost in accordance with the provisions of 6.10 governing loss of seniority.

"Bid Runs"

- 3.05 (a)** Full-time employees in order of seniority shall be permitted to select run assignments in accordance with the following procedures:

Twice (2) each year, on approximately March 1st and September 1st the Employer shall post a schedule of runs and assignments. **If there is need to hold additional Bids, it will be first discussed with the Joint Action Committee.** Such runs and assignments shall be grouped in weekly blocks determined by the Employer. Prior to posting the bid, the Union Shop Steward will be provided with a copy of the bid for the purpose of having the opportunity for input. Each weekly block of runs or assignments, which is posted, shall be described generally showing the area served, the starting time and duration, the type of work involved and the crew complements. The weekly blocks shall also designate which days in the week an employee shall be normally scheduled off. Management reserves the right to redesignate all comb holders at its discretion based on business operations.

- (b)** The Bid schedule, so posted, shall remain posted for a period of one (1) week to permit employees to study the schedules on which they bid. A copy will be provided to the shop stewards one (1) week prior to posting.
- (c)** Those employees eligible to bid will be permitted to bid for their weekly schedules as soon as the Bid is posted. Such bidding shall be in order of overall seniority. Those employees who bid a weekly schedule must be qualified to perform all the duties required on such schedule.
- (d)** Eligible full-time employees will be called in order of their overall seniority and shall be given a time limit in which they may bid for the weekly block assignment of their choice. If an employee shall fail or refuse to make any bid within the time limit allowed, he shall be passed over and the next junior employee, who is qualified, shall be permitted to bid until the blocks are bid. Full-time employees who may be absent for any reason during the time when work selections are being made, shall have the responsibility to advise the Employer of their selections by some appropriate means on a timely basis. Failure to advise the Employer shall result in that employee being assigned to the remaining open position(s).
- (e)** Employees shall be assigned to their selected weekly block or assignments schedules on the Sunday closest to March 1st and September 1st each year. Once an employee has been assigned to a weekly block of runs or assignments, such employee will remain on such block until the next general bid. It is agreed and understood that all blocks of runs or assignments will be filled by full-time employees. During those weeks in which holidays occur, runs and assignments will be adjusted to accommodate necessary changes of operation. During such weeks, bid runs shall be suspended and employees shall be subject to assignment

at the discretion of the Employer. Holidays are as defined in Article 4.01 of the Collective Agreement.

- (f) The Employer reserves the right to refuse permission to an employee to bid a certain weekly schedule as well as the right to remove him from a weekly schedule he has bid for cause. At the employee's request, the reasons for the refusal will be given in writing. Any dispute involving such refusal to assign or the removal of an employee from a bid run may be the subject of a grievance under the terms of this Agreement. The Employer reserves the right to change runs from time to time by adding stops or removing stops, changing starting times, merging, consolidating, eliminating and adding runs.
- (g) Merging - In the event two (2) or more runs are merged, the runs will be rebid within 30 days of the merger as per the procedures in Article 3.05.
- (h) Elimination of Runs - In the event a run or runs shall be eliminated; the runs will be rebid within 30 days of the elimination as per the procedures in Article 3.05.
- (i) Addition of Runs - In the event a run shall be established, the runs will be rebid within 30 days of the addition as per the procedures in Article 3.05.
- (j) During those weeks in which holidays occur, runs and assignments will be adjusted to accommodate necessary changes of operation. During such weeks, bid runs shall be suspended and employees shall be subject to assignment at the discretion of the Employer. Holidays are as defined in Article 4.01 of the Collective Agreement.

Emergencies

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

MODIFIED WORK SCHEDULE

The parties agree to the establishment and implementation of a Modified Work Schedule within the scope of Section 170 of the Canada Labour Code as outlined below. The Modified Work Schedule shall be applicable to all regular full-time employees and part-time employees who work a full forty (40) hour block. Full-time employees assigned to a Modified Work Schedule shall be paid time and one-half (1-1/2) the regular hourly wage rate for the hours worked in excess of their scheduled finish time or in excess of forty (40) hours per week in the classifications to which they are assigned on such work. In the event that a crew on a modified work schedule exceeds their scheduled finish time by 1.5 hours or more for a period exceeding 30 consecutive days, management will complete a route audit and work with the employees - via the Joint Action Committee - to identify and implement corrective action.

- 3.06** No employee shall be required to work a split shift with a break separation of more than four (4) hours without being compensated for the minimum daily guarantee on each call. A Part time employee who is called in to cover a split shift will work the entire split shift as scheduled.

Should this part time employee refuse to work the entire split shift as scheduled, this shift will be offered to the next available part time employee in order of seniority

ARTICLE 4 – GENERAL AND STATUTORY HOLIDAYS

4.01 The following days shall be designated as holidays under the terms of this Agreement or such other days as may be observed for such holidays.

New Years Day	Family Day
Good Friday	Victoria Day
Canada Day	New Brunswick Day
Labour Day	National Truth and Reconciliation
Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day

PERSONAL HOLIDAY

Full-time employees shall be granted a Personal Holiday consistent with their regularly scheduled assignment. Employees must request their personal holiday two (2) weeks in advance for scheduling purposes and will be subject to management approval.

If the personal holiday is 12 hours long, the employee gets paid 12 hours holiday pay. one (1) personal holiday shall be added to the list of recognized holidays. Such holiday shall be taken by mutual agreement between the employee and the EMPLOYER with the employee giving a minimum of two (2) weeks notification of his intent to schedule said holiday.

4.02 Any employee requested to work on a Holiday shall be guaranteed a minimum of four (4) hours of work or the equivalent in pay at time and a half (1.5) the basic hourly rate applicable to the classification to which he is assigned to work on such Holiday, over and above his regular Holiday pay.

STATUTORY HOLIDAYS

Holiday on a working day:

Employees are paid holiday pay for the number of hours they are normally scheduled to work on that day. The work week is reduced by this number of hours. **Unless on authorized leave, the Employee must work the scheduled shift before and the scheduled shift after the Holiday in order to receive Holiday pay. However, if the Employee is able to provide proof of illness, it will not be considered missing a scheduled shift, before or after.**

If the employee is required to work on the holiday Article 4.02 will apply.

4.03 Any employee required to work on Christmas Day or New Year's Day shall be paid at two (2) times the regular hourly rate applicable to the classification in which the employee is assigned on such holiday and such employee shall be guaranteed a minimum of Four (4) hours of work or the equivalent thereof in pay for each such call to work. Such hours shall not be included in the regular weekly hours of work for that week.

4.04(a) Any employee who is scheduled to work and does work on any of the designated holidays shall be guaranteed a minimum of four (4) hours of work or the equivalent thereof in pay at one and one half (1 ½) times his basic hourly rate or at the Employers option shall be granted a substitute day off with pay at straight time, to be taken at a mutually agreed upon time. If not taken prior to scheduled vacation, a substitute day off under this paragraph shall be added to the scheduled vacation period. All hours worked on a holiday shall be considered as hours worked and shall be added in the accumulated hours of work for that week.

(b) Holiday on a day off:

If the employee works a varied schedule each week in the hours per day then he is paid eight (8) hours holiday pay for the day.

If the employee works a standard schedule each day such as 4 – 10 hour shifts, then the employee will be paid 10 hours holiday pay.

In both cases the workweek is reduced by the number of hours the employee is paid in holiday pay.

ARTICLE 5- VACATIONS

5.01 Employees who have completed one (1) full year of service as such during the previous calendar year, January 1st through December 31st, shall be granted a vacation of two (2) weeks with pay. Employees who have completed five (5) years of service as such during the previous calendar year shall be granted a vacation of three (3) weeks with pay. Employees who have completed ten (10) years of service as such during the previous calendar year shall be granted a vacation of four (4) weeks with pay. Regular full-time employees who have completed eighteen (18) years of service as such the previous calendar year shall be granted a vacation of five (5) weeks with pay. For the sake of clarity, "as such" means "as a full-time employee".

5.02 Vacation pay for regular full-time employees shall be computed on the basis of four percent (4%), six percent (6%), eight percent (8%), or ten percent (10%) of the employee's total earnings during the previous calendar year for employees entitled to two (2), three (3), four (4) or five (5) weeks vacation respectively, as the case may be.

Vacation weeks are based on a 40 hour work week (5 weeks=200 hours; 4 weeks=160 hours; 3 weeks=120 hours; 2 weeks=80 hours; 1 week=40 hours).

Vacation weeks must be selected by seniority no later than March 31st for the calendar year. From April 1st to June 30th, vacations may be selected on a first come first serve basis. Any vacations not selected by July 1st will be scheduled by the company.

Single vacation days reduce the vacation allotment by the hours taken on each vacation day.

Employees with five (4) or more weeks of vacation entitlement have the option of using up to two (2) weeks of vacation in single days. All other Employees who chose the option of taking single vacation days can only take a maximum of one (1) week of their vacation entitlement as single days. Employees using single vacation days must declare at the time of the vacation selection bid and requests must be made in writing at least 10 days prior to the requested day off.

Single vacation days reduce the vacation allotment by the hours taken on each vacation day. Employees wishing to use single vacation days will submit scheduling requests after the vacation bidding has occurred and such requests are subject to the maximum vacation set out in Article 5.

Single day vacation days will not be deemed ‘vacation weeks’ for the purposes of availability of vacation positions. However, single vacation days and scheduled full vacation weeks are considered when determining whether a vacation selection is available.

See the chart below for an example if the vacation maximum was one (1) employee per week:

<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
Employee A – Vacation Week	Employee A – Vacation Week	Employee A – Vacation Week	Employee A – Vacation Week	Employee A – Vacation Week		
		Employee B – Single Vacation Day (not allowed)			Employee C – Single Vacation Day (allowed)	

5.03 If a designated holiday occurs during any employee’s paid vacation, they shall be granted one (1) additional day’s pay in lieu thereof computed on the basis of eight (8) hours at straight time hourly rate or he shall be granted one (1) additional day off with pay provided the date of such day off shall be mutually agreed upon between the Employer and the employee.

5.04 The vacation period for each year shall extend from January 1st to December 30th. Vacations must be taken during the vacation year.

5.05 Employees shall select their respective vacations in order of their Branch Seniority within the bargaining unit; the chart below determines the maximum number of full-time bid position vacation allotment during any week. It is agreed to allow (2) employees to be off at one time in Moncton, provided operations permit. **The Operations permitting requirement shall not be used in a malicious manner.**

Bathurst will be allowed one employee off per week unless staffing falls within the chart amounts.

In the event operational needs impact vacation approvals, the Employer shall consult with the Union to explore solutions that may allow the requested time off.

Selection by order of seniority will commence by March 1st after the completion of the bid. This process will occur without delay such that it is completed, and Employees provide the Employer their vacation picks individually or in order of Seniority before March 31st. The finalized vacation weeks will be granted in order of seniority, and the finalized list will be posted within 7 days,

The vacation schedule shall be posted by January 1st of each year.

Employees, who have not selected or taken all of their vacation by October 1st, will have such vacation period determined by the Employer.

Any employees wishing to take vacation during the period from January 1st, to March 31st, shall be permitted to do so in accordance with seniority on a first come basis.

11 - 20 full time bid positions /branch..... 2 per week

21 - 30 full time bid positions /branch 3 per week

Over 30 full time bid positions /branch 15% per week

5.06 In the event a regular full-time employee shall complete less than one (1) full year of continuous service as such during the previous calendar year, they shall be granted a prorated vacation with pay during the current calendar year up to a maximum of two (2) weeks. Pay for such vacation shall be computed on the basis of four percent (4%) of his total earnings for the previous calendar year.

5.07 In the event the employment of a regular full-time employee, shall be terminated, they shall then be paid for all vacation they have earned during the last full calendar year but not taken, plus prorated vacation pay computed at four percent (4%), six percent (6%), eight percent (8%) or ten percent (10%) as the case may be, of the employee's earnings during the current calendar year.

Part-time employees terminated, will be paid in accordance with Part III of the Canada Labour Code.

ARTICLE 6 – SENIORITY

6.01 There shall be one (1) full-time seniority list and one (1) part-time seniority lists for each of the following locations: Bathurst, Moncton.

6.02 Seniority shall prevail in promotions, provided the employee possesses the skill, ability and qualifications necessary. If deemed necessary by the Employer, the successful applicant will be provided appropriate refresher training by within 30 days.

- 6.03 (a)** Branch Seniority shall prevail with respect to layoffs and to re-employment after layoffs, irrespective of classifications, provided employees are qualified to perform the work required.
- (b)** Division Seniority shall prevail with respect to all other clauses of the Agreement unless otherwise stated.
- (c)** Employees who have not forfeited their seniority rights as hereunder provided shall be recalled in order of seniority.
- 6.04** Notices of vacancies or promotions shall be posted on a bulletin board for five working days.
- 6.05** A Master and a Location Seniority List shall be placed on the bulletin board and will be revised by the Company every three (3) months. Copies of these lists shall be forwarded to the Union.
- In the event two (2) or more employees have the same full time seniority date, their hire date shall determine their seniority. In the event of identical hire dates, seniority will be determined by Date of Application.
- 6.06** The EMPLOYER may refuse the promotion of an employee but upon request from the UNION must show reasonable cause for such refusal. The promotion of an employee to a higher classification shall be made subject to a trial period of three (3) months during such trial period an employee who fails to meet the requirements of the EMPLOYER may be demoted to their former classification without loss of seniority. Such demotion shall not be subject to the Arbitration Procedure. During said trial period, an employee may at their request return to their former classification without loss of seniority. The EMPLOYER reserves the right to work employees in any classification covered by this Agreement and to designate what run an employee shall work upon.
- 6.07** The EMPLOYER reserves the right to determine the skills, ability and qualifications of any employee to be promoted from part-time status to full-time status and its decision shall be final.

TRAINING

- a)** When a vacancy is created, the position will be offered to the most senior capable and qualified full-time employee applying in writing for such vacancy.
- b)** The Employee will be subject to a refresher training period not to exceed thirty (30) days. The performance of the employee will be reviewed bi-weekly during said period.
- c)** At the expiration of the period of thirty (30) days, management will make a determination as to the success or failure of the refresher training period. At this time, the employee will be promoted to the full time vacancy or will revert back to his/her former position.

- d) Management's decision in this case will be final.

Management will provide written response to an unsuccessful employee.

6.08 The EMPLOYER agrees to furnish the UNION with a new and accurate seniority list on January 15th and June 15th of each year.

6.09 Promotions Outside Bargaining Unit

When an employee is transferred or promoted to a position outside the bargaining unit, he will retain his seniority and continue to accumulate seniority for a period not to exceed ninety (90) calendar days from the date of such transfer or promotion. After such ninety (90) calendar-day period, the employee shall not have any seniority under this Agreement.

Should the employee return to the bargaining unit within a period of ninety (90) calendar days, and there is then no vacancy which, by reason of his seniority, he is entitled to fill, he may displace the employee with the least seniority, provided he has the skill and ability to do the work of the junior employee. In the event of such displacement, the senior employee will be reclassified into the job classification of the junior employee and be paid the rate of such job.

Any employee returned to the bargaining unit following a transfer pursuant to this Article 6.08 shall qualify for benefits under this Agreement, based on his total continuous service with the Company. This shall be done once during the term of the employee's employment.

Full time employees who have taken full time employment in another organization or company will be classified as having resigned their employment with Brink's Canada Limited, and should they remain as part time employees, will be placed at the bottom of the part time seniority list.

It is understood that such full time employees will have lost his full time seniority and all privileges attached to it.

6.10 Loss of Seniority - Seniority rights and employment shall cease for any of the following reasons:

- 1) if an employee quits or retires;
- 2) if an employee is discharged and the discharge is not reversed through the grievance procedure;
- 3) if an employee has been absent from work for more than five (5) working days without notifying the Company and providing a bona fide reason for this absence;
- 4) if an employee fails to return to work promptly upon termination of an authorized leave of absence, except in case of a bona fide emergency;

- 5) if an employee fails to report for work within one (1) week when recalled by the Company after a lay-off, or failure of the employee to inform the Company within five (5) working days of recall that he will report for work, unless he has a bona fide reason; notice to return to work shall be in writing and shall be deemed to be sufficient if sent by registered mail to the employee's last known address on file with the Company. When work of a temporary nature of a continuous four (4) weeks or less becomes available while seniority employees are on lay-off and they are recalled, they shall have the right to refuse or accept such temporary work without affecting their seniority status under this Agreement.
 - 6) if an employee is laid off for a period of eighteen (18) months
 - 7) if an employee utilizes a leave of absence for purposes other than those for which the leave of absence was granted.
 - 8) if an employee permanently loses a required license or permit due to his own actions.
- 6.11 (a) In the event that the Company opens a new Branch within the bargaining unit, any qualified employees, by overall seniority bargaining unit wide, will be allowed to transfer. It is understood that the employee will pay all costs of relocating and will be paid and work under the wages and job conditions then established at such new location.
- (b) In the event that existing Branches are closing as a result of the opening of a new Branch, employees displaced will have first right of refusal to the new Branch by seniority.
- (c) When a new Branch is opened, current employee seniority will be used to establish the new Branch seniority list after which the Branch seniority list will be closed and any movement between Branches will be as in Article 6.10(a)
- (d) Employees will only bid within their own Branch.

ARTICLE 7 – UNIFORMS

- 7.01 The Employer shall furnish and pay for uniforms for employees as required. **The Employer shall ensure that uniforms issued are either new or free from damage, stains and in good condition including dry cleaned and inspected prior to issuance.** The style type and quantity of specific items shall be determined by the Employer. Such uniforms shall remain the property of the Employer. All uniform items, including shirts, shall be replaced on a one for one exchange basis when deemed appropriate by management. Spare uniform items will be maintained at the Moncton branch to facilitate the exchange process The employer shall direct the appropriate code of uniform dress.
- 7.02 The Employer shall provide each Armoured/ ATM employee a bullet resistant vest. The vest shall be the type to be worn over the employee's uniform. The Employer and employee will ensure vests are properly measured. This vest shall be eligible for replacement every five (5) years, or as warranty reflects. The vest shall be a Level III A. It will be mandatory for

employees to wear such vest. Failure to wear an issued bullet resistant vest may result in discipline.

7.03 Shirts will be issued to the part time employees based on their average number of workings days in a week. That is to say that an employee who works on average three (3) days per week will receive three (3) shirts and an employee who works two (2) days per week on average will receive two (2) shirts.

7.04 Upon ratification, the Employer agrees to provide a Safety Footwear Allowance by reimbursing full-time employees up to **one hundred dollars and seventy five (\$175.00)** 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 after ratification and work at least two hundred and forty (240) hours. **Receipts must be for the same calendar year that the request for reimbursement is requested. Effective Jan 1 2025 footwear allowance will be reimbursed based on calendar year.**

ARTICLE 8 – DUTIES AND FUNCTIONS OF EMPLOYEES

8.01 As per Employee Handbook.

ARTICLE 9 – CHECK OFF

9.01 Upon receipt of a written authorization form and executed by the employees, members of the union, thereby authorizing the employer to do so, the employer agrees to deduct from the payroll of each employee the amount of dues and frequency set by the secretary Treasurer of local 927. Such deductions shall be remitted promptly by the employer to the union monthly. The employer will provide the social insurance number for all employees on the check-off list. The check-off list will show employee's name, social insurance number and amount paid.

When a new employee is hired and after serving Ninety (90) days with the employer, upon receiving notification from the union, will deduct the initiation fee set out by the union and have it remitted with the employee's dues. Twice a year the company will provide a list of all members' addresses.

9.02 If an employee shall be absent on vacation during the week from which the deduction will be made, the deduction shall be made from the employee's vacation pay.

9.03 The written authorization shall be in a form approved by the EMPLOYER and once executed shall be irrevocable during the term of the Agreement or for the maximum period permitted by law, whichever may be the shorter.

9.04 The UNION shall indemnify and save the EMPLOYER harmless from any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the EMPLOYER in making deductions herein provided for.

9.05 The Company will list the annual regular Union dues paid by each employee on his income tax T4 statement.

ARTICLE 10 – SHOP STEWARDS

10.01 Shop Stewards shall be appointed or elected as the Union so wishes, to see whether the members of the Union and the Company follow the provisions of this Agreement and to report any infractions of such provisions to the Manager, who shall promptly deal with same. There shall be no discrimination against the Shop Stewards for lawful Union activities, and the Shop Steward shall not let his duties unduly interfere with his regular work assignment.

10.02 The Union shall advise the Company in writing of the names of the Stewards, who shall be employees who have completed their probationary period, at the time of signing of the Agreement and within five (5) days of any change of employees selected to so act during the term of the Agreement.

10.03 The EMPLOYER shall not discriminate against the steward due to their legitimate UNION activities.

10.04 Employee payroll records will be made available to the Stewards upon twenty-four (24) hours' notice if required to investigate a potential grievance. The Business Representative of the Union shall be admitted to the Company's premises during regular working hours at a mutually agreed time, upon proper identification and shall be permitted to inspect the time cards, payrolls and equipment used by employees in order to determine that the terms of this Agreement are being observed, provided he shall have no unescorted access to the security area.

10.05 In the event the steward or any other employee shall be duly elected or appointed by the UNION to attend a Labour Convention, or serve in any capacity on other official UNION business, he shall be given the reasonable or necessary time off without pay and without discrimination to attend such UNION matters. The UNION shall give the EMPLOYER (notice of the requested time off) at least seventy two (72) hours prior to the commencement thereof. **Such leaves of absence shall be revocable upon seventy-two (72) hours' notice by the Union. The Union will endeavor to provide as much notice as practicable and comply with the scheduling request deadline for such leaves.**

10.06 The Company will recognize the Shop Stewards selected in accordance with the Union rules and regulations as the representatives of the employees in the respective groups or Branches for which they are chosen, and hereby recognizes that the power to appoint and removal thereof is solely vested with the Union.

- 10.07** If the Company discharges the Shop Steward, the Union shall be advised prior to such discharge and he shall have the right to representation from his Union Business Representative.
- 10.08** The stewards shall be permitted reasonable time to investigate, present and process grievances on the employer's property without loss of time or pay during their regular working hours. Such time spent on handling grievances during the steward's regular working hours shall be considered working hours in computing overtime if within the regular schedule of the stewards. The shop steward's activities shall not interfere with the Employer's business.
- 10.09** The Shop Stewards shall be the last employees laid off, and their lay-off shall be in reverse order of their respective seniority within the Branch. Once elected, the Steward shall remain with the Branch for the duration of his term.

ARTICLE 11 – GENERAL CONDITIONS OF EMPLOYMENT

- 11.01** All conditions of employment or working conditions relating to wages, hours of work, overtime pay, vacation, holidays and all other general conditions of employment are specifically set forth and embodied herein and no separate oral or written agreements shall be entered into with any individual members of the UNION that are inconsistent with this Agreement.
- 11.02** Except where conflicting with other articles of this Agreement, the conduct of all employees covered by this Agreement shall be guided by reasonable rules and instructions promulgated by the EMPLOYER from time to time. The UNION shall be given prompt notice in writing of new rules or regulations established by the EMPLOYER. The reasonableness of any rules shall be the proper subject of arbitration.
- 11.03** A completed weekly schedule of work showing the days of work, days off, starting time and run assignments for all employees will be posted on Thursday noon of the preceding week except in the case of a week in which a Federal or Provincial holiday falls.
- Once posted, changes may be made in said schedule when weekly guarantees have been satisfied as per Article 3.02 above; to meet emergencies; adjust for absenteeism, tardiness, extra work and to correct apparent errors. Such changes shall be posted as early as may be feasible. Vacancies occurring in the assignments may be filled by part-time employees.
- 11.04** The employer shall pay for all premiums on bonds of employees as required in the performance of their duties.
- 11.05** Employees shall be paid once Bi-weekly on a designated pay day by direct deposit. The Company shall provide every employee covered by this Agreement on each pay day, with a separate or detachable written or printed itemized statement in respect to all wage payments to such employee. Such statement shall set forth the total hours worked, total overtime hours worked, the rate of wages applicable, and all deductions made from the gross amount of wages.

Any shortages or errors in pay over fifty dollars (\$50.00) will be paid by **direct deposit** within four business days of an employees request for payment to cover the shortage. The time specified herein shall be exclusive of Saturday, Sunday and holidays.

When there is an error of short payment or any other type of error under fifty dollars (\$50.00) this shall be corrected on the following payroll. **The Employer may recover, from an employee's pay, any erroneous overpayments by reasonable repayment plan after consulting with the employee and the Union.**

- 11.06** All employees covered by this Agreement shall at all times use their best endeavor to further the interest of the EMPLOYER.
- 11.07** Except as provided to the contrary in this Collective Agreement, regular full-time employees called to work shall receive a minimum of four (4) hours of work or the equivalent thereof in pay and all part-time employees called to work shall receive a minimum of three (3) hours of work or the equivalent thereof in pay.
- 11.08** The EMPLOYER shall provide a course of training by a qualified instructor for those employees who are otherwise qualified and who wish to become messengers, and for those employees holding chauffeur's license who wish to become drivers.
- 11.09** If employees are required to remain out of town over night, they shall be paid for all time while out of town while they remain on duty. They shall be provided with clean, comfortable lodging (single accommodation) and they shall be paid meal expenses at the rate of **fifty-eight dollars and three cents (\$58.03)**. The employee shall be paid a minimum of eight (8) hours for each day for such layover.
- 11.10** Employees will be paid a meal allowance of **\$20.00** when their hours worked exceed 13.0 hours per shift. This allowance will be paid by direct deposit as a non taxable benefit on the payroll deposit for that week.

Employees will be granted a 15-minute paid break for each four hours worked. If an employee is asked to work through these breaks he/she will be compensated in paid time at the end of his/her shift. These breaks are not to include refueling.

- 11.11** Employees **scheduled for requalification on a non-working day** will be paid a minimum of four (4) hours at straight time, twice (2) per year for the purpose of shooting practice and qualification. These hours will be considered training hours and will not go towards the accumulation of overtime.

The parties agree that it is in both the employees' and the Company's interest that, employees receive thorough training, covering among other things, firearms handling and operating procedures.

Employees scheduled to attend requalification on a work day, will be paid for their time as though it was hours worked.

11.12 Should an employee from one operating center be required to perform bargaining unit work in another center, they will be paid for their travel time to and from these centers, in addition to the applicable mileage or the use of a company vehicle.

This will be in effect only after: a) all local bargaining unit members have been canvassed to work b) then the local Supervisor will be canvassed. After the above is exhausted, a bargaining unit member will be called in from another area.

11.13 The Employer may ask an employee to submit to polygraph testing during the course of an investigation. However, no employee will be disciplined for refusing to take a polygraph.

11.14 Crewing

- (a) All Armoured car operations will have a minimum crewing level of two (2) armed guards.
- (b) Paragraph (a) does not apply when a chase vehicle is attached to another 2 man crew, or a guard taking a vehicle for maintenance.
- (c) Providing the Union agrees, paragraph (a) of this Article does not apply to secure point to point shuttles that travel directly from a secure location to a secure location and non-traditional work that may require a reduced crew for a competitive bid. If the Employer intends to implement secure point to point shuttles or non-traditional work in this bargaining unit it will consult with the Union, the NHSPC and the local JHSC. The Employer will thoroughly review and address safety concerns brought forward and the Company shall not implement without agreement from the Union - the members will be consulted and the model will be voted by the membership (majority vote).

ARTICLE 12 – ABSENCE

12.01 The EMPLOYER agrees to carry Worker's Compensation Liability Insurance with a recognized company to protect members of the UNION should they be injured, disabled or killed in the scope of their employment with said EMPLOYER. The Company will abide by all Provincial Worker's Compensation Rules and Regulations in either New Brunswick or Prince Edward Island. The Employer will pay Worker's Compensation Premiums.

12.02 The EMPLOYER agrees to cooperate toward the prompt settlement of employee on-the-job injury claims when such claims are due and owing as required by law. The EMPLOYER shall provide Worker's Compensation protection for all employees even though not required by Provincial law or the equivalent thereof if the injury arose out of or in the course of employment.

12.03 Any employee who is injured on the job, and is sent home, or to a hospital, or who must obtain medical attention, shall receive pay at the applicable hourly rate for the balance of their regular shift on that day. The employer will insure the employee has transportation home or from Hospital to home, and pay all authorized costs of transport of the employee.

- 12.04** In the event full- time employees are required to serve on the jury, they shall be paid the difference between the jury fees and the pay for their guaranteed work week for each such week of jury duty, provided the employee shall make himself available to work for the Employer during the said period when the employee is not required to serve on the jury. Such employee shall not be required to work until after a rest period of twelve (12) hours have elapsed. The employer reserves the right to call upon said employee in cases of emergencies. Time served on jury duty shall be deemed to be hours worked for the purpose of overtime.
- 12.05** In the event an employee is subpoenaed to appear as a witness on behalf of the Employer in a case where the Employer is involved, such employee shall be paid eight (8) hours at the regular straight time hourly rate for each day the employee is required to so appear. This amount shall be reduced by any wages paid for work performed on days of such appearance and/or any witness fees to which the employee may be entitled.
- 12.06** If any employee is subpoenaed as a witness where the Employer is involved, the Employer will pay for all time lost as a result of said subpoena.
- 12.07** Death in Family - In the event an employee shall, while actively employed as such, suffer a death in their immediate family, (i.e. parents, grandparents, father-in-law, mother-in-law, spouse, children, brother or sister, step parents, legal guardians or common-law spouse), they shall be granted a leave of absence immediately following the date of such death up to and including the date of the funeral, and will be paid for their regular scheduled shift at their regular straight time hourly rate for each of their scheduled working days, which may occur during said leave of absence, up to a maximum of three (3) working days, provided the employee shall attend and participate in the funeral and wake. The company further agrees to the inclusion of one day for each of sister-in-law and brother-in-law with the above conditions. In the event the funeral is out of the Province, an extension of two days without pay will be added, if requested, for travel time.
- 12.08** **Leave of Absence:**
- a) Any employee desiring leave of absence from his/her employment shall secure written permission from the Employer. The maximum leave of absence shall be for ninety (90) days and may be extended for like periods. Permission must be secured from both the UNION and Employer. During the period of absence, the employee shall not engage in gainful employment. Failure to comply with this provision shall result in complete loss of seniority rights for employees involved.
 - b) In the event an employee is elected or appointed to service as a UNION official, such employee shall be granted a leave of absence for the sole purpose of accumulating seniority hereunder up to a maximum period of one (1) year. Such employee shall have the right to return to work for the Employer at the expiration of such leave, provided they meet the Employer's normal requirements for employment at that time.
 - c) Subject to operational requirements a maximum of two (2) employees drawn for a New Brunswick resident moose license, or appointed designated moose hunter licence, shall be

granted the duration of the season off. Time shall be unpaid unless the member chooses to use vacation/personal time. Copy of the licence and written request for time off must be submitted to management in advance of the time off.

12.09 Sick Leave & Personal Leave:

Regular full-time employees who shall be unable to work due to non-service connected sickness or injury or other matter(s) covered by Canada Labour Code personal leave shall be granted leave

The *Canada Labour Code* was recently amended to provide for paid sick leave for workers under federal jurisdiction.

Regular full-time employees who shall be unable to work due to non-service connected sickness or injury or other matter(s) covered by Canada Labour Code personal leave shall be granted leave

The intention of the parties is to provide paid sick leave in accordance with recent amendments to the Canada Labour Code taking into account the leave regime that was in place prior to these amendments. If the *Canada Labour Code* is amended to reflect a different paid sick leave plan, the sick leave provisions of the collective agreement, the parties meet to discuss the impact of these changes on the current collective agreement, provided that in no case are the conditions that prevailed prior to the signing of this agreement (40 hours of paid sick leave per year) preserved at all times. As such, the parties agree as follows:

On January 1 of each year, full-time employees are credited with a bank of five (5) sick days. Thereafter, for each month of active service, the Employee accumulates one (1) additional sick day up to a maximum of ten (10).

Employees who are hired after January 1 receive, after thirty (30) days of active service, three (3) days of sick leave deposited in their bank. Thereafter, they accumulate one (1) sick day per month of active service for a maximum of ten (10) in the calendar year.

An employee who uses a sick day is paid at their hourly rate according to the number of hours scheduled for their scheduled shift.

The Employer reserves the right to require medical proof for an absence of five (5) consecutive days or more or when permitted by the Canada Labour Code. Employees may carry forward paid medical leave days acquired but not used to the following year, but the maximum number of paid days they acquire in that year is subtracted from the number of days carried forward.

However, full-time employees who have remaining sick leave at the end of each calendar year will receive payment for sick days in excess of five (5) days¹. This payment shall be made no later than 31 December.

Part-time employees earn medical leave in accordance with the Canada Labour Code. Specifically, at the beginning of each month after completing one month of continuous employment with the employer, the employee will earn 1 additional day of medical leave with

¹ Full time employees must have utilized fewer than 40 hours sick leave and the payout is based on the usage subtracted from 40 hours.

pay up to a maximum of 10 days per year. Part-time employees will be paid for their scheduled shift when using medical leave.

Employees are entitled to personal leave in accordance with the provisions of the Canada Labour Code (CLC).

ARTICLE 13 - EQUIPMENT- HEALTH AND SAFETY

- 13.01** The Employer and the Union recognize the benefits to be derived from a safe and healthy place of employment. It is agreed that the Employer, the employees and the Union will co-operate fully to promote safe work practices, health conditions and the enforcement of safety rules and procedures as established by the governing regulatory authorities and defined in the Canada Labour Code Part II.
- 13.02** Employer will install and properly maintain heaters and air conditioning on all vehicles.
- 13.03** The garage and office shall be adequately heated and ventilated.
- 13.04** The Employer shall make reasonable provisions for the safety and health of its employees during the hours of their employment, and provide proper first-aid Kits, including a proper first-aid kit in every service vehicle.
- 13.05** The employer will pay straight time for safety meetings.
- 13.06** The employer shall ensure that a health and safety committee is maintained in accordance with the Canada Labour code.

Equipment

- 13.07** The employer shall not require employees to operate any equipment which is not equipped with safety features required by law.
- 13.08** The employer will ensure that there always a duty manager to answer the telephone in the event of an emergency while there are crews on the road engaged in regularly scheduled work.
- 13.09** All employer vehicles will be equipped with appropriate communication devices as deemed necessary by the employer. The parties agree that there will be no abuse of their use.
- 13.10** Moving violations shall be the sole responsibility of the driver. Eg. speeding, failure to stop, improper traffic driving and reckless driving. Any violations that occur while driving an employers vehicle must be reported to a member of management within 24 hours of the occurrence.
- 13.11** All new traditional armoured vehicles shall be equipped with air conditioning and hydraulic seats or air-ride seats. New non-traditional armoured vehicles will be equipped with air-conditioning and appropriate adjustable seating.

- 13.12** It is to the mutual advantage of both the employer and the employees that employees should not operate vehicles which are not in safe operating conditions and not equipped with safety features required by law. It shall be the duty of the employees to complete vehicle inspection forms, and to report promptly in writing to the employer, all defects in the equipment. It shall be the duty of the employer to maintain all vehicles in safe operating condition in accordance with the applicable regulations. The maintenance of equipment in sound operating conditions is not only a function but a responsibility of management. The determination of, as well as the responsibility for, all decisions with regard to the safety of vehicle equipment shall rest with a qualified and licensed motor vehicle mechanic.
- 13.13** Employees shall, immediately or at the end of their shift, report all defects of equipment to the employer. The reports shall be made on a suitable form supplied by the employer, and shall be made in multiple copies , one copy that is to be retained by the employee.
- 13.14** Drivers will be responsible for checking their vehicles before leaving the branch and also be responsible for the cleanliness of the interior of the vehicle.
- 13.15** All employees must produce a valid drivers license once per year period. Employees must provide the employer with written permission to obtain their abstract on their behalf. The cost of obtaining the drivers abstract will be borne by the employer.

ARTICLE 14 – BULLETIN BOARDS

- 14.01** A bulletin board shall be located in a conspicuous place on the Company's premises to serve as a notice board for the employees. This notice board shall be for UNION purposes only and shall be furnished at the expense of the EMPLOYER. The bulletin board shall be locked. (Company agrees to Bulletin Boards in Fredericton, Moncton, Bathurst)
- 14.02** The UNION may post notices of UNION meetings and other activities on such bulletin board provided for the purpose. Such notices shall first have the approval of the EMPLOYER.

ARTICLE 15 - GRIEVANCE PROCEDURE

- 15.01** Any complaint, disagreement, or difference of opinion, between the Company, the Union or the employees covered by this Agreement, which concerns the interpretation or application of the terms and provisions of this Agreement, shall be considered a grievance, and shall be adjusted and settled within the terms and conditions as set forth in this Agreement, in the manner provided by this Article, unless otherwise expressly provided in this Agreement. The procedure for such adjustment and settlements shall be as follows:

STEP 1 Any grievance of an employee shall first be taken up between such employee and the Supervisor and the supervisor shall have 5 days to reply.

Time limit to institute a grievance;

- i) Termination or layoff - seven (7) days, however any liability will be limited to the date of grievance.
- ii) All other employee grievances -fifteen (15) days from the date of the grievance, however any liability will be limited to the date of grievance.

STEP 2 Failing settlement under Step 1, such grievance shall be taken up between the representative of the Local Union or Shop Steward, and the appropriate Company representative. Such grievance shall be in writing and signed by the employee. The company will respond in writing within seven (7) days.

STEP 3 Failing settlement under Step 2, such grievance and any question, dispute or controversy that is not of the kind that is subject to Steps 1 and 2, shall be reduced to writing and taken up between the Business agent or other bargaining representative of the Union, and an Employer representative.

STEP 4 Failing settlement under Step 3, within forty five (45) days the matter will be referred to an agreed upon neutral Arbitrator, who will meet with the Parties to hear both sides of the case. The Arbitrator's decision will be final and binding.

Failing to agree upon a neutral Arbitrator, Federal Mediation and Conciliation Services will be requested to appoint a neutral Arbitrator whose decision shall be final and binding. The cost of the Arbitrator will be borne equally by the Union and the Employer.

The above notwithstanding, the Arbitrator shall have no power to add to, to subtract from, or to modify any of the terms of this Agreement, or any agreement made supplementary hereto, and shall render a decision not inconsistent with the terms of this Agreement or any supplement hereto.

15.02 Employee's Record

Any adverse statements, warnings, reprimands or suspensions will be removed from the employees file after twelve months from this occurrence provided there has been no reoccurrence of a similar incident.

If warnings, reprimands, etc., are to be put into an employee's personnel file, a copy of same will be given to the employee with a copy to the Union, within seven (7) days of the event giving rise to the warning, reprimand, etc., otherwise it shall be considered null and void. For greater clarity, this time limit only begins from the date that the company has knowledge of circumstances that led to the discipline and this time limit shall not exceed four (4) weeks, except for theft or fraud. If the company becomes aware of circumstances that will result in a disciplinary response while an employee is absent from work, the discipline will be given

out within the seven (7) day limit as spelled out herein, unless the employee remains unavailable and, if such is the case, then the discipline will be given out on the first day the employee is actively at work. Any adverse statements affecting employment will made available to the business agent to view.

15.03 Any employee, with twenty-four (24) hours' notice and on his/her own time, shall be allowed to inspect his/her own personnel file. The Business Representative acting on behalf of the Union, with the written permission of the employee, shall be permitted to inspect the personnel file of the employee upon reasonable notice of such request.

15.04 Discharge or Suspension Notice

If the Company suspends or discharges an employee, it shall notify both the employee concerned and the Steward, in writing, within two (2) working days of the suspension or discharge, giving the reasons for such discharge or suspension. However, if an employee is suspended pending investigation, he shall be paid for the first 3 working days of the Company's investigation.

15.05 A Steward, or another employee if a steward is not immediately available, shall be present at any disciplinary meeting regarding verbal or written warnings, suspensions and discharges or any other meeting that could lead to discipline.

ARTICLE 16 – ARBITRATION

16.01 Any grievance between the Employer and the Union which cannot be satisfactorily adjusted between them as per Article XV of this Agreement, shall be referred to and immediately taken up within forty-five (45) calendar days after a final decision has been received on any grievance, to a single Arbitrator selected by the parties. The Arbitrator shall adjust said difference, and while said difference and matters are pending adjustment, there shall be no lockout or strike, and the decision of the Arbitrator shall be final, conclusive and binding upon both the Employer and the Union. The Employer and the Union shall make themselves available for the necessary meeting hereunder within a reasonable period of time. The expenses and fees of the chairman shall be shared equally by the Employer and the Union. The Minister of Labour shall appoint an Arbitrator, should the parties be unable to agree on the appointment of a single Arbitrator.

ARTICLE 17 – EMPLOYER'S RIGHTS

17.01 The conduct, control and management of the EMPLOYER'S business, the direction of its working force, and the determination of the employee's ability to perform the work required are the sole and exclusive prerogatives of the EMPLOYER.

17.02 The location of the branches where employees shall report for work and finish work, the type and kind of service to be rendered, the locations to be serviced, the addition, extension or discontinuance of work, and any and all changes pertaining to such matters which may be made from time to time in the interest of efficient operations are the exclusive rights of the EMPLOYER, provided the EMPLOYER shall exercise its rights in a manner that is fair, reasonable and consistent with the terms of the Agreement.

17.03 The EMPLOYER reserves the right to discipline and discharge employees for just cause. It is agreed that among other acts, dishonesty, use or possession of alcoholic beverages or any illegal, non prescribed drugs while on duty are just cause for discharge.

DISCIPLINE

For disciplinary purposes a week is based on 40 hours and a day is based on the total scheduled hours for the day(s) in question.

ARTICLE 18 - GROUP INSURANCE PLAN

18.01 The Employer shall provide full-time employees with a Group Insurance Plan which shall be identical to that described in a separate document, and which shall be subject to the terms of the Master Policy or Policies issued by the insurance carrier. The Plan shall provide benefits as follows:

Felonious assault insurance: Amount: \$100,000.00

Group Term Life Insurance: Amount: \$30,000.00.

Accidental Death & Amount: \$30,000.00

Dismemberment Insurance:

Weekly Accident & An amount equal to 65% of your weekly earnings

Sickness Benefits: (rounded to the next higher multiple of \$1.00 if not already a multiple thereof), up to the maximum amount provided under the Unemployment Insurance Act of Canada.

Long Term Disability Insurance: Monthly Benefit: Amount equal to 60% of your monthly earnings as of the commencement of Total Disability.

Major Medical Plan: As per Master Policy.

Lifetime Maximum: \$250,000 per covered person.

Termination: At your attainment of age 65 or your retirement, if earlier.

DENTAL CARE COVERAGE:

Basic and Major Services are shown in the list of Dental Services of the Policy.

Maximum: \$1,000 per Covered Person in a Calendar Year.

Termination: At your attainment of age 65 or your retirement if earlier.

Vision care Maximum \$240.00 every 24 months for lenses, frames, contact lenses and eye exams.

Drug cards will be provided to employees.

18.02 The EMPLOYER shall retain twelve/twelfths of the U.I.C. premium reduction.

ARTICLE 19 – PENSION PLAN

19.01 Effective January 1, 2021 employees participating in the Brink’s DB Pension Plan transitioned to the CAAT DB Plus Pension Plan for future service:

- (a) The DB benefit accrued in the Brink’s DB Plan will remain in the Brink’s DB Plan and credited service will be frozen; the highest average earnings (best three consecutive years) of the employee will continue to be updated until termination or retirement;
- (b) There will be a five percent (5%) Employer contribution and a five percent (5%) employee contribution;

Effective January 1, 2021 all part time employees will become eligible to opt in to the CAAT DB Plus Pension Plan in accordance with the terms in paragraph (a) above;

Effective January 1, 2021 full-time employees will participate in the CAAT DB Plus Plan in accordance with the terms in paragraph (a) above;

ARTICLE 20 - JOINT COMMITTEES

20.01 Joint Employment Equity Committee – A Joint employment equity committee shall be created to address issues related to employment equity affecting employees in New Brunswick and PEI. This committee shall meet on an ad hoc basis as required and consist of four members, two representing the Union and two representing the Company. Employees will be compensated at their normal hourly straight time rate for time spent meeting with the Committee.

20.02 Joint Union Management Committee meetings between management and the Union will be held to discuss issues of mutual interest. It is understood that these committees will not discuss

issues being handled in the grievance procedure or those being the jurisdiction of the Health and Safety Committee. These meetings will be held every 4 months by conference call.

ARTICLE 21 – SEVERANCE

- 21.01** The Employer shall provide notice of termination or pay in lieu of notice in accordance with the Canada Labour Code.
- 21.02** In addition to notice of termination or pay in lieu of notice, employees terminated due to layoffs, redundancy, or operational downsizing shall receive severance pay as follows:
1. Employees shall be entitled to 1 week of severance pay per completed year of service.
 2. Severance pay shall not exceed 26 weeks of compensation.
 3. This is inclusive of Canada Labour Code severance entitlements.
- 21.03** Severance pay does not apply to employees terminated for just cause, resignation, or retirement.

ARTICLE 22 – TERM OF AGREEMENT

- 22.01** This Agreement shall be for a period commencing the **April 25th 2025**, continuing to **September 21, 2028**.
- 22.02** This Agreement will remain in full force and effect until such time as a new Agreement has been negotiated and the procedures will have been followed and completed as per the Canada Labour Code.

In witness whereof the parties hereto have hereunto caused this Agreement to be executed by their officers and representatives thereunto duly authorized the date and year first above written.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927, for the Province of
New Brunswick**



Kevin Conway



Mark Pelkey

BRINK'S CANADA LIMITED



Lance King



Brian Ross

Remi Leblanc

[Remi Leblanc \(Oct 8, 2025 06:45:04 ADT\)](#)

Remi Leblanc

Mike Roy

[Mike Roy \(Oct 8, 2025 17:49:35 ADT\)](#)

Michael Roy

1-Oct-2025

Date

Amanda Coles

Amanda Coles

1-Oct-2025

Date

LETTER OF UNDERSTANDING 1

between

BRINK'S CANADA LIMITED

and

TEAMSTERS LOCAL UNION 927

RE: JOINT ACTION COMMITTEE

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

The Joint Action Committee will review existing runs to consider if work can be reasonably structured to create forty (40) hours blocks of full time work in a single division, subject to run efficiency, customer needs and security being met. To achieve this, the committee shall be provided within meaningful information to complete the task and shall consider the possibility of consolidation of run or other changes.

When it can be demonstrated that an additional forty (40) hour block of work is regularly available exclusive of relief for employees absent, on vacation, emergency relief and holidays, then the committee will recommend an additional block of work may be created and offered to employees in a single division for reclassification to full time and to part time employees for reclassification to full time.

The Joint Action Committee will meet 3 times per year prior to the bid, or on request if there has been a significant change in work volumes. The Joint Action Committee shall include local management and a Day and a Night designate of the Union.

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

The Parties agree to alternate the recording and production of minutes. Such minutes will be approved and signed by the respective representatives and posted in the workplace.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**



Kevin Conway

BRINK'S CANADA LIMITED



Lance King

LETTER OF UNDERSTANDING 2

between
BRINK'S CANADA LIMITED
and
TEAMSTERS LOCAL UNION 927

Medical Absence/Return to Work

The Employer, the Employer, and the Union (“the Parties”), acknowledge and commit to their roles in the duty to accommodate for disability as required by applicable law;

The Employer accepts the responsibility to ensure that employees who are disabled due to injury or illness are afforded an opportunity to participate in a workplace accommodation process;

The Parties acknowledge that in order to carry out this duty, that the Employer must be aware of an employee’s injury or illness and must be provided with supporting medical documentation containing specific restrictions associated with the injury an or illness;

Therefore the parties agree to the following:

(a) Reporting to Employer

Employees must report immediately all work related injury or illness and a non-work related injury or illness that may affect his or her ability to carry out his or her duties or regularly attend work. Employees must complete and submit (or have a Health Care Practitioner complete or submit) the required forms as soon as reasonability practicable. The employer will pay the cost for completion of the required forms.

The Employer shall provide the employee with a copy of the completed documentation upon submission.

(b) Return to Work

Upon receipt of the documentation referred to above, the Employer will attempt to provide suitable duties for an employee in accordance with relevant law and based on the restriction/limitations provided by the Health Care Practitioner. The local Union chairperson, or designate, will be informed in a timely manner of all offers of modified work and encourage their members to participate in all suitable offers of accommodation.

Suitable duties, include but are not limited to, post-injury work that is safe, productive, consistent with the worker’s abilities/restrictions, and works towards returning an employee to his or her pre-injury duties as soon as possible.

Suitable duties are subject to ongoing review in accordance with the rehabilitation process, work availability, medically supported requirements, and further requests for medical documentation.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**



Kevin Conway

BRINK'S CANADA LIMITED



Lance King

LETTER OF UNDERSTANDING 3

between

BRINK'S CANADA LIMITED

and

TEAMSTERS LOCAL UNION 927

RE: PART TIME SENIORITY

Now therefore the Parties agree as follows:

- (1) Effective upon ratification, part-time seniority will accumulate based on total hours worked within the bargaining unit;
- (2) For current part-time employees, their seniority will be converted on the basis of the following:

Total Years of part-time seniority as of ratification date X 1800.

PT Seniority Date	Total Years of Service on Ratification Date	Converted Seniority as of Ratification Date	Hours Worked Post ratification	New Total Hours for Part Time Seniority
September 1, 2000	20.0	20.0 X 1800 = 36,000	500	36,500 hours

- (3) The part-time seniority list will be updated and posted with the bids.
- (4) Full time employees who obtain part time status as a result of a reduction will have their seniority converted on the basis of 2080 hours worked per year of service.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**

BRINK'S CANADA LIMITED



Kevin Conway



Lance King

LETTER OF UNDERSTANDING 4

BETWEEN

BRINK'S CANADA LIMITED

And

TEAMSTERS LOCAL UNION 927

RE WORKPLACE HARASSMENT, VIOLENCE and BULLYING

The Employer and the Union are committed to providing a harassment free workplace. Harassment is defined as a “course of vexatious comment or conduct that is known or ought to be reasonably be known to be unwelcome”, and denies an individual dignity and respect on the basis of prohibited grounds including but not limited to, gender, disability, race, color, sexual orientation , and non-prohibited grounds including but not limited to, frequent angry yelling, shouting or blow-ups, regular use abusive or violent language, Physical, verbal or email threats or intimidation, Violent behaviours- slamming doors, throwing objects, intimidation, practical jokes, pushing, shoving, spreading gossip or rumors and the use of social media to bully, intimidate or threaten.

The workplace is defined as any Company facility and includes areas such as offices, shop floors, restrooms, cafeterias, lockers, conference rooms, vehicles, customer premises and parking lots.

Harassment may take many forms: verbal, physical or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. The following examples could be considered as harassment but are not meant to cover all potential incidents:

Unwelcome remarks, jokes, innuendos, gestures, or taunting about a person's body, disability, attire or gender, racial or ethnic backgrounds, color, place of birth, sexual orientation, citizenship or ancestry,

Bullying, intimidation, practical jokes, pushing, shoving, horseplay etc. that cause awkwardness or embarrassment,

Posting or circulation of offensive photos or visual materials,

Refusal to work or converse with an employee because of their racial background or gender,

Unwanted physical conduct such as touching, patting, pinching, etc.,

Unwelcome invitations or requests,

Condescension or paternalism which undermines self-respect, or

Backlash or retaliation for the lodging of a complaint or participation in an investigation.

Harassment is in no way to be construed as properly discharged management responsibilities including the delegation of work assignments, the assessment of discipline or any conduct that does not undermine the dignity of the individual. Neither is this policy meant to inhibit free speech or interfere with normal social relations.

Filing a Complaint

If an employee believes that they have been harassed and/or discriminated against, there are specific actions that may be taken to put a stop to it. First, request a stop of the unwanted behaviour. Inform the individual that is doing the harassing or the discriminating against you that the behaviour is unwanted and unwelcome. It is advisable to document the events, complete with times, dates, location, witnesses and details.

However, it is also understood that some victims of discrimination or harassment are reluctant to confront their harasser or they may fear reprisals from the harasser, lack of support from their work group, or disbelief by their managers or others. In this case you are not required to tell the harasser to stop. You should simply bring it to the attention of your Manager and/or Shop Steward.

Investigation

Upon receipt of the complaint, the Employer and/or the Union will then interview the employee and advise the employee if the complaint can be resolved immediately or if the complaint will require formal investigation.

If it is deemed that a formal investigation of the complaint is necessary, the Employer and Union will initiate a joint investigation; it may be agreed to use a 3rd party external investigator. Any costs for the external investigator will be borne entirely by the Union.

The investigation will include interviewing the respondent, the complainant and other persons named in the complaint or throughout the interview process. Any relevant documents or video evidence may also be reviewed.

In the event a female complainant alleges sexual harassment, the investigator, where appropriate, will be a woman. In the event a male complainant alleges sexual harassment, the investigator will be a male.

If an employee is removed from the schedule as a result of the complaint and investigation, the parties will discuss the merits of whether the employee will be paid while off work.

Reprisal

Any employee who engages in Backlash or retaliation against a complainant or anyone participating in an investigation is not tolerated and is grounds for immediate dismissal.

Resolution

Every reasonable effort will be made to complete the investigation in a timely manner. The Employer reserves the right to implement discipline where it deems it to be warranted. The Union shall reserve the right to the grievance procedure.

Right to Refuse

A bargaining unit employee alleging harassment in the workplace is encouraged to use the above procedure to resolve a complaint. The Brink's Workplace Harassment Policy is posted in all Branches and Complaint forms are available from a Manager. An overview of the Brink's Harassment Policy is also outlined in the Employee Handbook. However, it is agreed, in principle that in serious cases, or when the safety of the employee is being threatened, it may be necessary for the employee(s) concerned to either change job positions or be removed from duty.

Oversight

In addition to the above, the parties will endeavor to meet at least once per year to discuss harassment incidents that year, root causes of the incidents, and steps taken to resolve the issues. In addition, the meeting will discuss current efforts to improve harassment awareness in the workplace as well as current legislative and other trends that may be relevant to preventing future incidents.

Training

Harassment Training Program will be mandatory for all bargaining unit employees and will be paid for at the employee's straight time, regular wage rate, during off shift periods. The training will be for one half day.

Inappropriate Behaviour

Given the nature and inherent danger of our workplace, it is critical that all employees have absolute confidence in the ability of their co-workers to perform their duties in a safe and competent manner. If any employee feels that their safety is being compromised by another co-worker's behaviours, it is strongly recommended that their concerns be reported in confidence to a Supervisor, Manager, Shop Steward or Head Office Human Resources representative. The conduct, control and management of the Employer's business, the direction of its working force, and the determination of the employee's ability to perform the work required are the sole and exclusive prerogatives of the Employer, subject to the provisions of this agreement. All functions, rights, powers, and authority, which are not specifically abridged, delegated, or modified by this agreement, are recognized by the Union as being retained by the Employer.

The employer and the Union recognize the right of all employees in Brink's to work in an environment free from harassment and shall work together to ensure that harassment is actively discouraged. All reported incidents of harassment shall be thoroughly investigated as quickly and as confidentially as possible, in accordance with Brink's Workplace Harassment Policy. The Employer and the Union agree to take all steps to ensure that the harassment stops and that individuals who engage in such behaviour are appropriately disciplined, as necessary. The Employer and the Union agree that victims

of harassment shall be protected, where possible, from repercussions, which may result from a complaint.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**



Kevin Conway

BRINK'S CANADA LIMITED



Lance King

LETTER OF UNDERSTANDING 5

Between

Brink's Canada Limited (the "Employer")

And

Teamsters Local 927 (the "Union")

RE: Non-traditional Work

WHEREAS during negotiations the Parties discussed challenges and opportunities associated with the traditional services provided by the Employer;

AND WHEREAS the Parties recognize the need for the business to explore new markets and opportunities in light of industry trends;

Now therefore the Parties agree to the following:

- 1) In the event the Employer pursues a non-traditional market opportunity that requires non-traditional crewing and/or new classifications in order to be competitive or viable, the Parties agree to discuss and negotiate such terms.**
- 2) The Employer agrees that, where it shall establish a new classification or Position not currently on the wage schedule in the bargaining unit as described above it will negotiate, with the Union, wage rates to be paid employees in such classifications or positions.**
- 3) The Employer agrees that the implementation of non-traditional work, classifications, crewing models established in this CBA, shall not diminish, degrade, replace, or otherwise negatively impact the scope, job security, or working conditions of employees performing traditional armoured car work. Furthermore, any liabilities, responsibilities or security risks traditionally covered by armed guards shall not be shifted to employees in any newly created classification unless negotiated and agreed upon with the Union. The employer shall provide full transparency regarding the nature of such work to ensure it does not undermine the integrity and safety standards of traditional armoured operations.**

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**

BRINK'S CANADA LIMITED



Kevin Conway



Lance King

LETTER OF UNDERSTANDING 6

Between

Brink's Canada Limited (the "Employer")

And

Teamsters Local 927 (the "Union")

RE: Part-Time Employee Availability

This Letter of Understanding is to clarify the **availability of** hours for part-time employees.

The Employer may maintain up to **15% of total hours** of new work allocated for part-time employees **so long as this does not result in the layoff or reduction of hours for existing full-time employees or existing work.**

This allocation shall be **reviewed during each bid process**, as outlined in **Article 3.05(a)**, to ensure compliance and operational balance.

Both parties agree that any concerns regarding the impact of this provision on full-time employment levels shall be addressed in good faith discussions at the time of review. This Letter of Understanding remains in effect unless modified by mutual agreement between the Employer and the Union until the expiration of the Collective agreements Term outlined in Article 22.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**



Kevin Conway

BRINK'S CANADA LIMITED



Lance King

LETTER OF UNDERSTANDING 7

Between

Brink's Canada Limited (the "Employer")

And

Teamsters Local 927 (the "Union")

RE: Maritime Bargaining Unit

The Parties agree to discuss the creation of a Maritimes bargaining unit which will group Brinks and Teamsters 927 New-Brunswick / PEI bargaining unit & Brinks – Teamsters 927 Nova Scotia bargaining unit.

**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION 927**

BRINK'S CANADA LIMITED



Kevin Conway



Lance King