



AGREEMENT NO. 11

COLLECTIVE AGREEMENT



BETWEEN

ONTARIO NORTHLAND

AND

TEAMSTERS CANADA RAIL CONFERENCE

COVERING

MOTOR COACH OPERATORS

Expires December 31, 2010

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DEFINITION

“System” means Ontario Northland Motor Coach Services.

“Company” means Ontario Northland.

“Week means seven consecutive calendar days.

Terminals at ratification of this Agreement are the three established terminals being North Bay, Sudbury and Timmins. MCS reserves the right to amend terminals to meet operational requirements, subject always to the terms of this Collective Agreement.

The Company recognizes the Teamsters Canada Rail Conference as the fully designated and sole collective bargaining representative of all employees listed on the seniority list as per Article 16 (except those promoted to management) and for all job/duty functions as described in this Agreement 11 between Ontario Northland and Teamsters Canada Rail Conference.

ARTICLE 1 RATES OF PAY

1.1(a)(i) Rates of Pay by Kilometre:

<u>Effective</u>	<u>Line Service</u>	<u>Charters Tours</u>	<u>Operator Labourer</u>
September 1, 2006 (3%)	40.03 cents	35.32 cents	35.32 cents
September 1, 2007 (3%)	41.23 cents	36.38 cents	36.38 cents
September 1, 2008 (3%)	42.47 cents	37.47 cents	37.47 cents
September 1, 2009 (3%)	43.74 cents	38.59 cents	38.59 cents
September 1, 2010 (1%)	44.18 cents	38.98 cents	38.98 cents

(ii) Deadhead: (85% Line Service rate as per Article 12)

Effective

September 1, 2006 (3%)	34.03 cents per Km
September 1, 2007 (3%)	35.05 cents per Km
September 1, 2008 (3%)	36.10 cents per Km
September 1, 2009 (3%)	37.18 cents per Km
September 1, 2010 (1%)	37.55 cents per Km

(iii) Ride-the-Cushion: (50% of Line Service Rate as per Article 12.3)

September 1, 2006	20.02 cents per Km
September 1, 2007	20.61 cents per Km
September 1, 2008	21.23 cents per Km
September 1, 2009	21.87 cents per Km
September 1, 2010	22.09 cents per Km

(iv) Familiarization Tours: Where a Motor Coach Operator is assigned to a familiarization tour, the deadhead rate of pay shall apply.

(b) Step Rates:

The following step rates apply to all employees subject to the terms of this Collective Agreement to be paid as follows

Year 1	80%
Year 2	85%
Year 3	90%
Year 4	95%
Year 5 and thereafter	100%

Effective September 1, 2008.

Year 1	85%
Year 2	90%
Year 3	95%
Year 4 and thereafter	100%

(c) Shift Differential:

Employees whose shifts commence between 14:30 and 22:29 hours shall receive a shift differential of .0070 cents per km and employees whose shift commence between 22:30 and 06:29 hours shall receive a shift differential of .0080 per km. Shift differential will not be paid at the 1.5 overtime rate or on paid absences from duty excluding Vacation and General Holidays.

For shifts commencing between:

1430 and 2229 hours	.0070 cents per km
2230 and 0629 hours	.0080 cents per km

(d) Mandatory Direct Deposit: All current and future employees will be required to enrol in mandatory direct deposit.

1.2 Overtime will be calculated and paid on the basis of:

- Spareboard drivers at 1.5 times the applicable basic rate.
- Line Operators at 1.5 times the line rate.

1.3(a) Motor Coach Operators working as garage labourers will be compensated for such service on the basis of 55 kilometers per hour.

(b) In other instances where time is to be converted to kilometers for pay purposes each minute will equal .917 kilometer.

1.4 Rates of pay set out in Articles 1.1 and 1.2 include payments for handling of baggage and mail.

1.5 Effective October 27, 2003, a maximum commission of 25 cents will be paid for each BPX parcel or bundle carried by bus over the system. The commission will be apportioned 12.5 cents to the initial driver and 12.5 cents to final driver.

For freighter service, a maximum commission of 25 cents will be paid for each BPX parcel or bundle carried by bus over the system. Motor Coach Operators assigned to a freighter service will be paid at the charter rate on a kilometer basis.

ARTICLE 2 REPORTING TIME

2.1 Motor Coach Operators will be required to report for duty at the time specified in bulletins or special instructions but no later than:

(a) If required to report for deadheading - 15 minutes in advance of scheduled departure time.

(b) If required to report for operating a regular assignment - 30 minutes in advance of scheduled departure time.

Operators will report at pick up point 30 minutes prior to departure time as indicated on the charter advice.

Operators who are directed to pick up bus at any location other than terminal or garage will be paid such additional time as may be necessary to protect an on-time departure at overtime rates. Changes in regular pickup locations will not be made without first meeting with the union to address the effects.

2.2 In the event a Motor Coach Operator fails to report at the specified reporting time, he/she may be replaced on that trip by another operator.

ARTICLE 3 PREPARING REPORTS

3.1 Motor Coach Operators must prepare their reports immediately upon completion of their tours of duty and submit daily.

ARTICLE 4 LEAVE OF ABSENCE

4.1 Requests by employees for leaves of absence will be given consideration in accordance with the current company policy. Employees desiring leave of absence shall make written request to their immediate supervisor.

4.2 An employee who loses his/her license or is unable to continue to fulfill their job requirements due to incarceration shall be entitled once in their career, to be placed on a leave of absence without pay or benefits for a period not to exceed one year. If, during the leave of absence during the period that the employee is on a LOA and obtains their license or is once again able to fulfill their job requirements they will be able to return to work with no loss of seniority for the period of the LOA.

4.3 A written **LOA** request for the Union Officials to participate in authorized union business, conventions, seminars, and grievance mediation or arbitration will be granted by the Director of Motor Coach Services provided such leave does not unduly interfere with continuance of the operational system. The request for leave must be made as far in advance as possible and the Union will give at least 48 hours notice to the Director of Motor Coach Services.

ARTICLE 4A PERIODIC MEDICAL EXAMINATIONS

4A.1 An employee required to take a periodic medical examination (which may include one visit to the hospital for x-rays) during his off duty hours shall be allowed payment therefore of 144 kilometers. In cases where the employee is required to make one or more additional visits to the doctor's office, the lab, or the hospital in connection with the periodic medical examination, an additional 48 kilometers will be allowed.

In the application of this Article for assigned drivers, the company will accept the medical taken for MTO requirements. If the medical is performed by the company doctor, or if approval is given to go to another doctor, the company will absorb the doctor's fee and will pay the 144 kilometers provided for in the collective agreement. Where spareboard drivers are concerned, there will be a requirement for an U.S. D.O.T. medical and an MTO medical. The company will accept the U.S. D.O.T. medical and will pay the doctor's fee and the 144 kilometers. It will also treat the MTO medical in the same manner as for assigned drivers.

The Company will as far as practical, co-ordinate medical requirements for the Company, MTO, and U.S. D.O.T.. Payment under this article will be at the line service rate.

ARTICLE 5 STUDENT DRIVERS OR TRAINEES

5.1 An allowance of \$15.00 will be paid to Motor Coach Operators/Dispatcher for each assignment or portion thereof on which they are accompanied by an operator trainee or dispatcher trainee for instruction purposes.

ARTICLE 6 ASSIGNMENTS AND DUTIES

6.1 (a) Regularly assigned line service operators who are ready for duty the entire pay period and do not lay off of their own accord, or are not displaced through the exercise of seniority, will be paid the regular value of their assignments.

(b) In instances where a regularly assigned line service operator is displaced through the exercise of seniority, and exercises his/her seniority within twenty-four (24) hours, he/she will have his/her earnings topped-up to 4200 kilometers for the pay period. If an operator exercises his/her seniority within the twenty-four (24) hour period and subsequently misses time on his/her own accord, in the respective pay period, he/she will be topped up to 4200 kilometers less the value of the trip(s) missed on his/her own accord. If the employee does not exercise his/her seniority within the twenty-four (24) hour period, he/she will be paid for actual work performed. When an operator is notified during his/her assignment, the twenty-four (24) hour period will commence at the end of that assignment.

6.2 Operators regularly assigned to line service and who are available for the entire pay period, will be paid a minimum of 4200 kms biweekly, coinciding with normal payroll

cycles. During each biweekly period of 14 days, such employees will be entitled to a minimum of 4 rest days, with at least 2 of the rest days to be in succession. Employees not available for work, on their own accord, will be paid for actual work performed during the pay cycle.

6.3 Motor Coach Operators working only a portion of a pay period will be paid their proper proportion of the above guarantee.

ARTICLE 7 PAY ALLOWANCES AND CALCULATING KILOMETERS

7.1 Assigned Service

(a) Pay allowances shall be set up for each scheduled assignment posted by order and notice showing duties and headquarters. The day's work shall be arranged to suit the requirements of the service.

(b)(i) Kilometers shall be calculated from terminal to terminal. The minimum daily allowance for an assignment will be 420 kilometers. An assignment will consist of the terminal to terminal kilometers plus a 47.5 kilometer allowance as compensation for reporting time, final time, garage time and loading time. If the layover on that assignment is 8 hours or less, the return portion will be considered part of the same assignment. If the layover is in excess of 8 hours, the return portion will be considered a separate assignment and an additional 47.5 kilometers will be paid.

(ii) On scheduled assignments requiring layovers in excess of five (5) hours, operators will be provided a room. In instances where layovers are in excess of eight (8) hours, operators will be provided single room accommodation. Layover times will be defined by scheduled arrival and departure times.

(c) Regularly assigned operators, who arrive at their final destination later than fifteen (15) minutes beyond the scheduled arrival time, will be paid overtime on the minute basis for all time after the fifteen (15) minute period. No time will be paid for late arrivals within fifteen (15) minutes of the scheduled arrival time. Overtime entitlement will be based on 50 kilometers per hour (.84 kms per minute).

Operators required for extra work outside of their defined assignment will be paid on a per minute basis for time worked at overtime rate. Overtime entitlement will be based on a 50 kms per hour (.84 kms per minute).

Example:

A Line Operator is 45 minutes late from his/her scheduled arrival time at the final destination, his/her overtime entitlement is 30 minutes at the overtime rate. (30 min X .84 kms = 25.2 km overtime)

Note: When operating regularly scheduled runs, spare board operators will be paid as line operators including overtime as specified under this article 7.1(c). In instances

where overtime is paid to a spare operator under this article 7.1(c), such kilometers will not be included in the eight week guarantee.

(d) All service on regularly assigned rest days will be paid for at overtime rates except when such service is performed by an employee due to moving from one assignment to another, other than at the order of the system. Once spareboard is exhausted, overtime will be called on a seniority basis. The most senior available operator will be given the first right of refusal for overtime.

(e) The minimum call for service on an assigned employee's rest day or for a call-back after completion of a tour of duty on a regular work day will be 192 kilometers at time and one-half.

7.2 (a) When an operator is called to stand by and his/her services are not utilized, he/she shall be paid from the commencement of his/her stand-by until released with a minimum of 192 kilometers at pro rata (operator's) rate.

(b) Employees will be advised promptly in writing, with reason, if time claimed is not allowed in full, and when claims for expenses are reduced. In case time is disputed, the time not in dispute will be paid in the current pay period. Time check will be issued upon request for any shortage adjusted.

NOTE: Any schedule that is operated as a regular service will be included, whenever possible, in a regular assigned crew.

ARTICLE 8 Operator/Labourer Assignment

8.1 Operator/Labourer assignments will be established in consultation with the union.

8.2 Pay rate will be 55 kilometers per hour at Operator/Labourer rate. Operator/Labourers will be paid at overtime rates for all service performed on assigned rest days or outside of their regular assignment.

8.3 Regularly assigned Operator/Labourers who are ready for duty the entire pay period, and do not lay off of their own accord, or are not displaced through the exercise of seniority, will be paid the regular value of their assignments.

8.4 Operator/Labourers who are available for the entire pay period, will be paid a minimum of 4200 kms biweekly, coinciding with normal payroll cycles. During each biweekly period of 14 days, such employees will be entitled to a minimum of 4 rest days, with at least 2 of the rest days to be in succession. Employees not available for work, on their own accord, will be paid for actual work performed during the pay cycle.

8.5 Duties for these assignments will be: driving buses shuttled to terminal, road testing when required and used in emergency or overload service; regular cleaning of buses and garage; testing video equipment; input defects MIS; and other related duties.

ARTICLE 9 RULES GOVERNING SPARE BOARD OPERATORS

9.1 The System shall maintain spare boards at such points as it may designate and may change, adjust or eliminate same as the necessity of the service requires.

9.2 Except as otherwise provided, spare operators will be used first-in, first-out, arrival time at terminal or garage, whichever is applicable, to govern. The following procedures will govern spareboard rotation:

- (a)** To be placed back on the spareboard, spare operators will be required to call in and leave a message indicating their name, employee number, time and date of arrival at terminal or garage, whichever is applicable, recording time of call in log book.
- (b)** Spareboard operators who are entitled to compensation for deadheading will add the compensated time to their arrival time prior to booking back on the spareboard.
- (c)** Calls will be archived for a period of 30 days.
- (d)** Upon request by the union, the company will furnish a copy of an operator's logbook, the applicable spareboard sign-in sheet and access to the archive for verification purposes.

9.3 (a) Spare board positions and vacancies therein, will be bulletined in accordance with the requirements of the service in the same manner as regular assignments.

(b) When it is known that a temporary spare board position will be required for more than 28 days, it will be bulletined as a permanent position. This does not apply to spare board vacancies.

(c) A temporary or permanent spare board position will not be established while there is an unfilled vacancy on the board.

9.4 In addition to the regulated number of spare board operators, a list of laid off employees will be maintained.

9.5 When it is necessary to call laid off employees, the senior laid off employee at the location affected will be called first and must report for duty as called unless junior employees are available, at the location, in accordance with the following procedure:

The company will call laid off employees in order of seniority. If the senior person cannot be contacted or is working elsewhere, or if he/she prefers not to return to work, then the next junior person will be approached and so on down the list. The junior person will be required to go unless such junior person is working elsewhere at the time, then the company will go back up the list and the junior person not working elsewhere will be required to work.

9.6 The following conditions will apply to employees assigned by bulletin to spare board.

(a) Such employees will work on the basis of 8 week averaging periods which will commence and end on the same dates for each such employee throughout the system. They will be guaranteed the equivalent of 16,800 kilometers pay (calculated at their normal basic rate) in an 8-week averaging period. Employees serving only a portion of an averaging period will be paid their proper proportion of the guarantee. For each assignment for which an employee is not available in the guarantee period, the guarantee shall be reduced by 300 kilometers.

(b) Earnings from all service performed shall apply toward making up the guarantee. When such earnings do not produce the equivalent of 16,800 kilometers pay in an averaging period, extra service may be required of employees in order to complete the guarantee. Such extra service may include keeping garage in a neat and tidy condition or any other duties in connection with this branch of the service.

(c) When an employee has accumulated the equivalent of 16,800 kilometers pay or more in an eight week averaging period, he/she may be relieved of further duty within that period. He/she will, however, be given the option of performing extra work up to 19,000 kilometers prior to non-spareboard operators being called for these duties. An employee who elects to perform extra work up to 19,000 kilometers will be used in his/her turn provided that, if such use will result in an accumulation of more than 320 kilometers in excess of 19,000 kilometers the company may use another operator in his/her stead. An employee who has accumulated 16,800 or more in his/her guarantee period will have the option of being relieved of further duty for the balance of that averaging period provided that other drivers are available at straight time rates.

In addition to the foregoing, in order to allow the company to schedule drivers for tours or charters, employees may be released from duty at any time during the averaging period for one period of not less than 4 nor more than 14 calendar days. An employee's guarantee will not be reduced as a result of being released under this provision.

(d) Employees will be paid overtime for all time actually worked in excess of 19,000 kilometers in an 8 week averaging period. The only instance in which the 19,000 kilometer figure will be prorated for overtime calculations is when a regular spareboard employee bids on and is appointed to a permanent position in which case the 19,000 kilometers will be prorated in the same proportion as the guarantee kilometers for the portion of the guarantee period worked by the employee on the spareboard.

(e) In the administration of this Article 9.6, employees affected will be paid the equivalent of 4,200 kilometers calculated at their normal basic rate for each pay period. Necessary adjustments will be made at the end of each averaging period.

9.7 Spare operators will be called by telephone when they are required for duty. Daily calling hours will commence 1000 to 1200 hours and once established the designated hours will not be changed without 48 hours notice. Should problems be encountered in the administration of this arrangement, such problems will be resolved between the Operations Manager and the Local Chairperson.

(a) Calling Procedure:

1. Spareboard Operators
2. Available assigned operators in seniority order
3. Assigned operators in seniority order, who during calling hours, can guarantee he/she will meet MTO rest requirements

In applying this Article, service will be allotted in accordance with Article 10.3.

9.8 Operators who cannot be contacted personally when called during normal calling hours shall be moved to the bottom of the calling list.

9.9 Operators who cannot be contacted when called outside of normal calling hours will lose the turn called for but will retain their regular turn out.

9.10 The company will co-operate with operators and, upon request, will furnish them with information as to their standing on the board and probable vacancies.

9.11 On occasion the System may require spareboard operators from one terminal to augment a spareboard at another terminal in such cases spareboard operators will fall into regular rotation on the board they are augmenting.

9.12 Operators selected for extended charters and tours will, if possible, be given 5 calendar days notice of such assignments.

ARTICLE 10 SPECIAL TRIPS AND CHARTERED BUSES

10.1 (a) For special trips or charters which return to the garage or headquarters the same day, operators will be paid actual kilometers charged to the customer plus applicable preparation/final time compensation as per Article 10.1(c) with a minimum day of 420 kms. Intermittent service provided to the group after arrival at their destination shall be compensated at a rate of 52.5 kms per hour for time spent with the group. This intermittent service pay shall be in addition to the minimum 420 km day.

(b) For special trips or charters, not returning the same day, operators will be paid as follows:

- i. On traveling days Operators will be paid kilometers charged to the customer with a minimum of 420 kms plus applicable preparation/final compensation as per Article 10.1(c). Intermittent service provided to the group after arrival at their destination shall be compensated at a rate of 52.5 kms per hour for time spent with the group. This intermittent service pay shall be in addition to the minimum 420 kilometer day.

- ii. On days where only intermittent service is required, operators will be compensated for 687 kms for a maximum of 13 hours availability which includes preparation/final time.
 - iii. Operators performing intermittent service prior to their return trip to their home terminal will also be compensated at a rate of 52.5 kms per hour for extra service required by the group, then live kilometers with a minimum day of 420 kms.
 - iv. On non service charter days, the minimum 420 kilometer day will be paid.
 - v. Any kilometer differences between hub readings and itineraries will be reviewed by a member of management and the Union.
- (c) Charter Operators will be provided with a 47.5 km allowance as compensation for reporting time and final time. Operators will report 30 minutes prior to departure time as indicated on the charter advice.

10.2 On charter assignments, operators will be allowed reasonable actual expenses for sleeping accommodations and travel expenses on production of receipts, and meal allowances as per Article 11.

10.3 The right is reserved by management to select Spareboard Motor Coach Operators without regard to seniority for special duties or for chartered buses. If a customer requests a specific driver (s) for charter work or requests not to have a specific driver (s), the request will be furnished in writing by the customer. A copy will be kept on file in the Driver Supervisor's office and will be furnished to the driver upon reasonable request.

ARTICLE 11 EXPENSE ALLOWANCES

11.1 When regular Motor Coach Operators are taken off their regular turns and sent away from headquarters to do relief work, or on account of additional temporary service, they shall be allowed actual reasonable expenses on production of receipts.

11.2 Spare operators, when away from their headquarters by order of the system, shall be allowed actual reasonable expenses on production of receipts.

11.3 Effective upon ratification, Operators on duty and away from home terminal, after six hours of on duty time will be allowed a meal allowance of \$12.00. For each additional four hours of on duty time, the operator will be allowed an additional meal allowance of \$12.00. The maximum number of meals in a calendar day will be four.

After the first day, an operator away from home and not returning to his/her terminal on the same day, will be entitled to a minimum of three (3) meals.

When returning to home terminal from an overnight away, an initial meal allowance will be paid, and after (6) six hours, (10) ten hours, and (14) fourteen hours of on duty time an additional meal allowance will be paid.

11.4 An operator assigned to vacation relief assignment under Article 14.3, when working away from the bulletined headquarters location, will be allowed actual reasonable expenses on production of receipts.

11.5 Where an automobile mileage allowance is paid, the Company's policy will apply; refer to Company policy for details.

Current Applicable Rates

First 4,000 km per calendar year	\$.41/km
4,001 to 10,700 km	\$.36/km
10,701 to 24,000	\$.30/km
Over 24,000 km	\$.25/km

ARTICLE 12 DEADHEADING

12.1 Operators required to deadhead, by driving an empty bus, shall be paid actual kilometers driven at the rate of 85% of the Line Service Rate.

12.2 Operators required to deadhead and required to stay overnight, in excess of eight (8) hours, away from home terminal, will be paid 85% of the Line Service Rate for actual kilometers driven with a minimum of 192 kilometers. No allowance will be paid when deadheading as a result of seniority rules.

12.3 Operators required to ride the cushion, will be paid a rate of 50 percent of the line service kilometer rate. No allowance will be paid when cushioning as a result of seniority rules.

ARTICLE 13 OFF DUTY ON SYSTEM'S BUSINESS OR CALLED AS A WITNESS BY THE COMMISSION

13.1 Employees held off duty on order of the management will be paid schedule rates for the time lost and reasonable expenses if away from home.

13.2 Employees called as witnesses in court by the Commission or before a coroner's inquest, will be allowed a minimum day's pay for each 24 hours or portion thereof detained from duty. Employees assigned to regular runs so held will receive not less than their regular rate for the time lost. Actual reasonable expenses incurred while away from home will be allowed. Court witness fees and travelling allowance will be assigned to the Commission in cases in which pay is allowed.

13.3 Should the court witness fees be greater than the allowance under this schedule, the employee will receive the full amount allowed by the court.

ARTICLE 13A JURY DUTY

13A.1 An employee summoned for jury duty and who is required to lose time from his/her assignment as a result thereof shall be paid for actual time lost less the amount allowed him/her for jury duty for each such day, excluding allowances paid by the court for meals, lodging or transportation subject to the following requirements and limitations.

13A.2 Deleted

13A.3 An employee must furnish the company with a statement from the court of jury allowances paid and the days on which jury duty was performed.

13A.4 The number of working days for which jury duty pay shall be paid is limited to a maximum of 60 days in any calendar year.

13A.5 No jury duty pay will be allowed for any day for which the employee is entitled to vacation or general holiday pay. An employee who has been allotted his vacation dates will not be required to change his/her vacation because he/she is called for jury duty.

ARTICLE 14 BULLETINING ASSIGNMENTS

14.1 (a) All assignments will be declared vacant and bulletined to the System on the first Monday in April of each year and will be effective at the beginning of the first pay period in May, in addition, assignments will be bulletined within each terminal only on the first Monday in October and will be effective at the beginning of the first pay period in November. Effective dates will be specified on the bulletins. Bulletins issued in accordance with this clause will be posted for a period of ten days.

(b) Should a Motor Coach Operator with sufficient seniority to hold an assignment fail to enter a bid, he will be appointed to the vacancy remaining after all other such operators have been appointed. In the application of this article, it is understood that the parties will work together to contact any employee who has not submitted a bid. Should an employee not submit a bid, and is appointed to a vacancy under this article, then such employee does not hold seniority on such position, however, he/she will retain seniority rights otherwise specified under the collective agreement

NOTE:

(c) With respect to major system and in terminal bids, namely: May and November bids, the following will apply:

(i) Regarding the May bid, all drivers will be required to protect their working rights by bidding for at least as many positions as required to match their position on the seniority list.

(ii) Regarding November bids, all drivers will be required to protect their working rights by bidding for at least as many positions as required to match their position on the seniority list, commencing with and including all driving positions in their home terminals, prior to bidding any position at an away from home terminal.

(iii) Failure to comply with the above noted instructions may result in not having a position on the effective date of the bulletin, excepting situations governed by specific articles and clauses contained in the Collective Agreement.

14.2 All new assignments and permanent vacancies will be bulletined to the System for a period of five days.

14.3 Vacation Relief for Spareboard Operators:

1. All vacation relief of two (2) days or more will be posted a minimum of one month in advance.
2. Bulletins will close at least seven days prior to the first day of the vacation relief.
3. Spareboard Operators will be granted the regular days off of the vacation relief that fall in between the regular working days only.
4. Drivers wishing to work their days off during their vacation relief will advise the dispatcher their availability on days off, at the time he or she is informed they are the successful applicant to the vacation relief.
5. Once the spareboard is exhausted, all Operators on vacation relief who wish to work on their days off will be called in seniority order.
6. Drivers who have indicated they do not wish to work their days off will only be called in a shortage situation and in seniority order for overtime rates payable outside their guarantee.
7. Earnings from all other service performed shall apply towards making up the guarantee as per Article 9.6 of the collective agreement.
8. When vacation relief is not known sufficiently in advance to post for one month a shorter bulletin period can be arranged, the Local Committee to consulted.

14.4 (a) Temporary vacancies of more than 4 working days will be bulletined to the System for a period of 48 hours. Temporary vacancies of unknown duration will also be bulletined to the System for 48 hours and, if possible to do so, will take effect on the 3rd day.

(b) The preceding paragraph does not apply to vacancies caused by employees being absent on vacation. Such vacancies will not be bulletined. At points where spareboards are maintained vacation vacancies will be protected from the spareboard as per Article 14.3 or; in the event that no applications are received for bulletins under Article 14.3, vacancies will be filled on a daily basis from the spareboard in normal rotation. At other locations, vacation relief will be provided from the spareboard normally

providing relief to the location in question; also in normal rotation, but subject to Article 9.6(c). The operator sent out to perform the vacation relief at outlying points will remain on the vacancy for the duration of the vacation period except when said operator accumulates kilometers in excess of 19,000 kilometers, he/she may then be relieved of that assignment. Relief for accumulated general holidays taken in conjunction with vacation will also be provided in accordance with this Clause (b).

(c) An employee occupying a temporary vacancy/position may, once advised that temporary work is completed, and upon providing 48 hours notice, displace a junior employee occupying a temporary vacancy/position or return to his/her former assignment. If he/she did not hold an assignment then that employee will revert to the laid off list.

(d) An operator appointed to fill a vacancy which he/she has bid in, will not have the right to bid in a position he/she has vacated when it is advertised as a result of his/her leaving such.

14.5 Merit and ability being sufficient, senior applicants will be given preference in making appointments.

14.6 In the application of this article, starting and finishing times of regular assignments may be changed one hour or less with a minimum of 24 hours notice to the operator. It is understood and agreed that revisions or subsequent revisions will not result in changes to the starting or finishing time that changes the original bulletined time by more than one hour. Additionally, the kilometers associated to a regular assignment may be changed by 48 kilometers or less. The operator will not be paid less than his/her bulletined assignment, however if the regular assignment is increased the operator will be paid the additional kilometers. In both instances, assignments will not have to be rebulletined.

ARTICLE 15 DISPLACEMENT RIGHTS

15.1 An employee whose permanent position is abolished, or who is displaced from a permanent position, shall be entitled to displace a junior employee in the system provided he/she does so within five days or go on the laid off list.

15.2 An employee required to displace to another terminal must, seniority permitting, return to his/her former terminal at the next in-terminal bid. Prior to the next in-terminal bid the employee must bid on all bulletined new permanent assignments and permanent vacancies at his/her home terminal except positions of operator/labourer.

15.3 When a permanent position is abolished and then re-established before the next system or terminal bid, the employee initially affected and those displaced as a result thereof will revert back to their former positions.

15.4 Any employee senior to appointed applicant on any posted bulletin, permanent, temporary, or Article 14.3 spareboard vacation relief, who has not had opportunity to

view posting while it was posted due to absence from posting location for any reason, example: WSIB, WI, vacation, sick days, extended Charter, regular days off, or any combination thereof, may at his/her option displace a junior appointed applicant, providing they do so within 48 hours of their first report time upon returning to posting location.

ARTICLE 16 SENIORITY LISTS

16.1 Seniority lists will be posted on January 1st of each year at all headquarters and garages showing names of employees, date employed and seniority standing. An employee who considers his seniority standing incorrectly shown must protest in writing within 90 days. Thereafter no action will be taken. The standing of any employee who is absent on proper leave will not be affected by this rule.

16.2 The company will arrange to furnish copies of seniority lists to both the local committee and the General Chairman of the union.

16.3 Effective the date of signing of this agreement, employees accepting a non-scheduled, official or excluded permanent position shall have his/her seniority temporarily suspended until such time as he/she returns to the bargaining unit. In such event, only the seniority accumulated while in the bargaining unit shall be taken into consideration when exercising seniority. If released from such official or excepted position, the employee must, within 30 days of such release, displace the junior employee or exercise seniority to a vacancy at his/her home terminal. If he/she fails to do so, he/she shall forfeit his/her seniority. The Local Chairperson shall be advised.

Employees working on a temporary non-scheduled, official or excluded position will have their seniority suspended immediately upon reaching 180 cumulative days of service. Time worked on a permanent, non-scheduled, or official or excluded position on relief due to vacation or illness, will be excluded from the 180 days computation.

Retention on the seniority list in any capacity is subject to the employee paying the equivalent of full Union dues, and failure to pay such dues will result in removal from the seniority list.

This clause may be waived by the Union for the duration an employee is accommodated into a management position.

16.4 An employee who has been laid off and has not been recalled for service for a period of two years will be removed from the seniority list.

16.5 Bus Operators actively employed with the Company shall not provide professional driving services for a Company in direct competition with Ontario Northland, unless Company approval is otherwise granted.

16.6 New employees shall establish seniority date upon their first day in active service, (placed on spareboard or regular assignment). If two or more new employees

start on the same date, seniority will be established by the date and time of application. If two or more new employees start on the same date and one employee is a current Ontario Northland employee, priority will be given to him/her in establishing seniority.

ARTICLE 17 PROBATIONARY PERIOD

17.1 When employees are engaged as Motor Coach Operators, they shall be on probation for the first six (6) months and if they do not show aptitude for the work, may be released at any time within that limit without constituting a cause for grievance.

ARTICLE 18 UNIFORMS

18.1 When operators are required to wear uniforms they will be supplied by the system. New operators will be supplied temporary uniforms within a reasonable period after entering the service until their probationary period has been completed. The cost of cleaning of uniforms will be borne by the company.

18.2 The standard issue for uniforms shall be as follows:

- Two pairs of light weight trousers
- Two pairs of heavy weight trousers
- One summer uniform jacket
- One winter uniform jacket
- One parka
- One driver's cap (optional)
- Four uniform shirts
- Two ties or rosettes
- One sweater or vest (optional)
- One nylon type jacket (upgraded)
- Two pairs work gloves with replacements as required

18.3 Operators are required to submit measurements to the Supervisor when applying for replacements. Where an employee is required to secure his/her measurements from a tailor, any charge therefore will be borne by the system.

18.4 All items of equipment supplied by the system will remain the property of the system.

ARTICLE 19 SLEEPING ACCOMMODATIONS AWAY FROM HEADQUARTERS

19.1 On regular assignments when operators are required to remain away from headquarters overnight, suitable accommodation will be provided by the System.

ARTICLE 20 LIFE INSURANCE UPON RETIREMENT

20.1 An employee who retires from the service with an Ontario Northland pension will be entitled to a death benefit of \$7,000. If retirement on company pension is earlier than age 65 and an employee's term life insurance is extended to age 65, the \$7,000 death benefit will be provided at age 65. The application of this Article is conditional on the employee having 10 years of pensionable service.

ARTICLE 21 SERVICE PAPERS

21.1 When an employee is discharged or resigns, he/she will be paid within 10 working days and, on request will be furnished with a certificate of service.

ARTICLE 22 SICK LEAVE - RETURN FROM

22.1 An employee on sick leave for 3 days or more must furnish on request a certificate of physical fitness to resume duty, cost to be paid by the Company.

ARTICLE 23 INVESTIGATION AND DISCIPLINE

23.1 No employee will be disciplined or dismissed until the charges against him/her have been investigated; the investigation to be presided over by the employee's superior officers. He/she may, however, be held out of service with pay pending investigation and will be notified of the charges against him/her. Operators in assigned service will be compensated for trips lost and spareboard operators will be compensated at the minimum day for each day held. He/she will be given at least two day's notice of the investigation. This shall not be construed to mean that the proper officer of the company, who may be on the premises when the cause of investigation occurs, shall be prevented from making an immediate investigation.

23.2 He/she may select a fellow employee to appear with him/her at the investigation and he/she and such fellow employee will have the right to hear all of the evidence submitted, and will be given an opportunity through the presiding officer to ask questions of witnesses whose evidence may have a bearing on his/her responsibility, questions and answers to be recorded. He/she will be furnished with a copy of his/her statement taken at the investigation.

23.3 A decision will be rendered within 28 days from the date investigation is held, and if not satisfied with the decision he/she will have the right to appeal in accordance with the grievance procedure.

23.4 On request, the General Chairman or Local Chairman will be shown all evidence in the case.

23.5 In case the discipline or dismissal is found to be unjust, the employee will be exonerated, reinstated if dismissed, and paid a minimum day for each 24 hours of time

held out of service at schedule rates for the class of service in which he/she was last employed.

23.6 When employees are to be disciplined, the discipline will be put into effect within 30 days from the date investigation is held.

23.7 It is understood that the investigation will be held as quickly as possible and the layover time will be used as far as practicable. Employees will not be held out of service pending rendering of decision except in cases of dismissible offences.

ARTICLE 24 RECALL OF LAID OFF EMPLOYEES

24.1 (a) A Motor Coach Operator who is laid off shall be given preference of re-employment when staff is increased or when a permanent vacancy exist and shall be returned to the service in order of seniority.

(b) The company will call laid off employees in order of seniority. If the senior person cannot be contacted or is working elsewhere, or if he/she prefers not to return to work, then the next junior person will be approached and so on down the list. The junior person will be required to go unless such junior person is working elsewhere at the time, then the company will go back up the list and the junior person not working elsewhere will be required to work.

24.2 A laid off operator who desires to return to service when work is available for him/her, must keep the proper officer informed of his/her address in order that he/she may be readily located.

24.3 A laid off operator who is employed elsewhere at the time he/she is recalled to duty may, without loss of seniority, be allowed ninety days in which to report providing:

- (a) that it is definitely known that the duration of the work will not exceed ninety days
- (b) that other laid off operators are available
- (c) that written application is made to his/her superior officer immediately on receipt of notification to resume duty.

24.4 A laid off operator who:

- (a) Fails to report for duty, or
- (b) Fails to give satisfactory reasons for not doing so,

within fifteen (15) days of date of notification shall forfeit his/her seniority rights and his/her name shall be struck off the seniority list.

The most junior available operator will be required to accept the recall and failing to report within 15 days from receiving notification shall forfeit his/her seniority rights and his/her name will be struck off the seniority list.

24.5 Notice of recall to duty will be by personal notification and will be immediately confirmed in writing using the appropriate mailing system. The time limits contained in Article 24.4 commence on receipt of personal notice.

ARTICLE 25 TRANSPORTATION PRIVILEGES

25.1 Operators will be granted transportation of their household effects and passes or reduced rates and leave of absence, in accordance with general regulations of the company, as established from time to time.

ARTICLE 26 BEREAVEMENT LEAVE

26.1 An employee who has not less than six months of cumulative compensated service shall:

(i) Upon the death of his/her spouse, child or parent be entitled to five consecutive calendar days bereavement leave.

(ii) Upon the death of his/her grandparent, grandchild, step-parent, mother/father-in-law, son/daughter in law, brother, or sister, step-brother/sister, or brother/sister-in-law be entitled to three consecutive calendar days bereavement leave.

(iii) An employee will be compensated for actual time lost exclusive of overtime within such three or five calendar days.

(iv) An employee who, while on scheduled vacation becomes eligible for bereavement leave will be able to reschedule the vacation days affected by the bereavement leave. Such vacation will be taken at a time mutually agreeable to the Company and the employee.

ARTICLE 27 HEALTH AND WELFARE

27.1 The company shall provide an Employee Benefit Plan which shall be in accordance with the provisions of the governing supplementary agreement.

27.2 Employees retiring from the service with Ontario Northland prior to age 65 will have their life insurance, dental plan and extended health care plan continued until they attain the age of 65 provided they:

(i) retire under the disability pension provisions of the Ontario Northland Contributory Pension Plan, or,

(ii) retire under other pension regulation options and have a minimum of 15 years of pensionable service.

27.3 Same Sex Coverage

Effective the first of the month following ratification, bereavement leave, dental and extended health care coverage will be extended to individuals of the same sex who are in a spousal relationship with an employee.

ARTICLE 28 GENERAL HOLIDAYS

28.1 An employee who qualifies in accordance with Article 28.2 shall be granted a holiday with pay on the following general holidays:

New Year's Day	Civic Holiday (in August)
Day After New Year's Day*	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Dominion Day	Christmas Day
Boxing Day	

* If the Government of Canada designates "Heritage Day" or such other day as a general holiday, the day so observed by the Government shall be substituted for this holiday.

28.2 In order to qualify for pay on any one of the holidays specified in Article 28.1, an employee shall have completed thirty days of continuous employee relationship and in addition:

- (a) shall commence an assignment on the general holiday; or
- (b) shall be entitled to wages for at least six assignments during the thirty calendar days immediately preceding the general holiday; and
- (c) unless cancelled, shall be available for duty on such holiday if it occurs on one of his/her work days excluding vacation days.

This Clause (c) shall not apply in respect of an employee who is laid off or suffering from a bona fide injury or who is hospitalized on the holiday or who is in receipt of, or who subsequently qualifies for weekly indemnity benefits because of illness on such holiday.

28.3 A qualified employee whose vacation period coincides with a General Holiday specified in Article 28.1 shall be paid the amount specified for his classification in Article 28.5(a).

28.4 An employee who does not qualify under Article 28.2 with respect to pay for a General Holiday and who is required by the company to work on that day shall be paid

in accordance with the provisions of the wage agreement.

28.5 (a) An employee qualified under Article 28.2 and who is not required to work on a General Holiday shall be paid in accordance with the following:

(i) An assigned employee will be paid the wages he/she would have earned at his/her normal rate of pay for his/her normal hours of work, exclusive of overtime.

(ii) A spareboard or extra employee will be paid 420 kilometers at his/her operator's rate of pay.

(b) An employee qualified under Article 28.2 and who is required to work on a General Holiday shall be paid, in addition to the pay provided in Article 28.5(a) at a rate equal to one and one-half times his/her regular rate of wages for the assignment(s) worked by him/her on that holiday. When more than one assignment is worked by an employee on a General Holiday, the provisions of this Clause (i) shall apply to the first assignment only.

28.6 In the application of Article 28 and 29, employees will be allowed to stack all general holidays for a period of one year, December 25 to December 1 of the following year, to be taken in a block in conjunction with off season vacations (off season period are January to May, and October to November). Declaration of stacking statutory holidays must be identified, in writing, upon the application of annual vacation.

Employees stacking all statutory holidays will be allowed to use (4) four such days at random, so long as mutually agreed with the immediate supervisor provided no additional cost to the Company and provided relief staff is available.

Holidays must be used in the year stacked and those not used by November 30 will be paid out at the rate earned.

28.7 Assignments commencing between midnight and 2359 both inclusive on the General Holidays specified in Article 28.1 shall be considered as work on that holiday.

28.8 For the purpose of this Article 28, deadheading for which compensation is paid shall be deemed to be an assignment worked.

28.9 Holiday payments made under this Article will not result in a duplicate payment as a result of the application of guarantees.

28.10 The application of this Article shall not result in a duplicate payment consequent upon the inclusion of a general holiday provision in any other agreement.

ARTICLE 29 VACATIONS WITH PAY

Section I

1. (a) An employee who at the beginning of the calendar year is not qualified for vacation under Clause (b) hereof will be allowed one calendar day's vacation for each twenty-six days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of two weeks. Compensation for such vacation will be 4% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under Clause (b) of this section.

(b) Subject to the provisions of Clause (c) hereof, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 3 years and who has rendered compensated service in 30 calendar months calculated from the date of entering service, shall have his vacation scheduled on the basis of one calendar day's vacation for each 17 days worked and/or available for service, or major portion of such days during the preceding calendar year, with a maximum of three weeks. Compensation for such vacation will be 6% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under Clause (d) of this section.

(c) An employee covered by Clause (b) hereof, will be entitled to vacation on the basis outlined therein if on his/her fourth or subsequent service anniversary date he/she has rendered compensated service in 60 calendar months; otherwise his/her vacation entitlement will be calculated as set out in Clause (a) hereof. Any vacations granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the company is terminated for any reason prior to his/her next vacation, the adjustment will be made at time of leaving.

(d) Subject to the provisions of Clause (e) hereof, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 7 years and who has rendered compensated service in 70 calendar months calculated from the date of entering service shall have his/her vacation scheduled on the basis of one calendar day's vacation for each 13 days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of four weeks. Compensation for such vacation will be 8% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under Clause (9) of this section.

(e) An employee covered by Clause (d) hereof will be entitled to vacation on the basis outlined therein if on his/her 8th or subsequent anniversary date he/she has rendered compensated service in 80 months; otherwise his/her vacation entitlement will be calculated as set out in Clause (b) hereof. Any vacation granted for which the

employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the company is terminated for any reason prior to his next vacation, the adjustment will be made at time of leaving.

(f) Subject to the provisions of Clause (g) hereof, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 15 years and who has rendered compensated service in 150 calendar months, calculated from date of entering service, shall have his/her vacation scheduled on the basis of one calendar day's vacation for each 10 days worked and/or available for service, or major portion of such days during the preceding calendar year, with a maximum of five weeks. Compensation for such vacation will be 10% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under Clause (h) of this section.

(g) An employee covered by Clause (9) hereof will be entitled to vacation on the basis outlined therein if on his/her 16th or subsequent service anniversary date he/she has rendered compensated service in 160 calendar months; otherwise his/her vacation entitlement will be calculated as set out in Clause (d) hereof. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the company is terminated for any reason prior to his/her next vacation, the adjustment will be made at time of leaving.

(h) Subject to the provisions of Clauses (i) and (j) hereof, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 25 years and who has rendered compensated service in 250 calendar months, calculated from date of entering service, shall have his/her vacation scheduled on the basis of one calendar day's vacation for each $8 \frac{2}{3}$ days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of six weeks. Compensation for such vacation will be 12% of the gross wages of the employee during the preceding calendar year.

(i) An employee covered by Clause (h) hereof will be entitled to vacation on the basis outlined therein if on his/her 26th or subsequent service anniversary date he/she has rendered compensated service in 260 calendar months, otherwise his vacation entitlement will be calculated as set out in Clause (9) hereof. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the company is terminated for any reason prior to his next vacation, the adjustment will be made at time of leaving.

(j) In computing service under Clauses (a) to (j) inclusive of this Section 1, days worked in any position covered by similar vacation rules will be accumulated for the purpose of qualifying for vacation with pay.

Section 2

2. (a) Subject to the provision of Clauses (c), (e) and (g) of Section 1, an employee who is retired, leaves the service of his/her own accord, is dismissed for cause, or whose services are dispensed with, shall be paid an amount appropriate to his/her service entitlement calculated as provided for in Section 1, for any vacation due him/her up to the time of termination of his/her service.

(b) An employee who at the time of termination of his/her service has not qualified for vacation as provided for in Clause (a) of Section 1 shall be paid 4% of his/her gross earnings for the calendar year in which his/her service is terminated.

(c) An employee who leaves the service of his/her own accord, or is dismissed for cause and not reinstated in the service within two years of date of such dismissal, will be subsequently returned to the service, be required to again qualify for vacation with pay as per Section 1.

(d) In the event of death of an employee, vacation pay to which he/she is entitled up to the time of his/her death will be paid to the estate of the deceased.

(e) An employee who is laid off during the year and who has not been recalled at the beginning of the ensuing calendar year will have the right to request on two weeks' notice vacation pay due at any time during the ensuing calendar year prior to being recalled to service.

(f) Time off duty because of lay-off, bona fide illness, injury, or attendance to organization business (except on full-time basis), shall be included for qualification purposes in Section 1.

Section 3

3. (a) An employee who has become entitled to a vacation with pay shall be granted such vacation within a twelve month period immediately following the completion of the calendar year of employment in respect of which the employee became entitled to the vacation.

(b) Employees entitled to vacation with pay in any year must make application for same in accordance with, and on dates specified in bulletined procedures, between January 1 and January 31 of that year. Insofar as practicable, preference shall be given in order of seniority of the applicants. Employees must take their vacation at the time allotted and those who do not apply in January shall be required to take their vacation at a time prescribed by the company.

(c) An employee who, while on annual vacation, becomes ill or is injured, shall have the right to terminate (temporarily) his/her vacation and be placed on weekly indemnity. An employee who is again fit for duty shall immediately so inform the company officer in charge and will continue his/her vacation if within his/her scheduled dates. If the remaining vacation falls outside the employee's scheduled dates, such vacation will be

rescheduled as may be mutually agreed between the proper officer of the company and the local chairman of the union.

(d) An employee who, due to sickness or injury, is unable to take or complete his/her annual vacation in that year shall, at the option of that employee, have the right to have such vacation carried to the following year.

(e) An employee who is entitled to vacation shall take same at the time scheduled. However, if the company reschedules an employee's scheduled vacation dates other than on request of the employee; by mutual agreement with the employee; or where the vacation is rescheduled under Clauses (c) and (d) of this Section, he/she shall be given at least 3 weeks' advance notice of such rescheduling and will be entitled to the following penalty payment:

For each calendar day during his/her originally scheduled vacation period on which he/she performs service or is available for service, one-seventh of one percent of the employee's gross wages during the preceding calendar year: payable during the period of his/her rescheduled vacation dates.

The rescheduled vacation with pay to which he/she is entitled will be granted at a mutually agreed upon later date. This Clause (e) does not apply where rescheduling is a result of an employee exercising his/her seniority to a position covered by another vacation schedule.

(9) Employees desiring an advance payment must make application for same not later than five weeks prior to commencing their vacation. The advance vacation payment shall be 4% of the employee's previous year's earnings, less an appropriate amount (approximately 30%) to cover standard deductions.

(g) When relief men/women are deadheading on account of vacation with pay, they will be paid deadheading when going out but not when coming back.

Note 1

Provided that at least one period of split vacation is taken in the months of January to May inclusive or September to December inclusive, employees entitled to vacation of up to four weeks may take his/her vacation in up to four portions, none of which will be less than 5 days. Employees with 5 or more week's entitlement may have one portion for each week of entitlement none of which will be less than 5 days. Two portions of split vacation will be allotted during June, July or August This will not be interpreted to prevent an employee from taking all his vacation at one time.

Note 2

Seven calendar days to be considered one week.

Note 3

Beginning in the 2004 vacation year the concept of (2) two seniority districts for the purpose of assigning vacations will be used.

Seniority District 1: includes North Bay North/South and Sudbury district.

Seniority District 2: includes Timmins/Cochrane District.

The driver's terminal established in the system bids will govern his/her vacation seniority district for the following year.

Note 4

Employees will have the option of using seven (7) personal leave days which will be deducted from the employee's annual vacation. Employees using personal leave days under this provision must make a request to the proper officer of the Company at least twenty-four (24) hours in advance and such leave will be granted provided there is no increased cost to the Company. Personal leave days will not be granted between December 1 and 31 of each year.

Note 5

Local Chairpersons shall be entitled to take any cancelled vacation upon seven days written notice to the Director of Motor Coach Services subject to requirements of the System.

ARTICLE 30 ADVERSE EFFECTS OF CHANGES IN HOME TERMINALS

30.1 (a) Prior to the introduction of changes in home terminals initiated solely by the System involving significantly adverse effects upon employees, the System will give at least three months' advance notice to the union of any such proposed change with a full description thereof along with details as to the anticipated changes in working conditions.

(b) The company will negotiate with the union, measures other than the benefits covered by Sections 2 and 3 of this Article to minimize such adverse effects of the material change on employees who are affected thereby. Such measures shall not include changes in rates of pay. Relaxation in schedule rules considered necessary for the implementation of a material change is also subject to negotiation.

(c) While not necessarily limited thereto, the measures to minimize adverse effects considered negotiable under Clause (b) above may include the following:

1. appropriate timing
2. appropriate phasing
3. hours on duty

4. equalization of miles
5. work distribution
6. adequate accommodation
7. bulletining
8. seniority arrangements
9. lay-off benefits
10. severance pay
11. maintenance of basic rates
12. deadheading

The foregoing list is not intended to imply that any particular item will necessarily form part of any agreement negotiated in respect of a material change in working conditions.

(d) The negotiations referred to in Clause (b) above shall be conducted between the President (or his/her delegate) and the General Chairman and shall commence within 20 days of the date of the notice specified in Clause (a) above. If the negotiations do not result in mutual agreement within 30 calendar days of their commencement, the issue, or issues, remaining in dispute shall, within seven days of the cessation of negotiations, be referred for mediation by a Board of Review composed of two senior officers from each party. Such referral shall be accompanied by a Joint Statement of Issue or Issues, remaining in dispute together with a copy of the notices served by the company on the union under Section 1(a) hereof and a summary of the items agreed upon.

In the event neither party desires to submit the issue, or issues, remaining in dispute to a Board of Review the dispute shall be referred to the arbitrator as provided in Clause (e) below.

(e) The Board of Review shall, within 20 days from the date of reference of the dispute, make its findings and recommendations. If the Board is unable to arrive at a decision within the time limits specified herein or such extended time limits as provided in Clause (9) hereof, or if its recommendations are not agreeable to either party, a Joint Statement of Issue, or Issues, remaining in dispute may be referred within seven days by either party to a single arbitrator who shall be the person from time to time occupying the position of arbitrator for the Canadian Railway Office of Arbitration.

In the event that the parties do not agree upon a Joint Statement of Issue, or Issues, remaining in dispute, either or each may submit a separate statement to the arbitrator in accordance with the procedure outlined above for the Joint Statement and the other party will be provided with a copy thereof.

The arbitrator shall hear the dispute within 30 days from date of the request for arbitration and shall render his/her decision together with reasons therefore in writing within 15 days of the completion of the hearing.

(f) Time limits specified in Clauses (d) and (e) above may be extended by mutual agreement, or upon request of the arbitrator, in respect of time limits specified for the hearing and the rendering of the decision.

(g) The decision of the arbitrator shall be confined to the issue or issues placed before him/her which shall be limited to measures for minimizing the adverse effects of the material change upon employees who are affected thereby, and to the relaxation in schedule rules considered necessary for the implementation of the material change, and shall be final and binding upon the parties concerned.

(h) The company and the union shall respectively bear any expenses each has incurred in the presentation of the case to the arbitrator but any general or common expenses, including the remuneration of the arbitrator, shall be divided equally.

(i) The appointment of the arbitrator referred to in Clause (e) above may be revoked at any time by either party upon 60 days' written notice to the other and replaced by mutual agreement between the parties.

(j) In the event either party serves notice as provided in Clause (i) above, or the permanent arbitrator serves notice on the parties of his/her intention to terminate his appointment and there are disputes requiring final determination during a period of which there is no permanent arbitrator the parties will, within 27 days of cessation of negotiations, agree upon an arbitrator to hear such dispute. If the parties cannot agree on the selection of an arbitrator, either party may immediately request the Minister of Labour to appoint an arbitrator to hear such dispute. Such ad hoc arbitrator will, in respect of hearing the dispute and rendering a decision, be governed by the time limits specified in Clause (e) and by the provision of Clause (g) above.

(k) Notwithstanding the provisions of Clause (a) above, changes involving the relocation of employees shall not be made earlier than 15 days following the decision of the arbitrator.

(l) This rule does not apply in respect of changes brought about by the normal application of the collective agreement, changes resulting from a decline in business activity, fluctuations in traffic, traditional reassignment of work or other normal changes inherent in the nature of the work in which employees are engaged.

(m) A dispute concerning the applicability of this rule to a change in working conditions will be processed as a grievance by the General Chairman direct to the President, and must be presented within 60 days from the date of the cause of the grievance.

30.2 (a) Relocation Expenses

The benefits set forth hereunder shall be allowed, where applicable, to an eligible employee. They shall apply to an eligible employee only once for each change.

(b) Eligibility

The eligibility of specific employees for relocation benefits specified below will be negotiated provided that in each case the following basic qualifications are fulfilled.

An employee:

1. Must have 24 months cumulative compensated service (to establish one month of cumulative compensated service, an employee must, for the purpose of this rule, in that month have worked and/or been available for service on:

- 21 days if in assigned service
- 30 days if in spare board service)

2. Must occupy unfurnished living accommodation to be eligible for benefits under paragraphs(2), (6) and (7) of Clause (c) of this section.

3. Must establish that it is impractical for him/her to commute daily to new location.

(c) Relocation Benefits

1. Payment of door-to-door moving expenses for the eligible employee's household goods and his/her automobile, including packing and unpacking, insurance and up to one month's storage; the mode of transportation to be determined by the company.

2. An allowance of up to \$550. for incidental expenses actually incurred as a result of relocation.

3. Reasonable transportation expenses from his/her former location to his/her new location, by rail, or if authorized, by bus or employee-owned automobile, and up to \$140. for an employee without dependents and an additional amount of \$55. will be paid for each dependent for meals and temporary living accommodation. Receipts will be required for rail or bus transportation. In the application of this subparagraph, a spouse will be considered as a dependent.

4. Upon authorization, an employee may drive his/her automobile to his/her new location at the current allowance per kilometer.

5. Up to four working days to seek accommodation in his new location with a basic day's pay for each such day at the rate applicable to the service last performed.

6. (a) Reimbursement for loss sustained on the sale of a relocating employee's private home which he/she occupied as a year-round residence, provided that the company is given the right in priority to everyone else to purchase the home. Loss sustained is determined as the difference between the value determined in accordance with Appendix A-I plus any real estate agent and legal fees and the amount established as the selling price in the deed of sale.

(b) The procedure to be followed in respect of determining the loss, if any, on the sale of a home shall be as described in Appendix A-I of this Article.

(c) An eligible employee who desires to sell his/her house and receive any benefit to which he/she may be entitled under this Item 6 must advise the company's officer concerned accordingly within 12 months of the date the initial change takes place. No employee shall be entitled to any claim under this Item 6 if the house is not listed for sale within 60 days of the date of the final determination of value and thereafter the

house continues to be listed for sale. Any claim for reimbursement under this Item 6 must be made within 12 months of the final determination of value.

(d) Payment of the cost of moving a wheeled mobile home which the employee occupies as a year-round residence. The selection of the mover and the cost of moving the mobile home shall require the prior approval of the company and shall not, in any event, exceed a total cost of \$4,400. Receipts shall be required.

7. If an employee who is eligible for moving expenses does not wish to move his/her household to his/her new location, he/she may opt for a monthly allowance of \$120. which will be payable, so long as he/she remains at his/her new location, for a maximum of 12 months from date of transfer to his/her new location. An employee claiming under this clause may elect within such 12 month period to move his/her household effects, in which case the amount paid out under this clause shall not be deducted from the relocation expenses allowable.

8. Alternatively to (6), the cost of terminating an unexpired lease and legal costs connected therewith up to a value of three months' rent, where the relocating employee was renting a dwelling which he/she occupied as a year-round residence except that where such lease was entered into following the notice of the change without prior approval of the railway no benefit will be provided. Such prior approval will not be unreasonably withheld. Should the law require payment of more than three months' rent in order to terminate a lease, such additional amount will be paid providing the employee first secures the company's approval to pay in excess of three months' rent.

30.3 Early Retirement Allowance

An employee whose position is abolished by a change made under the provisions of Section 1 (a) of this Article or who is displaced by a senior employee, such displacement being brought about directly by and at the time of implementation of such change will, if he/she is eligible to receive an early retirement pension with an actuarial cutback, be entitled to receive:

1. An allowance of \$60. per month commencing in the month immediately following the last month in which the employee received wages and continuing each month until the date at which he/she would have been eligible for the pension without a cutback. The maximum period for which the employee will be eligible for the allowance is 5 years;
OR

2. A lump sum payment calculated as follows:

Lump sum equivalent to the total value of monthly allowances he could have received under this provision

Age at Retirement

55	75% up to 60 months entitlement
56	80% up to 48 months entitlement
57	85% up to 36 months entitlement
58	90% up to 24 months entitlement
59	95% up to 12 months entitlement

An employee who elects benefits under this Article 30.3 will not be entitled to any other benefits provided elsewhere in this Article.

The early retirement allowance will cease upon the death of the employee.

30.4 The benefits granted under this Article shall be reduced in whole or in part in each case by any amount to which an employee is entitled from any other assistance program established for similar purposes.

30.5 Material changes in working conditions provisions are intended to assist employees affected by any technological change and Sections 150, 152 and 153, Part V of the Canada Labour Code do not apply.

APPENDIX A-1

APPRAISAL PROCEDURE

When an affected employee desires to sell his/her home under the provisions of Section 2(c)(6) of this Rule, of which this Appendix A-1 forms part, the following procedure will apply:

- (a) In advising the company officer concerned of his/her desire to sell his/her house, the employee shall include pertinent particulars as outlined in sample form attached, including his/her opinion as to the fair market value of his/her house.
- (b) This fair market price of the house shall be the price determined as of a date sufficiently prior to the date of the change in order that the fair value will be unaffected thereby.
- (c) Within 15 working days from date of receipt of employee's advice of his/her desire to make a claim, the company officer shall advise the employee concerned whether the suggested fair market value is satisfactory and, if so, such price shall be the fair market value as contemplated by Section 2(c) 6(a) of this Rule.
- (d) If, however, the officer concerned is not satisfied that the price requested by the employee is the fair market value, then an effort shall be made to resolve the matter through joint conference of the officer and employee concerned and the appropriate union representative if so desired by the employee; such joint

conference to be held within seven days from date of advice to employee concerned as referred to in Clause (c) of this Appendix A-I.

- (e) If such joint conference does not resolve the matter then within five days from the date of the final joint conference, arrangements shall be made for an impartial appraisal to be undertaken as soon as possible by an independent real estate appraiser. The fair market price established by such appraiser shall become the fair market value for the purpose of this Rule and such price shall be binding on both parties.
- (f) The employee and company officer concerned shall endeavour to mutually agree upon the independent appraiser referred to in Clause (e). If they are unable to agree, then the Minister of Labour shall be requested to appoint such an independent appraiser.
- (g) The residence shall not have been listed for sale with any appraiser appointed pursuant to the provisions of this Appendix A-I, nor with such appraiser's employee, fellow employee or partner.
- (h) . The fees and expenses of any appraiser appointed in accordance with Clause (e) or (g) shall be paid by the company.

PARTICULARS OF HOUSE TO BE SOLD

Name of Owner _____

Address

No.

Street

City-Town

Type of House i.e. Cottage
Bungalow
Split Level

Year Built: _____

No. of Rooms: _____ Bathrooms: _____

Type of Construction:

(i.e., Brick veneer, stucco, clapboard) _____

Finished Basement: Yes ___ No ___

Type of Heating:

(i.e., oil, coal, gas, electricity) _____

Garage: Yes _____ No _____

Size of Lot _____

Fair Market Value: \$ _____

Other Comments:

Date _____

Signature _____

ARTICLE 31 PURCHASE OR SALE OF BUS OPERATIONS

31.1 In the event that the System purchases all or a part of another bus operation, or sells all or part of its existing bus operation, discussions will be held between the two parties to the purchase or sale and representatives of the labour organizations concerned to consider the effects on the employees of both companies.

ARTICLE 32 TRUCK AND TRANSPORT OPERATIONS

32.1 Should the System originate such operations, Motor Coach Operators, holding seniority as such under this agreement, will be permitted to exercise their seniority in this branch of the service.

ARTICLE 33 MANNING OF SYSTEM VEHICLES

33.1 All motor coach vehicles owned or operated by the System, while in Ontario Northland service (regular, charter, extra, or additional service) will be manned by employees holding seniority rights under the terms of this agreement. However, this is not intended to preclude the use of leased equipment with driver for a single trip in an emergent situation when System Bus Operators and/or equipment is not readily available.

ARTICLE 34 CHECK OFF OF UNION DUES

34.1 The System shall deduct on the payroll for the last pay period of each month from the wages due and payable to each employee coming within the scope of this collective agreement an amount equal to the uniform union dues of the Teamsters Canada Rail Conference, subject to the conditions and exceptions set forth hereunder.

34.2 The amount to be deducted shall be equivalent to the uniform regular dues payment of the organization and shall not include initiation fees or special assessments. The amount to be deducted shall not be changed during the term of the Agreement excepting to conform with a change in the amount of regular dues of the organization in accordance with its constitutional provisions. The provisions of this rule shall be applicable to the organization on receipt by the System of notice in writing from such organization of the amount of regular monthly dues.

34.3 Delete

34.4 Membership shall be available to any employee eligible under the constitution of the organization on payment of the initiation or reinstatement fees uniformly required of all other such applicants. Membership shall not be denied for reasons of race, national origin, colour or religion.

34.5 Deductions shall commence on the payroll for the last pay period of the calendar month following completion of 30 calendar days after date of first service.

34.6 If the wages of any employee payable on the payroll for the last pay period of any month are insufficient to permit the deduction of the full amount of dues, no such deduction shall be made from the wages of such employee by the System in such month. The System shall not, because the employee did not have sufficient wages payable to him/her on the designated payroll, carry forward and deduct from any subsequent wages the dues not deducted in an earlier month.

34.7 Employees filling positions coming within the scope of more than one wage agreement in the pay period in which deduction is made shall have dues deducted for the organization holding the agreement under which the preponderance of their time is worked in that period. No more than one deduction of dues shall be made from any employee in any month.

34.8 Only payroll deductions now or hereafter required by law, deductions of monies due or owing the System, pension deductions and deductions for provident funds shall be made from wages prior to the deduction of dues.

34.9 The amounts of dues so deducted from wages accompanied by a statement of deductions from individuals shall be remitted by the System to the local treasurer of the organization not later than 40 calendar days following the pay period in which the deductions are made.

34.10 The System shall not be responsible financially or otherwise, either to the organization or to any employee for any failure to make deductions or for making improper or inaccurate deductions or remittances. However, in any instance in which an error occurs in the amount of any deduction of dues from any employee's wages, the System shall adjust it directly with the employee. In the event of any mistake by the System in the amount of its remittance to the organization, the System shall adjust the amount in a subsequent remittance. The System's liability for any and all amounts deducted pursuant to the provisions of this rule shall terminate at the time it remits the amounts payable to the treasurer of the local organization.

34.11 The question of what compensation, if any, shall be paid the company by the union in recognition of services performed under this rule shall be subject to reconsideration at the request of either party on fifteen days' notice in writing.

34.12 In the event of any action at law against the parties hereto or any of them resulting from any deduction or deductions from payrolls made or to be made by the System pursuant to the first paragraph of this agreement, all parties shall co-operate fully in the defence of such action. Each party shall bear its own cost of such defence except that if at the request of the organization, counsel fees are incurred these shall be borne by the organization. Save as aforesaid the organization jointly and severally, shall indemnify and save harmless the System from any losses, damages, costs, liability or expenses suffered or sustained by them or any of them as a result of any such deduction or deductions from payrolls.

ARTICLE 35 FINAL SETTLEMENT OF DISPUTES

35.1 All differences between the parties to this agreement concerning its meaning or violation which cannot be mutually adjusted shall be submitted to the Canadian Railway Office of Arbitration for final settlement without stoppage of work.

35.2 Request for arbitration must be made in writing within 60 days following the date decision is rendered at the final step of the grievance procedure.

ARTICLE 36 GRIEVANCE PROCEDURE

36.1 A grievance concerning the interpretation or alleged violation of this agreement, or an appeal by an employee who believes that he/she has been unjustly disciplined shall be processed in the following manner:

Step 1

Within 28 calendar days from the date of cause of grievance the employee and/or the Local Chairman may present the grievance orally or in writing to the immediate supervisor, who will give a decision as soon as possible but in any case within 28 calendar days on receipt of grievance. If the grievance is presented in writing the decision will also be given in writing.

Step 2

Within 28 calendar days of receiving the decision under Step 1, the Local Chairman or the General Chairman may appeal the decision in writing to the Director Motor Coach Services whose decision will be rendered in writing within 28 calendar days of receiving the appeal.

The appeal shall include a written statement of the grievance as it concerns the interpretation of alleged violation of the agreement, and identify the specific provisions involved. The written statement in the case of an appeal against discipline imposed shall outline the union's contention as to why the discipline should be reduced or removed.

Step 3

Within 28 calendar days of receiving the decision under Step 2 the General Chairman may appeal the decision in writing to the President, whose decision will be rendered in writing within 60 calendar days of receiving the appeal.

36.2 A grievance or appeal which is not settled at the President's level may be progressed for final settlement to the Canadian Railway Office of Arbitration.

36.3 The settlement of a grievance shall not under any circumstances involve retroactive pay beyond a period of 90 calendar days prior to the date that such grievance was submitted at Step 1 of the grievance procedure.

36.4 Any grievance not progressed within the prescribed time limits shall be considered settled on the basis of the last decision and shall not be subject to further appeal. Where a decision is not rendered by the appropriate officer of the company within the prescribed time limits, the grievance may be progressed to the next step in the grievance procedure.

36.5 The time limits specified in this Article may be extended by mutual agreement.

ARTICLE 37 FRINGE BENEFITS

37.1 The company shall provide an Employee Benefit Plan which shall be in accordance with the provisions of the governing Supplemental Agreement.

ARTICLE 38 UNION-MANAGEMENT CONSULTATION

38.1 A Union-Management consultation committee will be formed, comprised of not more than three members from each party, to provide a channel of ongoing communication for the discussion of matters of mutual concern. Such matters will include employee suggestions with respect to future business, charter trips, assignments and tours.

Article 39 Negotiations During Closed Period

39.1 The Union's General Chairperson and the Director, Passenger Services shall confer promptly upon notice from either party to the other with respect to any questions which may arise regarding the interpretation or application of this agreement.

Should either the Union or the Company desire to revise an article or articles during the closed period of the agreement, a written statement containing the proposed change (s) shall be given and a conference held within thirty days (30) from receipt of such notice. Should agreement on the proposed changes not be settled by mutual agreement during the term of the collective agreement, such changes may be progressed during the next open period of the agreement.

Article 40 Sick Leave

40.1 Effective January 1, 2004, an employee who has not less than six months of cumulative compensated service shall be entitled to a maximum of two (2) days sick leave between January 1 and November 30 each year.

40.2 An employee will be compensated 420 kilometers at the kilometer rate of pay for the service missed.

40.3 Sick leave not used by November 30 will be paid out as per article 40.2.

TERMINATION

This agreement supersedes all previous agreements, rulings and interpretations and shall remain in effect until December 31, 2010 and thereafter, subject to four months notice by either party at any time subsequent to August 31, 2010.

Signed at North Bay, Ontario this 6th day of December, 2007.

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
Ontario Northland Transportation
Commission

Letter of Understanding

Shift Exchanges for Motor Coach Operators

December 6, 2007

It is the intent to provide Motor Coach Operators with the periodic allotment of shift exchanges:

1. Drivers will be allotted periodic shift exchanges providing that the shift exchange form has been filed with the appropriate supervisor of their terminal.
2. Drivers needing time off and who are unable to find anyone to do a shift exchange will be allowed to give away their assignment. The work must be given to the spareboard first, by booking off. If the spareboard is not available, the assignment can be given to any volunteer who will work at straight time.
3. Shift exchanges between regular line run drivers and spareboard drivers will not be permitted.
4. Spareboard drivers on vacation relief can switch with regular drivers, providing the work is within the vacation relief period.
5. Shift exchanges will be granted providing there is no increased cost to the company.

This Agreement may be revoked by either party subject to 14 days notice.

Signed,

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC



December 6, 2007

Letter of Understanding

Cell Phones for Motor Coach Operators

Recognizing that the current system of vehicle mounted cell phones is deteriorating and difficult to replace the Company will provide individual cell phones to Motor Coach Operators subject to the following conditions, at the driver's option:

Option 1 - Drivers with Company supplied cell phones

1. Drivers will be issued company cell phones for business use only. Included with each phone will be voicemail capability and an AC charging station.
2. Each coach will be equipped with a plug in for AC charging.
3. Drivers will be responsible for carrying cell phone and ensuring it is turned on and the battery is adequately charged.
4. Drivers will be responsible for exercising reasonable care to ensure cell phone is not lost or stolen.
5. Company will be responsible for payment of all charges and repairs to phone and accessories including replacement, if necessary.
6. Any usage over the allotted time, except where there is an emergency, will be subject to review and if determined there is an overuse, monies may be owed back to the Company.

Option 2 - Drivers utilizing personal cell phones

1. Drivers will provide the company with the phone number of their personal cell phone.
2. Drivers will be responsible for carrying cell phone and ensuring it is turned on and the battery is adequately charged.
3. Drivers will be reimbursed with a monthly expense cheque covering the cost of the corporate charge, (currently 200 minutes) and the system access fee, plus taxes. (Currently \$30.00) Any driver who uses more than the current 200 minutes per month for company related business, will be reimbursed the excess upon presentation of bill with relevant information.

This letter is subject to cancellation by either party upon 45 days written notice.

Signed,

Douglas Finson
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC

December 6, 2007

**Rules Governing Dispatcher and Relief Dispatcher Positions
between Ontario Northland and Teamsters Canada Rail Conference**

It is agreed between the Company and the Union that, effective upon ratification, the following terms and conditions will apply with respect to the following positions within Agreement #11:

1. The following positions will be filled by qualified Motor Coach Operators holding seniority under Collective Agreement 11:

Dispatcher
Assistant Dispatcher
Relief Dispatcher

2. Opportunities for Dispatcher training will be advertised in accordance with Article 14.2 - Agreement #11.
3. Selection will be made in accordance with Article 14.5 - Agreement #11 and training will be provided.
4. Applicants who, after sufficient training, are unsuccessful in qualifying for the position, will be able to exercise their operator's seniority. Local chairperson of TCRC will be consulted in these circumstances.
5. A list of trained Dispatchers will be kept in seniority order for purposes of relief, with an understanding that the "senior may, junior must" principle will apply.
6. All assignments will be declared vacant and bulletined in accordance with Article 14.1(a) - Agreement #11.
7. Applications for Dispatcher assignments will be accepted from qualified Motor Coach Operators on the "senior may, junior must" principle.
8. Dispatchers will be restricted from bidding any Motor Coach Operator vacancies except for those bulletined under Article 14.1(a) - Agreement #11.
9. Dispatchers who are displaced will be entitled to exercise their seniority in accordance with Article 15.1 - Agreement #11.
10. Dispatchers will be paid at Line Service Rate at 57.5 kms for office hours and 192 kms for on call services for each night the cell phone is carried for a total of 752.62 kms per day. Office hours are assigned at 0700 to 1645 hours daily. It is understood that Dispatchers remain on call throughout the entire shift and will be

granted a meal break between the fifth and sixth hour and two coffee breaks at their discretion.

11. Assistant Dispatcher will be paid at Line Service Rate at 57.5 kms for office hours and 192 kms for on call services for each night the cell phone is carried for a total of 652 kms per day. Office hours are assigned at 0700 to 1500 hours daily. Assistant Dispatch may be combined with line service or operator/labourer duties to meet the requirements of Article 6 – Agreement #11.
12. Relief Dispatchers called in on days off to cover unscheduled Dispatcher work will be compensated at overtime rate for the first assignment and then compensated at Dispatcher rate for the remaining days.
13. Relief Dispatchers called in on a working day to cover unscheduled Dispatcher work will be compensated at Dispatcher rate or his/her crew value for that day, whichever is greater. If the unscheduled Dispatcher work lasts beyond one day, the Relief Dispatcher will receive Dispatcher rate thereafter.
14. While Relief Dispatchers are working as Dispatchers, their operator assignment will be manned by the spareboard. If their operator assignment is vacant for 4 working days or more it will be advertised to the system.
15. Dispatchers and Assistant Dispatchers will be expected to cover driving assignments in emergency situations when calling procedures have been exhausted and no other Motor Coach Operator is available. Work performed in accordance with this clause outside regular hours or days off will be paid at OT rate.
16. In circumstances not covered by this letter of understanding, provisions of the collective agreement will apply.
17. This agreement may be cancelled by either party upon 60 days written notice to the other.

Dispatcher Duties & Responsibilities

Responsible for:

- Hours of duty are as assigned 0700 to 1645 hrs daily
- Dispatching all operators and equipment in line service, charter and contract runs throughout the system and ensuring detailed documentation of all such activities
- Adhering to pertinent articles in the collective agreement and MTO/DOT regulations at all times
- Maintaining spareboard rotation, recording all spare driver movement on spareboard and ensuring updated spareboard listing is posted in drivers room at the end of shift
- Assisting the maintenance department with motor coach cycling

- Ensuring that, when another dispatcher is coming on duty, he/she is briefed on all outstanding issues or any ongoing matters
- Ensuring all crews, vacancies and charters are manned for the current and following days
- booking all wheelchair moves, advising motor coach operators in advance and checking to ensure proper operation of the lift in the assigned coach
- Reviewing equipment availability and defect books in conjunction with the maintenance department
- Recording all equipment mileage daily from all terminals
- Ensuring all coaches are cleaned and fueled
- Providing instructions to Operator/Labourer position for equipment lineup and cleaning of garage
- Documenting all overtime calls, breakdowns, overloads, accidents, highway infractions, use of outside transportation providers, passenger complaints and passenger injuries
- Ensuring that all bulletins have been properly posted at Timmins garage and terminal, North Bay garage and terminal and Sudbury terminal
- Ensuring that all safety defects are reported promptly to the Safety Coordinator
- Ensuring that, in case of emergency, the current "Emergency Call List" is followed and appropriate officers and outside agencies are notified promptly
- When no other operator is available, operate a motor coach in order to protect the service
- When emergency situations arise, Supervisors will take over the Dispatcher duties until proper relief can be assigned.
- Other related duties as required.

This agreement cancels all previous Letters of Understanding regarding Dispatchers, Assistant Dispatchers and Relief Dispatchers.

Signed,

Douglas Finnon
 Vice President
 Teamsters Canada Rail Conference

Rock Lapointe
 Director Motor Coach Services
 ONTC

Letter of Understanding

Minimum Call for Service being applied to Crew 5

In previous discussions regarding the new shuttle service for the Northlander Train and the Little Bear, it was recognized that because of a new Train schedule, the hours of operation for the shuttle service would be in excess of 12 hours for a double service.

It was mutually agreed that Article 7.2(a) can be applied to regular service. The driver will receive a minimum call for service of 192 kms to protect the northbound Northlander Train.

The minimum call will allow a 4 hour window to protect the arrival of the North Bound Northlander Train in to Matheson.

This LOU will apply to trip 65 on Monday, Tuesday, Wednesday, Thursday and Friday only. Trip 65 will be governed by the Operator/Labour duties as per bulletin for Sunday's assignment.

This agreement may be revoked by either party subject to 14 days notice

December 6, 2007

Signed,

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC

December 6, 2007

Letter of Understanding

Re: North Bay and Sudbury Terminals

During previous negotiations concerning the revision of the collective agreement governing Motor Coach Operators, the union raised a concern for the future requirement of drivers in the North Bay and Sudbury terminals. More specifically, the union indicated that with the revisions to Articles 6, 7 and 8 of the collective agreement, the Company could schedule existing trips using Timmins terminal operators through to Toronto, resulting in a decrease of operators at the North Bay and Sudbury terminals.

This letters confirms that for the length of this agreement, unless mutually agreed between the Company and Union, the Company will not schedule any of the current trips through to Toronto with Timmins terminal operators. The only exception to this will be those trips in place today that are operated with Timmins terminal operators.

Yours truly,

Rock Lapointe
Director Motor Coach Services
Ontario Northland

Agreement Governing Crew Number 45

1. Departures for Casino Rama will be as per instruction on itinerary.
2. The limit in changes to starting and finishing times prescribed by Article 14.6 may be exceeded provided the change in time is at Casino Rama's request.
3. In the event of such change continuing on a regular basis, the assignment will be re-bulletined in accordance with Article 14.6
4. Notice of cancelled trips will be provided as soon as possible and in no case later than three days.
5. Upon notification of cancellation, the driver will be offered make up work on the same date. In the case of Saturday, if work is not available, the Driver will be offered make up work on the following Tuesday.
In cases where make-up work is not available, crew value will be paid.
6. Charter work will be paid at charter rate. Pay value for Rama trip on Wednesday, Thursday, Saturday, will be 426 kms plus preparation/final time compensation as per Article 10.1(c).
7. The company retains the right to abolish assignments to suit the requirements of the service and this agreement may be revoked by either party upon written notification to the other.

December 6, 2007

Signed,

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC

Letter of Understanding

Article 1.1 (b)

In the application of Article 1.1(b) it is agreed:

Employees who are returning to the service as Motor Coach Operators and have previously attained 100% of the pay rate will not be required to fulfill the requirements of this article.

December 6, 2007

Signed,

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC

LETTER OF UNDERSTANDING

Between Ontario Northland

and

Teamsters Canada Rail Conference

PAID EDUCATION LEAVE

The company agrees to pay into a special fund two (2c) cents per hour per employee for all compensated hours for the purpose of providing paid education leave. Said paid education leave will be for the purpose of upgrading the employee's skills and qualifications in all aspects of Trade Union functions. Such monies to be paid on Quarterly basis into a specific fund established by the Union, and sent by the company directly to the Teamsters Canada Rail Conference National Office.

The company further agrees that the members of the bargaining unit, selected by the union to attend such courses, will be granted a leave of absence without pay, plus travel time where necessary. In the event that service requirements conflict with such a leave, the parties agree to meet to determine if adequate staffing is available. Said leave shall only be granted provided there is no extra cost to the company. Written requests to the company shall be submitted at least two (2) weeks in advance of the date of commencement of such a leave.

December 6, 2007

Signed,

Douglas Finnon
Vice President
Teamsters Canada Rail Conference

Rock Lapointe
Director Motor Coach Services
ONTC

Mr Douglas Finnon
Vice President
Teamsters Canada Rail Conference

December 6, 2007

Dear Mr. Finnon

This will confirm our discussions arising out of bargaining in 2007 relating to benefit coverage.

It is agreed that should there be an enhancement to other Collective Agreements to which Ontario Northland is a party and which expire on December 31, 2007 in the areas of orthodontics or vision care that exceed the coverage levels as agreed in the Memorandum of Settlement reached with the TCRC representing Motor Coach Operators on December 6, 2007, then those enhancements will be provided to the Motor Coach Operators at Ontario Northland.

I trust this accurately reflects our discussions.

Greg Stuart
Director Human Resources
Ontario Northland
Transportation Commission