



Collective Agreement
Between
Teamsters Local Union No. 419
(hereinafter referred to as the Union)

And

Waste Connections of Canada (Toronto - Ajax)
(formerly Progressive Waste Solutions)
(hereinafter referred to as the Company)

October 1, 2020 to September 30, 2025



WASTE CONNECTIONS
OF
CANADA

IMPORTANT

You are in a unionized company. To work here, you must become and remain a member in good standing with your Local, and pay Union Dues each month (12 months per year).

However, if you do not work for a period of one (1) complete calendar month and more, due to lack of work (lay-off), sickness, accident, W.S.I.B. or maternity leave, **GET A WITHDRAWAL CARD FROM YOUR LOCAL.** This will protect you when you return to work since you will not have to pay arrears of dues or re-initiation. The withdrawal card must be requested within thirty (30) days of the lay-off or other absence as listed above; furthermore, you are obliged to return your withdrawal card to your Local when you return to work.

Make sure that your Union and your Employer have, at all times, your correct address and that your monthly dues and initiation have been deducted from your pay, **OTHERWISE** you will have to pay back dues or re-initiation dues to your Local.

Suspension – should a member neglect to pay his dues for a period of three months he shall stand suspended from the Union and re-initiation fee will be required before you can again become a member in good standing. **IT IS YOUR SOLE RESPONSIBILITY TO SEE THAT YOUR DUES ARE PAID.**

General membership meetings for your Local are always held each month unless notified to the contrary.

When you have a grievance, see your shop steward or your business agent, **IMMEDIATELY – DO NOT WAIT**, and make sure that the grievance procedure established in your Collective Agreement is followed. **THIS IS VERY IMPORTANT AND YOUR RESPONSIBILITY.**

Call the Union...please don't hesitate to call if you are not sure. We are here to help you with any questions that you may have.

In Solidarity,



Harjinder S. Badial, Secretary Treasurer
Teamsters Local 419

LETTER FROM THE PRESIDENT OF TEAMSTERS LOCAL UNION NO. 419

**To all bargaining unit Employees of Waste Connections of Canada
(Toronto - Ajax)**

Dear Sister or Brother,

On behalf of the Officers, Executive Board and the thousands of Union members of Teamsters Local Union 419, I welcome you; you are among over 1.5 million working men and women who are members of the Teamsters Union.

Teamsters move forward together...

Your Union contract is your security. In addition to providing you with the best possible wages, benefits and working conditions in your industry, it enables you to have pride and dignity on the job and in yourself.

Our organizing team works around-the-clock. If you have friends or family who want to join the Teamsters, tell them to get in touch with us. Everyone deserves a Union on their side.

Please feel free to contact me at any time with questions or concerns about the Union. Make sure you attend Union meetings; the Union is built on membership involvement.

At Teamsters Local Union 419, you are family.

Fraternally and Sincerely,



Jason Sweet, President
Teamsters Local 419

"In Solidarity We Rise"

TEAMSTERS LOCAL UNION NO. 419

EXECUTIVE BOARD

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JASON SWEET

Vice-President

OWEN LANE

Secretary-Treasurer

HARJINDER S. BADIAL

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KEITH BRUCE

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Trustee

GWEN PAINTER

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TROY SNOW

Business Agent

KEN DEAN

Business Agent

FAHEEM BHATTI

Business Agent

BRANDON DAWE

STAFF

Accounting

DEBBIE HOBBS

Executive Assistant

JOY QUE

Admin. Support/Dues

KAREN CANN



“In Solidarity We Rise”

Teamsters Historical Overview



**International Brotherhood of Teamsters
1,400,000 Members**

**Teamsters Canada
130,000 Members**

**Teamsters Ontario
Joint Council 52
44,000 Members
In nine (9) different local unions across
the Province of Ontario**

Teamsters Canada

In recognition of the special needs and aspirations of its Canadian membership, the International Brotherhood of Teamsters created the Canadian Conference of Teamsters in 1976. Our Conference is one of the five Area Conferences in the Teamsters union.

The Canadian Conference has a unique status as a national Conference in a sovereign country. The Canadian Conference is now called Teamsters Canada.

Teamsters Canada is comprised of 45 Local Unions, representing 130,000 workers in all major industries. Our members work in all ten provinces and all three Northern Territories.

The objectives of Teamsters Canada are: To establish national policies which benefit our members; to coordinate Local Unions actions; to provide services including Research, education, Organizing, political action and Communications; and to represent Canadian Teamsters within our International Union.

Teamsters Canada is managed by an elected President and nine (9) Executive Board Members of elected Officers representing all regions of the country.

The Canadian Teamsters are united to build the future. The Canadian Executive Board work together on behalf of the Canadian Membership, and they are committed to a team approach with the rest of the labour Movement in advancing the cause of all working men and women in Canada.

Teamsters Canada is affiliated with the Canadian Labour Congress (CLC).



Members in each Province:

British Columbia – 30,000

Alberta – 8,000

Saskatchewan – 1,000

Manitoba – 2,000

Ontario – 44,000

Quebec – 41,000

Newfoundland – 1,000

Nova Scotia and New Brunswick – 2,000

Teamsters Canada

TEAMSTERS CANADA SERVICES	UNION SERVICES
- Research - Governmental Affairs - Education - Communications - Recruiting - Out-of-work Benefits - Health and Safety - Human Services	- Negotiation/Collective Bargaining - Grievance and Arbitration Procedure - Health and Welfare Program - Pension Plan Program - Job Security - Legal Assistance - Political Action - Governmental Representation - Workplace Safety and Insurance Board
TRADE DIVISIONS - Brewery, soft Drink - Construction - Dairy and Bakery - Warehouse - Movie and Trade Union - Chemical and Energy - Printing and Newspaper - Industrial Trades - Courier - Freight and Cartage - Airline - Rail - Armoured Cars - Healthcare These divisions facilitate the broadcasting of information between local sections involved in the same industry. It is an excellent platform to settle the problems which arise in their specific sectors	- Advocacy - Human Relations - Education - Research - Members Scholarship - Health and Safety Program - Union Publication - Communications - Credit Card Program - Public Campaign - Charity Sponsorship - Retirees Program - Recruiting - Out-of-Work Benefits - Accounting System (TITAN)

WHAT DO YOU GET FOR YOUR UNION DUES?

- **Higher than average wages and benefits.** According to recent Government statistics, unionized workers make, on average, 38% more in wages and benefits than non-union workers in the same industries. This fact alone makes your union dues an outstanding investment in your future.
- **Job Security.** Your Union will not let you be fired or disciplined without just cause, and it is up to management to prove just cause. Every year the Union spends tens of thousands of dollars in grievance and arbitration expenses just to protect your rights. If you are unjustly discharged, your Union will spare no expense in getting you back to work. Does a non-union worker have that kind of security?
- **Grievance Procedure.** Even the smallest contract rights are vitally important to your Union. Are non-bargaining unit people doing your work? Were your bumping rights ignored? Have you been unfairly disciplined for a very minor mistake? The grievance procedure allows the Union to go to bat for you. In a non-union workplace you have no rights except what management chooses to allow you. Via the grievance procedure, workers have the rights to talk back if they feel they have been treated unfairly.
- **Problems with the Workplace Safety and Insurance Board or Employment Insurance.** The Union has the expertise to cut the red tape and represent you to Government agencies. These services are free to you, should you ever need them. Non-union workers are usually in the dark and left out in the cold with respect to these matters. They can only turn to expensive lawyers for help.
- **Tax Deduction.** Each year when you fill out your income tax return, you deduct the amount you've paid in Union dues from your income. That means you pay less income tax.

In short, dues pay for legal representation, educational programs, help with worker's compensation problems, strike benefits, the cost of offices and meeting halls, newsletters, and other resources, such as pay equity or health and safety expertise.

WHO IS YOUR UNION STEWARD?

Your Union Steward is an elected front-line representative of the Teamsters Union in your workplace. It is his or her duty to give you advice on your rights and to represent you to management in the first stage of the grievance procedure.

The responsibility of the Steward is to enforce the Collective Agreement. The means by which the Collective Agreement is enforced is called the grievance procedure. Without the Steward to enforce it, even the best Collective Agreement would only amount to a collection of well-chosen words – a worthless piece of paper.

Bring any suspected violation of this agreement to the attention of the Union Steward as soon as possible, because time limits may be important in winning your grievance. A Union Steward cannot work miracles and solve your problem on the spot, but he or she will either give you an answer or find out the answer to your problem by contacting the Union Representative.

Union Stewards are all volunteers. They receive no pay for their important work and have a lot of responsibility. Treat them with consideration, as you would any friend who tries to assist you.

Never ask your Union Steward to look into a violation of your contract rights unless you are willing to file a grievance, if necessary. Their time is as important as yours. Your Steward can assist you in winning your rights under this Collective Agreement, but only if you are willing to see it through. Management cannot deny anyone the right to file a grievance and has to accept the grievance as presented to them.

Despite the trouble involved in the job, being a Union Steward can be a rewarding and educational experience. If you are not afraid to ask that your legal contract rights be respected by management and if you also enjoy helping people, talk to your Union Representative. You might make a good Union Steward.

To most workers, a Union represents security in the workplace, dignity on the job and a means to a better life. Therefore, enforcing the contract provisions through the grievance procedure is important because the rights and interest of the Union members are protected and guaranteed.

Interviews or Investigations

As a Teamster Member,

You have rights on the job: Know Them - Use Them

Union members have the right to representation by their Stewards or Union Officers during conversations with the supervisor which could potentially lead to discipline or termination. If you believe the conversation is disciplinary in nature, follow these steps:

1) Demand union representation:

Ask for Union representation before the interview.

2) Refuse to proceed without union representation:

If management refuses to allow you representation, stay in the room, but let management know that the meeting should start only once your right to a Union Steward is respected.

3) Union representation is a fundamental right:

The right to a Union Steward is the Union's right as well as yours. Be sure to stand up for this very important right.

What should you say:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Steward or Union Officer be present at this meeting. Without representation, I choose not to answer any questions."

This is what your Steward can do for you:

Union representatives when summoned to the interview will:

- Be informed of the subject matter of the interview.
- Hold a private pre-interview conference with the employee.
- Speak during the interview.
- Request clarification of questions.
- Advise the employee on how to answer questions.
- Provide additional information once the interview is over.

OCCUPATIONAL HEALTH & SAFETY LAW



THE OCCUPATIONAL HEALTH AND SAFETY ACT

Most work-related disabilities can be avoided if both management and workers live up to their responsibilities under Ontario's Occupational Health and Safety Act. Here is a quick guide to the Act. For details, refer to the Act itself, which is found in the small green book which must be posted in every workplace.

Employer's Duties

Among other things the employer must:

- Provide information, instruction and training so that the employee can work in a safe manner.
- Acquaint the worker with any workplace hazard.
- Appoint a competent person as supervisor.
- Co-operate with and assist the Health and Safety Committee and representative.
- Take every precaution reasonable for the protection of the worker.

Supervisor's Duties

The Supervisor must:

- Ensure that the worker works in a safe manner and uses all the equipment, protective devices or clothing that is required.
- Advise a worker of any potential or actual danger to health and safety.
- Provide written safety instructions, where required.
- Be familiar with the Act and Regulations.

Workers' Obligations

- Use all safety equipment and wear all protective clothing required by the employer.
- Report any potentially unsafe condition or defect in safety equipment to your Supervisor.
- Obey the Health and Safety law and all regulations and report any violations of the law or regulations to your Supervisor.

Workers may not:

- Remove or turn off any safety device.
- Use any equipment or work in a manner which may endanger yourself or another worker.
- Engage in horseplay of any kind.

The Right to Refuse Unsafe Work

If you encounter an unsafe condition at work, your first obligation is to report it to your Supervisor. Once you have done that, you may refuse to work at a job or task where you have reason to believe that:

- Any machine or equipment you are supposed to use is likely to endanger yourself or another worker, or
- The condition of the workplace itself is hazardous.

You must promptly notify your Supervisor of your refusal. He must then investigate the matter in your presence and that of a Health and Safety Representative of the workers (normally the Steward or a member or the Health & Safety Committee). If the Supervisor orders you back to work and you are still not satisfied that the job is safe, you may continue to refuse to work, provided you have **reasonable grounds** to believe the condition still constitutes a hazard.

At this point, the Inspector from the Ministry of Labour must be called in. While you are waiting for him, the Supervisor can request that someone else perform the job provided that he is informed that the job was refused and the reasons for the refusal. This second worker also has the same right to refuse. The refusing worker may be assigned reasonable alternative work, subject to the Collective Agreement.

The decision of the Inspector is final. Although his order may be appealed, you must return to the job if he so orders, pending the outcome of such appeal.

**HEALTH & SAFETY
(Ministry of Labour)
Toronto – 416-326-7770, Mississauga – 905-273-7800
After hours – 1-800-268-6060**

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ARTICLE 1 - PURPOSE OF AGREEMENT

- 1.01 The Union and the Company agree that the purpose of this Agreement is to promote co-operation and harmony, to recognize mutual interests, to promote a channel through which information and problems may be transmitted from one to the other, to formulate rules to govern the relationship between the Company and the Union, to promote efficiency and service, and to set forth herein the basic agreement and undertaking covering rates of pay, hours of work, grievance procedures and conditions of employment.
- 1.02 The Company and the Union agree to meet for the purposes of promoting co-operation between the Company and the Union and discussing issues relating to the work force which affect the parties or any employees bound by this Agreement. Both parties agree to meet a minimum of once every two months at the end of the shift, the chair rotates; the Company will take minutes and both parties to agree upon the minutes prior to distribution.

Agendas will be exchanged prior to each meeting.

ARTICLE 2 - SCOPE AND RECOGNITION

- 2.01 The Company recognizes the Union as the sole and exclusive bargaining agent for all employees of the

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Company within the jurisdiction of the Union excluding **Region of Peel curbside collection, and excluding** supervisors, persons above the rank of supervisor, office, clerical, sales staff. If the Company relocates any or part of its present operations covered by this Agreement within the jurisdiction of the Union, the Collective Agreement shall be applicable to the relocated operation(s).

- 2.02 The word "employee" or "employees" wherever used in the Agreement shall mean respectively an employee or employees in the bargaining unit, and wherever the masculine gender is used in this Agreement, it shall include the feminine gender.
- 2.03 The Company agrees that work normally performed by bargaining unit employees shall not be performed by non-bargaining unit employees, except in the case of an emergency.
- 2.04 The Company agrees not to enter into any agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and conditions of this Agreement.
- 2.05 **Moving forward there will be no long term agency staff utilized, the parties agree that agency personnel may be utilized for short term assignments due to periods of absenteeism or special project work.**

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ARTICLE 3 - RESERVATIONS TO MANAGEMENT

- 3.01 The Union agrees that the Company retains all the traditional rights of management except as expressly limited by the Collective Agreement.

ARTICLE 4 - UNION SECURITY

- 4.01 All employees who are presently employed by the Company must, as a condition of employment, become and/or maintain their Union membership in good standing. For the purposes of this Agreement, the sole definition of membership in good standing means that they must pay in accordance with the provisions of this Agreement, the regularly prescribed initiation fee, regular monthly Union dues, and periodic assessments uniformly required of all members in the bargaining unit.
- 4.02 New employees shall make application for Union membership on cards supplied by the Union prior to the completion of their probationary period and the Company will forward their Membership Application cards to the Union following their probationary period.
- 4.03 The Company agrees to deduct Union initiation fees and monthly dues as specified in the Union Constitution from each eligible employee and remit monthly the monies so deducted to the Secretary-Treasurer of the Union. The

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Secretary-Treasurer of the Union shall notify the Company by letter of any change in the amount of Union dues, and such notification shall be the Company's authority to make the deductions specified.

4.04 The Company will, at the time of making each remittance hereunder to the Secretary-Treasurer of the Union, update the Union's Pre-Billing statement showing the following information from whose pay deductions have been made:

- (a) All monthly dues for member to be submitted with current address, postal code and Social Insurance Number.
- (b) Twelve (12) check-offs per year (calendar month).
- (c) Monthly:
 - New members to be listed in alphabetical order with current address, postal code, Social Insurance Number and date of hire.
 - Terminations or resignations to be clearly identified with current address, postal code, Social Insurance Number and date of termination or resignation.

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- Addresses to be updated as well as name changes ie. marriage.

- 4.05 The Company will list the annual regular Union dues paid by each employee on his Income Tax T-4 Statement.
- 4.06 The Union agrees to indemnify the Company and save it harmless against any and all claims which may arise in complying with the provisions of Article 4.
- 4.07 The Company agrees to deduct Union dues from part-time employees when they work more than forty (40) hours in a month. Such Union dues shall be in accordance with Article 4.03. The above employees are exempt from paying initiation fees. This Article does not include agency employees.

ARTICLE 5 - UNION REPRESENTATION

- 5.01 The Union may appoint or elect and the Company shall recognize seven (7) Union Stewards **four (4) drivers and One (1) for the maintenance and mechanical members from the Toronto District; one (1) driver and one (1) for the maintenance and mechanical members from the Ajax District.**
- 5.02 The Union shall advise the Company in writing of the names of the Stewards, and alternates to act in the absence

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

The Company agrees to recognize any employees, selected by the Union Stewards, to act as alternate Stewards to assist in the presentation of any proper grievances that may arise, in the event that the Steward is absent from work. An employee who requires the assistance of a Union Steward shall use a steward from the employee's own line of business, unless the steward from a specified line of business is not at work.

- 5.03 The Company shall pay Stewards for negotiations through to Conciliation, but not during the Conciliation process.
- 5.04 An authorized representative of the Union shall have access to the Company's establishment when in the accompaniment of an authorized official of the Company during working hours for the purpose of adjusting disputes, provided that the permission of the Company is obtained beforehand, such permission not to be unreasonably withheld.

ARTICLE 6 - GRIEVANCE PROCEDURE

- 6.01 The Company and the Union agree that it is the purpose of the grievance procedure to amicably and fairly settle any

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complaints and disagreements concerning the employees, the Union, and the Company, without, so far as possible, resort to arbitration.

6.02 It is the mutual desire of the parties that complaints of employees shall be adjusted as quickly as possible, and it is agreed that an employee has no grievance until he has first given the Company the opportunity to adjust his complaint.

6.03 Should any difference arise between the Company and any of the employees as to the interpretation, application, administration or alleged violation of the provisions of the Agreement that cannot be satisfactorily adjusted pursuant to Article 6.02, an earnest effort shall be made to settle such difference in the following manner:

6.04 STEP ONE

Within three (3) working days after the alleged grievance has arisen, the Steward shall present the grievance in writing, on a form supplied by the Union, to the Supervisor and if, within five (5) working days from the time when such grievance was presented, a decision satisfactory to the employee is not given, then:

6.05 STEP TWO

Within five (5) working days after the decision of Step One has been or should have been given, the Steward shall

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present the written grievance to the Manager, or a person or persons designated by him to handle such matters at Step Two. The Manager or his designate shall schedule a meeting to be held within ten (10) working days from the time when such grievance was presented to him, or his designate.

At the Step Two meeting, the employee may be accompanied by his Steward, and the Manager, or his designate, may be accompanied by officials of the Company. The Business Representative of the Union shall be present at the meeting. The Manager, or his designate, shall give a decision in writing on behalf of the Company within five (5) working days immediately following the date of such meeting.

6.06 General Provisions

A Union policy grievance which is defined as an alleged violation of this Agreement concerning the Union as such or all or a substantial number of employees in the bargaining unit in regard to which an individual employee could not grieve may be lodged by an authorized representative of the Union in writing with the Company at Step 2 of the grievance procedure at any time within five (5) full working days after the circumstances giving rise to such grievance occurred or originated, and if it is not satisfactorily settled it may be processed to arbitration in

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the same manner and to the same extent as the grievance of an employee.

- 6.07 Any grievance which arises directly between the Company and the Union concerning the interpretation, application, administration or alleged violation of the provisions of the Agreement may be submitted by either of the parties to the other. Notice of the grievance shall be in writing within ten (10) working days of the occurrence of the matter giving rise to the grievance. The Manager, or his designate, shall schedule a meeting between the parties to be held within ten (10) working days after notice has been given by either of the parties to the other. The decision of the party being grieved against shall be given in writing within ten (10) working days following the date of such meeting. If no settlement is reached, the grievance may be referred to arbitration in accordance with the provisions of Article 7 of the Agreement.
- 6.08 The Company shall, from time to time, notify the Union in writing of the names of the Company representatives and designated alternates appointed for purposes of the grievance procedure.
- 6.09 Each step to be taken under the grievance procedure and any reference to arbitration shall be taken within the time limits set forth in Article 6 or Article 7.

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- 6.10 Any and all time limits set forth in Article 6 for the taking of action by either party or by an employee may be extended at any time by mutual agreement of the parties, which shall be confirmed in writing.
- 6.11 If the Company suspends or discharges an employee, it shall notify both the employee concerned and the Steward, in writing, within **three (3)** working days, of the reasons for such discharge or suspension.
- 6.12 If an employee who has acquired seniority believes that he has been discharged or suspended without just cause, the grievance shall be presented at Step Two within five (5) days after notice has been given to the employee and the Steward. If a suspension is grieved, the Company may elect not to put the suspension into effect until the grievance is settled, abandoned, or determined by reference to arbitration.
- 6.13 If an employee is called before management for disciplinary action or to receive a reprimand and/or for an investigation which could lead to disciplinary action, every effort shall be made to have a Steward or alternate Steward present, if available.

If the Company is going to impose any disciplinary action against an employee, it must do so no later than five (5) working days from the the occurrence or knowledge of the

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occurrence which gave rise to the discipline.

- 6.14 Any action or decision in respect of any employee shall not be based on any item in his personnel record which has been on file for more than eighteen (18) months.
- 6.15 The discharge of a probationary employee shall be at the sole discretion of the Company and shall be deemed to be for just cause. In the event a part-time employee is hired to a full-time position of the same requirements and department as those of his normal part-time assignments, the probationary period shall be waived.

ARTICLE 7 - ARBITRATION

- 7.01 If final settlement of the grievance is not complete within five (5) working days after the Step 2 conference, and if the grievance is one which concerns the interpretation or alleged violation of the Agreement, the grievance may be referred by either party to a single arbitrator at any time within thirty (30) days thereafter, but not later.
- 7.02 When either party requests that a dispute be submitted to Arbitration, it shall notify the other party in writing, nominating a single Arbitrator. If the parties are unable to mutually agree on a single Arbitrator within a reasonable period of time, then the party requesting Arbitration may apply to the Minister of Labour for the Government of

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Canada to appoint a single Arbitrator.

- 7.03 The arbitrator appointed shall hear and determine the matter and shall issue a decision which shall be final and binding upon the parties and upon any employee affected by it.
- 7.04 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.
- 7.05 The parties will each pay one-half of the remuneration and expenses to the arbitrator selected by the parties or appointed by the Minister.
- 7.06 Any and all-time limits fixed by Article 7 for the taking of action by either party may be extended at any time by mutual agreement of the parties, which shall be confirmed in writing.

ARTICLE 8 - STRIKES AND LOCKOUTS

- 8.01 The Union agrees that there shall be no strike and the Company agrees that there shall be no lockout during the term of this Agreement. The words "strike" and "lockout" shall be as defined in the Canada Labour Code.

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**ARTICLE 9 - CLASSIFICATIONS, RATES OF PAY AND
SPECIAL ALLOWANCES**

**9.01 The following straight-time hourly regular rates shall
 be in effect during the term of this Agreement:**

	2.75%	2.5%	2.5%	2.6%	2.6%
Classification	Oct. 1 - 20	Oct. 1 – 21	Oct. 1 – 22	Oct. 1 – 23	Oct. 1 – 24
Swing Man	31.09	31.87	32.67	33.52	34.39
Front End	29.89	30.64	31.40	32.22	33.06
Roll Off	29.89	30.64	31.40	32.22	33.06
Rear Load/Side Load	27.79	28.49	29.20	29.96	30.74
Boom Truck Driver	29.89	30.64	31.40	32.22	33.06
Tractor Trailer	31.02	31.80	32.59	33.44	34.31
Roll Off Train	31.02	31.80	32.59	33.44	34.31
Welder and Hydraulics	30.98	31.75	32.55	33.39	34.26
Licensed Welder	27.79	28.49	29.20	29.96	30.74
Equipment Operator	27.79	28.49	29.20	29.96	30.74
Greaser/PM Service	25.29	25.92	26.57	27.26	27.97

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		2.25%	2.25%	2.25%	2.25%
Classification	Oct. 1 - 20	Oct. 1 – 21	Oct. 1 – 22	Oct. 1 – 23	Oct. 1 – 24
Mechanic	37.50	38.34	39.21	40.09	40.99
Mechanic (5th Year Apprentice) 95%	35.63	36.43	37.25	38.09	38.95
Mechanic (4th Year Apprentice) 90%	33.75	34.51	35.29	36.08	36.89
Mechanic (3rd Year Apprentice) 85%	31.88	32.60	33.33	34.08	34.85
Mechanic (2nd Year Apprentice) 75%	28.13	28.76	29.41	30.07	30.75
Mechanic (1st Year Apprentice) 70%	26.25	26.84	27.44	28.06	28.69
General Labour DZ	23.50	24.03	24.57	25.12	25.69
General Labour	18.50	18.92	19.34	19.78	20.22

**These rates to be effective retroactively to October 1,
2020.**

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Leadhands will be paid \$1.00 above their classification rate

Swing man position replaces those drivers who are absent from the dayshift.

\$150 Signing Bonus

9.02 Incentive Scale

If the company implements an incentive program during the life of this agreement, it shall negotiate it with the Union. If they fail to agree on the terms and conditions then either party may file a grievance.

9.03 If the company implements an afternoon shift on or after 12:00 P.M. there shall be a shift premium of \$3.00 per hour. The afternoon shift shall be posted as per Article 12.03.

9.04 All employees shall be paid by direct deposit on a weekly basis, and no more than one (1) week's pay shall be held back.

9.05 The Company agrees to provide an annual uniform allowance of **\$450.00** maximum to purchase shirts, trousers, coveralls and jackets from the Company supplier.

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Mechanics will receive an extra \$100 for uniforms and the Employer agrees to continue its practice of Supplying and cleaning coveralls.

Company to continue its practice of supplying an Annual jacket for Mechanics, Equipment Operators, Welders and Greaser.

- 9.06 The Company agrees to provide a semi annual safety boot allowance of (\$175.00) for all employees in the first pay period in May and October of each year. **Employer agrees to provide vouchers upon request in the amount of \$175.00 plus taxes to employees to a maximum of two vouchers per year.**

Note: In lieu of reimbursement for the uniform and the boot allowance, the Company will provide redeemable purchase vouchers to the value of the uniform and boot allowance, plus taxes, to be used at Marks Work Warehouse.

- 9.07 Wearing of safety boots and high visibility safety vests is mandatory, along with hard hats when dumping at all tipping facilities.

- 9.08 When new work is required for which there is not a suitable classification established by this Agreement, the Company shall notify the Union in writing to this effect and shall negotiate an appropriate classification and rate with the

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Union. It shall be open to the Union to allege in writing at any time that there is new work and the Company shall discuss the matter with the Union. Where the matter is not disposed of between the Company and the Union, it may be referred to arbitration by either party pursuant to Article 6 and 7 hereof.

During any time that the matter remains in dispute, the Company will continue to assign the work in question and the employee to whom it is assigned shall be continued at the regular rate he held immediately prior to such new or allegedly new work assigned. Any change of rate resulting from the final disposition of the matter shall be effective on the date the Company notified the Union in writing of new work, or on the date the Union alleged in writing that new work had been introduced.

9.09 Severance Pay

In the event of a permanent lay-off, the employees will receive the following severance pay: 2 weeks pay at their applicable hourly rate based on 45 hours per week for each year of service, prorated for partial year.

9.10 Mechanics will receive on an annual basis a tool allowance of \$1000 (with receipt), this Allowance to be paid on the first pay period of June of each year on a separate cheque. This includes Mechanics and Mechanic apprentices.

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ARTICLE 10 - HOLIDAYS

10.01 The following paid holidays, regardless of when they fall, will be granted to all employees.

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

In order to be eligible for holiday pay, an employee must have worked his last normal shift immediately before and his first normal shift immediately after the holiday in question, unless the employee provides reasons for his absence which would be acceptable to the Company.

All employees shall be entitled to two (2) personal days to be taken **when requested with a minimum of 48 hour's notice, provided there is no more than 2 employees off per LOB on a "personal day"**. Unused personal days shall be reimbursed back to the employee.

10.02 The payment of Statutory Holiday pay shall be as follows:

All employees shall receive nine (9) hours at the applicable classification hourly rate.

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- 10.03 In the event that a Statutory Holiday falls on a non-scheduled work day, the next work day shall be recognized as the Holiday. In the event that this is also a Holiday, the next scheduled work day shall be recognized as the Holiday.

ARTICLE 11 - VACATIONS

- 11.01 The company will grant vacation with pay on the following basis:

The weeks of entitlement and pay are based on the anniversary date of employment with the Company.

- (a) Employees who have 0 - 5 years of service shall be paid 4% of their gross earnings, and granted two (2) weeks' vacation.
- (b) Employees who have between 5 and 8 years of service shall be paid 6% of their gross earnings, and granted three (3) weeks' vacation.
- (c) Employees who have between 8 and 10 years of service shall be paid 8% of their gross earnings and granted three (3) weeks' vacation.
- (d) Employees who have ten years service or more shall be paid 10% of their gross earnings, and granted four

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(4) weeks' vacation.

- (e) “Gross annual earnings” means the employees gross earnings to date (including vacation pay).
- (f) Choice of vacation periods shall be based upon seniority, providing management can maintain a work force sufficient to do the job that is necessary. Vacations due in any year must be taken in the calendar year. Exception - during the period from June 15 through September 15, the maximum of two (2) weeks' vacation entitlement may be taken in an effort to provide vacation time for other bargaining unit employees to enjoy time off during this period.
- (g) **Vacation pay shall be paid out once per year, on the first pay period in December or upon request.**
- (h) All vacation requests must be made in writing by January 31st of each year (if not, the company will assign by seniority). In return, the Company will confirm by February 28th of each year for vacation requests. **No more than 9% of employees off on vacation per line of business per District. Round up at .5 or greater.**
- (i) All employees must take minimum weeks of vacation as follows:

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Employees entitled to 2 weeks' vacation must take 2 weeks.

Employees entitled to 3 weeks' vacation must take 2 weeks.

Employees entitled to 4 weeks' vacation must take 3 weeks.

- (j) If an employee is off work due to a compensable sickness or injury, he shall receive no less than his regular straight time weekly earnings for each week of his vacation entitlement.

11.02 Any employee whose employment is terminated for any reason whatsoever shall receive his full vacation credits since the last vacation date upon which vacation pay was calculated.

11.03 If a Paid Holiday falls within an employee's vacation (including Saturday or Sunday), at the employee's option, he may choose another day in lieu thereof or the Holiday pay. This choice must be made prior to going on vacation. If another day in lieu thereof is chosen, it must be mutually agreed upon prior to the date it is taken.

ARTICLE 12 - SENIORITY

12.01 Seniority will be established for **the Ajax District and the Toronto District separately** and a new employee will be considered on probation until he has worked for the

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Company for a total of forty-five (45) working days. His seniority shall then date back to the first day of hiring.

- 12.02
- (a) Every employee covered by this Agreement will be classified in accordance with a job title and a wage classification within that job title as set forth in Article 9.01.
 - (b) In dealing with job postings, skill, ability and qualifications being sufficient, seniority **at each respective District** shall be the governing factor.
 - (c) The parties recognize that job opportunity and security shall increase in proportion to length of service. It is therefore agreed that in all cases relating to filling job vacancies, transfers, lay-offs and recalls after layoff, senior employees **at each respective District** shall be entitled to preference, providing he or she possesses the skill, ability and qualifications to perform the available jobs **at the applicable District**.
 - (d) In the event of a lay-off, seniority shall be on a **District basis (i.e. Toronto District is separate from Ajax District)**; probationary, temporary and part-time employees shall be the first to go in order of seniority, and then the lay-off shall be on the basis of seniority, providing the employees who remain have the skill, ability and qualifications to perform the available jobs.

When recalling employees, they shall be recalled in order of seniority **(by their respective District)**,

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providing they have the skill, ability and qualifications to perform the available jobs.

The Company agrees that, in the event an employee is laid off in one classification **at their respective District**, he or she shall have the right to bump the junior employee in another classification **at their respective District**, providing that employee has the skill, ability and qualifications to perform the available jobs.

- (e) Full-time employees with recall rights will be recalled on a temporary basis in order of seniority **at their respective District**, provided the employee on layoff is competent to perform the available work.
- (f) The Company agrees that routes will be posted **at each respective District**. A driver shall not be removed from a route unless there is just cause to be removed from it. All routes will be grandfather to the drivers currently assigned to them.

- 12.03
- (a) When a vacancy occurs, notice of such vacancy shall be posted upon the bulletin board **at the applicable District** and shall remain posted for a period of three (3) working days and eligible employees **at that applicable District** will have the right to bid for the position. Selections to such positions shall be made on the basis of seniority, providing the employee has the skill, ability and qualifications to do the job. Once an employee has been selected for a vacancy, he may be required to remain in that job for a

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minimum of six (6) months before he is eligible to bid on another vacancy.

Vacancies resulting from the first vacancy will be posted.

In each case, when the Company fills vacancies resulting from the first posting, they will post the name of the successful employee on the bulletin board. If any employee feels that he has not been given due consideration when job vacancies are being filled, he will have the right to file a grievance and have his case decided through the grievance and arbitration procedures.

- (b) The Company agrees that any temporary vacancy shall be posted **at the applicable District** indicating the duration. The successful candidate of the temporary vacancy must remain for the duration of the vacancy. The only exception will be if the employee is eligible for a permanent vacancy.
- (c) All daily transfers of employees shall be made in accordance with seniority **at the applicable District**, providing it is a higher rate of pay. If a senior employee cannot be moved because of the efficiency of operation, that employee shall receive the higher rate of pay.
- (d) If a commercial (FEL, rear load, side load) route is deleted or two or more routes are merged, the most senior displaced driver **at the applicable District**,

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shall have the right to exercise his seniority **at that applicable District** to bump within his classification **at that applicable District**. If he exercises his bumping rights, the employee who is bumped shall have the right to bump the least senior employee **at that applicable District** in that classification. That employee, in turn, shall have the right to bump the least senior employee in another classification **at that applicable District**, provided he has the skill and ability to do so.

- (e) The current practice for Roll off drivers shall remain in place, **provided its effect is limited to each individual District (i.e. Toronto District separate from Ajax District) and not to the entire bargaining unit.**

- 12.04 A **separate** seniority list shall be placed on the bulletin board at each **District** and will be revised by the Company at least every six (6) months. Such list shall show the employees' starting date and classification and copies of such lists shall be forwarded to the Union.
- 12.05 On each occasion that an employee is absent from work due to sickness or accident, he will be granted sick leave on the following basis: his seniority will continue to accumulate up to the equivalent of his length of service for a period not exceeding one (1) year.
- 12.06 An employee shall lose all seniority and his employment shall be terminated if he:

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- (a) Voluntarily quits the employ of the Company;
- (b) Is justifiably discharged;
- (c) Is laid off for a period of more than twelve (12) months;
- (d) Fails to report for work within seven (7) calendar days of the sending by registered mail of notice to return to work following a lay off.
- (e) Overstays a leave of absence without a reason acceptable to the Company;
- (f) Is absent for over three (3) consecutive days without notifying the Company and producing a reason for his absences acceptable to the Company;
- (g) Will not consent to a Company requested physical examination.

If there is a discrepancy between the Company doctor and the employee's doctor concerning an employee's medical condition, then a third doctor will be selected by the Company and Union and his evaluation shall be accepted by the parties.

12.07 It shall be the duty of the employees to notify the Company promptly of any change in their address. If an employee fails to do this, the Company shall not be responsible for failure of a notice to reach such employee.

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12.08 Notwithstanding their seniority status, stewards will be continued at work as long as work is available **at their respective District** which they are willing and able to do. Where there is more than one steward, the steward's company seniority at **their respective District** shall determine his preferential position for layoff.

12.09 The Company agrees that when it becomes necessary to train employees for a specific job classification, they shall post the training position **at the applicable District**. Selection of a candidate shall be in accordance with seniority **at that applicable District**, providing the employee is qualified.

The Company agrees to offer voluntary training to employees, with pay, in accordance with seniority, to be cross-trained on other classifications when needed. The training sessions shall be posted one (1) week in advance of such training. All training sessions will be held by the Company on an as required basis.

12.10 An employee who is promoted to a position outside of the bargaining unit will continue to accumulate seniority for one (1) year. If the employee returns to the bargaining unit within the period of one (1) year, he will retain his accumulated seniority. If he does not return to the bargaining unit within one (1) year for any reason, he will forfeit all seniority.

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- 12.11 In the event the Company relocates and moves to another location, the employees will have the option to relocate with the Company to the new location.
- 12.13 For the purpose of mergers or amalgamations of other Progressive Waste operations or acquisition of other companies or employees transferring from other Waste Connections of Canada operations not covered by the Agreement, there shall be no dovetailing of seniority.

ARTICLE 13 - LEAVE OF ABSENCE

- 13.01 (a) Leave of absence without pay to attend Union conventions and conferences may be granted to not more than one (1) employee for a total period not exceeding in the aggregate twenty (20) days in any one (1) calendar year. Not more than one (1) employee may receive leave hereunder at any one time. Applications for such leave of absence shall be made by the Union in writing at least six (6) months prior to the requested leave. Employees on such leave will be maintained on applicable benefit plans.
- (b) The Company may grant leave of absence without pay for up to one (1) month if an employee requests it in writing from the management and if the leave is for good reason and does not unreasonably interfere with the efficient operation of the business.

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Employees on such leave will be maintained on applicable benefit plans.

- 13.02 An employee returning from sick leave must be certified fit to perform his normal work. Such certification shall be in writing by a qualified physician before he may return to work.

Any medical examination requested by the Company shall be promptly complied with by the employee, provided however that the Company will pay for all such examinations, including in the case of a driver, examinations required for licensing purposes. The Company shall also pay an employee for three (3) hours at an "hourly rate" where he is required by the Company to be examined during a period for which he would not otherwise be paid. The Company shall reserve the right to select a qualified medical examiner or physician of its choosing and the Union may, if in its opinion an injustice has been done, have such employee re-examined at the Union's expense by a qualified medical examiner or physician of its choosing, and this proviso can only be relied upon if the Company has reasonable and probable cause to demand such a medical examination.

- 13.03 Pregnancy and Parental Leave

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Pregnancy and parental leave shall be in accordance with the Ontario Employment Standard's Act.

13.04 Bereavement Leave

In the event of death in an employee's family, that is: father, mother, sister, brother, husband, wife, children, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, step parents, step children, grandparents, and grandchildren, the employee shall be entitled to be absent from work for a period of three (3) working days, without loss of pay.

13.05 Jury Duty and Witness Leave

In the event an employee is called and serves on a jury, upon proof, the Company shall continue the employee's regular weekly pay during the approved Jury Duty Leave. The employee shall notify his supervisor promptly when called and shall remit promptly to the Company all monies received for said service.

ARTICLE 14 - HEALTH AND WELFARE

- 14.01 (a)** The Company agrees to provide to all eligible employees who have completed their probationary period Group Insurance Benefits coverage as outlined in the PROGRESSIVE WASTE Group Benefits

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Booklet which was in effect at the time of ratification of this Agreement at no cost to the employees. There shall be no changes to the Waste Connections of Canada Group Benefit Coverage which has a negative effect on the majority of the employees. The Company shall pay, to a maximum of \$90.00, for eye examinations every 24 months. A copy of the Waste Connections of Canada Group Insurance Benefits shall be forwarded to the Local Union office.

- (b) The Company agrees to provide all eligible employees with a Pension Plan as outlined in the Waste Connections of Canada Employee Retirement Booklet in effect at the time of ratification of this Agreement. There shall be no changes to the Waste Connections of Canada Pension Plan which has a negative effect on the majority of the employees. The Company shall increase from 5.7 of gross earnings. A copy of the Waste Connections of Canada Pension Plan shall be forwarded to the local Union office.

New Hires: Any new hires after the ratification date, Once qualified for the pension plan, the employee will receive a contribution of 3% of gross earnings, and will receive 1% each year thereafter until the maximum of 5.7% is reached.

Group Benefits Coverage as outlined in Appendix "A" hereto.

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- 14.02 The Company shall provide the employee and Steward with a copy of the "Form 7" in the event of a compensable accidental injury.

ARTICLE 15 - HOURS OF WORK AND OVERTIME

- 15.01 (a) The standard hours of work shall be as follows:

Monday to Friday:

Drivers 9 hours per day 45 hours in a week
Start time between 4:00 a.m. and 8:00 a.m.

9 hours per day 45 hours in a week
Start time between 2:00 p.m. and 4:00 p.m.

Start times may be changed when mutually agreed to.

The positions for the Tuesday to Saturday work week shall be posted **at the applicable District**. If there are no applicants **from that applicable District**, the Company shall assign employees in reverse order of seniority **at that applicable District**.

Exception to the above: A Tuesday to Saturday work week will apply for no more than four (4) employees in each classification **at each respective District**. Anyone currently not working on the existing Tuesday to Saturday schedule and prior to ratification

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will not be required to do so.

- (b) The Company will grant two (2) fifteen (15) minute rest periods without loss of pay, one (1) in the first half and one (1) in the second half of each shift, and a one-half (1/2) hour unpaid lunch break.
- (c) Any employee who is scheduled to work and reports for the same shall be entitled to their applicable standard hours of work for that day.

15.02 Overtime shall be paid at time and one-half, subject to Article 9.04.

All Drivers: Overtime will be paid after 9 hours in a day

Subject to Articles 9.04 and 15.01 (a), any work performed on an employee's scheduled day off, Saturday, Sunday, or Statutory Holidays shall be paid at time and one-half.

15.03 Any employee who is called in to work prior to the commencement of his regular work day or any employee who is called back to work after the completion of his regular work day will be guaranteed a minimum of four (4) hours at time and one-half subject to Article 9.04. Furthermore, subject to Articles 9.04 and 15.01(a), any employee called to work on a Saturday, Sunday or Statutory Holiday will be guaranteed four (4) hours at time

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and one-half.

- 15.04 An employee temporarily transferred to another job will receive his own job rate or the other job rate, whichever is higher.
- 15.05 Drivers: Saturday, Sunday and Statutory Holiday – overtime shall be on a rotating basis **at the applicable District**. If there are no volunteers for overtime **at the applicable District**, reverse order of seniority **at the applicable District** shall apply.
- 15.06 If a route is deleted or merged, the Driver shall have the right to exercise his seniority **at the applicable District** to bump the junior employee in his classification **at that applicable District**.
- 15.07 An employee who cannot report on time or who is sick and unable to come to work, shall inform his supervisor as soon as possible prior to the beginning of his shift and no later than shift start.
- 15.08 The Company will give at least two (2) hours' notice of overtime except for reasons beyond its control.
- 15.09 In the event an employee on any day is injured while at work and unable to continue work, he shall not suffer a reduction in pay for the remainder of his scheduled hours

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on that day.

ARTICLE 16 - NO DISCRIMINATION

- 16.01 The Company and the Union shall not discriminate against employees with respect to terms and conditions of employment on the grounds of race, creed, colour, age, sex, marital or parental status, religion, nationality, ancestry, place of origin, family relationship, place of residence or sexual orientation, in accordance with the provisions of the Ontario Human Rights Code.

ARTICLE 17 - BULLETIN BOARD

- 17.01 The Company will provide the Union with one (1) bulletin board for the posting of Union notices. The parties agree that only notices that are signed by a Union official and approved by the Company will be posted on the bulletin board.

ARTICLE 18 - HEALTH & SAFETY

- 18.01 The Company and the Union recognize the benefits to be derived from a safe and healthy place of employment. It is agreed that the Company, the employees and the Union will co-operate fully to promote safe work practices, health conditions and the enforcement of safety rules and procedures as established by the governing regulatory

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authorities and defined in the Ontario Labour Relations Act, Occupational Health and Safety.

- 18.02 The Company shall not require employees to operate any equipment which is not equipped with safety appliances required by law, or which is in unsafe operating condition.
- 18.03 The Company agrees to provide warm, clean, sanitary and adequate appointments in respect to lunch area and washroom facilities and to maintain the plant in a manner that is conducive to the safety and health of the employees.
- 18.04 The Company agrees that all one person units and commercial trucks will be equipped with a camera mounted at the rear of the vehicle to enhance the safety of the general public and driver.

ARTICLE 19 - DURATION OF AGREEMENT

- 19.01 This Agreement shall, unless changed by mutual consent, continue in full force and effect from the **1st day of October, 2020 until the 30th day of September, 2025**, and shall continue thereafter for annual periods of one year each unless either party notifies the other in writing not less than thirty (30) days and not more than ninety (90) days immediately prior to the expiration date that it desires to amend this Agreement.

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- 19.02 Negotiations shall begin as soon as possible following notification for amendment as provided in the preceding paragraph.
- 19.03 If, pursuant to such negotiations, an agreement is not reached on the renewal or amendment of this Agreement prior to the current expiry date, this Agreement shall continue in full force and effect until a new Agreement is signed between the parties, or until conciliation proceedings prescribed under the Ontario Labour Relations Act have been completed, whichever date should first occur.

**DATED AT MISSISSAUGA THIS 8th DAY OF NOVEMBER,
2020**

FOR THE COMPANY:

Daniel Leone

George South

Dan Sebele

FOR THE UNION:

Ken Dean

Scott Bois

Martin Maidment

Jose Ledo

Steve Addison

**TEAMSTERS LOCAL UNION NO: 419
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Ernie Cardillo

Edwin Olicia

/jq

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APPENDIX "A"

GROUP INSURANCE BENEFITS

LIFE INSURANCE:

Hourly - 2 X earnings up to \$150,000.00

DEPENDENT GROUP LIFE:

\$10,000.00 Spouse

\$5,000.00 each Child

OPTIONAL LIFE INSURANCE:

Salaried and Hourly - Units of \$10,000.00 up to a maximum of
\$200,000.00

ACCIDENTAL DEATH & DISMEMBERMENT:

2 X times your annual salary

CO-INSURANCE:

100% for all benefits including hospital and out of country
benefits

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OVERALL MAXIMUM UNLIMITED:

Hospital semi-private
Convalescent hospital - \$10.00 per day for 120 days
Home nursing benefit - \$25,000.00 per year

HEALTH PRACTITIONERS

\$90.00 per visit to a maximum of \$600.00 per practitioner

OUT OF PROVINCE EMERGENCY ONLY

\$1,000,000.00 lifetime maximum, 14 days maximum hospital
(unless doctor certifies unable to travel)

PRESCRIPTION PLAN:

Annual claim forms to fill out - 100% coinsurance - paid by Company

DENTAL:

Current ODA

100% basic coverage
50% major restorative coinsurance - paid by Company
50% orthodontic coinsurance - paid by Company
Basic Plan maximum unlimited
Major restorative plan maximum is \$2,000.00 every year

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Orthodontic benefits maximum is \$2,500.00 lifetime
Selective exam every 8 months

VISION:

Lenses and frames, including contact lenses
\$425.00 in any 24 month period (12 months if under the age of 18)

Company will pay a maximum of \$90.00 every 24 months for eye examinations.

SMOKING CESSATION PROGRAM:

The Company will provide \$500 lifetime provided that appropriate receipts are submitted.

HEARING AIDS:

\$500.00 every 36 months

ORTHOPAEDIC SHOES AND DEVICES:

\$350.00 per calendar year

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LONG TERM DISABILITY:

26 week elimination period with a 60% benefit upon proof of disability with Company's Health Insurance provider

SHORT TERM DISABILITY:

6 day qualifying period at 60% of earnings for a maximum for 26 weeks

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WASTE CONNECTIONS OF CANADA RETIREMENT PLAN

The plan, completely paid for by Waste Connections of Canada is simple: As long as you work for the company and are eligible for the plan your retirement plan account is growing. You can keep up with it by reading your annual account statement that tells you how much your account grows each year. When you retire you can receive monthly payments for the rest of your life, or transfer your account balance to your own personal Locked-in Retirement Account (LIRA).

Here's how the Retirement Plan works:

- You become a participant in the Retirement Plan after one year of working at Progressive Waste Solutions. Part-time employees begin participating after 24 consecutive months of service. You start earning benefits once you become a participant.
- You are vested in the plan after two years of participation in the plan. Once you are vested, you are guaranteed a benefit from the plan.
- Progressive Waste contributes to your account each month an amount equal to **5.7%** of your pay (up to the Revenue Canada limits).
- Your account is invested by professional money managers. Your account each year will reflect the experience of the

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investments.

- Progressive Waste sends you a personal Retirement Plan account statement each year so you can keep up with how your account is growing. It gives you details about how much Progressive Waste added to your account that year and the investment experience.

The account balance statement is new, but the Retirement Plan is not. So, if you have been a participant of the Retirement Plan, you can have an “opening balance” when you get your first statement. If you are new to Progressive Waste your opening balance on the first statement you receive will be zero. You also can choose to purchase an annuity for retirement and begin with an opening balance of zero.

Let’s look at an example of how your Retirement Plan account grows each year.

Suppose you have a \$2,000 Retirement Plan balance at the beginning of the year. Also suppose you are paid \$20,000 in the year. Here is how your account balance for the beginning of the next year would be calculated, assuming an investment minimum of 7%.

Your \$2,000 would earn a 7% return for the year:

$$\$2,000 \times 7\% = \$140$$

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Waste Connections of Canada contributes to your account an amount equal to 5.7% of your pay:

$$\$20,000 \times 5.7\% = \$1,140$$

So, you would add the interest the account earned to the amount Waste Connections of Canada contributed, plus the interest Waste Connections of Canada's contribution earned to your account balance:

\$140	(investment gain)
+	
\$1,140	(Waste Connections of Canada contribution)
+	
\$30	(contribution earning)
+	
\$2,000	(account balance at beginning of year)
+	
\$3,310	(new account balance)



Your Waste Connections of Canada Retirement Plan account continues to grow this way until you retire from Waste Connections of Canada and collect your plan benefit. Each month you work here Waste Connections of Canada is going to contribute 5.7% of your pay to add to your account, and the total balance is invested on your behalf.

Let's look at how this same account can grow over time. In the

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chart below we see the example of how this person who earns \$20,000 a year can have \$20,000 of retirement money after just 10 years of service with Waste Connections of Canada. This happens because the person's Waste Connections of Canada Retirement Plan account is being credited with 5.7% of pay each year, plus the account is earning annual interest.

And this is entirely paid for by Waste Connections of Canada.

Other Features of the Plan

There are a number of things about the Waste Connections of Canada Retirement Plan that make it valuable to you.

You can retire from Waste Connections of Canada and collect your benefit as long as you are vested and are at least 55 years old. Of course, as long as you continue to work, Waste Connections of Canada makes its contribution to your account.

If you have at least two years credited service and leave Waste Connections of Canada you can transfer your account into a personal LIRA or other registered retirement plan.

If you are disabled while you are an active Waste Connections of Canada employee and you have at least five years of service, Waste Connections of Canada continues to contribute to your account each month. The contribution is based on the pay you were earning at the time you became disabled.

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AND WASTE CONNECTIONS OF CANADA**

If you die before you reach retirement age, your spouse or beneficiary gets a choice. He or she can purchase an annuity with the account balance or take it as a lump sum transfer.

Benefits from the plan can be paid to you in different forms:

- You can receive an annuity that pays you a monthly benefit for the rest of your life. After you die, your Retirement Plan benefit can continue to pay your spouse or beneficiary a monthly benefit.
- You can take your account balance and transfer it into a personal LIRA.

You can get more detailed information in the Waste Connections of Canada Retirement Plan brochure.

Saving for Retirement

Waste Connections of Canada is keeping your retirement in mind, even if you aren't thinking about it right now. That's because there is a lot that can be done now to prepare for your days as a retiree.

Just as the company is putting money away for your retirement, you should be too. It's never too early to get into the savings habit. Take advantage of your chance to save in the Waste Connections of Canada Savings Plan; keep up with your balance in the Retirement Plan; don't let the day come when you say "I wish I had saved more money".

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AND WASTE CONNECTIONS OF CANADA**

Keep in mind that – regardless of how far away it may seem –
you're always on the road to retirement.



2020



January

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February

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March

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August

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November

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2021



January

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February

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March

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April

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August

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2022



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2022



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March

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July

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August

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September

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October

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November

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December

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2023



January

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April

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May

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June

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July

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August

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September

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November

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December

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2024



January

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February

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March

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April

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May

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June

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July

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August

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September

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October

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November

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December

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2025



January

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February

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March

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April

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May

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June

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July

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August

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September

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October

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November

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December

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Teamsters Local Union 419 (MEMO'S)



Teamsters Local Union 419 (MEMO'S)



Teamsters Local Union 419 (MEMO'S)



Teamsters Local Union 419 (MEMO'S)



Name: _____

Address: _____

Phone: _____

Work Address: _____

Work Phone: _____

Union Steward: _____

Phone: _____

Teamsters Local Union No. 419

1890 Meyerside Drive
Mississauga, Ontario
L5T 1B4

Business Agent: Ken Dean

Office: (905) 670-4190 x226

Fax: (905) 670-4957

Cell: 905-933-3178

Email: ken@teamsters419.ca

www.teamsters419.ca

"IN SOLIDARITY WE RISE"

Respect
Is a
Teamster
Contract



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