



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

And

Waste Connections of Canada (Simcoe)
(formerly Progressive Waste Solutions)
(hereinafter referred to as the Company)

December 20, 2019 to December 10, 2022



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, Simcoe

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,

A blue ink handwritten signature, appearing to read 'Jason Sweet', is written over a faint, large Teamsters Local Union 419 logo in the background.

Jason Sweet, President
Teamsters Local 419

"In Solidarity We Rise"

TEAMSTERS LOCAL UNION NO. 419

EXECUTIVE BOARD

| | |
|---------------------|---------------------|
| President | JASON SWEET |
| Vice-President | OWEN LANE |
| Secretary-Treasurer | HARJINDER S. BADIAL |
| Recording Secretary | KEN DEAN |
| Trustee | AARON NOVIELLI |
| Trustee | GWEN PAINTER |
| Trustee | TROY SNOW |
| Business Agent | MICHAEL DOWNES |
| Business Agent | KEITH BRUCE |
| Business Agent | FAHEEM BHATTI |

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 |
|--|---|
| <ul style="list-style-type: none"> - Research - Governmental Affairs - Education - Communications - Recruiting - Out-of-work Benefits - Health and Safety - Human Services | <ul style="list-style-type: none"> - 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 |
| <p style="text-align: center;">TRADE DIVISIONS</p> <ul style="list-style-type: none"> - 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 <p>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</p> | <ul style="list-style-type: none"> - 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**

INDEX

| | |
|--|----|
| ARTICLE 1 - PURPOSE OF AGREEMENT | 2 |
| ARTICLE 2 - SCOPE AND RECOGNITION | 2 |
| ARTICLE 3 - RESERVATIONS TO MANAGEMENT | 3 |
| ARTICLE 4 - UNION SECURITY | 3 |
| ARTICLE 5 - UNION REPRESENTATION | 6 |
| ARTICLE 6 - GRIEVANCE PROCEDURE..... | 7 |
| ARTICLE 7 - ARBITRATION | 11 |
| ARTICLE 8 - STRIKES AND LOCKOUTS..... | 13 |
| ARTICLE 9 - CLASSIFICATIONS, RATES OF PAY AND SPECIAL ALLOWANCES..... | 13 |
| ARTICLE 10 - HOLIDAYS..... | 17 |
| ARTICLE 11 - VACATIONS | 18 |
| ARTICLE 12 - SENIORITY | 21 |
| ARTICLE 13 - LEAVE OF ABSENCE | 26 |
| ARTICLE 14 - HEALTH AND WELFARE | 28 |
| ARTICLE 15 - HOURS OF WORK AND OVERTIME..... | 29 |
| ARTICLE 16 - NO DISCRIMINATION..... | 31 |
| ARTICLE 17 - BULLETIN BOARD | 32 |
| ARTICLE 18 - HEALTH & SAFETY | 32 |
| ARTICLE 19 - DURATION OF AGREEMENT | 33 |

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. Provided there is an agreed to Agenda prior to the meeting, and a 90-minute time limit per meeting, both parties agree to meet a minimum of once every quarter, the chair rotates; the Company will take minutes and both parties are to agree upon the minutes prior to distribution.

ARTICLE 2 - SCOPE AND RECOGNITION

- 2.01 The Company recognizes the Union as the sole and exclusive bargaining agent for all employees of Progressive Waste Solutions Canada Inc. in the County of

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

Simcoe, excluding supervisors, persons above the rank of supervisor, office, clerical, sales staff and current Orillia employees at 180 James Street West, unless business grows to a staff of five (5) or more.

- 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 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.
- 2.04 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.

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

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

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 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

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

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.
- 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.

5.02 The Union shall advise the Company in writing of the names of the Steward, and alternate to act in the absence of the Steward, 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 Steward, to act as alternate Steward to assist in the presentation of any proper grievances that may arise, in the event that the Steward is absent from work.

5.03 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.

5.04 The Company shall pay Stewards for negotiations through

to Conciliation, but not during the Conciliation process.

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 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 Any grievance arising over the administration, interpretation or alleged violation of this Agreement shall be submitted in writing, in triplicate on forms supplied by the Union and signed by the grievor or grievors. Such grievance must be submitted within thirty (30) calendar days from the occurrence of the incident giving rise to the grievance. There shall be an earnest effort on the part of both parties to settle such grievance promptly through the following steps:

6.04 **STEP ONE**

By a conference between the aggrieved employee and his/her Manager; the employee shall be accompanied by

his/her Steward. The employee's Manager shall give his/her decision in writing within ten (10) calendar days. All termination meetings must take place within five (5) days of filing a grievance.

6.05 STEP TWO

Within ten (10) calendar days after the decision of Step One has been or should have been given, the employee shall present the written grievance to the Operations Manager, or a person or persons designated by him/her to handle such matters at Step Two. The Operations Manager or his/her designate shall schedule a meeting to be held within ten (10) calendar days from the time when such grievance was presented to him/her, or his/her designate.

At the Step Two meeting, the employee shall be accompanied by his/her Steward, and the Manager, or his/her designate, may be accompanied by officials of the Employer. The business Representative of the Union shall be present at the meeting. The Operations Manager, or his/her designate, shall give a decision in writing on behalf of the Employer within ten (10) calendar days immediately following the date of such meeting.

6.06 A Union policy grievance or a group grievance may be submitted at Step 2 to the Employer, as the case may be, within thirty (30) calendar days from the time that the circumstance giving rise to the grievance, and the

grievance procedure shall apply, to the Union policy or group grievance. A Union policy grievance shall not be used by the Union to process a grievance directly affecting the employee's which grievance an employee could institute, and the regular procedure for an employee's grievance shall not be by-passed. A Union group grievance shall only be used to process a grievance where the facts supporting the grievance are the same for all employees within the group.

6.07 Any grievance which arises directly between the Employer 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 thirty (30) calendar days of the occurrence of the matter giving rise to the grievance. The Operations Manager, or his/her designate, shall schedule a meeting between the parties to be held within thirty (30) calendar 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 thirty (30) calendar 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.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- 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.
- 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 two (2) 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, a Steward or alternate Steward shall be present,
- If the Company is going to impose any disciplinary action against an employee, it must do so no later than three (3)

working days from the time of the 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 twelve (12) 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 Ontario Minister of Labour to appoint a single Arbitrator.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- 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.
- 7.07 The Employer and the Union agree that grievances may be selected to be heard in an expedited format by mutual agreement. In the event there is no agreement the grievance will proceed through the normal course of arbitration described above.

In the expedited format the parties themselves (a Company designate(s) and a Representative(s) for the Union including grievors and relevant stewards), will present their own cases before the arbitrator. The parties will not be permitted to cite legal cases in argument. Decisions in the expedited process will be final and binding but non-

precedent setting.

Arbitrators must be selected by mutual agreement and must be able to convene a hearing within thirty (30) days of the referral. For expedited cases, arbitrators shall be instructed to render an oral decision on the day of the hearing or a written decision no more than forty-eight (48) hours following the hearing.

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 Ontario Labour Relations Act.

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:

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

| Classification | Year 1 Dec. 10, 2019 | Year 2 Dec. 10, 2020 | Year 3 Dec. 10, 2021 |
|-------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | 2.25% | 2.25% |
| Front End | 29.09 | 29.74 | 30.41 |
| Roll Off | 28.09 | 28.72 | 29.37 |
| Boom Truck Driver | 28.09 | 28.72 | 29.37 |
| Swing | 29.14 | 29.80 | 30.47 |
| Rear/Side (Resi) | 26.00 | 26.59 | 27.18 |
| Tractor Trailer | 29.25 | 29.91 | 30.58 |
| Loader/Thrower | 21.00 | 21.47 | 21.96 |
| Licensed Mechanic | 37.50 | 38.34 | 39.21 |
| Apprentice 2* | 26.50 | 27.10 | 27.71 |
| Apprentice 3* | 31.50 | 32.21 | 32.93 |
| Registered Apprentice | 21.00 | 21.47 | 21.96 |
| Licensed Welder | 27.00 | 27.61 | 28.23 |
| Container Maintenance | 17.66 | 18.06 | 18.46 |
| Tire Maintenance | 24.50 | 25.05 | 25.61 |
| Sorter/Yard Maintenance | 18.75 | 19.17 | 19.60 |
| Equipment Operator | 24.00 | 24.54 | 25.09 |
| Lead Hand Mechanic | 1.00 | 1.00 | 1.00 |
| Shift Premium | 3.00 | 3.00 | 3.00 |

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

Rates will be retroactively applied to December 10th, 2019.

- * Apprentice 2 – Successfully completed first “intake” program
- * Apprentice 3 – Successfully completed second “intake” program

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

9.03 The Company agrees to provide new uniforms as per past practice (and a cleaning service for such uniforms will be provided for maintenance employees only), following completion of the employee’s probationary period. Winter gear will be provided to maintenance in October of each year.

New uniform semi-annually allotment Drivers. Drivers/loaders 5 t-shirts with pockets, 5 long sleeve t-shirt/sweatshirt with pockets, 5 sorts/pants as selected by employee, 1 summer jacket or heavy weight fleece, 1 rain suit, 1 winter parka or bomber or vest every 2 years (safety or regular). The company will be flexible with the quantity and mix of items, provided it doesn’t exceed the total number of items noted above.

Mechanics: The employer will supply to the mechanical staff 5 shirts and 5 pants per year, 5 coverall changes per week and 1 winter parka and 1 set of insulated coveralls (safety or regular) each year and rain coats.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

9.04 The Company agrees to provide a semi-annual safety boot allowance of (\$300.00) for all employees in the first pay period in October and April each year.

*Safety boot allowance to be paid on a separate cheque

9.05 Mechanics will receive on an annual basis a tool allowance of up to \$750.00, \$375.00 twice yearly upon the submission of appropriate receipts, this allowance to be paid out on the first pay period in October and April of each year on a separate cheque. All ¾" drive and above and all specialty tools and all consumable items will be supplied by the company.

9.06 Wearing of safety boots is mandatory at all times, along with hard hats when dumping at all tipping facilities.

9.07 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 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

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. Company will pay stat pay whether the day was worked or not.

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.

10.03 In the event that a Statutory Holiday falls on a non-scheduled work day, the employee at his option may choose another day in lieu thereof or the holiday pay. If another day in lieu is chosen, it must be by mutual agreement.

Mechanics working on the statutory holiday, the shifts will be 2 on days, 4 on afternoon. The Saturday following that statutory holiday, the shifts will be 2 on days and 3 on afternoon on a rotating basis.

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.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- (a) Employees who have 0-1-year service shall be entitled to one (1) day per completed month of service to a maximum of ten (10) days and 4% of their gross earnings.
- (b) Employees who have 1 - 5 years of service shall be paid 4% of their gross earnings, and granted two (2) weeks' vacation.
- (c) Employees who have between 5 and 10 years of service shall be paid 6% of their gross earnings, and granted three (3) weeks' vacation.
- (d) Employees who have greater than ten (10) years' service shall be paid 10% of their gross earnings and granted four (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.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- (g) Vacation pay shall be paid out once per year on the first pay date pay date in December. Employees scheduled to go on vacation may request an additional payout.
- (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.
- (i) All employees entitled to 2 weeks or more must take minimum of two (2) weeks of vacation.

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.

11.04 Vacation Allotment: Six (6) Residential, Two (2) Commercial, one (1) mechanic from each shift 1 mrf/transfer.

ARTICLE 12 - SENIORITY

- 12.01 Seniority will be established for each company location and a new employee will be considered on probation until he has worked for the Company for a total sixty (60) days worked. 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 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 lay-off, senior employees shall be entitled to preference, providing he or she possesses the skill, ability and qualifications to perform the available jobs.
- (d) In the event of a lay-off, seniority shall be on a bargaining unit basis; 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, 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, he or she shall have the right to bump the junior employee in another classification, 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, provided the employee on lay-off is competent to perform the available work.

- 12.03 (a) When a vacancy occurs, notice of such vacancy shall be posted upon the bulletin board and shall remain posted for a period of three (3) working days and eligible employees 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 minimum of six (6) months before he is eligible to bid

on another vacancy. Vacancies resulting from the first vacancy will not 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 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, providing they are qualified, providing it is at 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.

12.04 A seniority list shall be placed on the bulletin board 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.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- 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:
- (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.

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

The Company agrees to offer training to employees, with pay, in accordance with seniority, to be cross-trained on other classifications. 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.

12.09 An employee who is promoted to a position outside of the bargaining unit will continue to accumulate seniority for six (6) months. If the employee returns to the bargaining unit within the period of six (6) months, he will retain his accumulated seniority. If he does not return to the bargaining unit within six (6) months for any reason, he will forfeit all seniority.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- 12.10 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.
- 12.11 For the purpose of mergers or amalgamations of other PROGRESSIVE WASTE SOLUTIONS CANADA INC. (SIMCOE) operations or acquisition of other companies or employees transferring from other PROGRESSIVE WASTE SOLUTIONS CANADA INC. (SIMCOE) operations not covered by the Agreement, there shall be no dovetailing of seniority.

Notwithstanding the aforementioned, should the Company make an acquisition, the Company may for a period of six (6) months utilize those drivers from the acquired Company. The purpose of this clause is to ensure the sales and service agreements are met.

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

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

13.03 Pregnancy and Parental Leave

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, grandparents, grandchildren and spouse's grandparents, 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

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 SOLUTIONS CANADA INC. (Group Benefits 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 PROGRESSIVE WASTE SOLUTIONS CANADA INC. Group Benefit Coverage which has a negative effect on the majority of the employees. A copy of the PROGRESSIVE WASTE SOLUTIONS CANADA INC. Canada Inc. Group Insurance Benefits shall be forwarded to the Local Union office.

Short Term Disability coverage (STD) will come into effect on June 1, 2016 for all employees.

The coverage will be as per the policy in effect on June 1, 2016.

(b) The Company agrees to contribute 3% of Employees gross earnings to the Company RSP plan providing the Employee has completed his probationary period and has contributed 3% of gross earnings. The Company to provide a copy of the plan to the Union and the Employee.

(c) Vision: Two hundred fifty dollars (\$250.00) annually. Annual eye exam, one hundred dollars (\$100.00).

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. Providing employee authorized release.

ARTICLE 15 - HOURS OF WORK AND OVERTIME

15.01 (a) First Start time between 4:00 a.m. and 9:00 a.m.

Second start time between 3.00 pm and 4:00 pm.
(Mechanics)

Start times may be changed when mutually agreed to.

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

Exception to the above: A Tuesday to Saturday work week will apply for no more than two (2) employees in each classification.

- (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 paid lunch break. Effective June 1, 2013 the paid one-half hour lunch break will be discontinued, and will be an unpaid one-half hour lunch break.
- (c) Any employee who is scheduled to work and reports for the same shall be guaranteed the applicable standard hours of 9 in a day and 45 in a week provided the employee is available and able to work and not under suspension.

15.02 Overtime shall be paid at time and one-half and will be paid after 9 hours in a day unless the employee fails to work the full week without authorized leave. All other overtime will be paid after 44 hours.

Any work performed on a Saturday or Statutory Holidays shall be paid at time and one-half. Saturday excluded for the Tuesday to Saturday shift. Double time to be paid on Sundays.

15.03 An employee temporarily transferred to another job will receive his own job rate or the other job rate, whichever is higher.

15.04 Saturday, Sunday and Statutory Holiday - overtime shall be on a rotating basis. If there are no volunteers for overtime, reverse order of seniority shall apply.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

- 15.05 If a route is deleted or merged, the Driver shall have the right to exercise his seniority to bump the junior employee in his classification.
- 15.06 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.
- 15.07 The Company will give at least two (2) hours' notice of overtime except for reasons beyond its control.
- 15.08 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 on that day.
- 15.09 Full time employees reporting to work shall be paid a minimum of four (4) hours of call in pay.

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 at each location 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 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 Parking lot issues and ventilated washroom issues to be dealt with by the Joint Health and Safety Committee no

later than March 31, 2020.

ARTICLE 19 - DURATION OF AGREEMENT

- 19.01 This Agreement shall, unless changed by mutual consent, continue in full force and effect from the 10th day of December 2019 to the 10th day of December 2022 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.
- 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.

**TEAMSTERS LOCAL UNION NO: 419 AND PROGRESSIVE WASTE SOLUTIONS
CANADA INC. (SIMCOE)**

Ratified this 19th day of December, 2019.

FOR THE COMPANY:

Craig Richardson

Rob Ross

FOR THE UNION:

Ken Dean

Peter Stasinaki

Clay Heeks

Peter Vardy

Howard Emms

Joe Nagy

Mike Murphy

Cope343/jq



2019



January

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

February

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | | |

March

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

April

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

May

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

June

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

July

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

August

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

September

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

October

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

November

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

December

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |



2020



January

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

February

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |

March

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

April

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

May

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

June

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

July

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

August

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

September

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

October

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

November

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

December

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |



2021



January

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

February

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

March

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

April

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

May

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

June

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

July

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

August

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

September

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

October

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

November

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

December

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |



2022



January

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

February

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | | | | | |

March

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

April

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

May

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

June

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

July

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

August

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

September

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

October

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

November

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

December

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

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

Recording Secretary / 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



Follow us on Social Media...