

COLLECTIVE AGREEMENT

BETWEEN

DON DOCKSTEADER MOTORS LTD.

AND

INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS, AUTOMOTIVE LODGE 1857

EFFECTIVE FROM:

APRIL 1, *2025* TO AND INCLUDING MARCH 31, *2028*

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THIS AGREEMENT MADE AND ENTERED INTO BY AND BETWEEN:

DON DOCKSTEADER MOTORS LTD.

(Hereinafter referred to as the Company)

- AND -

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS, AUTOMOTIVE LODGE 1857**

(Hereinafter referred to as the Union)

EFFECTIVE FROM:

APRIL 1, 2025, TO AND INCLUDING MARCH 31, 2028

All parties to this agreement hereby commit themselves to the fullest co-operation with the object of maintaining efficient and uninterrupted service in the plant(s) of the Company.

*In this Agreement, the masculine terms shall equally mean the feminine.

SECTION 1 - RECOGNITION

- 1.01** The Company shall recognize the Union, its designated agents and representatives, its successors, and/or assigns, as the sole and exclusive collective bargaining agent on behalf of all of the employees of the Company within the bargaining unit with respect to wages, hours of work and all other terms or conditions of employment.
- 1.02** All employees within the bargaining unit as defined by the Certificate of bargaining authority, who are members of the Union, or who may, during the term of this Agreement, become members of the Union, shall as a condition of employment, retain membership in good standing for the duration of this agreement. In the event that any employee affected by the foregoing fails to pay their monthly dues, initiation and/or reinstatement fee, the Company shall discharge such employee within five (5) days of receipt of written notice from the Union that they have not complied with this paragraph and/or that they are in arrears in accordance with the Union Constitution.
- 1.03** The Company shall be free to hire new employees who are not members of the Union with the provision that all new employees upon being hired shall be required to sign an application for membership in the Union and a checkoff authorization before commencing work. The application for membership and the checkoff authorization for deduction of monthly dues and initiation or reinstatement fee shall be completed by the employee and immediately be returned to the Company's Personnel Department who will, without any undue delay, forward the application for membership and checkoff authorization to the Union office. The authorization and application for membership forms will be supplied by the Union.
- 1.04** Upon receipt of a signed authorization from the employee, the Company agrees to deduct and pay over to the Secretary Treasurer of the Union any initiation fee, reinstatement fee and the monthly dues of the Union. The Company agrees to make such deductions from the employee's first pay cheque each month and to forward these deductions (together with a list of the employees and the amount deducted from each employee) to the Union office in such a way that they are received in the Union office by the end of the month for which the deductions were made. In the event of any omission of employees from the checkoff list of Union dues deductions, the Company shall state the reason for such omission. Any employee who works the major portion of any calendar month shall be deducted Union dues. Statutory Holidays and vacations are considered days worked for the purpose of this Section.
- 1.05** If any employee of the Company should be elected to act as a delegate for the Union they shall be allowed, upon sufficient notification, reasonable leave of absence without pay for the transaction of Union business, provided that not more than one employee shall be absent at any one time for every fifty (50) employees or portion thereof.

- 1.06** If any employee of the Company should be elected to serve the Union on a full time basis, they shall be considered, upon sufficient notification, to be on leave of absence without pay for a maximum period of four (4) years. They shall be re-employed at the same type of work which they performed prior to this leave of absence and with seniority accumulated, provided that not more than one employee be absent at any one time.
- 1.07** Any person performing work with the "tools" of a trade or classification covered by this agreement, shall, if working more than fifty percent (50%) of pay period with said tools, be considered part of the bargaining unit. No employee in the bargaining unit will be displaced as a result of this paragraph.
- 1.08** Upon request of the Business Representative(s), (but not more than once in any three month period) the Company shall furnish a list of all employees in the bargaining unit with their date of commencement of employment and classification.

1.09 HUMAN RIGHTS

The Parties agree there shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation, family status, mental or physical disability or membership or activity in the union. The Company and the Union also recognize the right of employees to work in an environment free from harassment and agree that harassment will not be tolerated in the work place. Should any dispute arise regarding any of the foregoing, the employee shall be entitled to recourse through the grievance procedure in this Agreement.

- a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.**

SECTION 2 - RESERVATIONS TO MANAGEMENT

- 2.01** The Union recognizes the right of the Company to demote, transfer, or discharge any employee subject to the provisions of this agreement.
- 2.02** The Union further recognizes the right of the Company to operate and manage its business in all respects, subject to the provisions of this agreement.
- 2.03** The Company also reserves the right to supplement and alter from time to time, rules and regulations to be observed by the employees; said regulations and rules not being inconsistent with the provisions of this agreement.

- 2.04** The parties agree that CSI measurement has an effect upon the operation of the dealership. The parties are committed to attaining a level in the top five percent (5%) of the Canadian dealers to whom the dealership is being compared.

It is understood that all employees recognize the importance of service, timeliness and quality of work required to provide and maintain a high level of customer satisfaction.

SECTION 3 - UNION ACTIVITIES

- 3.01** The Union representative(s) shall be allowed access to the Company's premises during the luncheon period on routine matters. When it is desirable or necessary to hold a meeting during the luncheon period, or to enter the premises at any other time than the luncheon period, with the exception of posting Union notices, permission shall first be obtained from the Management.
- 3.02** New employees shall be introduced to their department Shop Steward during their first day of employment.

SECTION 4 - HOURS OF WORK

- 4.01** The regular working day shall be one of eight (8) consecutive hours scheduled between the hours of 7:00 a.m. and 7:00 p.m. The regular working week shall be one of forty (40) hours with two (2) consecutive days off, one being Sunday except by mutual agreement. Sunday shall not be a scheduled work day.

The Employer may implement a ten (10) hour shift schedule but employees will be selected on a voluntary basis first and thereafter by reverse seniority.

Employees required to work a Saturday shift shall be first canvassed on a voluntary basis and failing volunteers, the shift shall be staffed by reverse seniority. Should there be a requirement for staffing the Saturday Shift by qualifications and not Seniority, then the Company and the Union will discuss and agree before implementation of such shift.

- 4.02** Any regularly scheduled shift which ends after 7:00 P.M. shall be considered a second shift for which all employees working this shift shall receive a shift premium of one dollar (\$1.00) per hour. All employees working the second shift shall have a lunch period of at least thirty (30) minutes for which no pay will be allowed.
- 4.03** Any regularly scheduled shift which ends after 1:00 A.M. shall be considered a third shift for which employees working this shift shall receive a shift premium of fifty-five (55) cents per hour above the second shift premium.

- 4.04** No employee shall be required to work during their designated lunch period. Employees that agree to work during their lunch period will have their break scheduled at a time later in the shift.
- 4.05** Employees shall be allowed sufficient time during working hours to return tools, parts, etc., to the stores or crib before the end of each shift.
- 4.06** Hours of work for individual companies or portions thereof may be changed during the life of the Agreement by mutual agreement between the parties. Agreement will not be unreasonably withheld.
- 4.07** The Company agrees to grant all employees covered by this agreement two (2) rest periods each day, one in the forenoon and the other in the afternoon without loss of pay. Each rest period will be 0.20 hours.
- 4.08** An Employee wanting to retire from their employment may apply for modified hours in a workweek leading up to their final retirement date. This is subject to business requirements and Managers approval.

SECTION 5 - OVERTIME

- 5.01** Time worked in excess of eight (8) hours per day shall be considered overtime provided the excess time is approved by the Company.
- 5.02** Time worked in excess of forty (40) hours per week shall be considered overtime provided the excess time is approved by the Company.
- 5.03** Overtime shall be paid at the rate of time and one-half for the first two (2) hours worked after the end of the regular shift, excluding meal period, and for the first half of the sixth day. Double time shall be paid for all hours worked in excess of ten (10) per day, or ten (10) per week, on the second half of the sixth day, on the seventh day and Statutory Holidays. Sunday shall always be considered the seventh day, employees who are called to work for the purpose of stocktaking shall be paid at the rate of time and one-half for Saturday afternoons and double time for Sundays.
- 5.04** Shift premiums shall be included with rates of pay for calculation of overtime.
- 5.05** Employees shall be expected to work reasonable periods of overtime where circumstances warrant, provided that they are given at least two (2) hours' prior notice of scheduled overtime.

5.06 Banking Overtime

- (a) The maximum hours that will be banked shall be one hundred (100) hours in a calendar year. The rate of pay for such hours shall be the rate the employee was earning at the time the overtime was worked. If an employee elects to bank overtime hours worked, any banked overtime shall occur at the same rate as the overtime rate applicable to those hours. Example: If double time is normally paid for the time worked, then two (2) hours will be banked for every hour worked.
- (b) All banked overtime hours shall be paid out by December 31 of each year.
- (c) An Employee shall notify payroll before the pay period cut-off date of any banked overtime that they would like paid out on their next pay cheque.

SECTION 6 - VACATIONS

6.01 Vacations shall be granted as follows:

- (A) To employees with less than two (2) years' service, in accordance with the Employment Standards Act of the Province of British Columbia.
- (B) To employees who have completed two (2) years' continuous service, but less than nine (9) years' continuous service, three (3) weeks' vacation with full pay, or pay equal to 6% (six percent) of gross annual earnings for the year completed to the immediately prior anniversary date or three (3) weeks' full pay, whichever is the greater.
- (C) To employees who have completed nine (9) years' continuous service, but less than twenty (20) years' continuous service, four (4) weeks' vacation with full pay, or pay equal to 8% (eight percent) of gross annual earnings for the year prior, whichever is greater.
- (D) To employees who have completed twenty (20) years' continuous service or more, five (5) weeks' vacation with full pay, or pay equal to 8% (eight percent) of gross annual earnings for the year prior, whichever is the greater.
- (E) An employee whose total actual hours worked, calculated from April 1st to March 31st of each twelve (12) month period, is less than fourteen hundred (1400) hours, shall be entitled to that portion of vacations described in (B), (C), (D), above, equal to their hours actually worked, divided by 2080. For the purpose of this Section, vacations and Statutory Holidays, jury and witness duty, bereavement leave, **negotiated sick days** and short-term layoff, shall be considered as hours worked. It is intended that this pro-rating shall apply to vacation pay, not to vacation entitlement.

- (F) Four (4) Technicians can be off on vacation at any given time, except in the months of October and November. During these months, only two (2) Technicians can be off on vacation. Management may approve additional Technicians taking vacation during these times at their discretion.
- 6.02**
- (A) Vacation pay for the purpose of 6.01 (B), (C), and (D) will be calculated annually from the employee's anniversary date, and shall be taken within the twelve (12) months following that date.
 - (B) Any carry-over of vacation to the following year is subject to mutual agreement between the employee and the Company. It is the shared responsibility of both parties to ensure that employees take their vacation in the twelve (12) months following their anniversary date.
- 6.03**
- (A) Vacation selection shall begin no later than January third (3rd) of each calendar year. In order of Seniority, employees will be given three (3) working days to select their first two (2) weeks of vacation. Failure to so select within three (3) days, will result in loss of seniority preference for vacation selection that year.
 - (B) Approved vacation lists for all employees' first two (2) weeks of vacation must be posted no later than April first (1st) of that year.
 - (C) Third, Fourth, and Fifth vacation weeks will be selected on a "first come, first served" basis, only after vacation selection described in (A) is finished. **Within one week of the requests, Management must respond or vacation is considered approved.**
- 6.04** Employees terminating their employment during the course of a working year in respect of which they have not received an annual vacation, shall receive vacation pay on the following basis:
- (A) If service less than two (2) years, on the basis of the Employment Standards Act of the Province of British Columbia.
 - (B) If service of two (2) years or more, on a basis of a proportionate amount as set out In paragraph 6.01 of this Section
- 6.05** All weeks' vacation will, as far as practicable, be granted during the vacation period to conform to the wish of the employee concerned and the convenience of the employer, having regard to the necessity of maintaining production.

SECTION 7 - DISCIPLINARY SUSPENSION AND DISCHARGE CASES

- 7.01** In the event of an employee on the seniority list being suspended or discharged from employment and believing they have been unjustly dealt with, such suspension or discharge shall constitute a case to be handled in accordance with the method of adjustment of grievance herein provided. A claim by an employee that they have been unjustly suspended or discharged may be settled by confirming the Company decision in suspending, discharging, or laying off the employee, or by reinstating the employee with full, partial, or no compensation for the time lost as seems just and equitable in the opinion of the conferring parties or the Board of Arbitration as the case may be.

SECTION 8 - GRIEVANCE PROCEDURE

- 8.01** It is agreed that grievances and disputes relative to the interpretation and application of the clauses of this agreement, which may arise during the life of this agreement shall be promptly discussed and the parties hereto will diligently cooperate in an effort to adjust such grievance at the earliest possible time.
- 8.02** The purpose of this Section is to provide a procedure for the final and conclusive settlement without stoppage of work of all disputes between the parties hereto respecting the interpretation, application, operation or alleged violation of this Agreement or the dismissal or discipline of an employee covered by this Agreement. The procedure for settling disputes is as follows:

Step 1:

The grievor, with the appropriate Shop Steward in attendance, will verbally raise the matter with the appropriate Department Manager within seven (7) calendar days after the incident giving rise to the grievance. The grievor, Shop Steward and Manager will discuss the grievance at that time. The Manager will give their decision to the grievor in writing within seven (7) calendar days following this verbal discussion.

Step 2:

If the Manager does not render a decision within seven (7) calendar days following presentation of the grievance, or if no settlement is reached within that time, the Business Representative of the Union and the grievor will present the grievance in writing, signed by the grievor and the Business Representative of the Union, to the Vice President of Operations or their designate within seven (7) calendar days from the time by which the Manager gave or was required to give a decision in writing. The Vice President of Operations or their designate shall meet with the Business Representative of the Union within seven (7) calendar days following presentation of the signed grievance under this step and they shall deliver a written response within seven (7) calendar days following such meeting.

Step 3:

If the Vice President of Operations or their designate does not render a decision within seven (7) calendar days following the meeting in Step 2, or if no settlement is reached within that time, the Union may, within fourteen (14) calendar days of the meeting in Step 2, submit the grievance to Arbitration in accordance with Section 9 of this agreement.

Time limits set out in this Section may be extended by mutual agreement of the Company and the Union, to be confirmed in writing, such agreement not to be unreasonable withheld.

- 8.03** In the event of a grievance arising from differences of interpretation, application, operation of, or any alleged violation of this agreement between the Company and the Union relative to this agreement, the employees shall continue to work until such grievance is settled. The said grievance shall, if possible, be adjusted between the representatives of the Company and the representatives of the Union. Failing agreement, the grievance may be submitted to arbitration (Section 9).
- 8.04** If the Company asks an Employee to attend a meeting for the purpose of reprimanding or disciplining the Employee, the Employee shall have the right to have a Union Representative be present at the meeting.

SECTION 9 - ARBITRATION PROCEDURE

- 9.01** If the said grievance cannot be resolved between the parties, it shall be submitted to a sole arbitrator for a final and binding decision and each Party hereto agrees to forthwith pay to the Arbitrator one-half (1/2) their fee and expenses.
- 9.02** The party initiating an arbitration will send a list of three acceptable arbitrators with its notice of arbitration and the responding party, if it does not agree to any of the names listed, will provide three in response. If the parties are unable to agree on an arbitrator, the provisions of the *Labour Relations Code* will apply.
- 9.03** The Arbitrator shall determine their own procedure and shall have the power to dispose of a grievance by any arrangement which they deem just and equitable. The Arbitrator shall not, however, have the power to change this Agreement or alter, modify or amend any of its provisions and shall render their decision within thirty (30) days of the completion of the hearing.

SECTION 10 - SENIORITY

- 10.01** In all layoffs and re-employment the rule of seniority shall prevail provided employees to be retained or recalled by reason of seniority have the ability to perform the work available. Resignation at any time forfeits seniority except in the case of an employee obtaining from

the Company authorized leave of absence in writing, a copy of which shall be filed in the Union office.

- 10.02** (A) Discussions will be held with the Union Business Representative(s) before a layoff out of seniority is made.
- (B) Employees shall be told if a release from employment is a layoff or termination. The Union office shall be notified within three (3) days (on a form supplied by the Union) as to whether an employee has been laid off or terminated.
- (C) Seniority of an employee will be cancelled if they:
- (1) Voluntarily leave the employ of the Company except where written leave of absence is granted by the Company and a copy sent to the Union.
 - (2) Are discharged for cause and are not reinstated as a result of the grievance procedure.
 - (3) Are declared fit to return to work while on absence due to sickness, accident or Workers' Compensation and fails to immediately report to work
- In the case where an employee is absent from work due to sickness, or accident or Workers' Compensation for greater than eighteen (18) months the employee will have their seniority frozen until they return to work.
- (4) Are given a termination slip upon leaving the Company and are not reinstated as a result of the grievance procedure.
 - (5) Have been laid off for a period longer than nine (9) months.
 - (6) Do not return to work on their first scheduled work day following the expiry of a Leave of Absence unless they have a legitimate reason.
 - (7) Fail to respond to a notice of recall within three (3) calendar days of delivery to their last known address and/or fails to return to work within five (5) calendar days of being provided notice of recall, unless they have a legitimate reason.
- (D) New employees or non-bargaining unit personnel will not be hired or employed in a classification while employees in the same classification are on layoff. For the purpose of this clause "layoff" shall include short-term layoff.

- 10.03** New employees shall serve a probationary period of five hundred (500) hours worked. The probationary period may be extended by mutual agreement between the Company and the Union.

- 10.04** When a layoff becomes necessary, probationary employees shall be laid off first; thereafter the Company may either layoff employees in accordance with this Section or may confer and mutually agree with the Union upon a plan for the equitable distribution of the available work.
- 10.05** Effective April 1st, 1985, seniority shall be defined as length of continuous membership in the Union while employed with the Company.
- 10.06** (A) So long as it is consistent with other provisions of this Agreement, if employees laid off or displaced from their jobs by the layoff procedure, have the ability to perform the work available, they may themselves displace ("bump") other, lower-classified employees who have less seniority with the Employer and assume the wage rate of that classification. A decision to bump another employee must be made within five (5) calendar days of receiving layoff notice.
- (B) For the purpose of recall from layoff, and subject to (A) above, the Union and the Employer agree that, where possible, the sequence shall be reversed.
- (C) This clause shall not apply with respect to short term layoffs as defined in Section 12, Paragraph 12.04 ("Guarantee") of this Agreement.
- 10.07** Seniority for purpose of layoff and recall shall be by Schedule "A" or Schedule "B" employees.
- 10.08** When separate locations are established, employees will be assigned to Volvo or Subaru Brands first by Brand qualification, then seniority. Employees without Brand qualifications shall select which Brand they will stay with by seniority, so long as they can perform the work of that Brand.
- 10.09** When a member of the bargaining unit is transferred within the Company to a position outside the bargaining unit, they shall maintain but not accumulate seniority for a period of six (6) months after which their seniority will be terminated.

SECTION 11 - GENERAL CONDITIONS

- 11.01** Wages shall be paid semi-monthly with a maximum of five (5) working days' pay held back. Employees will be given a proper statement of all hours, indicating rate of pay, overtime hours, earnings and deductions, covering each pay period. Wages shall be paid during working hours in such a way as to eliminate unnecessary waiting on the part of the employees. In the case of employees working the day shift, every effort will be made to

make such payment prior to noon.

- 11.02** All employees shall receive twelve (12) Statutory Holidays and one (1) 'floater' day with pay at their regular straight time rate. The 'floater' day will be granted on a day or half (1/2) day(s) by the Company on a day or half (1/2) day(s) mutually acceptable to the Company and the employee. The designated days shall be:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
B.C. Day	Boxing Day
Family Day	National Day for Truth and Reconciliation

or any other day proclaimed by the Provincial or Federal Government when the Company is forced by legislation to close down its operation.

- (A) To be eligible for the above Statutory Holiday pay, an employee must work **their** recognized work day immediately before and immediately after the holiday unless mutually agreed to between the employee and the Company. **Days absent for paid and unpaid sick leave in accordance with the provisions of Part 6 of the Employment Standards Act of B.C shall be recognized as a day worked for the purpose of this section.** In cases of sickness the Company may request a doctor's certificate.
- (B) When a Statutory Holiday falls on an employee's regular day off, they shall take off the closest regularly scheduled working day prior to or following such Statutory Holiday with full current pay. If the Company decides to open its business on either of these days, such employees to be retained to work will be requested to work on the following terms:

First, on a voluntary basis;

Second, by seniority in the classification.

The Company shall provide at least two (2) weeks prior notice of all mutually agreed days to observe Statutory Holidays falling on employee's regular days off.

- (C) Pay for the above Statutory Holidays shall be in addition to any overtime pay for hours worked on Statutory Holidays. **All Statutory Holiday's including Floater Day shall be calculated and paid out in the same manner as vacation pay is computed.**

Clarification: Floater Holiday is calculated on a calendar year basis and is eligible after the completion of the probation period, Floater Holiday can be used as a full day or half days and

used at a time mutually agreeable to both parties. Floater Holiday cannot be carried over from year to year.

- 11.03** a) The Company agrees to provide protective clothing and equipment to all employees whose duties entail work that may be injurious to their clothing and/or person as provided in the Industrial Health and Safety Regulations of the Workers' Compensation Board of British Columbia. Washers and Lot Staff who are washing vehicles will be supplied with winter rainwear.
- b) Effective upon ratification of this agreement, Employees with twelve (12) or more months of service, where required by W.C.B. or the Company and worn by the employee, shall receive a cumulative safety boot allowance of **\$300.00** per year, to a maximum of **\$600.00** accumulated at any given time. The allowance is to be used on the basis of **\$300.00** after a 12 month period or **\$600.00** after a 24 month period. There shall be no carry over of unused portions of the boot allowance, except as outlined in this clause. Employees must submit a receipt to receive the boot allowance. Technicians boot allowance can be used towards the purchase of tools. Washers and Lot Staff who are washing vehicles are entitled to an additional pair of safety work boots, total of two (2) pairs at **\$300.00** for each pair. All other conditions of this section shall apply.
- 11.04** All uniforms and coveralls shall be supplied free of charge to employees by the Company. Employees are expected to take reasonable care of clothing and equipment supplied.
- 11.05** Proper washing facilities shall include hot and cold water, hand cleanser, towels and wash basins. These shall be provided by the Company.
- 11.06** Clothes lockers of suitable size shall be provided by the Company for protection of the employees' clothes and personal belongings.
- 11.07** The Company agrees to provide lunch space(s) of a sufficient size to accommodate the staff.
- 11.08** The Company agrees that the plant(s) shall be heated and adequately ventilated.
- 11.09** Employees required to report for work outside the Company's premises shall be paid for all travelling time, plus transportation and incidental expenses.
- 11.10** Employees required to report for work outside the city limits, which necessitates their being absent from their homes overnight, shall be paid for all travelling time up to a maximum of eight (8) hours in each twenty-four (24) hours required to travel to and from the job, plus all transportation, hotel and meal expenses. In addition a premium bonus of twenty-five (\$.25) cents per hour shall be paid to the employee(s) for all time actually spent on the job. Provided that it is agreeable to the employees concerned to travel on Sundays or Holidays, it is understood that the rate for travelling time will be at straight time.

- 11.11** The Company agrees to provide adequate space, in a permanent location, acceptable to the Union, for a bulletin board. The bulletin board shall be supplied by the Union, to remain the property of the Union for the sole use by the Union for the purpose of conveying information by notice or letters to its members in the plant(s).

The Union agrees that the bulletin board shall not be used for the dissemination of political propaganda or advertising matter not relating directly to Union business.

- 11.12** No employee shall solicit any work outside the Company premises that could be construed in any way as competitive with the Company. Violations of this clause may be subject to discipline by the Company, or the Union or both. Following investigation, violators may be warned, suspended or terminated; repeated violations may result in dismissal from the job and possible suspension from the Union.

- 11.13** No employees shall leave the premises for any purposes whatsoever during their working hours without securing permission from their foreperson or department head. Provided however, that where an employee's normal duties require them to leave the premises, the foreperson or department head shall give such employee definite instruction as to their duties and the requirements for such permission.

- 11.14** No provision of this Agreement will be used to reduce wages or removing working conditions presently in force; it being understood that staff picnics or bonuses shall not be deemed to have reference to said "working conditions". Any improved working conditions introduced by the Company on a trial basis shall be excluded from the provisions of this clause.

- 11.15** The Company agrees that should any employee classified in this agreement be also employed in the capacity of a First Aid Person and holding an unexpired Industrial First Aid Certificate, **they shall receive \$1.50 per hour for all hours worked** in addition to **their** regular weekly wage. This additional payment, however, shall not be recognized in the computation of the employee's hourly rate. The Company further agrees to reimburse all appointed First Aid persons for the cost of the tuition of the required First Aid course upon successful completion. **Non-Bargaining Unit Employees not to be designated First Aid Attendants while bargaining unit members with valid certificates are laid off.**

- 11.16** Time absent from work shall be deducted on a pro rata basis.

11.17 HEALTH & WELFARE PLAN

The Company shall provide a Health and Welfare Plan which will be the Automotive Industry Benefit Plan, a joint trustees fund.

Both parties shall have equal representation on the Trustee Panel. The Trustees shall have the authority to enter into agreement with such insurance Company or Companies as may be necessary to provide benefits or carry out the terms of the Trust Agreement on a satisfactory basis.

It is recognized that at some future date during the terms of this agreement, the Trustees of the Automotive Industry Benefit Plan or its successor plan, may recommend an increase or decrease in the present contribution rate to the plan. Should this occur the Company shall adjust the rate of contributions accordingly.

All employees in the bargaining unit shall participate in the above Health and Welfare plan as a condition of continued employment.

- A. The employer agrees to pay 100% (to a maximum of 70% of A and B combined) of the required monthly premiums for each employee covered by this agreement to provide:

Coverage for the employee and their dependants which shall include:

- 1. Medical Services Plan of British Columbia
- 2. Extended Health Benefits as provided by M.S.A. or its equivalent.
- 3. A mutually agreed upon Dental Plan that will provide ninety percent (90%) of Plan "A" and fifty percent (50%) of Plan "B" based on the most current schedule of fees for the College of Dental Surgeons of B.C.
- 4. Vision Care \$500.00 per Employee per 24 month period.

Coverage for the employee which shall include:

- 5. Effective upon ratification of this agreement, one time annual income, with Double Indemnity for Accidental Death or Dismemberment;
- B. The employee agrees to pay 100% (or 30% of A and B combined, whichever is greater) of the required monthly premiums to provide:
 - 1. Weekly Indemnity income benefits up to \$425.00 per week or E.I. equivalent whichever is greater, on the basis of pay for the first day of accident, the fourth day of illness, for twenty-six (26) weeks.
 - 2. Long term disability on the basis of sixty percent (60%) of wages to be paid to disabled employees (subject to normally accepted insurance provisions) until disability ceases or age 65, whichever comes first.

11.18 HEALTH AND WELFARE PLAN

1. The Company agrees to pay an amount equal to three (3) days of weekly indemnity payment, in addition to regular benefits, to employees who are on weekly indemnity benefits and have been off work for a period of at least five (5) calendar days or more due to illness.
2. The Company agrees to recognize Maternity/Paternity Leave benefits in accordance with the provisions of Part 7 of the Employment Standards Act of B.C.

11.19 SICKNESS AND ACCIDENT COVERAGE

- (A) When an employee is off work due to layoff, they shall be entitled to one full month's benefits (as provided in paragraph 11.17 and 11.18 of this Section) following the month of layoff. The Company shall pay their share of the cost of the premiums for this coverage.
- (B) When an employee is off work due to sickness or layoff (in excess of the period specified in (A) of this Section), they shall advise the Company if they wish to remain on the "Welfare" and Medical plans and make arrangements with the Company as to the method of providing and paying the necessary total premiums.
- (C) When an employee is on Workers' Compensation, the Company shall continue to pay their share of the cost of the Welfare and Medical Plans, provided the employee-member pays their portion of the cost. The period of the continuation of coverage will be based on the formula of one (1) month's coverage for each twelve (12) months of completed service. Said employee may revert to the provisions of (B) above.
- (D) Sick Leave

Beginning the month following successful completion of the probationary period, an Employee shall have a total of five (5) paid sick days per calendar year. The Company may request a doctor's note should they have reasonable suspicion this leave is being abused. Carryover to a maximum of ten (10) days – used with Managers discretion for approval. Greater than five (5) days can only be used for medical reasons. i.e. Day Surgery: food poisoning etc. doctor's note may be required. The Company will pay for any doctors note requested.

- 11.20** An employee who is injured to such an extent that they are obliged to cease work immediately and is treated for such injury will be paid for all time lost during regular hours worked while being treated. If the injury is such that a doctor recommends that the employee should not return to work on the day of the injury, the employee will be paid for

the balance of their regular work day. Payment as set forth in this paragraph refers only to the first day of any one injury.

11.21 LEAVE OF ABSENCE

An employee may request a leave of absence and such permission shall not unreasonably be withheld. The basis of such refusal shall be when such leaves will unduly affect the efficient operation of the business. If such leave of absence is used for purposes other than those for which it is granted, it shall be cause for dismissal. The Company shall notify the Union in writing of all approved leaves of absence of one (1) week's duration or longer, prior to such leaves commencing.

- 11.22** A Chief Shop Steward will be selected by the Union (whenever there is more than one (1) Shop Steward), and will be recognized by the Company. An allowance of time during working hours will be provided for the discussion of a submitted grievances. If the steward is on a rush job at the time, the steward will postpone the discussion of a submitted grievance to a more convenient time.

When the Company finds it necessary to layoff or discharge a Shop Steward, the Union shall be notified prior to such layoff or discharge. In the case of layoff, the Company agrees to give four (4) hours' notice to the Union.

11.23 BEREAVEMENT LEAVE

In the event of a death in the immediate family of an employee, the Company shall grant up to three (3) days leave of absence with pay, to make arrangements for and/or to attend the funeral. The term "immediate family" shall mean spouse, parents, children, brothers, sisters, grandparent, mother-in-law, father-in-law.

11.24 JURY OR WITNESS DUTY

Any regular full time employee who is required to perform jury duty or is subpoenaed as a Crown witness on a day on which they would normally have worked, will be reimbursed by the Company for the difference between the pay received for the jury or witness duty and their regular straight time hourly rate of pay for their regularly scheduled hours of work. It is understood that such reimbursement shall not be for hours in excess of eight (8) per day, or forty (40) per week, less pay received for jury or witness duty. The employee will be required to furnish proof of jury or witness service and jury or witness duty pay received.

Employees are expected to return to work if such Jury or Witness duty is concluded early enough in a work day.

11.25 TOOL INSURANCE

The Company shall provide, at no cost to the employee, tool insurance as follows:

- (A) Maximum coverage - \$25,000.00
- (B) Deductible - \$1000.00
- (C) Insurance shall cover loss by fire, or theft, upon evidence provided as per normal insurance regulations. The mysterious disappearance of tools shall not be covered. Insurance shall cover tools on the premises of the Company, or, while being used by the employee outside the premises under the direction of the Company.
- (D) Coverage to be effective subject to the employee providing the Company with an up to date inventory of tools owned.

Individual dealers are to supply insurance in their own best interest.

- 11.26** A **\$500.00** cumulative tool allowance will be provided to all Journeypersons and Apprentices with twelve (12) or more months of service for the purpose of replacement or adding to their personal tools used in the performance of their work for the Company. A **\$300.00** tool allowance for Lube Technician's with Managers approval.

The allowance is to be used on the basis of **\$500.00** after a twelve (12) month period or **\$1000.00** after a twenty-four (24) month period. There shall be no carry over of unused portions of the tool allowance, except as outlined in this clause. Employees must submit receipts to receive the tool allowance. The purpose of this allowance is to allow the employee a flexible account in which to purchase the items they feel are a priority to enable them to perform their required duties.

- 11.27** The Company agrees to accept and recognize a signed authorization from the employees for payment by payroll deduction of monthly contributions to the I.A.M. Investors Retirement Plan (Group RRSP) or its successor plan. The employee's monthly contributions shall be submitted to the Union office monthly, together with a list of contributors and the amounts contributed by each employee. The remittance shall be made at the same time that the monthly Union dues are remitted to the Union, as per Section 1.04, but shall be on a separate cheque from the employee's Union dues.
- 11.28** Refusal on the part of an employee to sign any authorization for deduction, except as provided in this agreement shall not be cause for dismissal.
- 11.29** If requested by the employee, custom molded ear plugs will be supplied. Replacement custom molded ear plugs will be made available as recommended by the supplier.

SECTION 12 - WAGES AND CLASSIFICATIONS

- 12.01** Wages and classifications shall be as agreed upon and shall be attached to and form an integral part of this agreement. All schedules appended hereto provide a minimum wage rate

and do not preclude Management from increasing individual rates. Any employee who, at the date of this Agreement, is receiving a rate in excess of their classification shall maintain such premium.

12.02 Any employee performing work classified at a higher rate of pay shall receive such higher rate while occupying the said classification, provided, the employee works more than one (1) accumulative hour per day in the higher classification.

12.03 NEW CLASSIFICATIONS

In the event that the parties are unable to mutually agree on a wage rate for a new classification, the matter may be submitted to arbitration as provided in Article 9 of this agreement. Once the matter has been submitted to arbitration the Employer may proceed with the implementation of the position.

12.04 GUARANTEE

- (A) Employees under this agreement may not be laid off during a work week but may be laid off without notice at the completion of a work week, except that short-term layoffs (with at least one working hour's notice) of up to eight (8) hours in any period of two (2) consecutive weeks will not be considered a violation of this Section provided that no one employee will lose more than 10% of the working time in any consecutive period as the result of such short-term layoffs.
Such working time shall only include all days for which an employee receives any compensation. No employee shall be subject to more than one short-term layoff each week.
- (B) Short-term layoff shall not apply to an employee who is re-called during a work week for the balance of that week.
- (C) Subject to the ability of the employee to perform work available, short term layoffs will be distributed as evenly as possible among all employees.
- (D) Subject to other employees being available who could perform the work available, short term layoffs will not apply until probationers are laid off.
- (E) When work is slow days off can be taken unpaid.

SECTION 13 - SAVINGS CLAUSE

13.03 Should any part hereof or any provision herein contained be rendered or declared invalid by

reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions and such portions shall continue in full force and effect.

SECTION 14 - TECHNOLOGICAL CHANGE

- 14.01** The Company has the right to introduce any technological change as defined below into its operations. However, the Company will endeavour to give the Union reasonable notice of any technological change which likely will result in employees being displaced from their jobs.

Technological change Definition:

"Technological Change" for the purposes of this Agreement means:

- (A) The introduction by the Company into the workplace, undertaking or business of equipment or material of a different nature or kind than that previously used by the Company in the workplace, undertaking or business, or
 - (B) a change in the manner, method or procedure in which the Company carries on the work, undertaking or business that is related to the introduction of that equipment or material,
 - (C) it is, however, agreed that "technological change" does not include normal layoffs resulting from a decrease in the amount of work to be done.
- 14.02** Employees who are displaced from their jobs as a direct result of technological change shall be given an opportunity to fill any vacancy for which they have the necessary seniority and ability. Should no vacancy exist, displaced employees shall have the right to displace less senior employees provided they have the qualifications and ability to efficiently perform the requirements of the jobs.
- 14.03** Employees who are displaced from their jobs as a direct result of the introduction of technological change shall be given the opportunity, in order of seniority, to train for any new positions, which may exist related to introduction of such technological change, provided they possess the necessary qualifications for the job. If after a reasonable period of time the Company concludes that an employee is unable to efficiently meet the requirements of the position, then they shall be laid off and Article 14.04 shall apply.
- 14.04** Where employees are displaced as a direct result of technological change, and do not fill another position as set out above, then they may elect to either be laid off or to receive severance pay. Severance pay shall be paid in accordance with Article 15 of this agreement.

Where an employee receives severance pay, their employment shall be terminated for all purposes.

SECTION 15 - SEVERANCE PAY

- 15.01** An employer shall not terminate an employee without giving the employee, in writing, at least:
- (A) Two (2) weeks' notice where the employee has completed a period of employment of at least six (6) consecutive months, and
 - (B) After the completion of a period of employment of three (3) consecutive years, one additional week's notice, and for each subsequent completed year of employment, an additional week's notice up to a maximum of eight (8) weeks' notice.
- 15.02** The period of notice shall not coincide with an employee's annual vacation.
- 15.03** When an employer terminates an employee and fails to comply with subsection (15.01) the employer shall pay the employee severance pay equal to the period of notice required.
- 15.04** Payment under subsection (15.03) does not relieve the employer from making any other payment to which the employee is entitled.

SEVERANCE PAY - means the greater of the employee's

- (A) normal weekly wages, or
- (B) average weekly wages

within the last eight (8) weeks in which they earned wages, but for the purposes of this definition, overtime wage shall not be included or taken into account for the purpose of determining or calculating normal weekly wages or average weekly wages;

TEMPORARY LAYOFF

Means an interruption of an employee's employment by an employer for a period not exceeding thirteen (13) weeks of layoff in a period of twenty (20) consecutive weeks.

TERMINATION

Includes:

Layoff of an employee from employment, other than temporary layoff, or where an employer has substantially altered a condition of employment, and the purpose of the alteration is to discourage the employee from continuing in the employment.

WEEK OF LAYOFF - means a week in which an employee earns less than fifty percent (50%) of their weekly wages at their regular wage.

SECTION 16 - LABOUR/MANAGEMENT COMMITTEE

- 16.01** A Labour/Management Committee shall be established consisting of two (2) employees and two (2) representatives of the Employer. The Labour Management Committee shall initially meet at least once every three (3) months during the term of this Agreement. By mutual agreement, the parties may alter the frequency that these meetings are to occur. The purpose of this committee is to discuss work place issues other than safety matters and grievance items.

This committee will set it's own procedures and guidelines.

SECTION 17 - RENEWAL AND TERMINATION

- 17.01** This Agreement shall be for the period from and including April 1, **2025** to and including March 31, **2028** and from year to year thereafter subject to the right of either party to the Agreement, within four (4) months immediately preceding the date of the expiry of this Agreement, (March 31, **2028**), or immediately preceding the last day of March in any year thereafter, by written notice, to require the other party to the Agreement to commence collective bargaining.

Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement (or increase or decrease the rate of pay of any employee for whom collective bargaining is being conducted or alter any other term or condition of employment until:

- (A) The Union shall give notice to strike (or until the Union goes on strike) or,
- (B) The Company shall give notice of lockout (or the Company shall lockout its employees) or,
- (C) The parties shall conclude a renewal or revision of this Agreement or enter into a new collective Agreement,

whichever is the earliest.

- 17.02** The Company shall not require any employee to cross a legal picket line.

SIGNED AT _____ B.C.
THIS _____ DAY OF _____, 20__

FOR THE COMPANY:

DON DOCKSTEADER MOTORS LTD.

Greg Harland
(Vice President, Finance-Operations)

SIGNED AT _____ B.C.
THIS _____ DAY OF _____ 20__

FOR THE UNION:

**AUTOMOTIVE LODGE 1857
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS**

Andrew Tricker
(Business Representative)

CLASSIFICATIONS AND WAGE RATES - SCHEDULE "A" SUBARU

Effective date of ratification, all new hires will be paid the following rates, all existing employees will receive their current rates and will receive any negotiated increase to their current rate: i.e. - "grandfathered".

	EFFECTIVE: APR. 1/2025 (PER HOUR)	EFFECTIVE: APR. 1/2026 (PER HOUR)	EFFECTIVE: APR. 1/2027 (PER HOUR)	:
<u>JOURNEYPERSON:</u>	\$ 51.51	\$ 53.06	\$ 54.65	

NON-BRAND JOURNEYPERSON:

Journeyman Technician with little to no Volvo/Subaru specific experience

Wage:

0 to 6 months	90% Journeyman
7 to 12 months	95% Journeyman
Thereafter	100% Journeyman

Only Journeypersons or indentured Apprentices working under the supervision of a Journeyperson shall be allowed to use the "Tools of the Trade" to perform Journeyperson work as described in the Apprentice and Trade qualifications of B.C. No employee shall perform work which they are not qualified to perform under legislation or regulation in B.C.

TECHNICIANS EFFICIENCY BONUS SYSTEM:

Technicians shall receive an efficiency bonus on all hours over 105% efficiency on work orders closed in a given pay period. Non applied time not to be calculated as part of the efficiency bonus system.

For clarity, Technicians will be paid straight time for all hours worked up to and including achievement of 100% efficiency. Technicians will receive an efficiency bonus calculated at the hourly base rate on all hours billed in excess of 105% efficiency.

The target efficiency rate is 100%. Technicians are encouraged to make the 105% goal and pick up bonus hours. Technicians who fall below the 100% efficiency level will be advised and ongoing discussions will occur until the 100% efficiency level is consistently attained. The Company is responsible for supplying a workload where it is possible to Technicians to achieve 100% or greater efficiency.

Any come backs will be deducted from the hours sold.

TRAINING:

All employees required to attend training programs at the direction of the Company, or as an employment requirement, shall be entitled to full regular wages. The Company shall be responsible for the cost of the program and examination fees. Travel, accommodation and meals shall be provided if day travel to the course location is not possible. Any allowance received from government or other agencies shall be deducted from the "full regular wages". Training to include online training paid and manufacturer prescribed time or as approved by Management. The Company agrees to reimburse costs for schooling opportunities available outside the lower mainland for Employees requiring training not currently available or classes fully booked locally, these training opportunities need prior Managers approval and both parties need to understand all costs which qualify for reimbursement prior to commencement of training.

APPRENTICE TRAINING:

Apprentice(s) attending the required Provincial Apprenticeship Trades Training School(s) shall make application for available Apprentice Government Subsidies (eg. E.I. payments).

The Company will make up the difference between the Apprentice's regular rate of pay and the Government subsidies the Apprentice may be in receipt of, this will be reimbursed at the completion of the schooling period if the Apprentice achieves a passing grade. Apprentices shall receive proper training in all areas of their trade.

EFFECTIVE:	EFFECTIVE:	EFFECTIVE:
APR. 1/2025	APR. 1/2026	APR. 1/2027
<u>(PER HOUR)</u>	<u>(PER HOUR)</u>	<u>(PER HOUR)</u>

APPRENTICES:

Apprentices may be employed at the trade in the ratio of one (1) apprentice to every five (5) Journeypersons. Any change of this ratio due to shortage of qualified mechanics must be mutually agreed to by both Parties. **Existing employees offered an Apprentice position shall maintain their current wage until such time as the apprentice wage percent scale as outlined in the Collective Agreement is greater than their current wage rate.**

1st six months	50% of Journeyperson rate.
2nd six months	55% of " "
3rd six months	60% of " "
4th six months	65% of " "
5th six months	70% of " "
6th six months	75% of " "
7th six months	85% of " "
8th six months	95% of " "

SENIOR CONTROL TOWER OPERATORS:

Existing employee:	\$ 51.24	\$ 52.78	\$ 54.36
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CONTROL TOWER OPERATORS

New Employee Start Rate:	\$ 39.51	\$ 40.70	\$ 41.92
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*SENIOR SERVICE SALESPERSON:

Senior Service Salesperson is an existing service salesperson with 10 years experience in the position, has all their training up to date, and has maintained an average or above personal CSI rating for the previous 12 months. All current Service Salespersons are considered Senior Service Salespersons at time of ratification of this agreement.

	\$ 51.51	\$ 53.06	\$ 54.65
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*SERVICE SALESPERSON

New Employee Start Rate:	\$ 44.76	\$ 46.10	\$ 47.48
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ASS'T. SERVICE SALESPERSON:

(Non-Journeypersons - may be employed at the ratio of 2 for every 1 Service Salesperson).

New Hires may be employed beginning at fifty (50%) percent of the Service Salesperson rate and will follow the apprentices scale to full rate. This does not preclude the Company from hiring someone with experience at a mid level.

*The parties have agreed to discuss the possibilities of an incentive program for Service Sales Department. Any changes may be implemented by mutual agreement between the Company and the Union.

<u>INTERNAL SERVICE SALESPERSON</u>	\$ 28.00	\$ 28.84	\$ 29.71
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<u>BOOKER</u>	\$ 23.88	\$ 24.60	\$ 25.34
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CONTROL CLERK:

Wages to be negotiated as per Section 12.03. May be introduced by mutual agreement, at Dealerships who have computerized dispatch systems.

LUBRICATION AND GENERAL SERVICEPERSON:

1st six months	\$ 26.22	\$ 27.01	\$ 27.82
2nd six months	\$ 29.98	\$ 30.88	\$ 31.81
Thereafter	\$ 31.80	\$ 32.75	\$ 33.73

<u>DETAILER:</u>	\$ 26.52	\$ 27.32	\$ 28.14
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WASHERS:

Washing, vacuuming and cleaning windows of customer's vehicles

\$ 21.31	\$ 21.95	\$ 22.61
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EFFECTIVE: APR. 1/2025 (PER HOUR)	EFFECTIVE: APR. 1/2026 (PER HOUR)	EFFECTIVE: APR. 1/2027 (PER HOUR)	:
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LOT PERSON/CAR JOCKEY

\$ 21.31	\$ 21.95	\$ 22.61
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SENIOR LOT PERSON/WASHER

Is an Employee who the Union and the Company mutually agree is a career Lot Person

\$ 24.11	\$ 24.83	\$ 25.57
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CHARGE HAND:

(A Charge Hand is an employee to whom the Company assigns authority to direct and supervise the work of others). **They** shall receive in addition to **their** regular rate **\$2.00 (two dollars)** per hour.

<u>SHOP HELPER:</u>	\$ 26.10	\$ 26.88	\$ 27.69
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PARTS DEPARTMENT:**GROUP LEADERS:**

Stock departments employing seven (7) or more men, exclusive of Manager or Ass't. Manager, will have at least one (1) in this classification at a wage rate of:

\$ 48.96	\$ 50.43	\$ 51.94
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SENIOR QUALIFIED PARTSPERSONS:

Senior Partsperson is an existing Partsperson with 10 years' experience in the position, has all their training up to date. All current qualified Partspersons are considered Senior qualified Partsperson at time of ratification of this agreement.

\$ 48.00	\$ 49.44	\$ 50.92
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QUALIFIED PARTSPERSONS:

New Employee Start Rate:	\$ 39.52	\$ 40.71	\$ 41.93
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APPRENTICE PARTSPERSON:

1st six months	50% of Qualified Partsperson Rate
2nd six months	55% of " " "
3rd six months	60% of " " "
4th six months	65% of " " "
5th six months	70% of " " "
6th six months	75% of " " "
7th six months	85% of " " "
8th six months	95% of " " "
Thereafter: Qualified Partsperson Rate	

SHIPPER RECIEVER

(55% of Parts Journeyperson rate)

\$ 26.37

\$ 27.16

\$ 27.97

EFFECTIVE:
APR. 1/2025
(PER HOUR)

EFFECTIVE:
APR. 1/2026
(PER HOUR)

EFFECTIVE:
APR. 1/2027
(PER HOUR)

:

TRUCK DRIVERS:

(50% of qualified Partsperson's rate)

\$ 24.03

\$ 24.75

\$ 25.49

It is understood that new employees who are experienced will not be required to start at the minimum rate provided.

MINORS

Minors between the ages of fifteen and eighteen may be employed in the ratio of one (1) minor for each five (5) persons employed in the Stock Department, for a probationary period of:

1st six months at a minimum
rate of

\$ 22.75

\$ 23.43

\$ 24.13

THEREAFTER TO GO ON APPRENTICE PARTSPERSON SCALE.

JOB POSTINGS:

Job openings required to be filled will be posted on all Company bulletin boards for five (5) working days.

Copies of all job postings shall contain all relevant information in the described job classification.

CLASSIFICATIONS AND WAGE RATES - SCHEDULE "B" VOLVO

Effective date of ratification, all new hires will be paid the following rates, all existing employees will receive their current rates and will receive any negotiated increase to their current rate: i.e. - "grandfathered".

	EFFECTIVE: APR. 1/2025 <u>(PER HOUR)</u>	EFFECTIVE: APR. 1/2026 <u>(PER HOUR)</u>	EFFECTIVE: APR. 1/2027 <u>(PER HOUR)</u>	:
<u>JOURNEYPEPERSON:</u>	\$ 51.51	\$ 53.06	\$ 54.65	

NON-BRAND JOURNEYPEPERSON:

Journeyman Technician with little to no Volvo/Subaru specific experience

Wage:

0 to 6 months	90% Journeyman
7 to 12 months	95% Journeyman
Thereafter	100% Journeyman

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EFFECTIVE: APR. 1/2025 (PER HOUR)	EFFECTIVE: APR. 1/2026 (PER HOUR)	EFFECTIVE: APR. 1/2027 (PER HOUR)
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Existing employee:	\$ 51.24	\$ 52.78	\$ 54.36
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	\$ 51.51	\$ 53.06	\$ 54.65
<u>*SERVICE SALESPERSON</u>			
New Employee Start Rate:	\$ 44.76	\$ 46.10	\$ 47.48

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LOT PERSON/CAR JOCKEY

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SENIOR LOT PERSON/WASHER

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Stock departments employing seven (7) or more men, exclusive of Manager or Ass't. Manager, will have at least one (1) in this classification at a wage rate of:

\$ 48.96	\$ 50.43	\$ 51.94
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SENIOR QUALIFIED PARTSPERSONS:

Senior Partsperson is an existing Partsperson with 10 years' experience in the position, has all their training up to date. All current qualified Partpersons are considered Senior qualified Partsperson at time of ratification of this agreement.

\$ 48.00	\$ 49.44	\$ 50.92
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QUALIFIED PARTSPERSONS:

New Employee Start Rate:	\$ 39.52	\$ 40.71	\$ 41.93
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APPRENTICE PARTSPERSON:

1st six months	50% of Qualified Partsperson Rate
2nd six months	55% of " " "
3rd six months	60% of " " "
4th six months	65% of " " "
5th six months	70% of " " "
6th six months	75% of " " "
7th six months	85% of " " "
8th six months	95% of " " "

Thereafter: Qualified Partsperson Rate

SHIPPER RECIEVER

(55% of Parts Journeyperson rate)

\$ 26.37	\$ 27.16	\$ 27.97
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EFFECTIVE: APR. 1/2025 <u>(PER HOUR)</u>	EFFECTIVE: APR. 1/2026 <u>(PER HOUR)</u>	EFFECTIVE: APR. 1/2027 <u>(PER HOUR)</u>	:
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TRUCK DRIVERS:

(50% of qualified Partsperson's rate)

\$ 24.03	\$ 24.75	\$ 25.49
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It is understood that new employees who are experienced will not be required to start at the minimum rate provided.

MINORS

Minors between the ages of fifteen and eighteen may be employed in the ratio of one (1) minor for each five (5) persons employed in the Stock Department, for a probationary period of:

1st six months at a minimum
rate of

\$ 22.75	\$ 23.43	\$ 24.13
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THEREAFTER TO GO ON APPRENTICE PARTSPERSON SCALE.

JOB POSTINGS:

Job openings required to be filled will be posted on all Company bulletin boards for five (5) working days.

Copies of all job postings shall contain all relevant information in the described job classification.

LETTER OF UNDERSTANDING #1

between

DON DOCKSTEADER MOTORS LTD.

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS LODGE 1857**

For the term of this agreement Technicians will be able to utilize the provisions of Section 11.03 (b) for the purchase of tools rather than safety boots. The employee in doing so must still maintain compliance with the WCB rules and regulations for required safety foot wear.

SIGNED AT _____ B.C.

SIGNED AT _____ B.C.

THIS _____ DAY OF _____, 20__

THIS _____ DAY OF _____ 20__

FOR THE COMPANY:

FOR THE UNION:

DON DOCKSTEADER MOTORS LTD.

**AUTOMOTIVE LODGE 1857
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS**

Greg Harland
(Vice President, Finance-Operations)

Andrew Tricker
(Business Representative)

LETTER OF UNDERSTANDING #2

between

DON DOCKSTEADER MOTORS LTD.

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS LODGE 1857**

The Company agrees to make payment to the Machinists Pension Plan, Lodge 692 (the “Machinists Plan”) for each employee performing work in a job classification covered by this Collective Agreement as follows:

Contributions of **2% of Gross earnings** to a maximum of \$2000.00 per year eligible after two (2) year’s service with the Company **and 3% of Gross earnings to a maximum of \$3000.00 per year eligible after nine (9) completed years of service with the Company.** Pension contributions are a mandatory deduction once the employee qualifies for these deductions.

SIGNED AT _____ B.C.

SIGNED AT _____ B.C.

THIS _____ DAY OF _____, 20__

THIS _____ DAY OF _____ 20__

FOR THE COMPANY:

FOR THE UNION:

DON DOCKSTEADER MOTORS LTD.

**AUTOMOTIVE LODGE 1857
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS**

Greg Harland
(Vice President, Finance-Operations)

Andrew Tricker
(Business Representative)

LETTER OF UNDERSTANDING #3

between

DON DOCKSTEADER MOTORS LTD.

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS LODGE 1857**

- A. Part-time employees may be utilized in the Wash/Lot Person classification and Janitor and Booker classification only, subject to the following conditions laid out in this section.
- B. Part-time employees are employees working less than thirty (30) hours per week.
- C. Part-time employees may not be employed while full-time employees are on layoff or working less than forty (40) hours per week.
- D. Part-time employees shall accumulate seniority but their seniority shall be separate from that of full-time employees.
- E. Part-time employees will have preferential treatment over new employees for full-time status.
- F. Part-time employees will be paid an additional eight (8%) percent in lieu of Benefits, Vacation and Statutory Holidays.
- G. Part-time employees shall receive the current rates of pay for the Washer/Lot Person and Booker.
- H. Part-time employees, shall when utilized be considered part of the bargaining Unit, required to be members of the Union and to pay Ten (\$10.00) dollars per month as union dues.
- I. No more than two (2) Part-time Washer/Lot Persons in Service and one (1) Part-time Washer/Lot Person in Sales, may be employed.

SIGNED AT _____ B.C.

THIS _____ DAY OF _____, 20__

FOR THE COMPANY:

DON DOCKSTEADER MOTORS LTD.

Greg Harland
(Vice President, Finance-Operations)

SIGNED AT _____ B.C.

THIS _____ DAY OF _____ 20__

FOR THE UNION:

**AUTOMOTIVE LODGE 1857
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS**

Andrew Tricker
(Business Representative)

LETTER OF UNDERSTANDING #4

between

DON DOCKSTEADER MOTORS LTD.

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS LODGE 1857**

Re: Detailer

Detailer's are employees who are able to do all the functions of Washer and Lot Persons in addition to detailing of vehicles with use of specialized equipment. The following conditions shall prevail:

- 1. Detailers may be used in the classification of Washer and Lot Persons Classifications.**
- 2. Detailers shall be paid \$25/Hr and on April 1, 2024 they shall receive \$25.75/Hr.**
- 1. Detailers shall be governed by all other conditions as outlined in the current Collective Agreement.**

SIGNED AT _____ B.C.

SIGNED AT _____ B.C.

THIS _____ DAY OF _____, 20__

THIS _____ DAY OF _____ 20__

FOR THE COMPANY:

FOR THE UNION:

DON DOCKSTEADER MOTORS LTD.

**AUTOMOTIVE LODGE 1857
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS**

Greg Harland

Andrew Tricker

(Vice President, Finance-Operations)

(Business Representative)