

LOCAL AGREEMENT

BETWEEN

SECURITAS CANADA LIMITED

AND THE

NATIONAL AUTOMOBILE, AEROSPACE
TRANSPORTATION AND GENERAL
WORKERS UNION OF CANADA
(C.A.W. - CANADA)

LOCAL 199

DATED April 1, 2006

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MEMORANDUM OF
LOCAL GENERAL AGREEMENT

Entered Into

This 1st. Day of April 2006

BETWEEN: SECURITAS CANADA LIMITED
1908 COLONEL SAM DRIVE
OSHAWA, ONTARIO
L1H 8P7

Hereinafter referred to as the "Company".

AND: THE C.A.W./T.C.A. CANADA LOCAL 199
ST.CATHARINES, ONTARIO
GLENDALE PLANT AND ONTARIO PLANTS
L2P 3G5

Hereinafter referred to as the "Union".

WHEREAS: The parties, together with other parties, entered into
an agreement dated this April 1, 2006, (hereinafter
referred to as the "Master Agreement")

and

WHEREAS: The said Master Agreement contemplates that certain
matters of a general nature may be the subject of a
Local Agreement.

WITNESSETH:

SECURITAS CANADA LIMITED

C.A.W./T.C.A.

IN WITNESS WHEREOF, the Company, the Local Union and the National Union have caused this Agreement to be executed by their duly authorized officer and representatives as of the day and year first above written.

NATIONAL AUTOMOBILE,
AEROSPACE, TRANSPORTATION
AND GENERAL WORKERS UNION
OF CANADA. (C.A.W./T.C.A. -CANADA)
LOCAL 199
ST. CATHARINES, ONTARIO

SECURITAS CANADA LIMITED
OSHAWA ONTARIO

Ron McIntosh

Andy Hiddink

Gary Bradnam

Kristen Berlenbach

Mike Winterbottom

Ray Elliott

Mark Patterson

Todd Polly

Ken O'Brien

Larry Lowe

Jeff Trudel

PURPOSE

1. The purpose of this Agreement is to establish and maintain harmonious collective bargaining relations between the Company and the Union, and to provide for the peaceful adjustment of any differences, which may arise between them respecting the application of this agreement.
2. Wherever in this agreement a masculine pronoun or the singular or plural form of man is used, it is understood that such references are meant to have equal application to all Securitas Security Officers covered by this Agreement, male or female.

DEFINITION

- (1) By agreement between the parties, special problems of mutual concern will be discussed during the life of this Agreement. Amendments may be introduced to this Local Collective Agreement by mutual consent and will carry the same weight as provisions previously established at formal negotiation sessions.
- (2) This Agreement shall become effective on the first Monday following the date on which the Company receives satisfactory notice from the Union that the Agreement has been ratified by the Union membership.
- (3) The Company and the Union shall exchange, in writing, on or before February 15, 2009, the local proposals and demands with respect to the modification of this Agreement, and the proposals and demands with respect to any proposed new agreement to be entered into after termination of this Agreement on March 31, 2009. It is mutually agreed that any exchange of proposals and demands does not preclude addition to such demands or proposals at a later date and that any such exchange shall not in any way affect the March 31, 2009, termination date of this Agreement.
- (4) This Agreement dated the 1st day of April 2006 shall continue in full force and effect until 11:59 p.m. March 31, 2009 when it shall automatically terminate.

PREVIOUS WORKING CONDITION SETTLEMENTS

This is to confirm that Management will not delete or alter previous working condition settlements, providing such agreements have not been altered by settlements reached during current negotiations, and the conditions under which the agreements were made continue to exist.

LOCK AND KEY WORK

Security and administration of the lock and Key work will be retained by management. Installation of cores will be bargaining unit work.

TAG RELIEF

Bargaining unit members will continue to have the ability to relieve a fellow employee at a mutually acceptable time providing that this arrangement does not reflect on the pay sheets and that Supervision is informed of the agreement at the time the arrangement is made.

POSTING OF STATUTORY HOLIDAY WORK SCHEDULES

Supervision will post work schedules at the St.Catharines Plants 30 days in advance for the following:

- Christmas Holiday Period
- Plant Shutdown

1. RELIEF PERIODS

Employees shall be entitled to the following "Break Periods".

Eight-Hour Shift: First Break - 15 minutes
 Lunch Break - 30 minutes

Twelve-Hour Shift: First Break - 15 minutes
 Lunch Break - 30 minutes
 Second Break - 15 minutes

2. SHIFT STARTING TIMES

GLENDALE PLANT

Employees will be expected to be properly attired and ready to undertake their daily assignments at their respective posts no later than the following times:

Twelve-Hour Shifts	•Day Shift	06:30 hours
	•Night Shift	18:30 hours
Eight-Hour Shifts	•Day Shift	07:00 hours
	•Afternoon Shift	15:00 hours

Both parties recognise: Due to the changing circumstances regarding the need to schedule manpower to fulfil the Client's needs; it may be necessary on occasion to provide additional coverage at different times other than stated herein. It shall not be the intent of Management to disrupt normal work schedules unless there exists a justifiable reason: and furthermore, any contemplated changes shall be discussed with the Union before their implementation.

ONTARIO PLANT

Twelve-Hour Shifts	•Day Shift	06:00 hours
	•Night Shift	18:00 hours
Eight-Hour Shifts	•Day Shift	06:00 hours
		06:30 hours
		07:00 hours
	•Afternoon Shift	14:00 hours
	•Night Shift	22:00 hours

3. The eight-hour "Plant/Fire" position, or any other eight-hour "Plant" or "Fire" position which needs to be backfilled by a regular trained officer will be offered to the senior officer on shift, whether he/she be on an eight (8), or twelve (12) hour shift.

In the above case, the senior officer will be offered the position first, and then it will be offered down through the ranks, with the officer of lowest seniority being assigned the position if all others decline.

OVERTIME ADMINISTRATION AGREEMENT

For the purpose of administering overtime, the following rules shall be followed:

General

1. It is understood and agreed that none of the provisions of this agreement shall apply which would cause the total hours of an employee to exceed sixty (60) hours in the work week, or cause an employee to involuntarily work beyond forty-eight (48) hours in the work week.

Casual Hours

1. Any hours less than four (4) are to be considered as casual hours.
2. When overtime hours are available to an employee, and he is on an authorized leave of absence due to sickness, he will not be called.
3. The employee lowest in credited hours will be called first for the available overtime. If more than one shift of overtime is available, the employee will be offered a choice of such overtime in line with their equalization hours.
4. When available casual overtime hours are equal, the employee with the lowest credited hours, will have their preference of post.
5. When an employee is on their scheduled day off, they will not be called for casual overtime hours.

Eight Hour Shifts

1. The employee lowest in credited hours will have preference of any available eight- hour shifts.
2. An employee will not be credited for two (2) shifts of available overtime in any day between 06:30 to 06:30 hours (06:00 to 06:00 Ontario St).
3. When two (2) or more employees have an equal number of credited hours, the employee with the highest seniority will be asked first. The reverse order will be used in the event of drafting.

4. An employee, when asked to work overtime, and after accepting may be allowed to trade shifts under certain parameters for the day only.

e.g. Eight- (8) hour day shift switch with eight-(8) hour afternoon shift.

5. When an employee is working an eight- (8) hour overtime assignment on either of his scheduled days off, he will be eligible for any casual overtime hours in conjunction with the shift on a voluntary basis, only after all scheduled officers have been offered such overtime.

Overtime Equalization Procedure

1. Because of the rotating shift method of scheduling, all employees in the bargaining unit shall be in the same equalization group.

1(a) Float officers will be divided separately and assigned to the overtime equalization list at either the Glendale or Ontario St. plant. Any overtime they work will be reflected on the list they have been assigned to, regardless of the plant at which they work the said overtime. A float officer that is assigned to the Ontario St. plant overtime equalization list will be asked last, for overtime in relation to hours at the Glendale plant, provided the following:

- (1) He or she has been scheduled to, or has worked 40 hours in the affected week, and all other available PSOs attached to the Glendale plant's seniority list have been asked and have refused such assignment.
- (2) When one or more float officers are available for overtime at a plant which is opposite to their home equalization list, the Float with the least amount of hours on his or her home list, will be offered the overtime first, provided the rules in (1) have been followed.

1(b) The same method will apply when a Float attached to the Glendale plant overtime equalization list is asked for overtime at the Ontario St. plant.

2. Overtime will be equalized among the employees in the equalization group. Available overtime will be offered to employees lowest in overtime equalization hours.
3. Overtime equalization records will be maintained by Management on a continuing basis and will be displayed within the department.
4. All overtime charges will be recorded on the basis of the total pay hours involved. One (1) hour at time and one half equals one and one half chargeable hours.
5. All overtime offered shall be charged on the equalization records.
6. If an employee assignment has been declined by all available employees in the group, the employee capable of doing the job lowest in hours on the equalization records may be required by Management to accept the assignment, or management may assign the work to a probationary employee.
7. An employee on an authorized leave of absence for any reason for a continuous period of more than thirty (30) calendar days shall have his name removed from the equalization records. Upon his return to work his name shall be placed back on the equalization list at the average hours of the group.
8. Employees will be notified of overtime work as far in advance as practicable.
9. Newly hired P.S.O.'s will have their names entered on the equalization records at the highest hours of the group following (90) calendar days of employment.
10. An employee returning to the bargaining unit with full length of service from a job outside the bargaining unit shall have his name entered on the equalization records immediately and he shall be charged with the highest hours of the group.
11. At a time mutually agreeable to the parties, both plants OT Equalization records will have the officer that is lowest in credited hours be reduced to zero, all other officers will be averaged accordingly. OT will be offered on a seniority basis and charged accordingly.

SUPPLEMENTARY AGREEMENT ON TWELVE (12) HOUR SHIFT SCHEDULE

The parties agree to adopt the following procedures:

1. (a) All overtime worked Monday to Saturday inclusive excepting a paid holiday will be paid at time and a half.
- (b) All overtime worked on Sunday, if it is a scheduled day off, excepting paid holidays, will be paid at double time.
- (c) All time worked on a paid holiday which falls on an employee's regularly scheduled shift is to be paid at double time.
2. (a) Lieu days will reflect eight (8) hours in lieu.
- (b) All hours worked on a paid holiday will be deducted from any hours generated in lieu on the same day.
3. (a) Vacation time off credits are to be reflected in hours rather than days.

OVERTIME PROCEDURES

In the administration of overtime procedures, all hours in excess of the scheduled shift are to be considered casual hours.

In relation to casual hours, overtime in the Plant Security/Fire Department will be offered to personnel in the following order:

1. Permanent employees
2. S.S.O. employees

The draft clause will be applied in reverse order if it does not contravene the minimum permanent man rule.

PARAGRAPH "A"

1. The following procedure will be adhered to when filling overtime assignments other than twelve (12) hours.

Eight (8) hours offered to regular employee on days off.

Eight (8) hours offered to S.S.O. on days off.

Eight (8) hour draft S.S.O. on days off.

Eight (8) or hour draft regular employee on days off.

Four (4) hours offered to regular employee on shift.

Four (4) hours offered to S.S.O. on shift.

Four- (4) hour draft dictated by the number of permanent personnel on shift to be covered.
2. When supervision has exhausted all possibilities regarding the above procedures, any hours that require further coverage shall be considered as casual hours and therefore shall be offered to personnel already on an overtime assignment.

PARAGRAPH "B"

1. The following procedure will be adhered to when filling overtime assignments on twelve (12) hour shifts.
 - (a) Regular employees who are on their scheduled days off will be asked to cover a full shift of twelve (12) hours.
 - (b) Regular employees who are on their scheduled days off will be asked to cover one half of the shift: six (6) hours on each end.
 - (c) S.S.O. employees who are on their scheduled days off will be asked to cover a full shift of twelve (12) hours.
 - (d) S.S.O. employees who are on their scheduled days off will be asked to cover one half of the shift: six (6) hours on each end.

2. If the available shift of overtime cannot be filled using the above method, then personnel in line with their equalization hours will be drafted in the following order:
 - (a) S.S.O. employees, who are on their scheduled days off, will be drafted to cover for one half of the shift: six (6) hours on each end.
 - (b) Regular employees, who are on their scheduled days off, will be drafted to cover for one half of the shift: six (6) hours on each end.

Personnel lowest in credited hours will have their choice of which part of the shift they wish to cover. If the situation exists that all personnel credited hours are equal, and then personnel highest in seniority shall have their choice of shift coverage.

- (c) Failure to cover the full shift will result in supervision attempting to cover the majority of the shift by also implementing the procedure outlined in paragraph "A".

NOTE: Six (6) hours is to be offered first, before proceeding to the next step.

PARAGRAPH "C"

1. If additional overtime becomes available after the original overtime is covered, call-in procedure will be resumed from the point where the last charge was made in covering the original overtime (pertaining to personnel on days off).
2. Personnel previously in line for overtime on days off will be offered the additional overtime providing it is a different shift.
3. Failure to cover overtime requirements in regards to eight (8) hour shifts with the above will result in the overtime procedure as set out in Paragraph "A".
4. Failure to cover overtime requirements in regards to twelve (12) hour shifts with the procedure in Section One (1) will result in the overtime procedure as set out in Paragraph "B", Section Two (2).
5. If it becomes necessary to apply the draft clause, personnel will be required to work in line with their total overtime hours to the extent that it is not in conflict with the forty-eight (48) hour maximum limit for involuntary work schedules or maximum number of drafts per week outlined in Paragraph "D".

Paragraph "D"

1. For the application of the following, the Plant Security/Fire employee workweek is Monday to Sunday inclusive.
 - a. If draft situations develop and an employee has not worked any overtime shifts, the following procedure will be adhered to when initiating a draft.
 - b. Regarding the eight (8) hour/forty (40) hour work week; under normal circumstances when employees are required to work, they will be scheduled on a two (2) four (4) hour overtime assignment during their scheduled separate work

days or one (1) eight (8) hour or one (1) six (6) hour overtime assignment on their scheduled day off.

- c. Regarding the twelve (12) hour day schedule, under normal circumstances when employees are required to work, they will be scheduled according to the following parameters: Employee working a normal thirty-six (36) hour week may be drafted for two (2) six (6) hour overtime assignments on his separate days off, or one (1) eight (8) hour overtime assignment on his day off.
- d. Employee working a normal forty-eight (48) hour week will not be drafted.
- e. Employee working a normal eight (8) hour day plus one (1) hour casual overtime each scheduled working day will not be drafted during the work week.

PARAGRAPH "E"

No employee will be liable to a draft if the conditions so clarified in paragraph "F", sections a, b, c, d are present.

PARAGRAPH "F"

- a. If an employee is absent through sickness immediately prior to scheduled days off, he will not be contacted to work overtime on said scheduled days off or charged with same.
- b. If an employee is absent immediately prior to or immediately after their scheduled days off through being granted one (1) floating holiday, one (1) vacation day, one (1) lieu day, one (1) excused absence day, one (1) bank day, or one (1) union business day, he will be eligible to work overtime on said scheduled days off and be charged.
- c. If an employee is absent immediately prior to or immediately after scheduled days off through being granted two (2) or more floating holidays, vacation days, lieu days, excused absence days, bank days or union business days, he will not be contacted to work overtime on said scheduled days off or charged with same unless the conditions of e are met.
- d. If an employee is already working an overtime assignment, he will not be drafted for any additional hours connected to the same shift.
- e. Personnel will be allowed to submit language to the shift supervisor that they are willing to work overtime on scheduled days off prior to and/or after absence situations clarified in c.
- f. For the purposes of the administration of overtime eligibility, employees who call in sick and opt to use a vacation day for pay purposes, will still be considered as being sick and thus ineligible for any overtime on their scheduled days off.

PARAGRAPH "G"

Supervision will continue to make every effort to maintain the established practice of not drafting personnel in the following

situations, bearing in mind that shift strength which includes the minimum number of permanent employees will be maintained.

1. Regarding eight (8) hour shifts: four (4) hours at the tag end of their last shift prior to their days off unless they have accepted overtime on said days off and it is not in conflict with Paragraph "E".

2. Prior to a recognised leave of absence.

PARAGRAPH "H"

1. Employees who make shift changes will be eligible for any overtime connected with the shift they have changed to in line with their total overtime hours. They will also be liable for the draft on the same basis.

2. Employees who make shift changes immediately prior to or immediately after their scheduled days off will only be eligible for available overtime on said days off on the basis of the shift they were scheduled to work.

PARAGRAPH "I"

1. With the exception of emergency situations the calling of employees at their homes for overtime assignments will be delayed until at least 09:30 hours.

2. Any calls to be made for overtime assignments to employees who have worked the night shift are to be delayed until 12:00 p.m. Any calls to be made for overtime assignments to employees who have worked the day shift, will not be permitted after 23:00 hrs.

3. If, while booking overtime, supervision encounter the use of answering machines, they will leave a message with the nature of the call, the position will be taken that a contact has been made and the next eligible employee will be called; however, if the employee whose machine has been contacted is scheduled to work prior to the overtime shift in question, he will be asked at such time he arrives at work.

4. Any eligible employee lowest in hours on the equalization schedule shall be asked for any available overtime before they leave their assignment. All refusals shall be charged accordingly.

PARAGRAPH "J"

1. If any employee is working the 15:00 to 23:00 shift one day (14:00 to 22:00 Ontario St), and is returning on the 07:00 to 15:00 shift the following day (06:00 to 14:00 or 15:00 Ontario St.), he will not be asked to work any casual overtime at the tag end of the first shift to the start of the second shift.
2. The same conditions will apply if the first shift is the 22:00 to 06:00 shift and the second shift is the 14:00 to 22:00 shift.
3. There shall be a minimum of eight (8) hours between shifts if the draft clause is applied.
4. As a last resort, in order to avoid a draft, an employee completing his last shift may be asked to cover an overtime shift, providing the shift requiring coverage is separate from any scheduled shift the employee is on that day.
5. There shall be no extension of his current shift either after or before his next shift. He must be officially on his clear day off.

PARAGRAPH "K"

1. Employees who change their scheduled days off with other personnel, will have their names placed at the bottom of the eligibility list with respect to any available overtime on either the resulting days off or as part of their resulting scheduled work days. Refusals will be charged.
2. Employees on 12 hour schedules will be permitted to change days off or shifts with employees working eight hour shifts at no additional costs to the Company.

3. All employees on twelve (12) hour schedules may be permitted to change days off or shifts provided such changes do not result in the affected employee working beyond twelve (12) scheduled hours in any twenty-four (24) hour period.
4. Scheduled days of changes are restricted to Monday to Sunday inclusive.

PARAGRAPH "L"

Subject: PAID HOLIDAYS AND SCHEDULING

1. All permanent employees scheduled to work a paid holiday will work unless there is a written request to have the day or days off providing the following guidelines are fulfilled.
2. It is duly noted that in conjunction with the specified request that seniority will be a deciding factor in cases where the requests are the same and shift strength cannot be maintained.
3. Every effort will be made to try and accommodate every employee's request.
4. Requests shall be granted in order of seniority.

Contractual Language Regarding Voluntary Knock Offs on Stat Holidays or Premium Paid Holidays:

Definition:

A voluntary knock off is when a PSO asks to be knocked off(not work) on a Holiday that pays premium pay(stat, etc.). In order to grant this request Management must first canvass PSOs who have been scheduled off for the same day as the employee's request.

Christmas Holiday (Premium Days) Period:

The Christmas Holiday (Premium Days) schedule must be posted 30 days prior to the beginning of the Holiday period. All requests for Voluntary Knock Offs, Vacation Days, Float Holidays, Lieu or Banked Time must be submitted 14 days prior to the first Premium Time Day.

Criteria:

Once management has found a PSO who is willing to work for the employee who is requesting the day off, an exchange of hours must occur.

1. The employee who accepts the shift will forfeit his day in lieu in order to accept triple time.
2. The employee who asks for the knock off will lose pay for the day plus double time (what he would have earned had he worked) and instead accept a day in lieu (eight hours). The employee must also compensate the Company by taking four hours off to equal the dollar value that is left uncompensated. This may be done by using either four (4) hours lieu, banked time, f.h., vacation time or a request for four hours of no pay.
3. It has to be remembered that where the company chooses to put a Float PSO into the knocked off position in order to fill his/her work week, the float will be unable to ask for a knock off, as it is an extra cost factor to the Company.
4. If a float PSO is in a scheduled date that does not reflect coverage for a prior knock off, he/she may request to be knocked off using the criteria in #1 and #2.

Subject: EQUALIZATION OF MANPOWER ON PAID HOLIDAYS

The following rules shall apply based on manpower requirements when a "reduction in manpower" is initiated by the Company.

- (a) Employees who are normally scheduled for their job assignments during the paid holiday, shall report for work for that day unless reasonably notified in advance by management that their assignment has been cancelled.
- (b) In all such cases involving employees previously not required; if a job assignment dictates the need for a recall, then the employee who was previously scheduled for the assignment will be contacted first to return to work.
- (c) When more than one employee(s) are recalled to work and their assignments are different from the ones they were originally scheduled for, then seniority shall be the deciding factor in determining the order of recall. (Senior employees are to be recalled first.)

- (d) In the case whereby an overtime assignment becomes available on a paid holiday, then employees with the lowest credited hours on the overtime equalization schedule will be called first.
- (e) SSOs will not be asked to work a Paid Holiday unless all PSOs on their days off or who were knocked off have refused such an assignment. This also includes all casual hours offered on a paid holiday.

PARAGRAPH "M"

- 1. At the discretion of the P.S.O., the P.S.O. may request to bank overtime worked on the following conditions:
 - (a) Time off in lieu of overtime hours will be accumulated at a rate equivalent to the hours that would be paid for working that specific shift. e.g. eighteen (18) hours bank time for working twelve (12) hours at time and a half, and twenty-four (24) hours bank time if the overtime is double time.
 - (b) Shifts may be split in half, with one half being banked and one half paid out.
 - (c) Maximum banked hours shall be allowed to accumulate to one hundred (100) hours.

PARAGRAPH "N"

Both parties recognise and are in agreement with the following practices and working conditions:

- 1. Employees assigned to Fire, to be asked first, to cover overtime in conjunction with their specific assignment. This will include employees assigned to Fire while on an overtime shift.
- 2. Granting Vacations, Floating Holidays, Bank Days, and "Lieu days on a mutually agreeable basis.
- 3. Granting six (6) hours or one-half of a twelve-hour shift off as part of the vacation policies.
- 4. All time off requests must be submitted in writing to the supervisor with 3 calendar days advance notice. Any last minute requests due to unforeseen circumstances will be dealt with on an individual basis by the

- supervisor.
5. Four hour requests will be granted on eight hour shifts for days and afternoons only.

12-HOUR SHIFT SCHEDULE

Unless otherwise agreed upon between the parties, the Employer shall continue to schedule employees for twelve-hour shifts subject to whatever exceptions are currently in place at the St. Catharines location.

In recognition of the Employer's undertaking referred to above, the parties confirm their mutual agreement allowing the Company to average the security officers' total hours worked in each three week period in accordance with the Company's existing payroll periods for the purpose of determining the hours of work in each work week in the period.

SENIORITY

1. The parties have agreed to recognize an overall master seniority list between the G.M. St. Catharines plants.
2. This list shall be based on the employee's overall bargaining unit seniority.
3. Seniority shall be exercised as per the Master Collective Agreement.
4. The parties also agree that there shall be two departmental seniority lists based on bargaining unit seniority, for the purposes of administering overtime and statutory holiday equalization procedures. These lists are recognized at the two respective facilities:
 - Ontario St. Plant Site.
 - Glendale Plant Site
5. Should the number of facilities expand in the future, the parties agree to sit down and discuss in good faith, the further implementation of the seniority clause at those locations.

GENERAL

1. Securitas' payroll policy is to remunerate all their employees. Should a payroll error be found and that error exceeds eight (8) hours (whether it be an hourly or dollar adjustment), Securitas will provide a cheque correcting the problem within three (3) business days.
2. Securitas agrees to bear the full cost of transportation if and when required for employees attending the Hospital or Doctors Office for medical reasons from the Plant.
3. The Company recognizes that Confined Space Testing is bargaining Unit work.
4. Concerning suspensions, a day in this agreement will be 8 hours not 12.
5. Management will make every effort possible to ensure the continuation of proper maintenance of air conditioned circulation systems and proper heating at each post and employee lunch and change room facilities.

6. TRANSPORTATION/EMERGENCY VEHICLES

It is mutually agreed that the Vehicles as listed below are presently in place and are subject to change either in quality and/or quantity as agreed to between Securitas and the client. Management will make every effort to ensure that these items listed below are maintained and replaced.

ONTARIO ST. PLANT

1	Kalamazoo Fire Truck	owned by G.M.
1	Spill buggy (electric)	owned by G.M.
1	Ambulance	owned by G.M.
1	Standby Fire Vehicle	owned by G.M.

GLENDALE PLANT

1	Nordic Fire Truck	owned by G.M.
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1	Ambulance	owned by G.M.
1	Extinguisher buggy (gas)	owned by G.M.
1	Spill buggy (electric)	owned by G.M.
1	4-man personnel carrier	owned by Securitas

Two vehicles: one assigned to the Ontario St. and Glendale Plants respectfully.

7. The parties agree to the continuation of the chair and desk replacement program with Union input into requirements and types.
8. The parties have agreed to the continuation of annual maintenance schedule regarding staff gates and offices: daily janitorial services, semi-yearly spring-cleaning. Staff locker rooms and lunch rooms to be included in maintenance schedule.
9. Management will continue to update and improve all security posts with the Union having input on this.
10. Concerning Management and Union meetings, the parties agree that monthly or as required meetings will be arranged at a suitable time as determined by the employer, to discuss any concerns or problems.
11. Management will make every effort to schedule Joint Health and Safety Committee meetings at times when both the Union representative and the alternate representative are both on the same shift. When this is not possible due to conflicting schedules priority will be given to scheduling the meetings when the Union representative is on shift. There will be no overtime paid to alternate representatives to attend meetings on their days off, but they will be invited to same.
12. The Company maintains that properly maintained radios are a security requirement and will supply suitable radios for its officers.
13. Management will ensure that the following items are maintained with the understanding that allocation of space is at the discretion of the client. Attached for information purposes is an inventory of items currently in place and ownership of same. The union will be advised of any contemplated changes Securitas becomes aware of.

ONTARIO ST. PLANT INVENTORY

1	Rapid Refrigeration White Fridge	-G.M. supplied
1	Panasonic Microwave Oven	-G.M. supplied
1	General Electric Toaster Oven	-To be maintained
1	Bunn Pour Omatic Coffee Maker	- To be maintained
1	Black & Decker Toaster	- To be maintained
1	Toastess Kettle	- To be maintained
1	Can Opener	- To be maintained
*	Supply of knives, forks, spoons, plates.	
4	AM/FM Radios (all gates)	- To be maintained
1	Hot plate	

GLENDALE PLANT INVENTORY

1	Toaster Oven	- To be maintained
1	Toaster	- To be maintained
1	Microwave	- To be maintained
1	Rapid Refrigeration White Fridge	-G.M. supplied
1	Coffee Maker	- To be maintained
1	Electric Kettle	- To be maintained

14. It is understood by the parties that the change rooms/shower/washroom facilities are owned and maintained by the client; nevertheless management will make every reasonable effort to ensure their existence and availability for usage by security/fire personnel. Management will also make every reasonable effort to ensure that these areas are clean and maintained properly.

15. Management will make every reasonable effort to ensure that the current parking arrangements with the client for Securitas employees will continue. If there are any changes to these arrangements, the Union will be informed.

16. Securitas will continue with Laundry program. The selection of the Vendor will be the Company's choice and alterations are limited to waistlines and the hemming of trousers. Any alterations must be approved by the Site Supervisor or Site Manager.

17. Securitas will continue to provide the necessary Stationary supplies employees require to perform their duties.

18. If it is the company's intention to update or replace obsolete equipment, the union will be advised of the company's intentions, and may offer suggestions or input into the replacement equipment. However, the final decision will remain a management function.
19. The parties recognize that shift hours in play at the Ontario St. Plant site are different than the Glendale Plant. Therefore it is mutually understood that such hours will be recognized in the implementation of the Local Agreement at this location.
20. During the current negotiations Management expressed concern regarding employees switching shifts to the extent that an employee may be missed for Overtime as a result of numerous employee switches. Should this occur, each situation will be reviewed on an individual basis.
21. A computer, printer and monitor will be supplied for the Union office, and will be replaced/repared as required.
22. All master schedules, overtime equalization sheets, overtime call sheets, and vacation request sheets, from both plants are to be copied and sent to the Union Chairperson (or his designate) at the end of each week.
23. The company will supply two trauma bags for first aid response.
24. The company will supply two small humidifiers and replace all filters on a need basis.
25. When an officer is missed for overtime due to a mistake by management, he will receive compensation in bank time equal to what the shift of overtime would have generated in a dollar value. Example. 8 hours of overtime missed would equal 12 hours of bank time.
26. The last week in April and the weeks of May of each year are to be used for the annual fire training if at all possible. The training is to consist of a one-week lot, of consecutive days (Monday thru Friday) per person. There will be no cross training with General Motors personnel.

UNIFORMS/RELATED ITEMS

In addition to any items of apparel or equipment agreed upon by the parties to the master collective agreement, management agrees locally to supply and maintain the following items for its employees to be utilized in the normal course of their duties and responsibilities:

1. Grooming supplies: Securitas has provided electric shoe polishers at the main Gate of the Ontario St. and Glendale Plant. In addition black shoe polish will be provided. All employees shall use these to ensure that their footwear is polished at all times while on duty. The company will repair or replace a new electric shoe polisher when the need arises.
2. Notebooks: Securitas will maintain the present program that all P.S.O.'s have a Police style Notebook. This program will include SSO's Notebooks are subject to periodic review by Management and should an employee terminate or leave the St. Catharines Operations said Notebook will be surrendered to Securitas.

ABSENTEEISM

SECURITAS CANADA LIMITED & C.A.W./T.C.A. LOCAL 199

During the 1997 negotiations, the Parties discussed absenteeism in the work group and the problems associated with it. There was a mutual recognition that absenteeism negatively impacts the business in the areas of cost, quality, and efficiencies of the operations.

Both Parties understood that it was to their mutual benefit to put in place programs and measures that would aid in the reduction of absenteeism. Such measures included the continuance of the current twelve- (12) hour shift schedule, and the formation of joint Union/Management Committee on Absenteeism.

Nevertheless, the Parties are committed to seeking methods, which yield lasting reductions in absenteeism. To this end, the Parties will meet regularly to discuss other possible measures and to review the success of those measures implemented.