



**Tentative Agreement for Ratification for the Collective Agreement
between
TWU, USW Local 1944
And
Stericycle Communications Solutions
May 23, 2019**

The agreed upon items below constitute changes made to the Collective Agreement between the parties which expired on December 20, 2018.

1. Article 16 – Scheduling:

- a. Add bullet point 4 to read:
Shifts shall be defined as follows:
 - 1. Day Shift – 6 am to 6 pm
 - 2. Afternoon Shift – 2 pm to 11 pm
 - 3. Graveyard Shift – 10 pm to 7 am
- b. The remaining bullets in Article 16 renumbered accordingly.

2. Article 17 – Differentials:

- a. Differential 1 - Afternoon shift \$0.75/hour
- b. Differential 2 - Graveyard shift \$1.25/hour
- c. Differential 3 - Trainer \$1.00/hour
- d. Differential 7 - Team Lead \$2.00/hour

3. Article 24 – Pension and Medical Benefits:

- 2. The Company will contribute monthly 100% of the cost of the Company's Extended Care Package effective the date of ratification going forward.
- 3. The Company will contribute monthly 100% of the Company's Dental Plan.

4. Article 30 – Personal Leaves of Absence:

Maternity leave, Parental leave and Compassionate Care leave shall be as outlined in the BC Employment Standards Act. An employee will be reinstated at the expiry of the leave or one of equal rating. Seniority shall accumulate through such periods of leave.

5. Article 39 – Duration of Agreement:

This Agreement shall become effective on date of ratification and shall remain in force and effect up to, and including December 31, 2020. The Agreement shall remain in effect thereafter until terminated by two months' written notice given by either party.

6. Appendix 1 – Wage Scale:

Length of Service	December 21, 2018	December 21, 2019	December 21, 2020
0 to 12 months	\$14.23	\$14.62	\$15.02
13 to 24 months	\$14.83	\$15.24	\$15.66
25 to 36 months	\$15.79	\$16.22	\$16.67
37 to 48 months	\$16.71	\$17.17	\$17.64
49 months +	\$17.84	\$18.33	\$18.83

- Wage scale decrease to 5 steps;
- Wage rate increases:
 - 2.75% in year 1;
 - 2.75% in year 2;
 - 2.75% in year 3.
- Initial increase retroactive to December 21, 2018.

7. Letters of Agreement:

- Re: Electronic pay Stubs – renewed
- Memorandum of Agreement re: At Home Agent Handbook – removed
- Tigertel Letter re: Remote Customer Service Representation Letter – removed

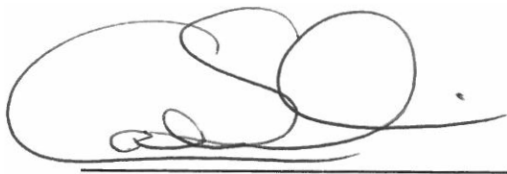
8. New Article 38 – At Home Agent (AHA) Program:

- a) The Company agrees to review with the Union any substantial modification to the Stericycle Communication Solutions at Home Agent Program prior to the change being implemented.
- b) The Company will provide 90 days written notice to the participating employees and the Union to terminate the Stericycle Communication Solutions At Home Agent Program.
- c) The parties agree that Stericycle Solutions At Home Agent Program consists of the following documents:
 1. Stericycle Canada Work from Home Policy (August 2017);
 2. Communications Solutions Work from Home Agreement (August 2017);
 3. Remote Workplace Inspection Checklist;
 4. Team Member Handbook – Communication Solutions – Canada Based Team Members (February 2016);
 5. Stericycle Shared Services Health and Safety Presentation (2017);
 6. Work From Home Safety Quiz
 - Remaining articles renumbered accordingly.

9. Housekeeping Issues:

- Update Union name in Collective Agreement
- Update Business Agent reference to Local Union Representative in Collective Agreement

This agreement in principal was reached on May 23, 2019 in Burnaby, BC by:



Cal Schmidt
Stericycle



Perry Pasqualetto
USW Local 1944