

COLLECTIVE AGREEMENT

BETWEEN:



SECURITAS TECHNOLOGY CANADA CORPORATION
(HEREIN REFERRED TO AS 'THE COMPANY')

AND;



TWU, USW NATIONAL LOCAL 1944
(HEREIN REFERRED TO AS 'THE UNION')

MAY 5 2025 TO APRIL 30 2029

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THIS AGREEMENT made and entered into effect on the 5th of May 2025

BETWEEN: Securitas Technology Canada Corporation (herein referred to as 'The Company')

AND; TWU, USW National Local 1944 (herein referred to as 'The Union')

Scope: The scope of the bargaining unit shall be all employees of the company covered by the BC Labour Relations Board Certificate order dated 6th day of June 2024, as amended from time to time.

A. PURPOSE OF THE AGREEMENT

The purpose of this agreement is to establish harmonious relations and conditions of employment, with financial and personal relations mutually beneficial to the parties, on the basis of the covenants and agreement contained in the Agreement.

B. EFFECTIVE DATES

Except where otherwise expressly provided herein, the terms and conditions of this Agreement shall become effective on the (May 5, 2025) and shall continue in full force and effect until Midnight on the (April 30, 2029), and thereafter they shall continue in full force and effect from year to year, unless written notice of intent to terminate or amend the Agreement at the expiration of any yearly period is given by either party to the other party pursuant to this Article.

C. NEW AGREEMENT

(a) Either party to this Agreement may, not more than three (3) months prior to the (enter date), or any subsequent anniversary of that date, present to the other party, in writing, notice of intent to commence collective bargaining for the purpose of renewing or revising the Agreement or entering into a new Agreement.

(b) The Company and the Union agree to abide by the terms set out in this Agreement. The Union further agrees that it will, at all times, instruct its members to act in accordance with the terms contained in this Agreement. The Company agrees that, in the exercise of the functions of Management, the provisions of this Agreement will be carried out.

D. TERMS USED IN AGREEMENT

Wherever the singular or masculine is used in this Agreement, it shall be deemed to include the plural or the feminine wherever the context so requires.

ARTICLE 1 – NON-DISCRIMINATION

1.01 Non-Discrimination

The Employer and the Union members of the Company endorse the British Columbia Human Rights Code, and in recognition thereof incorporate in their Agreement, the following two clauses:

(a) That equal pay for the same work be paid to male and female employees.

(b) That employment within the Company shall be equally available to all without distinction of indigenous race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, or any other protected ground, of that person or the group or class of persons.

ARTICLE 2 – SCOPE AND RECOGNITION

2.01 Bargaining Agent

The Company recognizes the Union as the sole and exclusive bargaining agent for those employees covered by the Union's certification.

2.02 Payroll Inspection

The President or an appointee of the Union may, by appointment and reasonable notice, inspect the payroll of the Employer as to time and pay of the employees affected by this Agreement.

2.03 Non-Union Workmen

Members will not be allowed to work with non-union workmen (from the Company or its affiliates) of any craft except under the instruction of the President or an appointee of the Union, such instruction not to be unreasonably denied. It is understood that there may be instances of work overflow on a temporary basis where the Company may need to bring in non-union workmen.

2.04 Union Activity

No Union Representative, Committee or employee shall be discriminated against or jeopardized in standing or suffer loss of employment on account of membership or activity in the Union.

2.05 Union Discipline

The Union reserves the right to discipline its members for violation of its laws, rules or agreement.

2.06 Removal of Conditions

No provision in this Agreement shall be used to remove working conditions or reduce wages presently in force.

2.07 Employee Discipline

(a) No employee may be disciplined in writing, suspended or discharged without the presence of a Union Representative. An employee has the right to have a Union Representative present at any discussion with supervisory personnel which could result in disciplinary action. Except in the case of egregious misconduct the principles of progressive discipline shall apply which will include, a verbal warning, a written warning and suspension prior to discharge.

(b) If discipline is noted in an employee's personnel file, the employee and the Union Representative shall be so advised by the Company.

(c) Employees shall be entitled to review their personnel files upon request and with reasonable notice of at least one (1) week to the Company.

(d) The Company shall remove disciplinary records from all of that employee's personnel file that are two (2) years or older, except in the case of egregious misconduct. In cases of egregious misconduct provided there have been no further incidents within the two (2) year time frame removals of disciplinary records shall not be unreasonably denied. Further, the parties agree that it is more effective to coach rather than discipline. Therefore, with the hopes of fostering positive long-term relations with Employees any concerns by the Company related to metrics shall first be addressed through coaching before being subject to discipline.

(e) Safety Monitoring

The company agrees that any monitoring equipment such as Global Positioning Systems (GPS) or Video Surveillance on Company property, equipment and/or assets can be used only for safety purposes or business optimization and not for the purpose of discipline for any employee.

Notwithstanding the foregoing, information from GPS or Video Surveillance may be used by the Company for investigative purposes related to an actual or suspected breach of law or Company policy or procedure, provided the Company has reasonable cause to consult the information for such purposes.

2.08 Union Boards

The Company agrees to provide notice boards for the exclusive posting of Union notices concerning meetings and such other information the Union wishes to communicate to its members

2.09 Work Jurisdiction: Technical Employees

(a) Purpose: The purpose of this article is to present, in detail, the areas and categories of work, which are to be performed exclusively by technical employees covered by this agreement.

“Technical Employees” means Service Technicians, Install Technicians, System Configuration Specialist (Embedded Technician), Senior Technicians

(b) Exclusive Work Jurisdiction: Subject to the terms of this Agreement, Technical Employees shall have exclusive jurisdiction for the purposes of installing, repairing, servicing and maintaining work on all products, services and security solutions offered by the Company.

(c) Contracting Out: Notwithstanding Article 2.09b, The Employer may contract out technical work only on a supplemental basis to assist with excess work. The Employer shall not contract out services that would result in job loss of Technical Employees covered under this agreement. Further, the Company agrees that the Technical Employees shall continue to be its primary providers of the work and contracting out will be permitted on a limited basis.

Contractors shall not be used to perform the work of Technical Employees while Technical Employees are on recall per Article 6.06.

2.10 Protection of Certification

(a) This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. In the event the entire operation or any part thereof is sold, leased, transferred, or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceedings, or another limited Company is set up to perform any of the functions previously performed by the Employer covered herein, that portion of the operation which is covered by this Agreement shall continue to be subject to the terms and conditions of this Agreement for the life hereof.

(b) It is understood by this Section that the parties hereto shall not use any leasing device to a third party to evade this Contract, nor shall the Employer use owner operators of any description to contract or subcontract, or in any other way to perform work done by employees covered by this Agreement, other than members in good standing of the TWU, USW National Local 1944, in all cases in a manner contrary to the terms of this Agreement. Nor shall the Employer require as a condition of continued employment that an employee purchase any truck or vehicular equipment or that any employee purchase or assume any proprietary interest or other obligation in the business.

(c) If at any time, the Employer intends to sell, transfer or lease the entire operation or any part thereof, he shall give notice of the existence of this Agreement to any purchaser, transferee, lessee, or assignee of that part of the operation which is covered by this Agreement. Such notice shall be in writing with a copy to the Union, not later than the effective date of sale.

(d) The Employer agrees that in the event of a change of name being made for the Employer's Company, the Employer will notify the Union in writing, specifying the new Company name. At the request of the Union, the Employer will join in filing an application to the B.C. Labour Relations Board asking that the certification held by the Union be amended to reflect the new name of the Company.

2.11 Legal Picket Lines

Employees shall not be permitted to cross any picket line to conduct work. When encountering a picket line, the Employee shall immediately advise the Union and the Union shall immediately advise the Company, and the Company may contract out such work to a third-party.

2.12 Union Dues Check-Off

- (a) The Company shall forward the names of all new employees affected by this Agreement to the Secretary Treasurer of the Union within fourteen (14) days from the first day such employees begin work. Each pay period, the Company shall deduct from each employee's pay cheque an amount equal to the membership dues of the Union.
- (b) The Company agrees further to deduct from the employees' pay cheques any lawful assessments which may be made against members of the Union, provided such assessments are made pursuant to Sec. 95 (e) of the Canada Labour Code.
- (c) All dues must be forwarded to the Union Hall within thirty (30) days of due and payable date.

ARTICLE 3 – MANAGEMENT RIGHTS

3.01 Management Rights

The management and the operations of the Company and direction of the work force, including, but not limited to, the hiring, firing for just and reasonable cause, transfer, lay-off, disciplining, is vested and retained exclusively in the Company except as may be specifically provided in this Agreement.

3.02 Company Policies

Employees shall be governed by written policies adopted by the Company as publicized, explained and distributed to employees, provided that such policies are not in conflict with the specific provisions of this Agreement or the applicable laws of Canada, its provinces and territories. A copy of all Company policies shall be provided to the Union.

3.03 Good Faith

In administering this Agreement, the Company shall act reasonably, fairly, in good faith and in a manner consistent with the agreement as a whole.

ARTICLE 4 – UNION SECURITY

4.01 (a) Union Membership

All employees covered by this agreement shall apply for membership in the Union within thirty (30) days of commencing employment.

- (i) All employees shall remain members in good standing as a condition of employment.

(b) Probationary Period

- (i) A newly hired employee shall serve a probationary period of 90 workdays
- (ii) If an employee is absent from work for any reason for more than five (5) workdays during this period, the probation period shall be extended by the total number of days of absence.
- (iii) An employee's employment may be terminated at any time within the probation period, if, in the Company's opinion, the employee would not be suitable for permanent employment.

(c) Trial Period

- (i) An employee in the bargaining unit appointed to a new in-scope position under this article shall serve a 90 workdays trial period.
- (ii) If an employee is absent from work on an approved absence for more than five (5) workdays during this period, the trial period shall be extended by the total number of days of absence.
- (iii) Upon successful completion of the trial period, the employee shall be confirmed in the position.
- (iv) In the event that the employee proves unsatisfactory during the trial period, they shall be returned to their former position, provided it is an in-scope position. Any other employee appointed to a new in-scope position because of (i) above shall also be returned to his former in-scope position.

4.02 Notification to Union

The Company agrees to inform new employees that a Collective Agreement is in effect. New employees will be introduced to a representative of the Union's choice within five (5) workdays of reporting to work and shall be allowed thirty (30) minutes with the Union Representative.

4.03 TWU, USW National Local 1944 Jurisdiction

The Company understands that jurisdiction relating to Local Union matters is governed by the Union. The Company also agrees that, provided such jurisdiction matters do not adversely affect the legitimate business interests of the Company, the right is reserved to the Union to deal with such jurisdiction matters.

ARTICLE 5 – UNION REPRESENTATIVES

5.01 Number of Representatives/Counsellors

The Union shall have the right to appoint such Union Representatives as are reasonably required to provide employees with adequate Union representation, as described in article 5.02.

5.02 Responsibility of Union Representatives

(a) Reasonable Time

It is the responsibility of the Union Representative to conduct the proper business of the Union as it applies to those Union members employed by the Company. They will be allowed reasonable time during working hours to conduct such business.

(b) Time Away From Work

In circumstances where the Company requires a Union Representative, and such Union Representative will require time away from his assigned work duties to conduct the proper business of the Union, or where such proper business will require a Union Representative to leave the immediate work area to which he is assigned, the Union Representative will provide notice to a management representative of the approximate time required to be away from his duties, and when he expects to return to them.

(c) Proper Business

For purposes of this Agreement, "proper business of the Union" shall be understood to mean such tasks as are necessary to ensure that the rights and obligations arising out of the Agreement are being respected.

5.03 Representative Work Area

Except as herein provided, or unless the Company and Union mutually agree, a Union Representative shall only conduct the proper business of the Union within the work area to which he is assigned by the Company. A Union Representative may conduct the proper business of the Union in another work area if the Company and the Union agree that he has special expertise which is required or if the Union Representative is absent and the Company has been so advised. Agreement shall not be withheld unreasonably.

5.04 Persons Authorized to Represent the Parties

(a) Union List

The Union agrees to provide to the Employer a written list of the names of any persons other than the Union Representatives who are authorized by the Union to deal with the Employer in relation to the Union's representation of the members of the bargaining unit, and to further provide written advice of changes made in the list from time to time.

(b) Employer List

The Employer agrees to provide to the Union, a written list of the names of any persons who are authorized by the Employer to deal with the Union in relation to the administration of the Collective Agreement, and to further provide written advice of changes made in the list from time to time.

ARTICLE 6 – SENIORITY

6.01 Company Seniority

(a) An employee's total accumulated time of employment with the Company which has not been interrupted by a continuous period in excess of six (6) months.

Union Seniority – An employee's total accumulated time from the date an employee became a member of the bargaining unit in the certification. Union seniority shall continue to accrue unless interrupted by a continuous period in excess of six (6) months.

Computing Time – In computing length of service to determine seniority, lost time due to sickness or accident shall be counted as time worked, up to a maximum of six (6) consecutive months of such absence. Employees who are absent for periods in excess of six (6) months, excluding WCB absences, shall retain their seniority but will not accumulate seniority for absences over the six (6) month period.

(b) Seniority Date

The seniority order of employees hired on the same date shall be established on the date of hire.

(c) Annual Vacation

Annual vacation entitlement will be determined by the employee's total years of service with the Company, and the employee shall be entitled to vacations according to that established seniority as specified in Article 19.

6.02 Loss of Seniority

An employee will forfeit his seniority for the following reasons:

1. Voluntary termination.
2. Discharged for just and reasonable cause and is not reinstated through the provisions of this Agreement.
3. The loss of recall rights pursuant to this Agreement.
4. Failure to accept a recall to work within two weeks pursuant to this Agreement.
5. Promotions outside of the bargaining unit.
6. Layoff for longer than twenty-four (24) months.

6.03 Seniority Lists

(a) Date and Information

The Company agrees to post seniority lists in January of each year. The seniority lists shall contain the following information:

- i. the employee's name
- ii. the Company Seniority date and the Union Seniority date.
- iii. the employee's current job classification.

(b) Length of Posting

The seniority lists shall be posted by the Employer for a minimum of sixty (60) days. Any objection to the accuracy of a posted seniority list must be lodged in writing with the Employer during the sixty (60) days in which the lists are posted. Thereafter, the posted lists will be deemed to be valid and correct for all purposes of this Agreement.

(c) Union Copy

A copy of the seniority list will be supplied to the Union Office.

6.04 Supplementary Seniority Information

The Employer agrees that in addition to producing and posting the seniority lists provided for in this Agreement, it will also provide any necessary seniority information at other times. The Union agrees that such information will only be sought when necessary to resolve an issue of entitlements based on seniority. The Union will provide reasonable notice of the need for this information.

6.05 Seniority Retention

Employees in the bargaining unit who accept positions which are outside of the bargaining unit shall continue to accrue bargaining unit seniority for a maximum of six (6) months.

6.06 Layoffs and Recalls

(a) Order of Layoff

- (i) When there is a reduction in the workforce, prior to laying off any technical employees, the Company shall first terminate the services of contractors performing bargaining unit work or performing work that is normally performed by the Company's technical employees on a regular and ongoing basis. Furthermore, the Company will not contract out this work until all laid off employees have been given recall notice pursuant to the provisions of Articles 6.02 and 6.06 (b).
- (ii) Layoff of employees shall be by reverse order of union seniority, provided that the employee(s) who remain have relatively similar, skills and ability to perform the ongoing work.
- (iii) The Company agrees to provide the Union with a minimum of sixty (60) calendar days, as it applies to notice of layoff.

(b) Recalls

- (i) Length of Recall
The maximum recall period is twenty-four (24) months.
- (ii) Order of Recall
Recalls shall be conducted in reverse order of the process by which layoffs are affected, provided the employee(s) being recalled have relatively similar, skills and ability to perform the ongoing work.
- (iii) Employee Obligation
An employee who has been laid off must ensure that the Employer has a current phone number and address for the purpose of recall.

(iv) Recall Notification

The Employer agrees that recall notification will be by telephone notice (which may be effected by leaving a voice mail) to both the recalled employee and the Union. In the event the employee to be recalled cannot be reached, recall notice will be effected by providing such notice to the Union.

(v) Recall Clearance

Employees recalled to work must receive a clearance from the Union prior to reporting to work.

ARTICLE 7 – DUTIES AND DEFINITIONS OF EMPLOYEES

7.01 Service / Install Technician

- Services Maintains, Reconfigure, Relocate, Removes, Installs, Providing Technical and User Support
 - i. CCTV / Video Surveillance systems
 - ii. Access control
 - iii. Intrusion Alarm Systems / Fire Alarm Detection Systems
 - iv. License plate recognition
 - v. System Integration
 - vi. Cabling and Wire Placement
 - vii. Analytics
 - viii. Intercoms
 - ix. Network switches
 - x. Electrical Connections
 - xi. Programming
 - xii. Time & Attendance Systems and Programming
 - xiii. Site Surveys
 - xiv. Quality Control and Preventative Maintenance

7.02 System Configuration Specialist

- Remote and Field troubleshooting, Installs and Servicing

7.03 Senior Technician

- Directs, Mentors and Supports (Hold Trades Qualification)

ARTICLE 8 – GRIEVANCE PROCEDURE

8.01 Definition of a Grievance

A grievance shall be defined as any dispute or controversy between the Company and the Union, between the Company and one or more of its employees covered by this Agreement in respect to any matters involving the interpretation, application or administration of any provision of this Agreement; or any question as to whether any matter is grievable or arbitrable.

8.02 Procedure

All grievances shall be dealt with in the following manner:

Step 1

Up to two (2) Union representatives shall present a grievance to up to two (2) representatives of the Company within thirty (30) days of the occurrence of the grievance or within thirty (30) days of when the grievor could reasonably have known of the grievance. The Company shall have fourteen (14) days to respond in writing to the grievance. If the Company responds after fourteen (14) days, the Union shall decide within fourteen (14) days after receiving the Company's response whether to proceed to Step 2 of the grievance procedure.

Step 2

Should the Company not respond at Step 1, the Union may at any subsequent time decide to proceed to Step 2 of the grievance procedure. If the Union decides to proceed to Step 2 of the grievance procedure the Company shall meet with no more than two (2) Union representatives within twenty-one (21) days of being notified by the Union that the Union is advancing the grievance to Step 2 of the grievance procedure. The Union shall identify the article or articles of the Agreement alleged to have been infringed upon or violated and the resolution sought at the time it notifies the Company that it is advancing the grievance to Step 2. The Company shall have twenty-one (21) days after the Step 2 grievance meeting to respond in writing to the Union. If the Company responds within twenty-one (21) days, the Union shall decide within twenty-one (21) days of the Company's response to Step 2 of the grievance procedure whether to proceed to Step 3 of the grievance procedure. Should the Company not respond, the Union may at any subsequent time proceed to Step 3 of the grievance procedure.

Step 3

The third step of the grievance procedure shall be a reference to Arbitration, which shall be conducted in accordance with the Arbitration provisions of this Agreement.

Time Limits

The time limits prescribed herein for the performance of any step or proceeding in the grievance procedure are deemed to be matters of substance, not mere technicalities. These time limits may be extended by mutual agreement in writing between the Union and the Employer. Union and Company can decide to mutually settle/resolve at any time during the grievance and arbitration process.

ARTICLE 9 – ARBITRATION

9.01 Arbitration

If the parties have failed to resolve the grievance through the grievance procedure outlined in Article 8, either party may commence arbitration proceedings by providing written notice to the other party within thirty (30) days of the Step 2 decision.

9.02 Procedure

The written notice will contain the following information:

- the grievance to be arbitrated,
- the article(s) of the Agreement allegedly violated,
- the remedy sought,
- the names of three (3) individuals proposed to act as Arbitrator.

9.03 Arbitrator Choice

The party receiving the notice will, within twenty-one (21) days following receipt of the notice, inform the other party of:

- the acceptance of one of the people proposed to act as Arbitrator, or,
- the names of other individuals proposed to act as the Arbitrator.

9.04 Arbitrator Assignment

If the parties are unable to agree on an Arbitrator within fourteen (14) days of the reply referenced in section 12.03, a written request to the Minister of Labour to appoint an Arbitrator will be made by the parties.

9.05 Arbitrator Timeline

The Arbitrator will convene a hearing within twenty-one (21) days of their appointment, unless the parties otherwise agree in order to accommodate the schedule of the selected Arbitrator, or the Arbitrator advises of their unavailability during such time.

9.06 Arbitration Decision

The Arbitrator will render their decision in writing within twenty-one (21) days following the completion of the hearing.

9.07 Arbitrator Authority

The Arbitrator will not have any power to alter or change any of the provisions of this Agreement, or to substitute any new provisions for any existing provisions thereof, and in reaching their decision will be bound by the terms and provisions of this Agreement.

9.08 Binding Decision

The decision of the Arbitrator will be final and binding on both parties.

9.09 Hearing Location

The arbitration hearing will be held in the province in which the issue giving rise to the grievance occurred unless otherwise mutually agreed. The time limits outlined in this Article may be extended only by mutual agreement between the parties.

9.10 Time Limits

The time limits prescribed herein for the performance of any step or proceeding in the grievance procedure are deemed to be matters of substance, not mere technicalities.

ARTICLE 10 – AUTOMATION/TECH CHANGE

10.1 Definition

- (a) the introduction by an employer into their work, undertaking or business of equipment, software or material of a different nature or kind than that previously utilized by the employer in the operation of the work, undertaking or business; and
- (b) a change in the manner in which the employer carries on the work, undertaking or business that is directly related to the introduction of that equipment, software or material.

The Company shall provide three (3) months' notice to the Union of those employees impacted by technological change.

In the unlikely event that there is any technological change, the Company would consult the Union prior to any employment action.

In the event that technological change results in an employee's position being redundant, then the principle shall be that employees shall first be trained for other positions then vacant within the bargaining unit, provided that the vacant position requires similar or less job skills. Such retraining shall be considered normal working hours and at the employer's expense.

10.02 Vacant Position

In the event that there is no such position vacant or an employee that is offered such training chooses not to accept such retraining at the time of notice, the employee may:

- a) Elect to receive, twenty (20) days severance pay for each year of Company service to a max of 52 weeks to employees who become redundant due to technological change as defined by Article 10.01

or

- b) Elect to defer claiming severance pay, invoking all the provisions of Article 6. During the deferment period, the employee will be afforded an opportunity to be trained for other such suitable positions, which become available, as set out in Article 10.01.

10.03 During Deferment

At any time during the deferment period, while the employee is considered laid-off and all provisions of Article 6 shall apply. However, at any point during the deferment the employee may select to choose severance as per Article 10.02a. The Company is then under no further obligation to hire, employ, or train the person.

10.04 No Contracting Out

While technical employees are laid off under Articles 6 and/or 10, the Company shall not contract out any bargaining unit work.

ARTICLE 11 – IMPACT OF LEGISLATION

11.01 Impact of Legislation

Should any part hereof or any condition herein contained be rendered or declared invalid by reason of existing or subsequently enacted legislation or by a decree of a court of competent jurisdiction, such invalidation shall not invalidate the remaining proposals hereof and such remaining provisions shall continue in full force and effect.

11.02 Applicable Labour Standards Legislation

(a) The Company agrees that the minimum labour standards provisions of the British Columbia Labour Relations Code and the supporting regulations, which are otherwise applicable to the Company and the employees within the bargaining unit, and any changes made in those provisions and regulations from time to time, are incorporated by reference into this Agreement.

(b) The parties agree that the specific purpose of incorporating the provisions of the Labour Code and the regulations into their agreement, is not to create new or additional rights or obligations. The purpose is to allow for the enforcement of the applicable legislated rights and obligations through the grievance and arbitration provisions of this Agreement.

ARTICLE 12 – JOINT LABOUR MANAGEMENT RELATIONS

12.01 Joint Consultations

(a) The Company and the Union recognize the mutual value of ongoing joint consultations in matters pertaining to working conditions, supervision, safety and labour-management relations generally. To this end, Company representatives and the Union Representatives who are employed by the Company may meet at such time and place as may be mutually agreed upon, for the purpose of discussing the application, interpretation, and possible violations of the Agreement, and any other matters of mutual concern and benefit.

(b) Union Representative

The Union may request permission from the Employer to have one (1) Union representative, other than a Representative, attend a labour-management meeting, and the Employer shall not unreasonably refuse such permission.

Minimum Meetings

Such a meeting shall be held at least once every three (3) months during the term of this Agreement.

12.02 No Changes to Agreement

It is expressly understood and agreed that under no circumstances shall this Article be construed by either party as a right to require the reopening of the Agreement or any part of it. The terms and conditions of the agreement shall in all events continue to be effective throughout the express term of this Agreement except where amendments are mutually agreed to in writing and appended to this Agreement.

ARTICLE 13 – HEALTH AND SAFETY

13.01 Compliance with the Applicable Law

It is the intent of the Parties to maintain a safe and healthy work environment. It is further agreed that Part 2 of the B.C. Workers Compensation Act and the Occupational Health & Safety Regulation is incorporated into and forms part of this agreement. The Parties agree to abide by those provisions unless this agreement provides otherwise.

13.02 Joint Occupational Health and Safety Committees

(a) Composition

The Parties will establish a Joint Occupational Health & Safety Committee (JOHSC) made up of 1 representative of the Company and 2 representatives of the Union.

(b) Meetings of the JOHSC

The Committee shall meet regularly once a month. Should there be National Health & Safety meetings or inter-provincial meetings, the 2 Union representatives of the JOHSC shall participate.

(c) Dispute Resolution

Where the JOHSC is unable to reach agreement on a matter relating to health & safety of workers at the workplace, a co-chair shall first report such matter to senior management and the parties shall make reasonable efforts to resolve the concerns. To the extent the matter is thereafter not reasonably resolved within a reasonable time, a co-chair may;

- (i) report this to the Workers Compensation Board which may investigate the matter and attempt to resolve the matter, or
- (ii) refer the matter to the grievance procedure under Article 8 of the collective agreement.

(d) Time from Work for meetings or other Committee functions

A member of the JOHSC is entitled to time off for;

- (i) the time required to attend meetings of the committee; and
- (ii) other time reasonably necessary to prepare for meetings of the committee and to fulfill the other duties and functions of the committee; and
- (iii) time off is to be paid time worked for the company and the company must pay for that time as per the terms and conditions of the collective agreement.

13.03 Right to Refuse unsafe work

(a) No employee shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health & safety of any person.

(b) a worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection (a) must immediately report the circumstances of the unsafe condition to their immediate supervisor and the process in the Occupational Health & Safety Regulation 3.12 (procedure for refusal) shall be followed.

(c) No employee shall be disciplined, discharged, prejudiced or penalized in any way by the Company for exercising the right to refuse unsafe work in accordance with this

13.04 Work Curtailment or Shutdown

Should an incident arise where work must be curtailed or shut down temporarily as a result of a health & safety problem, those employees involved will continue to receive all their entitlements and protections under this collective agreement as if they had remained working. Provided the employee is reasonably fit for work in the circumstances, attempts may be made to reassign work to another site or other compensable activity like training for the day.

13.05 JOHSC participation and employee access to information

(a) Participation by JOHSC in WCB Investigations or Inspections

- The JOHSC will participate in all investigations or inspections by WCB officers at the Employers premises, to the extent permitted by WCB officers.

(b) Distribution of Occupational Health & Safety Information

- The JOHSC shall ensure that all employees are provided with current copies of occupational health & safety regulations, bulletins, etc. which are pertinent to the place(s) of work.

(c) Committee Reports

- After each JOHSC meeting, the committee must prepare a report of the meeting and provide a copy to the employer and to Local 1944.

d) In the case of a serious injury or fatality of a member of Local 1944, the Employer shall notify the President of the Local 1944 in order that they may designate two (2) representatives either from the Local or USW District 3 office who shall be accompanied on an inspection of the accident site, if and as permitted by WCB and/or the person that controls the site and, at the same time, be provided with all available pertinent information concerning the serious injury or fatality.

13.06 Paid Educational Leave for Committee members

- (a) Up to two members of the JOHSC are entitled to an annual education leave totaling sixteen (16) hours, for the purpose of attending occupational health & safety training courses.
- (b) A member of the JOHSC may designate another member as being entitled to take all or part of the members' education leave.
- (c) The Employer must provide the educational leave under this section without loss of pay or other benefits and must pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.
- (d) With approval of the committee, the member shall choose the occupational health & safety training courses, which will not be unreasonably denied by the employer.

13.07 First Aid requirements and Courses

(a) First Aid Kits

- The Employer shall pay for and provide the appropriate First Aid Kit(s) as recommended by WorkSafeBC

(b) Obtaining First Aid Certification

- The Employer will pay the cost of obtaining and maintaining First Aid Attendant Level I Certification to a maximum of two (2) employees at any one time. Employees will be selected for training on a voluntary basis; however, where there are no volunteers, employees will be selected in inverse order of seniority, from lowest to highest. No employee will be required to take such First Aid training as a condition of employment.

13.08 Injury/Illness Pay provision

An employee who suffers illness or injury during working hours and is required to leave for treatment or is sent home for such injury or illness shall receive payment for the remainder of their scheduled workday, without penalty. Without limiting the generality of the foregoing, in such case there shall be no deduction from the employee's sick leave credits.

13.09 Transportation due to injury or illness

The Employer shall reimburse an employee for the cost of transportation of the employee to a place of treatment or their home when necessary, due to an illness or injury which occurs while the employee is at work.

13.10 Young or new workers

(a) The Employer must ensure that before a young or new worker begins in the workplace, the young or new worker is given health & safety orientation and training in accordance with the Occupational Health & Safety Regulation 3.23.

(b) The worker co-chair of the JOHSC or their designate shall participate in the delivery of the training.

13.11 Return to work/Stay at work

(a) The Employer and the Union recognize their shared responsibilities towards employees with disabilities, including, but not limited to, the applicable legislation.

(b) The Employer shall notify and involve the Union whenever there is a request for accommodation or a return to work under the Workers' Compensation Act.

(c) The Employer and the Union shall work together co-operatively to provide reasonable accommodation to the point of undue hardship.

13.12 Leave of Absence

An employee shall be granted a leave of absence by the Employer while on Workers' Compensation. During such leave of absence, the employee shall continue to accrue seniority and shall continue to be eligible for group health benefits subject to and in accordance with applicable plan terms.

ARTICLE 14 – TRAINING & JOB VACANCIES

14.01 Training

The Parties agree that all applicable or legislatively required training and costs associated shall be the responsibility of the company. Any reasonable supplemental training relevant to roles within the bargaining unit shall be requested through their immediate supervisor and shall not be unreasonably denied. The Parties further agree that all training shall be done during paid working hours.

14.02 Job Vacancies

When there is a vacancy the Company will post in paper form and electronically the job opening for a period of fourteen (14) days.

The job posting will identify:

- (a) The closing date for receipt of applications,
- (b) The number of vacant positions,
- (c) The job title,
- (d) A brief description of the working conditions, duties and location of the posted position,
- (e) The skills and the qualifications required for the posted position,
- (f) A copy of all job postings for bargaining unit jobs will be sent to the Union.
- (g) The Company shall select candidates based on seniority, skills, and qualifications. In the event that an external candidate and an internal bargaining unit candidate skills and qualifications are relatively equal, the internal candidate shall prevail.

ARTICLE 15 – HOURS OF WORK, PREMIUM PAY AND TRAVEL EXPENSES

15.01 Standard Work Week

The Standard Work Week shall be 5 consecutive days, Monday through Friday, for a total standard work week of forty (40) hours, subject to any applicable premiums provided for in this agreement.

15.02 Standard Workday

The Standard Workday shall be workdays which fall Monday through Friday and shall consist of eight and one half (8.5) consecutive hours of scheduled time, made up of eight (8) hours of paid work time and one half (.5) hour of unpaid time for a lunch break.

15.03 Scheduling

The Standard Workday shall be scheduled to start at 7:00am, 7:30am, or 8:00am. However, once an employee's start time has been set, that start time shall be maintained as the same at no less than two (2) month intervals. Any changes to an employee's start time may only be done by mutual agreement. Start times commence upon arrival at the office and end upon leaving the office. When scheduled to attend a job site, up to the first thirty (30) minutes of travel from home to work in the morning and up to the last thirty (30) minutes of travel from work to home in the evening and the activities incidental to commuting are not compensable work time.

15.04 Overtime

(a) Overtime

- i) Any time worked in excess of the scheduled hours in a standard workday or in the standard work week shall be considered as Overtime. Time worked on a statutory holiday or call out shall be considered as Overtime.

- ii) All Vacation, Statutory holidays and Jury Duty paid leaves shall be considered as time worked for the purposes of this article.

b) Payment of Overtime

- i) All overtime shall be paid at 1.5 times the regular hourly rate. Any OT over 12 hours in a Workday shall be paid at 2 times the regular hourly rate.
- ii) All overtime shall be calculated to the minute.

15.05 On-Call Time & Pay

(a) Participation and Assignment

When the decision is made to schedule on-call duties, such on-call duties shall be assigned by the Employer on a rotational basis. Where possible, preference will be given to those employees who have indicated a willingness to be on-call. The Employer shall post an on-call schedule.

(b) On-Call Pay

An associate will be paid a flat On Call Premium of \$50 per day for days worked On Call during Monday-Friday.

An associate will be paid a flat On Call Premium of \$75 per day for days worked On Call during Saturday, Sunday or Statutory Holidays.

(c) Call-out

- i) When an employee on-call is called out beyond the hours of their regular workday, the additional work time shall be paid at overtime rates.
- ii) When called out during on-call hours, overtime begins when the employee accepts the assigned call.
- iii) Overtime stops when the employee closes off the assigned call. Unless the employee leaves their home to attend the call, then overtime stops when the employee returns to their home.

(d) Call-out Pay

An employee who is not on-call, who is called out to work shall receive not less than two (2) hours of pay at the overtime rate. Call-out provisions shall apply as per Article 15.05c.

15.06 Report Pay

An employee who reports to work at their regularly scheduled time shall receive four (4) hours of pay if no work is available.

ARTICLE 16 – TOOLS

The Company shall provide all tools and equipment deemed to be required to perform the work, and shall replace tools broken, lost, stolen or worn out in the normal course of duties.

ARTICLE 17 – WAGE SCHEDULE

Wages

STC Proposal Service Install Techs				
	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4
Service Months	May 5 2025	May 1 2026 (2.5%)	May 1 2027 (2.5%)	May 1 2028 (2.5%)
6	\$27.50	\$28.19	\$28.89	\$29.61
12	\$28.33	\$29.03	\$29.76	\$30.50
18	\$29.17	\$29.90	\$30.65	\$31.42
24	\$30.05	\$30.80	\$31.57	\$32.36
30	\$30.95	\$31.73	\$32.52	\$33.33
36	\$31.88	\$32.68	\$33.49	\$34.33
42	\$32.84	\$33.66	\$34.50	\$35.36
48	\$33.82	\$34.67	\$35.53	\$36.42
54	\$34.84	\$35.71	\$36.60	\$37.51
60	\$35.88	\$36.78	\$37.70	\$38.64

STC Proposal Senior Techs and System Config Specialists				
	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4
Service Months	May 5 2025	May 1 2026 (2.5%)	May 1 2027 (2.5%)	May 1 2028 (2.5%)
6	\$31.88	\$32.68	\$33.49	\$34.33
12	\$32.84	\$33.66	\$34.50	\$35.36
18	\$33.82	\$34.67	\$35.53	\$36.42
24	\$34.84	\$35.71	\$36.60	\$37.51
30	\$35.88	\$36.78	\$37.70	\$38.64
36	\$36.96	\$37.88	\$38.83	\$39.80
42	\$38.07	\$39.02	\$39.99	\$40.99
48	\$39.21	\$40.19	\$41.19	\$42.22
54	\$40.38	\$41.39	\$42.43	\$43.49
60	\$41.60	\$42.64	\$43.70	\$44.79

Supplementary benefits

Boot Allowance

Where employees are required to wear appropriate CSA approved safety footwear as prescribed by the Company, Regular employees upon hire and all other employees with six (6) months of service will be eligible for reimbursement for the purchase of the above mentioned footwear to a maximum of \$150.00 per calendar year or \$300.00 every two (2) calendar years with receipts. Confirmation for the requirement of safety footwear in the above paragraph is required from the employee's manager prior to purchase.

Company Uniform policy

Employee recognition programs

Employee discount programs

ARTICLE 18 – PAID STATUTORY HOLIDAYS

18.01 Statutory Holidays

(a) No employee will be forced to work on any of the following holidays nor any other day proclaimed as general holidays by the Government of Canada or by the Government of British Columbia. Notwithstanding the aforementioned, an employee who is scheduled to be on call will be required to work.

New Years Day

Family Day

Good Friday

Victoria Day

Canada Day

BC Day

Labour Day

Truth and Reconciliation Day

Thanksgiving Day

Remembrance Day

Christmas Day

Boxing Day

18.02 Alternate Schedule

It is agreed that when a holiday falls on a Saturday or Sunday, or scheduled day off, the next scheduled workday will be observed as the holiday.

18.03 Unplanned Emergency Days

A Regular employee who has completed three (3) months of continuous employment is entitled to 7 (seven) UED's in each calendar year, as per article 20.03

ARTICLE 19 – EARNED VACATION

19.01 Vacation Entitlement

(a) Employees shall be entitled to vacation with pay as set out below

Vacation eligibility is based on length of continuous service with the Company as of January 1st of each calendar year:

Years of Continuous Service as of January 1st	Annual Vacation Days
Less than 1 Year	1 day per month until end of calendar year (up to a max of 10 days or the greater of 4% of earnings)
1 – 7 Years	15 Days
8 – 19 Years	20 Days
20 Years +	25 Days

19.02 Cut-Off Date

The annual cut-off date for the accumulation of vacation time/pay under Article 19.01 above, is December 31st.

19.03 Annual Vacation Scheduling

(a) Vacation Calendar

Prior to September 1st of each year, the Company shall post a calendar upon which each employee shall select, by Company seniority, his vacation period for the vacation year commencing January 1.

(b) Length of Posting The calendar will remain posted until December 15th.

(c) Vacation Selection

Employees who have not selected their vacation periods by December 15th shall not be entitled later to select vacation periods by seniority. Employees who do not select all of their vacation entitlements on the calendar shall be allowed to schedule vacation at a later date, provided that this selection does not affect the scheduled vacations of other employees.

(d) Employer Approval

The Company shall approve the calendar no later than January 1st.

(e) Approval Criteria

Approval of the Vacation Calendar will be done on the following criteria:

- i) Proper selection by seniority
Technical - by seniority in each region by department
- ii) Compliance with Article 24.01.

(f) Calendar Changes

Changes may not be made to the schedule after December 1st, except by mutual agreement of the Manager and the employee.

(g) Schedule Cut-Off Date

The Company shall notify employees who have not scheduled vacation by July 1st, and, in consultation, will then schedule their unused vacation periods, which shall be taken before December 31st.

If vacation periods cannot be mutually agreed upon, the Company shall designate them.

19.04 Vacation Pay Reduction

Vacation pay shall be reduced on a pro-rated basis if an employee is absent for more than a total of thirty (30) days due to temporary lay-off, weekly indemnity, long-term disability, or unpaid leave of absence. The first thirty (30) days absence for any one or more of the above reasons shall not be counted when determining the prorated reduction of vacation pay due to such absences.

19.05 Vacation Pay in Advance

Within the vacation year, an employee may take his vacation with pay in advance of having earned it. If vacation taken with pay exceeds the employee's vacation earned for that year, the Company shall recover from the employee's pay, any money paid for vacation but not earned.

ARTICLE 20 – PAYMENT FOR TIME NOT WORKED

20.01 Jury Duty and Court Leave

Leave of absence with pay will be granted to an employee for jury duty or to appear in Court in the interests of the Employer. In addition, a leave of absence with pay will be granted to an employee for a maximum of three (3) days, when the employee is subpoenaed to Court to serve as a witness. Any compensation received from the Court for this service will be turned over to the Employer.

20.02 Bereavement Leave

(a) In the event of death in the employee's immediate family, compassionate leave with pay of up to five (5) working days will be granted by the Employer.

(b) Definition of Family Immediate family is defined as an employee's parents, spouse or common law partner, children, brothers, sisters, mother-in-law, father-in-law, grandparents, grandchildren, great grandchildren and spouse's or common-law partner's grandparents. The Company also recognizes the following additional spouse or common-law familial relations as immediate family: children, brothers, sisters, grandchildren, the father and mother of the spouse or common-law partner of the employee and the spouse or common-law partner of the father or mother. Any relative of the employee who resides permanently with the employee or with whom the employee permanently resides.

- i) Additional unpaid days may be granted as circumstances necessitate, at the discretion of the immediate manager, in the event of the death of a parent, spouse or child.
- ii) Bereavement occurring during an employee's vacation period shall extend the vacation by the amount of days allowed for bereavement leave in accordance with the foregoing.
- iii) An employee may be allowed up to a maximum of one (1) day off without pay from scheduled basic hours to attend the funeral of a friend, work associate, or relative not covered by section 20.02b.

20.03 Unplanned Emergency Days

(a) Each regular full-time employee who is not in receipt of any other income is entitled to a maximum of seven (7) days a year. The rate of pay for these unplanned emergency days shall be 100% of daily wages. This time may not be taken in increments of less than one (1) hour. Employees will receive seven (7) days on January 1.

(b) These days can be used towards the waiting period for as per the Company's Short Term Disability policy and Article 21

(c) Article 20.03 fulfills the requirements of Personal and Medical Leave under the British Columbia Labour Code upon the date of ratification.

ARTICLE 21 – HEALTH AND WELFARE BENEFITS

Bargaining unit employees shall be entitled to the Company benefit plan (medical, dental, life insurance and disability) offered during bargaining. The Company reserves the right to add or modify such plans at any time for bargaining unit members provided that the overall benefit plan is maintained relatively equal value to the value of benefits offered to similarly situated non-union employees.

ARTICLE 22 – PENSION AND RETIREMENT

Bargaining unit employees shall be entitled to the Securitas Technology Group Retirement Plan (Registered Retirement Savings Plan & Deferred Profit Sharing Plan) offered during bargaining. The Company reserves the right to add or modify such plans at any time for bargaining unit members provided that the overall benefit plan is maintained at a relatively equal value to the value of benefits offered to similarly situated non-union employees.

ARTICLE 23 – GUARANTEED DAYS OFF

23.01 Discretionary Leave of Absence

Leave of absence to be granted upon approval of Company and Union. Term of leave up to six (6) months in a calendar year with no loss of seniority.

This leave of absence is discretionary by the Employer and unpaid.

23.02 Union Leave An employee who takes a leave for union business will continue to accrue seniority.

23.03 Maternity and Parental Leave

The Company agrees to be bound by the applicable provisions of the British Columbia Employment Standards Act for purposes of maternity or parental leaves.

23.04 Union Time Off

An employee shall be allowed reasonable time off from their scheduled working hours to attend to Union business when requested in writing by the Union's Staff Representative or Local President. The Company shall pay the employee, on behalf of the Union, their regular hourly rate for all such approved time off, and the amount so paid by the Company shall be billed to the Union and the Union agrees to reimburse the Company for such billed amounts.

ARTICLE 24 – TIME OFF SCHEDULING

24.01 Time Off

(a) Total Time Off

Within a department in a reporting station, the Company has the right to impose a cap of on the total number of employees that can be absent at one time for any reason. Generally, only one person off at time in each install and service based on size of unit. However, additional requests shall not be unreasonably denied.

(b) Priorities

Within the caps provided in (a) above, the following priorities apply:

1st priority - annual vacation schedules

2nd priority - All other forms of scheduled time off provided for in the Agreement.

(c) Qualifications

In the event that the requests for time-off exceed the caps provided in (a) above for a particular period of time, approvals will be granted according to the specific priorities, and by seniority.

ARTICLE 25 – NO OTHER AGREEMENT

25.01 No other agreement

Except for the provisions of applicable legislation, this Agreement represents all the terms and conditions which govern the relations between the Union, the Company and those employees of the Company to whom this Agreement applies. No other or further terms and conditions, express or implied are applicable, except where, and to the extent of, further mutual Agreements which are committed to writing by the Parties and expressly appended to this Agreement.

Signed this 18 day of July 2025.

Securitas Technology

Original signed

Pete Straka

Original signed

Lenita Barreira

**For the Telecommunications
Workers Union, United
Steelworkers Local 1944**

Original signed

Jayson Little

Original signed

Neil Marshall

Original signed

Tanvir Dhariwal

Original signed

Jeff Kruse

LETTER OF AGREEMENT – SENIOR TECHNICIANS

The Company agrees to maintain a minimum of two (2) Senior Technicians as defined in Article 7.03. Jeff Kruse and Mathieu St-Pierre shall continue in their roles as Senior Technicians.

If one of these positions becomes vacant, the Company agrees to fill the vacancy as expeditiously as possible. When filling the vacancy, the provisions of Article 14 shall be applicable.