

**ROGERS COMMUNICATIONS CANADA INC.
(ABBOTSFORD)**



and

**TELECOMMUNICATIONS WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944**



April 1, 2025 to March 31, 2030

This Agreement

made and entered into this 1st day of April, 2025.

between

ROGERS COMMUNICATIONS CANADA INC. (ABBOTSFORD)
(hereinafter referred to as the "Company")

of the first part

and

**TELECOMMUNICATIONS WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944**
(hereinafter referred to as the "Union")

of the second part

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ARTICLE 1 – PREAMBLE

1.01 (a) Duration of the Agreement

Except where otherwise expressly provided herein, the terms and conditions of this Agreement shall become effective on the 1st day of April **2025**, and shall continue in full force and effect until midnight on the 31st day of March **2030**, and thereafter, shall continue in full force and effect unless written notice of the intent to terminate or amend the Agreement at the expiration of any yearly period is given by either party pursuant to this article.

- (b) Either party to this Agreement may, not more than four (4) months prior to the expiry of the present Agreement, 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.
- (c) During the period of negotiations for a new Agreement, the provisions of Section 50(b) of the *Canada Labour Code* shall be in effect.

1.02 Terms Used in the 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.

1.03 Non-Discrimination

The Employer and the Union members of the Company endorse the United Nations Declaration of Human Rights, and in recognition thereof incorporate in their Agreement, the following two clauses.

- (a) That equal pay for work of equal value be paid to male and female employees.
- (b) That employment within the Company shall be equally available to all without distinction of race, creed, colour, religion or gender.

ARTICLE 2 - WORK JURISDICTION: TECHNICAL EMPLOYEES

2.01 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 Foreman, Headend Technicians, Journeymen, Apprentice Technicians, Installers, and Technical Field Representatives.

2.02 The Company's Cable System – Definition

For the purposes of this Article, “The Company's Cable System” shall be understood to mean the following:

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- (a) The physical transmission system which provides services using signals to and from the headends, primaries, hubs or other distribution locations which are owned or controlled directly or indirectly by the Company, from the point where the signals are received, through the distribution system to and including multiple outlet splitters and wall plates within the customers premises. This also includes power supplies used to power the cable system.
- (b) This includes but is not limited to all signal receiving or transmitting components, wave guides, signal processing components, satellite receivers, two-way components in the system, optical signal processing equipment and cables, head-end encoders, primary (trunk) cable, secondary and drop cable, and active and passive devices on the signal path.

2.03 Exclusive Work Jurisdiction – Cable System

- (a) Technical Employees shall have exclusive jurisdiction for the purposes of technical work to perform construction, installation, repair, service and maintenance work on the Company's Cable System.
- (b) In addition, Technical employees shall be assigned to install in the customers' homes the following standalone devices: converters, Internet modems, (excluding network interface cards) and pay t.v. devices where such installations are coincident with a customer's cable connection order or a trouble service call.
- (c) Non-union persons will be allowed to work in the Headend and hubsites when working with a Headend Technician, or Journeyman and under the following circumstances:
 - 1. Training and instruction.
 - 2. Installation of equipment when working with a Headend Technician or Journeyman.
 - 3. Service and maintenance of equipment within the first year after installation of this equipment within the certification, and only while working with a Headend Technician, Journeyman or Apprentice Technician.

Note: The installation referred to in (c) (3) shall be from the first instance of installation of the equipment within the certification.

- (d) The company is free to continue with the following practices:
 - 1. Equipment owned and controlled by parties other than **Rogers** that resides in headends or hubsites will remain excluded from the provisions of article 2.03. Shaw Direct and **Rogers Business Network Equipment** is deemed to be third party equipment if it is not used for delivery of services through the cable system to **Rogers** customers. **Rogers Enterprise Network products delivered through a dedicated wavelength shall be deemed to be third party when:**
 - a. The wavelength is not used for delivery of services through the cable system to the Company's customers.**

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b. The wavelength is at the first demarc after the field mux and not used to deliver services through the cable system.

2. Use of facilities service companies to support systems such as HVAC, fire suppression, security, UPS, standby generators, and janitorial services.
 3. Perform remote functions that may include operating systems software, firmware, or memory components.
- (e) Nothing in the description of exclusive work jurisdiction in (c) (1) and (2) shall give the Technical Employees any jurisdiction over programming, network monitoring and control, or any other work performed by employees who are not within the bargaining unit.

2.04 Excluded and Discretionary Jurisdiction

The Technical Employees have no claim or control over other work on the Company's Cable system or in relation to any aspect of the Company's physical plant, premises, vehicles, equipment or services except as provided in 2.03 above.

Further, at its discretion, the Company may use:

- (a) Collectors (including auditors) to disconnect cable for non-payment of services. An auditor may disconnect cable services when they discover an address is active and company records indicate that it should be inactive. Auditors may not install or remove filters at any time.
- (b) Sales Persons to:
 1. Connect patch cords
 2. Connect customer terminal devices, provided that such connections do not involve alterations to the existing service by changing wall plates, installing splitters, or relocating outlets, and/or;
 3. Install or remove filters coincident with terminal device calls.

Sales Persons shall not perform any repair or maintenance work, nor shall they perform disconnects or reconnects other than those specified in (b) above.

Persons outside the bargaining unit shall not perform any repair, maintenance, **activations, and/or** service work, which has traditionally been assigned only to Technical Employees.

In the event that there are technical employees laid off with recall rights under the Collective Agreement, collectors may still collect but will not disconnect cable and auditors may still audit but will not disconnect cable.

- (c) (i) The Company further agrees that upon all electrical/electronic cable system work within the exclusive jurisdiction of the Technical Employees, as described in this Article, done by, for, on behalf of, or at the instance of the Company, whether done directly or indirectly under contract or sub-contract, only

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members in good standing of the TWU, USW Local 1944 or the International Brotherhood of Electrical Workers shall be employed.

- (ii) Notwithstanding 2.04 (d), and except as qualified in the Appendix, or in an emergency, maintenance work shall only be assigned to members of **the TWU, USW National Local 1944 bargaining unit. Maintenance includes but is not limited to proactive and reactive service and repair on the cable system.**
 - (iii) **Subsequent bargaining unit work on the cable system that requires a permit or civil work shall be deemed construction work and may be contracted out. In the event of large-scale plant programs, the Company will collaborate with the Union on incremental workforce requirements and the Union will maintain a reasonable stance.**
 - (iv) **The upgrade of existing, or activation of new RF nodes and ROLTS, will be restricted to USW Journeymen from within that certification. In the event of a rebuild, if additional manpower is needed, the Company may assign this work to other USW Journeymen/Apprentices.**
- (d) The Company is free to have electrical and electronic components and/or equipment repaired or overhauled by manufacturers, suppliers, or other outside service facilities, when such components and/or equipment are under warranty, or when it is not feasible for the Company to provide the facilities, equipment or materials to perform such tasks. This does not entitle the Company to cease doing repair and overhaul work traditionally assigned to the Technical Employees.
- (e) The Company further agrees that cable system work **requiring an electrician**, as described in this article, done by, for, on behalf of, or at the instance of the Company, whether done directly or indirectly under contract or subcontract, only members in good standing of the TWU, USW Local 1944 or the International Brotherhood of Electrical Workers shall be employed.

ARTICLE 3 – MANAGEMENT RIGHTS

3.01 Management Rights

The parties agree that all rights, powers and authority are vested in and retained by the Company except for those rights that are specifically abridged, granted or modified by this Agreement.

3.02 Persons Authorized to Represent the Parties

(a) Union List

The Union agrees to provide to the Company a written list, to a maximum of three names, of the persons who are authorized by the Union to deal with the Company in relation to the Union's representation of the members of the bargaining unit, and to provide written advice of changes as they are made.

(b) Company List

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The Company agrees to provide to the Union a written list of the name of any persons who are authorized by the Company to deal with the Union in relation to the administration of the Collective Agreement, and to provide written advice of changes are they are made.

3.03 Requirement for Valid Driver's License

- (a) (i) For those employees who are required to drive in the performance of their job functions, it shall be a condition of employment that they have valid B.C. Driver's licenses.
- (ii) Employees shall provide evidence of valid drivers' licenses upon request of the Company and shall notify the Company of any suspensions or losses of their driving privileges.
- (b) (i) In the event that an employee's driver's license is suspended, a reasonable effort shall be made to reassign the employee to work which does not necessitate the operation of a motor vehicle. Where such reassignment is impractical, the Company may suspend the employee without pay.
- (ii) Suspension of an employee's driver's license for more than twelve (12) months may, at the discretion of the Company, result in termination of employment.

(c) Parking Violations

The employee will be responsible for all fines and payment of same in relation to parking and moving violations while in charge of a Company vehicle. If, in the Company's opinion, there is a reasonable explanation for such fines and payments, the Company shall reimburse the employee. However, the Company will not normally reimburse employees for fines and payments incurred in moving violations or by parking in bus zones, taxi zones, emergency vehicle parking zones or fire hydrant zones.

(d) Driver's License Verification

All employees shall, at the request of the Company, execute all the necessary documents to enable the Company to obtain driver's license abstracts from the Superintendent of Motor Vehicles. The Company shall use these abstracts for the sole purpose of establishing that employees have valid British Columbia driver's licenses.

Employees driving without a valid British Columbia driver's license from the date of ratification onward, may, at the discretion of the Company have their employment terminated.

3.04 Absence Without Leave

The Company may consider that an employee has voluntarily terminated his employment, if:

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- (a) he is absent from work for more than three (3) working days without having been granted leave by the Company, or
- (b) he is more than three (3) working days late in returning from an approved leave of absence without notifying the Company, and the Company and the Union have been unsuccessful in a reasonable attempt to contact the employee.

This time limit shall not apply if the employee can prove he was unable to notify the Company that he would be late returning to work. However, it is understood that the responsibility for advising the Company and the Union rests with the employee.

ARTICLE 4 – UNION RIGHTS AND RESPONSIBILITIES

4.01 Bargaining Agent

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

4.02 Union Activity

No Union member or executive member shall be discriminated against or jeopardized in standing or suffer loss of employment on account of membership or activity in the Union.

4.03 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 sales, 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 Local 1944 or the International Brotherhood of Electrical Workers. 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 Company intends to sell, transfer or lease the entire operation or any part thereof, it 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 Company agrees that in the event of a change of name being made for the Company, the Company will notify the Union in writing, specifying the new company name. At the request of the Union, the Company will join in filing an application to

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the Canada Labour Board asking that the certification held by the Union be amended to reflect the new name of the Company.

4.04 Employee Discipline

- (a) No employee may be disciplined in writing, suspended or discharged without the presence of a Union Representative. An employee or the Union may have more than one Union representative in attendance provided additional representation does not unreasonably delay the meeting. An employee has the right to have Union representation present at any discussion with supervisory personnel which may result in disciplinary action. If discipline is noted in the employee's personnel file, the employee and the Union shall be so advised by the company.
- (b) Employees shall be entitled to review their personnel files upon request and with reasonable notice to the Company of a least one (1) week.
- (c) After twenty-four (24) months, and provided that there have been no further incidents of a disciplinary nature in the intervening time, the Company shall, upon written request from the employee, remove the record of discipline from the employee's file.

4.05 Legal Picket Lines

- (a) It will not be considered to be a violation of this Agreement, or a cause for discipline, if an employee refuses to cross a legal picket line.
- (b) The right is reserved to the Company to refuse to make payment for any time not worked as a result of the employee's refusal to cross a legal picket line.

4.06 Union Dues

- (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, and agrees to deduct an amount equal to the prevailing Union dues from such employees' pay cheques on their first full pay period and thereafter.
- (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 *Section 95(e) of the Canada Labour Code*.
- (c) All dues must be forwarded to the Union within thirty (30) days of due and payable date.

4.07 Responsibilities of an Executive Member/Shop Steward

- (a) The duties and responsibilities of the Executive Member/Shop Steward must not interfere with her/his primary work duties and responsibilities. The individual will be allowed reasonable time during working hours, with straight-time pay, in which to perform the duties outlined in this Article.

The duties shall be to:

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- (i) Assist employees whom the Executive Member/Shop Steward represents by investigating and presenting grievances to the Company in accordance with the grievance procedure;
 - (ii) Attend meetings called by Management.
- (b) The Executive Member/Shop Steward will advise her/his supervisor if she/he leaves her/his work area to perform duties under this Article. Whenever possible, the Executive Member/Shop Steward shall conduct Union business outside of the hours of work.

4.08 Removal of Conditions

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

4.09 Payroll Inspection

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

4.10 Non-Union Workmen

Members will not be allowed to work with non-union workmen of any craft except under the instruction of the President or an appointee of the Union.

ARTICLE 5 – UNION SECURITY

5.01 Union Membership

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

All employees shall remain members in good standing as a condition of employment.

5.02 (a) Probationary Period

- (i) A newly hired employee with experience as a "Technical Employee" shall serve a probationary period of one hundred and twenty (120) workdays. A newly hired employee without experience shall serve a two hundred (200) workday probationary period.
- (ii) If an employee is absent from work for any reason for more than ten (10) work days 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.
- (iv) A probationary employee does not have any seniority rights or entitlements during the probation period.

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(b) Trial Period

- (i) An employee in the bargaining unit appointed to a new position under this article shall serve a trial period of one hundred twenty (120) workdays.
- (ii) If an employee is absent from work for any reason for more than ten (10) 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, she/he shall be returned to her/his former position. Any other employee appointed to a new position because of (i) above shall also be returned to her/his former position.
- (v) The members' seniority shall be continuous during this trial period.

5.03 Notification of Union and Orientation

The Company agrees to inform new employees that a Collective Agreement is in effect. **The Company will schedule a** thirty (30) minutes **orientation** with the Shop Steward / **Union Representative** within five (5) workdays **of a new employee** reporting to work.

ARTICLE 6 – SENIORITY, LAYOFF AND RECALL

6.01 (a) Accumulation of Seniority

Seniority shall be established only after an employee has successfully completed the probation period as defined in Article 5.02. Upon successful completion of the probation period, an employee's seniority shall be made effective from the date of hire into the bargaining unit.

(b) Computing Time

- (i) 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.
- (ii) Employees who are absent for periods in excess of six (6) months under (i) above shall retain their seniority but shall not accumulate seniority for absences over the six (6) month period, except for those who qualify under the provisions of Part III of the *Canada Labour Code's* maternity leave provisions.

(c) Only those employees designated as "regular" shall be entitled to the rights and benefits of seniority.

6.02 Loss of Seniority

An employee shall forfeit her/his seniority, and her/his employment shall be terminated for any of the following reasons:

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1. voluntary termination;
2. discharge for just and reasonable cause;
3. the loss of recall rights pursuant to this Agreement;
4. failure to accept a recall to work pursuant to this Agreement;
5. layoff for longer than twenty-four (24) months;
6. promotions outside of the bargaining unit.

6.03 Seniority Lists

(a) Date and Information

The Company agrees to post seniority lists on or before the second (2nd) day of January of each year. The seniority lists shall contain the following information:

- (i) the employee's name;
- (ii) the date of hire and the adjusted seniority date if different from the date of hire; and
- (iii) the employee's current job classification.

(b) Length of Posting

The seniority lists shall be posted by the Company for a minimum of sixty (60) days. Any objection to the accuracy of a posted seniority list must be lodged in writing with the Company 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 Company agrees that in addition to producing and posting the seniority lists provided for in this Agreement, it shall also provide seniority information at other times when reasonably necessary to resolve or process a grievance. The Union agrees that such information will be sought only 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 with the Company which are outside the bargaining unit shall continue to accrue bargaining unit seniority for a maximum of six (6) months.

6.06 Seniority Portability

- (a) The employee's anniversary date will be the basis upon which length of service and annual vacation time is calculated.
- (b) Employees who are assigned to work in a lower classification will continue to be paid the wages applicable to their regular classification.

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6.07 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 exclusive 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 6.07 (b).
- (ii) Layoff of employees shall be by reverse order of union seniority.
- (iii) The Company agrees to be bound by the applicable provisions of the *Canada Labour Code, Part III*, as it applies to notice of layoff.

(b) Recalls

(i) Order of Recall

Recalls shall be conducted in reverse order of the process by which layoffs are affected.

(ii) 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.

(iii) Recall Notification

The Employer agrees that recall notification will be by telephone notice to both the recalled employee and the Union.

6.08 Severance Pay

- (a) The Employer shall provide **ten (10)** days severance pay for each year of service to employees who become redundant **due to technological change as defined by section 51 (1) of division IV, Part 1 of the Canada Labour Code**. Nevertheless, 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. Severance pay shall be utilized only when an employee fails to assimilate the required training **within a reasonable period of time, not to exceed six (6) months**.
- (b) In the event that there is no such position vacant at the time of severance, the employee can elect to defer claiming severance pay for a period not to exceed **nine (9)** months. During the deferment period, the person will be afforded an opportunity to be trained for other such suitable positions which become available.
- (c) At the end of the **nine (9)** month deferment period, or at such other time within the deferment period which the person selects, severance pay will be given as per Article

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6.08 (a). The Company is then under no further obligation to hire, employ, or train the person.

(d) At any time during the **nine (9)** month deferment period, an employee may exercise an option to be treated as a laid off employee under the provisions of Article 6.07. If an employee chooses to exercise this option, the rights and benefits of this Article shall no longer apply.

(e) While technical employees are laid off under Article 6.08 (a), the Company shall not:

(i) Contract out service and installation work in home and/or business.

(ii) Contract out activation between the tap and the head end.

ARTICLE 7 – GRIEVANCE AND ARBITRATION PROCEDURE

7.01 Definition of a Grievance

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

7.02 Procedure

All grievances shall be dealt with in the following manner:

STEP 1 – Grievance

Where there arises a difference relating to the application, interpretation, or alleged violation of this Agreement, the Company and the Union shall confer within fourteen (14) days of the occurrence giving rise to the difference, in an effort to settle the difference.

This time restriction is not intended to preclude the initiation of a grievance where the grievor or the Union could not reasonably have known of the occurrence of the alleged grievance, provided that the grievance is initiated within fourteen (14) days after learning of the occurrence.

STEP 2 – Grievance

If a satisfactory solution is not reached in Step 1, then the aggrieved party shall immediately give a full written statement of the facts and circumstances of the grievance to the Union. The statement shall identify the article or articles of the Agreement infringed upon alleged to have been violated. The Union shall then present the grievance to the Company within twenty-one (21) days after the Step 1 meeting. The Company and the Union shall immediately consider the written grievance and attempt to resolve it. If agreement is not reached within twenty-one (21) workdays from the time this step is initiated, the grievance shall be referred to the third step of this procedure.

STEP 3 – Arbitration

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The third step of this procedure shall be a reference to arbitration. Notice of a reference to arbitration must be served within fourteen (14) workdays of the expiry of the time period provided in Step 2 above. If notice is not given within this time period, the grievance shall be deemed to be abandoned.

The Company and the Union shall, within fourteen (14) workdays of the receipt of the Step 3 notice, endeavor to agree upon and appoint an Arbitrator. In the event that the Company and the Union fail to agree upon the selection of such an Arbitrator, either party may request that an appointment be made by the Federal Minister of Labour.

The arbitrator shall determine his/her own procedures in accordance with applicable legislation, and shall give full opportunity to all parties to present evidence and make representation. The Arbitrator shall hear and determine the dispute or allegation and shall make every effort to render a decision within fourteen (14) days.

The Arbitrator shall not have the jurisdiction and authority to alter or amend any of the provisions of this Agreement, or to substitute any new provisions for any that exist, and in reaching his/her decision, he/she shall be bound by the terms and conditions of this Agreement.

The decision of the Arbitrator shall be final and binding upon both parties.

Scheduled arbitrations will not be rescheduled without the mutual agreement of the parties.

7.03 Time Limits

- (a) The time limits prescribed 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 only by mutual agreement in writing between the Union and the Company.
- (b) If a grievance has not been initiated or resolved within the time period specified for any step of the grievance procedure, and the time limit has not been extended by mutual agreement, in writing, such failure to proceed within the time limits prescribed shall be deemed to constitute an abandonment of the grievance.
- (c) Notwithstanding (a) or (b) above, the Company does not respond to the grievance at either Step 1 or Step 2, the grievance shall not be deemed to be abandoned and the Union shall have twenty-one (21) days to proceed with the grievance if a response is later received.

7.04 Company and Union Grievances

- (a) The Company or the Union can raise a grievance by way of informal discussion with its respective representatives or by resorting directly to setting the grievance out in writing and presenting it within three (3) workdays after the occurrence of the alleged grievance. If the grievance is a policy grievance, or a continuing issue, it shall be raised by either party within ten (10) days of the occurrence or of the Company or the Union becoming aware of the grievance.
- (b) The Company and the Union shall immediately consider the written grievance and make a serious effort to resolve it. If agreement is not reached within five (5)

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workdays from the time this step is initiated, the grievance may be referred to arbitration. If notice is not given within this time period, the grievance shall be deemed to be abandoned, unless the parties mutually agree, in writing, to extend the time period.

7.05 Grievance and Discharge

Where an employee has been discharged by the Company, he/she shall not remain in the employ of the Company while his/her grievance is being processed in accordance with the grievance procedure outlined in Article 7.

7.06 Expenses of Arbitration

- (a) The parties shall each bear their own expenses and each party shall bear an equal proportion of the expenses and fees of the single Arbitrator.
- (b) In addition, if a grievance is abandoned or withdrawn within seven (7) days of the hearing date, the party abandoning or withdrawing the grievance shall assume all of the costs, fees and expenses of the single Arbitrator with respect to the scheduled hearing. However, if either party brings forward new information that causes the other party to abandon or withdraw the grievance subsequent to the third step, the costs, fees and expenses of the Board Chair will be split by the parties.

ARTICLE 8 – DUTIES AND CLASSIFICATION OF EMPLOYEES AND PAY RATES

8.01 Classification

Technical Field Representative (TFR) – A worker who is able to perform all installation, reconnection, and disconnection functions’ including wiring and drops, from the tap to the subscriber’s terminal and promote **Rogers** products. They will be paid in 15 minute increments for all wiring work. TFR’s will not be able to perform service calls, construction, maintenance or prewiring

Installer – A worker who is able to perform connection, construction, installation and service work **on “The Company’s Cable System”**. **The following applies to service work only:**

- (a) **In HFC, a worker is able to perform service work** from the subscriber terminal up to **and including** the tap **plate. The ability to change out tap plates is restricted to USW Installers from within the TWU certification.** Existing Installer – Jim Griffiths will continue to be grandfathered. They will be able to perform work up to the node and will be paid 95% of the journeyman rate when working past the tap.
 - (i) In Commercial establishments, a worker may also perform service work back to the last active device, but not including that device, that feeds that building without interrupting power.
- (b) **In all FTTP architectures, a worker is able to perform service work from the subscriber terminal up to and including the front side of the Fibre Transition Cabinet (FTC), with the exception of working in an outdoor Fibre Optic Splice Closure (FOSC).**

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Apprentice - A worker who is serving an apprenticeship to become a journeyman technician, but who has not yet qualified as a journeyman technician.

Journeyman Technician - A worker who has successfully completed their apprenticeship training program to the satisfaction of the Joint Training Committee as a whole is entitled to Journeyman status. Journeymen can perform any work in the cable system.

Head End Technician - A journeyman who performs any work in the Cable System, and has specialized expertise in the Head End.

Foreman - A worker who may direct and coordinate the activities of other employees. Foreman can perform work on the cable system that may be performed by an installer. If a foreman enters the position from higher classification, then they will be allowed to work on the cable system consistent with previous classifications.

The Foreman's responsibilities include the following:

- To ensure the efficient and effective deployment of the work force
- To monitor that objectively reasonable standards of workmanship and performance are maintained by the work force
- To ensure that the employees are informed of and adhere to the applicable technical standard

The Foreman will not be required to approve and sign off crew timesheets, AV Calendars or employee expense claims.

When a Foreman is absent for more than **three days**, the company shall designate a replacement from the bargaining unit.

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8.02 Technical Wage Rates

Employees shall continue to work the five (5) days forty (40) hours per week at the prevalent rate.

a. Technical Wage Scales

Entry Position Wage Scales – Based on Journeyman			
Foreman			
April 1, 2025	\$46.12	1 st Term – 6 mos – 70%	5 th Term – 6 mos – 90%
April 1, 2026	\$47.85	2 nd Term – 6 mos – 75%	6 th Term – 6 mos – 95%
April 1, 2027	\$49.52	3 rd Term – 6 mos – 80%	7 th Term – 6 mos – 100%
April 1, 2028	\$50.76	4 th Term – 6 mos – 85%	8 th Term – 6 mos – 105%
April 1, 2029	\$52.03		
Journeyman Technician			
April 1, 2025	\$43.92		
April 1, 2026	\$45.57		
April 1, 2027	\$47.16		
April 1, 2028	\$48.34		
April 1, 2029	\$49.55		
Apprentice Technician			
April 1, 2025	\$41.72	1 st Term – 6 mos – 60%	5 th Term – 6 mos – 80%
April 1, 2026	\$43.29	2 nd Term – 6 mos – 65%	6 th Term – 6 mos – 85%
April 1, 2027	\$44.80	3 rd Term – 6 mos – 70%	7 th Term – 6 mos – 90%
April 1, 2028	\$45.92	4 th Term – 6 mos – 75%	Last Term – 6 mos – 95%
April 1, 2029	\$47.07		
Installer			
April 1, 2025	\$39.53	1 st Term – 6 mos – 50%	5 th Term – 6 mos – 70%
April 1, 2026	\$41.01	2 nd Term – 6 mos – 55%	6 th Term – 6 mos – 75%
April 1, 2027	\$42.44	3 rd Term – 6 mos – 60%	7 th Term – 6 mos – 80%
April 1, 2028	\$43.51	4 th Term – 6 mos – 65%	8 th Term – 6 mos – 85%
April 1, 2029	\$44.60		9 th Term – 6 mos – 90%

b. The temporary In-Charge rate shall be:

1. For Installers the prevailing Journeyman rate.
2. For Journeymen a 5% premium on the prevailing Journeyman rate.
3. The In-Charge premium shall not apply to anyone earning above the prevailing Journeyman rate.

ARTICLE 9 - HOURS OF WORK

9.01 Regular Work Week

The regular work week shall be any five (5) consecutive days, Sunday through Saturday, for a total regular work week of forty (40) working hours, subject to the applicable premiums where provided for in this Agreement.

Employees who volunteer to work schedules which fall outside of the regular workweek may do so with the Company's approval, at no penalty cost to the Company other than applicable premiums as provided in this Agreement.

9.02 Regular Workday

(a) (i) Monday through Saturday

The regular workdays which fall on Monday through Saturday shall consist of eight and one-half (8 1/2) consecutive hours of scheduled time, made up of eight (8) hours of paid work time and one-half (1/2) hour of unpaid time for a lunch break.

(ii) Sunday

The regular workdays which fall on Sunday shall consist of eight (8) consecutive hours of scheduled time, made up of seven and one-half (7 1/2) hours of paid work and one-half (1/2) hour of paid time for a lunch break.

(b) Scheduling

The regular workday shall be scheduled between 06:00 and 18:30 hours. The Company will provide ten (10) days notice on any changes to schedules. If a schedule needs to be changed in less than ten (10) days, then the Company may ask for volunteers and make changes within the regular workday without overtime. If the Company requires a change in less than ten (10) days and cannot find a volunteer, then overtime will be paid on the changed hours.

(c) Premium

A premium of ten percent (10%) of the hourly rate (straight-time) will be paid for all hours worked on a Sunday.

All shift premiums are paid only on straight-time earnings for the shift hours. If overtime is worked beyond the hours of the shift, then the overtime payment replaces any shift premium.

9.03 Shift Work

- (a) Shift work is defined as a scheduled work period within a regular work week which falls outside the regular work day as set out in 9.02 above.

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(b) Shift A - Afternoon Shift

- (i) The afternoon shift consists of eight and one-half (8 1/2) consecutive hours of scheduled time, made up of eight (8) hours of paid work time and one-half (1/2) hour of unpaid time for a lunch break. This shift shall be scheduled between 12:00 hours and 24:00 hours.
- (ii) A premium of nine percent (9%) of the hourly straight-time rate shall be paid for all hours worked.

All shift premiums are paid only on straight-time earnings for the hours actually worked during the shift. If overtime is worked beyond the hours of the shift, then the overtime payment replaces any shift premium.

(c) Shift B - Night Shift

- (i) The night shift consists of eight and one-half (8 1/2) consecutive hours of scheduled time made up of eight (8) hours of paid work time and one-half (1/2) hour of unpaid time for a lunch break.

This shift shall be scheduled between 23:00 hours and 08:00 hours.
- (ii) A premium of twelve percent (12%) of the hourly straight-time rate shall be paid for all hours worked.

All shift premiums are paid only on straight-time earnings for the hours actually worked during the shift. If overtime is worked beyond the hours of the shift, then the overtime payment replaces any shift premium.

9.04 Staffing and Scheduling for Shift and Standby Work

(a) Employees Assigned

The Company in consultation with the Union will determine the number and classification of employees required for shift work. All such decisions are subject to the provisions of this Agreement.

(b) Schedules

The Company and the Union designated representative shall prepare schedules for shifts and standby duties based on the following criteria:

1. The Company may exclude employees from shifts due to operational requirements.
2. All qualified employees shall participate.
3. Consideration shall be given to employees interested in permanent assignment to a shift.
4. Entitlement of employees to exchange shifts, subject to approval by the affected Foremen and no additional cost to the Company.

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(c) Shift Posting

- (i) In the event that the shift schedule is not adhered to for reasons that are within the control of the Company and the employee is assigned to shift coverage, then that employee shall be paid overtime for the first eight (8) hours worked.
- (ii) Where possible, shift schedules shall be posted ten (10) workdays in advance of the date on which they become effective.
- (iii) Employees shall not be assigned shift schedules for less than five (5) consecutive workdays except for where rearrangement of shifts are necessary in order to distribute holidays or annual vacations equitably or it is necessary to cover temporary absences of employees due to sickness or accident disability. The start or stop times of shifts may be changed by up to one (1) hour to provide statutory holiday and weekend coverage.

(d) Emergency Changes

In an emergency the immediate supervisor or designate may make changes in the posted schedule, giving only such advance notice that time and circumstances permit. Such changes will involve designating employees as replacements for those situations where an employee scheduled for work does not, or will not be able to report for work.

When an employee who is designated as a replacement is required to change shifts with less than sixteen (16) hours off the job between the end of his prior work period and the start of the newly assigned work period, the employee will be paid overtime rates for all hours worked which fall within the sixteen (16) hour change-over time period.

9.05 Call Time and Pay

- (a) Call time applies to employees who are scheduled to make themselves available for work outside of their normal work schedules.
- (b) An employee scheduled for call time shall remain within a maximum of twenty (20) minutes travel time of the office.
- (c) An employee on call shall receive three (3) hours regular pay for each day the employee is on call time.
- (d) When an employee on call time is called out beyond the hours of the normal workday, the work time shall be paid at overtime rates. Overtime rates shall apply from the time the employee leaves home to attend to the call until the time the employee returns home, provided that the employee returns home directly upon finishing work.
- (e) In the event that an employee fails to respond to a call while on call time, she/he shall forfeit the stipend for that day.
- (f) The Company will provide a communication device to an employee on call time.

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- (g) An employee who is not on standby who is called out to work shall receive not less than two (2) hours pay at overtime rates from the time she/he leaves her/his home, until she/he arrived back at her/his home.

9.06 Overtime

- (a)
 - (i) Overtime rates shall apply after an employee has worked 8 (eight) hours in a day or 40 hours in a calendar week. Paid Statutory holidays and preapproved paid vacation days shall be considered as time worked for the purposes of this article.
 - (ii) However, when an employee is in transition from one (1) scheduled period to another, the employee shall not be entitled to overtime provided that there is at least 8 (eight) hours between the scheduled periods.
 - (iii) If an employee works an additional day of overtime and also requires an unscheduled day off within the same week, they will be eligible for overtime pay unless appropriate documentation is not provided to support the unscheduled absence day.
- (b) Overtime shall be paid at two hundred percent (200%) of an employee's regular rate.
- (c) Overtime shall be calculated in fifteen (15) minute increments. However, an employee shall not be entitled to overtime compensation for periods of less than five (5) minutes a day.
- (d) Premiums shall not be included in the calculations of overtime pay.
- (e) Overtime Options
 - (i) Employees shall have the option of being compensated for overtime in cash or time off, to a maximum of ten (10) banked days per annum.
 - 1. They indicate they wish to bank the time at the time the overtime is worked;
 - 2. The time off can be scheduled at a time that is mutually agreeable to the employee and the Company; and
 - (ii) If such mutual agreement cannot be reached, the employee shall be paid out for any banked time. Banked time cannot be carried forward from one calendar year to another.
 - (iii) **Accrued banked time shall be paid out to employees in January of the subsequent year.**
- (f) Overtime Meals
 - (i) When employees are required to work more than two (2) hours beyond their regular workdays, the employer will provide hot meals at no cost to the employees, up to a maximum of fifteen dollars and twenty-five cents (\$15.25) (receipts to be submitted) plus paid meal periods of one-half (1/2) hour at the prevailing rate and thereafter at four (4) hour intervals. Any early morning start before regular starting time is entitled to a paid meal. The breakfast limit is twelve dollars and twenty-five cents (\$12.25)

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- (ii) Employees called out or scheduled on overtime shall be paid for meals as above after four (4) hours work.

(g) Overtime Rest

An employee who has worked emergency overtime shall return to work after (8) hours rest, but only if she/he can do so within the first four (4) hours of her/his scheduled workday. Whether or not she/he does return, she/he shall be paid not less than eight (8) hours at straight-time rates for that day.

9.07 Breaks

An employee who works more than four (4) hours in a day is entitled to one (1) fifteen (15) minute break. An employee who works more than six (6) hours in a day shall be entitled to two (2) fifteen (15) minute breaks.

9.08 Report Pay

- (a) An employee who reports to work at her/his scheduled time shall receive four (4) hours pay if no work is available.
- (b) No report pay shall be paid if a regular employee is advised at least twenty-four (24) hours preceding her/his scheduled reporting time not to report to work.

9.09 Travelling Time and Expenses

(a) Reporting Stations

Employees shall report for work at the regular starting time at any reporting station designated by the Company with the Free Zone.

(b) (i) Travelling and Expenses

When employees are required to report to work outside of the Abbotsford licensed area in order to reach a designated reporting station or job at their regular starting times, they shall be paid at the rate of forty cents (\$0.40) per direct line kilometer for traveling outside of the free zone. If transportation is not provided by the Company, an additional twelve and one-half cents (\$0.125) per direct line kilometer will be paid for traveling expenses while traveling outside of the free zone. Where applicable, these allowances will be paid both to and from the location in question.

- (ii) For the purpose of determining the application of traveling expenses, a free zone is established. This free zone is defined by the border of the City of Abbotsford.

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ARTICLE 10 – VACANCY AND JOB POSTING PROCEDURES

10.01 Job Postings

When the Company decides to fill a new or vacant regular full-time position within the bargaining unit, the Company shall post notice of the position for at least ten (10) workdays.

10.02 Appointment Policy

(a) Positions shall be awarded on the basis of the qualifications needed, as determined by the Company, to perform fully the available job. The factors used to determine qualifications shall include education, skills, ability and knowledge, for the position being filled.

(b) (i) In the event that the qualifications of an internal candidate and an external candidate are substantially equal, the position shall be awarded to the internal candidate.

(ii) When two or more internal candidates are substantially equal, then seniority shall be the deciding factor.

10.03 Provided that there is bargaining unit work available, the Company agrees that it will replace employees that leave the bargaining unit within six (6) months of their departure.

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 Application Labour Standards Legislation

The Company agrees that the minimum labour standards provisions of the *Canada Labour 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.

ARTICLE 12 – LABOUR MANAGEMENT RELATIONS

12.01 (a) Joint Consultation

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 Executive Members/Shop Stewards 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.

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(b) Minimum Meetings

Such meetings shall be held, as required, at the request of either party.

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 – SAFETY

13.01 Hydro Wires

No member shall be allowed to work on Hydro distribution wires.

13.02 (a) Safety Legislation

The Union and the Company agree that any applicable federal safety legislation, or regulations issued pursuant to such legislation pertaining to the workplace of the employees, shall be fully complied with.

(b) Transportation

Transportation to the nearest physician or hospital facility shall be provided by the Company for employees who require medical attention during working hours. Any expenses of such transportation shall be borne by the Company. However, if the employee is entitled to recoup such expenses through an insurance plan, the employee shall do so and reimburse the Company.

(c) Work Safety and Injury Report

The Parties mutually recognize the benefits to be derived from maintaining a safe and sanitary work environment and that the Company, the Union and the employees must cooperate in striving to improve health and safety conditions. The maintenance of a safe and sanitary work environment requires the contribution of every employee. Accordingly, the employees are obliged to comply with all reasonable rules of conduct established by the Company bearing on safety and health. Specifically, every employee is obligated to report at the first reasonable opportunity any injury or accident which did or could have resulted in an injury, or any unsafe or unsanitary condition.

13.03 Hazardous Job

- (a) Two (2) qualified people constitute a crew working together on a job defined as hazardous under Part II of the *Canada Labour Code* or the *Canada Occupational Safety and Health Regulations*.

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(b) Electrical Work

No employee shall repair or replace defective circuit breakers in power supply boxes, without first having the service disconnected.

This shall not apply to plug in or bus type circuit breakers.

13.04 Hazard Pay

(a) Pole or Tower

All employees climbing, or descending, or working on a tower, pole, or side of a building above the height of forty (40) feet will be paid at double time for a minimum of not less than one (1) hour for any time or occasion spent above this height. Two (2) qualified persons shall constitute a crew.

(b) Scaffolds

All employees working from a scaffold above the height of forty (40) feet from ground level (roof shall constitute "ground"), a minimum of one (1) hour at double time shall be paid in any one (1) day that an employee works high time, or accumulated time spent above this height, whichever is greater. Two (2) qualified persons shall constitute a crew.

(c) Dangerous Jobs

The parties recognize and agree that in addition to the work situations detailed in paragraphs (a) and (b) above, there are other work situations which, from time to time, may be dangerous because of particular locations, conditions or circumstances. Where an employee reasonably considers a particular work situation to be dangerous as defined under the provisions of the *Canada Labour Code, Occupational Safety and Health*, the employee shall report the circumstances to the immediate managerial representative and a member of the Safety Committee. The requirements for investigating a report shall be followed.

(d) Occupational Safety and Health Regulations

The Company and the Union agree that it is of primary importance to ensure that every work situation is as safe as possible. To this end, they agree to adhere to Part II of the *Canada Labour Code, Canada Occupational Safety and Health Regulations* and the **Rogers** Health and Safety Guide.

(e) No Discipline

No employee shall be reprimanded or disciplined for refusing to perform an assigned work task where the refusal is based on a reasonable apprehension of danger for the employee's personal safety: Part II of the *Canada Labour Code, Canada Occupational Safety and Health Regulations* shall apply.

Note: A qualified person shall be a person trained or experienced in the safety practices or procedures relevant to the work performed.

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13.05 Climbing Equipment

The Company shall provide adequate training or retraining and a set of climbing gear to each employee it requires to climb. For purposes of this Agreement, "climbing gear" shall be understood to mean a body belt, a pole strap, and a set of climbers. Each employee is responsible for the care and maintenance of such equipment and any loss or damage which results from the employee's negligence or abuse, will be at the expenses of that employee. The Company retains the right to inspect the equipment at any time and to require the employee to provide an accounting of any loss or abuse.

13.06 Truck Equipment

The Company agrees that its trucks shall be equipped as follows:

(a) Except as qualified herein, all trucks must be equipped with:

1. Bulkhead screens (van type units only).
2. Fire Extinguisher.
3. First Aid Kit.
4. Road Safety Devices, including warning cones, flags, stop signs and amber warning lights (note that amber warning lights will be provided only subject to regulatory approval).
5. Chock Blocks (for aerial ladder vehicles only).
6. Manhole lifter.
7. Safety Glasses.
8. Safety Vests.

(b) Aerial Ladder Vehicle

Each aerial ladder vehicle will be equipped with a fall arresting belt and safety lanyard, in accordance with the requirements of the applicable legislation.

(c) Non-Aerial Vehicles

Each non-aerial vehicle will be equipped with a standard lineman body belt and safety strap, in accordance with the applicable regulatory legislation.

(d) Employee Responsibility

Each employee is responsible for the care and maintenance of such equipment.

The Company retains the right to inspect the equipment at any time and to require the employee to provide an accounting of any loss or abuse.

13.07 Aerial Ladder Inspections

The Company agrees that aerial ladder vehicles will be inspected as required by applicable regulatory legislation.

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13.08 Ladder Inspections

The Company agrees that ladders will be regularly inspected in accordance with the applicable regulatory legislation, and any ladders which are found to be unsafe will be removed from service and either replaced or competently repaired.

13.09 Vehicle Maintenance

- (a) The Company agrees to maintain all vehicles up to standards which will insure that the employees who operate such vehicles are not exposed to such hazards as arise out of lack of proper maintenance. Each employee who operates a Company vehicle bears the direct responsibility for its safe and proper operation. Each such employee is also responsible for reporting any malfunction of equipment, mechanical defect, and any accident involving the vehicle.
- (b) The Company agrees that if it modifies the operational functions of its vehicles, it will provide information sheets in the vehicles, and to the person the operator reports to; and training where required.

13.10 Safety Equipment

It is understood and agreed by both parties that all employees are required to utilize safety equipment on the job as provided by the Company.

Failure to do so may result in disciplinary action by the Employer.

13.11 Safety Footwear

The Company will reimburse for approved safety footwear as appropriate for the role, in accordance with the following schedule:

- **Safety Boots – up to a maximum of \$175 per calendar year**
- **Safety Shoes – up to a maximum of \$60 per calendar year**

Only footwear meeting the Company's Health and Safety standards will be approved for reimbursement. Employees must submit the original receipt within 30 days of the purchase.

ARTICLE 14 – TOOLS

14.01 Replacement of Tools

The Company shall continue to replace tools broken or worn out in the service of the Company. Employees are responsible for the loss of tools on the approved employee's tool list, except those tools lost from a locked facility due to fire, theft, flood, etc.

14.02 List of Tools/Test Equipment

Where employees are authorized to take Company vehicles home, a list of tools and test equipment will be provided that must be removed from the vehicle and properly secured.

ARTICLE 15 – PAID GENERAL HOLIDAYS

15.01 Statutory Holidays

Employees shall be entitled to pay at regular rates for all Statutory Holidays as follows:

New Year's Day	National Day for Truth and Reconciliation
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	½ Day Christmas Eve
Victoria Day	Christmas Day
Canada Day	Boxing Day
B.C. Day	½ Day New Year's Eve
Labour Day	

and any additional holiday not related to the above holidays but gazetted by the Provincial and Federal Governments. To be entitled to statutory holiday pay, an employee must have worked the full working day preceding and following the holiday unless permission to be absent is granted by the Employer.

When a holiday falls on a Saturday, Sunday or scheduled day off, the closest workday mutually acceptable by the employee and the Company shall be observed as a holiday, except where observance on a specific day is dictated by the Government.

Employees required to work on any of these days shall be paid as outlined in Article 9.06.

- (a) Employees who are laid off within seven (7) workdays (unless dismissed for just cause) prior to a general holiday shall be entitled to such holiday with pay.
- (b) Also, employees who are absent either the day before or the day after a general holiday or both shall be entitled to such holiday with pay provided that they are absent for reasons of sickness or accident and are not receiving any other form of compensation for the general holiday.

ARTICLE 16 – ANNUAL VACATION

16.01 Annual Vacation Entitlement

- (a) Employees hired before January 1, 1993 shall become entitled to vacation with pay as set out below:

Length of Service	Vacation Time	Vacation Pay
1 year	3 weeks	6.00%
6 years	3 weeks + 1 day	6.40%
7 years	3 weeks + 2 days	6.80%
8 years	3 weeks + 3 days	7.20%
9 years	3 weeks + 4 days	7.60%
10 years	4 weeks	8.00%
11 years	4 weeks + 1 day	8.40%
12 years	4 weeks + 2 days	8.80%
13 years	4 weeks + 3 days	9.20%
14 years	4 weeks + 4 days	9.60%
15 years	5 weeks	10.00%
16 years	5 weeks + 1 day	10.40%
17 years	5 weeks + 2 days	10.80%
18 years	5 weeks + 3 days	11.20%
19 years	5 weeks + 4 days	11.60%
20 years	6 weeks	12.00%

- (b) Employees hired after January 1, 1993, shall be entitled to vacation time with pay, as set out below:

Length of Service	Vacation Time	Vacation Pay
Less than 1 year	Prorated at 2 weeks	4.00%
After 1 year	3 weeks	6.00%
6 years	3 weeks + 1 day	6.40%
7 years	3 weeks + 2 days	6.80%
8 years	3 weeks + 3 days	7.20%
9 years	3 weeks + 4 days	7.60%
10 years	4 weeks	8.00%
11 years	4 weeks + 1 day	8.40%
12 years	4 weeks + 2 days	8.80%
13 years	4 weeks + 3 days	9.20%
14 years	4 weeks + 4 days	9.60%
15 years	5 weeks	10.00%
17 years	5 weeks + 1 day	10.40%
19 years	5 weeks + 2 days	10.80%
21 years	5 weeks + 3 days	11.20%
23 years	5 weeks + 4 days	11.60%
25 years	6 weeks	12.00%

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16.02 Cut-off Date

The annual cut-off date for the accumulation of annual vacation time and pay is December 31. After employees successfully complete their probationary periods, vacations may be scheduled and taken in the year in which they are earned. 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.

16.03 Annual Vacation Scheduling

- (a) Prior to October 1st of each year, the Company shall post a calendar upon which each employee shall select vacation for the coming vacation year.
- (b) The following limits and conditions apply to the scheduling of vacation time:
 - (i) The scheduling of annual vacation time takes priority over all other forms of scheduled time off.
 - (ii) Within the Technician, Head End Journeyman and Apprentice classifications combined, three (3) employees may be absent on annual vacation at the same time. Additional vacation requests may be granted at the Company's discretion.
 - (iii) Within the Installer classification combined, three (3) employees may be absent on annual vacation **Monday to Friday, and two (2) on weekends and statutory holidays**. Additional vacation requests may be granted at the Company's discretion.
 - (iv) Within the TFR classification combined, four (4) employees may be absent on annual vacation **Monday to Friday, and three (3) on weekends and statutory holidays**. Additional vacation requests may be granted at the Company's discretion.
- (c) Employees shall exercise their seniority rights for their vacation periods before November 15th. After November 15th, any further scheduling of annual vacation time shall be on a first-come, first-served basis, provided that it does not affect the scheduled vacation time of other employees.
- (d) Annual vacation shall be taken before December 31st. If employees have not scheduled their vacation by May 31st, the Company shall designate the times at which employees shall take their vacations.
- (e) The Company shall approve the vacation calendar no later than December 31st.

16.04 Transfer of Entitlement

An employee who transfers from one **Company** division to another shall retain her/his seniority for purposes of annual vacation time.

ARTICLE 17 – PAYMENT FOR TIME NOT WORKED

17.01 Jury Duty and Court Leave

Leaves of absence with pay shall be granted for jury duty or to appear in Court in the interests of the Company. Also, a leave of absence with pay shall be granted 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 these services shall be turned over to the Company.

17.02 Bereavement Leave

(a) In the event of death in the employee's immediate family, bereavement leave with pay of three (3) days shall be granted by the Company. Up to two (2) additional days, with pay, shall be granted if the death requires the employee to travel outside of the Province.

(b) Definition of Family

Immediate family is defined as an employee's parents, spouse, children, brothers, sisters, mother-in-law, father-in-law, grandparents, and spouse's grandparents and any relative of the employee who resides permanently in the employee's household or with whom the employee permanently resides.

(c) Spouse's Family

Bereavement leave (not to exceed three (3) days) without pay will be granted in the event of a death in the immediate family of the employee's spouse not covered in 17.02 (b).

ARTICLE 18 – WORKERS' COMPENSATION

18.01 WCB Payment of Benefits

Workers' Compensation benefits shall be paid directly to the employee by the Workers' Compensation Board. Upon submission of proof of payment from the WCB, the Company shall pay the difference between such payments and eighty (80%) of the employee's normal forty (40) hour weekly straight-time wages for the period an employee is covered by WCB, to a maximum of six (6) months.

18.02 Time Off to Visit Doctor

An employee who has been injured at work and has returned shall be granted reasonable paid time off work for necessary visits to her/his doctor for treatment in relation to the on-the-job injury. The payment for such time off shall be conditional upon the Company receiving a doctor's certificate and confirmation that the Worker's Compensation Board recognizes the injury as a compensable on-the-job injury. It is the responsibility of the employee to provide the Company with notice of the necessity for leave as soon as the employee knows of the doctor's appointment.

An employee who is injured at work and is unable to continue working shall receive a full day's pay for the day of the accident.

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18.03 Reasonable Time Off

“Reasonable time off” shall be understood to be limited to only that time off which is required to attend at the doctor’s office for an appointment made in advance and the related time required to travel to and from the doctor’s office. The employee is obligated to cooperate in keeping this paid time absence to the minimum time actually required.

ARTICLE 19 – DOCTOR’S AND ABSENTEE REPORTS

19.01 Absentee Report

Every employee who is unable to report for work due to illness or injury is obligated to notify her/his immediate supervisor or, if incapacitated, to have someone else notify her/his immediate supervisor on her/his behalf, prior to the employee’s normal reporting time, or as soon after that time as is possible in the circumstances.

An employee may be required by the Company to complete and sign a prescribed absence form authorizing the employee’s doctor to provide details of the reasons for absence.

ARTICLE 20 – BENEFITS

20.01 (a) Unplanned Emergency Days

- i. Employees hired before January 1, 1993 will be grandfathered with their current **unplanned emergency days**.
- ii. Each regular full-time employee who is not in receipt of any other income is entitled to a maximum of **13** days a year. The rate of pay for these Personal Days shall be 100% of daily wages. This time may not be taken in increments of less than one (1) hour.
- iii. Employees will receive 13 days on January 1 of each year.**
- iv. These days can be used towards the elimination period of STD under Article 20.01 (c).**
- v. In addition, each regular full-time employee is entitled to two unpaid unplanned emergency days per year.**
- vi. Employees cannot carryover unplanned emergency days from year to year.**
- vii. Article 20.01 (a) fulfills the requirements of Personal and Medical Leave under the Canada Labour Code.**

(b) Employee’s Contribution

- The employee’s contribution to the Health and Welfare Plan shall be \$161.00 per month. This contribution shall cover the cost of the Medical Services Plan. Any changes in the Medical Services Plan shall be passed through to the employee at the rate of 100%. This contribution shall also cover the cost of Long-Term Disability and shall be subject to the increases in the Health and Welfare plan as listed below.
- Increases in the Health and Welfare Plan costs shall be divided with the employee paying 32% of such increase, and the Company paying 68% of such an increase. The Company will notify the Union of any changes.

(c) Plan Coverage Description

Eligibility

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- Coverage will commence the first day of the month immediately following the month in which employment commences for full-time employees working 21 or more hours per week
- Coverage terminates at age 65, early retirement or end of employment.

Employee Life Insurance

- 3 x the employee's regular annual earnings (rounded to greatest \$1000)

Dependent Life Insurance

- \$25,000 spousal coverage
- \$5,000 coverage for each eligible dependent child

Employee Accidental Death and Dismemberment Insurance

- \$100,000

Short-Term Disability Insurance

- 66.66% of the weekly basic earnings to a maximum of **\$800**
- Maximum Short-Term Disability period is 119 days
- Elimination period 7 days

*** This increase would only apply to new claims as of March 1, 2026, any existing or previous claims will be at original \$700 weekly rate**

Long-Term Disability Insurance

- Waiting period is 119 days
- Benefits are subject to approval by the insurance carrier
- Eligible for 65% of regular monthly earnings rounded up to closest \$1
- Maximum benefit \$2,500 per month
- Non taxable
- *Any additional premium costs associated with the increase in LTD coverage would be paid 100% by the employee

Extended Health Coverage

Prescriptions

- 100% prescription coverage based on National Formulary; 70% coverage for prescriptions not covered under the National Formulary.
- Dispensing fee cap of \$8.50.

Additional Health Coverage

- 100% subject to plan maximums and "reasonable and customary" expenses
- 100% for Diabetic supplies and equipment
- Semi-private hospital room
- Private duty nursing \$10,000 calendar year (\$25,000 lifetime maximum)
- Paramedical \$500 per practitioner per year for Chiropractor/Osteopath/Naturopath/Podiatrist/Massage Therapist/Acupuncture
- Unlimited Physiotherapy for reasonable and customary charges
- Psychologist/Speech Therapist \$1,000 per year
- \$500 every 60 months for Hearing Aids
- Full coverage for one pair of Orthopedic Shoes per year for reasonable and customary charges
- \$300 per year for prescribed custom-made Orthotics

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Emergency Ambulance

- To the nearest Canadian hospital equipped to provide essential care
- Air transport when time is critical or condition prevents use of another mode of transport
- Transport from one hospital to another when original hospital inadequate
- Charge for an attendant when medically necessary

Medical Aids and Supplies (charges for the following service and supplies)

- Oxygen blood and blood plasma
- Lab tests and diagnostic services (not under gov. plan)
- Ostomy and ileostomy supplies
- Walkers, canes and cane tips, crutches, splints, casts, collars and trusses, but not elastic or foam supports
- Rigid support braces and permanent prostheses (maximum \$10,000 per prostheses)
- Post-mastectomy bras 2 per calendar year
- Stump socks 6 pairs per calendar
- Wigs and hair pieces for medical treatment, injury alopecia (\$500 per lifetime)

Standard Durable Medical Equipment (preauthorization may be required):

- Manual wheelchairs, manual-type hospital beds, and necessary accessories
- Medical heart and blood glucose monitors, and cardiac screeners
- Bio-osteogen systems and growth guidance systems
- Breathing machines and appliances including respirators, compressors, precursors, suction pumps, oxygen cylinders, masks, and regulators (charges for rental)
- Insulin infusion set, not including pumps

Vision Care

- \$200 for prescription eyewear every 24 months (12 months for dependent children) including sunglasses and safety lenses (employees may use benefit for a one-time application towards laser eye surgery)
- 1 eye exam every 24 months (12 months for dependent children) up to \$60

Dental Coverage

Basic Services

- 100% of routine treatment (based on fee guide used in province of residence)
- Nine (9) month recall period for preventative treatment (polishing, fluoride, recall exams)
- Scaling (more than 6 units in a 12-month period may require pre-authorization)
- Complete exam 1 every 24 months
- Specific exam 1 every 6 months
- Panoramic x-ray 1 every 3 years
- Complete mouth x-ray series once every 24 months

Major Services

- 50% of major treatment with a \$1,500 maximum per calendar year
- Crowns or bridge replacements are limited to 1 every 5 years
- One upper and one lower denture (complete or partial) are limited to the cost of the gold restoration
- Veneers, crowns, bridges, inlays, and onlays are subject to the condition outlined in the fee schedule. Where other material would suffice, you will be responsible for the difference between the cost of the chosen material and the cost of the alternative material

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Orthodontic Services

- 50% of orthodontic treatment with a \$2,000 lifetime maximum
- No benefit is payable for the replacement of appliances which are lost or stolen
- Services done for the correction of temporomandibular joint (TMJ) dysfunction are not covered
- Treatment performed solely for splinting is not covered

Global Medical Assistance

- 100% coverage for emergency treatment due to accident or injury while traveling outside of your province/country

Employee and Family Assistance Program

Confidential, short-term counseling sessions for employees and dependents such as:

- marital and family problems
- substance abuse
- stress, anxiety, depression
- career-related concerns
- family advisory services
- child care, eldercare
- critical incident (trauma)
- bereavement
- advise or referral by a lawyer
- financial services
- referral to longer-term and/or specialized services, if required

Where appropriate, the provider may refer you or your dependents to specialists and community resources for additional guidance and/or assistance

We respect your confidentiality and privacy at all times. No one will receive information concerning your use of the program without your written consent. A strict code of ethics concerning confidentiality governs the work of all EFAP professionals.

Educational Assistance

You are eligible for 100% reimbursement of course fees if you successfully complete a course that is directly applicable to your current position.

Reimbursement of 75% of course fees is provided for successful completion of any other courses related to your career development within the Company.

(d) Continuation of Extended Health Benefits during Long Term Disability

Extended Health Benefits, Article 20.01(c) shall remain unchanged for the first 24 months of Long Term Disability. Claimants will be responsible for remitting the Employees Contribution under Article 20.01 to The Company. This shall take the form of monthly post dated cheques which shall be remitted 6 months at a time.

Claimants on Long Term Disability, after 24 months, will no longer be covered by the Extended Health Benefits under Article 20.01(c) , with the following exception: Claimants on Long Term Disability shall have their Life Insurance continued unchanged and the premiums shall be waived.

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Claimants on Long Term Disability after 24 months shall be responsible for obtaining their own Extended Health Coverage. Claimants may convert to the Sunlife Extended Health Plan with no medical requirement and shall pay their own premiums. Claimants shall no longer remit to the Company the Employee Contribution under Article 20.01.

Claimants on Long Term Disability who return to work after more than 24 months shall return to the coverage under Article 20.01 (c).

The provisions of 20.01 (d) shall only apply to Claimants who were placed on Long Term Disability after April 30, 2008.

(e) Benefit Coverage After Age 65

Eligibility

- Coverage will commence upon employee's 65th birthday.
- Coverage terminates at age 70, end of employment or death whichever is earliest.

Employee Life Insurance

- 1X the employee's regular annual earnings (rounded to the greatest \$1000)

Dependent Life Insurance

- \$25,000 spousal coverage
- \$5,000 coverage for each eligible dependent child

Health & Dental Coverage

- Remains unchanged and terminates at age 70.

(f) Payments for Benefits during Approved Leave

When an employee is on approved leave, coverage will continue. The employee will be responsible for reimbursing the Company for benefit premiums paid on their behalf.

(g) Employee's Obligation for Notification of Change of Status for Coverage

Employees must inform the Employer of any change which affects the employee's coverage. This includes change in marital status, and addition or deletion of dependents. The Employer is absolved of any and all responsibility in relation to an employee's failure to provide change of status information.

20.02 Employer and Employee Contributions

- (a) The Employer will contribute on behalf of each employee **8.0%** of annual earnings and the employee will contribute four percent (4%) of annual earnings to a Registered Retirement Savings Plan. In addition, each will make their contributions to the Canada Pension Plan. All contributions belong to the employees from the first (1st) day of employment.

***This increase would become effective January 1, 2026**

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(b) Additional Employee Contributions

Employee Option

Upon written request from individual employees, the Employer will deduct and submit additional contributions in addition to those in Article 20.02 (c) i.

Employee Contribution

Such contributions are made only by the employee and not matched by the Employer.

Restriction on Changes

The option to deduct, or to increase or decrease employee contributions can only be requested once per year.

(c) R.R.S.P. Contributions

i. Financial Institutions

The union agrees that Coast Capital Savings will serve as the recipient for pension contributions pursuant to the stipulations listed below. This designated financial institution may only be changed pursuant to articles 20.02 (c) (i) and (ii).

Any person (whether newly hired OR an existing employee from outside the bargaining unit) that joins the Abbotsford bargaining unit, on or after August 1, 2014; will be required to have their pension contributions deposited into a Coast Capital Savings account.

The Company agrees to honour the existing institution arrangements for all existing members of the Abbotsford bargaining unit, employed on or prior to July 31, 2014. Should any employees that fall within this grandfathered arrangement ever wish to change their financial institution, they acknowledge that the new institution can be changed to Coast Capital Savings only. Any costs incurred as a result of a financial institution change will be at the expense of the employee.

All funds will continue to be deposited within thirty (30) days following the month in which the funds were earned.

ii. Union Notice Required

The Union must provide, in writing, at least two (2) months notice if there is to be a change in the designated institution.

iii. Restriction on Changes

The Union may not change the designated institution more than once a year.

iv. Union Responsibility

The Union will attend to any necessary documentation required as a result of a change in the designated institution.

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Rogers Communications Canada Inc. (Abbotsford) and TWU, USW Local 1944*

20.03 Pension Contributions

(a) Financial Institutions

Pursuant to Article 20.02 (a), the Employer will deposit all pension funds in one of the five (5) banking institutions (that are chosen by the Union by December 31, 2013) of the employee's choice. All funds will be deposited within thirty (30) days following the month in which the funds were earned.

(b) Union Notice Required

The Union must provide, in writing, at least two (2) months notice if there is to be a change in the designated institution.

(c) Restriction on Changes

The Union may not change the designated institution more than once a year.

(d) Union Responsibility

The Union will attend to any necessary documentation required as a result of a change in the designated institution.

20.04 Supplementary Benefits

Benefits from the policies and plans listed below will be provided to the employees during the term of this agreement:

- **Company Uniforms**
- **Employee Discount Program**
- **Employee Share Accumulation Plan**
- **Ted Rogers Employee Scholarships**
- **Child Care Benefits**
- **Leaving the Company**
- **Employee Recognition Programs**
- **Volunteer Policy**
- **Maternity, Parental or Adoption Leaves**

The Company reserves the right to change or modify any of the policies.

ARTICLE 21 – LEAVES OF ABSENCE

21.01 Discretionary Leave of Absence

- (a) An unpaid leave of absence may be granted to an employee requesting such leave for emergency or other circumstances. The granting of this leave of absence is discretionary by the Company. Such requests shall be made in writing.
- (b) Seniority shall not accrue on leaves of absence of over six (6) months.
- (c) Employees are required to pre-pay for all health and welfare benefit coverage wanted before leaving. Otherwise, coverage shall cease at the end of the last month for which contributions were made.

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21.02 Union Leave

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

(a) Short Term Union Leave:

An employee shall be allowed time off without pay for Union business. The employee will remain on Company's payroll and benefits and the union will reimburse the Company for the wages. The short-term union leave is subject to the following conditions:

Number of Employees

Not more than one (1) employee per classification (Installer, Headend, Journeyman, Foreman and Light Duty Technician) can be absent on Union leave at one time, and not more than two (2) employees in total can be absent on such leave at one time.

Maximum Leave

- (i) No employee can take more than twenty (20) working days of short-term union leave in a calendar year. This limit shall not apply to members of the bargaining committee; this time must be both reasonable and related to the bargaining process.**
- (ii) An employee may take up to an additional ten (10) unpaid days under the provisions of Article 21.03. Such days shall not be subject to the restrictions of Article 21.03.**

Notice

Notice of such leave will be given to the Company, in writing, at least thirty (30) calendar days in advance.

(b) Long Term Union Leave:

Any requests for union leave greater than what is outlined about shall not be unreasonably denied. The employee will remain on the Company's payroll and benefits and the union will reimburse the Company for wages plus an additional 30% subsidy for the duration of the leave. The long-term leave is subject to the following conditions:

Number of Employees

Not more than one (1) employee in total can be absent on such leave at one time.

Maximum Leave

The long-term leave is defined as a leave between 30 consecutive days and 12 months.

Notice

Notice of such leave will be given to the Company, in writing, at least one month in advance.

(c) Elected Official Union Leave

If the employee is filling the position of an elected official within the union, the employer will not unreasonably deny this request. If approved, the employee will be removed from the Company's payroll and benefits for the duration of the leave term. This leave is subject to the following conditions:

Number of Employees

Not more than one (1) employee in total can be absent on such leave at one time.

Maximum Leave

The maximum length for this leave will be 3 years.

Notice

Notice of such leave will be given to the Company, in writing, at least one month in advance.

21.03 Guaranteed Days Off

The employees have the option of ten (10) days off in a calendar year, without pay, subject to the following conditions:

- (a) The total days taken off for guaranteed days off shall not exceed ten (10) days.
- (b) The employee shall provide a minimum of one month's notice for blocks of five (5) days or more, and two (2) weeks' notice for blocks of less than five (5) days.
- (c) Days off in the months of June, July, August, September and December can only be taken with management's approval.
- (d) All vacation must be scheduled prior to applying for days off under this clause.

21.04 Maternity and Parental Leave

The Company agrees to be bound by the applicable provisions of the *Canada Labour Code*.

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Rogers Communications Canada Inc. (Abbotsford) and TWU, USW Local 1944*

Party of THE FIRST PART

Signed by:



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ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

Party of THE SECOND PART

Signed by:



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TELECOMMUNICATIONS
WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944

APPENDIX ONE

TECHNICAL FIELD REPRESENTATIVES (TFR'S)

The purpose of this Appendix is to set out the terms and conditions of employment for the Technical Field Representatives (TFR's).

1. Collective Agreement Application

The following clauses of the main body of the Collective Agreement shall NOT apply to the Technical Field Representatives (TFR's).

8.02	Wage Rates
Article 9	Hours of Work
13.03 (a)	Safety
13.04 (a) (b)	Safety
13.05	Safety
13.06	Safety
13.09	Safety
15.03	General Holiday Payment
18.01	WCB benefits
21.03	Guaranteed Day Off

Notwithstanding the provisions of this Collective Agreement, TFR's are responsible to supply and maintain their own vehicles.

2. Temporary Technical Field Representatives shall be hired for specific periods of time, not to exceed forty-one (41) weeks. Temporary TFR's do not accrue seniority and are not entitled to benefits other than those which are legislated.

The Company may not utilize temporary TFR's during times that the average regular TFR earnings per pay period fall below \$2,000. (excluding vehicle allowance). For the purpose of this average, the calculation will only use regular TFR's assigned work for a full pay period. In addition, Regular TFR's will have access to the project work in order to maximize earnings over and above their regular routes.

While using Temporary TFR's it is the Company's intention that Temporary TFR's will make an average of \$2,000 per pay period. If this is not the case, the company will reduce the number of Temporary TFR's.

3. Regular TFR's shall be entitled to those benefits which have not been excluded in (1) above.

4. TFR's shall provide their own vehicles and shall be paid a vehicle allowance per street address, when performing their duties. This allowance shall be the Company's full responsibility towards a vehicle and operating costs. The TFR shall be required to ensure that the vehicle is properly insured in accordance with the Provincial regulations and to provide proof of insurance to the Company. Vehicles shall be appropriate to perform the work required and shall be maintained in a respectable condition.

TFR's vehicle allowance shall be increased by the same percentage, for the term of the Collective Agreement, as shall the wages of the employees.

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5. Scheduling

The Company and the Union agree that all regular employees be rotated through routes and schedules in order to provide them with similar earning opportunities. Notwithstanding this, it is recognized that some employees may choose to work extra routes and schedules in order to maximize their earnings. Such extra work will only be available to employees after all regular employees have been assigned their schedules.

The Union shall be provided with information on the annual earnings for the TFR's on request and with a minimum of fifteen (15) days written notice.

Technical Field Representatives shall be paid on a commission basis in accordance with the schedule of compensation.

5. For the purpose of calculating pay for Statutory Holidays or other payment for time not worked, a day's pay shall be considered as the previous four weeks earnings, divided by the number of days worked in the period. For the purposes of determining Technical Field Representatives' incomes for WCB, the earnings will be based on gross pay including commissions, sick, vacation and statutory holiday pay.
6. Vacation pay shall be calculated on gross earnings, excluding the vehicle allowance.
7. During the term of the Collective Agreement the company agrees not to contract out TFR work during times that the average TFR earnings per previous pay period falls below \$2,000. (excluding vehicle allowance). For the purpose of this average only TFR's working a full pay period will be included in the calculation.
9. It is Company's intention that TFR's will make a minimum of an average of \$2,000 per pay period. Notwithstanding Article 6, the company will layoff TFR's hired after the ratification date of this agreement if average earnings per TFR fall below \$2,000 in a pay period. This employee continues to be protected with full recall rights and protection. Employees laid off under this provision will not trigger the layoffs of less senior installers, apprentices or journeymen.
10. If the Company modifies the work that is expected as part of a function, then it will perform a time study of 100 completed work orders on the revised expectations and adjust the code for the function based on the number of incremental minutes involved at the top Installer rate. The Company and union will agree prior to implementation of the new rate. Agreement will not be unreasonably withheld. The Company will not use this provision to lower current rates in the Collective Agreement.
11. **Company** Employees who are Technical Field Representatives in IBEW certifications may not perform any work on the cable system, without the consent of the USW.

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LETTER OF AGREEMENT

ARTICLE 2 – WORK JURISDICTION

The Parties agree to the following as it pertains to Article 2 – Work Jurisdiction.

1. The Employer is free to carry out technical tests of the CATV system to either meet the requirement of their operating license as issued by the CRTC or to determine that the system satisfies the technical standards of the Employer. A bargaining unit Technician will be assigned to assist in the testing.
2. (a) Pursuant to Article 2.04 (f), the Company is free to utilize TELUS or a unionized contractor for the placing of primary (trunk) and secondary (distribution) cable.
- (b) If the Company is required to utilize a third party other than stated in (a) above for the placing of fiber optic cable, then the Company and the Union will consult jointly on a case by case basis, as to the placing, maintenance and repair of the fiber cable.
- (c) Maintenance and repair by a third party will not be used to erode USW bargaining unit work.

Party of THE FIRST PART

Party of THE SECOND PART

Signed by:



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Signed by:



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ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

TELECOMMUNICATIONS
WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944

*Collective Agreement between
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LETTER OF AGREEMENT

EMERGENCY MAINTENANCE AND SERVICE WORK

The Company agrees that no contractors will be called in an emergency until the Company has first attempted to contact all employees on the Abbotsford call-out list who are qualified to perform the work.

Party of THE FIRST PART

Signed by:

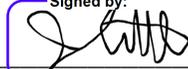


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ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

Party of THE SECOND PART

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*Collective Agreement between
Rogers Communications Canada Inc. (Abbotsford) and TWU, USW Local 1944*

LETTER OF AGREEMENT

TEMPORARY HOURLY EMPLOYEES

1. APPLICATION

Temporary hourly employees may be hired:

- (a) to replace regular employees who are absent from work for any reason; or
- (b) for summer projects during the months of May, June, July, August and September.

2. COLLECTIVE AGREEMENT APPLICATION

The following Articles shall apply to temporary employees:

- | | |
|-------------------------|---------------------------------------|
| Article 4.06 | - Union Dues |
| Article 7 | - Grievance and Arbitration Procedure |
| Article 9.06 (a) to (3) | - Overtime |

All other terms and conditions of employment shall be as set down in this Appendix.

3. HOURS OF WORK

- (a) The daily hours for temporary employees shall be as required to meet the needs of the operation, with a minimum of three (3) and a maximum of eight (8) consecutive straight-time hours of work in a workday, excluding the unpaid meal break.
- (b) The paid-time work hours include scheduled fifteen (15) minute breaks. There shall be one (1) break in a workday of more than four (4) hours, and two (2) breaks in a workday of more than six (6) hours.

- 4. A temporary employee hired under 1 (a) above shall be hired to the same or a lower job classification as the employee replaced.
- 5. A temporary employee shall apply for membership in the union prior to starting work.
- 6. A temporary employee may be laid off before a contractor, or vice-versa. The Company may also terminate the employment of a temporary employee at any time if the Company considers the employee not suitable.
- 7. Temporary employees earn four percent (4) vacation pay. Vacation pay shall be paid each pay period.
- 8. Temporary employees earn statutory holiday pay of four point eight percent (4.8%) of regular straight-time earnings in lieu of all other statutory holiday pay or entitlements. Statutory holiday pay shall be calculated and paid each pay period.
- 9. Temporary employees shall be paid wages for the classification of work performed as outlined under the Schedule of Wages in the Collective Agreement.
- 10. Other than the benefits detailed in this Appendix, temporary employees are eligible only for statutory benefits prescribed by the application legislation.

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LETTER OF AGREEMENT

CONTRACTOR VEHICLE SIGNAGE

The Company agrees that it will ensure that all vehicles used by employees of contractors doing work on behalf of **Rogers** Abbotsford, will have identification of their contracting company.

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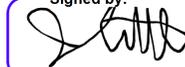


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LETTER OF AGREEMENT

EARLY MORNING START – ABBOTSFORD

An early morning start is considered to be hours worked prior to an employee’s regular workday. As per Article 9.02 (b), the regular workday shall be scheduled between 06:00 and 18:30 hours. When an employee is scheduled for an early morning start and provided with 10 days’ notice, the following applies:

- **The regular workday start time changes to 6 am (if the current start time is later than 6 am).**
- **Any time worked prior to 6 am will be paid at the overtime rate per Article 9.06.**
- **Employees are expected to work eight and one-half hour (8 ½) consecutive hours of regular workday in addition to the early morning start hours.**
- **If an employee is required to work beyond the end of the regular workday, additional time will be paid as overtime per Article 9.06.**

The provisions of Article 9.02 (b) shall apply to all early morning starts with less than 10 days’ advance notice.

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LETTER OF AGREEMENT

TFR AUTO ALLOWANCE ANNUAL ADJUSTMENT

If a TFR earns less than \$55,000.00 including automotive allowance per calendar year, the Company will top up the automotive allowance to \$7,000.00 for the calendar year.

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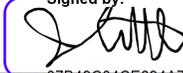


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LETTER OF AGREEMENT

EARLY RETIREMENT INCENTIVE

The Company will agree to offer employees **between the ages of 58 and 61** with 15 or more years of service, an early retirement incentive as outlined below:

Age 58-59 12 months regular salary

Age 60-61 10 months regular salary

(The regular monthly salary is the hourly rate times 173.3 hours)

Persons in receipt of Short-Term or Long-Term Disability shall not be eligible for the Early Retirement Incentive.

The employee must submit an Early Retirement Incentive request in writing. Any employee with critical skills/experience selected by the Company may have their retirement delayed by up to six (6) months.

Employees who are not otherwise eligible for an Early Retirement Incentive may apply for a Voluntary Departure Program Package per the terms of LOA-Voluntary Severance.

***As a result of the changes to the Early Retirement Incentive Letter of Agreement, it is agreed that the members that would have hit one of the trigger steps in the previous contract but are not covered by the age steps in this renewed agreement, will be eligible to apply for the previous leave. It is further agreed that this exception to the renewed agreement only applies to those members who would have hit that age during the course of this contract (April 1, 2025 – March 31, 2030) and that this transition agreement falls away at the end of this renewed agreement.**

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LETTER OF AGREEMENT

HEAD END STANDBY ROTATION - ABBOTSFORD

The Company agrees that Headend Technicians **or Journeyman working in the Headend** from the Abbotsford bargaining unit will be permitted to do Headend emergency after hours maintenance work in the Surrey Headend Callout List. Journeymen from the Surrey Headend Callout List will be permitted to do Headend emergency after hour maintenance work within the Abbotsford bargaining unit.

This will be for the mutual benefit of a larger group of skilled technicians to cover the standby time, so that each employee has additional time off between standby rotation assignments.

The Company agrees to provide additional Headend training and/or familiarization within the Surrey and Abbotsford bargaining units to support Headend emergency maintenance work as required.

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LETTER OF AGREEMENT

APPRENTICESHIP TRAINING AND JOURNEYMAN CERTIFICATION

The parties agree that the Joint Training Committee (JTC) will be comprised of an equal number of managerial and technical members. The TWU, USW 1944 shall have three technical members in total, one from each of the Vancouver, Surrey and Abbotsford bargaining units.

Apprentices indentured by the Company subsequent to the deactivation of the "Community Antenna Television Technician" program will be certified by the Apprentice Joint Training Committee. The equivalent to journeyman status will be granted to technicians that have completed their apprenticeship to the satisfaction of the JTC, and/or successfully completed the requirements for and passed a JTC validated trades qualification exam. Apprentices who have completed their apprenticeship to the satisfaction of the JTC will remain at 95% rate of pay until such time as they successfully complete the **Skilled Trades BC** exam at which point they will be moved to 100%. Apprentices may perform all work functions they are qualified for while awaiting to take the exam.

Party of THE FIRST PART

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LETTER OF AGREEMENT

OVERTIME MEAL REPLACEMENT

The parties agree to the following:

The Company will introduce new procedures in Abbotsford to ensure prompt payment of overtime meal claims by the employees. The new procedures will provide for payment of claims within a forty-five (45) day period.

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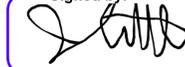


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LETTER OF AGREEMENT

REWIRE/DROPS – TFR’S

The parties agree that during the term of the current collective agreement, TFRs will be permitted to complete rewires and drop replacements under the following conditions:

1. In conjunction with scheduled work at Single Family residences with time permitting.
2. Advance notice to the Union when assigning rewires and drop replacements during periods of slow activity within a reporting station.
3. The routing of rewire and drop work shall not exceed a two week period and shall be routed on an equitable basis.

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LETTER OF AGREEMENT

VOLUNTARY SEVERANCE

Employees with 10 or more years of service with the company in any selected classification and not eligible for the Early Retirement Incentive who would not otherwise lose their employment may select at the Company's discretion to voluntarily terminate their employment and be paid a severance package determined by the Company. If there is more interest than packages available, the more senior employee will receive the offer. The number of employees eligible for severance under this voluntary provision shall be no greater than 4 for the term of the agreement. Advance notice to the union will be given when an offer is made or requested.

These voluntary severance packages will not be granted in addition to the payments outlined in the Early Retirement Incentive Letter of Understanding.

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LETTER OF AGREEMENT

REGIONAL FIBRE GROUP

Rogers Communications Canada (the Company) and the TWU, USW National Local 1944 (the Union) agree to the formation of a Regional Fibre Group to encompass the Vancouver, Surrey and Abbotsford certifications. The object of this Regional Fibre Group agreement is to ensure that sufficient qualified people are trained and available for fibre restoration, where fibre optic cable has been damaged, cut, or otherwise rendered inoperative.

For the purposes of this agreement, "Qualified" shall mean any Journeyman or Apprentice who has had **appropriate training in order to meet the Regional Fibre team standards as determined by the Company. The Company agrees to maintain a minimum of two qualified Journeymen.** This qualification would also extend to any journeyman who has previously worked within the Fibre Group for an extended period of time.

When required training shall continue on a rotational basis for a **minimum** two-month period with the understanding that:

- **When training is required one Journeyman or one Apprentice shall be in training. Journeyman will be able to opt out or modify duration of training at the approval of the company.**

A separate callout list will be maintained and updated on a regular basis by the Company. A copy of the current list shall be supplied to the Union. The list shall contain only members from within the **Abbotsford, Surrey and Vancouver** certifications.

The order for call-out within the three certifications (**Abbotsford, Surrey and Vancouver**):

- When a callout is made, "Qualified" Journeymen from within that certification shall be called from the list until sufficient manpower is obtained.
- Should additional manpower be needed, then "Qualified" Apprentices from that certification shall be called, until sufficient manpower is obtained.
- If additional manpower is needed, then the Company may call out anyone on the list, in the order of Journeymen, Apprentice and **USW** Installer.

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LETTER OF AGREEMENT

ARTICLE 8 – LIGHT DUTY TECHNICAL CLASSIFICATION

- 1) The Light Duty Technician classification will:
 - Provide additional positions to:
 - a) Technicians who are unable to continue in their role due to a permanent disability but can continue to provide service to the company, and or
 - b) Technicians who no longer wish to perform heavy physical labour can continue to provide useful service to the company if they choose to move into this position.
 - Provide cost savings to the Company.
 - Open to any USW Bargaining Unit member past their probationary period
- 2) The work would include job functions which can be completed using a step ladder that is a maximum of six (6) feet in height.
- 3) The work may include:
 - a) Reconnects, disconnects, and the repair of service problems occurring between the tap and the customer premise equipment.
 - b) Connections, reconnections and disconnections at the tap.
 - c) Internal rewires after the wall plate to resolve issues identified at the time of installation or service work.
- 4) It is understood that the Company would abide by the employee's medical restrictions and limitations when assigning work duties to technicians under position 1a). It is expected that the employee would work within their restrictions and provide acceptable medical documentation should there be any change to their restrictions.
- 5) The applicable job standards for this position will be no less than the job standards for the other technical classification. The difference is that the job involves less severe work conditions (e.g. excludes lifting heavy ladders, excludes the placement of aerial drops from a ladder, involves more inside work).
- 6) The Company has the right to either not accept into, or not retain in this job classification, individuals who in the Employer's opinion are not able to maintain adequate job standards.
- 7) The rate of pay would be a progressive range from fifty five (55%) to seventy-five percent (75%), using a four (4) year progression. Employees who move into this classification from another technical classification will be credited for their time served in their former classification for purposes of placement in this new wage rate progression.
- 8) Any Technical Employee who moves into this classification must commit to a minimum of six (6) months. Should they wish and are able to return to their former classification they may apply should a vacancy exist.
- 9) The rate of pay for a Journeyman in the Light Duty Classification will be 80% as long as their restrictions allow them to work beyond the tap.

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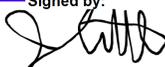


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LETTER OF AGREEMENT

WAREHOUSE EMPLOYEES

The Company agrees that a warehouse position would be included as part of the certification Order No. 10798-U as being represented by the United Steelworkers.

Abbotsford Warehouse duties are understood to be onsite shipping, receiving, stocking, ordering and recording of inventory.

The parties agree that third-parties can stock and maintain their products. This will be limited to small consumable items (e.g. tape, PPE and screws). This will not be for more than an average of one hour per week.

The parties agree that warehouse work will be reviewed as a part of the Article 12 meetings.

Should it be determined that the work currently being done is more than an average of 20 hours a week, a warehouse position will be created and filled.

If at any time in the future the company decides that a warehouse position is required the Company agrees to meet with the Union and negotiate the terms and conditions, including such aspects of employment as wages, benefits, duties, and applicable articles of the main agreement.

Notwithstanding the above, all Warehouse activities are to be exclusively performed by USW Bargaining Unit members.

Party of THE FIRST PART

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LETTER OF AGREEMENT

TAKE VEHICLE HOME PROGRAM "TVHP"

Employees who are eligible may choose to participate in the TVHP by mutual agreement between the employee and their manager.

Eligibility Requirements

- i. Employees who are required to drive a vehicle for work purposes, and are within 30 km's of their designated reporting station, and
- ii. Employees who are required to drive a vehicle for work purposes and live outside the parameters outlined in part (i) may participate in TVHP upon mutual agreement between the employee and their manager.

Any other exceptions may be granted upon mutual agreement between the employee and their manager.

Standby/Callout

Notwithstanding this letter of agreement, Article 9.05 will take precedence for the purpose of employees on standby and/or called out to work.

Travelling Time and Expenses

- i. It is understood that time spent travelling in the company vehicle from the employee's home to the first call/job and from the last call/job back to the employee's home, will be on the employee's own time provided that the work site is within the employee's licensed area and is equal to or less than the distance from the reporting station to their home.
- ii. If the employee is required to travel outside of their licensed area, any additional travel time beyond what would normally be required as described in (i) would be considered as company time. i.e. if an employee's regular commute time is 20 minutes, any additional travel time beyond that is considered company time.**
- iii. Incremental costs associated with vehicle usage (ie: toll charges, congestion charges, and/or permits) are only covered when incurred in the course of performing job duties, all other costs incurred to and from work will be at the employee's expense.

Work Schedule

- i. Participants in the TVHP will adhere to Article 9 - Hours of Work. The employee will be reasonably accessible during their scheduled hours by all methods of communications currently in use by the company to contact its employees.
- ii. The company will ensure that the employees participating in the TVHP are available for all scheduled company meetings that require their attendance or would otherwise require their attendance if they were not participating in the program.
- iii. Employees participating in TVHP will participate in regular and consistent check-ins for business purposes such as connecting with leader, refreshing equipment and obtaining keys. Employees will have regular weekly check-ins at the reporting stations.

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Protection of **Company** Assets

- i. It is the responsibility of the employee to make every reasonable effort to secure and protect all company assets. Per article 14.02, the current list of tools and equipment that must be secured in the employee's home or similarly secure location (e.g enclosed detached garage, etc.) is laptop, tablet, cellphone, drill, tool bag with its contents and meter(s).
- ii. **The Company** will be responsible for all **Company** equipment stored in the employee's home or similarly secure location (e.g enclosed detached garage, etc.). In the event of a loss of **Company** equipment when secured in the employee's home or similarly secure location through; fire/flood/theft or any reason out of the control of the employee, they will not be held responsible. A police report may be required.
- iii. Should a vehicle be damaged due to theft or vandalism, and/or tools remaining in the vehicle are stolen through no fault of the employee, the employee will not be held responsible and a police report may be required.
- iv. Employees may store the company vehicle on the company premises, or a location designated by **the Company** for the purpose, during extended absences from work (e.g Vacation, Article 16, 21). Employees will have the option of storing tools at a Company Reporting station during this time.

Termination of Agreement

Fourteen (14) calendar days' notice must be given by either the company or an employee to change the participation of the employee in the program. In addition, an employee's participation in the program may be terminated immediately for violation of the terms of this agreement.

Global Positioning Systems (GPS)

The company agrees that monitoring equipment such as Global Positioning Systems (GPS) on Company property, equipment and/or assets will not be used beyond 90 days for the purpose of discipline.

Notification to Union

The union may request enrollment list quarterly. The list will identify employee name, reporting station, and start date of participation in the TVHP.

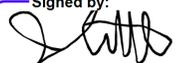
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LETTER OF AGREEMENT

INSTALLER WAGE SCHEDULE PROGRESSION

To qualify for term wage scale progression under Article 8.02(a) of the Collective Agreement, Installers must meet both tenure and performance criteria, which assess technical ability, knowledge, and customer service skills. The performance criteria is intended to advance Installers in the wage schedule based on the below defined formal performance ratings.

Progression is determined by the following performance criteria:

1. **Knowledge Exam**
 - A written test every six months with a required passing score of 80% or higher.
2. **Field Assessment**
 - An on-the-job evaluation every six months with a required passing score of 80% or higher.

Both the Knowledge Exam and Field Assessment will be conducted at least 30 days before wage progression eligibility, by a Foreman. Field Assessments can include observing customer service skills, safety protocols, product knowledge and craft.

Employees who fail either the Knowledge Exam or the Field Assessment may retake it within 10 days. If unsuccessful on the second attempt, they must wait six months for retesting.

3. **Monthly Performance Metrics**

Employees will receive details on their own monthly performance metrics quarterly and can request them more frequently, up to once per month. If an employee is not meeting the performance metrics criteria detailed in this section, they will be provided a minimum of 60 days' advance notice to improve their performance in an effort to qualify.

A six-month average of metrics consisting of the following metrics:

- CSAT Installation (Customer Satisfaction) – National target is 96% – This measure is a metric based on the survey responses completed by customers after an installation call.
- CSAT Service (Customer Satisfaction) – National target is 96% – This measure is a metric based on the survey responses completed by customers after a service call.
- CRFC Modem Install (Customer RF Certification – Modem Installation Call Pass Percentage) – National target is 90% - This measures modem signal levels post installation call relative to engineered specifications.
- CRFC Modem Service (Customer RF Certification – Modem Service Call Pass Percentage) – National Target is 90% - This measures modem signal levels post service call relative to engineered specifications.
- Install Repeat 30 days – National target is 6.4% - This measures the number of service calls booked within 30 days of an installation call.
- Service Repeat 30 days – National target is 9.6% - This measures the number of service calls booked within 30 days of the initial service call.

In order to successfully move to the next wage progression level, the employees must:

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- **In the 0-12-month period of employment, achieve a minimum of 90% of the national target on at least 5 of the 6 metrics outlined above. For example, if the CRFC Modem national target is 90%, an employee must average at least 81% during the six-month periods in consideration to pass the Monthly Performance Metric portion of this performance criteria.**
- **In the 12-24-month period of employment, achieve 100% of the national target on at least 5 of the 6 metrics outlined above.**

Changes to performance criteria for wage progression, or formulas affecting wage progression require the consent of both the Union and the Company. If the parties are unable to agree to any such changes, then the existing criteria for wage progression, or formulas (either as set out in this LOA or as may be subsequently agreed by the parties in writing) shall remain in place. Further, the Company retains the right to modify its expectations for performance metrics that do not impact wage progression.

Sales metrics will not be part of performance metrics.

Progression

An employee will not be held back on term wage scale progression if the Company did not provide them with relevant training required to pass the Knowledge Exam or Field Assessment. Employees can follow the grievance process for any holdbacks in wage progression.

Any Installer hired at less than 90% of a Journeyman rate will progress through the wage schedule in Article 8.02 (a) of the Collective Agreement, with the first four steps requiring successful completion of the Knowledge Exam, Field Assessment and Monthly Performance Metrics. The wage step increases will be applied based on the starting wage schedule. For example, an Installer hired at 75% will have only have three wage steps, given they will have achieved the 90% maximum rate upon the successful completion of Performance Progression 3.

Performance Progression Levels

- Performance Progression 1: 6 months from date of employment
- Performance Progression 2: 12 months from date of employment
- Performance Progression 3: 18 months from date of employment
- Performance Progression 4: 24 months from date of employment

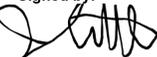
To the extent an Installer is not at the 90% rate upon the successful completion of the four Performance Progression steps above they will continue to progress up the Technical Wage Scale under Article 8.02 (a) of the Collective Agreement provided the Installer continues to pass the Knowledge Exam and Field Assessment at the relevant time.

Party of THE FIRST PART

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LETTER OF AGREEMENT

HEADEND CLASSIFICATION

The Company and the Union agree to transition headend responsibilities to the Journeyman classification. The current Headend Technician will remain in his classification without any changes to his responsibilities.

Party of THE FIRST PART

Signed by:

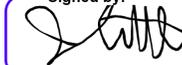


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ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

Party of THE SECOND PART

Signed by:



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TELECOMMUNICATIONS
WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944

*Collective Agreement between
Rogers Communications Canada Inc. (Abbotsford) and TWU, USW Local 1944*

LETTER OF AGREEMENT

CUSTOMER PREMISE EQUIPMENT (C.P.E.)

The technical employees will continue to do the work that they have traditionally done. The Company will not hire or assign work to non union employees or non union contractors that is done by the bargaining unit employees. The company agrees to not utilize In Business Technicians.

The Company agrees its Technical Employees will continue to be its primary providers of service work. When routing service work, priority will be given to our internal technical employees as the primary workforce. In cases where additional resources are required, contractors may only be permitted to perform service work as a secondary workforce to achieve routing efficiencies.

This work includes but is not limited to installation/service of current and future iterations of internet, phone, video, Advantage Voice, Advantage Security, Advantage Wifi, Advantage Surveillance products and Self-Protect services including both jurisdictional and non-jurisdictional work as defined in Article 2.04. For the purpose of this letter service work includes: trouble shooting, repair, replacement/upgrades when coincident with service calls. Cellular/Mobile handheld devices are not part of this agreement.

Technical employees must obtain and maintain a Security Worker License to ensure compliance with legal requirements in BC. They are required to provide the Company with proof of obtaining and successfully renewing this license as required. Employees will be reimbursed for licensing fees as per the Company’s expense policy.

The letter is not intended to alter employer rights within the provisions of Article 2.04 and is understood by both parties to be agreed to without prejudice to any rights that they may have.

Party of THE FIRST PART

Party of THE SECOND PART

Signed by:

DD98FFCA5D5E406...

Signed by:

07B49C04CE694A7...

ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

TELECOMMUNICATIONS
WORKERS UNION,
UNITED STEELWORKERS LOCAL 1944

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LETTER OF AGREEMENT

TECHNICAL EMPLOYEE DEVELOPMENT

Rebuild is considered upgrading or adding new equipment to increase the capacity of the Company's Cable System. The Parties agree that it is beneficial to provide Installers training opportunities to work upon the cable system. The Company will make best efforts to use internal technical employees for rebuild, set-up and sweep before contracting out.

Highlighting the Company's commitment to employee development, the technical employees will be the priority for training in all FTTP architectures. Bargaining unit members will not be excluded from any aspects (with the exception of MDU prewires) of FTTP construction. If there is insufficient service or installation work, the company will make best efforts to use internal technical employees for placing work for both coax and fibre.

Party of THE FIRST PART

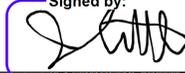
Party of THE SECOND PART

Signed by:



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Signed by:



07B49C04CE694A7...

ROGERS COMMUNICATIONS
CANADA INC. (ABBOTSFORD)

TELECOMMUNICATIONS
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Abbotsford TFR – Payroll Timesheet, v.21
Only for Items not recorded on CNT100 (R70) report
Version 21 – effective posting date April 01, 2013

Parent Geog.	Geog. Number	02100
CNT Code	Description of Service	Rate
RECONNECT		
030	Cold Connection or Primary Outlet (Note on W/O if hot on arrival)	\$7.55
031	Reconnect Primary Outlet at Pole or Pedestal	\$9.33
040	Reconnect Extra Outlet	\$7.55
EQUIPMENT		
042	Add Service – DCT Box including Stereo Connection (See Note #2)	\$31.47
023	Exchange Digital Equipment (swap)	\$20.49
024	Install – PVR Expander (eSata)	\$10.69
025	Add Service – Gateway	\$33.84
026	Add Service – Gateway Portal	\$13.00
203	Relocate existing portal or DCT	\$9.75
204	Demo – Full Gateway Experience	\$10.69
211	Exchange / Transfer Digital Equipment	\$20.49
574	Gateway Install Exceptions (15 min)	\$7.49
207	Demo Digital Equipment (not SMG)	\$10.69
DISCONNECT		
060	Disconnect Primary Outlet	\$7.55
061	Disconnect Primary at Pole or Pedestal	\$9.53
070	Non-Pay Disconnect	\$7.55
071	Non-Pay Disconnect at Pole or Pedestal	\$9.53
050	Disconnect Extra Outlet (See Note #1)	\$7.55
052	Remove Service – DCT Box	\$7.64
055	Remove Service – Internet Modem	\$7.64
056	Remove Service – Gateway	\$7.49
057	Remove Service – Gateway Portal	\$7.49
225	Remove Service – Internet Outlet	\$7.19
277	Remove Drop Amplifier	\$7.55
511	Non-Pay Collection	\$14.40
650	Remove Service - SDP	\$8.71
FILTER ACTIVITY (Note on W/O if correct filter already in place)		
043	Add Service – Remove or Exchange Filter (See Note #1)	\$7.55
053	Remove Service – Add or Exchange Filter (See Note #1)	\$7.55
INSTALLS		
271	CPW of Primary	\$7.55
272	Completion of Prewire – Extra Outlet	\$7.55
273	New Outlet in MDU	\$14.40
274	Install Co-located Outlet	\$7.55
275	Install Ground Block	\$3.60
276	Install Drop Amplifier	\$7.55
270	Upgrade / Replace CSE	\$2.87
INTERNET		
047	Install of Modem, Outlet, and PC	\$44.38
048	Exchange Modem Equipment (swap)	\$23.00
241	Install of Wiring (15 min)	\$8.04
262	Upgrade / Transfer Modem Equipment	\$23.00
263	Relocate Existing Modem	\$9.75

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267	Internet Software, email and demo	\$10.69
DIGITAL PHONE		
600	Install of Rogers Digital Phone Terminal	\$45.16
606	Phone Jack Fault Repair	\$7.42
615	SDP Pole/Pedestal Work	\$7.57
620	Second Phone # Installation	\$16.05
641	Install of SDP Wiring (15 minute increments)	\$8.04
710	Connect Prewired Outlet/Wall Plate Repair	\$7.57
780	Enterphone Integration - SDP	\$17.19
Digital Network Upgrade (DNU Project)		
901	Install - Digital Video Equipment (DNU)	\$30.94
905	Add Digital Network - Remove Filter(s)	\$7.43
950	DNU Hourly Project (15 min increments)	\$7.41
SALES		
309	Digital TV - SPP Sale	\$20.35
310	Cold Residential Basic Cable Service	\$14.40
320	Sell Extra Outlet	\$11.50
326	Digital TV AddOn - SPP TV Selections Sale	\$4.07
327	Digital TV AddOn - SPP Premium Subscriptions Sale	\$6.11
363	Full Cable Sale or Save	\$31.00
341	Sell Discretionary Service / Pay TV	\$10.06
340	Lease / Rent Converter / Descrambler	\$8.63
338	Sale of Discretionary Tier (s) (Filtered)	\$6.85
339	Sale of Discretionary Tier (s) (Unfiltered)	\$14.40
522	Office Verification (See Note #3)	\$7.19
350	Cheque Free (Formerly Pre-authorized Chequing)	\$4.30
351	Annual Payment	\$4.30
520	Collect Administration Fee	\$3.60
521	Database Correction	\$3.60
343	Life Speed Sale (Payable upon confirmation of installation and billing)	\$31.00
345	High Speed Sale (Payable upon confirmation of installation and billing)	\$31.00
347	Xtreme-I Speed Sale (Payable upon confirmation of installation and billing)	\$31.00
352	Nitro Speed Sale (Payable upon confirmation of installation and billing)	\$31.00
559	Modem / WiFi Sale	\$8.30
560	1 Internet Service Level Upgrade Sale	\$4.20
561	2 Internet Service Levels Upgrade Sale	\$8.30
562	3 Internet Service Levels Upgrade Sale	\$12.40
565	WiFi Gateway Equip/Service Upgrade	\$4.00
540	Standard DCT Sale	\$9.53
541	Advanced Set Top Sale	\$16.96
355	SDP Sale (Payable upon confirmation of installation and billing)	\$27.59
357	SDP 2 nd Line Sale (Payable upon confirmation of installation and billing)	\$10.62
358	SDP Lite Sale (Payable upon confirmation of installation and billing)	\$27.59
390	Sales Incentive Promotional Code	\$10.00
391	TKO - Digital TV Sale	\$50.00
392	TKO - Internet Sale	\$50.00
393	TKO - Rogers Phone Sale	\$50.00
415	Rogers Business TV Sale	\$35.00
420	Rogers Business Standard Set Top Sale	\$8.00
421	Rogers Business Advanced Set Top Sale	\$16.50
446	Rogers Business Entrepreneur Internet Sale	\$25.50

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447	Rogers Business Internet Sale	\$31.50
448	Rogers Business BIZ Internet Sale	\$49.50
449	Rogers Business Rogers Server Connect Sale	\$57.50
450	Rogers Business Upgrade to SOHO Internet Sale	\$10.00
451	Rogers Business Upgrade to BIZ Internet Sale	\$15.00
452	Rogers Business Upgrade to Rogers Server Connect Sale	\$20.00
453	Rogers Business Add Xtreme I Sale	\$7.50
461	Rogers Business DP Lite Sale	\$27.00
462	Rogers Business DP Sale	\$27.00
463	Rogers Business DP Additional Line Sale	\$10.00
480	Rogers Business Point of Sale Connect Sale	\$5.00
SERVICE CALL or SPECIAL		
531	Follow-up Required - <i>No Active Service</i>	\$7.55
410	Service call without Equipment (See Note #1)	\$10.80
551	Misc Time Code Non-Capital (15 min)	\$8.04
532	Wall Plate Repair	\$7.64
MISCELLANEOUS		
800	Vehicle Allowance per Street Address	\$3.25
815	Two Week Cell Phone Allowance (Paid Automatically through payroll)	\$39.00
810	Patch Cord Maintenance	\$0.59
811	Trace and Tag	\$3.61
812	Fitting Replacement	\$0.59
553	Meetings/Training (15 min) (See Note #4)	\$5.15
813	Waiting in Line for Warehouse (15 min)	\$8.04
814	Waiting in Line for Field Support (15 min)	\$8.04

Rogers Communications – TFR Task Code Description

023	Exchange DCT \$20.49
<p>Description:</p> <ul style="list-style-type: none"> - Determine the configuration required. - Swap or install existing Rogers Digital Cable Terminal and activate any newly exchanged piece of equipment (i.e. FFM) without customer education. - Program Universal Rogers remote as required. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - For HD boxes, discuss aspect ratio of TV and set up as desired. - May be claimed with an 052 when removed equipment and associated hardware is returned to the warehouse, with appropriate equipment sticker attached. 	

030	Reconnect Primary Outlet
<p>Description:</p> <ul style="list-style-type: none"> - Reconnect subscriber service where customer wants service. - Verify suitable signal levels and/or picture quality. Connect to subscriber’s equipment if necessary. 	
<p>NOTE:</p> <ul style="list-style-type: none"> - Only one occurrence of this task may be used on a work order. - Please note on work order if cable is HOT on arrival. 	
<p>Application:</p> <ul style="list-style-type: none"> - For use on work orders where an existing primary cable outlet has been disconnected and is now to be activated at CSE or panel to provide service. - Includes splitter/filter activity. - Includes connecting at service box and customer’s closet. 	

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031	Reconnect Primary Outlet at Pole or Pedestal
Description:	
<ul style="list-style-type: none"> - Reconnect subscriber service where customer wants service. - Verify suitable signal levels and/or picture quality. Connect to subscriber's equipment if necessary. 	
NOTE:	
<ul style="list-style-type: none"> - Only one occurrence of this task may be used on a work order. - Please note on work order if cable is HOT on arrival. 	
Application:	
<ul style="list-style-type: none"> - For use on work orders where an existing primary cable outlet has been disconnected and is now to be activated at pole or pedestal to provide service. - Includes and splitter/filter activity. If filter activity requires technician to go to a second location (E.G. CSE) a second automotive code (710) may be claimed. - Includes connecting at service box and customer's closet. 	

040	Reconnect Extra Outlet
Description:	
<ul style="list-style-type: none"> - Reconnect subscriber service where customer wants service. - Verify suitable signal levels and/or picture quality. Connect to subscriber's equipment if necessary. 	
Application:	
<ul style="list-style-type: none"> - For use on work orders where an existing extra cable outlet has been disconnected and is now to be activated to provide service. - Can be claimed for every extra outlet activated. - Does not include filter activity. - Includes connecting at service box and customer's closet. 	

042	Installation of Rogers Digital Cable Terminal
Description:	
<ul style="list-style-type: none"> - Determine from customer the hook-up configuration required. - Install and activate Equipment using the current company application (i.e. FFM). - Adjust the DCT functions to customer's preference (i.e. guide, menu, clock). - Program Universal Rogers remote as required. - Complete audio/video connections from DCT to customer's equipment. - From the diagnostic screen, access and record the IP address on the work order. If unable to obtain IP address, take appropriate actions/book follow up call for customer if required. - Demonstrate for customers the following: <ul style="list-style-type: none"> How to access the guide How to set up recordings (if applicable) How to access and play back recordings (if applicable) 	

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<p>How to order VOD. Order a free VOD movie while in customer's home</p> <p>How to access and change settings, including parental controls</p> <ul style="list-style-type: none"> - Ensure customer is aware of all channels they are subscribing to and ensure that these channels are working. Take appropriate actions/book follow up call for customer if required. - May include installing A/B switches. - May include installation of Rogers external hard drives. - Leave customer with DCT guide for future reference. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - For use on any work order where the installation of a DCT is specified. - For HD boxes, discuss aspect ratio of TV and set up as desired.
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043 Add Service – Remove or Exchange Filter
<p>Description:</p> <ul style="list-style-type: none"> - At CSE or S/B, remove / exchange filter and patch cords/jumpers. - Reconnect subscriber lines if required or add drop saver to disconnected lines.
<p>NOTE:</p> <ul style="list-style-type: none"> - Filter removals as part of disconnect activities may not be charged separately. - This task/rate may only be charged if it is the primary job on the work order. - Note on Work Order if correct filter already in place.
<p>Application:</p> <ul style="list-style-type: none"> - For use on work orders where a filter removal is specified to allow changes in service levels at that residence.

047 Install of Rogers Internet
<p>Description:</p> <ul style="list-style-type: none"> - Install cable and appropriate splitters and wallplate as required. - Install and activate Equipment using the current company application (i.e. FFM) - Verify connection and ensure levels are within acceptable range (i.e. Modem tools, meter readings). - May include the installation of a Wireless Modem and up to 4 wireless devices. - Set up Online Customer Care and provide a demonstration of internet and email use. Demonstrate how to access online billing. - Show customer how to set up additional email addresses. - Inform customers on the availability of MacAfee and value added services offered by Rogers (Webmail, VOD online, PhotoShare). Describe the benefits of Rogers Support and install if requested. - Perform speed test.

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<ul style="list-style-type: none">- Leave customer with Wifi instruction guide where applicable.- Complete forms as required. This could include authorization forms and quality assurance checklists.
Application: <ul style="list-style-type: none">- Must include Time In and Time Out on the work order.- May include the installation of a Data Filter.- Includes reconnection, co-locate and cpw of outlet.

048 Exchange Modem \$23.00
Description: <ul style="list-style-type: none">- Determine the configuration required.- Swap or install existing Rogers Internet Cable Modem and activate any newly exchanged piece of equipment (i.e. FFM) without customer education.- Activate up to four (4) wireless devices, if applicable.- Complete forms as required. This could include authorization forms and quality assurance checklists.
Application: <ul style="list-style-type: none">- Must include Time In and Out on the work order.- May be claimed with an 055 when removed equipment and associated hardware is returned to the warehouse, with appropriate equipment sticker attached.

050 Disconnect Extra Outlet(s)
Description: <ul style="list-style-type: none">- Disconnect at CSE location or remove/downgrade splitter as required.
NOTE: <ul style="list-style-type: none">- Ensure cable service is secure from tampering.
Application: <ul style="list-style-type: none">- For use on work orders where an existing extra cable outlet that is working is to be disconnected to terminate service.

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052 Remove Service – DCT Box
<p>Description:</p> <ul style="list-style-type: none">- Determine the configuration required.- Disconnect equipment as requested.- Ensure required steps are taken to remove DCT from customers account and transferred to tech float.- Return the removed equipment and associated hardware to the warehouse, with appropriate equipment sticker attached.- Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none">- For use on any work order where the pickup of Rogers video equipment is requested.- Can claim one instance per work order when disconnecting competitor equipment to facilitate installation of Rogers Services. This application must provide description of work performed.

053 Remove Service – Add or Exchange Filter
<p>Description:</p> <ul style="list-style-type: none">- Attempt to contact subscriber before filter installation or exchange.- Advise subscriber of services to be deleted or leave card if not home.- At CSE, install filter at F-81 on ground block or before any splitter.- Use short jumper as required.- In S/B, install filter with a patch cord on subscriber's DT spigot.
<p>NOTE:</p> <ul style="list-style-type: none">- A specific filter may be called for depending on the circumstances i.e.: 10 or 18 channel filter.- Note on Work Order if correct filter already in place.
<p>Application:</p> <ul style="list-style-type: none">- For use on work orders where a filter is specified to change service level at that residence.

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055	Remove Service – Rogers Internet
Description:	
<ul style="list-style-type: none">- Determine the configuration required.- Disconnect equipment as required.- Ensure required steps are taken to remove modem from customers account and transferred to tech float.- Return the removed equipment and associated hardware to the warehouse, with appropriate equipment sticker attached.- Complete forms as required. This could include authorization forms and quality assurance checklists.	
Application:	
<ul style="list-style-type: none">- For use on any work order where the pickup of Rogers Internet equipment is requested.- When Instructed: Can include removal and pickup of competitors equipment to facilitate the installation of Rogers services. In this application, must provide description of work performed.	

060	Disconnect Primary
Description:	
<ul style="list-style-type: none">- Disconnection of service in a MDU or at the CSE.- Disconnection when configuration of services does not allow for disconnection at pole or pedestal (e.g. address hot via internal split).- Remove filter and/or splitter if one exists.	
NOTE:	
<ul style="list-style-type: none">- Only one occurrence of this task code may be used on a work order.	
Application:	
<ul style="list-style-type: none">- For use on work orders where an existing primary cable outlet that is working is to be disconnected at the panel or CSE to terminate service.	

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061	Disconnect Primary at Pole or Pedestal
Description:	
<ul style="list-style-type: none"> - All disconnects are to be performed at the tap. - Attach locking terminator to tap. - Reattach drop end to bottom of locking terminator. 	
NOTE:	
<ul style="list-style-type: none"> - Only one occurrence of this task code may be used on a work order. 	
Application:	
<ul style="list-style-type: none"> - For use on work orders where an existing primary cable outlet that is working is to be disconnected at the pole or pedestal to terminate service. 	

070	Non-Pay Disconnect Primary
Description:	
<ul style="list-style-type: none"> - Disconnection of service in a MDU or at the CSE. - Disconnection when configuration of services does not allow for disconnection at pole or pedestal (e.g. address hot via internal split). - Remove filter and/or splitter if one exists. 	
NOTE:	
<ul style="list-style-type: none"> - Only one occurrence of this task code may be used on a work order. 	
Application:	
<ul style="list-style-type: none"> - For use on work orders where an existing primary cable outlet that is working is to be disconnected at the CSE or panel to terminate service. 	

071	Non-Pay Disconnect at Pole or Pedestal
Description:	
<ul style="list-style-type: none"> - All disconnects are to be performed at the tap. - Attach locking terminator to tap. - Reattach drop end to bottom of locking terminator. 	
NOTE:	
<ul style="list-style-type: none"> - Only one occurrence of this task code may be used on a work order. - Ensure cable service is secure from tampering. 	
Application:	
<ul style="list-style-type: none"> - For use on work orders where an existing cable service including primary and extra outlets that are working are to be disconnected at the pole or pedestal to terminate service. 	

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225 Remove Service – Rogers Internet
<p>Description:</p> <ul style="list-style-type: none"> - Disconnect at CSE location or remove/downgrade splitter as required. <p>Application:</p> <ul style="list-style-type: none"> - For use on work orders where an existing extra cable outlet that is working is to be disconnected to terminate service.

241 Install of Wiring (15 Min. Increments)
<p>Description:</p> <ul style="list-style-type: none"> - Install all wiring including drop. <p>NOTE:</p> <ul style="list-style-type: none"> - Must Include Time In and Time Out on Work Order. - To be claimed in 15 minute increments.

270 Upgrade / Replace CSE
<p>Description:</p> <ul style="list-style-type: none"> - When installing a CSE as part of a new installation, the installation of the CSE will be included in hourly billing charges.

271 Completion of Prewire – Primary
<p>Description:</p> <ul style="list-style-type: none"> - At CSE/SB location, remove F-81 splice from ground block and install splitter to ground block with a short patch cord. - Ensure drop end is securely attached to the ground block. - Install and label marker tag and weatherproof 56 fitting with rubber sealing boots to splitter on ground block. - Install F-81 splice with F-81 nut on wall plate. - Install non-weatherproof 56 fitting on cable and connect to wall plate. - Mount wall plate. <p>NOTE:</p> <ul style="list-style-type: none"> - Install patch cord of suitable length to connect subscriber terminal to wall plate. - Verify suitable signal levels and/or picture quality. Connect patch cord to subscriber's equipment. <p>Application:</p> <ul style="list-style-type: none"> - For use on work orders where the residence has been prewired. - Cannot be combined and coded with code 030 (Reconnect of Primary Outlet). - Includes tagging, tracing, and fittings.

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272 Completion of Prewire – Extra Outlet
<p>Description:</p> <ul style="list-style-type: none"> - At CSE/SB location, remove F-81 splice from ground block and install splitter to ground block with a short patch cord. - Ensure drop end is securely attached to the ground block. - Install and label marker tag and weatherproof 56 fitting with rubber sealing boots to splitter on ground block. - Install F-81 splice with F-81 nut on wall plate. - Install non-weatherproof 56 fitting on cable and connect to wall plate. - Mount wall plate.
<p>NOTE:</p> <ul style="list-style-type: none"> - Install patch cord of suitable length to connect subscriber terminal to wall plate. - Verify suitable signal levels and/or picture quality. Connect patch cord to subscribers' equipment.
<p>Application:</p> <ul style="list-style-type: none"> - For use on work orders where the residence has been prewired and the extra outlet may be activated by identifying and connecting the outlet to a splitter. - Cannot be combined and coded with code 040 (Reconnect of Extra Outlet). - This is applicable for each outlet CPW'd, includes tagging, tracing, and fittings for each outlet. - Most cases CPWs are in new homes.

273 New Outlet in MDU
<p>Description:</p> <ul style="list-style-type: none"> - Install combination appropriate splitter and wall plate as required. - Verify suitable signal levels and/or picture quality. Connect to subscriber's equipment.
<p>NOTE: Can be coded for back to back outlets.</p>

274 Install Co-located Outlet
<p>Description:</p> <ul style="list-style-type: none"> - Install combination appropriate splitter and wall plate as required. - Verify suitable signal levels and connect to subscribers' equipment.

275 Install Ground Block
<p>Description:</p>

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276	Install Drop AMP
Description:	

277	Remove Drop Amp
Description:	

310	Sell New Account BCAB
Description:	
<ul style="list-style-type: none"> - The TFR sells basic cable service to a customer at an unsold address (hot or cold). - If the address is hot, but not on billing, this task/rate does not include the install of a filter. - If the address is cold, add task code 030 (Reconnect Primary Outlet), for work performed. 	

320	Sell Extra Outlet
Description:	
<ul style="list-style-type: none"> - The TFR sells an extra outlet to a customer. - If the extra outlet is cold, add task code 040 (Reconnect) or task code 272 (CPW), as appropriate for work performed. - Applicable to revenue generating non-bundled outlets only. 	

338	Sale of Discretionary Tier (s) (Filtered)
Description:	
<ul style="list-style-type: none"> - The TFR sells a discretionary tier that requires a trap. - If the customer is active and is upgraded to another tier, claim the sale <u>and</u> necessary filter activity. - If the customer is cold and is upgraded to another tier, claim the sale but <u>cannot</u> claim filter activity. 	

339	Sale of Discretionary Tier (s) (Unfiltered)
Description:	
<ul style="list-style-type: none"> - The TFR sells a discretionary tier that does not require a trap. - This task/rate does not include the removal of the filter. - This task/rate cannot be claimed if the discretionary tier is inclusive in a bundled service. 	

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340	Lease Digital Converter
Description:	
<ul style="list-style-type: none">- The TFR leases a digital converter to a customer.- This task/rate is for new leases only, not for upgrades of customers who have an existing Rogers converter.	

341	Sell Discretionary Service/Pay TV
Description:	
<ul style="list-style-type: none">- The TFR sells a discretionary service to a customer that requires decoding equipment.- This task/rate is for new discretionary customers, not for upgrades of customers with an existing decoder.- Also applies to: selling additional multiple ip (non-bundled), 10 PACK digital channels.- Also applies to sale of 5 PACK digital channels.- Also applies to upgrade SLSI to SHSI.- Fairchild/Talentvision sold together is only one code 341 due to package.- MC/EA and is classified as two code 341s.- 30 PACK digital channels are classified as two code 341s.	

350	Cheque Free (Formerly Pre-Authorized Chequing)
Description:	
<ul style="list-style-type: none">- TFR arranges for customer to be placed on pre-authorized chequing by obtaining the customer's signed approval on the work order and completing the necessary paperwork.	

351	Annual Payment
Description:	
<ul style="list-style-type: none">- TFR arranges for customer to be placed on annual billing by obtaining the customer's signed approval on the work order.	

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410	Miscellaneous Task Code
Description: <ul style="list-style-type: none">- Delivering and swapping power cords.- Delivering and swapping remotes.- Installing and wiring A/B switches, including those required for Security Channel viewing.	
Application: <ul style="list-style-type: none">- For activities performed outside the non-wiring code.- Must include description of work performed.	

511	Non-pay Collection
Description: <ul style="list-style-type: none">- Collect payment preferably in the form of cheque, money order or card payment as instructed on the work order.	
Application: <ul style="list-style-type: none">- Collecting payments on overdue accounts.	

520	Collect Administration Fee
Description: <ul style="list-style-type: none">- Collect payment preferably in the form of cheque, money order or card payment as stated on the work order.- The TFR will record the account number, customer name and address and the payment amount on the envelope and provide customer with the receipt.- When collecting Credit Card payments, the TFR will record the Authorization number on the work order.- Payments collected by the TFR are to be returned to the office on a daily basis.	
Application: <ul style="list-style-type: none">- Includes the collection of void cheques and other payments.	

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521 Database Correction
<p>Description:</p> <ul style="list-style-type: none"> - TFR confirms that there is an error in Rogers database and notes on a work order. - The error must be called into Field Support to have changes done in the database. Task code/rate can be claimed only once for any combination of the following: <ul style="list-style-type: none"> - incorrect phone number, name and/or postal code - key info - number of outlets prewired

522 Office Verification
<p>Description:</p> <ul style="list-style-type: none"> - A TFR is routed a work order to verify if an address is hot or cold. - If a verification work order results in other commissionable work, i.e., a sale, connect, disconnect, then this task rate <u>does not apply</u>. - Stand alone code. Work order must state the request of what is needed to be verified.

531 Follow-up Required – No Active Service
<p>Description:</p> <ul style="list-style-type: none"> - Scheduled work cannot be fully completed and must be referred to others for completion or follow-up. - Inside work is complete. - Only applies to reconnect work order.
<p>Application:</p> <ul style="list-style-type: none"> - For use on any work order where the TFR has traveled to the job site and is not able to activate the service due to a technical or plant problem. - Other work is completed such as a reconnect at the tap or CSE.

553 Meeting / Training (15 Min. Increments)
<p>Description:</p> <ul style="list-style-type: none"> - This task/rate includes attendance at departmental meetings and training sessions at 15-minute increments. - For example, a 1-hour meeting would be four units of this rate. - <u>Assigned</u> office or classroom work requiring an hourly rate. - <u>Note: Ride along /field training will be paid at the hourly wiring rate.</u> - <u>Meetings exceeding 1 hour in length will be paid at the hourly wiring rate.</u>

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800	Vehicle Allowance
Description:	
<ul style="list-style-type: none"> - TFRs shall provide their own vehicles and shall be paid a vehicle allowance per street address when performing their duties. - This allowance shall be the company’s full responsibility towards a vehicle and operating costs. - Travel to a multi-dwelling unit (MDU) where there may be more than one work order counts as one street address. - A TFR will not receive a vehicle allowance for a return visit to an address unless directed to do so by the office. - <u>Note: The company agrees to increase the code 800 to \$3.25 for the life of agreement.</u> - <u>If the City of Abbotsford joins the GVRD (legally recognized as Metro Vancouver) during the life of the collective agreement, that rate shall increase to \$3.50.</u> 	

810	Patch Cord Manufacture
Description:	
<ul style="list-style-type: none"> - May be claimed for every technician manufactured patch cord attached to customer/company equipment beyond the wall plate. 	
Application:	
<ul style="list-style-type: none"> - May not be used for jumpers in panel or CSE connections. 	

811	Trace and Tag
Description:	
<ul style="list-style-type: none"> - For the act of physically toning out and correctly re – tagging lines that were inaccurately connected or labeled in the CSE or Panel. 	
Application:	
<ul style="list-style-type: none"> - Only one occurrence of this task may be used on a work order. 	

812	Fitting Replacement
Description:	
<ul style="list-style-type: none"> - For use when fittings are determined to be substandard and would interfere with picture/signal quality. 	
Application:	
<ul style="list-style-type: none"> - Only one occurrence of this task may be used on a work order. 	

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813 Waiting in line for Warehouse
Description: - For use when waiting in line for more than five minutes for warehouse.
Application: - First code applied at 5 minutes with additional codes starting at 15 minutes then at 15 minute increments.

814 Waiting for Field Support
Description: - For use when holding for more than five minutes for field support.
Application: - First code applied at 5 minutes with additional codes starting at 15 minutes then at 15 minute increments.

815 Cellular Phone Allowance	
Description: For use bi-weekly to offset voice and data expenses related to: - On-line submission of daily task codes and/or forms. - On-line provisioning of equipment. - Contacting the office to complete required work. - Calling customers ahead of appointment.	\$39.00 for life of agreement
Application: - Employees need to be available by cellular telephone during workday and advise dispatch at the completion of their workday for safety purposes.	

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Rogers Digital Phone

600 Installation of Rogers Digital Phone Terminal 41.27

Description:

- Confirm with customers if there is an enterphone or monitored alarm system. Test enterphone and have customer call and verify alarm telecommunication with alarm provider if these services are present. This step is to be completed before commencing any work, and again after all other work is done.
- Install and connect the Digital Phone Terminal (DPT) and power supply in an appropriate location. Consult with customer about mounting the DPT. It should be mounted securely unless the customer dictates otherwise.
- Install and connect the transition block to RJ11 jumper and CAT5 line, or wire the DPT directly without a transition block.
- Wire CAT5 line from transition block to inside wire distribution point or nearest convenient telephone jack (this should be added to aggregate wiring time with 641 code).
- If existing telephone jack is used, includes connection of CAT5 line to the jack, and/or upgrade of wall plate or jack to facilitate connection of CAT5. In all installations utilizing a telephone jack to back feed, an RJ11 port will be left free for a telephone to be plugged in.
- Remove all existing telephone lines at distribution point from Telco drop/demark and reconnect (bean) with backfed or newly-wired CAT5 line to DPT.
- Check and record three different channel levels at the CSE/panel and the DPT (low, med, high band according to applicable technical standards).
- Includes reconnection or CPW of any existing coaxial or CAT5 wire from CSE to DPT location only.
- Perform the following to provision and test the DPT and phone service:
 1. Provision DPT via the current company application (i.e. FFM)
 2. Push to the Switch via the current company application (i.e. FFM)
 3. When required, port the number using buttset connected to DPT
 4. Test inbound and outbound call ability using TFR cell phone and customer's equipment.
- If the aggregate of the provisioning, porting and test call procedure exceed 15 minutes, then the 814 code will be charged with the first claim at 20 minutes and additional claims every 15 minutes thereafter.
- Disconnect Telco feed (If disconnection of Telco feed takes greater than ten minutes, this time should be added to the aggregate wiring time and not coded separately.)
Note: Typically, the Telco line is disconnected as part of integrating the DPT dial tone with inside wire or during Enterphone integration.
- Check all connected phone jacks for dial tone and polarity. (Faults revealed during tone checks shall be repaired provided the repair can be completed behind the wall plate or at distribution point. Technicians may claim one code 710 for each faulty phone jack identified and repaired in this manner).
- Must include "time in" and "time out" on work orders.
- Includes placement of ID tag (currently white) in panel or CSE (most logical disconnection point).
- Demonstrate operation of the digital phone to the customer, assist with voicemail set-up/PIN and provide/review with them the appropriate product reference guide. Leave product reference guide with the customer.
- Includes installation of proper filter if necessary (telephone filter only).
- All other wiring to be done at regular wiring rate. (641 code).

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- Code may be used for SDP installations where the DPT is left from a previous customer, if all of the necessary steps are performed to complete the install.
- Complete forms as required. This could include authorization forms and quality assurance checklists.

615 SDP Pole/Pedestal Work
<p>Description:</p> <ul style="list-style-type: none"> - Placement or removal of a SDP tag (white) at the pole or pedestal. - To be used maximum once per work order in conjunction with a 600 or 650 code. - Includes tracing and tagging of drop if necessary.

620 Second Phone Number Installation
<p>Description:</p> <ul style="list-style-type: none"> - To be used for connection and activation of a second phone number from a DPT to appropriate jacks. - Install and connect a second transition block and RJ11 jumper to DPT. - Wire CAT3 line from transition block to inside wire distribution point or nearest convenient telephone jack (this should be added to aggregate wiring time with 641 code). Second pair in existing CAT3 line will likely be used, in which case a jumper is installed between transition blocks). - Segregate appropriate telephone lines at distribution point and reconnect (bean) with backfed or newly-wired CAT3 line to DPT. Second telephone number to be directed to specific jacks. - Includes standard provisioning calls to push to switch, port (if necessary) and test calls. - Check phone jacks for dial tone, polarity and correct number. - Note: This code is not to be used in "Smart Ring" or "Distinctive Ring" application. - Note: A 710 code may be charged for each jack connected to the newly-installed line, beyond the first one.

641 Telephone Wiring (existing wiring code)
<p>Description:</p> <ul style="list-style-type: none"> - Installation of telephone wire for telephone jacks or backfeeding dial tone to inside wire distribution point. - Installation of coaxial wiring for DPT. - Includes confirmation of dial tone and polarity for newly-installed jacks. - Includes prefielding time to determine optimum route. - On any newly-installed lines, wiring codes should be claimed for entire job, including connections at distribution point (beaning) and wall plate connection or installation. - Paid in 15-minute increments. - Must include time in and time out on work order.

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650 Remove Service – SDP	
Description:	<ul style="list-style-type: none">- Remove DPT, power supply, coax cable, jumper line and white tag.- Ensure required steps are taken to remove DPT from customers account and transferred to tech float.- If coax outlet is to be disconnected, use code 050 in addition to 650.- Ensure all remaining cable outlets are working.- Return the removed equipment and associated hardware to the warehouse, with appropriate equipment sticker attached.- Complete forms as required. This could include authorization forms and quality assurance checklists
Application:	<ul style="list-style-type: none">- For use on any work order where the pickup of Rogers Digital Phone equipment is requested.

710 Connect Prewired Outlet/Wall Plate Repair	
Description:	<ul style="list-style-type: none">- Repair of faulty telephone jack discovered during SDP Installation.- Includes correction of faults at wall jack or inside wire distribution point.- Include check of corrected jack for dial tone and polarity.- May only be used in conjunction with 600 codes.
Or	<ul style="list-style-type: none">- Activation of additional phone line using previously installed wiring.- Includes installation of wall plate and connection at inside wire distribution point (re-beaning).- Includes tracing and identifying the line.- Includes confirming operation of jack for dial tone and polarity.

780 Enterphone Integration – SDP
<p>Description:</p> <ul style="list-style-type: none"> - Determine (tone) the correct spare pair of telephone wires to backfeed dial tone from the customer’s inside wire distribution point to Enterphone location. - Cross-connect the spare pair in any secondary riser closets if necessary to complete continuity to Enterphone room. - Verify tone from customer suite is present. - Remove Telco jumper from Enterphone terminal block only. - Tag Telco jumper with suite number and leave jumper to ensure it does not short. - Install new jumper from Enterphone block to designated spare pair to restore dial tone to input of Enterphone panel. - Verify Enterphone system is working on call completion. - If Enterphone integration exceeds 30 minutes, the 641 wiring codes will be used to compensate for time beyond 30 minutes. - This is not applicable to “dialer” or stand-alone-style Enterphone systems.

345 High Speed Internet Cold Sale
<p>Description:</p> <ul style="list-style-type: none"> - TFR sell High Speed Internet. Payable upon confirmation of installation and billing. - This code is permitted when a technician has saved a cancellation.

262 Modem Upgrade/Transfer \$23.00
<p>Description:</p> <ul style="list-style-type: none"> - Determine the configuration required. - Swap or install existing Rogers Internet Cable Modem and activate any newly exchanged piece of equipment (i.e. FFM) without customer education. - Activate up to four (4) wireless devices, if applicable. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - May be claimed with an 055 when removed equipment and associated hardware is returned to the warehouse, with appropriate equipment sticker attached.

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211 DCT Upgrade/Transfer \$20.49
<p>Description:</p> <ul style="list-style-type: none"> - Determine the configuration required. - Swap or install existing Rogers Digital Cable Terminal and activate any newly exchanged piece of equipment (i.e. FFM) without customer education. - Program Universal Rogers remote as required. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - For HD boxes, discuss aspect ratio of TV and set up as desired. - May be claimed with an 052 when removed equipment and associated hardware is returned to the warehouse, with appropriate equipment sticker attached.

207-DCT Customer Education Task Code \$10.69
<p>Description:</p> <ul style="list-style-type: none"> - Educate customers on the use of existing Rogers products. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - Must include description of education provided. - Can be claimed after 5 minutes. - Can be claimed as a standalone and cannot be claimed in conjunction with an 042. - Only one occurrence of this task code may be used on a work order.

267-Internet & Phone Customer Education Task Code \$10.69
<p>Description:</p> <ul style="list-style-type: none"> - Educate customers on the use of existing Rogers products. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - Must include description of education provided. - Can be claimed after 5 minutes. - Can be claimed as a standalone and cannot be claimed in conjunction with an 047 and 600. - Only one occurrence of this task code may be used on a work order.

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551	Miscellaneous Time Code
<p>Description:</p> <ul style="list-style-type: none"> - Can include: <ul style="list-style-type: none"> • Meetings over one hour in length. • Modified work (related to non-occupational illness or injury). • Acquiring and returning new MDU keys. • New product roll out pending timely negotiated CNT codes. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Out on the work order. - Must include description of work performed. - Requires Foreman/Supervisor approval. - To be claimed in 15 minute increments. - Excludes wiring. 	

203	Relocation of Portal or DCT \$9.75
<p>Description:</p> <ul style="list-style-type: none"> - Determine from customer the desired configuration. - Disconnect equipment from existing location and reinstall at new location. - Ensure splitter configuration at CSE/panel is appropriate. - Complete audio/video connections from Portal/DCT to customer's equipment - Discuss aspect ratio of TV and set up as desired (4:3, 16:9) TV setup (480p, 720p, 1080i, 1080p) - Program Rogers Remote as required. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - For use when relocating existing equipment within the customer's same premise is requested. - Can be used for all types of DCT and Portals - Must include description of work performed. 	

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263	Relocation of Modem \$9.75
Description: <ul style="list-style-type: none">- Determine from customer the desired configuration.- Disconnect equipment from existing location and reinstall at new location.- Verify connection and ensure levels are within acceptable range (i.e.:Modem tools, meter readings).- Ensure splitter configuration at CSE/panel is appropriate.- Ensure internet connectivity.- Complete forms as required. This could include authorization forms and quality assurance checklists. Application: <ul style="list-style-type: none">- For use when relocating existing equipment within the customer’s same premise is requested.- Time In/ Time Out must be recorded on work order and include description or work performed.	
024	Stand Alone Expander Installation \$10.69
Description: <ul style="list-style-type: none">- Determine from customer the hook-up configuration required.- Install Expander using the current company application (i.e.: FFM).- Complete forms as required. This could include authorization forms and quality assurance checklists. Application: <ul style="list-style-type: none">- For use when adding an Expander to an existing DCT or Gateway.	

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025 Gateway Install \$33.84
<p>Description:</p> <ul style="list-style-type: none"> - In conjunction with the customer, select an appropriate place to install equipment. - Check and record three different channel levels at the CSE/panel and the Gateway (low, med, high band according to applicable technical standards). If levels don't meet specifications, take appropriate action as per current company practice. - Ensure splitter configuration at CSE/panel is appropriate for Gateway RF levels. - If mounting, ensure Gateway is securely mounted straight & level. - MoCA filter(s) installed & network is configured correctly. - Activate Gateway using the current company application including updating software and firmware (i.e.:FFM). - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Time Out on the work order. - For use on any work order where the installation of a Gateway is specified. - May include installation of Rogers external hard drives. - Leave customer with Gateway guide for future reference. - Can be used in conjunction with customer Education Code.

056 Remove Service – Gateway \$7.49
<p>Description:</p> <ul style="list-style-type: none"> - Remove Gateway and power cord. - Remove Gateway from customers account and transfer to tech float. - If coax outlet is to be disconnected, use code 050 in addition. - Ensure all remaining cable outlets are working. - Return the removed equipment and associated hardware to the warehouse, with appropriate equipment sticker attached. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - For use on any work order where the pickup of Gateway is requested. - May claim a maximum of one 053 per work order if MoCA filter(s) are removed.

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026 Portal Install \$13.00
<p>Description:</p> <ul style="list-style-type: none"> - Trace and tag outlet at each portal location. If unable to trace outlet at portal location, a new outlet should be installed to accommodate portal. Wiring coding should be claimed in this instance. - Ensure splitter configuration at CSE/panel is appropriate for Portal RF levels. - MoCA filter(s) installed & network in configured correctly if applicable. - Activate Portal using the current company application (i.e.: FFM). Ensure all portals are synced to Gateway. - Complete audio/video connections from Portal to customer's equipment. - Discuss aspect ratio of TV and set up as desired (4:3, 16:9) TV setup (480p, 720p, 1080i, 1080p). - Program Rogers Remote as required. - Ensure customer is aware of all channels they are subscribed to and that these channels are working. Take appropriate actions/book follow up call for customer if required. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - Must include Time In and Time Out on the work order. - For use on any work order where the installation of Portal is specified. - Can be used in conjunction with Customer Education Code.

057 Remove Service – Portal \$7.49
<p>Description:</p> <ul style="list-style-type: none"> - Remove Portal and power cord. - Remove Portal from customers account and transfer to tech float. - If coax outlet is to be disconnected, use code 050 in addition. - Ensure all remaining cable outlets are working. - Return the removed equipment and associated hardware to the warehouse, with appropriate equipment sticker attached. - Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none"> - For use on any work order where the pickup of Portal is requested. - May claim a maximum of one 053 per work order if MoCA filter(s) are removed.

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204	Customer Education – Gateway \$10.69
<p>Description:</p> <ul style="list-style-type: none">- Adjust the Gateway/Portal function to customer’s preference (i.e.: guide, menu)- Brief customer on basic features including remote functions and demonstrate for customers the following:<ul style="list-style-type: none">• How to access the guide• How to set up PVR recordings• How to access and playback recordings• How to order VOD. Order a free VOD movie while in customer’s home• How to access and change settings, including parental controls- Complete forms as required. This could include authorization forms and quality assurance checklists. <p>Application:</p> <ul style="list-style-type: none">- Must include Time In and Time Out on the work order.- For use on any work order where the installation of a Rogers Media Gateway/portal is specified.- Leave customer with SMG guide for future reference.	

574	Gateway Provisioning Task Code \$7.49
<p>Description:</p> <ul style="list-style-type: none">- For the installation of a Gateway and/or Portal when provisioning time exceeds 10 minutes per device. <p>Application:</p> <ul style="list-style-type: none">- Must include Time In and Time Out on the work order.- Total provisioning time and note must be recorded on the work order.- To be claimed in 15 minute increments.- Can only be claimed in conjunction with a Gateway and/or Portal install.- For example, this code can be claimed when the combined provisioning time for 3 devices exceeds 30 minutes, 4 devices exceeds 40 minutes, etc.	

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532	F81 Wall plate repair
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Description:

- For use when F81 wall plate has been determined to be faulty and interfering with optimal signal performance to activate connected customer equipment. Only one occurrence of this task may be used per address.
- May include new F81 plate if required.
- Includes two coax fittings at either end of cable and toning and tagging at CSE.

Other issues:

- Customer service is included in all task code/rates. For example: billing questions.
- Must have time in/outs on all work orders and commission sheets.

Current Company Incentives: (subject to change at any time)