



Company Operator Pay Summary
November 1, 2015

	From completion of "on road" training to end of 3 month probation	+3 months to 2 years verifiable experience	2+ years verifiable experience	3+ years verifiable experience
Domestic Board (Canada Only)	\$0.395	\$0.40	\$0.405	\$0.41
Regional Board	\$0.445	\$0.45	\$0.455	\$0.46
US Open Board	\$0.405	\$0.41	\$0.415	\$0.42
Team	\$0.255	\$0.265	\$0.275	\$0.285
Hourly Work	\$17.92	\$18.45	\$18.99	\$19.52
Waiting/Delay	\$15.00	\$15.00	\$15.00	\$15.00

ALL MILES PAID BY PC MILER, PRACTICAL ROUTE, CURRENT VERSION (subject to company designated border crossing)

REGIONAL BOARD DEFINITION

- Trips between Ontario or Quebec and named states (NY, NJ, MA, RI, CT, NH, VT, ME, MD, PA, DE, VA) (load and re-load in these states).
- Paid on loaded miles from origin (load pick up point) to destination and empty miles in/between the named states.
- Round trips between origin and destination that are inside 300-mile radius of origin (example – GTA to MI or OH where head haul is inside 300 miles).

TERMINAL PREMIUM

\$0.02/mile (split by teams) will be paid to company operators who base and park at Kriska Mississauga or Montreal Terminal.

Additional \$0.25/hour will be paid on hourly rated work to company operators who base and park at Kriska Mississauga or Montreal Terminal.

SAFETY & PERFORMANCE BONUS PROGRAM

Kriska has an established Safety & Performance Bonus Program that rewards Operators for safe and efficient operation. The program (as amended from time to time) provides operators with an additional 2¢ per mile driven in the quarter for highway designated drivers. (\$1.00 per hour for any designated city work), \$1.00 per hour for city designated drivers. (amended from time to time)

SPEED REDUCTION PROGRAM

Additional \$0.01 per mile (split by team) for those who participate in the speed reduction program.

VERIFIABLE EXPERIENCE

Transport operators with no prior experience will progress based on years of service. Experienced transport operators will move to the appropriate level based on years of verifiable driving experience (within 5 years current). Management, using confirmed information from the confirmed references, determines verifiable experience. In cases where the information is not available, it is the transport operator's responsibility to provide proof of experience.

ACCESSORIAL PAY

Kriska also compensates transport operators with accessorial pay (additional pay) for a variety of activities. The following accessorials are paid in addition to mileage-rated pay:

A. LAYOVER PAY

Operators must have available hours of service to be eligible for a layover.

Layover pay will be paid from the time the operator is finished unloading from the dock minus the following:

- Dispatched travel time to reload (PC Miler–current version, measured at 50 mph).
- Two hour grace period
- Break time/reset time

Layover will be calculated at \$11.25 per hour.

For example:

Available hours of service

- Unloaded at 0700 – reload at 1300 with 9 hours available to run
- Distance between unload and reposition for reload is 40 miles (40 miles @ 50 mph = 1 hour)
- Minus 2 hour grace period

- Layover is paid on the following calculation (6 hours between delivery and pick up MINUS 1 hour driving – 2 hour grace period = 3 hours to be paid
- 3 hours @ \$11.75 per hour = \$35.25

No hours available

- Unloaded at 1600 – reload at 0600 = 14 hours
- 14 hours layover MINUS 10 hour reset = 4 hours
- Distance between unload and reposition for reload is 150 miles (150 miles @ 50 mph = 3 hours)
- Unused time is 4 hours MINUS 3 hours drive time = 1 hour unused
- Minus 2 hour grace period
- No layover paid

Please note the following:

- Maximum of 14 hours of waiting time to be paid in each 24 hour period
- A driver will not be eligible for a layover in the event of a breakdown if the driver was offered a spare unit and has chosen to go home as a result of the breakdown.
- A driver will not be eligible for a layover when at their home terminal.

B. DELAY COMPENSATION

Operational problems should not negatively impact the operator's ability to earn income. It is the nature of our business that some minor delays will occur. In order to meet customer commitments, miles lost during a minor delay normally will be recovered after the delay is resolved. However, some extended delays may cause a significant loss of income due to insufficient available on-duty hours. The delay policy compensates company operators in the following manner:

All delay compensation pay is based on available hours and is measured from the time an operator starts loading/unloading and is finished and documents are released. This formula applies to any and all delay compensation.

For example:

Available hours of service (all hours available)

- Arrive at customer at 10:00am
- Depart from customer at 2:00am
- Total of 16 hours and leaves operator with no available hours to drive
- Delay compensation is \$175.00 MAXIMUM

Variable hours available

- Arrive at customer at 10:00am
- Depart customer at 2:00am = 16 hours – 2 hours LLD – 10 hours to reset = 4 hour delay compensation (\$43.75)

DELAY AT CUSTOMER

An operator who is on time for a scheduled delivery appointment or available at opening time on a scheduled day for a “first come/first serve” warehouse but is delayed by more than 2 hours for loading or unloading will be eligible for waiting/delay rate of pay as indicated on the compensation summary to a maximum of \$175.00 per 24-hour period.

To be paid, an operator must complete the following steps:

1. Notify your Operator Associate/DSR of the delay as soon as you are aware or, at the latest, at the 2 hour mark. Macro #58.
2. **Arrive and depart time/date** must be sent using correct macros from the satellite system.
3. **Time in and time out must** appear on the bill of lading and be signed (if possible) by the shipper/receiver when delayed at the customer.
4. Use Macro #59 to request a PO. Send your request to PO.

DELAY FOR MECHANICAL FAILURE

In the event an operator is delayed for an extended period of time (more than 1 hour) by a mechanical failure of company equipment, not caused by operator error or negligence, the operator will be compensated at the “waiting/delay” rate of pay as indicated on the compensation summary to a maximum of \$175.00 per 24-hour period.

To be paid, an operator must complete the following steps:

1. A PO is issued and substantiated by your Operator Associate/DSR.
2. A pre-authorized motel room may be provided by your Operator Associate/DSR (**Company operators only**)

DELAY AT CUSTOMS/DOT

In the event that an operator is delayed for an extended period of time (more than 2 hours) at a border crossing or a DOT check through congestion, paperwork, cargo or equipment issues not caused by operator error, negligence or failure to follow procedure, the operator will be compensated at the “waiting/delay” rate of pay as indicated on the compensation summary to a maximum of \$175.00 per 24-hour period.

To be paid, an operator must complete the following steps:

1. Notify your Operator Associate/DSR of the delay as soon as you are aware or, at the latest, at the 2 hour mark. Macro #58.
2. **Arrive and depart time/date** must be sent using correct macros from the satellite system.
3. Use Macro #59 to request a PO. Send your request to PO.

DELAY FOR SECONDARY INSPECTION

In the event that an operator is required to submit to a secondary **OFF SITE** inspection at the border, the operator will be compensated for the stop at the rate of \$22.00 per stop.

PLEASE NOTE: The daily maximum for Delay Compensation does not apply to hand bombing.

Pay for Delay Compensation will not be honoured if the procedures are not followed. If you have any questions, please contact Operations for a copy of the procedures.

C. BORDER CROSSINGS

Operators will be compensated for border crossings at \$3.75 each way (Canada to US and US to Canada) for loaded moves. Operators **MUST** have a FAST card.

D. PICK UP AND DELIVERY

Pick-ups and deliveries are paid at \$22.00 each on truckload. To be paid, the following steps must be completed:

1. **Arrive time/date, start unloading and finish unloading times** at customer must be noted on Bill of Lading.

Cardinal Glass loads that require **multiple drops will be compensated at \$22.00 for the first drop and \$15.00 for each subsequent one.

***Any LTL loads that are use for repositioning equipment in Sarnia (for example: HC Stark, Impro, Advanced Building) will be compensated at \$7.50 LTL/stop rate.

Kriska recognizes that there may be instances when the operator may be required to visit another location to receive paperwork. In those cases, the operator, if directed by dispatch, will be paid \$11.00 plus mileage for the change in location if it falls in a different zip or postal code.

E. SCALING LOADS

If it is a customer requirement and the operator is instructed by dispatch to scale a load, the following will apply:

Scaling on site – as long as it falls within the 2 hours for a LLD – no additional pay.

Scaling off site – mileage plus \$11.00 for each time an operator must scale if the scaling location falls in a different zip or postal code.

F. HANDBOMBING

In lieu of pick up/delivery pay, if an operator is required to physically assist in loading or unloading, he/she will be paid at their regular “hourly work” rate of pay as indicated on the compensation summary.

To be paid, an operator must complete the following steps:

1. **Arrive time/date, start unloading and finish unloading times** at customer must be noted on Bill of Lading.
2. Bills of Lading **must** be signed by shipper/receiver.
3. Request a PO from your Operator Associate/DSR identifying handbomb/physical assist with your start and finish times.

G. NEW YORK CITY PREMIUM

(Applies **only** to pick up or delivery in NYC)
\$100.00 per trip plus pick up and/or delivery

H. HOOK PAY

Mileage rated operators are paid the following for hook pay:
HPL (hook loaded trailer at customer) \$7.50 per event
HMT (hook empty trailer) \$3.75 per event
HLT (hook loaded trailer in a yard) \$3.75 per event
Any exceptions to the pay must be approved by a Director.

PAYROLL INFORMATION

- Your pay is deposited automatically into any Canadian Banking Institution (your choice) on a bi-weekly basis.
- Automatic deposit means not having to be at your home terminal to get paid.
- All paperwork (bills of lading, customs, etc.) must be scanned on a daily basis prior to dropping at any of our terminals.
- Company operators are issued EFS card (\$100.00 US value) and \$50.00 Canadian to assist in any company “on road” expenses.
- Receipts submitted are then calculated for reimbursement.

Jury Duty

Coverage is effective from your date of hire. Pay is calculated at your hourly rate times 8 hours.

Bereavement Leave

If someone in your **immediate** family passes away, you may take **up to** three days of paid bereavement leave.

Vacation

1 st year	1 week (unpaid)
1+ to 5 years	2 weeks
5+ to 10 years	3 weeks
10+ to 15 years	4 weeks
More than 15 years	5 weeks

BENEFIT SUMMARY

Basic Life & AD&D – effective from employment start date

- \$50,000.00 Basic Life
- \$50,000.00 Accidental Death & Dismemberment
- Dependent Life Insurance coverage (\$5,000 for spousal and \$2,500 for each dependent child)
- 50% employee paid, 50% company paid.

Additional Life Insurance is available for both yourself and your spouse

Long Term Disability- effective from employment start date

- Driver maximum of \$2,000.00 per month in place is case of illness.
- Employee paid premium

Health Care – effective from employment start date

- Comprehensive health care plan that includes out-of-country coverage.
- Covers 90% of a variety of professional services and is available in both single and family coverage.
- 50% employee paid, 50% company paid.

Prescription Drug Coverage- effective from employment start date

- Drug plan covers wide range of prescription drugs including smoking cessation products.
- Participants and their dependants are issued a drug card that allows automatic payment to pharmacist from plan carrier.
- Subject to an individual drug store dispensing fee and 20% cost of the drug.
- 50% employee paid, 50% company paid.

Vision Care- effective 3 months from employment start date

- Plan pays up to \$200.00 every two years for each insured individual. Eye examinations for insured individuals reimbursed to a maximum of \$50.00 every two years
- May be applied to prescription lenses, contact lenses and laser eye surgery.
- Additional discounts available through PVS.
- 50% employee paid, 50% company paid.

Dental Insurance- effective 3 months from employment start date

- Preventive services paid at 80% coverage within “reasonable and customary charges” of current provincial fee schedule every 9 months.
- \$1,000 maximum per individual per calendar year.
- 50% employee paid, 50% company paid.

Employee & Family Assistance Plan (EAP)

- The EAP is a voluntary, confidential counseling and information service available 24/7, and accessible anywhere in North America.
- The program is designed to help with a wide range of personal and work-related problems.
- The EAP is fully paid for by Kriska and services are available at no cost to employees and their families.

Registered Retirement Savings Plan (RRSP)

- Company-sponsored Registered Retirement Savings Plan (RRSP) that allows employees the freedom to choose how much they save and how the money is invested.
- Employees are eligible to enroll in RRSP from start date.

Deferred Profit Sharing Plan (DPSP)

- Deferred Profit Sharing Plan in place to assist those employees who contribute to their company-sponsored RRSP.
- After one year completed service (in 2nd year of employment at Kriska) and having been enrolled in RRSP for one year, amount deposited to DPSP on employee's behalf with subsequent contributions in forthcoming years to the maximum established for completed years of service.