



Company Operator Pay Summary  
October 23, 2011

	Start to completion of 3 month probation	+3 months to 2 years verifiable experience	2+ years verifiable experience	3+ years verifiable experience
Domestic Board (Canada Only)	\$0.365	\$0.37	\$0.375	\$0.38
Team Domestic (Canada Only)	\$0.233	\$0.243	\$0.253	\$0.263
Regional Board	\$0.415	\$0.42	\$0.425	\$0.43
US Open Board	\$0.375	\$0.38	\$0.385	\$0.39
Team US Open	\$0.24	\$0.25	\$0.26	\$0.27
Hourly Work	\$16.83	\$17.34	\$17.85	\$18.36
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) (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 Terminal.

Additional \$0.25/hour will be paid on hourly rated work to company operators who base and park at Kriska Mississauga 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 1.5¢ per mile driven in the quarter for highway designated drivers. (75¢ hour for any designated city work), 75¢ per hour for city designated drivers.

**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 experience. Management, using confirmed

information from the Professional Driver Bureau, determines verifiable experience. In cases where the information is not available from the Professional Driver Bureau, 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. \$25.00 after a 6-hour layover, \$25.00 for each subsequent 6 hours following up to a maximum of \$100.00 per 24-hour period.

Layover pay is measured from the time finished unloading at the dock, has available hours of service, to the reload, less any dispatched travel time to reload (PC Miler–current version, measured at 50 mph).

***For example:***

***Available hours of service***

- *Unloaded at 10am – reload at 2am = 16 hours*
- *Distance between unload and reposition for reload=250 miles (250 miles/50 mph = 5 hours)*
- *Layover paid as calculation is 16 hours – 5 hours = 11 hours = \$25.00*

***No hours available***

- *Unloaded at 10am – reload at 2am = 16 hours – 10 hours for reset = 6 hours*
- *Distance between unload and reposition for reload=250 miles (250 miles/50 mph = 5 hours)*
- *Layover paid as calculation is 6 hours – 5 hours = 1hour*
- *No layover paid*

## **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 \$100.00 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 (\$60.00)*

## **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 \$100.00 per 24-hour period.

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

1. Notify your Operator Associate 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 2 hours) 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 \$100.00 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.
2. A pre-authorized motel room may be provided by your Operator Associate (**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 \$100.00 per 24-hour period.

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

1. Notify your Operator Associate 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.

**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 Trip Sheets and 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 assisting 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 Trip Sheets and Bill of Lading.
2. Bills of Lading **must** be signed by shipper/receiver.
3. Request a PO from your Operator Associate 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, logs, etc.) must be submitted on a timely basis and may be dropped off at any of our terminals.
- If you are on the road and unable to submit required documentation by noon Tuesday of the pay week at ANY of our terminals, you may telephone your miles into the Safety Department for the pay period. Paperwork must then be submitted ASAP.
- Company operators are issued T-Chek 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 <sup>st</sup> 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 in 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.
- Recommended minimum is \$720.00 per year to be eligible for Deferred Profit Sharing Plan (DPSP).
- 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 a minimum of \$720.00 to their company-sponsored RRSP.
- After one year completed service (in 2<sup>nd</sup> year of employment at Kriska) and having been enrolled in RRSP for one year, prorated amount deposited to DPSP on employee's behalf with subsequent contributions in forthcoming years to a maximum of \$720.00 per year.
- Additional contribution of \$1,500.00 upon 10 years of service. Contribution of \$500.00 for each 5 years of service after that.