

MEMORANDUM OF AGREEMENT
EXCEL TRANSPORTATION INC.

AND

USW LOCAL 1-2017

RE: VARIANCE TO DURATION AND TERMS OF 2021-25 COLLECTIVE AGREEMENT

Preamble:

The apparent challenge surrounding the recruitment and retention of professional Class 1 Truck Drivers and Shop Trades to work in the forest industry residual material hauling industry is increasing in severity. Consequently, Excel has undertaken a distinctive initiative to rectify this challenge with customer support, with the target objective to ultimately compensate Class 1 truck drivers and Shop Trades more competitively with similar occupations in the broader forest industry.

Consequently, the parties agree as follows:

- 1) The Duration of the Collective Agreement, as stipulated under Article 26 – Duration of Agreement, will be extended to April 30th, 2027.
- 2) Effective the first pay period following written notice of ratification of this Memorandum between the Parties, the hourly rates, as outlined under Article 5, Section 1 (wage table) are hereby amended, as follows:

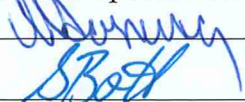
	Class 1 Truck Driver Rate	Mechanic, Certified Welder, Certified
Current Rate (May 1, 2023)	\$32.95	\$39.64
First Pay Period following Ratification	\$35.50 (+7.74%)	\$41.42 (+4.5%)
First Pay Period after July 1, 2024	\$37.00 (+4.22%)	\$42.66 (+3%)
First Pay Period after July 1, 2025	\$37.74 (+2%)	\$43.51 (+2%)
First Pay Period after July 1, 2026	\$38.49 (+2%)	\$44.38 (+2%)

Other Shop categories will be increased in accordance with the % adjustments outlined for Certified Mechanic and Certified Welder and are reflected in the attached revised resulting wage table under Appendix No. 1 to this MOA.


This MOA is tentative in nature pending confirmation of ratification in writing between the parties. Upon ratification, the Collective Agreement is formally amended as per the terms outlined above. All other aspects of the Collective Agreement, not otherwise amended by this MOA, will continue to remain in effect.

Signed this 28th day of August 2023.

Excel Transportation Inc.:



USW Local 1-2017:



Appendix No. 1

	Current Rate (May 1, 2023)	First PP Following Ratification of August 2023 MOA	First PP Following July 1, 2024	First PP Following July 1, 2025	First PP Following July 1, 2026
Mechanic, Certified	\$39.64	\$41.42	\$42.66	\$43.51	\$44.38
Mechanic, Uncertified	\$29.69	\$31.03	\$31.96	\$32.60	\$33.25
Serviceman and Tireman	\$29.69	\$31.03	\$31.96	\$32.60	\$33.25
Welder, Certified (Level 3)	\$39.64	\$41.42	\$42.66	\$43.51	\$44.38
Welder, Level 2	\$35.78	\$37.39	\$38.51	\$39.28	\$40.07
Welder, Level 1	\$31.92	\$33.36	\$34.36	\$35.05	\$35.75
Welder, Uncertified	\$29.69	\$31.03	\$31.96	\$32.60	\$33.25
Mechanic Apprentice					
1 st year, 70% of certified rate	\$27.75	\$28.99	\$29.86	\$30.46	\$31.07
2 nd year, 75% of certified rate	\$29.73	\$31.07	\$32.00	\$32.63	\$33.29
3 rd year, 80% of certified rate	\$31.71	\$33.14	\$34.13	\$34.81	\$35.50
4 th year, 90% of certified rate	\$35.68	\$37.28	\$38.39	\$39.16	\$39.94
Shop Labourer	\$18.54	\$19.37	\$19.95	\$20.35	\$20.76
Casual Work (Clean up)	\$16.75	\$17.50	\$18.03	\$18.39	\$18.76
Truck Driver	\$32.95	\$35.50	\$37.00	\$37.74	\$38.49
Charge Hand Premium: \$1.00/hour					
CVIP Premium: \$1.25/hour					
Multi Trade Certificate Premium: \$1.50/hour					