



New Home Dispatch Policy and Rollout

What has changed?

All Home Dispatch grievances and arbitrations have been fully and finally settled

There is a 10 minute allowance in the beginning and end of day for logging in/out and circle checking, hence tech arriving at job at 8:10

Commute time is not compensable and there is no allotment for commute time

Clearer definitions around when to be at your first job, leaving last and crossing boundaries

The Company will identify to each HD tech their PDA (no reference to secondary, just outside PDA)

Company has the right to use GPS to monitor compliance

Changes to take effect at a later date

Develop a plan on how we will roll out and treat the Cabling group, due to uniqueness of work locations

Clarification on end of day duties, (i.e., cleaning truck, gassing up, ordering supplies, CO work)

Company to offer HD privileges to 200 or more employees at it's discretion

Any reassignment of a PDA will be determined reasonably by the Company

In the event that an employee has concerns with his assigned PDA, he may request a meeting with his manager and Union to review

Home Dispatch Policy July 2015

Timelines

May/June 2015

- **May 20** - Settlement on all Home dispatch Related grievances and arbitrations (communication May 29)
- **June 17** – Company shares roll out plan with the LRC as well as map scenarios
- **June 17** – all Home Dispatch Employees who were in the program on November 28, 2010 and May 20, 2015 are paid out 24 hours of TGP (communication June 17)
- **June 25-30** – LR/SM will hold a mtg or CC with respective Managers and roll out the policy with the map scenarios (Q&A to follow – for Managers only)

July 2015

- **July 1** - New Policy comes into effect
- **July 1-31** - Mgrs will meet with their HD tech and a Union rep to roll out the policy and the maps. Please record this mtg in Horizon /ensure attendance sheet is provided. W FM (Lauren Webster and Vannita Subnarain) will be coordinating the techs off of the load. LR or Mgr will advise Unifor of the proposed dates to allow them to chose a rep.

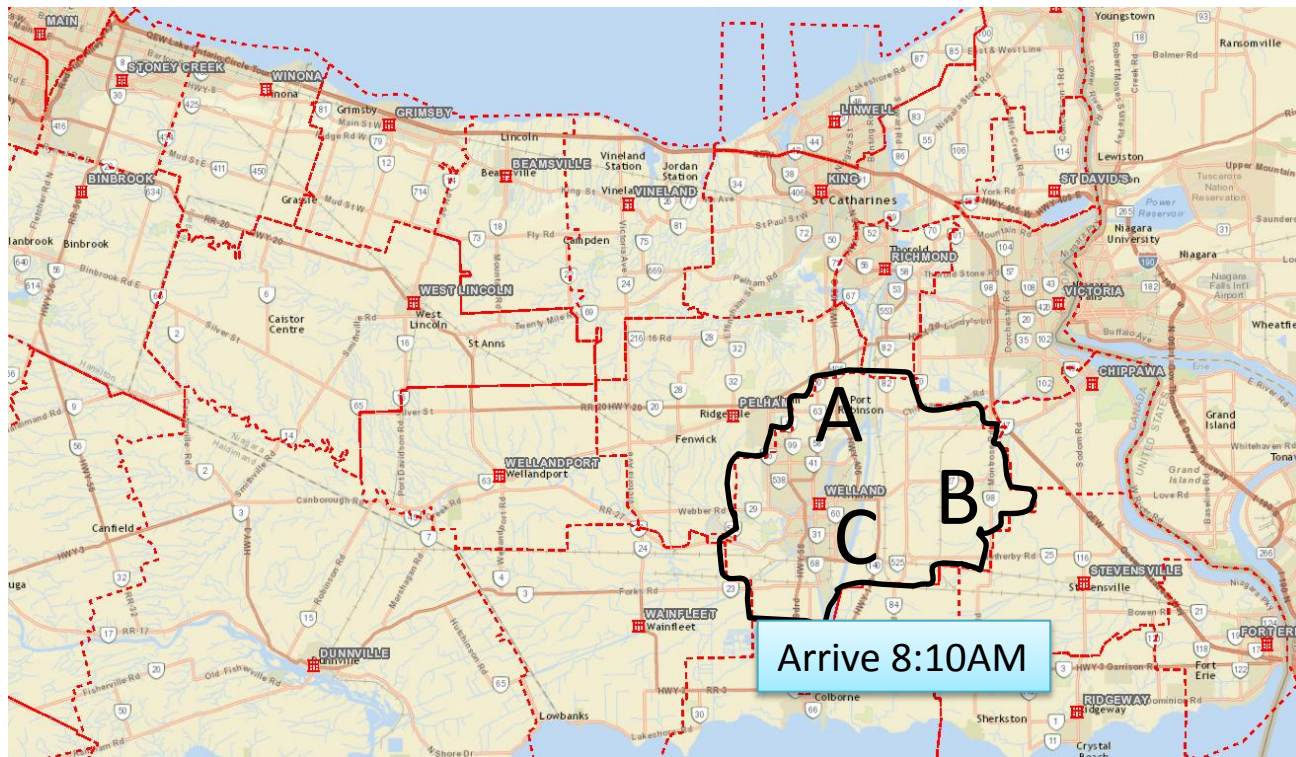
August 2015

- **By August 20th** the Company will communicate the Primary Dispatch Areas to each Home Dispatch technician

Start of Day Scenarios : Assumption 8AM to 5PM shift

PDA – A
Home – B
First Job - C

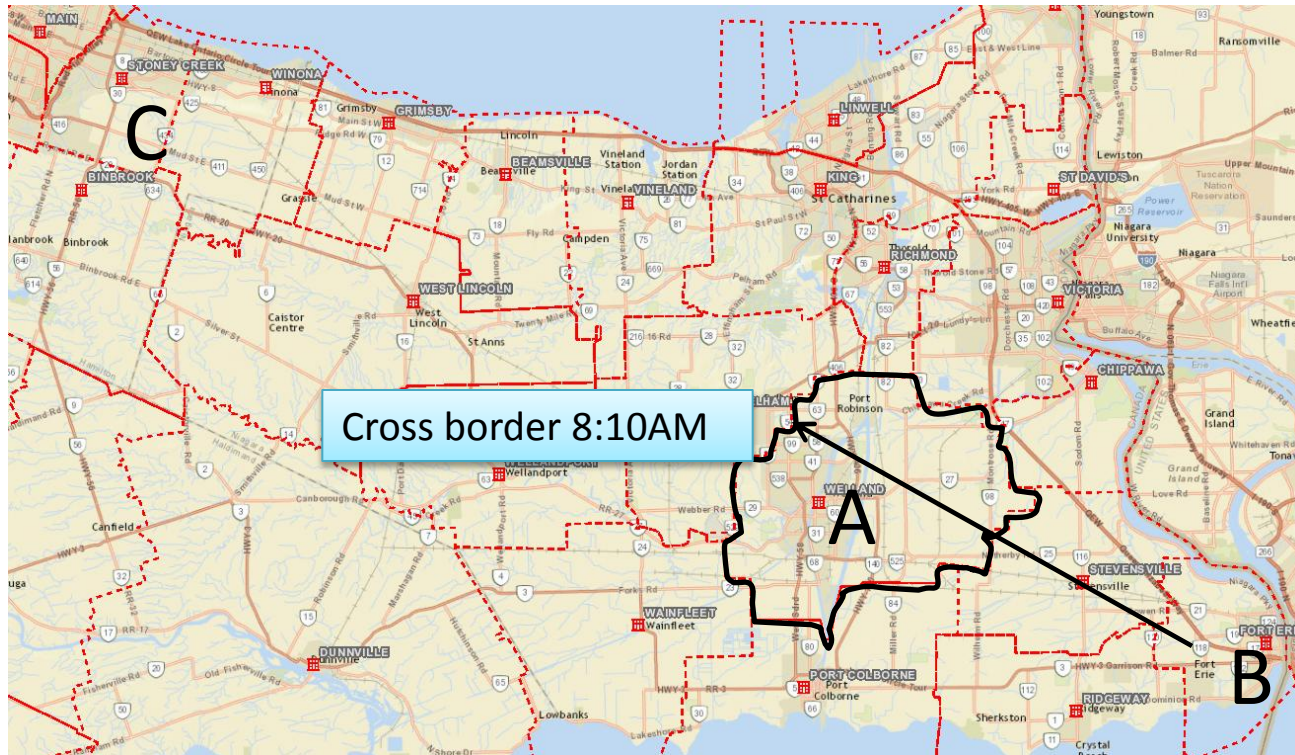
Employee must arrive at customer home by
8:10AM



Start of Day Scenarios: Assumption 8AM to 5PM shift

PDA – A
Home – B
First Job - C

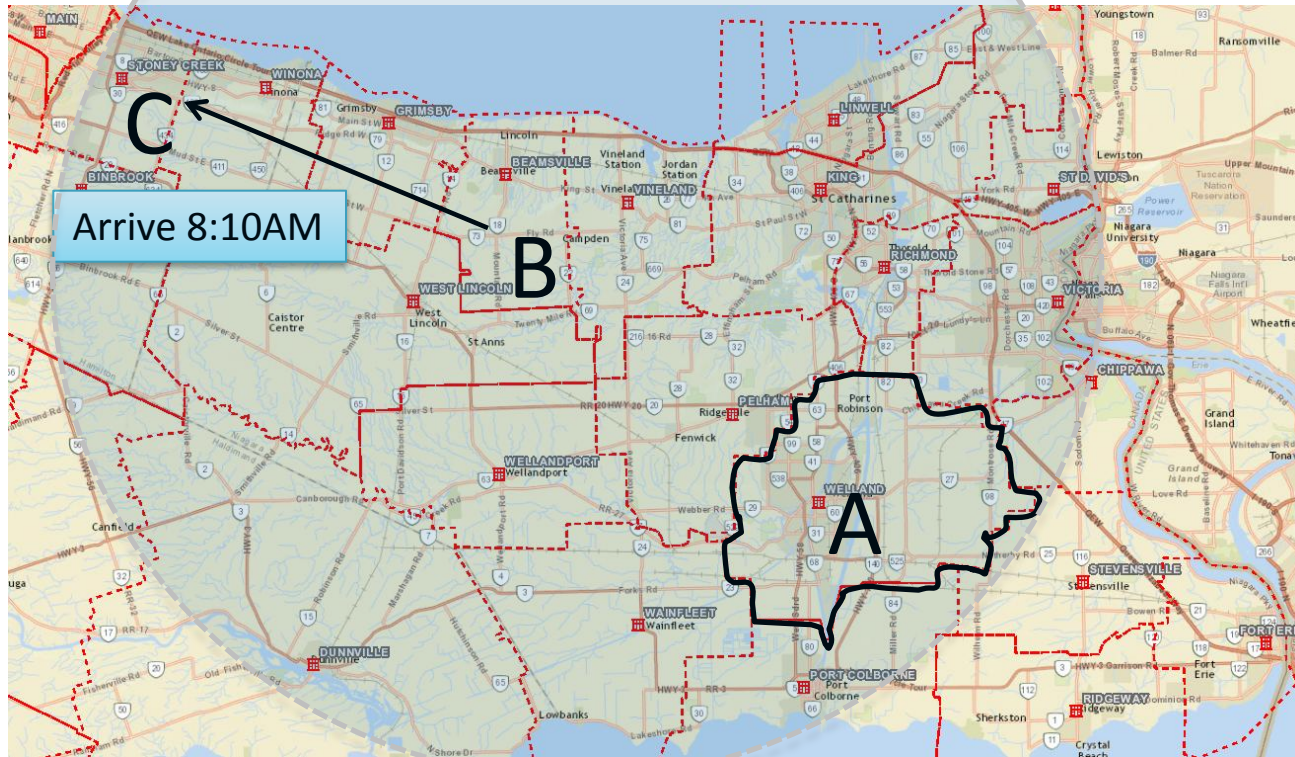
Employee must cross the nearest border of the assigned PDA closest to the customer location by 8:10AM



Start of Day Scenarios: Assumption 8AM to 5PM shift

- PDA – A
- Home – B
- First Job - C

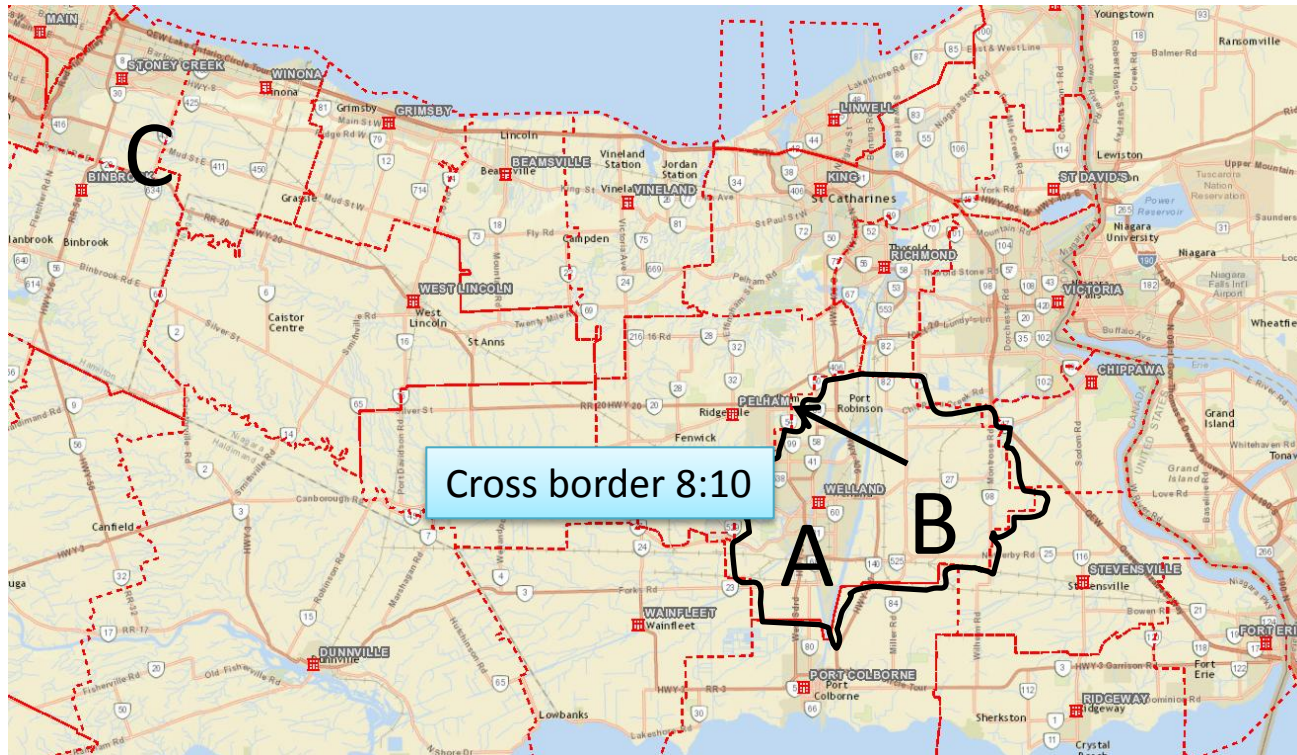
Employee must arrive at customer home by 8:10AM



Start of Day Scenarios: Assumption 8AM to 5PM shift

PDA – A
Home – B
First Job – C

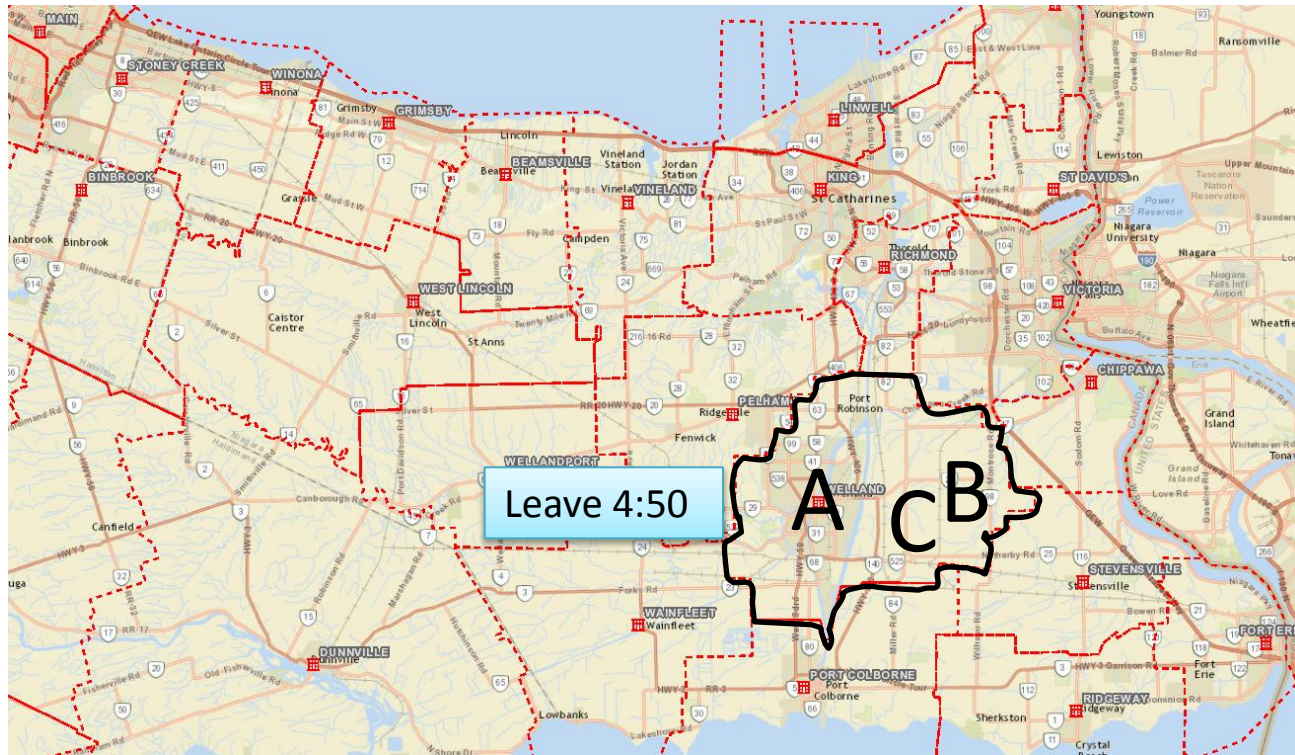
Employee must cross the nearest border of his PDA by
8:10AM



End of Day Scenarios Assumption 8AM to 5PM shift

PDA – A
Home – B
Last Job: C

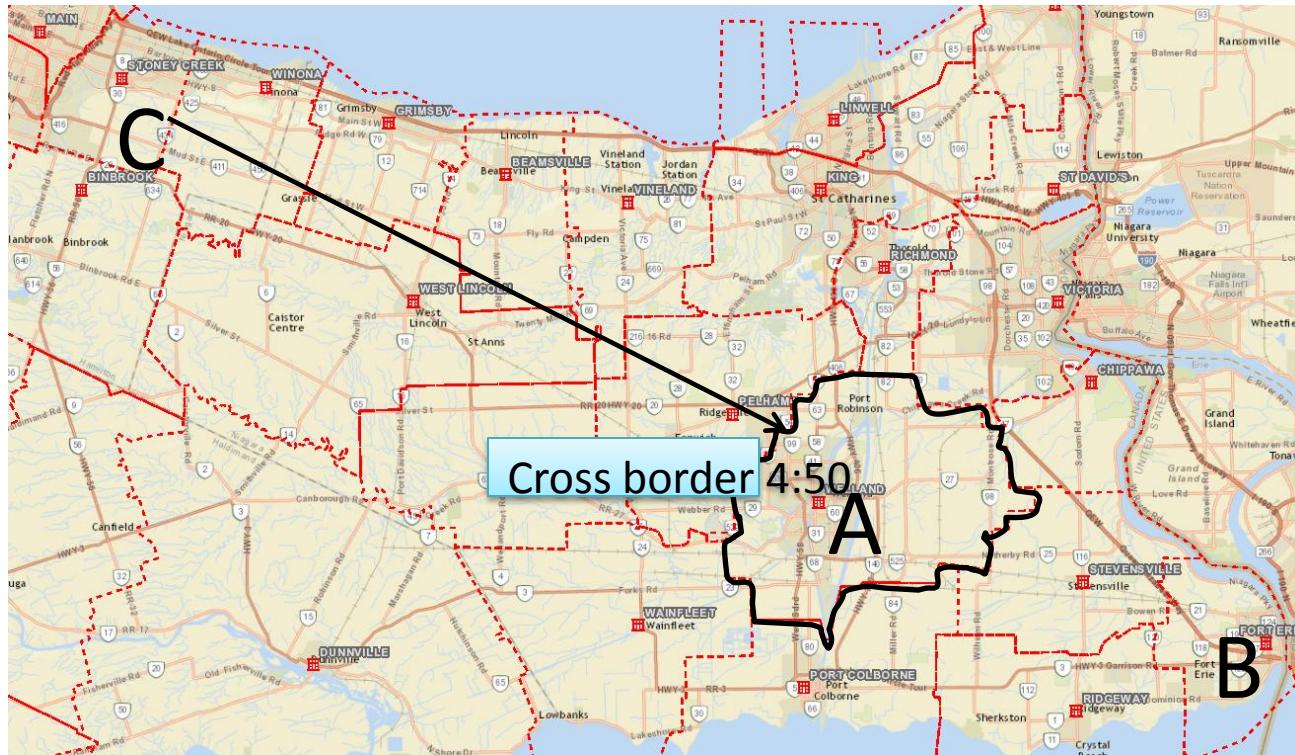
Employee must not leave the last job before 4:50PM



End of Day Scenarios: Assumption 8AM to 5PM shift

PDA – A
Home – B
Last Job: C

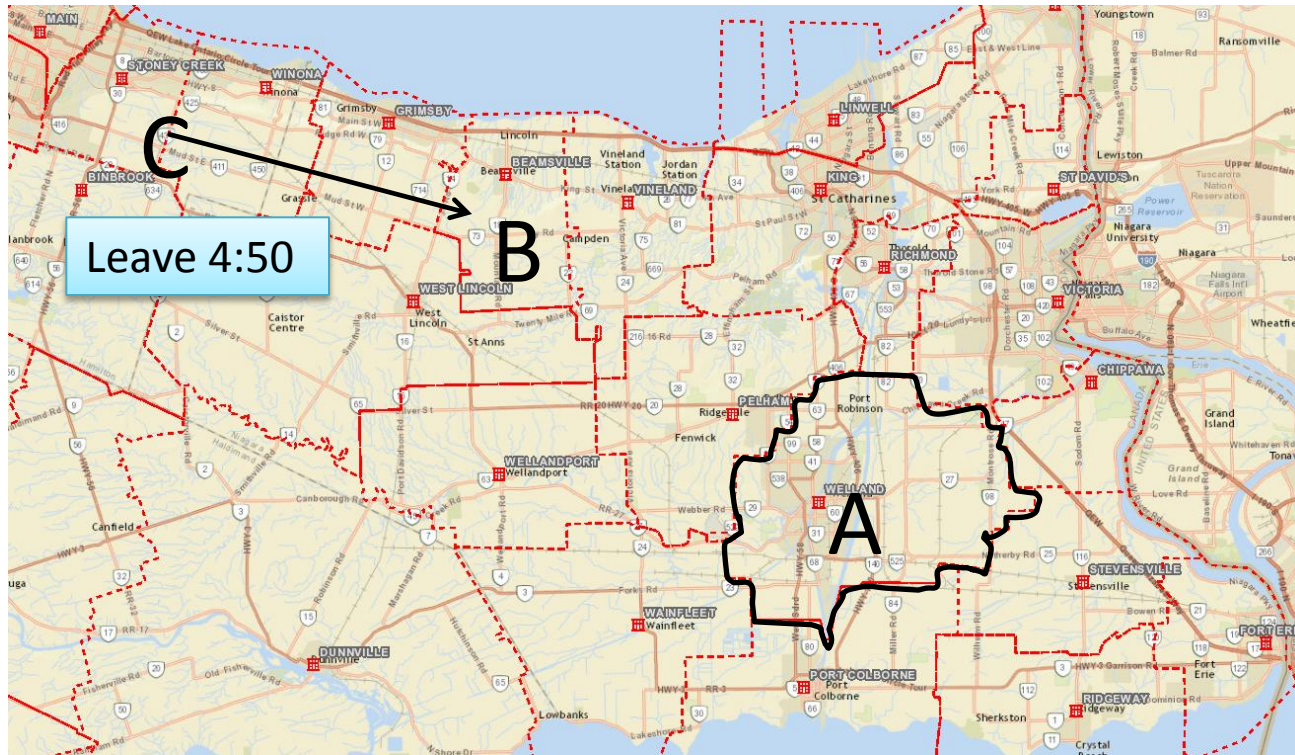
Employee must not cross the nearest border to employee home of the assigned PDA before 4:50PM



End of Day Scenarios: Assumption 8AM to 5PM shift

PDA – A
Home – B
Last Job - C

Employee must not leave the last job before 4:50PM



End of Day Scenarios: Assumption 8AM to 5PM shift – Last job is out of PDA

PDA – A
Home – B
Last Job - C

Employee must not cross the nearest border of the assigned PDA before 4:50PM

