# MEMORANDUM OF AGREEMENT

BETWEEN:

Transervice Lease Co.

-AND-

UNIFOR

This Memorandum of Agreement entered into this 20th day of November 2026

Toronto November 20, 2026, Ontario

This Memorandum of Agreement (MOA) between UNIFOR and Transervice Lease Co. (Transervice) follows the agreement in principle concluded on November 20, 2026, based upon all of the following terms (the Agreement).

The items in this MOA are agreements made between the parties with respect to the original collective agreement (Transervice Lease Co. – Auto Equipment Mechanic, Auto Equipment Mechanic Apprentice, and Service Adviser & UNIFOR effective December 1, 2023, to November 30, 2026). The Collective Agreement (2023-2026), including all Memorandums of Agreement and Appendix, continues to apply to employees covered by the Memorandum of Agreement with respect to any item not being addressed with this Memorandum of Agreement.

Upon renewal of the Collective Agreement expired on November 30, 2026, any monetary modification shall take retroactive effect as of December 1, 2026.

This Memorandum of Agreement shall enter into force on the date of ratification, unless otherwise specified, and remains valid until November 30, 2029, inclusive.

This Memorandum of Agreement continues to apply until the signing of a new Memorandum of Agreement or a new Collective Agreement, subject to the exercise by either party of the right to strike or lockout, in which case the Memorandum of Agreement ceases to apply (Article 36.01). This Memorandum of Agreement (MOA) between UNIFOR and Transervice Lease Co. (Transervice), follows the agreement in principle concluded November 20, 2026, based upon all of the following terms (the Agreement).

## ARTICLE 3 - DEDUCTIONS

### Social Justice Fund

**3.06** The Company agrees to pay into a special fund, ~~five hundred dollars (500.00)~~ one thousand dollars (1,000.00), per year, ~~per province,~~ in each year of this agreement, for the Unions Social Justice Fund.

## ARTICLE 5 - UNION TIME ALLOWANCE

**5.03 (b)** Chief Stewards or Local Officers may attend, up to a maximum of five working days for each absence, to other business of the Union without deduction of the time so occupied in the computation of time worked for the Company, provided it is the business of the bargaining unit covered by this Agreement. ~~or of the Operator Services bargaining unit represented by the Union.~~

## ARTICLE 12 - SAFETY AND HEALTH

**12.08** The Company will provide a program to monitor the safety of employees that must work alone. ~~(to be implemented 30 days after signing of MOA).~~

## ARTICLE 18 - HOURS OF WORK

**18.04** (c) Any such time off shall be subject to service requirements and scheduled at a time mutually agreed to by the employee and the Company and, when taken, shall be paid at the employee's basic rate of pay. The minimum amount of time off which may be granted under this section shall be one (1) hour. Overtime banked time shall be consumed prior to regular banked time.

**18.09** ~~The selection of shift(s) including overtime shifts shall be by seniority in the operations manager's group.~~ (a) The selection of shifts shall be by seniority.

(b) The selection of overtime shifts shall be by seniority and required qualifications in the assigned reporting centre.

**Differential for Work in Off-Normal Period**

**18.19** An employee who is scheduled to work 30 or more hours per week, shall be paid a differential for each off-normal tour worked as follows:

| Hours Worked in the Off-Normal Period | Differential |
|---|---|
| Less than 2 | ~~$3.85~~ $4.85 |
| 2 and over | ~~$6.50~~ $7.50 |

## ARTICLE 21 - ANNUAL VACATIONS

**21.02** An employee, in the years subsequent to his year of engagement or re-engagement, shall first become entitled to a vacation with pay in accordance with the table below in the year in which he is to complete the required number of years of service. The same entitlement applies to each subsequent year, until a higher entitlement is attained as indicated in the table below:

| Years of Net Credited Service | Weeks of Vacation |
|---|---|
| 1 | 3* |
| 7 | 4* |

| | |
|---|---|
| ~~17~~ 15 | 5* |
| ~~24~~ 23 | 6** |

**21.07** When a paid holiday falls on a day of the annual vacation an employee shall be entitled to an additional day off with pay at a time mutually agreed to by the employee and the Company. If the employee has not been granted the day off with pay within 12 months of the actual holiday, he shall be granted holiday pay.

Such day off with pay shall be taken as a full day of eight (8) hours and shall be used prior to any other full-day withdrawal of banked time under Article 18.04.

## ARTICLE 23 - TRAVEL ALLOWANCE, LIVING AND TRANSPORTATION EXPENSES PAID

**23.04** (a) Except as otherwise provided in sections 23.05 and 23.06, where transportation is not provided by the company or its customer, the company agrees to reimburse employees for travel expenses when they have to use their vehicle as part of their duties or when they have to travel to a place other than the usual place of work. These fees are reimbursed according to Canada Revenue Agency (CRA) current year. All calculations utilizing Google Maps will be on round trip and utilizing the shortest distance excluding toll routes.

**23.08** Where an employee is required to travel on Company business and to remain away from home overnight, he shall receive living expenses as follows:

(a) Reasonable and actual expenses for satisfactory, single occupancy room where it is available, and

(b) a per diem allowance of

(i) ~~$72.00~~ $85.00 per calendar day,

if the employee is away for a full calendar day, or

(ii) ~~$12.00~~ $15.00 if away over the breakfast period, ~~$20.00~~ $25.00 if away over the lunch period, and ~~$40.00~~ $45.00 if away over the dinner period,

if the employee is away for less than a full calendar day.

## ARTICLE 24 - JOB POSTING PROCEDURES

**24.01** A job opening is defined ~~is~~ as any addition or replacement of a position.

**24.08** In the event the company has not re-evaluated its need as provided in~~n~~ 24.06(e) and the vacancy has not been filled within two (2) months of the initial posting closing date, it will be posted within the first three (3) working days of the month following the expiry of the 2-month period.

## ARTICLE 36 - DURATION

**36.01** This Agreement shall become effective on the date of ratification except as otherwise provided and, shall remain in full force and effect up to and including November 30th, ~~2026~~ 2029.

## WITNESS CLAUSE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 20th day of November 2026.

| **Unifor** | **Transervice Lease Co.** |
|---|---|
| Scott McIlmoyle | Pierre Bujold |
| Scott Shafer | ~~Scott Misener~~ |
| Gavin Parker-Nance | Cameron Arnott |
| Chris Nascimento | Marie Line Boucher |
| ~~James Kay~~ | ~~Jean-Marc Vanier~~ |
| | Stephen Cox |

## ATTACHMENT A - INDEX OF WAGE SCHEDULING BY OCCUPATIONS

| Title | Schedule |
|---|---|
| Auto. Equip. Mech. | 1 |
| Auto. Equip. Mech. App. | 2 |
| Service Advisor | 3 |
| ~~Equipment Maintenance Technician~~ | ~~1~~ |
| ~~Hazardous Material Coordinator~~ | ~~1~~ |

## ATTACHMENT B - HEADQUARTERS

| Headquarter City | TLC LOCATION ST. ADDRESS | TLC LOCATION CITY |
|---|---|---|
| BARRIE | 114 JOHN STREET | BARRIE |
| BELLEVILLE (TRENTON) | 380 COLLEGE STREET EAST | BELLEVILLE |
| BRANTFORD | 353 ELGIN STREET | BRANTFORD |
| LONDON | 400 NEWBOLD STREET | LONDON |
| MARKHAM | 40 ESNA PARK DRIVE | MARKHAM |
| NEWMARKET | 76 MULOCK DRIVE | NEWMARKET |
| NORTH BAY | 23 COMMERCE CRT. | NORTH BAY |

| | | |
|---|---|---|
| OSHAWA | 1235 BOUNDARY ROAD | OSHAWA |
| OTTAWA | 340 MOODIE DRIVE | NEPEAN |
| | 469 COVENTRY ROAD | OTTAWA |
| PETERBOROUGH | 750 THE KINGSWAY | PETERBOROUGH |
| ST CATHARINES | 475 EASTCHESTER AVENUE | ST CATHARINES |
| HAMILTON | 160 BAY STREET NORTH | HAMILTON |
| | 1171 PIONEER ROAD | BURLINGTON |
| HUNTSVILLE | 4-104 LINDGREN RD. W. | HUNTSVILLE |
| SAULT-STE-MARIE | 690 SECOND LINE EAST | SAULT-STE-MARIE |
| KINGSTON | 810 FORTUNE CR. | KINGSTON |
| KITCHENER (CAMBRIDGE) | 998 WILSON AVENUE | KITCHENER |
| SUDBURY | 1028 LORNE STREET | SUDBURY |
| THUNDER BAY | 605 BEAVERHALL PLACE | THUNDER BAY |
| TORONTO | 831 PROGRESS AVENUE | SCARBOROUGH |
| | ~~483 BAY ST B2 (S-1)~~ | ~~TORONTO~~ |
| | 55 NORTH QUEEN STREET WEST | ETOBICOKE |
| | ~~71 RIVALDA ROAD~~ | ~~NORTH YORK~~ |
| | 16 NORELCO DR TRUCK SHOP | NORTH YORK |
| | 3570 MAVIS ROAD | MISSISSAUGA |
| WINDSOR | 1591 KILDARE ROAD | WINDSOR |

## ATTACHMENT C - WAGE SCHEDULES

Year 1 - 2.7%
Year 2 - 3%
Year 3 - 3%

Lump sum - $1,200 All members.

### Automobile Equipment Mechanic

**WAGE SCHEDULE 1**

| | 01-Dec-26 | 01-Dec-27 | 01-Dec-28 |
|---|---|---|---|
| | 2.70% | 3.00% | 3.00% |
| Lump sum | $1,200 | | |
| Step 1 | $37.57 | $38.69 | $39.86 |
| Step 2* | $39.18 | $40.36 | $41.57 |
| Step 3 | $40.80 | $42.03 | $43.29 |
| Step 4 | $42.44 | $43.71 | $45.02 |
| Step 5 | $44.06 | $45.38 | $46.74 |
| Step 6 | $45.68 | $47.05 | $48.46 |

## Automobile Equipment Mechanic Apprentice

**WAGE SCHEDULE 2**

| | 01-Dec-26 | 01-Dec-27 | 01-Dec-28 |
|---|---|---|---|
| | 2.70% | 3.00% | 3.00% |
| Lump sum | $1,200 | | |
| Step 1 | $22.55 | $23.23 | $23.93 |
| Step 2 | $23.72 | $24.44 | $25.17 |
| Step 3 | $24.89 | $25.64 | $26.41 |
| Step 4 | $26.05 | $26.84 | $27.64 |
| Step 5 | $27.23 | $28.04 | $28.88 |

## Automobile Service Adviser

**WAGE SCHEDULE 3**

| | 01-Dec-26 | 01-Dec-27 | 01-Dec-28 |
|---|---|---|---|
| | 2.70% | 3.00% | 3.00% |
| Lump sum | $1,200 | | |
| Step 1 | $27.51 | $28.34 | $29.19 |
| Step 2 | $29.83 | $30.73 | $31.65 |
| Step 3 | $32.17 | $33.13 | $34.12 |
| Step 4 | $34.49 | $35.52 | $36.59 |
| Step 5 | $36.84 | $37.94 | $39.08 |

# ATTACHMENT D - FAMILIES

**WAGE SCHEDULES**

1 Auto. Equip. Mechanic

~~1~~ ~~Equipment Maintenance Technician~~

~~1~~ ~~Hazardous Material Coordinator~~

2 Auto. Equip. Mech. Apprentice

3 Service Adviser

## ATTACHMENT F - SUPPLEMENTAL ALLOWANCE

ATTACHMENT F

**SUPPLEMENTAL ALLOWANCE PLAN**

| * WEEKLY BASIC RATE OF PAY FULL-TIME EMPLOYEES | | | Supplemental Allowance WEEKLY PAYMENT |
|---|---|---|---|
| $ | | | $ |
| 1640.01 | - | 1650.00 | 812.85 |
| 1650.01 | - | 1660.00 | 820.35 |
| 1660.01 | - | 1670.00 | 827.85 |
| 1670.01 | - | 1680.00 | 835.35 |
| 1680.01 | - | 1690.00 | 842.85 |
| 1690.01 | - | 1700.00 | 850.35 |
| 1700.01 | - | 1710.00 | 857.85 |
| 1710.01 | - | 1720.00 | 865.35 |
| 1720.01 | - | 1730.00 | 872.85 |
| 1730.01 | - | 1740.00 | 880.35 |
| 1740.01 | - | 1750.00 | 887.85 |
| 1750.01 | - | 1760.00 | 895.35 |
| 1760.01 | - | 1770.00 | 902.85 |
| 1770.01 | - | 1780.00 | 910.35 |
| 1780.01 | - | 1790.00 | 917.85 |
| 1790.01 | - | 1800.00 | 925.35 |
| 1800.01 | - | 1810.00 | 932.85 |
| 1810.01 | - | 1820.00 | 940.35 |
| 1810.01 | - | 1820.00 | 947.85 |
| 1820.01 | - | 1830.00 | 955.35 |
| 1830.01 | - | 1840.00 | 962.85 |
| 1840.01 | - | 1850.00 | 970.35 |
| 1850.01 | - | 1860.00 | 977.85 |
| 1860.01 | - | 1870.00 | 985.35 |
| 1870.01 | - | 1880.00 | 992.85 |
| 1880.01 | - | 1890.00 | 1,000.35 |
| 1890.01 | - | 1900.00 | 1,007.85 |
| 1900.01 | - | 1910.00 | 1,015.35 |
| 1910.01 | - | 1920.00 | 1,022.85 |
| 1920.01 | - | 1930.00 | 1,030.35 |
| 1930.01 | - | 1940.00 | 1,037.85 |

## MEMORANDUM OF AGREEMENT - PAID EDUCATION LEAVE

The employer agrees to pay into a special fund an amount of ~~seven hundred and fifty dollars~~ a thousand dollars ~~($750.00)~~ ($1,000.00) per year to provide for a Unifor Paid Education Leave (PEL) program.

## ATTACHMENT G - TRANSERVICE LEASE CO. BENEFITS /UNIFOR

**NEW: ADD Personal Spending Account (PSA)**

Everyone receives $200.00 per year. (balance carry-forward: Unused credits received in Year 1 may be carried forward for use in Year 2 – same as HSA).

**VISION**

Everyone receives ~~$500.00~~ $600.00 / 2 years.

**LETTER OF UNDERSTANDING BETWEEN**
**TRANSERVICE LEASE CO.**
**AND**
**UNIFOR**
**REPRESENTING AUTO EQUIPMENT MECHANIC, AUTO EQUIPMENT MECHANIC APPRENTICE AND SERVICE ADVISER**

The above parties agree to establish the following pilot program in connection with proposed Article 22.13(c) of the Collective Agreement. The purpose is to facilitate voluntary temporary reassignments between reporting centres to address vacation coverage, temporary absences, planned maintenance and other short-term operational requirements.

**1. Term and review**

This Letter of Agreement shall take effect on a date mutually agreed in writing by the parties and remain in force for twenty-four (24) months. The parties shall review results after twelve (12) months and no later than sixty (60) days before expiry. Changes, extension or permanent adoption require written mutual agreement. In the absence of such agreement, the pilot expires automatically without becoming a permanent provision of the Collective Agreement.

**2. Semiannual voluntary registration**

The Company shall invite eligible employees to register their interest for six-month periods commencing February 1 and August 1, in conjunction with the seniority lists under Article 10.04. Employees may select specific reporting centres, durations, available dates, types of coverage and willingness to stay overnight using the attached registration form. Registration is voluntary, is not a commitment to accept any offer and must be renewed for each period. Updates may be submitted during the period, subject to reassignments already confirmed.

**3. Anticipated vacation coverage**

The Company shall make available to registered employees an operational coverage calendar identifying participating reporting centres, anticipated dates, duration and qualifications for coverage associated with approved vacations or other known staffing needs. Employee names and personal absence information shall not be disclosed. Employees may express interest in particular coverage windows; listed opportunities are forecasts and do not constitute a guarantee of assignment.

**4. Selection and operational approval**

The Company shall first determine the work to be performed, the required qualifications and whether release from the employee's regular reporting centre is operationally feasible. Among qualified, available and releasable volunteers expressing interest in the same opportunity, seniority shall govern selection, subject to the applicable provisions of the Collective Agreement. No reassignment shall proceed without approval by the releasing and receiving managers. Registration creates no right to a reassignment or to displace an employee.

**5. Reassignment confirmation and records**

Each approved reassignment shall be confirmed in writing, specifying the employee, home and receiving reporting centres, dates, schedule, work scope, manager and travel arrangements. The Company shall maintain a centralized register, monitor start and end dates and provide the notices required by Article 10.05, including reassignments of five (5) days or more. Any extension requires advance written confirmation and the employee's consent.

**6. Temporary status and existing rights**

The employees retain their regular reporting centre, seniority and applicable collective agreement rights. The pilot does not alter the distinction between temporary and permanent transfers in Article 22.02, including the ninety (90) day threshold, nor does it supersede Articles 22.03 through 22.12 or Article 11. Reassignments shall be scheduled and monitored to comply with those provisions; any proposed exception requires a separate written agreement between the parties.

**7. Compensation, expenses and acceptance**

Applicable wages, overtime, hours of work, travel allowance, living and transportation expenses remain governed by the Collective Agreement, including Articles 18, 19 and 23. Any reassignment-specific travel or accommodation arrangements shall be confirmed before acceptance. Employees may decline offers without discipline. Once accepted, a change or cancellation shall be discussed promptly with the affected employee and management.

**8. Joint evaluation and no precedent**

The parties shall assess participation, completed reassignments, vacation coverage, continuity of service, cost, employee feedback, selection disputes and administrative effectiveness. The pilot is without precedent for permanent transfer rights, staffing complements or future collective bargaining. Except as expressly agreed herein, the Collective Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Letter of Agreement on the dates indicated below.

Signed in Etobicoke this November 20 2026.

Pierre Bujold
Transervice, Vice President Canada

Scott McIlmoyle
National Representative Unifor

## TRANSERVICE LEASE CO. / UNIFOR
## VOLUNTARY TEMPORARY REASSIGNMENT PROGRAM
## SIX-MONTH EMPLOYEE REGISTRATION FORM

Complete directly in Word. Enter information in shaded cells and check boxes with ☒ for your selections. Registration indicates interest only; all assignments require Company approval.

### Employee details

| | |
|---|---|
| Employee name | [Enter name] |
| Employee ID | [Enter ID] |
| Reporting centre | [Enter location] |
| Email / telephone | [Enter contact] |
| Registration period | ☐ February 1–July 31 ☐ August 1–January 31 |
| Year | [Enter year] |

### Preferred locations – select all that apply

| | |
|---|---|
| ☐ Barrie<br>114 John Street, Barrie | ☐ Belleville (Trenton)<br>380 College Street East, Belleville |
| ☐ Brantford<br>353 Elgin Street, Brantford | ☐ London<br>400 Newbold Street, London |
| ☐ Markham<br>40 Esna Park Drive, Markham | ☐ Newmarket<br>76 Mulock Drive, Newmarket |
| ☐ North Bay<br>23 Commerce Court, North Bay | ☐ Oshawa<br>1235 Boundary Road, Oshawa |
| ☐ Ottawa – Nepean<br>340 Moodie Drive, Nepean | ☐ Ottawa – Coventry<br>469 Coventry Road, Ottawa |
| ☐ Peterborough<br>750 The Kingsway, Peterborough | ☐ St. Catharines<br>475 Eastchester Avenue, St. Catharines |
| ☐ Hamilton<br>160 Bay Street North, Hamilton | ☐ Burlington<br>1171 Pioneer Road, Burlington |
| ☐ Huntsville<br>4-104 Lindgren Road W., Huntsville | ☐ Sault Ste. Marie<br>690 Second Line East, Sault Ste. Marie |
| ☐ Kingston<br>810 Fortune Crescent, Kingston | ☐ Kitchener<br>998 Wilson Avenue, Kitchener |
| ☐ Sudbury<br>1028 Lorne Street, Sudbury | ☐ Thunder Bay<br>605 Beaverhall Place, Thunder Bay |
| ☐ Toronto – Progress<br>831 Progress Avenue, Scarborough | ☐ Mississauga<br>3570 Mavis Road, Mississauga |
| ☐ Etobicoke<br>55 North Queen Street West, Etobicoke | ☐ North York – Norelco<br>16 Norelco Drive Truck Shop, North York |
| ☐ Windsor<br>1591 Kildare Road, Windsor | |

### Assignment preferences

Duration (select all applicable): ☐ 1 day ☐ 2-3 days ☐ 4-5 days ☐ 1-2 weeks ☐ Over 2 weeks

Coverage type: ☐ Vacation ☐ Unplanned absence ☐ Workload/PM ☐ Other

Notice: ☐ Short notice acceptable ☐ At least 2 days ☐ At least 1 week

Overnight travel: ☐ Yes ☐ No ☐ Discuss case by case

Availability: ☐ Generally available ☐ Specific dates/weeks only

| | |
|---|---|
| Preferred dates or weeks | [Enter dates] |
| Dates unavailable | [Enter dates] |
| Specific vacation coverage opportunities of interest | [Enter location and dates from coverage calendar] |
| Relevant licences / certifications | [Enter details] |
| Additional conditions or preferences | [Enter details] |

### Acknowledgement

I understand that registration is voluntary, does not guarantee an assignment, and that any offer is subject to qualifications, operational requirements, seniority rules and approval by the Company. I may decline an offered assignment without discipline.

| | |
|---|---|
| Employee signature / typed name | [Enter name] |
| Date | [Enter date] |

### Registration and Submission Instructions

Submit the completed form to your immediate Manager by January 15 (February–July list) or July 15 (August–January list).

Your manager will forward it to the designated Ontario Program Coordinator for the centralized volunteer list. Employees may update their availability through their Manager. A copy of the consolidated volunteer list will be made available to the Union, subject to appropriate privacy safeguards.

To identify vacation coverage opportunities, consult the Company's coverage calendar when made available. It will show locations, dates and anticipated coverage needs without identifying employees on leave. Record opportunities of interest above; selection remains subject to the Letter of Agreement and operational approval.

**For Company Use:**

Date received: _____ Received by: _____ Forwarded to coordinator: _____

## CERTIFICATE

IN WITNESS WHEREOF, the parties have signed this Agreement though their duly authorized representatives this 20th day of November 2026.

**For Unifor**

Scott McIlmoyle

Gavin Parker-Nance

Chris Nascimento

Scott Shafer

**For Transervice Lease co.**

Pierre Bujold

Cameron Arnott

Marie Line Boucher

Stephen Cox