

PALADIN SECURITY GROUP LIMITED

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 5479**

COLLECTIVE AGREEMENT

Expiry: March 31, 2027

Contents

ARTICLE 1 - PURPOSE AND SCOPE OF COLLECTIVE AGREEMENT..... 3

ARTICLE 2 - DEFINITIONS..... 4

ARTICLE 3 - RECOGNITION 5

ARTICLE 4 - MANAGEMENT RIGHTS..... 9

ARTICLE 5 - VACATION LEAVE AND PAY 10

ARTICLE 6 - LEAVES 12

ARTICLE 7 - GRIEVANCE AND ARBITRATION PROCEDURES..... 5

ARTICLE 8 - STRIKES AND LOCKOUTS..... 9

ARTICLE 9 - JOINT UNION MANAGEMENT CONSULTATION COMMITTEE (the
"Committee") 20

ARTICLE 10 - PAY..... 21

ARTICLE 11 - DISCIPLINE AND DISCHARGE 22

ARTICLE 12 - AMENDMENTS TO AGREEMENT..... 23

ARTICLE 13 - LAYOFF AND RECALL..... 24

ARTICLE 14 - STAFFING PROCEDURE AND PERSONNEL TRANSFERS 26

ARTICLE 15 - SENIORITY..... 28

ARTICLE 16 - HOURS OF WORK, INCLUDING REST PERIODS AND MEAL PERIODS..... 3

ARTICLE 17 - HEALTH & SAFETY..... 33

ARTICLE 18 - DISCRIMINATION 34

ARTICLE 19 - HARASSMENT..... 35

ARTICLE 20 - CLIENT ACCEPTANCE OF EMPLOYEES..... 36

ARTICLE 21 - POLITICAL RIGHTS..... 37

ARTICLE 22 - HOLIDAYS 38

ARTICLE 23 - OVERTIME 39

ARTICLE 24 - BENEFITS 40

ARTICLE 25 - DURATION OF AGREEMENT 41

ARTICLE 26 - GENERAL 42

ARTICLE 27 - UNIFORMS AND SECURITY LICENSE 43

ARTICLE 28 - PROTECTIVE FOOTWEAR..... 44

ARTICLE 29 - CALL-IN PAY..... 45

ARTICLE 30 - SICK LEAVE..... 46

SCHEDULE "A"..... 48

ARTICLE 1 - PURPOSE AND SCOPE OF COLLECTIVE AGREEMENT

1.1 Purpose

This Agreement is entered into for the purpose of recording the terms or conditions of employment that have resulted from collective bargaining and to set up the means for settling amicably any differences or grievances which may possibly arise with respect to matters covered by this Agreement.

1.2 Quality of Service

The parties to this Agreement share a desire to maintain and improve the quality of service by the Employer to its Client and to promote a harmonious relationship between the Employer and the Employees covered by this Agreement. Accordingly, they are determined to establish, within the framework provided by law and this Agreement, effective relationships at all levels of the parties' organization. The provisions of this Agreement apply to the Employer, the Union, and the Employees.

ARTICLE 2 - DEFINITIONS

- 2.1 “Client” means the Nova Scotia Health Authority (“Client”).
- 2.2 “Employee” means a person who is in the bargaining unit described in Article 3.1 and this term includes all genders and singular and plural numbers of Employees as the context may require.
- 2.3 “Full-time Employee” means an Employee who on an ongoing basis is regularly scheduled to work thirty-six (36) hours per week or more at the Site.
- 2.4 “Part-time Employee” means an Employee who on an ongoing basis is regularly scheduled to work less than thirty-six (36) hours per week at the Site.
- 2.5 “Casual Employee” means an Employee who is trained for the Site to fill in for Employees at the Site but is not regularly scheduled to work.
- 2.6 “Employer” means Paladin Security Group Limited.
- 2.7 “Union” means Canadian Union of Public Employees, Local 5479.
- 2.8 “Primary Site” means the location within the Site where the Employee is regularly scheduled to work.
- 2.9 “Site” means all locations in the Province of Nova Scotia where the Employer is contracted to provide security services pursuant to its contract with the Client.
- 2.10 “Strike” includes, but is not limited to, a work stoppage, slow down, suspension of work, or walk out, either complete or partial, during the term of this Agreement, by the Employees in the Bargaining Unit at the Site covered by this Agreement.
- 2.11 “Probationary Employee” shall mean an Employee who at the time of employment at the Site has not completed the Employer’s probationary period which is the greater of two hundred and eighty-eight (288) hours or three (3) months from date of first shift worked.

ARTICLE 3 - RECOGNITION

3.1 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees, Local 5479 as the sole and exclusive bargaining agent for those Employees of the Employer in the following Bargaining Unit:

"All Security Officers employed by Paladin Security Group Ltd. to fulfill its obligations to supply services under contracts or arrangements with the Nova Scotia Health Authority at all locations in the Province of Nova Scotia where Paladin is contracted to provide such services, excluding Site Supervisors, Schedulers, Mobile Patrol Officers, Field Managers and those persons excluded by Subsection 2 of Section 2 of the Trade Union Act.

3.2 Union Membership

It shall be a condition of employment with the Employer that all Employees covered by this Agreement become and remain members of the Union from the first day of paid employment at a Site. Once an Employee is offered, and accepts, employment with the Employer and has successfully completed the required Site on-the-job training program ("OJI Training Program") and is approved to work at the Site, the Employer and Union may arrange a session in which the Union provides a thirty (30) minutes presentation about membership in the Union. The Employer will leave the room during the Union presentation. The Union will provide the Employer with copies of materials used in such session and will not disparage the Employer during the presentation.

3.3 Dues Check-off

- (a) The Employer will deduct an amount equal to the membership dues, initiation fees, and assessments from the regular wages of each Employee in the Bargaining Unit starting with the first pay day on which the Employee has earnings. The Union shall inform the Employer, in writing, of the percentage of gross regular wages to be deducted from each Employee's pay together with the amount of any initiation fees or assessments. Membership dues will apply only to those earnings of the Employee in a month which arise from work in a Bargaining Unit position.
- (b) The amounts deducted in accordance with this clause shall be remitted by the 15th day of the month following the month for which the deductions were made and shall be sent to the attention of the National Secretary-Treasurer of the Canadian Union of Public Employees, 1375 St. Laurant Blvd, Ottawa, Ontario, K1G 0Z7.
- (c) Each year the Employer will calculate the amount of Union dues deducted from the Employee's pay and shall indicate the same amount on the T-4 slip for each Employee no later than February 28th.

Along with the deductions, the Employer will provide a remittance form as provided by the Union in an electronic form which will include the pay period(s) covered by the deduction and for each Employee from whom amounts were deducted, their name, employment status (such as full-time, part-time, or casual), classification/job title, work location, regular earnings, hours worked, and due deducted. The Employer will also send a copy of the Union dues remittance form to the Local Union Secretary-Treasurer.

3.4 No Other Agreements

No Employee will be required or permitted to make any written or verbal agreement with the Employer or their representatives, which may conflict with the terms of this Agreement.

3.5 Indemnity

The Employer shall not be held liable by reason of its reliance upon the Union's instructions (i.e., dues check-off), and the Union agrees to indemnify and save the Employer harmless against any claim or liability arising from the application of Article 3.3. Where possible, the Union agrees to notify the Employer in writing at least sixty (60) calendar days in advance of the amount and changes in union dues or assessments. Should the Employer not receive the notification in time to make adjustments to the payroll in which the change in dues or assessments is to become effective, the Union will be responsible for recovering any underpayment directly from the Employees.

3.6 Union Representatives at Site

The Employer and Union recognize that the Employer does not own or control the work Site. Accordingly, Union representatives must co-ordinate any visit to the Site with the Client Services Manager, ("CSM") or their designate unless the visit is before or after the affected Employee's shift.

3.7 Occasional Overlap in Duties

The Employer acknowledges that it is important in the maintenance of the integrity of the Bargaining Unit that normally, work assigned to Bargaining Unit Employees, shall be carried out by those Employees. However, it is agreed that, consistent with current practice, from time to time, to respond to operational needs, the Employer's management personnel need to do work similar to that performed by Bargaining Unit Employees. Subject to its operational and service obligations, the Employer will endeavour to keep such occurrences at a reasonable level, and in any event, the Employer will not permit such activity to occur if it will directly cause the lay-off of any Bargaining Unit Employees.

3.8 Shop Stewards

- (a) The Union will appoint Shop Stewards at the Site in a manner that ensures a Shop Steward will be available as necessary for each shift at each location.

The Union will act diligently to train and appoint Shop Stewards within a reasonable time following the date of signing this Agreement, and notify the Employer, in writing, of the names of the Stewards. Thereafter, the Union will notify the Employer of any changes to the Stewards within ten (10) days of the change. The Employer will post the Steward names and contact numbers in the Employer/Union binder at the Site. No Steward will be recognized by the Employer unless the above procedure is carried out and no Steward shall be appointed or elected unless they have completed the probationary period.

- (b) It is acknowledged that the Stewards will continue to have their normal employment responsibilities to perform but may seek permission from the Employer or their delegate to have time off during normal working hours to deal with the processing of a grievance as defined in this Agreement. It is agreed that before leaving work for that purpose, they will obtain prior permission to do so, will not request an unreasonable length of time for that purpose and in no case will such activity interfere with the proper carrying out of the Employee's duties. They will report back to the Employer or their delegate before resuming normal activities. Provided the Shop Steward follows this process, they will receive their regular pay for the time used while performing Shop Steward duties.
- (c) Any issues arising out of the Site shall be directed to the CSM and in no circumstance shall a Shop Steward in carrying out their functions, or an Employee, approach, discuss or involve in any way, the Client, or any representative of the Client regarding the issue. The Employer will provide an updated escalation list of its supervisory team to the Shop Steward and the Union on an ongoing basis.

3.9 Union Notices

The Employer will arrange a place at each Primary Site for the posting of official Employer and Union notices, or alternatively a Site Binder, provided that any such notice is first approved by the Employer. Should a staff meeting be held at the Site, the Union will be provided an opportunity to make Union announcements.

3.10 Bargaining Unit Personnel Information

The Employer will provide the Local designated Union contact with a list of all persons employed in positions in the Bargaining Unit four (4) times annually on January 1, April 1, July 1, and October 1. This list will include the names, personal home mailing and email addresses, phone numbers, as advised by the employee, together with seniority dates and employment status (fulltime, part-time, or casual) including whether the employee is on a leave. Employees are responsible to advise the Employer of any changes to their address/contact information through the Employee Portal.

3.11 Personnel Files

Twice each calendar year, an Employee may request the opportunity to examine their personnel file in the presence of an authorized representative of the Employer which will be arranged at an agreed time and date within five (5) business days. An Employee may make a copy of their personnel file. An Employee may also request to examine their personnel file in a PDF file format emailed to them to facilitate easier access by Employees who live outside of the Halifax Region.

3.12 Further Information

The Employer shall provide to the Local Union President, in writing, before the end of each month, the names and classifications of newly appointed Employees. The Employer also agrees to provide to the Local Union President a copy of the Employer's current organization ~~charges~~ ^{charts} relevant to the operation of the Site in the Bargaining Unit.

3.13 The Employer agrees to supply each new Employee with a copy of the Collective Agreement as part of their Site orientation. The Employer will use its DocuSign program to supply the Employee with the Collective Agreement. The Shop Steward may also provide a printed copy to the Employee upon being satisfied that the Employee will become a Bargaining Unit member.

3.14 The Employer will provide the Local Union President a copy of the Employer's current Employee Manual which includes the Employer's Policies and Procedures as existing at the signing of this Agreement, and as amended from time to time. The Client's Policies and Procedures manual is part of the Site Work Instructions ("SWI") and available for Employees at the Site.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.1 The Union acknowledges that all rights and prerogatives of management which the Employer had prior to the execution of the Agreement are retained exclusively by the Employer, without limitation, except as specifically modified by the express terms of this Agreement, including, but not limited to the right-to operate and manage its business in accordance with its commitments, responsibilities and contractual obligations to its clients; the right to maintain order, discipline and efficiency; the right to make, initiate, alter and enforce rules, regulations, policies and procedures; the right, for just cause, to discipline and discharge Employees; the right to select, hire, train, direct and control the Employees; the right to determine Employee eligibility requirements; the right to determine and enforce training requirements and standards; the right to transfer, assign, promote, demote, classify, reclassify, layoff and recall (subject to Article 14), replace and retain Employees; the right to introduce new and eliminate or change existing equipment, machinery, services or processes; the right to make studies of workloads and institute changes in work loads and job assignments; the right to determine the existence or non-existence of facts which are the basis of any and all management decisions; the right to plan, direct and control operations.

ARTICLE 5 - VACATION LEAVE AND PAY

- 5.1 The Employer will provide annual vacations and vacation pay as set out herein.
- 5.2 Full-time Employees having one (1) year but less than eight (8) completed years of service will be entitled to two (2) weeks' vacation, and the pay therefore shall be based on four percent (4%) of the total wages earned, excluding vacation pay, by the Employee during the applicable vacation year.
- 5.3 Full-time Employees having more than eight (8) completed years of service will be entitled to three (3) weeks' vacation, and the pay therefore shall be based on six percent (6%) of the total wages earned, excluding vacation pay, by the Employee during the applicable year.
- 5.4 Employees shall take their vacation in unbroken periods in one (1) week blocks.
- 5.5 Subject to 5.7 f), an Employee shall be paid their vacation pay on their regular pay cheque while the Employee is on vacation.
- 5.6 The vacation year for vacation leave purposes shall be the calendar year (from January 1st to December 31st).
- 5.7 Requesting and Using Vacation
- (a) All Employees who are entitled to vacation time off must request their preferred vacation time through the Employee Portal sixty (60) days prior to the requested days off. For greater certainty, it is not sufficient for an Employee to submit requests verbally or by email communication. An Employee must ensure they have received a confirmation ticket number for the vacation request. If not, the Employee should resubmit the request. The Employees must request vacation by March 1st for the period June 1 to November 30, and by September 1st for the period December 1 to May 31. Requests which do not meet these deadlines will be granted on a first come first serviced basis. Within four (4) weeks of March 1 and September 1, the Portfolio Resource Coordinator will assign the vacation by Primary Site seniority unless coverage within a Zone is compromised in which case the most senior Employee within the Zone will have priority for the vacation period. If two (2) Employees have equal Primary Site seniority, the Employee who submitted their vacation request first will be given preference.
- (b) An Employee will be entitled to receive their vacation in an unbroken period, up to two (2) weeks unless otherwise mutually agreed upon between the Employee and the Employer.

- (c) Vacation time off is to be taken during the current vacation year. For vacations during the vacation year, the Employer will attempt to grant vacation time as requested, unless operational requirements make this impractical. In cases where operational requirements prevent approval of requested vacation time, the vacation time will be scheduled by the Employer after consultation with the Employee involved. The Employer shall only cancel vacation previously scheduled in accordance with this Article after making every effort to rearrange shifts or until the absence with a Casual Employee and in such circumstances will make every effort to provide as much notice as possible to the affected Employee.
- (d) In cases of conflicting vacation requests by two (2) or more Employees in one Zone, seniority shall be the governing factor, except that the Employer shall not be expected or compelled to cancel vacation leave previously granted to a lesser service Employee.
- (e) Notwithstanding 5.4, if operational requirements permit, the Employer may allow an Employee to take some of their earned vacation time off in single days.
- (f) Notwithstanding 5.5, where permitted by the Nova Scotia Labour Standards Code, Employees may request a payout of their accrued vacation pay. However, the Employee will still be required to take vacation in accordance with the Code and if the Employee does not have vacation pay accrued to cover the leave, it must be taken without pay.

ARTICLE 6 - LEAVES

6.1 Pregnancy Leave

Pregnancy leave shall be as per the Nova Scotia Labour Standards Code. Employees must make the request in writing stating the last day to be worked and the expected date of return to work. Provided the Employee continues to pay their share of the premiums for extended health and dental benefits, the Employer will continue to pay its share of the premium. Employees will also accrue seniority during the leave but not service-related benefits.

6.2 Parent/Adoption Leave

Parental/Adoption leave shall be as per the Nova Scotia Labour Standards Code. Employees must make the request in writing stating the last day to be worked and the expected date of return to work. Provided the Employee continues to pay their share of the premiums for extended health and dental benefits, the Employer will continue to pay its share of the premium. Employees will also accrue seniority during the leave but not service-related benefits.

6.3 Bereavement Leave

Full-time and Part-time Employees will be entitled to five (5) days Bereavement Leave as per the Nova Scotia Labour Standards Code. The Employer will, however, reimburse the Employee for one (1) of the five (5) unpaid days under the Code if the day of the funeral is a scheduled shift. In that event, the Employee will be paid for the scheduled hours at their regular rate of pay.

6.4 General Leave and Reservist Leave

- (a) The Employer, in its sole discretion, may grant an Employee an unpaid leave of absence requested by the Employee in writing for a period of no more than three (3) months. This leave may be extended by mutual agreement. If the leave is not extended and the Employee fails to return to work the Employee will be deemed to have resigned.
- (b) Employees who are members of the Canadian Forces pursuant to the National Defense Act (Canada) shall be entitled to Reservist Leave in accordance with the Nova Scotia Labour Standards Code.
- (c) Notwithstanding 6.4 (a), Employees will continue to accrue seniority while on approved unpaid General Leave but upon return from the leave, they will be placed in an available position within the bargaining unit and where possible, at the Employee's Primary Site at the time of the commencement of the leave.

6.5 Jury Leave and Court Attendance

Employees selected for jury duty must provide the Employer with as much notice as possible of their requirement for an unpaid leave. The Employee must also provide as much notice as possible for their expected date of return to work from jury leave.

An Employee who is required to attend, and actually attends and testifies (if required), as a subpoenaed witness before a legal body having authority to issue subpoenas or summons, in a case related to their duties as an Employee at the Site or a case that is not their private affairs, will be paid at their regular rate of pay for the actual time they are required to attend court, for four (4) hours, whichever is greater.

Religious and Cultural Obligations

The Employer shall make reasonable efforts to accommodate without pay an Employee whose religion or culture requires attendance to fulfill obligations during what would normally be the Employee's work time. For this purpose, Employees may request annual vacation leave time or, after approval by the ~~CVS~~^{ESM}, arrange a shift exchange with a fellow Employee in order to fulfill their religious or cultural obligations.

6.6 Benefits While on Leave

- (a) While an Employee is on an approved leave, with pay, under this Article, subject to the provisions of the relevant benefit plans, the Employee is entitled to continue benefits coverage they are enjoying on the day the leave commences on condition that they continue to pay their portion of the required premiums. The Employer will confirm the process for the premium payments and the Employee's responsibility for same in writing by the last pay period before the commencement of the leave.
- (b) While on approved leave, without pay (not including vacation leave), subject to the provisions of the relevant benefit plans, the Employee is entitled to continue benefits coverage they were enjoying at the commencement of the leave provided the Employee pays both the required Employee and Employer premiums. The Employer will confirm the process for the premium payments and the Employee's responsibility for same in writing by the last pay period before the commencement of the leave.

6.7 In relation to all of the above leaves, the Employee requesting leave will provide as much notice as possible, in writing, of such request, to the Employer which notice will provide, as far as possible, details of the timing and reasons for the requested leave and the leave must also be requested through the Employee Portal. The Employer will respond in writing through the Employee Portal within seven (7) days and it will be this response that confirms or denies the request.

6.8 Compassionate Care, Critically Ill Child Care, Crime-related Child Death or Disappearance Leave, Domestic Violence Leave and Emergency Leave

The Employer agrees to provide the leaves listed in this Article 6.8 above in accordance with the relevant provisions of the Nova Scotia Labour Standards Code.

6.9 Union Leave

- (a) The Employer will grant leave in writing to an Employee(s) who is required by the Employer to attend a meeting with management on behalf of the Union during normal working hours.
- (b) Subject to the Union reimbursing the Employer for its costs for pay and benefits upon presentation of an invoice from the Employer, the Employer will grant leave with pay as follows:
 - (i) For three (3) Employees to participate in negotiations to renew this Collective Agreement.
 - (ii) For an Employee elected or appointed to represent the Union at Union functions such as the Executive Council of the Union, conventions of the Union, Canadian Labour Congress or the Nova Scotia Federation of Labour of no more than one (1) week duration must provide the Employer with two (2) weeks' notice of their intention to attend the function. Provided that notice is given, the Employee will be given leave for the function with pay and benefits and without loss of seniority. No more than one person per site will be permitted Union Leave at one time and each Employee taking Union Leave will be limited to two leaves per calendar year.
 - (iii) To undertake training related to the duties of a representative of the Union, up to a total for all Employees not more than twenty (20) workdays per year.

ARTICLE 7 - GRIEVANCE AND ARBITRATION PROCEDURES

- 7.1 (a) A grievance is defined as any difference concerning the interpretation, application, administration, or alleged violation of the provisions of this Agreement or of relevant legislation.
- (b) The Employer will only accept grievances presented on the Union's grievance form once the Union has signed the form authorizing the grievance. Once a grievance is filed at Step 1, the Employer will not discuss the grievance with the grievor without a Shop Steward or delegate in attendance.
- (c) Should an Employee have a complaint which may become a grievance, the Employee must first discuss the complaint with the Site Supervisor or their designate. The purpose of this discussion is to explore the possibility of reaching a resolution of the matter. The Employee will be allowed to have a Shop Steward in the meeting provided the meeting can be arranged before or after the shift commences for the Shop Steward / Employee or during the shift if coverage for the Employee and/or Shop Steward can be arranged.
- (d) An earnest effort will be made to settle grievances fairly and promptly in the following manner. In calculating such time limits, Saturdays, Sundays, and holidays shall be excluded. If the time limits in Steps 1, 2, and 3 of the grievance procedure are not complied with, then the grievance will be considered as having been abandoned unless the parties have mutually agreed, in writing, to extend the time limit(s).
- (e) If the Employer fails to meet a time limit, the Union, at its option, may either advance the grievance to the next step or await the Employer's response, in which case no time limit shall apply against the Union until it has received the Employer's response.
- (f) Whenever possible, meetings at Steps 1, 2 and 3 shall occur either immediately before the Employee's shift begins or immediately after to avoid the necessity of replacing the Employee or the Union representative. Should it be necessary to have the meeting during the shift, the Employee, and the Union representative (if the Union representative is on the same shift), must comply with Article 3.8 b).
- (g) Where possible, the Employer will secure a meeting space at the Primary Site for any grievance meetings and failing that, the meetings will occur either virtually, at a location offsite arranged by the Employer, or at the Employer's Branch Office.
- (h) By mutual consent, the parties may agree to use the services of a mediator. The parties agree to share the costs of the mediation.

7.2 Grievance Procedure

Step 1

- a) Within ten (10) days of an Employee becoming aware of the matter giving rise to the grievance (or a later day by mutual agreement), the Union, in consultation with the Employee, will submit a written complaint to the CSM or their designate with a copy to the People and Culture Coordinator (“PPC”). The grievance shall specify the following information:
 - i) Nature of the grievance including the date and place.
 - ii) The sections of the Collective Agreement claimed to have been violated.
 - iii) The remedy or corrective action required.
- b) The CSM or their designate shall convene a meeting with the Employee and, where applicable the Union representative, provide a written reply within fifteen (15) working days of receipt of the grievance.

Step 2

- a) If a satisfactory settlement has not been obtained under Step 1 of the grievance process, the Union representative may, in consultation with the Employee, within ten (10) working days of receipt of the Employer's decision under Step 1, forward the written grievance to the Branch Manager or their designate.
- b) The Branch Manager or their designate will give a written reply to the grievor, and if applicable their Union representative, within ten (10) working days of receipt of the grievance.
- c) Notwithstanding the above, an Employer Grievance, Policy Grievance, as well as grievances regarding termination, may be commenced at Step 2. Within fifteen (15) days of the party becoming aware of a matter giving rise to an Employer, Policy or termination grievance, the grieving party may submit the grievance in writing, including the redress request, to the other party, without the necessity of complying with Step 1. In the event of an Employer grievance, the Union will give a written reply to the Vice President, Atlantic Canada within ten (10) working days of receipt of the grievance.

Step 3

If a satisfactory settlement has not been obtained under Step 2 of the grievance process, the Union representative may, in consultation with the Employee, within ten (10) working days of receipt of the Employer's decision under Step 2, transmit the written grievance to the Vice President, Atlantic Canada or their designate. The Vice President, Atlantic Canada will hold a meeting with the grievor and a union representative in a final attempt to resolve the grievance. A Staff Representative of the Canadian Union of Public Employees may be present at this meeting if requested. The Vice President, Atlantic Canada will within ten (10) days after such meeting give their decision in writing.

Step 4

In the event that no settlement can be reached between the Union and the Employer in Steps 1, 2 and 3, the dispute shall be referred to a single Arbitrator constituted in the following manner:

7.3 Arbitration Procedure

- a) The matter may, at the insistence of either party, be submitted to a single Arbitrator for their determination, provided that written notice is submitted to the other party within ten (10) days of receiving the written reply outlined in Step 3 above.
- b) An earnest effort will be made by both the Employer and the Union to reach mutual agreement on the person to be requested to serve as Arbitrator.
- c) If the parties fail agreement on such an Arbitrator within fifteen (15) working days of the date of notice of Arbitration, the Minister of Labour for the Province of Nova Scotia shall be called upon to appoint such an Arbitrator.
- d) The Arbitrator shall hear the grievance and shall issue a decision, within fifteen (15) days, or within such other period as the parties may agree upon or the Arbitrator reasonably requires.
- e) The decision of the Arbitrator shall finally settle all differences between the parties or persons bound by this Agreement on whose behalf it was entered into, concerning its interpretation or violation.
- f) The Arbitrator shall make any necessary orders to implement their award and restore any party to their or its rightful position, including lost wages, reinstatement, etc.
- g) The Arbitrator shall have power to modify a penalty of discharge suspension, or discipline provided the Union establishes that there are just and reasonable grounds for such modification.

h) The Arbitrator shall not have any jurisdiction to alter or change any of the provisions of this Agreement nor to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.

i) Each of the parties hereto will bear one half of the expenses of the Arbitrator.

7.4 The time limits set out in this Article may be extended by mutual written agreement of the Employer and Union.

ARTICLE 8 - STRIKES AND LOCKOUTS

8.1 Strikes and Lockouts

The Union agrees that there shall be no strike, and the Employer agrees that there shall be no lockout during the term of this Agreement.

8.2 Collateral Labour Disputes

In the event of a strike by any non-Employer employees, or any other labour organization, or any other bargaining unit, or of a lockout by any other Employer, which affects the client's property or operations, the Employees covered by this Agreement will remain on the job performing their assigned functions. However, where an Employee is confronted with a situation jeopardizing their safety in crossing a legal picket line or demonstration on or at the Client's premises, the Employer will ensure a safe access to the workplace. If the Employer is unable to provide such safe access in that situation, the Employee will not be disciplined for failing to cross such picket line or demonstration.

ARTICLE 9 - JOINT UNION MANAGEMENT CONSULTATION COMMITTEE (THE "COMMITTEE")

9.1 Process

On the request of either party, the parties will meet twice per calendar year for the purpose of discussing general issues relating to the workplace that affect the parties or any Employee bound by the Agreement. Given the nature of the contract with the Client at the Site and the limited number of Employees at the Site at any point in time this meeting will be scheduled outside normal work hours for the Employees and at no cost to the Employer. These meetings will not discuss any matter that is, or could be, the subject of a grievance under this Agreement but issues related to working conditions that are under the control of the Employer may be discussed.

9.2 Chair, Agenda and Minutes

The Regional People and Culture Manager or CSM and the Union President or their designates will arrange for a Notice of virtual meeting and attach an agreed upon Agenda. Both parties may have up to four (4) people in attendance. The meeting will be scheduled for a maximum of ninety (90) minutes. If the Agenda contains an issue that requires input from a Region, the parties will ensure their respective Regional representatives are available for the final portion of the meeting. The Committee shall alternate its Chair between representatives of the Union and the Employer from one meeting to the next. Preparation of minutes of the meetings will be prepared by the Chair of the meeting in question. The minutes will be agreed by the parties prior to distribution to the Union and the Employer.

ARTICLE 10 - PAY

10.1 Pay

Employees shall be paid the hourly rate for the positions which they occupy as specified in Appendix "A" attached hereto, pay being made on a bi-weekly basis.

ARTICLE 11 - DISCIPLINE AND DISCHARGE

11.1 Progressive Discipline the Norm

The Employer agrees that discipline will be for just cause and progressive and corrective in nature and, depending upon the nature of the specific infraction (for example, some offences, such as theft, being of a major nature, may result in discharge as the initial action), will normally commence with coaching and/or a written warning.

11.2 Written Discipline

In the event that the Employer disciplines an Employee, the Employee and the Union shall be notified in writing of the discipline.

11.3 Right to Representation

Where the Employer intends to meet with an Employee to impose discipline or to discharge them, that Employee will be informed of their right, if desired, to have Union representation at such meeting. The Employer will provide reasonable notice to the Employee of its intention to discipline or discharge and if the Employee declines the right to representation the Employer will have the Employee confirm same in writing.

11.4 Grievance

Grievances related to the suspension or discharge of an Employee shall be filed commencing at Step 2 of the Grievance Procedure.

11.5 Removal of Discipline

Unless a disciplinary action is of a serious nature including but limited to theft, excessive force, breach of patient confidentiality, false reporting, and harassment (including bullying and violence in the workplace) and provided no further disciplinary action of the same nature has occurred in the subsequent period, the Employer shall remove the document from the Employee's personnel file after a period of three (3) years.

ARTICLE 12 - AMENDMENTS TO AGREEMENT

12.1 This Agreement may be amended by the parties by mutual agreement in writing.

ARTICLE 13 - LAYOFF AND RECALL

13.1 Layoff Defined

A layoff may occur when a contract is not renewed, or is reduced in scope, or is cancelled which results in a reduction in the workforce. The Employer will seek alternate employment for the displaced Employees at its other sites.

13.2 Notice

The Employer agrees, except in extraordinary circumstances when it is not practical to do so, to provide written confirmation to the Union within one (1) week of receiving formal written notification from the Client of the non-renewal, reduction in scope or cancellation of a contract with the Client. Affected Employees will be advised of their date of lay-off once the Employer has been able to determine any redeployment opportunities.

13.3 Lay-off and Recall

- (a) In the circumstance when the contract is reduced in scope in accordance with Article 13.1, Employees will be laid off in reverse order of seniority at the Employee's Primary Site. The only exception to this provision is when the client requests that a specific Employee be retained at the Site location. When possible, the Employer will obtain the Client's request in writing.
- (b) The Employer shall generally give notice of recall by email and if there is no response, by phone, to the last recorded phone number or address of the Employee. The Employee shall keep the Employer informed of the Employee's present email address or phone number by which they may be reached. Any Employee who fails to do so shall forfeit their right of recall.
- (c) If, within two (2) calendar days from the receipt of such notice the Employee accepts the recall, the job will be held open for two (2) calendar days from the day of the Employee's acceptance.
- (d) In circumstances where the Employer must fill a vacant position without delay, the Employer shall give notice of recall by telephone, the Employer will fill the position with the first available Employee from the recall list.
- (e) If an Employee on the recall list, without good and sufficient reason, declines an available position or fails to respond to the notice within two (2) calendar days from the date of receipt of the original notice or fails to report to work within the time period outline in 13.3 (c), such Employee shall be considered to have resigned and shall forfeit their right to recall.

However, if the Employer deems the Employee to have good and sufficient reason for their:

- i. failing to respond to a recall notice,
- ii. failing to report to work,
- iii. or for declining the recall,

the Employer will reinstate the Employee to the recall list.

Should an Employee be prevented from returning to work due to illness or accident they shall retain their recall right and the Employer shall be at liberty to recall another Employee. The Employee shall be required to show proof of such illness or accident. The Employer will not be responsible for the cost of the medical note/certificate.

ARTICLE 14 - STAFFING PROCEDURE AND PERSONNEL TRANSFERS

- 14.1 When the Employer determines there is a permanent vacancy for a non-entry level position or creates a new Bargaining Unit position, it shall post notice on the Employee Portal. The Employer will also send an email to the applicable locations to be posted in the Security Office and to those casuals trained for the Site.
- 14.2 Job opportunities at the Site will be open to all Employees in the Bargaining Unit and all Employees of the Employer. Employees at one Primary Site may be considered for a permanent position at another Primary Site (as posted in the Employee Portal for all Employees of the Employer) provided the Employee has not changed Primary Sites in the preceding twelve (12) months.
- 14.3 The posting shall be for a minimum of five (5) business days, and the posting shall indicate the closing date. However, when operational or Client requirements dictate, a shorter posting period may be used, in which case, the Employer will make reasonable efforts to notify Employees on leave or off shift of these job opportunities. In no circumstance will the posting be for a period of less than three (3) days.
- 14.4 The posting shall identify the position duties, classification (full-time or part-time) the required skills, abilities, and qualifications (including any certificates, licenses, or other Client requirements) for the job, hours of work if known, location, and its pay rate. The posted requirements for the job opportunity shall, as far as possible, accurately reflect the requirements for the job.
- 14.5 All Employees who apply for a job opportunity shall be considered candidates in the selection process. The candidates for the job opportunity will be evaluated by the Employer according to the posted requirements. After identifying qualified candidates, the Employer will host job competitions to determine the most eligible candidates. Where, during the job competition, the Employer determines that two (2) or more Bargaining Unit candidates are relatively equal in the Employer's view in meeting the posted requirements, the candidate with the greatest Site seniority will be offered the position. If, in the Employer's view, no Employee applicant meets the requirements for the position, the Employer may fill the position in such manner it deems appropriate.
- 14.6 The Employer may consider an applicant with demonstrated abilities and experience in lieu of a requirement(s), and in such case, the Employer shall so state on the job posting.
- 14.7 When interviews and/or tests are used as part of the selection process, only the top ranked candidates will be interviewed and/or tested.

- 14.8 Successful candidates who have already served a probationary period will be subject to a trial period of three (3) months. At an appropriate point in the Employer's judgment during the trial period, constructive feedback in a structured format will be provided to the Employee. During the trial period, if the Employee proves to be unsatisfactory in the new position, or the Employee determines they do not wish to remain in the position they shall be returned either to their former position or an equivalent position at the same rate of pay if possible and, if within the Bargaining Unit, without loss of seniority.
- 14.9 At their option, unsuccessful candidates may request a meeting with the Employer to discuss their assessment by the Employer in the job competition. At that meeting, if they so wish (advised in writing), the Employee may be accompanied by a Union representative.
- 14.10 If an Employee wishes to transfer for personal or compassionate reasons to a different Primary Site, the Employee will submit their request in writing and the Employer will consider the request provided:
- a) The transfer does not constitute a promotion; and
 - b) The Employer will, when possible, transfer the Employee to a suitable available vacancy at another Primary Site within the Bargaining Unit provided the Employer determines that the Employee has appropriate skills, abilities, and qualifications (including any certificates, licenses, or other client requirements) to perform the job.
- 14.11 Where the Client directs the Employer to remove an Employee for non-disciplinary reasons, the Employer will, when possible, transfer the Employee to a suitable available vacancy at another site outside the Bargaining Unit provided the Employer determines that the Employee has appropriate skills, abilities and qualifications (including any certificates, licenses, or other client requirements) to perform the job. A meeting will be arranged with the Employee as soon as possible at a time convenient to the Employer and the Employee to discuss the options for work available to the Employee and ascertain the Employee's interest and to discuss opportunities for work as a Spare, if necessary, in the meantime.

ARTICLE 15 - SENIORITY

15.1 Seniority Defined

Seniority of an Employee means the length of the Employee's continuous service with the Employer since the date of the Employee's first shift worked following their most recent date of hire. Site Seniority, for Employees in the Bargaining Unit on the date of signing this Agreement, shall be determined by the Employee's first paid shift with the Employer within the Site since last date of hire with the Employer. Thereafter, for Employees that become employed at the Site, Site seniority of an Employee means the length of the Employee's continuous service in a position in the Bargaining Unit at the Site. A Part-time or Casual Employee cannot accrue more than one year's seniority in a twelve (12) month period. The original seniority list as determined by this Article 15.1 will be attached to this Agreement as Appendix B.

15.2 Probationary Period

Notwithstanding 15.1, there shall be a probationary period for each new Employee hired to a position within the Bargaining Unit if the new Employee is a Probationary employee as defined in Article 2.11. The Probationary Period shall be the greater of 288 hours or three (3) months commencing with the first day of actual paid work at the Site or three (3) months commencing with the first shift worked for the Employer at a prior site, whichever occurs first. If the Employee successfully completes their Probationary Period, they shall then acquire Site seniority backdated to the first day of paid work at the Site. The parties agree that it is in the interest of the Employer and the remaining Employees in the Bargaining Unit that new Employees be considered as to their suitability for permanent employment. Accordingly, the Employer, in its sole and unfettered discretion may terminate a Probationary employee at any time during the Probationary Period. The Employer, in making its decision, will act in good faith and will not discriminate based on a protected ground.

15.3 When two (2) or more Employees have identical seniority, their relative seniority shall be determined by the recorded time of their DocuSign Employment Contract.

15.4 A Site seniority list as determined by the above, consisting of the name and amount of seniority of each Employee, shall be maintained by the Employer and revised in January by the Employer based on service up to the end of December in the immediately preceding six (6) months. The list will be filed in the Employer Binder (see 3.8 above) at each site, and a copy will be forwarded to the Local Union President.

15.5 An Employee who believes that they are improperly placed on a seniority list shall have twenty-five (25) days from the date of filing of the list in the Employer Binder to protest, in writing, to the Employer, with a copy to the Local Union President. If the matter is not then resolved, they may file a grievance in accordance with the grievance procedure in this Agreement.

15.6 Appointment Outside Bargaining Unit

- a) Employees permanently appointed to a position outside of the Bargaining Unit shall retain their accrued Site seniority for up to six (6) months but shall not accumulate further Site seniority unless they return to the Bargaining Unit prior to the expiry of the six (6) months.
- b) Employees temporarily appointed or on an acting assignment outside of the Bargaining Unit shall retain and accumulate Employer and Site seniority for a period not to exceed eighteen (18) months. Thereafter, no further Site seniority shall accrue unless they return to the Bargaining Unit prior to the expiry of the eighteen (18) months.
- c) No Employee shall be transferred without their permission to a position outside of the Bargaining Unit.

15.7 An Employee shall lose their Employer and Site seniority and cease to be an Employee if:

- a) They are discharged by the Employer and not reinstated through the grievance or Arbitration procedures of this Agreement.
- b) They quit or resign.
- c) They have been laid off for more than twenty-four (24) months.
- d) They fail to accept a reasonable offer of recall from layoff.
- e) They are absent from work for more than three (3) days without an authorized leave of absence, unless a satisfactory bona fide reason, in the opinion of the Employer, is given by the Employee before returning for their next scheduled shift.
- f) Subject to Article 7 (Grievance and Arbitration), they use an authorized leave of absence for a purpose other than that for which the leave was granted (if during such leave the Employee wishes to have its purpose changed, they will request and obtain approval for such change) or fails to return to work on the completion of such leave of absence or vacation unless a reason satisfactory to the Employer is given within three (3) days of the completion of the authorized leave of absence or vacation;
- g) They are absent from work due to illness or injury for a period of more than five (5) consecutive days or had two (2) non-consecutive absences of five (5) or fewer days within the preceding twelve (12) months, without providing a medical certificate from a qualified medical practitioner (if requested by the Employer) certifying that the Employee was incapable of working due to such illness or injury for a specified period of time which coincides with the Employee's absence from work. The medical note is to be dated, whenever possible, during the time of absence.

- h) They consistently refuse shifts or fail to respond to offers of shifts without a bona fide reason for a period of six (6) weeks or more; or**
- i) They fail to maintain the Provincially required security license or fail to participate in training and complete training required by the Employer.**

ARTICLE 16 - HOURS OF WORK, INCLUDING REST PERIODS AND MEAL PERIODS

16.1 Work Schedules

Hours of work are determined by contractual obligations between the Employer and the Client. Schedules will be posted a minimum of two (2) weeks in advance on the Employee Portal. Where possible when it is necessary to change a work schedule, the Employer will provide the Union and the affected Employees with as much notice of the change as is reasonably practicable for contracted core coverage and regardless will provide one (1) weeks' notice. For other non-contractual coverage such as patient watch, the Employee will be notified as soon as the Employer is notified of the cancellation of the shift.

16.2 Changes to Hours of Work

The Employer will endeavour to maintain the present method of assigning shifts for regular Employees. The Union understands that due to operational requirements, hours of work may be reduced or increased at any time during the term of this Agreement.

16.3 Rest/Meal Periods

In each full shift of a minimum of eight (8) hours, the Employer will provide paid time off for a total of sixty (60) minutes for rest and/or meal periods, as scheduled by the Employer and responsive to the Client's operational needs. This total, for each full shift of a minimum of twelve (12) hours, will increase to ninety (90) minutes. It is agreed that it is necessary for an Employee to remain at their Primary Site during paid rest and meal periods.

16.4 Shift Change

Provided it does not result in overtime or less than twelve (12) hours rest for either Employee, an Employee may switch a shift with another Employee with the required training for the shift upon giving the PRC twelve (12) hours' notice in writing of such change.

16.5 Decrease in Primary Site

In the event Primary Site hours of work are decreased, senior Employees will be given priority over less senior or probationary Employees unless the Client specifically requires otherwise. Should hours of work increase, senior Employees will be given first right of refusal over less senior Employees to accept additional hours provided the additional hours do not result in overtime.

16.6 Scheduling Part-time Employees

Part-time Employees will be scheduled in order of seniority (provided it does not result in overtime) after Full-time Employees' schedules are determined.

- 16.7 The Employer will continue a Fixed Cycle Average (meaning as currently scheduled, for example, four (4) twelve-hour shifts followed by four (4) days off for Full-time Employees).
- 16.8 Employees shall clock in and out at the time of arrival and departure for shift by using the Team Time system or any other system put in place by the Employer. If Team Time is not operational the Employees must complete a sign-in/sign-out sheet for the Supervisor to provide to the Office. Employees must review their own hours on the Employee Portal and note any discrepancy to either the CSM or the PRC prior to payroll system lockdown, which occurs each Monday and each month end. If the payroll system has been locked down at the time of the Employee's review, they must submit a payroll adjustment ticket through the Employee Portal.

ARTICLE 17 - HEALTH & SAFETY

17.1 Occupational Health and Safety

The Employer and the Union agree that they and the Employees will comply with the Employer's Occupational Health and Safety Policy unless that Policy conflicts with the Client's Occupational Health and Safety Policy, in which case the Client's Policy will apply.

17.2 Site Work Instructions

The Employer will provide Site Work Instructions (aka safe operating procedures), and training, where required, in the handling of dangerous goods or materials, the operation of equipment, and, where applicable, exposure to toxic substances. Where required, these instructions and/or training may be done in conjunction with the Employer's Client. The Employer will comply with the requirements of the Employer's Post Orders, the Employer's Policy, and the Client's Policy unless otherwise specified by the Employer.

17.3 Health and Safety Information

The Employer will respond to requests by the Union for health and safety information in its possession, which requests will not be unreasonably denied.

17.4 Grievance Procedure

Where there are alleged breaches of the provisions of this Article, it is agreed that Employees will pursue a remedy for any such breaches pursuant to Article 7 (Grievance and Arbitration).

ARTICLE 18 - DISCRIMINATION

- 18.1 The Employer, the Employees and Union will comply with the Employer's Policy on Discrimination and the Nova Scotia Human Rights Act. Where there is a conflict, the Human Rights Act will apply.

ARTICLE 19 - HARASSMENT

- 19.1 The Employer, the Employees and Union will comply with the Employer's Policy on Harassment and the Nova Scotia Human Rights Act. Where there is a conflict, the Human Rights Act will apply.

ARTICLE 20 - CLIENT ACCEPTANCE OF EMPLOYEES

- 20.1 The nature of the relationship between the Employer and its clients necessitates that individual Employees be acceptable to the Client at the workplace to which they are assigned. When the Client considers an Employee to be unsuitable, either on initial assignment or at any subsequent time, and the Client advises the Employer of this, the Employer shall review the Client's concerns and will attempt to reconcile the situation. The Employer will request the Client outline its concerns about the Employee in writing; if the Client does not do so, the Employer will summarize the substance of the Client's concerns, if available, and provide same in writing to the Employee. A copy of this request will be copied to the Employee and the Union.
- 20.2 Where no reconciliation is possible with the Client the Employer will attempt to find an alternative assignment for any affected Employee(s).
- 20.3 Notwithstanding clause 20.2, but subject to Article 11 (Discipline and Discharge), the Employer reserves the right to discipline, up to and including discharge, the Employee if the reasons for the Client's concerns, in the Employer's view, are justified for just cause.

ARTICLE 21 - POLITICAL RIGHTS

- 21.1 The Employer shall place no restriction on the rights of Employees to participate in the political process, including the right to run for an office or campaign for the candidate(s) of their choice.

ARTICLE 22 - HOLIDAYS

22.1 Recognized Holidays

The Employer recognizes the statutory holidays as outlined in the Nova Scotia Labour Standards Code. Such days are to be observed, for individual Employees, on the days as determined by operational requirements. However, an Employee who wishes to observe a different holiday for religious or cultural reasons may request the day off without pay, arrange with another Employee to exchange a shift (provided it does not result in overtime for either Employee), or request a vacation day.

22.2 Working on a Holiday

An Employee will be compensated for working on the holidays referred to in clause 25.1 at the rate of one and one-half times (1.5) their regular rate of pay plus holiday pay for each hour worked on those days. The compensation provided in this clause shall be the total obligation of the Employer, in money or time, arising from work.

ARTICLE 23 - OVERTIME

- 23.1 Where the Employer requires an Employee to work in excess of forty-eight (48) hours in a work week (Saturday midnight to Saturday midnight), they shall be paid overtime at the rate of time and one half (1.5) the Employee's regular straight time rate for all such excess hours worked. In calculating the Employee's hours in this Article, training may result in overtime should the Employee work more than ninety-six (96) hours in a two (2) week pay period as a result of the training.

ARTICLE 24 - BENEFITS

24.1 Qualifying for Benefits

All Employees who have completed their probationary period are eligible for the group benefits plan provided they have completed sixty (60) hours bi-weekly for a minimum of six (6) months and maintain sixty (60) hours bi-weekly thereafter to remain eligible. It is understood that Employees must complete all eligibility requirements of the benefits carrier.

24.2 Eligible Employees are required to pay the full premium for Life and AD&D. The Employer agrees to pay fifty percent (50%) of the premiums for extended health and dental. In addition, eligible Employees have access to a free Employee and Family Assistance Program (EFAP).

ARTICLE 25 - DURATION OF AGREEMENT

- 25.1 It is agreed that this Collective Agreement shall be in force and effect from the date of ratification until March 31, 2027, and thereafter from year to year unless written notice of contrary intention is given by either party to the other party within two (2) months immediately preceding the date of expiry.
- 25.2 If no agreement for a new Collective Agreement is reached at the expiration of this Collective Agreement and negotiations are continuing, this Collective Agreement shall remain in force up to the time an agreement is reached or until negotiations are discontinued in writing by either party.

ARTICLE 26 - GENERAL

- 26.1 The Employer and the Union agree that this Collective Agreement incorporates gender neutral language. Employer representatives, Union representatives, and Employees are therefore referred to using the pronouns “they” or “them,” or the possessive pronoun “their.”

ARTICLE 27 - UNIFORMS AND SECURITY LICENSE

- 27.1 The Employer shall provide Employees with uniforms in accordance with its policy as it may be amended from time to time.
- 27.2 Maintenance and care of the uniforms shall be the responsibility of the Employee, but the Employee must comply with the Employee Manual requirements.
- 27.3 Employees must not wear the uniform while travelling to and from work unless the Employee is travelling directly to and from work.
- 27.4 All uniform items and Security Licenses remain the property of the Employer and must be returned to the Employer upon termination of employment for any reason. If not returned by the time payroll is completed for the final pay, the amount outstanding for the uniform article will be deducted from the pay and only reimbursed to the Employee once the Employee has returned the article. If the Security License is not immediately returned, the Employer shall notify the Department of Justice, and the Employee may be subject to a fine.

ARTICLE 28 - PROTECTIVE FOOTWEAR

- 28.1 Upon approved receipt, the Employer will provide the Employee with a one-time payment of \$120.00 every year commencing on the Employee's anniversary during the term of this Agreement to obtain the required footwear.

ARTICLE 29 - CALL-IN PAY

- 29.1 An Employee who is called in to work outside their regularly scheduled hours shall be paid a minimum of four (4) hours pay at their applicable rate whenever there is a break between the Employee's regularly scheduled hours and the work the employee is called to perform.
- 29.2 No Employee shall be called in to work for less than four (4) hours in any one day. If no work, or insufficient work, is available, said Employee will be paid the four (4) hours at their regular hourly rate.
- 29.3 Call-in pay will not be paid for pre-arranged training sessions; however, Employees will receive their regular rate of pay for Paladin initiated training sessions.

ARTICLE 30 - SICK LEAVE

30.1 Sick Leave Defined

Sick leave is the period an Employee is approved to be absent from work due to illness or an injury not payable under the Workers Compensation Act.

30.2 Earning Sick Leave

Following one year's employment with the Employer, Full-time Employees will be entitled to paid sick leave up to three (3) days per calendar year paid at eight (8) hours at the Employee's regular rate of pay. Following one year's employment with the Employer, Part-time Employees will be entitled to paid sick leave up to one (1) day per calendar year paid at eight (8) hours at the Employee's regular rate of pay. Paid days will be automatically applied to the first sick leave days in the calendar year.

30.3 Sick Leave for Other Employees

Employees with less than one (1) year's employment with the Employer and Casual Employees will be entitled to sick leave in accordance with the Nova Scotia Labour Standards Code.

30.4 Proof of Illness

The Employer may require an Employee to provide a medical certificate if the Employee has missed more than five (5) consecutive days due to sickness or injury or the Employee has already had two (2) non-consecutive absences of five (5) or fewer days within the preceding twelve (12) months.

30.5 No Carry Over for Sick Leave

Any unused sick leave will not be carried over to the next calendar year.

30.6 Sick Leave and Leave of Absence

Should an Employee who qualifies for sick leave pursuant to Article 30.2 be on an approved leave of absence for part of any calendar year, upon their return to work they will be entitled to use any unused sick leave credits during the remainder of the calendar year.

30.7 Notification to Employer

An Employee who is unable to report for duty due to illness or injury must where possible notify the Employer at least eight (8) hours in advance. Otherwise, unless at least four (4) hours' notice is provided, the absence will be reported as a "short notice book-off" unless the Employee was unable to give the notice due to circumstances the Employer is satisfied were beyond the Employee's control.

SIGNED THIS 10th DAY OF MARCH, 2026.

SIGNED ON BEHALF OF:

**PALADIN SECURITY GROUP
LIMITED**

**CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 5479**



DARREN REID
J.P. ATLANTIC CANADA, PALADIN
SECURITY

Branch Manager Paladis Security

Warner Hines / PRESIDENT
CUPE LOCAL 5479
Walter Hines

Scott Chetwynd
CUPE
Scott Chetwynd

SCHEDULE "A"

WAGES

Classification	April 1, 2024	April 1, 2025	April 1, 2026
Security Officer	\$20.50*	\$**	\$**
Shift Supervisory	\$22.50*	\$**	\$**

* Wage Increases have already been implemented retroactive to April 1, 2024.

** Provided Paladin Security Group Limited is successful in securing either an extension or new contract with the Client for the years April 1, 2025 – March 31, 2026 and April 1, 2026 – March 31, 2027, and provided that in securing the extension or new contract Paladin is successful in obtaining wage rate increases for those years, Paladin will increase the wage rates set out above for April 1, 2024 by the amount of increase Paladin obtains for the 2025-26 and 2026-27 contract years retroactive to the effective date of the increases Paladin negotiates with its Client.

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