

ONTARIO & QUÉBEC BASED

Company Linehaul RATE PACKAGE

MILEAGE RATES

CANADIAN MILES	\$0.48/mile
USA MILES	\$0.50/mile

LCV RATES

PAID HOURLY	ONTARIO \$30.71/hour
	QUÉBEC \$29.60/hour

PICK UP & DELIVERIES

FULL LOAD CUSTOMER

The following rates apply whenever the driver is required to live load or live unload at a customer's location. The driver must have backed the trailer into the location, supervise the loading or unloading, sign the bills and depart with the same trailer.

1st STOP - \$34.00 EACH ADDITIONAL STOP - \$14.00

The following would not qualify to be paid as a full load customer stop:

- A pick up brought back to a Terminal, or delivery made from a Terminal location. These will be paid under the City P&D hourly compensation (see below) unless the customer is located outside that Terminal's normal P&D area.
- Trailer picked up or dropped at a Terminal location is not paid.
- En route drops of LTL at a Terminal are paid under Terminal Wayfreighting.

TERMINAL P&D

If the driver is performing P&D work directly for a Terminal, the driver will be compensated on an hourly basis at the following rate:

Hourly Terminal P&D	\$19.64 per hour	Atlantic Canada
Hourly Terminal P&D	\$20.60 per hour	St. John's, Newfoundland
Hourly Terminal P&D	\$26.41 per hour	Ontario
Hourly Terminal P&D	\$22.85 per hour	Montréal
Hourly Terminal P&D	\$23.04 per hour	Québec City
Hourly Terminal P&D	\$23.00 per hour	Ottawa

TERMINAL WAYFREIGHTING

These rates apply whenever making an enroute drop or pick up at a Terminal location and you continue on to your final destination with the same trailer:

- \$15.00 per hour — Minimum 1 hour

MECHANICAL BREAKDOWNS

The driver will be entitled to be compensated for a delay incurred that is a direct result of a mechanical breakdown of the equipment. The compensation will be as follows:

- Per hour rate payable from time of breakdown — \$15.00 per hour
- Maximum of 8 hours per 24 hours

ONTARIO & QUÉBEC BASED COMPANY LINEHAUL RATE PACKAGE

CONDITIONS & GUIDELINES

LINEHAUL PICKUP & DELIVERY

- Applies to Customer locations only.
- Each stop must be a different geographic location.
- Driver must be live and pinned to the trailer from start to finish – supervising the loading or unloading of the complete trailer.
- Dropping and leaving, or picking up previously dropped trailer, does not constitute a paid stop.

HOURLY RATE APPLICATIONS

- Terminal delay that exceeds 12 hours of non-paid time. (See Delay Time Notes section below)
 - \$15.00/hour in Atlantic Canada
 - \$20.00/hour in Ontario and Québec
- Pick up and delivery delay after two (2) hours at customer locations only.
*At a rate of \$15.00/hour. If a driver expects that pick up or drop cannot be completed within 2 hours, the driver **MUST** then contact Central Dispatch after 1 hour so that they can try to rectify the issue. If you fail to contact Central Dispatch, the driver will not be compensated.*
- Initial dispatch delay on any delay that prevents immediate mile attainment. This applies to all Midland terminals (home terminal only/initial start only).
 - \$15.00/hour in Atlantic Canada
 - \$20.00/hour in Ontario and Québec
- Terminal wayfreighting of LTL drops — minimum 1 hour.

FLAT RATE APPLICATIONS

- Interior trailer wash while with unit will be compensated \$20.00.

P&D WORK FOR TERMINAL

- To be assigned and approved by terminal supervisor.
- Paid in increments of 15 minutes (1/4 hour).
- Communication on availability and status between driver and dispatch is a must every time.
- If requested to spot a trailer when empty at a customer in ON or QC, driver will be paid P&D rate; if less than 50 miles driven in total between empty customer location, spotted trailer location and terminal.
 - Ex: empty at TransX, Mississauga, and dispatched to spot the empty trailer at UNFI, Concord and then dispatched to Concord terminal will be paid as P&D.
 - Please note, place on the power rotation will commence upon arrival to the dispatched terminal.

U.S. LAYOVER

- Driver is on time for delivery, has not refused a dispatch, and has available hours.
- Paid per day if without a dispatch within 10 hours from the time unit is empty and available.
- Repositioned miles reduce the hours used to calculate layover (50 miles = 1 hour).
- A driver will be compensated a flat rate of \$150.00 if a dispatch is not received within 10 hours (plus driving time) from the time they are empty and available for reload.
- 1 layover paid per 24 hour period.

DELAY TIME NOTES

- P&D work performed will reduce delay calculation time.
- Delay will not apply if the driver refuses a suitable load or requests a specific load. Not available or no response to a pre-plan or dispatch will be considered the same as refusing work.
- Drivers who book-off for personal reasons away from their home terminal, no delay will apply once back on power.
- Units must be on time for pick up and delivery appointments to qualify and dispatch must be contacted every 2 hours — updating status of delay.
- Wayfreighting applies during regular working dock hours and signed off by responsible terminal supervisor.
- Maintenance delays — subject to approval from Maintenance Department.
- “Act of God” situations will be treated and handled individually — without guarantee.

A new 12 hour waiting period to qualify for delay is required if:

- A total of 400 shorthaul miles are completed
- 8 hours of P&D work is completed
- A combination of P&D work and shorthaul miles driven is equivalent to 8hrs of work, miles calculated at 50 miles/hour
- *Driver will retain position on power based on distance travelled, (ex: 300 miles would be an additional 6hrs) — Applicable in Ontario and Québec only*

12 hour waiting period starts at time of “Empty” status on previous load

- Paid empty miles will be factored in to the 12 hour waiting period, ex: empty in Peterborough at 12:00 and sent to Brampton (99 miles), terminal delay would only commence at 02:00 (99 empty miles = 2 hours).

Delay Time ends when truck receives satellite pre-plan (time stamped in SHAW system)

- For LTL, if close time exceeds receipt of pre-plan, delay clock will end at actual close time of the load.
- For TL, if scheduled pick-up time exceeds receipt of pre-plan, delay clock will end at scheduled pick-up time of load unless reposition exceeds 50 miles (Ex: Peterborough P/U scheduled at 12:00, delay for a truck leaving Brampton would stop at 10:00, since the paid mileage is 99 miles to p/u location).
- If truck empties earlier than appointment time, delay will be paid 12 hours from scheduled delivery appointment (power position will however be based on empty time).

NOTES

- Interior trailer sweep or routine verification of trailer to ensure it is presentable to the next customer, remains the driver’s responsibility and is non compensable.
- Way freighting only applies during open hours of operation for all locations.
- Hourly & flat rate application activities may be randomly audited.

ONTARIO & QUÉBEC BASED COMPANY LINEHAUL RATE PACKAGE

CONDITIONS & GUIDELINES

HOOKS

Compensation if 5 or more highway dispatches with mileage are completed within a twenty four (24) hour time frame. Compensation for five (5) or more separate linehaul trailer moves — Flat \$25.00.

30 HOUR RULE

- Once loaded and rolling, if delivery appointment is not within 30hrs, driver will be dispatched to closest terminal or drop location and be placed on power rotation once dropped.
- Please note, if loaded and rolling is before scheduled pick-up time, 30hrs will begin per scheduled pick-up time.
- In cases where unit was not needed for power that day/night, driver may be required to deliver the load hauled from the U.S. but will still be placed on power rotation based on arrival time, drop of \$40 will apply.
- Rule is exclusive to units departing the U.S.

BORDER CROSSING

For any failed PAPS or PARS shipment that you are able to manually get cleared within one (1) hour by visiting the broker, you will be paid an additional \$5.00 for that particular shipment.

FISH ALLOWANCE

For hauling a load of fish where there are four (4) or more different stops on the trailer.
Rate - \$50.00

LUMPERS

- All prearranged lumper requirements must be called into dispatch.
- Driver must supervise the activities of the lumper, protecting the interest of Midland.
- 100% of the receipts must be received.

NEW YORK CITY ALLOWANCE

For units dispatched into one of the five boroughs of New York City (Brooklyn, Bronx, Queens, Manhattan and Staten Island). Rate - \$150.00

CHRISTMAS RUNNING

Will be paid to any unit running on Christmas Day. Rate - \$250.00

TOLLS

100% paid by the Company.

SAFETY BONUS

Each unit is entitled to receive a \$0.02/mile quarterly bonus on all paid miles.

To receive this bonus the unit must comply with the following:

- Have no preventable accidents for the quarter.
- Comply with the Company Uniform Policy for the quarter.

UNIFORM ALLOWANCE

Uniform Allowance is \$350.00 per year per unit.

CONDITIONS & GUIDELINES

REFUSED LOAD POLICY

DEPARTMENT: Linehaul Fleet — Attention all Drivers and Dispatch

ISSUE: Refusing Work

OBJECTIVE: To cover all freight movements with direct Midland power

THEMES

- Servicing customer demands on their timetable.
- Operating efficiently within company budget.
- Maintaining driver “job description” work duties.
- Common sense — keep it simple!

DISPATCH ASSIGNMENT: Coverage and Distribution Policy

- The “next” required dispatch, regardless of length, direction or time involved, will be assigned and accepted by the “next” driver/unit in rotation.
- Driver/unit selection order:
 1. Wild power not assigned a load from forecasted lineup, based on earliest arrival time
 2. Wild power units within forecasted lineup, from bottom position
 3. Bid/scheduled units (if no one from 1 and 2 — above are available)

NOTES

- Rotation position will not be forfeited (for any round trip dispatch under 400 miles) as a result of required coverage acceptance.
- Dispatch (on duty) will have final say at time of coverage need.
- On the spot disputes/conflicts are to be avoided. Work is to be performed, with situation elevated next day for resolution ruling.

REFUSAL DIRECTION AND HANDLING

1. Unit/driver will be specifically asked once to confirm position — to refuse the dispatch.
2. Once confirmed, unit/driver will be removed from rotation and all earned or future delay (for that dispatch segment) time will be forfeited.
3. Unit/driver will be given a dispatch home at the company’s earliest convenience.
4. No further work will be assigned until unit/driver has a meeting with Head Office Linehaul Management to discuss next steps.