

COMPANY'S FINAL OFFER

BETWEEN



COVENTRY
CONNECTIONS INC.

ZipTrack

Taxitab

**(C.O.B. AS BLUE LINE TAXI)
(COLLECTIVELY REFERRED TO AS THE "COMPANY",
MEMBERS OF THE OWNERS GROUP
{COLLECTIVELY REFERRED TO AS THE "OWNERS GROUP"})**

AND



10/06/2025

All previously agreed articles to be incorporated into the new CBA.

All current outstanding articles remain Status Quo except for the following:

ARTICLE 16: SENIORITY

16.09 No Single Plate Owner, Single Plate Lessee, and/or Member of the Owners Group may hire a taxi driver operating as a Rental Driver for the Company. For an ex-company employed driver to be hired by either of a Single Plate Owner, Single Plate Lessee, and/or Member of the Owners Group, the driver must have been out of the Company for a minimum of one (1) year.

ARTICLE 18: SAFETY AND HEALTH

18.03 The Company agrees to host an Annual Driver Appreciation Event (BBQ) during the summer months. Food and non-alcoholic beverages will be provided at no cost to the drivers. This annual event is intended to recognize and appreciate the contributions of all drivers and to promote a positive workplace culture.

ARTICLE 22: TAXI PACKAGE

22.01 All vehicles operating under the roof sign must be roadworthy, safe, with four doors, (station-wagon, or van) with proper weather resistant tires for all seasons and with a seating capacity for not less than four (4) passengers in compliance with the applicable Municipal By-laws and containing:

- (1) A non-faded, illuminated roof sign clearly stating the Company's name, telephone number and cab number,
- (2) A single Company approved taximeter, (S700), sealed in accordance with the City By-Law and connected to the Dispatch Tablet and camera.
- (3) A fully operational Dispatch Tablet;
- (4) A usable spare tire,
- (5) Necessary tire replacement equipment,
- (6) Company's business and receipt cards,
- (7) Functioning air conditioner & heater,
- (8) **(i) Company supplied POS Terminal to be used for all payments requiring payment for taxi fares.** Drivers are allowed to have their personal POS machine which can be used only when the Company supplied POS machine is not operational. Drivers who currently have a contract with a POS supplier must indicate such to the Company with proof of its expiry, but the same rules are applicable for usage.

- (ii) In the event that a driver is suspended or to be later terminated, the Company agrees to maintain the POS's activation until a final decision is made.
- (9) In-vehicle camera.

Any equipment owned by the Company, or Owners Group or Single Plate owner that becomes inoperative will be repaired as soon as possible.

ARTICLE 27: RENTAL CHARGES AND TERM OF AGREEMENT

27.02 Rental charges are debited to the driver's accounts on the first day of each month. Drivers **must** pay their rent in accordance with the reasonable time limits as set by the Company and/or each Member of the Owners Group.

All replacement vehicles must be either Hybrids or Electric Vehicles
All rents and fees are subject to HST.

- a) **STAND RENT**
 - i. On Ratification \$550.00
 - ii. Beginning Year #2 \$575.00
 - iii. Beginning Year #3 \$625.00
- b) **PLATE RENT**
 - i. On Ratification \$450.00
 - ii. Beginning Year #2 \$550.00
 - iii. Beginning Year #3 \$650.00

c) **VEHICLE RENTALS**

1. <u>HYBRID SEDAN</u>	<u>(Weekly)</u>		
	<u>Year #1</u>	<u>Year#2</u>	<u>Year#3</u>
	\$750.00	\$800.00	\$900.00
2. <u>ACCESSIBLES</u>	<u>(Weekly)</u>		
	<u>Year #1</u>	<u>Year#2</u>	<u>Year#3</u>
	\$800.00	\$850.00	\$950.00
3. <u>ELECTRIC SEDANS</u>	<u>(Weekly)</u>		
	<u>Year #1</u>	<u>Year#2</u>	<u>Year#3</u>
	\$850.00	\$900.00	\$950.00

All rental drivers will be required to deposit an amount of \$400.00 and have it remained on account while being a rental driver. Amount to be returned sixty (60) days after the driver leaves/ceases to be a rental driver.

All fares originating from the Airport where payment requires the use of a POS machine, such payment must be done on a Company provided machine.

4. CREDIT CARDS*

- Drivers shall pay a fee of **4.5%** of all Card charges that they redeem (gratuities excluded).
- **All cars must be equipped with a Company supplied POS machine, the use of which must be in accordance as outlined in Article 22.01(8).**
- The Company shall make its best efforts to improve the following during the life of the Collective Agreement`:
 - Apps
 - The communication system
 - Dispatch Software
- **Where it can be proven that any fare, requiring the use of a POS machine, was not processed on a Company provided machine, the offending driver will be disciplined as fraud.**

All assigned Para-Transpo work will be subject to a 3.0% premium plus applicable taxes, in accordance with the ParaTranspo Rules and Regulations

It is understood that rates would be retroactive to September 1st, 2025.

27.03 Late Payments and Suspensions

Car owners dispatch fees and plate rents shall be calculated yearly, paid monthly, and any reductions or additions being calculated and applied daily.

All fees, including but not limited to Stand Rent, Airport fees, Union Dues, plate rent (where applicable) must be paid in full by the first day of each month. The Company agrees that vehicle suspensions for account holders owing two hundred dollars (\$200.00) or more will take place on the morning of the fifth (5th) business day of each month.

Account Holders, whose accounts are not paid in full by the **tenth (10TH) day of the month, shall be suspended until the account is cleared in full.**

ARTICLE 30: ADVERTISING

C30.01 The Company agrees to promote its current business and actively seek additional opportunities to expand its customer base. To this end:

- (a) The Company shall allocate an amount equal to 0.50% of the stand rent collected annually under this collective agreement towards advertising activities.**
- (b) The Company shall seek advertising to be placed on or in taxicabs. It is agreed that such advertising will not be discriminatory or in poor taste.

- (c) The Company shall provide the Union with an **annual statement of the advertising fund account**, including revenues and expenses.

SCHEDULE "C": RULES AND REGULATIONS

(...)

C12.2 Pick-up fee to be paid by each driver picking up a fare at the Ottawa Airport:

- **Effective July 1st, 2025: \$5.71-inclusive of HST**
- **Effective July 1st, 2026: \$5.76 inclusive of HST**
- **Effective July 1st, 2027: \$5.81 inclusive of HST**
- **Effective July 1st, 2028: \$5.86 inclusive of HST**
- **Effective July 1st, 2029: \$5.91 inclusive of HST**

(...)

Signed in Ottawa, on the day of 2025.

FOR THE UNION

FOR THE EMPLOYER

All current outstanding articles remain Status Quo

The Union, by acceptance of this, understands and agrees that the terms of this proposal fully and fairly resolve all

outstanding matters inclusive of any unresolved grievances against the Company, whether known or unknown.