

Collective Agreement

between REAL CANADIAN **Superstore** and



United Food and Commercial Workers
Canada Union, Local No. 401

Provincial Agreement
excluding
Edmonton
and Calgary

Renewal:
August
2018

**WE
DID IT
TOGETHER!**
2013 **UFCW401**



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COLLECTIVE AGREEMENT

Made this _____ day of _____, A.D., **2013**.

BETWEEN: THE REAL CANADIAN SUPERSTORE, a body corporate carrying on business in the Province of Alberta, hereinafter referred to as "the **Company**".

AND: UNITED FOOD **AND** COMMERCIAL WORKERS CANADA UNION, LOCAL NO. 401, hereinafter referred to as "the Union".

WHEREAS: The Company and the Union desire to cooperate in establishing and maintaining conditions which will promote a harmonious relationship between the Company and the employees covered by this Agreement, and provide methods for a fair and amicable adjustment of disputes which may arise between them.

NOW THEREFORE: The Company and the Union mutually agree as follows:

Article 1 - Bargaining Agency

1.1 The Company recognizes the Union as the sole agency for the purposes of collective bargaining for all employees, employed by The Real Canadian Superstore, in the Province of Alberta, except Calgary and Edmonton. When a new store opens, upon ratification by the employees, they will be covered by the current Collective Agreement save and except:

Store Manager, Food Manager, General Merchandise Manager, Store Administrators (including CAO, HR Trainers and Recruiters), Price Checkers, Department

Supervisors, Pharmacists, Undergraduate Pharmacists ***Opticians, Student Opticians, Dieticians*** and any person above the rank of Department Supervisor.

Article 2 - Clarification of Terms

In this Agreement, wherever the words "he", "her", or "him" appear, it shall be construed as meaning any employee, male or female. Wherever the words "employee" or "employees" appear, it shall mean any person or persons covered by this Agreement.

Article 3 - Union Security

- 3.1 Every employee who is now or hereafter becomes a member of the Union, shall maintain his/her membership in the Union as a condition of his/her employment, and every new employee whose employment commences hereafter, shall, within thirty-seven (37) hours after the commencement of his/her employment, apply for and maintain membership in the Union as a condition of employment.
- 3.2 The Company agrees to provide each new employee, at the time of employment, with a form outlining to the employee, his/her responsibility in regard to Union membership and outlining the provisions of Articles 16.1, 16.2 of this Agreement, and to provide the Union, in writing, with the name and address of each employee to whom they have presented the form, along with the employee's date of hire, the contents of the form to be such that it is acceptable to the Company. The Company further agrees to provide the Union, once a month, with a list containing names of all employees who have terminated their employment during the previous month.

3.3 No employee shall be charged or discriminated against for any lawful Union activity, or for serving on a Union committee or for reporting to the Union the violation of any provisions of this Agreement. Instances of alleged violations of the foregoing will be brought to the attention of the Industrial Relations Manager, and full investigation by the parties will follow. The above will be subject to the grievance procedure. Any alleged harassment will be dealt with by the Company.

3.4 The Union and the Company agree that the stores covered by this Collective Agreement should be free of sexual harassment, and the Company and the Union agree to cooperate with each other in preventing and eliminating sexual harassment. The employee shall have the right to grieve under this section.

3.5 ***The Company agrees to allow a Shop Steward and/or a Union Representative or Union's designate thirty (30) minutes to do a Union orientation presentation for all employees who are hired after ratification.***

This orientation time for all employees shall be treated as time worked for the Company and compensated. The orientation meeting shall take place in the conference/community room of the store at which the employees are employed.

The Union agrees that these meetings shall take place during the Company's orientation presentations. However, if the Company's orientation training is discontinued, the Union orientation shall continue to take place.

Orientation shall occur within fourteen (14) working

days of the commencement of employment.

Company Officials, Managers, and anyone excluded from the bargaining unit shall not be present at Union orientation meetings.

The Company agrees to work with the Union in order to facilitate this process.

Article 4 - Deduction of Union Dues

4.1 The Company agrees to deduct from the wages of each employee initiation fees, Union dues, and assessments that are authorized by a regular and proper vote of the membership of the Union.

The Company further agrees, automatically, to deduct Union dues from the wages of new employees in biweekly instalments.

4.2 The Company shall remit once each accounting period to the Union:

- (a) Monies deducted from the wages of its employees for Union initiation fees, dues, and assessments;
- (b) A statement showing each employee's name from whom deductions were made, and the amount of the ***deductions***.

Commencing with the first week of employment, initiation fees shall be deducted.

4.3 ***The Company agrees to provide the following information via FTP website once per period as per the***

Company's period calendar sorted by city, location and store number:

- (a) Name, home address, telephone numbers, social insurance number, postal code and email address;***
- (b) Seniority lists – employee name, number, department, classification, rate of pay, seniority and class hours;***
- (c) Employees hired and terminated during the preceding accounting period;***
- (d) Employees promoted to full time or reduced from full time to part time;***
- (e) Employees on a leave of absence and the nature of the leave;***
- (f) The most recent declaration of availability for each part time employee (the Company commits to develop the system to procure this information and place it on the FTP site within three (3) months).***

Article 5 - Basic Work Week, Overtime, Statutory Holidays

The Company reserves the right to schedule hours of store operations, employee's hours of work, rest periods, meal periods and overtime work, subject to the following provisions:

5.1 Basic Work Week

- (a) The basic work week of an employee working**

full-time shall be thirty-seven (37) hours to be worked as scheduled by the Company as follows:

- Four (4) shifts of eight (8) hours and one (1) shift of five (5) hours; or
- Two (2) shifts of eight (8) hours and three (3) shifts of seven (7) hours.

- (b) Daily hours of work shall be consecutive with the exception of rest and meal periods. No split shifts shall be worked.
- (c) Employees shall not work longer than their regular, scheduled work day, unless requested to do so by Management; in which event, additional time will be paid at the applicable regular or overtime rate.

No employee shall be required to stay past their scheduled shift, except in accordance with Article 11.

- (d) In a week in which one (1) General Holiday occurs, as identified in Article 13.1, the basic work week for full-time employees shall be twenty-nine (29) hours. In a week in which two (2) General Holidays occur, the basic work week for full-time employees shall be twenty-one (21) hours.

In weeks in which General Holidays occur, the basic work week for a part-time employee, for purposes of calculating overtime, shall be reduced by the number of hours of Statutory Holiday pay the part-time employee is eligible for in accordance with Article 13.5 through 13.8.

5.2 Time Sheets/Time Clocks

The Company agrees to provide a method by which employees can record their time worked.

Employees shall record their own time at the time they start and finish work, and any other such recordings as may be required by the Company.

Employees shall be paid for all authorized time worked. Any employee who for any reason fails to record all time worked in the manner required by this article, shall be penalized upon written authorization from the Union as follows:

First Offence	Written Warning
Second Offence	Three (3) Day Suspension
Third & Subsequent Offences	Two (2) Week Suspension

The Company shall reproduce this section of the Collective Agreement on its letterhead and post it in a conspicuous place in each of its stores in an area of high employee traffic.

5.3 The Company is committed to the early resolution of payroll disputes. If an employee believes they were paid incorrectly they should immediately bring it to the attention of their Supervisor. If the matter is not resolved to their satisfaction then it should be brought to the attention of the Store Manager, or the Industrial Relations Department and the Union.

In the event that an employee is not paid the correct amount of pay as a result of an error made by the Company, the employee shall be compensated an additional ten (10%) percent of any shorted amount,

provided the employee brings the matter to the attention of the Company as determined above in the week following payday. If the error is not corrected by the next payroll, a further ten (10%) percent of the original shorted amount will be paid and this process will continue until the payroll issue is corrected.

Article 6 - Overtime

- 6.1 All the time worked in excess of the basic work week or work day, as defined in Article 5.1 of this Agreement, shall be paid at the rate of time and one half (1 1/2 X) the regular hourly rate for the first two (2) hours overtime worked in any one (1) day, and double time (2X) the regular rate for all hours worked in excess of two (2) hours overtime.
- 6.2 Part-time employees shall be compensated at the rate of time and one half (1 1/2 X) their regular hourly rate for all hours worked over eight (8) hours in any one (1) day and thirty-seven (37) hours per week.
- 6.3 Compensating time off shall not be given in lieu of overtime pay.
- 6.4 All overtime work must be authorized by the Company.
- 6.5 When overtime of more than two (2) hours is to be worked, consecutive with the regular hours of work, the employee shall be entitled to a fifteen (15) minute paid rest period before commencing overtime. When overtime of more than three (3) hours is to be worked, the employee is entitled to an additional fifteen (15) minute paid rest period.

Article 7 - Meal Periods - Full-Time Employees

- 7.1 Full-time employees working six (6) hours, up to and including eight (8) hours, shall be scheduled by the Company for a meal period of not more than sixty (60) minutes without pay. This shall commence not earlier than three (3) hours nor later than five (5) hours after the start of the employee's shift.
- 7.2 Upon mutual agreement an employee's lunch break may be less than one (1) hour's duration.
- 7.3 Meal periods will be scheduled as near mid-shift as possible.

Article 8 - Rest Periods - Full-Time Employees

- 8.1 An employee working six (6) hours or more, up to and including eight (8) hours, shall be scheduled by the Company for two (2) rest periods not to exceed fifteen (15) minutes each; to commence not earlier than one (1) hour after the start of the shift nor less than one (1) hour before either the meal period or the end of the shift. If an employee abuses this provision, he/she will be subject to discipline as determined by the Company, which shall be subject to the grievance procedure.
- 8.2 Rest periods will be scheduled as near to midway between the meal periods and the commencement and finish of a shift as possible.

Article 9 - Meal and Rest Periods - Part-Time Employees

- 9.1 An employee working a daily shift of four (4) hours will have

one (1) rest period not to exceed fifteen (15) minutes.

9.2 A daily shift of more than five (5) hours, but less than seven (7) hours, will have two (2) paid rest periods of fifteen (15) minutes duration each which may be scheduled as follows, if mutually agreeable:

- (a) combine the two (2) rest periods at midshift;
- (b) two (2) rest periods as per usual practice with a half hour for lunch break unpaid.

9.3 An employee working a daily shift of seven (7) or more hours, up to and including eight (8) hours, shall be scheduled for two (2) rest periods not to exceed fifteen (15) minutes each and one (1) meal period without pay. If an employee abuses this provision, he/she will be subject to discipline as determined by the Company, which shall be subject to the grievance procedure. Rest periods, as described above, shall be with pay. Except in cases of emergency, meal and rest periods will be uninterrupted.

9.4 Meal periods will be scheduled as near mid-shift as possible. Rest periods shall commence not earlier than one (1) hour after the start of the shift nor less than one (1) hour before either the meal period or the end of the shift.

For shifts of five (5) hours or more, the rest period shall not commence any earlier than two (2) hours after the start of the shift nor less than one (1) hour before the end of the shift.

Employees who receive a fifteen (15) minute rest period in violation of the conditions outlined in the paragraph above shall receive an additional fifteen (15) minutes pay at their regular hourly rate.

Employees who do not receive a fifteen (15) minute rest period shall receive thirty (30) minutes pay at their regular hourly rate.

Article 10 – Premium Pay

10.1 Night Premium

Employees working between 10:00 p.m. and 8:00 a.m. shall receive a premium of no less than two (\$2.00) dollars for each hour worked. Employees who commence a shift between 10:00 p.m. and 2:00 a.m. shall receive no less than the two (\$2.00) dollar per hour premium for their entire shift.

10.2 Sunday Premium

Employees working on Sunday shall receive a premium of one (\$1.00) dollar for each hour worked. Sunday shall be considered as the first day of the week for the purposes of the Collective Agreement.

Article 11 - Work Schedules - Notice of Change

The following applies to regular full-time and part-time employees.

- 11.1 A minimum of twenty-eight (28) hours' notice must be given by the Company to re-schedule a full-time employee's work week; such notice is not required with respect to overtime work or in cases of emergency. If less than the required notice is given, the employee will receive regular pay for the scheduled shift. When an employee is re-scheduled as above, it shall be the Company's responsibility to inform the employee.

- 11.2 A minimum of twenty-four (24) hours' notice must be given by the Company to re-schedule a part-time employee's work shift; such notice is not required with respect to overtime work or in cases of emergency. If less than the required notice is given, the employee will receive regular pay for the scheduled shift. When an employee is re-scheduled as above, it shall be the Company's responsibility to inform the employee.
- 11.3 The Company shall post the weekly work schedule for all employees not later than 6:00 p.m., Wednesday of each week for the following week. If a new schedule is not posted by 6:00 p.m., Wednesday, then the schedule already posted shall apply for the following week.

Weekly schedules shall be posted in a place readily accessible by employees.

The posted schedule for full-time employees will cover the following two (2) week period.

A copy of the completed master schedule with all changes and authorized time noted shall be posted by 6:00 p.m., Tuesday, following the end of the week, and shall remain posted for seven (7) days.

Upon request by the Union to the Labour Relations Department or the Human Resource Manager, the Company shall provide copies of the master schedules and ***raw punch*** reports for specific departments where required to investigate concerns.

Where required to investigate concerns, Shop Stewards may request and shall be provided copies of the current week's schedule and/or the previous week's schedule, for

specific departments from the Store Manager or designate, or the Human Resource Manager.

11.4 An employee's schedule may be changed without notice in the event of absence of other staff due to sickness or accident, or in the event of an emergency. An emergency shall be defined as: Any sudden or unusual occurrence or condition that could not, by the exercise of reasonable judgement, have been foreseen by the Company.

11.5 An employee shall be allowed ten (10) hours of rest between shifts except in an emergency or where by mutual agreement between the Company and the employee, eight (8) hours of rest between shifts is allowed.

There will be a minimum of twenty-four (24) hours between the end of the employee's day shift and the beginning of the employee's night stocking shift and also the end of the employee's night stocking shift and the beginning of the employee's day shifts.

11.6 All available anytime employees who are scheduled to work twenty (20) or more hours per week shall be scheduled two (2) consecutive days off each week where it is consistent with the efficient operation of the department. This may be altered by mutual agreement between the Company and the employee.

Employees who utilize their twenty-four (24) hour block may not necessarily receive their days off consecutively.

Full-time employees shall receive either a Saturday/Sunday or Sunday/Monday off once per four (4) week period calendar.

11.7 Employees who commence their shift after 11:59 p.m. and

prior to 5:00 a.m. will not be scheduled less than five (5) hours per shift. This may be altered by mutual agreement between the Company and the employee.

11.8 Where it will not interfere with the proper operation of the business, senior full-time employees who prefer a night shift shall be given the opportunity to work the night shift on a permanent basis.

11.9 Employees will be required to work no more than four (4) hours on the express checkouts per day, except in the case of an emergency or by mutual consent.

Article 12 - Wages - Minimum Hourly Rates

12.1 Rate Schedule

The Company agrees to pay all persons covered by the terms of this Agreement, not less than the attached schedule of wages during such time as the Agreement is in force and provided that, if an employee is receiving a wage rate in excess of the rates herein contained, such wage shall not be reduced by reason of the signing of the Agreement.

The parties agree that Appendix "A" does not prevent the implementation of additional premiums or other incentives as determined by the Company from time to time. The Union will be provided with at least two (2) weeks notice prior to the implementation of additional premiums or other incentives.

12.2 Night Shift Lead Hand

When night stocking takes place, one (1) employee on the

night stocking shift shall be designated as Lead Hand, and shall be paid a premium in addition to the regular rate of pay of seventy-five (\$0.75) cents per hour.

12.3 Premium Pay vs. Overtime

Shift premium pay shall not be added to the employee's hourly rate of pay for the purpose of computing overtime pay.

12.4 Front End Training

Employee's assigned cashier training duties shall be paid a premium in addition to the regular rate of pay of fifty (\$0.50) cents per hour for time spent training when the store is closed.

Article 13 - General Holidays

13.1 The following days shall be paid General Holidays:

New Year's Day	Labour Day
Alberta Family Day	Good Friday
Thanksgiving Day	Victoria Day
Remembrance Day	Canada Day
Christmas Day	Boxing Day
1 st Monday in August	

and Heritage Day, if and when proclaimed by Federal or Provincial Governments.

And all other public holidays proclaimed by the Dominion, Provincial or Municipal Governments; provided, that all other major grocery stores close on any such holidays proclaimed.

13.2 The parties agree to observe the holiday on the calendar day on which the holiday falls.

13.3 Provided he/she works his/her regular scheduled full work day before and after the holiday, unless absent due to bona fide illness or accident, employees regularly working full-time shall receive eight (8) hours' pay for each such holiday, and part-time employees shall receive pay as outlined below.

13.4 Employees required to work on a holiday shall be compensated at the rate of double (2X) their regular hourly rate for each hour worked, and full-time employees shall receive eight (8) hours' minimum pay at the over time rate (2X) for whatever time worked.

13.5 Part-Time Employees Statutory Holidays

All part-time employees who have been employed thirty (30) calendar days or more and have worked an average of at least thirty-two (32) hours or more per week in the four (4) weeks preceding the week in which a Statutory Holiday occurs, shall receive eight (8) hours' pay at his/her regular hourly rate for each holiday.

13.6 All part-time employees who have been employed thirty (30) calendar days or more and have worked an average of at least twenty (20) hours a week, but less than thirty-two (32) hours per week in the four (4) weeks preceding the week in which a Statutory Holiday occurs, shall receive six (6) hours' pay at his/her regular hourly rate for each holiday.

13.7 All part-time employees who have been employed thirty (30) calendar days or more and have worked at least ten

(10) hours a week, but less than twenty (20) hours per week in the four (4) weeks preceding the week in which a Statutory Holiday occurs, shall receive four (4) hours' pay at his/her regular hourly rate for each holiday.

- 13.8 All part-time employees who work less than ten (10) hours per week will receive Statutory Holiday pay as set out in the Employment Standards Code.

Article 14 - Rates for Relief Work

14.1 An employee assigned to relieve a Department Supervisor for a period of more than two (2) days shall be paid a premium of seventy-five (\$0.75) cents per hour for such position for all time so employed.

14.2 Premium pay for relieving the Department Supervisors shall be over and above the employees' present prevailing rate.

Article 15 - Staff Meetings

15.1 Staff meetings, shall be considered as time worked, and compensated for, except where attendance by an employee is on a voluntary basis.

Article 16 - Credit For Previous Experience

16.1 New employees will be classified according to previous comparable experience. Qualified Bakers and qualified Meat Cutters will be classified with a minimum of twelve (12) months (two thousand eighty (2080) hours), in their designated classification.

16.2 It shall be the responsibility of the employee to supply reasonable proof of his/her previous experience within sixty (60) calendar days of employment. Otherwise, the employee shall forfeit all claims for credit for previous experience. Reasonable proof will mean that if past employment records are not obtainable, the Union records, income tax records, or other similar documents will be acceptable. The hourly rate for recognized credit will be effective from the first day of employment.

Article 17 - Call-In Time

17.1 All employees called in, and who report for work shall, if requested to work less than four (4) hours, receive four (4) hours pay at their regular hourly rate.

Article 18 - Vacations

18.1 Vacations shall be scheduled from April 1st to September 30th unless otherwise mutually agreed by the Company and the employee. So far as is practical and consistent with the Company maintaining an efficient operation, vacations shall be granted during the period of time requested by the employees. The applications for vacation shall be granted on basis of, and in order of, respective employee's seniority in selection of vacation dates.

The Company shall post a notice by January 31st advising employees seeking vacation time to submit requests to their Supervisor by February 28th. Vacation schedules will be confirmed by March 15th, after which changes will be by mutual agreement. If the request for vacation time is not made by February 28th, they will be granted at the

Company's discretion.

The Company agrees to post the completed vacation schedule by March 31st.

- 18.2 All part-time employees who have completed one (1) year of continuous employment with the Company will have the opportunity to schedule two (2) weeks vacation. Part-time employees who have completed the following years of continuous employment with the Company shall receive the following vacation time off:

Three (3) years of service	three (3) weeks of vacation
Eight (8) years of service	four (4) weeks of vacation
Thirteen (13) years of service	five (5) weeks of vacation
Eighteen (18) years of service	six (6) weeks of vacation

Such time off will be without pay. Part-time vacation schedules will be completed and posted following the selection by full-time employees.

- 18.3 Where employees are entitled to three (3) or more weeks of vacation the additional week(s) vacation may be scheduled at the discretion of the Company.
- 18.4 Employees entitled to four (4) or more weeks of vacation shall receive their additional two (2) or more weeks consecutively unless the employee and the Company mutually agree otherwise, with such additional weeks to be scheduled at the discretion of the Company.
- 18.5 All employee's who have completed one (1) year of full-time service shall receive two (2) weeks' vacation with pay.
- 18.6 All employees with three (3) or more year's continuous

- service with the Company as a full-time employee shall receive three (3) week's vacation with pay, two (2) weeks of which shall be given during the vacation period, the third week to be scheduled by the Company.
- 18.7 All employees with eight (8) or more years' continuous service with the Company as a full-time employee shall receive four (4) weeks' vacation with pay.
- 18.8 All employees with thirteen (13) or more year's continuous service with the Company as a full-time employee shall receive five (5) weeks' vacation with pay.
- 18.9 All employees with eighteen (18) or more years' continuous service with the Company as a full-time employee shall receive six (6) weeks' vacation with pay.
- 18.10 All employees with twenty-three (23) or more years' continuous service with the Company as a full-time employee shall receive seven (7) weeks' vacation with pay.
- 18.11 Full-time employees who are eligible for five (5) or more weeks' vacation will have the opportunity to schedule three (3) weeks' vacation during prime time.
- 18.12 Part-time employees with less than three (3) years of continuous employment with the Company shall receive vacation pay in the amount of not less than four (4%) percent of their total earnings.
- 18.13 Part-time employees with three (3) years or more of continuous employment shall receive six (6%) percent of their total earnings as vacation pay.
- 18.14 Part-time employees with eight (8) or more years of continuous employment shall receive eight (8%) percent of

- their total earnings as vacation pay.
- 18.15 Part-time employees with thirteen (13) or more years of continuous employment shall receive ten (10%) percent of their total earnings as vacation pay.
 - 18.16 Part-time employees with eighteen (18) or more years of continuous employment shall receive twelve (12%) percent of their total earnings as vacation pay.
 - 18.17 Part-time employees with twenty-three (23) or more years of continuous employment shall receive fourteen (14%) percent of their total earnings as vacation pay.
 - 18.18 Part-time employees with thirteen (13) or more years of continuous employment with the Company will have the opportunity to schedule three (3) weeks' time off during prime time.
 - 18.19 A part-time employee proceeding to full-time employment will be credited with the number of hours accumulated during the employee's continuous service with the Company as a part-time employee and provided the employee's service is continuous from part-time to full-time. The credited hours will be balanced with the annual hours of a regular full-time employee to establish the appropriate yearly credit for future vacation entitlements, as provided above.
 - 18.20 The Company agrees to provide vacation pay on a "total compensation" or normal week's pay, whichever is greater. Total compensation shall mean "all monies received directly from the Company" (Wages, overtime, bonuses, premiums, vacation pay, sick leave credit payments, and other items of similar nature).

- 18.21 The Company will provide part-time employees with their vacation pay for the previous year by the end of January.
- 18.22 Where a General Holiday occurs during an employee's vacation, an extra day's vacation with pay shall be granted if the holiday is one which the employee would have received had he/she been working. Where an employee received three (3) or more weeks' vacation with pay and a General Holiday occurs during the employee's paid vacation, an extra day's pay may be given in lieu of an extra day's vacation with pay if, in the opinion of the Company, an extra day's vacation with pay interferes with vacation schedules or hampers operations.
- 18.23 All time lost (up to thirty-one (31) consecutive days) because of sickness, occupational or non-occupational accident, all time absent on paid full-time vacation, paid General Holidays and all time spent at bakery apprenticeship schools (assuming the employee returns to the Company following the completion of his/her course) shall be considered as time worked for the purpose of determining the vacation allowance to which a full-time employee is entitled.
- 18.24 All employees, whose absence due to occupational or non-occupational accident, sickness or unpaid leave of absence, extends beyond thirty-one (31) consecutive days and results in less than thirty-seven (37) hours' pay per week, shall have their vacation pay pro-rated in the subsequent vacation year (Article 18.19 shall not apply).

In the case of a lengthy absence due to an occupational accident, vacation shall be calculated to ensure that the vacation accrual and Workers' Compensation Benefit combined shall not exceed fifty-two (52) weeks in one (1) year.

- 18.25 Where the services of an employee are retained by the purchaser of a business, his/her services (for vacation purposes only) shall be deemed to be uninterrupted by the sale or purchase of the business and shall be binding upon the purchaser, in accordance with prevailing Alberta Statutes.
- 18.26 Employees who have worked thirty (30) days but less than one (1) year and who terminate their employment will receive a vacation allowance to the amount equal to four (4%) percent of the total salary and wages earned for which no vacation allowance has been paid.
- 18.27 Employees entitled to two (2), three (3), four (4), five (5), six (6) or seven (7) weeks' vacation and who terminate their employment shall receive payment for vacation allowance in an amount equal to four (4%) percent, six (6%) percent, eight (8%) percent, ten (10%) percent, twelve (12%) percent, and fourteen (14%) percent, respectively, of the total wage and salary earned by the employee during the period of employment for which no vacation allowance has been paid.
- 18.28 Part-time employees shall accrue seniority hours while on vacation for up to and including the number of weeks' vacation to which they are entitled. Those seniority hours shall be calculated from the average hours worked, paid or credited as worked in the four (4) weeks prior to the vacation. In the event that there is less than four (4) weeks between the end of the one portion of an employee's vacation and the beginning of another portion, or an employee has been on a leave of absence as described in Article 23.6 of this Agreement, in the four (4) preceding weeks, the seniority hours credited to the employee shall also be included to determine the average hours as

described above.

None of the above seniority hours' credit shall be counted for service increment purposes. The above seniority credit and adjustment of Statutory Holiday will occur upon written request from the employee within four (4) weeks from return from vacation.

- 18.29 Provided the full-time employee advises the Company, in writing, at least four (4) weeks prior, the Company agrees to schedule one (1) of the employee's Saturday/Sunday or Sunday/Monday combinations to coincide with the employee's vacation, once per year.

Article 19 - Dismissal Notice or Pay In Lieu Thereof

- 19.1 Employees regularly working full-time and upon dismissal by the Company shall be given individual notice in writing or pay in lieu thereof, as follows:
- (a) One (1) weeks' notice in writing or pay in lieu thereof, to those who have completed sixty (60) or more consecutive days' service as a full-time employee.
 - (b) Two (2) weeks' notice in writing or pay in lieu thereof, to those who have completed two (2) or more consecutive years' service.
 - (c) Three (3) weeks' notice in writing or pay in lieu thereof, to those who have completed five (5) or more consecutive years' service.
 - (d) Four (4) weeks' notice in writing or pay in lieu thereof, to those who have completed eight (8) or

more consecutive years' service.

- (e) The Company agrees to pay severance pay on store closing of one (1) weeks' pay up to two (2) years and one (1) week per year over two (2) years to a maximum of twenty (20) weeks' pay for full-time employees.

19.2 The Company shall not be deemed obliged to give any notice whatsoever or give any pay in lieu thereof, to any employee guilty of rank insubordination, dishonesty, theft, obvious disloyalty, possession and/or consumption of intoxicants or illegal drugs at any time during working hours, or just cause.

19.3 This article shall not be deemed to invalidate an employee's rights under Article 31.

19.4 A copy of the notice of dismissal given to an employee in accordance with this article shall be forwarded to the Union Office at the date of giving such notice to the employee concerned.

Article 20 – Funeral/Bereavement Leave

20.1 In the event of death in the immediate family of an employee, the employee will be granted a leave of absence with pay, with consideration given to travel time for the purpose of attending the funeral. The length of such absence shall be at the discretion of the Company. The term "immediate family" shall mean: spouse, parent, step-parent, child, step-child, brother, sister, step-sister, step-brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grandparent-in-law and grandchildren, or any

relative living in the household of the employee. In the event of the demise of an aunt or uncle, nephew or niece, an employee will be granted one (1) day leave of absence with pay to attend the funeral.

In the case of death of spouse, father, mother, step-parent, step-child or child, the employee shall be entitled to, up to one (1) week leave of absence with pay.

All requests for additional unpaid travel time or additional unpaid funeral/bereavement leave shall be fairly considered.

20.2 Part-time employees shall be granted time off in the event of the death within the immediate family. The term "immediate family" shall include those relatives as defined in the above Article 20.1. The length of such leave shall be determined by the Company, with consideration given with respect to travel time. The time off, with pay, shall be determined on a pro-rata basis of normal scheduled hours worked during the prior four (4) weeks for days of leave of absence which normally would have been work days.

20.3 Common law and same sex spouses are to be recognized by the Company for the provisions of this article.

Article 21 – Maternity Leave

21.1 Female employees shall be granted an unpaid leave of absence due to pregnancy. Pregnant employees must provide a written request for such leave at least two (2) weeks prior to the date she intends to commence her leave, unless medical circumstances prevent the employee from providing the required notice. A certificate from a qualified medical practitioner indicating the estimated or actual due date is required upon request of the leave.

Maternity leave shall be of a duration of the employee's choice up to a maximum of fifteen (15) weeks, of which twelve (12) weeks may be taken prior to delivery. Additional medical documentation will be required from any employee who requests more than twelve (12) weeks leave prior to her due date.

- 21.2 If a pregnant employee cannot reasonably perform the duties of her position, she may be required to commence maternity leave early.
- 21.3 The employee, when returning to work, shall give the Company, two (2) weeks notice of her date of return.
- 21.4 The employee shall be returned to her former position at the completion of her leave of absence. Should the position no longer exist, the Company and Union shall meet to attempt to resolve the issue. The employee shall be provided with alternative work of a comparative nature at not less than the earnings and other benefits that had accrued to the employee when the maternity leave started. In the event there is no alternative work of a comparative nature, the employee will be provided with alternative work in accordance with the established seniority system with no loss of seniority or other benefits accrued to the employee.
- 21.5 Employees eligible for Alberta Health Care coverage and other benefits shall continue receiving those benefits for the duration of the leave.

Article 22 – Parental Leave

- 22.1 Birth fathers and mothers shall, at their request, be granted

an unpaid parental leave of a duration of their choice up to a maximum of thirty-seven (37) consecutive weeks, to be taken within the fifty-two (52) week period after the child's birth.

22.2 Adoptive parents shall, at their request, be granted an unpaid parental leave of a duration of their choice up to a maximum of thirty-seven (37) consecutive weeks, to be taken within the fifty-two (52) week period after the child is placed with the adoptive parent for the purpose of adoption.

22.3 An employee must give the Company at least two (2) weeks written notice of the date the employee will start parental leave unless:

(a) The medical condition of the birth mother or child makes it impossible to comply with this requirement;

(b) The date of the child's placement with the adoptive parent was not foreseeable.

The Company reserves the right to request appropriate documentation certifying the adoption or birth.

22.4 The employee, when returning to work, shall give the Company two (2) weeks notice of her date of return.

22.5 The employee shall be returned to their former position at the completion of his/her leave of absence. Should the position no longer exist, the Company and the Union shall meet to attempt to resolve the issue. The employee shall be provided with alternative work of a comparative nature at not less than the earnings and other benefits that had accrued to the employee when the parental leave started. In the event there is no alternative work of a comparative nature, the employee will be provided with alternative work

in accordance with the established seniority system with no loss of seniority or other benefits accrued to the employee.

- 22.6 A male employee shall be entitled to an additional two (2) days unpaid leave of absence at the time of the birth of his child.
- 22.7 Employees eligible for Alberta Health Care coverage and other benefits shall continue receiving those benefits for the duration of the leave.

Article 23 – Leave of Absence

- 23.1 The Company agrees to grant necessary time off, without pay, and without discrimination, to not more than four (4) employees from each Superstore, provided the employees are not from the same department, designated by the Union, for a maximum of one (1) year, to attend a labour convention or to serve in an official capacity for the Union; provided that as much notice as is possible shall be given, and, in any event, not less than fifteen (15) days, and provided a suitable replacement can be made available by the Company for the job involved.
- 23.2 The Company agrees to pay employees for Union leave requested in writing by the Union, and bill the Union the wage and benefit cost.

Employees on Union leave of absence shall be credited seniority hours based on what they would have received had they been at work. The Company will provide the employee with a copy of the seniority calculation.

- 23.3 Employees shall be considered for leaves of absence without pay, at any time of the year, for severe personal or

familial distress or other compassionate reasons. Length of leave of absence shall be governed by need, and left to the discretion of the Company. Requests will not be unreasonably denied.

Other applications for unpaid time off for extraordinary life events shall be considered once per the life of the Collective Agreement. Granting of leave shall be subject to operational requirements. Length of leave for extraordinary life events shall not exceed four (4) weeks outside the vacation period or two (2) weeks within the vacation period.

23.4 Notwithstanding Article 23.3, any non-probationary employee may request a leave of absence, without pay, for a period of up to four (4) weeks, provided it is not during the prime vacation period of April 1st to September 30th, or Christmas week and Easter week.

23.5 All requests for leaves of absence must be made in writing to the Industrial Relations Department, and should provide full details as to the reason for the requested leave.

Requests will be considered given the operational requirements of the business. Final approval of leaves of absence shall rest with the Industrial Relations Manager. Requests will not be unreasonably denied.

23.6 Part-time employees granted a leave of absence for funeral/bereavement, parental, maternity or adoption will be allocated a seniority credit based on the number of hours they averaged in the four (4) preceding weeks worked prior to the absence.

Part-time employees will be credited seniority hours as outlined above, for absence due to illness for a period not less than four (4) days, but not more than one (1) year.

Part-time employees will be credited seniority hours as outlined above, for all time absent from work while on claims covered by the Workers' Compensation Board.

Application for seniority credit will be made in writing by the employee within four (4) weeks of their return to work. None of the above seniority hour's credit shall be counted for service increment purposes.

23.7 Family Responsibility Leave

An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibility related to:

- (a) The care, health or education of a child in the employee's care or;
- (b) The care or health of any member of the employee's immediate family.

23.8 Military Leave

An employee who is a member of the Canadian Armed Forces and is called to active duty will be granted the necessary leave of absence.

Article 24 – Union's Recognition of Management Rights

- 24.1 The Union agrees that the Management of the Company, including the right to plan, direct and control store operations; direction of the working force, discharge of employees for just cause, and those matters requiring judgement as to the competency of the employees, is the

sole right and function of the Company.

- 24.2 The parties agree that the Company shall be the sole judge of the merchandise it may handle, process, manufacture or package and of the manner in which these functions may be carried out and in which the merchandise may be handled, stored, shipped or sold.
- 24.3 The parties agree that the foregoing enumeration of Management rights shall not be deemed to exclude other recognized functions of Management not specifically covered by this Agreement. The Company, therefore, retains all rights not otherwise specifically covered by this Agreement.

Article 25 – Store Visits

- 25.1 An authorized representative or executive officer of the Union shall be permitted, after notifying the Managers, to talk with an employee regarding Union matters during regular working hours. The interview of such employee by the Union Representative or executive officer shall be carried on in a place provided for and designated by the Company. Time taken for such interview in excess of five (5) minutes shall not be on Company time.
- 25.2 A locking bulletin board will be provided by the Union and placed in the lunch room or otherwise mutually agreed location and be designated for Union information only. In stores of 150,000 square feet or more, the Union may request and be granted a second locking bulletin board to be placed in a mutually agreed location. The board(s) shall remain the property of the Union.

Article 26 – Miscellaneous

26.1 Smocks, etc.

Where the Company requires the employee to wear smocks or aprons, the Company shall provide and repair such smocks and aprons free of cost to the employee.

In the event that an employee is uncomfortably cold due to working area temperature, he or she shall be allowed to dress accordingly, subject to the dress code. In the event the store is uncomfortably warm due to a malfunction in the cooling and ventilation system, employees will be given additional opportunities to drink water as required.

26.2 Union Decals

The Company agrees to display the official Union Decal or Union Card of the Union in a location where it can be seen by the customers. Such decal shall be of a form and size acceptable to Management, and posted in a place approved by the Company.

26.3 The Company shall not request that an employee participates in a polygraph or similar lie detector test.

26.4 The parties agree to a Superstore Employee Relations Committee (E.R.C.) to address issues of concern to both employees and the Company. When requested, the meetings will be held quarterly at a store or otherwise mutually agreed location.

The committee will include up to six (6) bargaining unit employees or their designates.

Issues that arise between meetings may be presented in

writing to Management or the Union. The Company will reply in writing or determine that an additional E.R.C. meeting is necessary.

The existence of the committee will not affect the employee's rights under Article 31.

26.5 Courtesy Clerks

- (a) Courtesy Clerk's duties are limited to basket and cart retrieval, bagging, sorting of returnable beverage containers, carry-outs, price checks, filling check stands with bags, merchandise return (put aways), sweeping and cleaning the check stand, entrance and entire store area.
- (b) It is understood that cleaning the entire store area shall mean cleaning mouldings, shelves, sweeping and mopping of the floors in any area of the store premises and shall also include clean-up (dust, wash, damp mop, clean up spills and breakages) in the lunch room, washroom, sales area and backroom areas as well as cart areas. The sales area shall be defined as any area within the store where the customers normally shop.
- (c) Courtesy Clerks will not be used to the extent that existing employees doing those duties will suffer a reduction in hours.
- (d) The total number of Courtesy Clerks hours in a store shall not exceed ten (10%) percent of the total hours worked in the bargaining unit of that store each and every week.

If the Company exceeds the ten (10%) percent

indicated above in a week, hours in excess of ten (10%) percent shall be paid at the rate of thirteen (\$13.00) dollars per hour to the most senior Service Clerk(s).

- (e) If a Courtesy Clerk is assigned duties regularly performed by employees in a different classification, they will be entitled to a higher rate of pay for their entire shift. The employee's class hours, applied to the appropriate scale, will determine the hourly rate.

26.6 Personal radios (excluding walkman style) may be used during hours when the store is closed provided food safety regulations are adhered to. The Company will determine the appropriate volume and location to prevent safety or communication problems. Radios may be allowed at other times where approved by the Store Manager.

26.7 The use of cellular telephones or other portable communication devices is prohibited during an employee's shift except during meal and coffee breaks, or in extraordinary circumstances. The Store Manager or designate must be consulted in advance and approve extraordinary exceptions.

26.8 **Whistle Blower Protection**

The Company shall not discipline, terminate, or invoke a penalty of any kind in respect to employees who have in good faith, spoken out or complained about their workplace, working conditions, food safety, the Company, or any other aspect of the business, providing the issues have been brought to the Company's and Union's attention and the Company has had adequate and reasonable time to address it.

Article 27 – Jury Selection, Jury Duty and Material Witness

- 27.1 Full-time employees, summoned to jury selection, jury duty or subpoenaed as a material witness, shall be paid wages amounting to the difference between the amount paid them for such services and the amount they would have earned had they worked on such days. Employees on jury selection, jury duty or subpoenaed as a material witness shall furnish the Company with such a statement of earnings as the Courts may supply. This does not apply if the employee is summoned on his/her day(s) off. Part-time employees when appearing as a material witness on behalf of the Real Canadian Superstore shall be re-scheduled or paid for lost hours.
- 27.2 Employees shall return to work within a reasonable period of time. They shall not be required to report if less than two (2) hours of their normal shift remains to be worked. Total hours on jury duty, or when acting as a material witness and actual work on the job in the store in one day shall not exceed eight (8) hours for the purposes of establishing the basic work day. Any time worked in the store in excess of the combined total of eight (8) hours shall be considered overtime and paid as such under the contract.

Article 28 – *Health and Safety*

- 28.1 Where the Company requires the employee to take a physical examination, the doctor's fee shall be paid by the Company, and the examination shall be on Company time. Where subsequent examination proves an employee unfit to work in a food store, examinations shall be paid by the employee.
- 28.2 (a) The Company agrees to ensure as far as is

reasonably practical to do so, the health and safety of the employees in all of the stores.

- (b) A Health and Safety Committee shall be established for each store and both the Company and the Union shall appoint two (2) committee members for each store. The meeting will be held monthly at a store or otherwise mutually agreed location. Committee members will be paid for actual time spent at scheduled meetings.

The Union or any employee may bring to the attention of the Company any health and safety concerns and such issues will be addressed by the Committee. The Company will act expeditiously in responding to any health and safety concerns raised.

- (c) The Company agrees to comply with the Occupational Health and Safety Act.
- (d) The Company agrees to maintain adequate heating, cooling and ventilation facilities in each store.
- (e) The existence of the Committee shall not affect employee's rights under Article 31.
- (f) The Company will make First Aid and CPR training available to Assistant Supervisors, and to Liquor Store Coordinators and Health and Safety Committee members. Other bargaining unit employees may apply to the Health and Safety Committee to attend voluntary training. The Company will pay the cost of the certified First Aid and/or CPR trainer.

- (g) The Company commits to have appropriate lighting at the employee entrance door and employee parking area. This is intended to provide light to these areas when the store is closed.

Safety posters advising employees they may request an escort to their vehicle after their shift will continue to be posted in high traffic areas in all stores, as part of the program to prevent violence in the workplace. Posters advising employees to park their vehicles near the entrance to the store if their shift commences prior to daylight will be posted in high traffic areas in all stores.

- (h) The Company agrees to maintain equipment that employees are required to use in a safe condition. Equipment that is not in proper working condition should be reported to the Department Supervisor.
- (i) At the request of either party, a Provincial Executive Joint Health and Safety Committee will be established to meet two (2X) times per year or more often if mutually agreed to discuss health and safety issues. The committee shall be comprised of **four (4) to six (6)** representatives from the Union. **Company representatives will not exceed the number of Union representatives.**

28.3 The Company agrees, during the term of this Agreement, to furnish and maintain first-aid equipment in its stores, as required by the Workers' Compensation Act.

28.4 The Company and the Union endorse the principles contained in the Alberta **Human Rights Act**.

28.5 Employees who are not able to enter or exit the store prior

to the commencement of, or after the completion of their shift, who wait in excess of ten (10) minutes, shall be paid for all waiting time (minimum 15 minutes) at their regular hourly rate, subject to the following:

- (a) The employee has used their current door access card and the entrance buzzer and;
- (b) Has notified their Supervisor (as soon as possible) if their card is inactive and;
- (c) Has reported for work within the appropriate time period and;
- (d) Has notified their Supervisor or keyholder when they are ready to leave the store.

28.6 *The Company agrees there shall be zero tolerance for customer rudeness, impropriety and abuse. No employee shall be required to continue to serve a customer who has engaged in any of these behaviours.*

Management shall take proactive steps to discourage improper customer behaviour through the development and implementation of an appropriate and comprehensive program within one hundred twenty (120) days. The program shall be reviewed with the Union President.

Article 29 – Cash Shortages

29.1 No employee shall be required to make up cash register shortages unless he/she is given the privilege of checking the change and daily receipts upon starting and completing

the work shift, and unless the employee has exclusive access to the cash register during the work shift, except as specified below:

In the event a customer claims he/she had been short-changed by the cashier, the cashier shall notify the Manager and together check the change and daily receipts.

- 29.2 No employee shall be required to make up register shortages when Management exercises the right to open the register during the employee's work shift, unless the register is opened in the presence of the employee and the employee is given the opportunity to verify all withdrawals and/or deposits.

Article 30 – Seniority

- 30.1 Seniority shall mean the length of continuous service with the Company in classifications within the seniority group covered by this Collective Agreement. New employees hired during the first six (6) months after the opening of a new store shall have a probationary period of three hundred sixty (360) hours worked. Employees hired after the first six (6) months shall have a probation for a period of two hundred forty (240) hours worked. During this probation period, new employees may be discharged by the Company at its discretion, without recourse to the grievance or arbitration sections of this Agreement. Upon completion of the probationary period, seniority shall then be established retroactive to the commencement of employment.
- 30.2 Part-time employees shall accumulate seniority based on actual hours worked. Should a part-time employee become a full-time employee, the part-time seniority credits

shall be converted to a seniority date based on one hundred sixty (160) hours being equal to one (1) month of full-time service.

30.3 Seniority shall be exercised within the following seniority groups for each store:

Part-time Employees
Full-time Employees

30.4 Seniority lists shall be established for each of the departments within each store covered by this Agreement. ***Seniority lists will be posted on the bulletin board.***

30.5 Seniority and employment shall be terminated when:

(a) An employee misses five (5) consecutive shifts without prior and proper notice unless circumstances beyond the control of the employee prevents such notice.

(b) An employee voluntarily quits or is terminated for just cause.

(c) An employee fails to report to work after seven (7) days when recalled from layoff. An employee has to be recalled by registered mail at last known address on file with the Company.

(d) An employee has been on layoff and has not worked for a period of six (6) months.

(e) A part-time employee has no working hours for a six (6) consecutive month period.

30.6 (a) When reducing staff, present fitness and ability

being equal, junior employees within the department in the classification of the same seniority group shall be laid off first. When recalling employees from a layoff, they shall be recalled to the department and classification from which they were laid off, subject to merit, fitness, ability and seniority.

- (b) In the event a full-time employee is laid off or is reduced to part-time, they shall be allowed to:
 - (i) Displace the most junior employee within the classification within his/her seniority group;
 - (ii) Displace the most junior employee whose rate is equal to or less than their current rate outside their classification within the seniority group.
- (c) Should an employee exercise their seniority outside their classification, he/she shall be given a “reasonable opportunity” to do the job in a competent manner. For the purpose of this section “reasonable opportunity” shall mean a maximum of thirty-seven (37) hours for a full-time employee and twenty (20) hours for a part-time employee.
- (d) An employee exercising his/her seniority under (b) above, will be restricted to one opportunity to do a job outside his/her classification in a competent manner.
- (e) In the event that a full-time position becomes available within the classification of the most senior full-time employee laid off or reduced, that

employee shall have the first opportunity to fill the position.

- (f) In the event a full-time position becomes available outside the classification of the most senior full-time laid off employee or reduced full-time employee, he/she will be given a reasonable opportunity, as defined above, to perform the job in a competent manner subject to 30.6(c).
- (g) Full-time employees will have a one (1) time ability to change to part-time status during the term of the current Agreement for reasons other than working at alternative full-time employment. Employees exercising this right will remain part-time for the balance of the Agreement. Requests to change to part-time status can be made in the last two (2) weeks of the year. Change in status will be effective in the first or second week of the new year. Employees moving to part-time status will be required to complete a “declaration of availability” form.

30.7 Promotions

Promotions and vacancies shall be filled on the basis of seniority, providing the senior employee has the merit, fitness and ability to perform the work. The Company agrees to act in good faith and further agrees not to discriminate in any manner. Full-time vacancies shall be filled on a city wide basis.

30.8 Part-Time Employees

In scheduling part-time employees in a department the most available part-time hours of work on a weekly basis

shall be assigned to such employees within the classification within the department on the basis of seniority, provided the employee has the qualifications and ability to handle the work to be performed in a competent manner.

30.9 (a) Part-time employees, who are desirous of becoming full-time employees or increase their hours of work, shall inform the Company, in writing. The Company shall post an annual notice in the store to remind part-time employees of this obligation. The Company agrees to give full consideration to the employee's request.

(b) When a part-time employee works the basic work week for thirteen (13) consecutive weeks (unless exclusively worked during May 1st to September 30th), a full-time position will be deemed to exist and will be filled in accordance with Article 30.9 of this Agreement. If no written application for full-time employment is on file, then the first opportunity to fill the position will be given to the above employee if he/she is desirous of full-time employment. This will not apply in cases where an employee is covering leaves of absence due to maternity, parental, adoption, illness, injury or Union business.

30.10 In the event an employee is to be called in to work hours that he/she has not been scheduled to work such call-in shall be by seniority within the classification within the department.

30.11 (a) Part-time employees shall declare their availability four (4X) times a year:

- (i) The first Sunday in September (with a two (2) week leeway either way);
- (ii) Three (3) other times in the calendar year.

Part-time employees will be required to work according to the four (4) yearly declarations of availability. Employees cannot use a floating availability date to limit or further limit their availability between November 15th and the end of the year.

Notwithstanding the above, part-time employees shall have the ability to declare a change in their availability if required to fill a promotional opportunity.

Employees shall not be scheduled in a manner inconsistent with their availability.

- (b) Available anytime employees will have the option when making their declaration of availability, of restricting themselves for one (1) period of up to twenty-four (24) consecutive hours and retain their available anytime status. This period of time must fall between 12:01 a.m. Monday and 11:59 p.m. Thursday.
- (c) Available anytime employees will be scheduled a minimum of four (4) hours more than restricted employees on a weekly basis.

30.12 The Company will make “Declaration of Availability” forms readily available to part-time employees. Employees who require a change in availability will submit a completed form to their Supervisor on or before the Sunday, which falls one (1) week prior to the effective date of the required change. New employees shall be required to complete “Declaration

of Availability” forms on or before the first day of work. Copies of all “Declaration of Availability” forms shall be forwarded to the Union Office. Employees shall not be scheduled in a manner inconsistent with their availability.

30.13 New Department

From time to time, the Company may establish new departments according to the following criteria:

- (a) A new group of products or commodities are to be sold or services offered.
- (b) The pre-existing mix of products or commodities is substantially altered to the extent that merchandising and staff requirements are substantially altered.
- (c) Operational changes are required to improve the business.

When a new department is established, the Department Supervisor for that Department will be added to the exclusions under Article 1.

30.14 The following item (a) shall apply in all stores, in all departments with greater than three (3) employees.

- (a) Article 30.8 notwithstanding, the senior **forty (40%) percent** of the employees in the department, hereinafter called “the Group”, shall be scheduled as follows:
 - (i) The senior one-third ($1/3^{\text{rd}}$) of “the Group” shall receive twenty-eight (28) hours or better, per week;

- (ii) The next most senior one-third ($1/3^{\text{rd}}$) of “the Group” shall receive twenty-four (24) hours or better, per week;
 - (iii) The least senior one-third ($1/3^{\text{rd}}$) of “the Group” shall receive twenty (20) hours or better, per week.
- (b) Implementation of the above minimum guarantee of hours for “the Group” shall be subject to the following definitions and/or conditions:
 - (i) “The Group” shall be calculated based on the total number of part-time employees in the department.

This will then produce the number of part-time employees entitled to the minimum guarantees as indicated in 30.14 (a).
 - (ii) Any restricted employees shall not qualify to be scheduled under this section. The Company, therefore, shall go to the next unrestricted available employee until the total number constituting “the Group” is reached.
- (c) Hours worked or paid, including General Holiday as per Article 13, shall be considered as hours worked for the purpose of satisfying the minimum guarantees in Article 30.14 (a) above.

30.15 An employee may request a specific day off, or a combination of two (2) consecutive days off, in advance of the schedule being completed. Granting of requests is subject to operational requirements as determined by the

Company but requests will not be unreasonably denied.

The above will not restrict a Supervisor from granting additional days off.

Provided that the employee does not make more than one request per the Company's period calendar then the granting of the request will not result in the reduction of average scheduled hours of the employee. The employee will be scheduled the same number of hours in the week in question, or will be scheduled the lost hours in the following three (3) weeks.

Written confirmation of the status of their request will be available by 6:00 p.m. on the Monday prior to the schedule being posted if the request is made one (1) week prior to the schedule being posted.

30.16 The parties agree that, to enhance the Company's ability to develop supervisory staff, there shall be created the position of Assistant Department Supervisors. The Assistant Department Supervisors shall be:

- (a) Filled by Available Anytime individuals hired or selected on the basis of their merit, qualifications, ability and seniority as determined by Management;
- (b) Required to provide all relief for Department Supervisor;
- (c) When not relieving, receiving hours equal to but not more than the senior employee in the Department.
- (d) For the purpose of layoff or reduction to part-time within a department, seniority shall govern provided the senior employees have the ability and

willingness to perform the job of an Assistant Supervisor in a competent manner. For the purpose of this section, the senior employees will be given a “reasonable opportunity” (meaning thirty-seven (37) hours) to do the job in a competent manner.

The rate shall be thirty (\$0.30) cents per hour over the top in the Department.

Article 31 – Grievances

31.1 Any complaint, disagreement or difference of opinion between the Parties hereto, concerning the interpretation, application, operation of this Agreement, violation of the terms and provisions of this Agreement, shall be considered a grievance, subject to the grievance and arbitration provisions of this Agreement. This article shall not apply in cases of any dismissal of an employee for any reason, whatsoever, where such employee has worked less than the probationary period or had been found unacceptable to the Company’s Bonding Company.

31.2 Grievances must be submitted to the Company, in writing, not later than fourteen (14) working days from the event giving rise to the grievance, or within ten (10) working days of the termination or it shall be waived by the aggrieved party.

31.3 Reprimands

(a) No employee shall be subjected to a disciplinary interview or be given a written reprimand, warning letter, or be suspended or dismissed except in the presence of a Shop Steward where a Shop

Steward is available at the time. In the event that a Steward is not available at the time, the Company shall attempt to contact a Union Representative and advise them at least twelve (12) hours in advance that a disciplinary meeting will be held. In the event that a person contacted is not available for the meeting, another member of the bargaining unit shall be selected by the employee.

In the event that a Shop Steward or Union Representative is not available at the time, an employee may be suspended pending the disciplinary meeting and any time lost can be the subject of a grievance.

An employee who wishes to be unrepresented during one of the situations above, may only do so after consultation with a Shop Steward or Union Representative.

- (b) Employees may request their right to the presence of a Shop Steward, or in his/her absence, another member of the bargaining unit as selected by the employee during random security check of bags, purses and parcels.
- (c) If the Steward, Union Representative or another member of the bargaining unit is present in accordance with (a) or (b) above, he/she may advise the employee.
- (d) Reprimands ***and suspensions will be removed from an employee's personnel file after two (2) years.***
- (e) An employee will be given a copy of any discipline

which will be placed on their personnel file. An employee may request and shall receive copies of any discipline on their personnel file.

- (f) A “disciplinary interview” is defined as a meeting with an employee where the Company is contemplating disciplining the employee.

31.4 The procedure for adjustment of grievances and disputes by an employee shall be as follows:

1st Step: By a discussion between the employee, with or without Shop Steward, and Management. If a satisfactory settlement cannot be reached within five (5) days; then within ten (10) days;

2nd Step: The Union Representative(s) may take up the matter with the Company’s official designated by the Company to handle labour relations. If a satisfactory settlement cannot be reached within fourteen (14) days, the matter may then be referred to arbitration, as per Article 32.

Article 32 – Board of Arbitration

32.1 Either of the parties may, within ten (10) days of decision at Step 2 of the Grievance Procedure, notify the other party in writing of its desire to submit the grievance to arbitration and the notice shall contain the name of the first party’s appointee to an Arbitration Board.

The recipient of the notice shall within five (5) days inform the other part of the name of its nominee to an Arbitration Board.

The parties may mutually agree to select a single arbitrator in lieu of a three (3) person Arbitration Board.

The two (2) appointees so selected, shall, within five (5) days of the appointment of the second of them, appoint a third (3rd) person who shall act as Chairperson. If the recipient of the notice fails to appoint an arbitrator, or if the two (2) appointees fail to agree upon a Chairperson within the time limits, the appointment shall be made by the **Director of Mediation Services** for Alberta upon request of either party.

No person who was involved in the negotiation of the Agreement will serve on a panel.

- 32.2 Either of the parties may, within ten (10) days of decision at Step 2 of the Grievance Procedure, notify the other party in writing of its desire to submit the termination grievance to arbitration. If the parties are unable to agree upon an arbitrator within a further fourteen (14) days, either party may request the **Director of Mediation Services** for Alberta to appoint an arbitrator. The parties may agree to use a single arbitrator in lieu of a three (3) person Arbitration Board.

An arbitration shall be scheduled within sixty (60) days and an award shall be written within sixty (60) days of the hearings conclusion.

Article 33 - Respect and Dignity

- 33.1 The Company agrees that employees, the people who are a vital part of our success, must be treated with dignity, respect and fairness **and the right to be free from discrimination, intimidation, retaliation and**

harassment. The Company recognizes the need to hire, maintain and promote managerial officials who recognize the importance of dignity and respect in the workplace.

The parties agree that allegations of inappropriate conduct may be grieved under Article 31. If the parties cannot resolve the issue through the grievance procedure, the matter may be referred to an arbitrator under Article 32. In the event the arbitrator finds that a violation of this article has occurred, he/she will be limited to referring the case to the following dispute resolution process.

- (a) The matter will be referred to a mediator from an agreed list of suitable mediators.
- (b) If the matter is not resolved through direct mediation, the mediator will write a report outlining his/her view of the matter and make recommendations for a resolution.
- (c) Individuals identified through the process as having engaged in inappropriate conduct will be retrained or appropriately disciplined **up to and including termination of employment** as determined by the Company.

Article 34 – Transportation

- 34.1 The Company agrees to pay the cost of transportation when an employee is required to use his/her own vehicle to fulfil tasks as assigned by the Company during the course of the employee's regular scheduled shift.

Article 35 – Lockers

- 35.1 The Company will not search an employee's locker without the presence of the employee and a Shop Steward, if required.

Article 36 – Trusteed Dental Plan

- 36.1 The Company agrees to make a dental contribution to the United Food and Commercial Workers Dental Benefit Plan of **forty-three (\$0.43) cents** per hour, to a maximum of **\$15.91** per employee per week, for each straight time hour of actual work, including sick pay, vacation and Statutory Holidays, to a maximum of the basic work week in respect to all employees in the bargaining unit.
- 36.2 The Plan shall be controlled by a Board of Trustees to be made up by an equal number of representatives from the Union and Management.

Article 37 – The Company Weekly Indemnity Plan

Seventy (70%) percent of straight time weekly salary benefits to be paid on the fourth (4th) day of absence due to sickness or non-occupational accident. There is a twenty-six (26) week benefit period. It is understood and agreed that all matters of eligibility, coverage and benefits shall be as set out in the Plan. The above is available for full-time employees. Employees found abusing the privilege shall be disciplined by the Company.

Long Term Disability monthly benefit increases to two thousand (\$2,000) dollars.

37.1 The Company agrees to pay one hundred (100%) percent of Alberta Health Care Premiums for full-time employees.

37.2 The Company Short Term Sick Plan and Alberta Health Care benefits will be extended to those part-time employees who work thirty-two (32) hours per week for thirteen (13) consecutive weeks. The employee must fail to meet the above hour requirement for a period of thirteen (13) consecutive weeks from the time he or she first fails to meet it before he or she is disqualified.

37.3 Short Term Sick Leave

Full-time employees with three (3) months qualifying service will be eligible for sick pay at **one hundred (100%)** percent of the regular hourly rate for the first **seven (7)** days in any year.

37.4 The Company will not require doctor's certificates from employees unless:

- (a) The employee has been formally advised that their attendance record is unacceptable and that doctor's certificates will be required in the future, or;
- (b) The duration of the absence, or circumstances surrounding the absence, require justification.

37.5 Long Term Disability (LTD)

The Company will pay seventy-five (75%) percent of the premiums for full-time employees.

37.6 Life Insurance

The Company will pay seventy-five (75%) percent of the

premiums for full-time employees.

37.7 Massage Therapy

The Company will pay up to a maximum of three hundred fifty (\$350.00) dollars per full-time employee per year with a doctor's referral.

37.8 Orthotics

The Company will reimburse the full-time employee fifty (50%) percent once per year.

37.9 Drug Coverage

The Company will increase the life time maximum from ten thousand (\$10,000.00) dollars to one hundred twenty thousand (\$120,000.00) dollars for hospital, extended health and drug benefits for full-time employees.

37.10 *The Company agrees to attach the text contained in the benefits booklets as an Appendix to the Collective Agreement.*

Article 38 – Strikes and Lockouts

38.1 During the term covered by this Agreement, the parties agree that there shall be no strikes or lockouts.

Article 39 – Technological Change

39.1 The Company agrees to notify the Union at least three (3) months in advance of any technological change that may

result in the displacement of employees.

The Company agrees to cooperate with the Union in determining the employee's rights under Article 19 and Article 30.5.

This article is subject to the Letter of Understanding **#33**
Re: Personal Assurance of Full-Time employment.

Article 40 – Health & Welfare Trust Fund

40.1 The Company agrees to have a Health and Welfare Trust Fund for all part-time employees who do not qualify for the existing Company Group Insurance benefits. The Company shall make contributions to the fund of **twenty-five (\$0.25)** cents per hour for all hours worked and paid in the bargaining unit for the same hours that are paid for pension and dental contributions. The Company shall appoint two (2) trustees and the Union shall appoint two (2) trustees. The first task of the trustees shall be to draw up a Trust Agreement which shall be accomplished within thirty (30) days from the date of ratification, unless a longer period is mutually agreed by the parties. A Plan Text shall also be established by the trustees within a further sixty (60) days unless a longer period is mutually agreed by the trustees. The trustees may hire consultants that may be deemed appropriate for the finalization of these documents, and/or administration of the Fund. The purpose of the Trust Fund shall be to establish health and welfare benefits for employees as decided by the trustees. The trustees shall have the authority to decide which benefits shall be implemented, consistent with the financial ability of the Trust Fund to provide for those benefits.

Article 41 – Vision Care

41.1 Employees who have been full-time for three (3) months and their eligible dependants will have vision care benefits of up to two hundred (\$200.00) dollars every twenty-four (24) months. Reimbursement for an eye exam (to a maximum of sixty (\$60.00) dollars) and for corrective lenses will be up to a combined maximum of two hundred (\$200.00) dollars (with no deductible) in a twenty-four (24) month period.

Article 42 – Expiration and Renewal

42.1 This Agreement is effective from date of ratification to August 5th, **2018**, and shall remain in force thereafter in accordance with the applicable provisions of the Labour Relations Code of the Province of Alberta.

For the Company:

For the Union:

Company Committee:

Dave Graf, V.P.
Labour Relations
Brad Denluck, Sr. Director
Labour Relations
Elizabeth Lietz, Sr. Director
Labour Relations
Stan Deneka, District Manager
Sean McLennan,
Labour Relations Manager
Alex Vazquez,
Labour Relations Manager

Union Committee:

Stephen Bibby, Member
Audrey Bogner, Member
Rod Deccheco, Member
Samantha Fortin, Member
Maggie Foth, Member
Sudesh Gowans, Member
Joan Henry, Member
Jeff Ible, Member
Ron Klassen, Member
Rod Marcynuik, Member
Charlene Medlicott, Member
Donald Payne, Member
Lori Sallee, Member
Emily Shannon, Member
Charmaine St. Germain,
Member
Gail Tower, Member
Margaret Unger, Member
Carolyn Valiquette-Cayer,
Member
Ron Wereley, Member
Michelle Cahill,
Union Representative
Don Crisall,
Union Representative
Tom Hesse, Executive
Assistant to the President
Doug O`Halloran, President

This Collective Agreement was ratified on October 8th, 2013.

APPENDIX "A" – WAGE RATES

October 2013 to September 2014

The following wage scales shall be the minimum rates of pay for employees active as of October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
3000	\$11.65	\$11.65	\$14.00	\$14.25	\$11.65	3000	\$11.65
3500	\$11.85	\$11.70	\$14.20	\$14.75	\$11.75	3500	\$11.75
4000	\$12.05	\$11.75	\$14.50	\$15.25	\$11.85	4000	\$11.85
4500	\$12.25	\$11.80	\$14.60	\$15.75	\$11.95	4500	\$11.95
5000	\$12.45	\$12.27	\$14.70	\$16.25	\$12.05	5000	\$12.05
5500	\$12.73	\$12.73	\$15.10	\$16.75	\$12.35	5500	\$12.15
6000	\$13.20	\$13.20	\$15.60	\$17.25	\$12.55	6000	\$12.25
6500	\$13.67	\$13.67	\$16.10	\$17.75	\$12.75	6500+	\$13.10
7000	\$14.13	\$14.13	\$16.60	\$18.15	\$12.95		
7500+	\$21.30	\$18.25	\$23.30	\$22.00	\$15.90		

Top rate increases are effective on the first full pay period after ratification.

For active employees that were at the Top-Rate or Over-Scale as of October 8th, 2013

Effective Date	Food Clerks	GM Clerks	Pharmacy Assistant	Liquor Stores	Bakers	Meat F/T	Meat P/T	Courtesy Clerks
October 2013	\$21.70	\$18.65	\$22.40	\$16.30	\$23.70	\$23.70	\$23.70	\$13.50
(\$0.80)	\$24.15	\$22.25			\$26.30	\$27.70	\$24.05	
	\$25.04							

Current Employees at the Start Rate or in the Progression Hired Prior to Ratification

Employees at the start rate or in the progression must work the required hours in order to advance on their current wage progression.

Date of Ratification (October 8th, 2013)

- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period after the date of ratification, shall receive a forty (\$0.40) cent per hour retroactive payment for all hours worked since August 5th, 2012.**
- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period after the date of ratification, shall receive a forty (\$0.40) cent per hour wage increase.**

Current Top Rated or Over-Scale Employees Hired Prior to Ratification

Date of Ratification (October 8th, 2013)

- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period after the date of ratification, shall receive an eighty (\$0.80) cent per hour retroactive payment for all hours worked since August 5th, 2012.**
- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period after the date of**

ratification, shall receive an eighty (\$0.80) cent per hour wage increase. Forty (\$0.40) cents per hour will be added to the top rate.

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

October 2013 to September 2014

The following wage scales shall be the minimum rates of pay for employees hired or rehired after October 8th, 2013

<i>Class Hours</i>	<i>Food Service Clerk</i>	<i>GM Clerk</i>	<i>Class Hours</i>	<i>Meat Cutters & Bakers</i>	<i>Pharmacy Assistants</i>	<i>Liquor Stores</i>	<i>Class Hours</i>	<i>Courtesy Clerks</i>
0	\$11.65	\$11.65	3000	\$14.00	\$14.25	\$11.65	3000	\$11.65
500	\$12.00	\$11.95	3500	\$14.20	\$14.75	\$11.75	3500	\$11.75
1000	\$12.35	\$12.25	4000	\$14.50	\$15.25	\$11.85	4000	\$11.85
1500	\$12.70	\$12.55	4500	\$14.60	\$15.75	\$11.95	4500	\$11.95
2000	\$13.05	\$12.85	5000	\$14.70	\$16.25	\$12.05	5000	\$12.05
2500	\$13.40	\$13.15	5500	\$15.10	\$16.75	\$12.35	5500	\$12.15
3000	\$13.75	\$13.45	6000	\$15.60	\$17.25	\$12.55	6000	\$12.25
3500	\$14.10	\$13.75	6500	\$16.10	\$17.75	\$12.75	6500+	\$13.10
4000	\$14.45	\$14.05	7000	\$16.60	\$18.15	\$12.95		
4500	\$14.80	\$14.35	7500+	\$23.30	\$22.00	\$15.90		
5000	\$15.15	\$14.65						
5500	\$15.50	\$14.95						
6000	\$15.85	\$15.25						
6500	\$16.20	\$15.55						
7000	\$16.55	\$15.85						
7500	\$16.90	\$16.15						
8000	\$17.25	\$16.45						
8500	\$17.60	\$16.75						
9000	\$17.95	\$17.05						
9500	\$18.30	\$17.45						
10000	\$20.90	\$17.85						

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2014 to September 2015

The following wage scales shall be the minimum rates of pay for employees active as of October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
3000	\$11.65	\$11.65	\$14.00	\$14.25	\$11.65	3000	\$11.65
3500	\$11.85	\$11.70	\$14.20	\$14.75	\$11.75	3500	\$11.75
4000	\$12.05	\$11.75	\$14.50	\$15.25	\$11.85	4000	\$11.85
4500	\$12.25	\$11.80	\$14.60	\$15.75	\$11.95	4500	\$11.95
5000	\$12.45	\$12.27	\$14.70	\$16.25	\$12.05	5000	\$12.05
5500	\$12.73	\$12.73	\$15.10	\$16.75	\$12.35	5500	\$12.15
6000	\$13.20	\$13.20	\$15.60	\$17.25	\$12.55	6000	\$12.25
6500	\$13.67	\$13.67	\$16.10	\$17.75	\$12.75	6500+	\$13.50
7000	\$14.13	\$14.13	\$16.60	\$18.15	\$12.95		
7500+	\$21.70	\$18.65	\$23.70	\$22.40	\$16.30		

Top rate increases are effective on the first full pay period in September 2014.

For active employees that were at the Top-Rate or Over-Scale as of October 8th, 2013

Effective Date	Food Clerks	GM Clerks	Pharmacy Assistant	Liquor Stores	Bakers	Meat F/T	Meat P/T	Courtesy Clerks
September 2014	\$22.50	\$19.45	\$23.20	\$17.10	\$24.50	\$24.50	\$24.50	\$14.30
(\$0.80)	\$24.95	\$23.05			\$27.10	\$28.50	\$24.85	
	\$25.84							

September 2014

- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period of September 2014, shall receive a forty (\$0.40) cent per hour wage increase.**

September 2014

- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period of September 2014, shall receive an eighty (\$0.80) cent per hour wage increase. Forty (\$0.40) cents per hour will be added to the top rate.**

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2014 to September 2015

The following wage scales shall be the minimum rates of pay for employees hired or rehired after October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Class Hours	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
0	\$11.65	\$11.65	3000	\$14.00	\$14.25	\$11.65	3000	\$11.65
500	\$12.00	\$11.95	3500	\$14.20	\$14.75	\$11.75	3500	\$11.75
1000	\$12.35	\$12.25	4000	\$14.50	\$15.25	\$11.85	4000	\$11.85
1500	\$12.70	\$12.55	4500	\$14.60	\$15.75	\$11.95	4500	\$11.95
2000	\$13.05	\$12.85	5000	\$14.70	\$16.25	\$12.05	5000	\$12.05
2500	\$13.40	\$13.15	5500	\$15.10	\$16.75	\$12.35	5500	\$12.15
3000	\$13.75	\$13.45	6000	\$15.60	\$17.25	\$12.55	6000	\$12.25
3500	\$14.10	\$13.75	6500	\$16.10	\$17.75	\$12.75	6500+	\$13.50
4000	\$14.45	\$14.05	7000	\$16.60	\$18.15	\$12.95		
4500	\$14.80	\$14.35	7500+	\$23.70	\$22.40	\$16.30		
5000	\$15.15	\$14.65						
5500	\$15.50	\$14.95						
6000	\$15.85	\$15.25						
6500	\$16.20	\$15.55						
7000	\$16.55	\$15.85						
7500	\$16.90	\$16.15						
8000	\$17.25	\$16.45						
8500	\$17.60	\$16.75						
9000	\$17.95	\$17.05						
9500	\$18.30	\$17.45						
10000	\$20.90	\$17.85						

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2015 to September 2016

The following wage scales shall be the minimum rates of pay for employees active as of October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
3000	\$11.65	\$11.65	\$14.00	\$14.25	\$11.65	3000	\$11.65
3500	\$11.85	\$11.70	\$14.20	\$14.75	\$11.75	3500	\$11.75
4000	\$12.05	\$11.75	\$14.50	\$15.25	\$11.85	4000	\$11.85
4500	\$12.25	\$11.80	\$14.60	\$15.75	\$11.95	4500	\$11.95
5000	\$12.45	\$12.27	\$14.70	\$16.25	\$12.05	5000	\$12.05
5500	\$12.73	\$12.73	\$15.10	\$16.75	\$12.35	5500	\$12.15
6000	\$13.20	\$13.20	\$15.60	\$17.25	\$12.55	6000	\$12.25
6500	\$13.67	\$13.67	\$16.10	\$17.75	\$12.75	6500+	\$13.80
7000	\$14.13	\$14.13	\$16.60	\$18.15	\$12.95		
7500+	\$22.00	\$18.95	\$24.00	\$22.70	\$16.60		

Top rate increases are effective on the first full pay period in September 2015.

For active employees that were at the Top-Rate or Over-Scale as of October 8th, 2013

Effective Date	Food Clerks	GM Clerks	Pharmacy Assistant	Liquor Stores	Bakers	Meat F/T	Meat P/T	Courtesy Clerks
September 2015	\$23.15	\$20.10	\$23.85	\$17.75	\$25.15	\$25.15	\$25.15	\$14.95
(\$0.65)	\$25.60	\$23.70			\$27.75	\$29.15	\$25.50	
	\$26.49							

September 2015

- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period of September 2015, shall receive a twenty-five (\$0.25) cent per hour wage increase.**

September 2015

- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period of September 2015, shall receive a sixty-five (\$0.65) cent per hour wage increase. Thirty (\$0.30) cents per hour will be added to the top rate.**

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2015 to September 2016

The following wage scales shall be the minimum rates of pay for employees hired or rehired after October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Class Hours	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
0	\$11.65	\$11.65	3000	\$14.00	\$14.25	\$11.65	3000	\$11.65
500	\$12.00	\$11.95	3500	\$14.20	\$14.75	\$11.75	3500	\$11.75
1000	\$12.35	\$12.25	4000	\$14.50	\$15.25	\$11.85	4000	\$11.85
1500	\$12.70	\$12.55	4500	\$14.60	\$15.75	\$11.95	4500	\$11.95
2000	\$13.05	\$12.85	5000	\$14.70	\$16.25	\$12.05	5000	\$12.05
2500	\$13.40	\$13.15	5500	\$15.10	\$16.75	\$12.35	5500	\$12.15
3000	\$13.75	\$13.45	6000	\$15.60	\$17.25	\$12.55	6000	\$12.25
3500	\$14.10	\$13.75	6500	\$16.10	\$17.75	\$12.75	6500+	\$13.80
4000	\$14.45	\$14.05	7000	\$16.60	\$18.15	\$12.95		
4500	\$14.80	\$14.35	7500+	\$24.00	\$22.70	\$16.60		
5000	\$15.15	\$14.65						
5500	\$15.50	\$14.95						
6000	\$15.85	\$15.25						
6500	\$16.20	\$15.55						
7000	\$16.55	\$15.85						
7500	\$16.90	\$16.15						
8000	\$17.25	\$16.45						
8500	\$17.60	\$16.75						
9000	\$17.95	\$17.05						
9500	\$18.30	\$17.45						
10000	\$20.90	\$17.85						

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2016 to September 2017

The following wage scales shall be the minimum rates of pay for employees active as of October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
3000	\$11.65	\$11.65	\$14.00	\$14.25	\$11.65	3000	\$11.65
3500	\$11.85	\$11.70	\$14.20	\$14.75	\$11.75	3500	\$11.75
4000	\$12.05	\$11.75	\$14.50	\$15.25	\$11.85	4000	\$11.85
4500	\$12.25	\$11.80	\$14.60	\$15.75	\$11.95	4500	\$11.95
5000	\$12.45	\$12.27	\$14.70	\$16.25	\$12.05	5000	\$12.05
5500	\$12.73	\$12.73	\$15.10	\$16.75	\$12.35	5500	\$12.15
6000	\$13.20	\$13.20	\$15.60	\$17.25	\$12.55	6000	\$12.25
6500	\$13.67	\$13.67	\$16.10	\$17.75	\$12.75	6500+	\$14.10
7000	\$14.13	\$14.13	\$16.60	\$18.15	\$12.95		
7500+	\$22.30	\$19.25	\$24.30	\$23.00	\$16.90		

Top rate increases are effective on the first full pay period in September 2016.

For active employees that were at the Top-Rate or Over-Scale as of October 8th, 2013

Effective Date	Food Clerks	GM Clerks	Pharmacy Assistant	Liquor Stores	Bakers	Meat F/T	Meat P/T	Courtesy Clerks
September 2016 (\$0.65)	\$23.80	\$20.75	\$24.50	\$18.40	\$25.80	\$25.80	\$25.80	\$15.60
	\$26.25	\$24.35			\$28.40	\$29.80	\$26.15	
	\$27.14							

September 2016

- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period of September 2016, shall receive a twenty-five (\$0.25) cent per hour wage increase.**

September 2016

- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period of September 2016, shall receive a sixty-five (\$0.65) cent per hour wage increase. Thirty (\$0.30) cents per hour will be added to the top rate.**

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2016 to September 2017

The following wage scales shall be the minimum rates of pay for employees hired or rehired after October 8th, 2013

<i>Class Hours</i>	<i>Food Service Clerk</i>	<i>GM Clerk</i>	<i>Class Hours</i>	<i>Meat Cutters & Bakers</i>	<i>Pharmacy Assistants</i>	<i>Liquor Stores</i>	<i>Class Hours</i>	<i>Courtesy Clerks</i>
0	\$11.65	\$11.65	3000	\$14.00	\$14.25	\$11.65	3000	\$11.65
500	\$12.00	\$11.95	3500	\$14.20	\$14.75	\$11.75	3500	\$11.75
1000	\$12.35	\$12.25	4000	\$14.50	\$15.25	\$11.85	4000	\$11.85
1500	\$12.70	\$12.55	4500	\$14.60	\$15.75	\$11.95	4500	\$11.95
2000	\$13.05	\$12.85	5000	\$14.70	\$16.25	\$12.05	5000	\$12.05
2500	\$13.40	\$13.15	5500	\$15.10	\$16.75	\$12.35	5500	\$12.15
3000	\$13.75	\$13.45	6000	\$15.60	\$17.25	\$12.55	6000	\$12.25
3500	\$14.10	\$13.75	6500	\$16.10	\$17.75	\$12.75	6500+	\$14.10
4000	\$14.45	\$14.05	7000	\$16.60	\$18.15	\$12.95		
4500	\$14.80	\$14.35	7500+	\$24.30	\$23.00	\$16.90		
5000	\$15.15	\$14.65						
5500	\$15.50	\$14.95						
6000	\$15.85	\$15.25						
6500	\$16.20	\$15.55						
7000	\$16.55	\$15.85						
7500	\$16.90	\$16.15						
8000	\$17.25	\$16.45						
8500	\$17.60	\$16.75						
9000	\$17.95	\$17.05						
9500	\$18.30	\$17.45						
10000	\$20.90	\$17.85						

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2017 to August 2018

The following wage scales shall be the minimum rates of pay for employees active as of October 8th, 2013

Class Hours	Food Service Clerk	GM Clerk	Meat Cutters & Bakers	Pharmacy Assistants	Liquor Stores	Class Hours	Courtesy Clerks
3000	\$11.65	\$11.65	\$14.00	\$14.25	\$11.65	3000	\$11.65
3500	\$11.85	\$11.70	\$14.20	\$14.75	\$11.75	3500	\$11.75
4000	\$12.05	\$11.75	\$14.50	\$15.25	\$11.85	4000	\$11.85
4500	\$12.25	\$11.80	\$14.60	\$15.75	\$11.95	4500	\$11.95
5000	\$12.45	\$12.27	\$14.70	\$16.25	\$12.05	5000	\$12.05
5500	\$12.73	\$12.73	\$15.10	\$16.75	\$12.35	5500	\$12.15
6000	\$13.20	\$13.20	\$15.60	\$17.25	\$12.55	6000	\$12.25
6500	\$13.67	\$13.67	\$16.10	\$17.75	\$12.75	6500+	\$14.40
7000	\$14.13	\$14.13	\$16.60	\$18.15	\$12.95		
7500+	\$22.60	\$19.55	\$24.60	\$23.30	\$17.20		

Top rate increases are effective on the first full pay period in September 2017.

For active employees that were at the Top-Rate or Over-Scale as of October 8th, 2013

Effective Date	Food Clerks	GM Clerks	Pharmacy Assistant	Liquor Stores	Bakers	Meat F/T	Meat P/T	Courtesy Clerks
September 2017	\$24.45	\$21.40	\$25.15	\$19.05	\$26.45	\$26.45	\$26.45	\$16.25
(\$0.65)	\$26.90	\$25.00			\$29.05	\$30.45	\$26.80	
	\$27.79							

September 2017

- **Active employees who were on payroll at the start rate or in the progression at the date of ratification (October 8th, 2013), effective the first full pay period of September 2017, shall receive a twenty-five (\$0.25) cent per hour wage increase.**

September 2017

- **Active employees who were on payroll at the top rate or over-scale as of the date of ratification (October 8th, 2013), effective the first full pay period of September 2017, shall receive a sixty-five (\$0.65) cent per hour wage increase. Thirty (\$0.30) cents per hour will be added to the top rate.**

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

September 2017 to August 2018

The following wage scales shall be the minimum rates of pay for employees hired or rehired after October 8th, 2013

<i>Class Hours</i>	<i>Food Service Clerk</i>	<i>GM Clerk</i>	<i>Class Hours</i>	<i>Meat Cutters & Bakers</i>	<i>Pharmacy Assistants</i>	<i>Liquor Stores</i>	<i>Class Hours</i>	<i>Courtesy Clerks</i>
0	\$11.65	\$11.65	3000	\$14.00	\$14.25	\$11.65	3000	\$11.65
500	\$12.00	\$11.95	3500	\$14.20	\$14.75	\$11.75	3500	\$11.75
1000	\$12.35	\$12.25	4000	\$14.50	\$15.25	\$11.85	4000	\$11.85
1500	\$12.70	\$12.55	4500	\$14.60	\$15.75	\$11.95	4500	\$11.95
2000	\$13.05	\$12.85	5000	\$14.70	\$16.25	\$12.05	5000	\$12.05
2500	\$13.40	\$13.15	5500	\$15.10	\$16.75	\$12.35	5500	\$12.15
3000	\$13.75	\$13.45	6000	\$15.60	\$17.25	\$12.55	6000	\$12.25
3500	\$14.10	\$13.75	6500	\$16.10	\$17.75	\$12.75	6500+	\$14.40
4000	\$14.45	\$14.05	7000	\$16.60	\$18.15	\$12.95		
4500	\$14.80	\$14.35	7500+	\$24.60	\$23.30	\$17.20		
5000	\$15.15	\$14.65						
5500	\$15.50	\$14.95						
6000	\$15.85	\$15.25						
6500	\$16.20	\$15.55						
7000	\$16.55	\$15.85						
7500	\$16.90	\$16.15						
8000	\$17.25	\$16.45						
8500	\$17.60	\$16.75						
9000	\$17.95	\$17.05						
9500	\$18.30	\$17.45						
10000	\$20.90	\$17.85						

Employees in the Rx Assistant classification must have a demonstrated ability to manage a new prescription from intake to the Pharmacist's sign off. Existing Rx Assistants will move to the new rate and other employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

Schedule "A"

Buyout Option

The Company will make available to all Clerks earning fourteen (\$14.00) dollars or more, a voluntary buyout as per the following Buyout Schedule. The employees accepting the buyout shall be deemed to have terminated their services with the Company and will have no right of recall or re-employment with the Company. Calculation of the amount of the buyout as indicated below shall be based on a calculation of average weekly hours. For this purpose, the average number of hours will be based on hours worked or paid over the previous fifty-two (52) weeks prior to the buyout offer. Periods of time during which an employee was on maternity leave, parental leave, adoption leave or WCB benefits, will not be counted as time worked for the purpose of calculating the average. The Company reserves the right to make the final determination as to the number of employees who may participate in the program and their departure dates. The Union will be provided with copies of all buyout applications and offers made by the Company. A minimum of two hundred (200) buyouts will be offered to eligible applicants, with a minimum seventy-five (75) applicants in the first twelve (12) months following ratification.

52 WEEK AVERAGE HOURS										
HOURLY RATE	0 - 3.99	4.00 - 7.99	8.00 - 11.99	12.00 - 15.99	16.00 - 19.99	20.00 - 23.99	24.00 - 27.99	28.00 - 31.99	32.00 - 35.99	36.00 + (FT)
\$22.00 +	\$2,467	\$7,398	\$12,289	\$16,797	\$21,307	\$25,524	\$29,612	\$33,578	\$37,248	\$40,000
\$21.00 - \$21.99	\$2,271	\$6,812	\$11,313	\$15,432	\$19,552	\$23,379	\$27,076	\$30,653	\$33,932	\$36,393
\$20.00 - \$20.99	\$2,072	\$6,215	\$10,318	\$14,039	\$17,761	\$21,190	\$24,489	\$27,667	\$30,549	\$32,711
\$19.00 - \$19.99	\$1,873	\$5,618	\$9,323	\$12,646	\$15,970	\$19,001	\$21,902	\$24,682	\$27,166	\$29,030
\$18.00 - \$18.99	\$1,674	\$5,021	\$8,328	\$11,253	\$14,179	\$16,812	\$19,315	\$21,697	\$23,783	\$25,348
\$17.00 - \$17.99	\$1,475	\$4,424	\$7,333	\$9,860	\$12,388	\$14,623	\$16,728	\$18,712	\$20,400	\$21,667
\$16.00 - \$16.99	\$1,276	\$3,827	\$6,338	\$8,467	\$10,597	\$12,434	\$14,141	\$15,727	\$17,017	\$17,985
\$15.00 - \$15.99	\$1,077	\$3,192	\$5,343	\$7,074	\$8,806	\$10,245	\$11,554	\$12,742	\$13,634	\$14,303
\$14.00 - \$14.99	\$878	\$2,633	\$4,347	\$5,681	\$7,015	\$8,056	\$8,967	\$9,757	\$10,251	\$10,622

Appendix "B"

Pension

The Company agrees to participate in and contribute to the CANADIAN COMMERCIAL WORKERS' INDUSTRY PENSION PLAN.

The Company agrees to increase the level of contribution in the Canadian Commercial Workers' Industry Pension Plan as negotiated in the Master Agreement.

Contributions, along with a list of employees for whom they have been made, the amount of the weekly contribution for each employee, and the number of hours worked or paid according to the above, shall be forwarded by the Company within the twenty-one (21) days after the close of the Company's four (4) or five (5) week accounting period. The Company agrees to pay interest at the rate established by the Trustees on all contributions not remitted as stipulated above.

Pension matters are currently being negotiated into a National Pension Trust Agreement with Loblaw. Details will be forthcoming.

Appendix "C"

Education & Training Fund

The Company agrees to make a contribution to the United Food & Commercial Workers Canada Union, Local No. 401 Education and Training Fund of **four (\$0.04)** cents per hour for each hour that the Company pays dental contributions on, as per Article 36. The Company will commence payment the first accounting period following ratification.

Appendix "D"

Fort McMurray Superstore Premiums

Store	\$2 Anytime	\$4 PT Night (10 p.m. - 8 a.m.)	\$5 FT Night (10 p.m.- 8 a.m.)	\$1 Day (8 a.m. - 6 p.m.)	\$2 Cashier Weekend (Fri 6 p.m. – Sun 11p.m.)	\$0.30 Asst. Supv.	\$0.75 Lead Hand	\$1 Sunday
1548	\$3.25				X	X	X	X

Appendix "E"

Fort McMurray Liquorstore Premiums

Store	Location	Anytime	Assistant	Coordinator	Day	Sunday
1648	Fort McMurray	\$3.25	\$0.30	\$0.40	N/A	\$1.00

Letters of Understanding

1. Voluntary Training

Upon completion of the Front End training period, successful employees will be paid for voluntary training hours at the starting rate in their classification.

2. Second Supervisor

The parties agree that a Second Supervisor may be appointed and excluded under Article 1 in the following departments where the Company determines it necessary for the proper operation of the business: Grocery, Bakery, Produce, Meat, Front End and in two (2) General Merchandise departments.

It is understood that the Company shall retain its rights under Article 30.16.

A maximum of four (4) trainee Supervisors may be appointed and trained in each store. The total number of Supervisor trainees at any one time shall be limited to a maximum of sixteen (16) in the Province at any one time. The period of training shall not exceed six (6) months.

There shall be no reduction in part-time hours as a result of the Supervisor in training. The part-time hours' calculation is to be based on hours over the previous three (3) months. The parties recognize that hours may fluctuate due to other reasons such as seasonal changes in business, availability changes, etc.

A Supervisor in training who knows all there is to know about stocking, baking, cutting meat, etc., should only be trained in the other aspects of the Supervisor's job.

3. Store Support Crew Department

The parties agree that the terms and conditions of the existing urban and rural Collective Agreements will apply to employees working province wide as part of the Store Support Crew with the following provisions:

- With the exception of one (1) Supervisor the employees will be bargaining unit members subject to all language in the Collective Agreement classified as Service Clerks.
- These personnel will be reimbursed for meal and hotel costs when travel is required.
- These personnel will perform reline work, backroom organization work, seasonal changeovers and general assistance as required.
- There will be no reduction of regular hours and existing employees of departments where store support is performing work will have the first opportunity for overtime hours.
- Store Support Crew personnel will be paid any eligible premiums applicable to the work location.

4. Vacation Calculation – Part-time to Full-time

As per Article 18.18, when a part-time employee proceeds to full-time, they shall have their vacation date adjusted according to the following procedure:

All part-time hours from the employee's date of hire to their full-time date, divided by thirty-seven (37) hours per week, shall establish the number of weeks to be considered for

full-time vacation entitlement.

The adjusted vacation date shall then be established by rounding the number of weeks, as calculated above, to the nearest year of credit.

For example:

0-25 weeks' credit in a given year will be rounded down to the nearest year;

26-52 weeks' credit in a given year will be rounded up to the nearest year.

5. Call-In

It is understood that the following interpretation shall apply to Article 30.10:

In the event an employee is to be called in to work hours that he has not been scheduled to work, any employee may be called for any shift, provided that at the end of the particular week, the comparative number of hours of part-time employees is consistent with the seniority and availability of others in the department.

6. Clarification Language on Scheduling

(a) The parties agree that employees who are available anytime (unrestricted) as per Article 31.12, shall be scheduled a minimum of four (4) more hours on a weekly basis than employees in the same department scheduling group who choose to restrict their availability. Senior available anytime employees will be scheduled as many or more hours than junior available anytime employees on a weekly basis.

- (b) Within the department scheduling group, hours will be scheduled to restricted employees on a weekly basis subject to seniority and availability. Senior restricted employees will be scheduled as many or more hours than junior restricted employees on a weekly basis except when the senior restricted employee is not available (or does not have the ability) to work the shift(s) assigned to the junior restricted employee.
- (c) In the event an employee is to be called in to work hours that he has not been scheduled to work, any employee may be called for any shift, provided that at the end of the particular week, the comparative number of hours of part-time employees is consistent with the seniority and availability of others in the department.

7. Guarantee of Hours

- (a) For the purpose of calculating the guarantee of hours in the Front End, it is agreed that there are two (2) departments:
 - (i) Front End
 - (ii) Courtesy Clerks

It is understood that employees hired prior to ratification (**October 2008**) that work exclusively as a Cashier, or Cash Office or Customer Service will only be required to work in another area of the Front End by mutual agreement.

- (b) The number of employees entitled to a minimum guarantee of hours of twenty-eight (28), twenty-four (24), or twenty (20) hours, is to be calculated according to a formula. For example:

Eligible Employees	# in "Group"	<u>Minimum Hours Received by "Group"</u>		
		<u>28 Hours</u>	<u>24 Hours</u>	<u>20 Hours</u>
1	0	0	0	0
2	1	1	0	0
3	1	1	0	0
4	2	1	1	0
5	2	1	1	0
6	2	1	1	0
7	3	1	1	1
8	3	1	1	1
9	4	2	1	1
10	4	2	1	1
11	4	2	1	1
12	5	2	2	1
13	5	2	2	1
14	6	2	2	2
15	6	2	2	2
16	6	2	2	2
17	7	3	2	2
18	7	3	2	2
19-21	8	3	3	2
22-23	9	3	3	3
24-26	10	4	3	3
27-28	11	4	4	3
29-31	12	4	4	4
32-33	13	5	4	4
34-36	14	5	5	4
37-38	15	5	5	5
39-41	16	6	5	5
42-43	17	6	6	5
44-46	18	6	6	6
47-48	19	7	6	6
49-51	20	7	7	6

52-53	21	7	7	7
54-56	22	8	7	7
57-58	23	8	8	7
59-61	24	8	8	8
62-63	25	9	8	8
64-66	26	9	9	8

8. Anti-Fatigue Mats

The parties recognize the need for effective anti-fatigue mats to be placed at check-stands, customer service and in appropriate production areas.

Within twelve (12) weeks following ratification, the Union and the Company will complete a comparative study of one (1) or two (2) mats recommended by the Union and one (1) or two (2) mats recommended by the Company.

If the Union and the Company cannot agree on the most suitable mat to use at the end of the twelve (12) week period, the matter shall be referred to an Arbitrator who shall render a decision within four (4) weeks of the conclusion of the hearing. The Arbitrator's consideration shall be limited to issues of effectiveness in reducing fatigue, durability, cost and employee preference.

In the event the selected mat is no longer available or the cost increases substantially, the Company reserves the right to source alternative suppliers of a similarly effective mat.

9. Twenty-Four (24) Hour Store Opening

In the event the Company elects to introduce twenty-four (24) hour opening in any of its retail stores, it shall advise

the Union and the affected employees a minimum of three (3) weeks in advance of the change.

It is understood that for current employees, Available Anytime status would be maintained provided that the anytime employee is available for the same block of hours within their department that they were available prior to the store hours changing to twenty-four (24) hours. **Shifts added due to twenty-four (24) hour opening will be filled on a voluntary basis.**

Employees starting a shift between the hours of 11:00 p.m. and 7:00 a.m. inclusive will be scheduled for shifts of not less than five (5) hours.

10. H₂O

Employees may elect to bring a bottle of water to their working areas under the following conditions:

- (a) The bottle is the President's Choice brand or other brand designated by the Company **or a personal water bottle absent of competitor branding.**
- (b) The size is **one (1L) litre** or smaller.
- (c) Cashiers will store the bottle under the counter. Bottles are not to be present on the sales floor when the store is open.

Employees must exercise common courtesy with customers when consuming water.

11. Clothing and Footwear

The Company agrees to:

- (a) **Provide three (3) vests to full-time** employees;
- (b) **Provide two (2) vests to part-time available anytime** employees;
- (c) **Provide one (1) vest to part-time restricted employees.**

In addition, the Company will provide a replacement **vest** upon request by the employee.

12. Safety Footwear

Full-time Receivers who are required to wear steel-toed safety footwear will be paid an allowance of fifty (\$50.00) dollars per year toward the cost.

Within thirty (30) days of ratification of this Agreement, the Company and the Union will source suppliers of safety footwear. The parties will then meet and select a suitable supplier with the lowest cost option considering the discount the Company is able to negotiate to purchase the footwear. The Company will secure the discounted rate by no later than December 31st, 2013.

13. Full-Time Positions

The Company agrees to maintain a full-time percentage guarantee for each store outside of Edmonton and Calgary, which shall be **twelve (12%) percent**.

For the purposes of calculation, Trusteed Dental Plan Hours (excluding Courtesy Clerks) shall be used. A full-time employee will be considered to work thirty-seven (37) hours per week.

The calculation will be made twice (2X) annually, in September and March.

14. Real Canadian Liquor Store

The parties agree that the terms and conditions of the existing urban and rural Collective Agreements will apply to employees working in the Real Canadian Liquor Stores located on Real Canadian Superstore parking lots in the Province of Alberta subject to the following terms:

A Manager and one (1) Department Supervisor at each location shall be excluded from the bargaining unit. Future departments shall be subject to Article 30.16 of the urban Agreement and Article 30.13 of the rural Collective Agreement.

Seniority of Liquor Store employees shall be considered separate and distinct from other employees under the Superstore Agreement. In the event a Liquor Store is closed or a Liquor Store employee is laid off and receives zero hours for four (4) weeks, they shall be able to exercise their seniority into the nearest Superstore as per Article 30.

When key holder responsibilities are required, one (1) employee shall be designated by the Company as a Coordinator and shall be paid a premium of forty (\$0.40) cents per hour for all hours worked as the Coordinator.

Existing key holders at ratification shall move to the next highest rate on the combined scale and be credited with the corresponding number of hours on the combined scale.

In the event that there is a full-time bargaining unit employee appointed in some stores, that employee must be able to perform the responsibilities of a coordinator.

15. Scheduling Guarantees

Employees who are in the employ of the Company on the ratification date (**October** 2008) and who work or will work in departments with three (3) employees or less, if eligible, shall receive guarantee of hours as follows:

Notwithstanding 30.14 (a) and (b) the following shall apply. The senior **forty (40%) percent** of unrestricted employees in a department shall hereafter be called “the Group” and be scheduled as follows:

- (a) The senior one-third (1/3rd) of “the Group” shall receive twenty-eight (28) hours or better;
- (b) The next most senior one-third (1/3rd) of “the Group” shall receive twenty-four (24) hours or better;
- (c) The least senior one-third (1/3rd) of “the Group” shall receive twenty (20) hours or better.

Restricted employees shall not qualify to be scheduled under this section.

16. Full-Time Work Week

In the event a four (4) day work week is being considered, the Company and the Union will meet to discuss provisions of a mutually agreeable four (4) day work week for full-time employees.

17. Mediated Settlements

Provided there are no negotiated changes to relevant language, the parties agree that any mediated settlements

with Andrew Sims Q.C. regarding interpretation of the Collective Agreement prior to ratification will remain in effect for the duration of this Collective Agreement.

18. Hand Sanitizers at Tills

The Company will make a hand sanitizer readily available for all employees.

19. Distribution of Collective Agreements

The Company agrees to distribute Union provided Collective Agreements to all new Alberta employees at the point of hiring. This arrangement will continue for the duration of the current Agreement. In the event of a shortage of Collective Bargaining Agreements, the Company shall notify the Union that additional Agreements are required.

20. Fort McMurray and Grande Prairie Premium

Effective the date of ratification, all employees in Fort McMurray and Grande Prairie stores will receive a premium of one (\$1.00) dollar per hour above the rates in Appendix "A". It is understood that this change will not negatively impact the current employees in these stores and if during the life of this Collective Agreement, this new calculation (\$1.00 premium + Appendix "A" rate) results in a lesser hourly rate than an employee's current rate, the current rate plus the general increase shall apply.

21. After ratification, the Company agrees to include the Host position in the bargaining unit. Hosts shall be classified on the Food Service Clerk scale.

22. Meat Department Trainees

The parties agree that there shall be a classification of Meat Department Trainees and that the following shall apply:

- (a) The trainees will be drawn from the existing group of Meat Service Clerks in the store with the opening for a trainee.
- (b) Meat Service Clerks entering the program must either:
 - (i) Hold a N.A.I.T. or equivalent diploma, or
 - (ii) Pass a written and/or practical test developed by the Meat Department.
- (c) Trainees will be on a trial period for five hundred (500) hours during which time the Company will review the progress of the trainee at periodic intervals.
- (d) During the trial period, trainees whom the Company determines not to have the capabilities to be a Meat Cutter shall return to the Service Clerk classification.
- (e) The duties of the trainees will include all aspects of the Meat Cutter position and will be under the guidance of same. If Meat Cutter duties are not available, trainees will perform Service Clerk duties.
- (f) If a Meat Cutter position becomes vacant prior to trainees completing the program, those trainees with more than five hundred (500) hours of training will be considered at that time. If the trainees are not suitable or are not available to fill a Meat Cutter position, the Company has the right to hire outside.

- (g) When trainee hours are not available, a trainee will receive Service Clerk hours in line with seniority.
- (h) At the completion of two thousand (2,000) hours, the trainees, who are then at a rate of \$13.50, will be classified as part-time Meat Cutters and will receive credit for all hours worked actually training.

Rate of Pay - Meat Department Trainees

0 - 500 hours	\$ 12.00
501 - 1000 hours	\$ 12.50
1001 - 1500 hours	\$ 13.00
1501 - 2000 hours	\$ 13.50

If a new trainee's hourly rate as a Service Clerk is higher than the top rate of the Meat Department Trainee's scale, then the new trainee will remain at their current Service Clerk rate of pay for their entire training period and receive a training incentive of fifty (\$0.50) cents for all hours worked as trainee when they successfully complete their training period.

23. Bakery Department Trainees

The parties agree that there shall be a classification of Bakery Department Trainees and that the following shall apply:

- (a) The trainees will be drawn from the existing group of Bakery Service Clerks in the store with the opening for a trainee.
- (b) Bakery Service Clerks entering the program must either:

- (i) Hold a N.A.I.T. or S.A.I.T. Commercial Baking Program diploma, or
- (ii) Have entered into a Bakery apprenticeship agreement with the Company, or
- (iii) Be accepted into the N.A.I.T. or S.A.I.T. Commercial Baking Program.

Where there is more than one (1) applicant being considered under one of the options listed above, the position shall be filled in accordance with Article 30.6.

- (c) Trainees will be on a trial period for five hundred (500) hours during which time the Company will review the progress of the trainee at periodic intervals.
- (d) During the trial period, trainees whom the Company determines not to have the capabilities to be a Baker shall return to the Service Clerk classification.
- (e) The duties of the trainees will include all aspects of the Baker position and will be under the guidance of same. If Baker duties are not available, trainees will perform Service Clerk duties.
- (f) If a Baker position becomes vacant prior to trainees completing the program, those trainees with more than five hundred (500) hours of training will be considered at that time. If the trainees are not suitable or are not available to fill a Baker position, the Company has the right to hire outside.
- (g) When trainee hours are not available, a trainee will receive Service Clerk hours in line with seniority.

- (h) At the completion of two thousand (2,000) hours, the trainees, who are then at a rate of \$13.50, will be classified as part-time Bakers and will receive credit for all hours worked actually training.

Rate of Pay - Bakery Department Trainees

0 - 500 hours	\$ 12.00
501 - 1000 hours	\$ 12.50
1001 - 1500 hours	\$ 13.00
1501 - 2000 hours	\$ 13.50

If a new trainee's hourly rate as a Service Clerk is higher than the top rate of the Bakery Department Trainee's scale, then the new trainee will remain at their current Service Clerk rate of pay for their entire training period and receive a training incentive of fifty (\$0.50) cents for all hours worked as trainee when they successfully complete their training period.

- 24.** The Company (The Real Canadian Superstore) agrees that it will voluntarily recognize the UFCW Local 401 to represent its employees in the Province of Alberta. Upon opening new Superstores in the Province of Alberta, other than Edmonton and Calgary, the Company will recognize UFCW Local 401 as exclusive bargaining agent of the new store employees and upon ratification by the employees, this current Collective Agreement shall apply.

New Superstores opened in Edmonton or Calgary shall be covered by the Collective Agreement in effect for the stores in those areas.

25. Outside Suppliers

The Company agrees to allow no more than ten (10)

named third party vendors to stock in its stores. The ten (10) named vendors will be reviewed with the Union twice (2X) a year during the JLM meeting. Any additional vendors in excess of the ten (10) will be used in a one to one ratio with a bargaining unit employee.

It is understood that from time to time, suppliers will provide vendor assisted plan-o-gram resets in the stores. There shall be no reduction in the bargaining unit hours in the department as a result of these resets.

26. Supervisors

- (a) The Company commits to reduce sixteen (16) Supervisors displaced by the Flow program to zero (0) over the next six (6) months.***
- (b) Anyone above the rank of Assistant Supervisor shall not perform any bargaining unit work in excess of four (4) hours per day in the store.***
- (c) All those identified in (b) above will not prevent employees from receiving a call in.***
- (d) Department Supervisors will not work outside their own department except in cases of emergency and in dealing with customers in Front End. In these circumstances, such work will be counted as hours worked under (b) above.***
- (e) The Company commits to add twenty (20) full time jobs in the province within six (6) month following ratification.***

The above is without prejudice to any related Labour Board complaint(s).

27. Shop Steward Transfers

Where a single department has multiple Shop Stewards who hold full time positions, and store transfers are required due to the needs of the business, the Company agrees the two (2) most senior Stewards shall not be transferred.

The parties agree that where the transfer of a full time Shop Steward is contentious, the Union President and the Vice President of Labour Relations will meet to discuss and earnestly endeavour to resolve the issue.

28. Long Distance Travel

The Company shall be sensitive to the needs of employees requesting a leave of absence in order to travel outside of Canada and the United States.

Employees must provide specific departure and return to work dates. The length of leave of absence shall be governed by need and left to the discretion of the Company.

The Company shall reply, in writing, to employee requests within fourteen (14) days. Requests will not be unreasonably denied. The Company will send out a copy of their reply to the Union office at the same time.

Failure to return to work on said return to work date may result in disciplinary action up to and including termination of employment unless acceptable documentation is provided indicating the delay was out of the employee's control.

29. Representatives Signing In During Store Visits

An authorized Union Representative or Executive Officer of the Union (referred to as “Representatives”) upon entering the store will, except in emergency situations, sign in at the customer service desk before carrying out all their normal store visitation duties.

The Representatives will display some form of Union identification while in the store. If the Representatives forget to sign in or display identification, the Company will not interfere with the Representative’s ability to perform their work.

Where there are concerns by the Company regarding how this policy is working, the Company will discuss any concerns with the Union President.

30. Commitment to Compliance

The Company is committed to complying with the terms and conditions of the Collective Agreement.

The Company is committed to administering this Collective Agreement with the intent of promoting co-operation and harmony and fostering efficiency and service through the full and fair administration of the terms and provisions contained within.

The Company and the Union agree to establish a Joint Labour Management Committee (JLM) to address issues of concern to employees, the Company and the Union. The meetings will be held bi-annually at a mutually agreed location.

The Committee will consist of senior local Management,

Labour Relations Manager(s), full-time Union Representatives and up to six (6) bargaining unit employees.

Upon mutual agreement, the parties may convene additional meetings to those indicated above. The Vice-President of Labour Relations and the President of the Union will endeavour to attend one meeting per year.

31. Role of the Shop Steward

The Company recognizes that Shop Stewards have an important and critical role in the administration of the Collective Agreement between employees and Management.

A Shop Steward has assigned work to do for the Company. The Shop Steward may investigate and submit grievances. A Shop Steward may meet with the Store Manager, Assistant Store Manager, Department Supervisors, HR/LR Manager during work hours with no loss of wages, benefits, seniority, etc. to discuss matters pertaining to the agreement and to advocate for employees.

The Shop Steward must notify their Manager or Supervisor prior to leaving their assigned work. This privilege must be exercised by the Steward and must be practical in so far as the operation of the business is concerned.

32. Registered Pharmacy Technicians

Should the Company introduce a Registered Pharmacy Technician classification, the Company and the Union agree that it will be included in the bargaining unit and the

parties will meet to negotiate the rates.

33. Personal Assurance of Full-Time Employment

Subject to an agreement on a six (6) year term from the date of expiry, to **2018**, the Company is prepared to renew the “Personal Assurance of Full-Time Employment” letter. This would apply to all employees in Red Deer, Medicine Hat, Grande Prairie, Lloydminster, Fort McMurray, Lethbridge and Camrose who are full-time as of the date of ratification. Schedule “**B**” shall be revised to constitute the assured group. This assurance of full-time employment shall continue for the duration of the next Collective Agreement.

The assurance of full-time employment will not apply in the case of just cause dismissal unless reinstated by arbitration or agreement between the Company and the Union. In the event of the closure of a store in a one-store town, full-time employees would have to move to another location in another town in order to maintain full-time employment. The assurance of full-time employment will not apply in the case of an Assistant Supervisor going to part-time status as a result of not accepting a supervisory ***position***.

This letter of Agreement is part of the Collective Agreement and will expire in the year **2018** when the current Collective Bargaining Agreement expires.

Schedule "B" – Full-Time Employees

Full-Time Employees Outside Edmonton and Calgary

Due to privacy concerns, the list of full-time employees as of the date of ratification has not been published here. Please contact your Union Representative if you have questions or concerns about the list of full-time employees.

For the Company:

For the Union:

Company Committee:

Dave Graf, V.P.
Labour Relations
Brad Denluck, Sr. Director
Labour Relations
Elizabeth Lietz, Sr. Director
Labour Relations

Union Committee:

Stephen Bibby, Member
Audrey Bogner, Member
Rod Deccheco, Member
Samantha Fortin, Member
Maggie Foth, Member
Sudesh Gowans, Member

Stan Deneka, District Manager
Sean McLennan,
Labour Relations Manager
Alex Vazquez,
Labour Relations Manager

Joan Henry, Member
Jeff Ible, Member
Ron Klassen, Member
Rod Marcynuik, Member
Charlene Medicott, Member
Donald Payne, Member
Lori Sallee, Member
Emily Shannon, Member
Charmaine St. Germain,
Member
Gail Tower, Member
Margaret Unger, Member
Carolyn Valiquette-Cayer,
Member
Ron Wereley, Member
Michelle Cahill,
Union Representative
Don Crisall,
Union Representative
Tom Hesse, Executive
Assistant to the President
Doug O`Halloran, President

This Collective Agreement was ratified on October 8th, 2013.