

**COMPANY PROPOSALS  
FOR  
COLLECTIVE BARGAINING**

**BETWEEN**

**THE REAL CANADIAN SUPERSTORE / THE REAL  
CANADIAN LIQUORSTORE - ALBERTA  
DIVISIONS OF LOBLAW COMPANIES LTD.**

**AND**

**UNITED FOOD & COMMERCIAL WORKERS CANADA,  
LOCAL 401, ALBERTA**

**THE COMPANY RESERVES THE RIGHT TO ADD, MODIFY, OR DELETE PROPOSALS DURING THE COLLECTIVE BARGAINING PROCESS.**

**THESE PROPOSALS ARE MADE WITHOUT PREJUDICE TO GRIEVANCES FILED OR YET TO BE FILED, OR ANY OTHER LITIGATION; AND WITHOUT PREJUDICE TO THE COMPANY'S INTERPRETATION OF THE COLLECTIVE AGREEMENT.**

**ANY AGREEMENT REACHED AT THE BARGAINING TABLE WILL BE SUBJECT TO RATIFICATION BY COMPANY PRINCIPALS. AGREEMENT ON ANY ONE PROPOSAL IS CONDITIONAL ON THE AGREEMENT OF AN OVERALL PACKAGE.**

**EXCLUDING ERRORS AND OMISSIONS.**

COMPANY PROPOSAL	RELEVANT ARTICLE Cal/Edm	RELEVANT ARTICLE Prov	BRIEF DESCRIPTION	CATEGORY
CP	28	28	Discuss ERTSW process and documentation	Health and Safety
CP	1.1	1.1	Change department "supervisor" to "manager"	Housekeeping
CP	23.5	23.5	Discuss process for submitting LOAs	Housekeeping
CP	30.4	30.4	Delete requirement to post seniority lists	Housekeeping
CP	30.12d,e	30.11d,e	Discuss New articles setting declaration parameters	Housekeeping
CP	30.13	30.12	Discuss the time frame/process for submitting a new declaration	Housekeeping
CP	30.16	30.13	Discuss how a new department is to be staffed and scheduled	Housekeeping
Talking Point	N/A	N/A	Discuss Discipline Stream	Housekeeping
CP	Letters of Understanding	Letters of Understanding	Discuss all Letters of Understanding	Housekeeping
CP	7	7	Discuss Meal Periods	Meal and Rest Periods
CP	9	9	Discuss Meal Periods	Meal and Rest Periods
CP	10.1	10.1	Discuss Night Premium parameter	Monetary
CP	10.2	10.2	Discuss Sunday Premium	Monetary
CP	18.9/16/18	18.10/17/19	Discuss Vacation entitlement	Monetary
CP	30.17	30.16	Discuss the Assistant Department Manager Premium	Monetary
CP	App D and E	App D and E	Discuss current Additional Premiums specific to Fort McMurray	Monetary
CP	16	16	Discuss Credit for Previous Experience	Outdated/Pinch Point
CP	30.1	30.1	Discuss Probation Period	Outdated/Pinch Point
CP	30.5a	30.5a	Discuss Job Abandonment	Outdated/Pinch Point
CP	30.9(b)	30.9	Discuss Pandemic/Natural Disaster related impact re. 13 weeks at 37 hours	Pandemic
CP	38.2	37.2	Discuss Pandemic/Natural Disaster related impact re. 13 weeks at 32 hours	Pandemic
CP	30.7	30.8	Discuss Most Available Hours	Scheduling
CP	30.12a	30.11a	Discuss Declaration of Availability process	Scheduling
CP	30.12c	30.11c	Discuss Four Hour Gap	Scheduling
CP	30.12c	30.11c	Discuss declared availability	Scheduling
CP	38.4	37.4	Discuss employee notice of absence prior to shift	Scheduling
CP	11.3	11.3	Discuss Revised schedules and schedule requests	Sharing of Information
CP	25	25	Discuss Store Visits and Posters	Sharing of Information
CP	11.10	11.10	Discuss employee's ability to perform work outside of their primary department	Workplace Flexibility
CP	12.2	12.2	Discuss Leadhand Premium	Workplace Flexibility
CP	23.9	23.9	Discuss process for submitting Long Distance LOAs	Workplace Flexibility
CP	30.5f	30.6b	Discuss Lay Off and Recalls	Workplace Flexibility
CP	30.6	30.7	Discuss Promotions and Vacancies	Workplace Flexibility