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- (c) The first issue of insulated vests to packaging department employees will be charged out at cost and further issues at no charge on exchange.
- (d) Maintenance employees and other employees in the Plant required to wear safety shoes upon completion of six (6) months of employment shall receive seventy-five (\$75.00) dollars toward a new pair of safety shoes thereafter be limited to seventy-five (\$75.00) dollars every six (6) months or one hundred seventy-five (\$175.00) dollars every twelve (12) months, if needed. **Effective April 3<sup>rd</sup>, 2022 the seventy-five (\$75.00) dollars amount will be increased to eighty-five (\$85.00) dollars every six (6) months. Effective April 3<sup>rd</sup>, 2024 the eighty-five (\$85.00) dollar amount will be increased to ninety-five (\$95.00) dollars every six (6) months.**
- (e) The Company agrees to supply proper external hearing protection or internal hearing protection. The employee may elect which type to wear and will be allowed the option of wearing both. Replacement external hearing protection will only be provided where the employee returns a worn out pair.

- 13.4 Pre-employment medicals are to be paid for by the employee. All subsequent medicals required by the Company for the purposes of accommodation, are to be paid for by the Company.
- 13.5 The Company may request a Driver's Abstract at any time from an employee classified as a Truck Driver, or any employee temporarily filling that position, for the purpose of determining that the employee has a valid driver's license. The Company will pay for the fee for obtaining the Abstract.
- 13.6 Payment of net wages owing will be made by electronic transfer of funds direct to the employee's bank account on each payday. Pay stubs providing the supporting documentation for the direct deposit will be issued to employees before the end of the last scheduled shift prior to the payday or the following shift.

Payday is every second Friday. The electronic transfer of funds will be processed before twelve o'clock noon (12:00 p.m.) on those days. Where payday is a Statutory Holiday, then the transfer of funds will occur by twelve o'clock noon (12:00 p.m.) on the last working day prior to the Statutory Holiday.

Employees may select the financial institution of their choice and may change that designation by giving the Company thirty (30) days notice.

13.7 Time Off to Vote

The Company agrees to fully comply with any law requiring that employees be given time off to vote.

13.8 Employees will be granted time off without pay to keep doctor or dentist appointments or other appointments providing however, the Company is given one (1) weeks notice in advance except in emergency. The Company may request supporting documentation of an appointment and will pay the cost for it, if they request it.

13.9 Union Recognition

(a) The Company agrees that the Union will have the right to use the lockable bulletin board, to be used for posting notices of official Union business exclusively. All such notices shall be submitted to a Company official for approval before posting. Such approval shall not be unreasonably withheld.

The Company shall make available a locking mailbox for the use of the Union.

(b) The Union agrees not to call a meeting of its members who are employees of the Company during working hours that will interfere with the normal operations of the Company.

(c) The Company agrees to provide copies of all attendance or discipline letters to the Union and the employee.

(d) **Union Access to the Workplace**

Any authorized Union Representative may, upon receiving permission from the Company, enter the Plant, ***including the production floor accompanied by a member of the HR team, to inspect working conditions and to generally carry out the terms of this agreement, provided all plant rules and procedures applicable to all visitors are followed, and the Union Representative does not engage in any activity that is disruptive or interferes with the operation of the workplace nor do they*** unduly occupy the time of employees during working hours.

In the event that the Company deems it necessary to meet with an employee away from ***their*** work station, the employee will be accompanied by a Steward.

Shop Stewards shall not leave their work to process or deal with any matter without first advising and receiving approval from their immediate **S**upervisor. The Company shall exercise reasonableness in their handling of such requests.

In all meetings between the Company and an employee, the employee or **S**teward if applicable, may request a translator and the Company will make best efforts to supply one from the bargaining unit or supervisory staff subject to any potential conflicts of interest.

(e) Recognition of Shop Stewards

- (i) Shop Stewards may be elected or appointed by the Union from time to time and the Company shall be notified by the Union of such elections or appointments.
- (ii) Complaints and grievances of a minor or emergency nature may be submitted verbally by the Shop Steward to the designated representative of the Company prior to processing in the manner outlined in Articles 17 and 18 of the Collective Agreement.
- (iii) The Shop Steward may raise grievances and complaints with the Plant Manager or Management designate at a time suitable to both parties which may include time during regular working hours.
- (iv) When a Shop Steward is investigating a complaint or grievance on Company time, **they** will first notify the Plant Manager/Plant Superintendent or Supervisors. The time chosen for the investigation of the complaint or grievance must be acceptable to the Company; however, the Company will exercise reasonableness in the handling of such requests. The length of time involved in investigating the complaint or grievance, on Company time, will be that considered reasonable by both the Shop Steward and the Plant Manager.

- (v) It is agreed that the Shop Steward and Human Resources Manager will make every effort to resolve the complaints and grievances as quickly as possible.
- (vi) It is agreed that, as far as possible, the handling of complaints and grievances will be confined to such times that will minimize any interference with the operations of the Company.
- (vii) Shop Stewards will not suffer discrimination with respect to any condition of employment (including transfers) by reason of their involvement in lawful Union activities.

(f) Orientation

A Shop Steward or a Union Representative shall be allowed to participate in the New Employee Orientation sessions as follows:

- (i) At the end of each session the Shop Steward or Union Representative will be allowed fifteen (15) minutes of paid time to address the new employees.
- (ii) During this time a Shop Steward or the Union Representative may: explain the Union's structure and role within the Plant, distribute copies of the Collective Agreement and/or other printed material and answer any questions that the new employees may have. **Company Officials, Managers, and anyone**



***excluded from the bargaining unit shall not be present during the Union portion of the employee orientation.***

- (g) The Company agrees to display the Union Shop card which shall be furnished to the Company free of charge by the Union.
- (h) Lockers will be provided for each employee. A Shop Steward shall be present for all locker checks. Locker checks will be posted in advance in most cases.
- (i) The parties agree to set up a Joint Work Life Committee. This committee will be composed of the following individuals:
  - (i) For the Union – full-time Union Representative, Chief Steward or ***their*** designated representative, and one (1) other member of the bargaining committee.
  - (ii) For the Company – up to three (3) members of Management.

This committee will meet on a monthly basis to review issues of concern to both parties.

## Article 14 – Management’s Rights

- 14.1 The Management of the Plant and the direction of the working force including (without limiting the generality of the foregoing) the right to hire, suspend, or discharge for cause, to assign and re-assign employees to jobs, to transfer employees

from department to department, to increase and decrease the working force, to determine the products to be handled, produced, processed, or manufactured, the schedule of production, and the methods, processes, and means of production and handling are vested exclusively with the Company provided these rights will not be used to discriminate against employees.

- 14.2 Cases of disagreement shall be dealt with in accordance with the Grievance Procedure as outlined in this Agreement.
- 14.3 The Company retains all rights to manage the business not limited by the express provision of this Agreement.

#### Article 15 – No Discrimination

- 15.1 No employee shall be transferred, dismissed, or discriminated against in any way for any lawful Union activity, or for serving on a Union Committee outside of business hours, or for reporting to the Union any violation of the provisions of this Agreement.

Any employee alleging wrongful transfer, dismissal, or discrimination, may place ***their*** allegation before the Union Representative and if said Representative considers that the objection has merit, the transfer, dismissal, or lay-off shall become a grievance and be subject to the Grievance Procedure as established in this Agreement.

There shall be no discrimination against any employee for refusal to cross a legal picket line or obey a lawful Union order. The Company further agrees that there will be no discrimination with reference to the Alberta Human Rights Act.

## 15.2 Harassment

Where an employee alleges that harassment has occurred on the job, the employee shall have the right to grieve under the Collective Agreement.

The Union and the Company agree that the workplace should be free of harassment as defined by the Company Policy – ***Prevention of Workplace Violence, Workplace Harassment, and Bullying***. The Company and the Union will cooperate with each other in preventing and eliminating harassment.

## Article 16 – Successors and Assigns

16.1 This Agreement shall be binding upon the Company herein, and its successors and assigns, and no provision herein contained, shall be nullified or affected in any manner as a result of any consolidation, sale, transfer, or assignment, or any other form of business organization, or by any change geographical or otherwise, in the location of the Company herein. The Company agrees an Agreement has been entered into, as a result of which this Agreement shall continue to be binding on the person or persons or any business organization continuing the business. It is the intent of the parties that this Agreement shall

remain in effect for the full term thereof, regardless of any kind of change in Management, location, form of business, organization, or ownership.

## Article 17 – Grievance Procedure

17.1 Any complaint, disagreement, or difference of opinion between the parties hereto concerning the interpretation, application and operation, or any alleged violation of the terms of this Agreement, shall be considered a grievance.

All grievances not presented to the Company within thirty (30) calendar days from the date the grievance arose, shall be waived.

It is further agreed that fourteen (14) calendar days shall apply with respect to grievances concerning the dismissal of any employee.

### First Step:

The employee may discuss the matter with **their** immediate superior, or may request the Shop Steward or Union Representative to do so on **their** behalf.

If the employee is not satisfied with this settlement, then:

### Second Step:

Grievances shall be presented in writing and shall clearly set forth the grievance and the contentions of the aggrieved party following which the Union

Representative or Representatives, and the Human Resource's Representative of the Company may meet, or have a discussion and in good faith shall endeavor to settle the grievance submitted. If a satisfactory settlement cannot be reached, or if the party fails to meet the other party within fourteen (14) days of receiving the written grievance, either party may, by written notice served on the other require submission of the grievance to Arbitration. Such Arbitration to be established in the manner provided in Article 18 of this Agreement.

- 17.2 The record of any disciplinary action shall not be referred to or used against an employee at any time after eighteen (18) months following such action.

### Article 18 – Arbitration

- 18.1 The grievance may be referred to a single arbitrator by notice in writing to the other party within thirty (30) working days of the decision in the second step of the grievance procedure.

If the parties are unable to agree within twenty (20) working days after the request for arbitration on a person to act as a single Arbitrator, either party may request in writing that the Director of Mediation Services of the Province of Alberta appoint a single Arbitrator.

## Article 19 – Guaranteed Work Week

This **article** will apply only to those employees who are permanent full-time employees of the Company.

For the purposes of this article, “full-time permanent employees” shall mean any employees employed for a period of time exceeding three (3) consecutive months.

Where an employee is entitled to the guaranteed work week and is called to work during the week, they shall be entitled to receive pay not less than thirty-two (32) hours per week and seventy-two (72) hours per pay (bi-weekly) regardless of the fact that such employee may not work that many hours.

The following provisions shall apply in this regard:

- (a) The Company will adjust employees in proportion to the work available or expected to be available. To provide such regular employees with guaranteed hours of work, the Company shall be free to distribute within departments and to transfer employees from one department to another, reasonable consideration being given to seniority, ability, and to any extreme changes in physical working conditions.
- (b) The Company expects all employees will perform conscientiously, whatever task may be assigned to them in their respective departments. If any employee refuses to perform the work assigned to them, the Company shall be absolved from any guarantee in respect of the work performed during that week.
- (c) The guarantee shall be the same for weeks in which one (1) of the eleven (11) Statutory Holidays occur as

in other weeks, the pay received for said Statutory Holiday shall be regarded as part of the guarantee.

- (d) Any employee who is absent from work after having started to work on a week which would entitle them to receive the guaranteed work week, shall have their guarantee reduced by the time so lost.
- (e) Any employee who is laid off in excess of one (1) month is not eligible for the guaranteed work week provision in the week of recall.
- (f) Where overtime or other premium paid hours are worked they shall be computed as, one (1) hour worked is one (1) hour of the guarantee only.
- (g) ***Despite the above, employees hired after the date of ratification of this Agreement must work four thousand, one hundred sixty (4,160) hours before becoming eligible for the provisions of the guaranteed work week.***

## Article 20 – Termination and Renewal

This Agreement shall be effective from April 3<sup>rd</sup>, **2019**, until April 2<sup>nd</sup>, **2025**, and shall remain in force thereafter from year to year, but either party may not less than sixty (60) days or more than one hundred and twenty (120) days before expiry or renewal date of such Agreement, give notice in writing to the other party to terminate such Agreement or to negotiate a revision thereof.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

For the Company:

For the Union:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Company Committee:

Bargaining Committee:

Gerry Beadle  
**Christian Glico**  
Christina Clark-Turcotte  
**Manvinder Malhi**  
**Stephanie Sangster**  
**Lisa Walsh**

Marcello Wani  
Cheryl Bubenchak  
**Amin Brhanu**  
**Brook Kidane**  
**Gamachu (Dima) Duresso**  
**Kueg Ayai**  
**Fasile Aberra**  
**Myline Adaci**  
**Adrian Laureano**  
**Jeff Ible**  
**Al Olinek**  
**Ricardo de Menezes**

This Agreement was ratified **March 16, 2021**.



Appendix "A"

	Current	2019	2020	2021	2022	2023	2024
P1		<b>\$0.55</b>	<b>\$0.40</b>	<b>\$0.35</b>	<b>\$0.35</b>	<b>\$0.45</b>	<b>\$0.50</b>
Starting rate	\$17.35	<b>\$17.90</b>	<b>\$18.30</b>	<b>\$18.65</b>	<b>\$19.00</b>	<b>\$19.45</b>	<b>\$19.95</b>
After 6 months	\$17.85	<b>\$18.40</b>	<b>\$18.80</b>	<b>\$19.15</b>	<b>\$19.50</b>	<b>\$19.95</b>	<b>\$20.45</b>
After 12 months	\$18.35	<b>\$18.90</b>	<b>\$19.30</b>	<b>\$19.65</b>	<b>\$20.00</b>	<b>\$20.45</b>	<b>\$20.95</b>
Base Rates							
After eighteen (18) months (Base Rate)	\$20.93	<b>\$21.48</b>	<b>\$21.88</b>	<b>\$22.23</b>	<b>\$22.58</b>	<b>\$23.03</b>	<b>\$23.53</b>
P3							
Evisceration Worker	\$21.08	<b>\$21.63</b>	<b>\$22.03</b>	<b>\$22.38</b>	<b>\$22.73</b>	<b>\$23.18</b>	<b>\$23.68</b>
Certified Evisceration Worker	\$21.85	<b>\$22.40</b>	<b>\$22.80</b>	<b>\$23.15</b>	<b>\$23.50</b>	<b>\$23.95</b>	<b>\$24.45</b>
P4							
First Aid (Full-time)	\$21.43	<b>\$21.98</b>	<b>\$22.38</b>	<b>\$22.73</b>	<b>\$23.08</b>	<b>\$23.53</b>	<b>\$24.03</b>
P5							
Assemble/Sort Orders	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Power Jack Operator	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Saw Operators	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Scale Operator	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Truck & Crate Washer	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Tub Washer	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Inventory Clerk	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Tray Monitor	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Utility Person	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
Lifter	\$21.53	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>

	Current	2019	2020	2021	2022	2023	2024
Sanitation Person	\$21.53	\$22.08	\$22.48	\$22.83	\$23.18	\$23.63	\$24.13
<b>Chicken Combo Shoveler</b>	<b>\$21.53</b>	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
<b>Rapid Loaders HQ</b>	<b>\$21.53</b>	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
<b>Advanced First Aid</b>	<b>\$21.53</b>	<b>\$22.08</b>	<b>\$22.48</b>	<b>\$22.83</b>	<b>\$23.18</b>	<b>\$23.63</b>	<b>\$24.13</b>
P6							
Freezer Hand/Fork Lift Operator	\$21.68	\$22.23	\$22.63	\$22.98	\$23.33	\$23.78	\$24.28
Receiver/Shipper	\$21.68	\$22.23	\$22.63	\$22.98	\$23.33	\$23.78	\$24.28
P7							
<b>Live Processor</b>	\$21.85	\$22.40	\$22.80	\$23.15	\$23.50	\$23.95	\$24.45
Live Hangers	\$21.85	\$22.40	\$22.80	\$23.15	\$23.50	\$23.95	\$24.45
P8							
Shunt Driver – Truck No Ticket	\$21.68	\$22.23	\$22.63	\$22.98	\$23.33	\$23.78	\$24.28
Shunt Driver Class 1 – Truck	\$26.50	\$27.05	\$27.45	\$27.80	\$28.15	\$28.60	\$29.10
P9							
Journeyman Power Engineer	\$34.00	\$34.55	\$34.95	\$35.30	\$35.65	\$36.10	\$36.60
P10							
Journeyman Electrician	\$38.35	\$38.90	\$39.30	\$39.65	\$40.00	\$40.45	\$40.95
Journeyman Millwright	\$38.35	\$38.90	\$39.30	\$39.65	\$40.00	\$40.45	\$40.95

	Current	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Journeyman Trailer Mechanic	\$38.35	<b>\$38.90</b>	<b>\$39.30</b>	<b>\$39.65</b>	<b>\$40.00</b>	<b>\$40.45</b>	<b>\$40.95</b>
Apprentice							
General Maintenance	\$26.85	<b>\$27.40</b>	<b>\$27.80</b>	<b>\$28.15</b>	<b>\$28.50</b>	<b>\$28.95</b>	<b>\$29.45</b>
Lead Hand	<p><b>\$1.10</b> per hour more than the top wage in <i>their</i> department or subsection.  Maintenance Lead Hand is paid <b>\$1.10</b> per hour above their current rate.</p>						
Note:	P1, P2, and P3 – these positions will not require an employee to lift in excess of 35 lbs/16 kgs at any time during the performance of their duties.						

\*Certified Evisceration description: “Only payable to fully certified employee’s performing the full rotation of certified positions.”

## Letters of Understanding

Between: Sofina Foods Inc. (Lilydale Division)

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

### 1. Re: Temporary Foreign Workers

Should there be a conflict or potential conflict in the language of the Collective Agreement and the temporary foreign workers, the Company shall meet with the Union to discuss and attempt to resolve the issue.

### 2. Re: Hand Slaughtering for Religious Purposes

The Union recognizes that the Company processes “Halal” poultry products which requires expert hand slaughtering services in accordance with Islamic law.

The Union further recognizes that neither the Company nor its employees currently have the required expertise to perform this work.

Accordingly, and notwithstanding any Article to the contrary, the Union agrees that the Company may use third party contractors to perform hand slaughtering services in connection with its “Halal” products.

These individuals will not be performing work that is normally performed by employees.

The Company agrees that as part of this letter of understanding, there shall be no reduction in hours or in the work currently being performed by members of the bargaining unit as a result.

This letter will expire with the Collective Agreement.

**3. Re: Common Anniversary Date for Vacation**

***Following the Company's move to its new production facility: the Union and the Company, at the request of either party and provided that one (1) month notice has been given, shall meet and discuss moving to a common anniversary date for the purpose of vacation accrual and scheduling employees. Any decision regarding a common anniversary date shall be made by mutual agreement.***

**4. Re: State of Emergency**

***1. During the renewal Collective Agreement negotiations, the parties discussed the process surrounding states of emergency. The Company agrees that should the Provincial Government declare a state of emergency that materially impacts the bargaining unit, the Company will contact the Union and share and review any applicable plans.***

***2. The parties recognize employee and customer safety are of paramount value. The parties agree to, at a minimum, meet directions issued by the***

**applicable government authorities in these circumstances.**

- 3. The Company commits to maintain its existing practices as it relates to notifying and sharing information with the Union when a COVID-19 positive has been confirmed by public health. This includes notifying the Union that Occupational Health and Safety, Alberta Health Services, or Workers Compensation are visiting the Plant when advance notice has been provided so that the Union can participate. When an emergency is declared, the Company commits to share with the Union Labour Relations Officer as soon as reasonably possible any changes in PPE, additional security, screening measures, and/or changes to shifts or working conditions.**
- 4. If a COVID-19 positive has been confirmed by public health, the Company shall provide the Union with the names of the confirmed positive employees, contact information (upon approval by the employee), last day worked, and expected return to work. The Union shall keep this information strictly confidential.**
- 5. The Company and the Union agree to continue to make every reasonable effort to ensure that AHS authorized COVID-19 vaccines are prioritized for our essential workforce as soon as reasonably possible. Employees will be strongly encouraged by the parties to take the vaccine in the interest of workplace health and safety; however, the vaccine will not be mandatory unless the applicable government authorities require mandatory COVID-19 vaccinations for Albertans**













## ***Voluntary Signup Sheet***

- ***To facilitate the transition to the new plant, the Company will advise how many employees are needed at the new plant at any point, for how long and what the roles and shifts are for the available work at the new plant.***
  
- ***To be eligible for the transition work at the new production plant, employees must:***
  - ***be currently in the same role and same shift as the Company lists on the signup sheet; however, shift exceptions may be made by the Company based on training needs and operational requirements at both plants;***
  - ***have the ability to get their own transportation to the new production plant;***
  - ***not be on vacation, a leave of absence or have a doctor or dentist appointment for any of the days they signed up for work at the new production plant.***
  
- ***The Company, will post the signup sheet for volunteers as it requires and with as much notice as reasonably possible with both parties understanding the unpredictability of a transition and that the length of notice may vary.***
  
- ***Employees will be selected based on seniority and qualifications to perform the work provided the Company's operational requirements are being met at both plants.***

- ***If there are not enough volunteers on the signup sheet, the most junior qualified employee on the applicable shift will transition to the new plant.***

***Collective Bargaining Agreement Articles Not Triggered by the Transition:***

- ***Job Postings (Article 4.8 and 4.13);***
- ***Temporary Job Vacancies (4.9);***
- ***Transfers (Article 4.12);***
- ***Complete Plant Closing (Article 9.2);***
- ***Layoff (Article 9.3);***
- ***Successors and Assigns (Article 16).***

***Temporary Modification to the Collective Bargaining Agreement:***

- ***Basic Work Week and Overtime (Article 3)***
  - ***overtime will be assigned based on the plant that employees are scheduled to work at on the day the OT is available and not both plants;***
  - ***given the unpredictability of the transition:***
    - ***while every effort will be made to meet the shift change notice requirements set out in the Collective Agreement, there is an understanding that flexibility on the required notice for shift changes will likely be required without triggering overtime entitlements at both production plants.***
    - ***while every effort will also be made to provide break times as per the Collective Agreement, at the new production plant the Parties agree that some flexibility is required with scheduling breaks in the***

**event of an equipment breakdown without triggering overtime.**

**- Seniority (Article 4)**

- Because there will be a period of time where both plants are operational, the Parties recognize that temporary staffing adjustments must be made. Employees will temporarily be entitled to work outside of the bargaining unit for longer than six (6) months at both plants and for more than one (1x) time without loss of seniority**

**- Health and Safety (Article 12)**

**While the terms of this LOU apply to modify portions of the Collective Bargaining Agreement during the transition period, the contents of the LOU itself are not subject to the grievance and arbitration process.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

For the Company:

For the Union:

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Company Committee:

Bargaining Committee:

Gerry Beadle  
**Christian Glico**  
Christina Clark-Turcotte  
**Manvinder Malhi**  
**Stephanie Sangster**  
**Lisa Walsh**

Marcello Wani  
Cheryl Bubenchak  
**Amin Brhanu**  
**Brook Kidane**  
**Gamachu (Dima) Duresso**  
**Kueg Ayai**  
**Fasile Aberra**  
**Myline Adaci**  
**Adrian Laureano**  
**Jeff Ible**  
**Al Olinek**  
**Ricardo de Menezes**

This Agreement was ratified **March 16, 2021**.