

Article 15 – Wages

- 15.01 The schedule of wage rates set forth in Appendix “A”, which is attached hereto, forms part of this Agreement.
- 15.02 All employees in the bargaining unit shall be paid every two (2) weeks. All employees will be paid each second Thursday by deposit to their bank account. Employees shall receive their paystubs as soon as reasonably possible.

The Company may provide pay statements electronically to employees provided that employees have access to view and print the electronic version. The location of such terminal should provide privacy for the employee.

- 15.03 Each employee shall receive a statement of earnings for every pay bank deposit, indicating the rate of pay per hour, the number of hours worked, the productivity incentive earnings, and the deductions from gross earnings.
- 15.04 The Company shall provide a time recording system to enable employees to record their own time for payroll purposes. Employees shall be paid for all time worked. Employees shall record the time worked and such other recordings as may be required by the Company. Employees shall be entitled to review their recorded time upon request. The Company agrees to review any changes to an employees recorded time with the affected employee.
- 15.05 Errors in payroll which result in an employee being underpaid by more than fifty (\$50.00) dollars as a result of a Company error shall result in the employee being paid the amount of monies owing within **three (3) business days** of the Company being made aware of the error. All other errors, including those made by an employee not properly recording **their** time will be compensated on the next pay period.

- 15.06 New or rehired employees may be classified according to previous comparable experience for the purpose of establishing wage rates.
- 15.07 A fixed evening shift premium of **eighty (\$0.80)** cents per hour will be paid for hours worked on a shift commencing between 1:00 p.m. and 10:00 p.m. A fixed night shift premium of **one (\$1.00) dollar** per hour will be paid for hours worked on a shift commencing between 10:00 p.m. and 6:00 a.m.

Article 16 – Vacations

- 16.01 The year of reference for vacation purposes will be the calendar year.
- 16.02 An employee who has completed less than one (1) year of seniority in the previous calendar year will be entitled to vacation pay equal to four (4%) percent of **their** gross earnings of the previous calendar year. Gross earnings shall include monies paid to the employee such as straight time and overtime pay, General Holiday pay, vacation pay, productivity incentives, and premiums.
- 16.03 An employee who has completed one (1) year but less than three (3) years of seniority in the previous calendar year will be entitled to two (2) weeks vacation with pay equal to four (4%) percent of **their** gross earnings of the previous calendar year. Gross earnings shall include monies paid to the employee such as straight time and overtime pay, General Holiday pay, vacation pay, productivity incentives, and premiums.
- 16.04 An employee who has completed three (3) years but less than nine (9) years of seniority in the previous calendar year will be entitled to three (3) weeks vacation with pay equal to six (6%) percent of **their** gross earnings of the previous calendar year. Gross earnings shall include monies paid to the employee such as straight time and overtime pay, General Holiday pay, vacation pay, productivity incentives, and premiums.

- 16.05 An employee who has completed nine (9) years of seniority but less than fourteen (14) years of seniority in the previous calendar year will be entitled to four (4) weeks vacation with pay equal to eight (8%) percent of **their** gross earnings of the previous calendar year. Gross earnings shall include monies paid to the employee such as straight time and overtime pay, General Holiday pay, vacation pay, productivity incentives, and premiums.
- 16.06 An employee who has completed fourteen (14) years seniority in the previous calendar year will be entitled to five (5) weeks vacation with pay equal to ten (10%) percent of **their** gross earnings of the previous calendar year. Gross earnings shall include monies paid to the employee such as straight time and overtime pay, General Holiday pay, vacation pay, productivity incentives, and premiums.
- 16.07 For each General Holiday occurring during the period of annual vacation taken by an employee, the annual vacation to which such employee shall be entitled with pay shall be increased by one (1) working day with pay; or in the event that **they are** called in to work, **they** shall receive one extra day's pay at the one and one half (1 ½) overtime rate of pay.
- 16.08 Employees shall be allowed to select vacation time in order of their seniority subject to the following guidelines:
- (a) By April 15th of each year, employees will submit written vacation requests for the period from the May long weekend to the September long weekend ('summer block') of that respective year.
 - (b) The Company will review all requests and provide written confirmation of approved vacation by May 1st of each year, considering seniority and operational requirements.
 - (c) Vacation requests submitted after the April 15th deadline for the summer block or for time outside of the summer block will

be considered on a first come, first serve basis, considering operational requirements.

- (d) Once a vacation has been approved, seniority will not play a factor to supersede another employee's previously approved vacation.

16.09 All vacation pay will be paid as follows:

- (a) Vacation pay will be paid out at the time an employee takes it;
- (b) The employee will receive their year to date vacation accrual up to a maximum equivalent of the approved vacation time;
- (c) Vacation shall be in a minimum of one (1) day increments;
- (d) At the end of the calendar year, all accrued and unused vacation will be paid out on the 2nd pay period in January.

Article 17 – General Holidays

17.01 The following will be observed as paid Statutory Holidays:

New Year's Day	Family Day
Good Friday	Victoria Day
Canada Day	Civic Holiday (August)
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	

17.02 Subject to Article 17.04, full-time employees will be paid for eight (8) hours at their regular hourly rate of pay for the above holidays.

As an exception to the above and subject to Article 17.04 any full-time employee working regularly ten (10) hour shifts will be paid for ten (10) hours at their regular hourly rate of pay for the above holidays.

17.03 An employee required to work on any of the above-mentioned holidays, shall in addition to this regular holiday pay, as outlined in Article 17.02, be paid one and one half times (1 ½ X) **their** regular hourly rate for the hours worked on General Holidays listed in Article 17.01. **The hours worked on a General Holiday are paid overtime one and one half (1 ½X) times regular rate but are considered regular worked hours for the calculation of overtime.**

17.04 An employee is not entitled to General Holiday pay:

- (a) If **they have** worked for less than thirty (30) days during the preceding twelve (12) months, or;
- (b) If **they** do not work on a General Holiday when required or scheduled to do so, or;
- (c) If **they are** absent from **their** employment without the consent of the Company for all or part of **their** last regular working day preceding or **their** first regular working day following a General Holiday listed in Article 17.01 unless absent due to illness or injury.

17.05 General Holidays will be observed on respective date unless a mutual agreement is reached between the parties.

Article 18 – No Pyramiding

18.01 There shall be no pyramiding of premiums or other entitlements under this Agreement, unless the Agreement specifically so provides.

Article 19 – Call Time

19.01 An employee who is normally required to report to work and on reporting finds that the work **they are** normally assigned to is not

available, shall be entitled to four (4) hours pay at **their** regular rate. The employee may, however, be assigned to other work.

- 19.02 An employee who, because of emergency (work needed to prevent operation stoppage), is called out for work at any time before or after **their** regular shift shall be paid four (4) hours at overtime rates.
- 19.03 When the Company requires employees to report to work outside their regular schedule, they will be called in order of seniority, providing they have the ability to do the job.

Article 20 – Leaves of Absence

20.01 Union Leave

A leave of absence **with** pay, for the purpose of attending conventions/conferences and/or education seminars, shall be granted to bargaining unit employees by the Company, upon receiving a written request from the Union. Time off shall not be granted to more than one (1) employee at any one (1) time unless otherwise mutually agreed to between the Company and the Union and the total combined duration of all such leaves shall not exceed twenty-five (25) days of plant operation per year. The Union shall give the Company written notice not less than ten (10) days before the requested leave is to commence. A request for an extension of any such leave of absence must be made prior to the expiration of the leave already granted and shall be considered in relation to existing working conditions.

The Company will submit an invoice to the Union for any amount paid to the employee, including benefits, under such leave of absence.

20.02 Negotiation Leave

The Company agrees to allow a maximum of two (2) employees' time off, **with** pay, for the purpose of attending negotiations for the renewal of the Collective Bargaining Agreement.

The Company will submit an invoice to the Union for any amount paid to the employee, including benefits, under such leave of absence.

20.03 Compassionate Leaves

Employees will, upon providing an appropriate explanation, be granted a leave of absence without pay for compassionate reasons. Such request will not be unreasonably denied.

20.04 Jury Duty Leave

On presentation of court documentation, any employee who must serve as a juror shall be paid the difference between **their** regular wage and the amount of the compensation received from the court. This procedure shall apply for each day that the employee is required to act as a juror.

20.05 Witness Leave

On presentation of court documentation, any employee who has been subpoenaed as a witness shall be paid the difference between **their** regular wage and the amount of compensation received from the court. This procedure shall apply for each day that the employee is required to act as a witness.

20.06 Bereavement Leave

(a) All employees shall be allowed up to five (5) days' leave, with pay, **for time to grieve**, in the event of the death of **their** child or spouse which includes common law and same sex partner.

- (b) All employees shall be allowed up to three (3) days' leave, with pay, **for time to grieve**, in the event of the death of **their** father, mother, brother, sister, grandfather, **or** grandmother.
- (c) All employees shall be allowed a maximum of **three (3)** days' leave, including one (1) day with pay, **for time to grieve**, in the event of the death of **their** father-in-law, mother-in-law, step-parents, grand-children, brother-in-law, **or** sister-in-law.
- (d) All employees shall be allowed time off without pay to act as a pallbearer at a funeral.
- (e) Additional days off without pay shall be granted if the bereaved employee deems it necessary and is by mutual agreement between the Company and the employee concerned.
- (f) An employee is not eligible for bereavement leave if they are on layoff, in receipt of Weekly Indemnity, or Workers Compensation benefits.

20.07 Leaves for Parents

The Company will comply with all applicable legislation when granting leaves of absence for the purposes of maternity leaves, parental leaves and adoption leaves.

Article 21 – Safety and Health

- 21.01 A Joint Safety Committee will be established, comprised of four (4) employees named in writing by the Union, and the Plant Supervisor and one (1) other Management employee, **to meet monthly to review all matters pertaining to the Act and/or procedures and policies of the Company, and make recommendations to the Company.**

The JHSC committee must have two (2) Co-chairs:

- ***Worker Co-chair is chosen by the Union***
- ***Company Co-chair is chosen by the Company.***

- 21.02 The functions of the Committee will be to inspect the plant site and discuss safety matters once a month. Minutes will be recorded and posted on the plant site. The minutes shall contain concerns of the Committee and proposed recommendations. A copy of the above minutes will be forwarded to the Union.
- 21.03 The Union employees on the Committee are entitled to their regular wages for time engaged in these duties ***and attending any required training*** provided such time does not exceed two (2) hours a month. ***The two (2) hours may be exceeded with prior Company approval.***
- 21.04 The Company shall ensure that at all times there is a clean and tidy lunchroom as well as clean and tidy washrooms available to the employees. All employees will make every effort to keep these premises clean and orderly when making use of them.
- 21.05 Each employee assigned to a job for the first time shall be provided with appropriate training by a qualified person as designated by the Company.
- 21.06 The Company, the Union, and the employees shall comply with the applicable Workplace Safety and Health requirements of the Occupational Health and Safety Act of Alberta.
- 21.07 Air conditioning and heating equipment will be repaired promptly. When the Company is required to purchase new equipment they will make every effort to investigate and purchase equipment that is properly equipped with proper heaters and air conditioners where possible.
- 21.08 A worker can refuse work which ***they*** believe puts ***them*** in immediate danger. ***The employee*** must so inform ***their*** Supervisor

and a representative of the Safety Committee. Such work will be suspended until the problem is resolved locally, or failing local resolution, until the appropriate Safety and Health government agency rules on the matter. The Company may assign the worker involved to alternate work.

Article 22 – General

22.01 All employees will abide by the Premier Horticulture Safety Manual.

22.02 Rainwear

The Company will provide rainwear and rubber boots to employees where required. Such rainwear will be provided at no cost to the employees and will be replaced on an ongoing basis as the need arises.

22.03 Coveralls

The Company shall provide every maintenance employee three (3) sets of coveralls and all other employees with two (2) pairs of coveralls, which will be replaced on an ongoing basis as the need arises at no cost to the employees. The coveralls provided to the maintenance employees will meet with the CSA Standards for working with flammable and chemical products relating to the industry. The Company will continue to provide laundry facilities for employees to use for the laundering of coveralls.

22.04 The Company shall supply each employee who requires same with safety goggles and/or safety visors, safety ear wear, dust protection, hard hats, and leather gloves, to wear during working hours. The Company shall replace these items on an ongoing basis as the need arises, at no cost to the employees.

22.05 The Company will pay a tool allowance of up to **two hundred and seventy-five (\$275.00)** dollars, once per year on January 1st, to

currently employed mechanics who have completed the probationary period; who supply their own tools, as they purchase new ones, upon proof of purchase. Purchases must be pre-approved by the Facility Manager. The Company will insure against theft and fire the maintenance employees' tools on the Company's property subject to a deductible amount of two hundred fifty (\$250.00) dollars. The maintenance employees will provide an inventory of said tools, verified by supervision, when required by the Company.

22.06 Safety Footwear

The Company will pay a boot allowance of **one hundred sixty-five (\$165.00)** dollars, once per year in January to employees who have completed the probationary period, towards the cost of CSA Green Tag certified safety boots, upon proof of purchase. It is understood that the employee who has received the above allocation must wear safety footwear at work.

22.07 If it is necessary for an employee to travel for Company business, **they** shall be provided a Company vehicle or be paid an allowance per kilometre as per the Company policy.

Article 23 – Joint Labour Management Committee

23.01 A Joint Labour Management Committee consisting of not more than two (2) employees appointed by the Union and an equal number of Company representatives shall meet at least once every three (3) months to discuss working conditions, economy of operation, quality and quantity of service, and other matters to promote a harmonious and productive relationship between the Company and its employees thus improving employment stability.

23.02 If mutually agreed upon, the Joint Labour Management Committee may meet more frequently than once every three (3) months.

- 23.03 The full-time Union Representative may attend the Joint Labour Management Committee meetings.
- 23.04 The Joint Labour Management Committee meetings may take place after regular working hours to avoid disrupting operations. Employees will be paid at their regular hourly rate when attending such meetings.

Article 24 – Technological Change

- 24.01 The Company shall notify the Union at least ninety (90) days in advance of intent to institute changes in working methods or facilities, which would involve the discharge or laying off of employees. Upon above notification, the Company agrees to meet with the Union to discuss the above changes and their effects on the workforce.
- 24.02 Employees who lose their positions due to technological change will be able to bump into any position they have the seniority to bump into, whether the position is open or not, providing they are fully trained in the job they are bumping into.
- 24.03 In the event of a total and permanent shutdown of the Company's operations at Olds, the Company agrees to provide for all employees concerned a severance pay equal to one (1) week's pay per year of service, up to a maximum of ten (10) weeks pay.

Article 25 – Discipline/Discharge

- 25.01 The Company will arrange for Union representation by the Shop Steward or the Union Representative (whichever is readily available), when the employee has a meeting with **their** Supervisor, which could reasonably lead to disciplinary action or dismissal.

In the event that a Steward is not available at the time, the Company shall contact a Union Representative and advise them that a disciplinary meeting will be held.

- 25.02 Documents related to disciplinary actions will be placed in the employees file for a period of two (2) years from the date of their emission, after which time they will be removed from said file.
- 25.03 The Company shall provide the Union with copies of all disciplinary action documents ***within three (3)*** business days.

Article 26 – Contracting Out

- 26.01 The Company agrees to consult the Union prior to contracting out work normally performed by employees in the bargaining unit. The Company further agrees to discuss with the Union the effect of such changes in the employment status of such employees, and to consider practical ways and means of minimizing the adverse effect of such changes on employees displaced by such changes. After such consultation, the Company shall give the Union two (2) months notice prior to such changes taking place.

Article 27 – Benefits

27.01 Alberta Health Care

Should the Provincial Government introduce health benefits paid by the insured, the Company and the Union will meet to discuss and agree on Collective Agreement provisions to reflect similar principals that were applicable at the time the Alberta Health Care Program was in force.

In the event the Company and the Union cannot come to an agreement then they shall request an Arbitrator as per the arbitration process in the Collective Agreement to make a decision

based on all facts provided by the Company and Union that will be binding to the parties.

27.02 Other Benefits

As of December 16th, 2016, an employee's participation in the group insurance plan is compulsory. However, an employee may be entitled to an exemption from coverage under Health and/or Dental Insurance benefits if **they are** covered for equivalent benefits under another group insurance contract, in accordance with the Company's group insurance policy.

The employee must notify the Company in writing and provide proof of coverage from an alternate group insurance program.

The description of the benefits listed below is only a summary. For complete information please refer to the complete contract available through Premier Horticulture Ltd. Should there be a difference of interpretation between this summary and the complete contract, the text of the complete contract will prevail.

The Company and the employee are sharing the premium equally (50%-50%).

27.03 Employee's Life Insurance

Eligible classes – All non-probationary employees under age seventy (70) years.

Amount of insurance = \$25,000.00.

27.04 Employee's Accidental Death, Dismemberment, and Specific Loss Benefits

Eligible classes – All non-probationary employees under age seventy (70) years.

Principal sum = An amount equal to the employee's life insurance under this policy.

27.05 Employee and Dependent Healthcare Expense Benefits

Eligible classes – All non-probationary employees.

Calendar year deductible as follows:

- For in-Canada hospital care, global medical assistance and vision care none
- For all other expenses
 - Individual \$25.00
 - Family \$25.00

Reimbursement level as follows:

- For in-Canada prescription drugs 80%
- For all other expenses 100%
- Lifetime maximum none

27.06 Employee and Dependent Dental Care Expense Benefits

Eligible classes – All non-probationary employees.

Dental fee guide as follows:

- Non-probationary employees = dental guide in effect on the date the treatment is rendered for the province in which the treatment is rendered.

Calendar year deductible as follows:

Non-probationary employees none

Reimbursement level as follows:

- For basic coverage 100%
- For major coverage 50%
- For dental accident coverage 100%

Benefit maximums as follows:

- For dental accident coverage none
- For all other expenses
non-probationary employees \$2,000.00 per calendar year

27.07 Employee Short Term Disability Income Benefits

Eligible classes – All non-probationary employees.

Waiting period as follows:

- For accidental injury none
- For disease 3 consecutive days or until hospitalized if earlier

Benefit formula = 66 2/3% of weekly earnings to **the maximum weekly benefit amount payable under the EI Act.**

Benefit period = 26 weeks.

Tax status = non-taxable.

27.08 Employee Long Term Income Benefits

Eligible classes = All non-probationary employees under age sixty-five (65) years.

Waiting period = 182 calendar days.

Benefit formula = 66 2/3% of monthly earnings to a maximum of **one thousand nine hundred and fifty (\$1950.00) dollars** per

month or eighty-five (85%) percent of pre-disability take home pay, whichever is less.

Tax status = non-taxable.

27.09 Insuring Provisions

Company = Company means the Group Policyholder and the companies listed in the Schedule of Affiliated Companies.

Insurance clause – to become insured under this policy a person must:

- (a) Be employed by the Company (Premier Horticulture Ltd.), and
- (b) Be an insurable employee, and
- (c) Be in an eligible class, and
- (d) Satisfy the eligibility conditions, and
- (e) Satisfy the effective date of insurance provisions.

LTD restriction – a person who will reach age sixty-five (65) years by the end of a period equal to the policy's long-term disability waiting period will not become insured for long-term disability income insurance.

Insurable employee – an employee is insurable if **they are** employed:

- (a) On a full-time, permanent, or seasonal basis, and
- (b) For at least thirty (30) hours per week.

27.10 Eligibility Conditions

An employee is eligible after **they** complete ninety (90) days of continuous employment as an insurable employee.

An employee is only eligible for the benefit provided for **their** class in the Table of Benefits.

27.11 Pension

The pension plan established by the Company is a money purchase plan where contributions by the employees are voluntary and based on a percentage of regular earnings which will be matched by Company contributions. The percentage to be contributed by the Company and the employees will be two **point seven five (2.75%)** percent each, effective on the beginning of the payroll week (Sunday – 00:00 hour) following the availability of the signed applicable forms by the contributing employees. All employees who have completed their probationary period are eligible. Regular earnings mean earnings for hours worked at regular rate.

Article 28 – Expiration and Renewal

28.01 This Agreement shall be in effect from **March 30th, 2022**, and shall remain in force until **March 29th, 2027**, and thereafter from year to year; but either party may, not more than one hundred twenty (120) days and not less than sixty (60) days before the expiry date or renewal date of such Agreement, give notice, in writing, to the other party to (a) terminate such Agreement, or (b) to negotiate revisions thereof.

28.02 Should either party give notice pursuant to (b) above, this Agreement shall thereafter continue in full force and effect and neither Party shall make any change in the terms of the said Agreement, or increase or decrease the rate of pay of any employee for whom Collective Bargaining is being conducted, or alter any other term or condition of employment until:

- (a) The Union serves notice of strike in accordance with the Alberta Labour Relations Code.
- (b) The Company serves notice of lockout in accordance with the Alberta Labour Relations Code.

Signed this _____ day of _____, **2022.**

For the Company:

Andre Fafard
Veronique Tremblay

For the Union:

Larry Watson
Elmar Zatzke
Abdi Guled
Devin Yeager

This Agreement was ratified on ***March 30th, 2022.***

APPENDIX “A” – WAGE RATES AND CLASSIFICATIONS

Wage Increases

The rates will be retroactive to April 3rd, 2022 for all employees on seniority list on date of ratification (March 30th, 2022). A retro of two (2%) percent will apply for employees still employed on ratification date on hours worked (regular time and overtime) starting from June 1st, 2021 to the Sunday following the ratification date.

Sunday following ratification date									
Classification	Increase + Adjustment	Increase	Adjustment	0 to 40 days	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Plant Operator	3.00%	2.25%	0.75%	\$20.69	\$21.83	\$22.06	\$22.29	\$22.52	\$22.74
Mixer Operator	3.00%	2.25%	0.75%	\$20.69	\$21.83	\$22.06	\$22.29	\$22.52	\$22.74
Forklift/Loader	3.00%	2.25%	0.75%	\$21.89	\$23.03	\$23.26	\$23.48	\$23.71	\$23.94
Baler and QC	3.00%	2.25%	0.75%	\$22.11	\$23.26	\$23.48	\$23.71	\$23.94	\$24.16
Maintenance	3.75%	2.25%	1.50%	\$26.01	\$27.16	\$27.39	\$27.62	\$27.85	\$28.07
Journeyman	3.75%	2.25%	1.50%	-	\$39.27	\$39.85	\$40.42	\$40.99	\$41.57

	1st Year	2nd Year	3rd Year	4th Year	Journeyman
Increase + Adjustment	16.65%	21.95%	24.50%	26.85%	Journeyman classification above applies
Increase	2.25%	2.25%	2.25%	2.25%	
Adjustment	14.40%	19.70%	22.25%	24.60%	
Apprenticeship Program	\$31.18	\$33.27	\$35.35	\$37.42	

June 1st, 2023

Classification	Increase + Adjustment	Increase	Adjustment	0 to 40 days	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Plant Operator	2.00%	2.00%		\$21.11	\$22.26	\$22.50	\$22.73	\$22.97	\$23.20
Mixer Operator	2.00%	2.00%		\$21.11	\$22.26	\$22.50	\$22.73	\$22.97	\$23.20
Forklift/Loader	2.00%	2.00%		\$22.33	\$23.49	\$23.72	\$23.95	\$24.18	\$24.42
Baler and QC	2.00%	2.00%		\$22.56	\$23.72	\$23.95	\$24.18	\$24.42	\$24.65
Maintenance	3.60%	2.00%	1.60%	\$26.95	\$28.14	\$28.38	\$28.61	\$28.85	\$29.09
Facility Tech	3.60%	2.00%	1.60%	-	\$40.68	\$41.28	\$41.88	\$42.47	\$43.07

	1st Year	2nd Year	3rd Year	4th Year	Journeyman
Increase + Adjustment	3.60%	3.60%	3.60%	3.60%	Journeyman classification above applies
Increase	2.00%	2.00%	2.00%	2.00%	
Adjustment	1.60%	1.60%	1.60%	1.60%	
Apprenticeship Program	\$32.30	\$34.47	\$36.62	\$38.77	

June 1st, 2024

Classification	Increase + Adjustment	Increase	Adjustment	0 to 40 days	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Plant Operator	2.00%	2.00%		\$21.53	\$22.71	\$22.95	\$23.19	\$23.43	\$23.66
Mixer Operator	2.00%	2.00%		\$21.53	\$22.71	\$22.95	\$23.19	\$23.43	\$23.66
Forklift/Loader	2.00%	2.00%		\$22.77	\$23.96	\$24.20	\$24.43	\$24.67	\$24.90
Baler and QC	2.00%	2.00%		\$23.01	\$24.20	\$24.43	\$24.67	\$24.90	\$25.14
Maintenance	3.50%	2.00%	1.50%	\$27.89	\$29.12	\$29.37	\$29.61	\$29.86	\$30.10
Journeyman	3.50%	2.00%	1.50%	-	\$42.11	\$42.73	\$43.34	\$43.95	\$44.58

	1st Year	2nd Year	3rd Year	4th Year	Journeyman
Increase + Adjustment	3.50%	3.50%	3.50%	3.50%	Journeyman classification above applies
Increase	2.00%	2.00%	2.00%	2.00%	
Adjustment	1.50%	1.50%	1.50%	1.50%	
Apprenticeship Program	\$33.43	\$35.67	\$37.90	\$40.12	

June 1st, 2025							
Classification	Increase	0 to 40 days	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Plant Operator	2.25%	\$22.01	\$23.22	\$23.47	\$23.71	\$23.95	\$24.19
Mixer Operator	2.25%	\$22.01	\$23.22	\$23.47	\$23.71	\$23.95	\$24.19
Forklift/Loader	2.25%	\$23.28	\$24.50	\$24.74	\$24.98	\$25.22	\$25.46
Baler and QC	2.25%	\$23.53	\$24.74	\$24.98	\$25.22	\$25.46	\$25.71
Maintenance	2.25%	\$28.52	\$29.78	\$30.03	\$30.28	\$30.53	\$30.78
Journeyman	2.25%	-	\$43.05	\$43.69	\$44.32	\$44.94	\$45.58
	1st Year	2nd Year	3rd Year	4th Year	Journeyman		
Increase	2.25%	2.25%	2.25%	2.25%	Journeyman classification above applies		
Apprenticeship Program	\$34.19	\$36.47	\$38.75	\$41.03			

June 1st, 2026							
Classification	Increase	0 to 40 days	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Plant Operator	2.75%	\$22.62	\$23.86	\$24.12	\$24.36	\$24.61	\$24.86
Mixer Operator	2.75%	\$22.62	\$23.86	\$24.12	\$24.36	\$24.61	\$24.86
Forklift/Loader	2.75%	\$23.92	\$25.17	\$25.42	\$25.67	\$25.92	\$26.16
Baler and QC	2.75%	\$24.17	\$25.42	\$25.67	\$25.92	\$26.16	\$26.41
Maintenance	2.75%	\$29.30	\$30.60	\$30.86	\$31.11	\$31.37	\$31.63
Journeyman	2.75%	-	\$44.24	\$44.89	\$45.54	\$46.18	\$46.83
	1st Year	2nd Year	3rd Year	4th Year	Journeyman		
Increase	2.75%	2.75%	2.75%	2.75%	Journeyman classification above applies		
Apprenticeship Program	\$35.13	\$37.48	\$39.82	\$42.16			

Note:

Plant Operator rates of pay includes Mixer Operators, Labourers and Yard Persons.

Note:

Grade 1 = **320 hours worked to 1,800 hours worked**

Grade 2 = **1,800 hours worked to 3,600 hours worked**

Grade 3 = **3,600 hours worked to 5,400 hours worked**

Grade 4 = **5,400 hours worked to 7,200 hours worked**

Grade 5 = **7,200 hours worked and over**

APPENDIX "B"

Productivity Incentive

As of December 16th, 2016

One production line

2-3.8 c.f. automated balers or 1-55 c.f. automated baler

Rate per 3.8 c.f. bale per employee in the shift.

Above 2,500 per eight (8) hour shift \$0.023

3-3.8 c.f. automated balers or 1-55 c.f. automated baler

Rate per 3.8 c.f. bale per employee in the shift.

Above 3,750 per eight (8) hour shift \$0.023

As of December 16th, 2016

Two production lines

2-3.8 c.f. automated balers and 1-55 c.f. automated baler

Rate per 3.8 c.f. bale per employee in the shift.

Above 5,000 per eight (8) hour shift \$0.0126

3-3.8 c.f. automated balers and 1-55 c.f. automated baler

Rate per 3.8 c.f. bale per employee in the shift.

Above 6,250 per eight (8) hour shift \$0.0126

The amounts of incentive earned daily on day shift and on afternoon shift will be added together and divided by two (2) to determine the amount of incentive to be paid daily to each employee.

For the purpose of this productivity incentive calculations, one (1) 55 c.f. bale will be equal to $17 - 3.8$ c.f. bales, (1) – 80 c.f. = $11 \cdot 3.8$ c.f. bales, both 1.0 c.f. and 2.2 c.f. bales will be equal to one (1) – 3.8 c.f. bale each, and one (1) loose filled truckload of peat mix (Airdrie) will be equal to $450 - 3.8$ c.f. when operating on one (1) production line and $900 - 3.8$ c.f. when operating on two (2) production lines. Productivity incentive will be paid only on saleable products.

It is understood that the above has been designed for the current plant layout and would be adjusted upon changes of processes and/or equipment.

The Company will meet with the committee twice (2X) yearly or more often if mutually agreed to, to discuss and resolve any calculations that may be deemed unreasonable until a new Collective Agreement has been negotiated. The committee will consist of the Union Representative and at least two (2) bargaining unit members as chosen by the Union.

LETTER OF UNDERSTANDING #1

Safety, Attendance, Punctuality Award Program

CONSIDERING THAT the aim of the following Letter of Understanding is to promote and reward Safety, Attendance, and Punctuality;

CONSIDERING THAT any improvement with these matters can help making Olds facility more efficient and productive in a highly competitive market;

THE PARTIES AGREED TO THE FOLLOWING:

1. In Safety, the team member who has not been involved in a labour accident with lost time in the year, earns an award of **two hundred (\$200.00) dollars**. It is understood that the day of the accident is not taken into account;
2. In Attendance, the team member who has not missed any workday in the year earns an award of **two hundred (\$200.00) dollars** and **one (1) workday** would earn **one hundred (\$100.00) dollars**;
3. In Punctuality, the team member who has not missed the beginning of a shift in the year earns an award of **one hundred (\$100.00) dollars**, and **fifty (\$50.00) dollars** if **they have** not missed more than one time in the year;
4. Any team member who has earned the awards in Safety, Attendance, and Punctuality receives an additional award of **one hundred (\$100.00) dollars**;
5. The base year for these awards is calendar year (Jan.1st to Dec.31st);
6. All team members who have worked one thousand (1000) hours or more during the calendar year are eligible to the application of the present Letter of Understanding;
7. The rewards are payable with the paycheque issued for the first pay period in January.

LETTER OF UNDERSTANDING #2

Apprenticeship Program

The Company agrees to implement the following Apprenticeship Program with the rates as established in Appendix "A".

Purpose – This program is established to assist in the training and development of interested employees to a status of highly qualified trades' people and to ensure continuity of skilled trades for the Company.

Coverage – This program will cover all trades as considered necessary by the Company, through consultation with the Union.

Progression Through the Classification – Progression will be based on the successful completion of various levels of training as established by the Apprenticeship Branch of the Department of Labour and the Trade School.

If an apprentice succeeds a training course exam at any one level, the Company agrees to reimburse registration fees, reasonable travel and accommodation expenses providing the apprentice successfully completes this level of training. Should the employee leave the Company within six (6) months of the occurrence, the Company will deduct these expenses on ***the employees*** last pay.

Signed this _____ day of _____, **2022.**

For the Company:

Andre Fafard
Veronique Tremblay

For the Union:

Larry Watson
Elmar Zatzke
Abdi Guled
Devin Yeager

This Agreement was ratified on ***March 30th, 2022.***