

COLLECTIVE AGREEMENT

BETWEEN

Canada Malting Co. Limited
Calgary, Alberta

AND

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

Renewal: March 31st, **2025**

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AGREEMENT

BETWEEN

CANADA MALTING CO. LIMITED, Calgary, Alberta, Canada, hereinafter called the Company, and United Food and Commercial Workers Canada Union, Local No. 401, hereinafter called the Union.

INTERPRETATION

It is agreed that gender neutral language will be used throughout the Collective Agreement when required.

The Company and Union agree to change all references to unposted position, to reflect the new job classification of General Sanitation.

Article 1 – Management’s Right Clause

1.01 The Management of the Company and the direction of the working force, including the right to plan, direct, and control Plant operations; to schedule and assign work to employees; to determine the means, methods, processes, materials, and schedules of production; to determine the products to be manufactured; to choose the location of its plants and the continuance of its operating departments; to establish production standards and to maintain the efficiency of employees; to establish and require employees to observe Company rules and regulations; to hire, layoff, or relieve employees from duties; and to maintain order and to suspend, demote, discipline, and discharge employees for just cause, are the recognized reserved rights of the Company. The Company and the Union agree to act reasonably in the

interpretation and the application of the Collective Agreement as a whole.

The foregoing enumeration of Management's rights shall not be deemed to exclude other rights of Management not specifically set forth, the Company therefore retaining all rights not otherwise specifically restricted by this Agreement.

The exercise by the Company of any of the foregoing rights shall not alter any of the specific provisions of this Agreement; nor shall they be used to discriminate against any member of the Union or bargaining unit.

Article 2 – Employee Rights

The Company recognizes the vital role that employees play in the success of the business. Without restricting the generality of the foregoing, the Company agrees that all employees shall have the following rights:

- ***The right to be treated with dignity and respect free from discrimination, intimidation, retaliation, and harassment.***
- ***The right to a safe workplace with approved equipment.***
- ***The right to be informed of all workplace rights, policies, and rules.***
- ***The right to necessary training for the work performed.***
- ***The right to participate in lawful Union activity.***
- ***The right to statutory benefits, rights, and other privileges.***

Article 3 – Membership

- 3.01** Only members in good standing with United Food and Commercial Workers Canada Union, Local No. 401, shall be employed by the Undersigned Company after the signing of this Agreement. The Company hereby recognizes the Union as the sole and exclusive bargaining agent for all employees in the certified bargaining unit.
- 3.02** An employee will in writing on a form provided by the Union authorize the Company to deduct from the employee's pay, the amount due to the Union by the employee for Union dues, initiation fees, and assessments. The Company will transmit to the authorized representatives of the Union total deduction from the pay with a list in duplicate of all employees so deducted.
- 3.03** The Company agrees to notify the Union in writing of the names of employees who terminate their employment with the Company within fourteen (14) calendar days of the date of termination.
- 3.04** A Union Representative or their designate will be provided access to the site for the purpose of observing compliance with the terms of this Agreement as well as to adjust any grievances or complaints arising hereunder. Upon entering the site, said Representative must notify the Plant Manager or designate and complete the required safety orientation. At all times while on the site premises Union Representatives will comply with the Company's safety and security policies and practices.
- 3.05** ***The Company will make every reasonable effort to submit membership application(s) to the Union via email not***

later than seven (7) working days after the date of hire of new employees.

3.06 ***The Company further agrees to provide to the Union, once a month, with a report containing the following information on a mutually agreed data processing medium:***

- ***Hours worked***
- ***Employee number***
- ***Current rate of pay***
- ***Name in full***
- ***Social Insurance Number***
- ***Date of birth***
- ***Mailing address***
- ***Email address***
- ***All known phone numbers***
- ***Termination date and reason for it***
- ***Amount of current weekly dues***
- ***Amount of current initiation fees***
- ***Amount of Union dues assessment***
- ***Total dues for each employee for the current period***
- ***Total initiation fees for each employee for the current period***

3.07 ***Upon request, the Company shall meet with the Union to ensure that Union dues, initiation fees and any other assessments are being deducted and remitted properly and correctly.***

The Union will provide the required changes and the Company will apply them. If there are errors or omissions, the errors or omissions shall be corrected.

Article 4 – Bargaining Unit Work

- 4.01** Supervisors shall be exempt from this Agreement and shall not do the work of regular Union employees unless required to do so in order to perform their supervisory duties or in unforeseen circumstances that call for immediate action.
- 4.02** No employee who is excluded from the bargaining unit shall perform the work of regular Union employees except for reasonable purposes of training or in unforeseen circumstances that call for immediate action.

Article 5 – Hirings, Postings, and Transfers

- 5.01** A probationary employee shall attain seniority status and rights after they have worked one thousand fifty-six (1056) hours within any twelve (12) month period, at which time their name will be added to the seniority list.

An employee shall be given seniority date back-dated one thousand fifty-six (1056) hours, including holidays. If the probationary employee has been working a twelve (12) hour shift pattern, they shall be given a seniority date back dated one thousand fifty-six (1056) hours, including holidays. In no event shall their seniority date precede their original starting date with the Company.

On completion of the probationary period, employees will become eligible for all the normal benefits given to employees having seniority, including enrollment in the Group Insurance and Pension Plans.

5.02 (a) Vacant Positions

All new permanent positions and vacancies in permanent positions, shall be filled immediately on a temporary basis ***starting with those*** employees who are ***in the posted General Sanitation position and*** qualified or able to demonstrate reasonable competence.

Permanent Replacements

In the choice of applicants for new permanent positions and vacancies in permanent positions seniority shall govern provided the employee is qualified or able to demonstrate reasonable competence. Choices of candidates will not be done on an arbitrary basis.

Job Postings

- (i) All positions shall be posted on the bulletin boards within fourteen (14) calendar days after they have become permanently vacant.
- (ii) All such new permanent positions or vacancies in permanent positions will be posted on the bulletin boards fourteen (14) calendar days so that all employees who have acquired seniority have an opportunity to make an application. The Company will notify absent employees within four (4) working days of the job being posted and accept applications over the phone for the posting.
- (iii) The names of the applicants and successful applicant will be posted on the bulletin boards with a copy sent to the Union. The successful applicant

will be placed in said position within four (4) weeks of ***the closing date. The Union will not unreasonably deny a request for a four (4) week extension.***

- (iv) Posting notices will include a Job Description of the vacancy and a brief description of the requirements of successful candidates. Candidates must be able to demonstrate reasonable competence in the requirements and should consult with the Supervisor of the Department concerned if they wish explanations.
 - (v) In the event that a job posting does not get filled, the Company will assign the junior ***General Sanitation*** posted employee to said posting. The assigned employee will be eligible to immediately bid on any further postings that may arise.
- (b) In the event an employee has successfully posted for a job, the employee and their Supervisor will review the employees' development after thirty (30) ***calendar*** days of assuming the new job. The employee will be provided a Union Representative if so requested.

At this time, the Company can extend the review period another thirty (30) calendar days. Within the above mentioned review periods an employee shall be entitled to return to their former job. Within the above mentioned review periods the Company can return the employee to their former job.

A successful ***applicant*** shall ***not*** be eligible to bid on another posting ***if*** they have begun ***the review period*** on the job for which they had just successfully bid. If they

remain on the job beyond thirty (30) days, they shall not be eligible for any other posting for five (5) months. After completion of six (6) months on the job, they shall be eligible to post on the same basis as any other employee.

- (c) A senior employee wishing to change crews or shifts within their job classification may do so provided the Company and Union agree. The Company will not unreasonably deny the change.

5.03 When an employee vacates a day shift position, it shall be posted in the Plant in accordance with Article 5.02 (a)(i). Under this circumstance all seniority employees are eligible to bid on the vacancy.

5.04 If an employee is or has been transferred to a position excluded from the coverage of this Agreement, such employee shall retain their seniority as of the date of transfer and in the event that they are subsequently transferred back to a position covered by this Agreement, they shall be credited with the seniority which they had on the date of original transfer from the bargaining unit plus all seniority accumulated while working in the excluded capacity up to a maximum of six (6) months.

An employee who is transferred out of the bargaining unit may if they so wish, return to their former job in the bargaining unit within six (6) months.

An employee will only be transferred back into the bargaining unit once during the duration of the Collective Agreement.

Employees in the bargaining unit shall not be transferred outside the bargaining unit for temporary replacement of supervisory personnel except in cases of emergencies.

Article 6 – Work Performance

- 6.01** Employees are required to perform work of any nature in or about the Company's premises, unless an employee has medical proof satisfactory to the Company of their inability to do so. Employees will not be reassigned from their posted position to fill another position unless the Company made other reasonable efforts to fill the job.

Article 7 – Discipline and Discharge

- 7.01** No employee shall be subject to a disciplinary interview or be given a written reprimand, warning letter, be suspended, or discharged except in the presence of a Union Steward, or in their absence, another elected member of the bargaining unit.

- 7.02** Disciplinary records shall not be referred to after a period of two (2) year's from the date of issuance of such discipline.

Any employee shall have the right to see their file in the presence of a Supervisor and a Union Representative at a mutually convenient time.

Article 8 – Layoffs, Recalls, Terminations, Plant Closures, Partial Plant Closures, Positions Affected by Volume Loss or Production Adjustments

- 8.01 Any employee laid off due to seasonal or other reasons beyond the Company's control, shall be entitled to their former position when operations are resumed.
- 8.02 (a) When staff is being reduced, non-seniority employees shall be laid off first, and then regular employees shall be laid off in reverse order of seniority subject to the Company's requirement to maintain sufficient qualified or reasonably competent staff to operate the Plant. When staff is being recalled, the Company shall do so in order of seniority subject to the qualifications or reasonable competence of the employees concerned to perform the job.
- (b) Seniority shall cease and employment shall be terminated for any of the following reasons:
1. If an employee voluntarily leaves the employ of the Company.
 2. If an employee is discharged for just cause.
 3. In case of a layoff for a period longer than twelve (12) months, or twenty-four (24) months if the employee has five (5) years' seniority.
 4. If an employee on layoff fails to report to work within seven (7) days after receiving notice of a permanent vacancy from the Company by registered mail to their last known address, unless

they have advised the Company and produce medical evidence of being unable to report.

(c) Seniority List

The Company shall provide an updated seniority list to the Union during the months of January and July of each year. The Company shall post a copy on the bulletin boards.

8.03 Technological Change

Technological change is defined as any process innovation resulting from equipment change, upgrade, or renovation that is implemented with the specific purpose of creating a permanent reduction in the workforce or a permanent job elimination.

In the event that employees with seniority status are displaced through technological change, the following steps shall occur:

- (a) The employee shall state their preference of work location

- _____ Malthouse
- _____ Malt Handling Facility
- _____ Barley Elevator
- _____ Maintenance
- _____ Laboratory
- _____ MBR
- _____ Packaging Facility

providing the employee has the required qualifications as defined in the job posting criteria.

- (b) The employee shall state their preference of shift.
- (c) The displaced senior employee shall bump the most junior employee in the selected department from sub-article (a). If the displaced senior employee is exercising their bumping right they will bump the most junior employee as per sub-articles (a) and (b).
- (d) The most junior bumped employee will repeat steps (a), (b), and (c) if their seniority permits them to do so. In the circumstance where their seniority does not deliver a bumping right, they shall be laid off as per Article 8.02(a) of the Collective Agreement.

In the event that the Company is planning on introducing a technological change that will result in permanent job loss, the Company will meet with the Union to review the scope of the project, the number of positions to be eliminated, and the terms of severance.

8.04 (a) Plant Closure

In the event of termination of employment as a result of Plant closure the Company will immediately commence negotiations with the Union.

The Company will give the Union at least sixteen (16) weeks notice of Plant closure. The parties agree to immediately institute an adjustment committee to assist employees in finding new employment.

In the case of Plant closure, those employees who are participating in the defined benefit pension plan and whose age and service equal eighty (80) or more years of service will qualify for fully accrued pension benefits

without actuarial reduction with this pension guaranteed for a minimum of five (5) years.

Employees terminated as a result of Plant closure or technological change are subject to the scale below (fifty-two (52) week maximum):

1 to 8 years service – 1 week’s pay for each year.

9 to 15 years service – 2 week’s pay for each year (for years of service above 15, add 1 additional week i.e., 3 week’s for each year over 15 years).

All employees will qualify for severance pay based on either three (3) weeks pay for each year of service with a maximum of twenty-six (26) weeks or severance pay based on the new scale above whichever is greater.

A senior employee will have an option to terminate their employment and receive the severance pay entitlement due to a junior employee scheduled for termination and who would by virtue of this option remain employed. For sake of clarity, the senior employee would then receive the severance pay of the junior employee, based on the junior employee’s years of service and the junior employee’s pay.

(b) Lab Closure

In the event of a lab closure, lab members are to receive a severance package as per Article 8.04 (a).

8.05 Partial Plant or Department Closure

(a) When a partial Plant or department closure occurs, employees posted to these jobs, will have the right to

immediately bump to other departments of the Plant where their seniority carries them.

- (b) In the event that a department of the Plant is closed longer than one (1) year, the department will be considered permanently closed. All employees laid off as a result of this closure, and who remain on the Call Back list will be eligible for severance pay in accordance with Article 8.04.
- (c) If operations resume in that department after one (1) year, any jobs in that area will be re-posted.

8.06 Positions Affected by Volume Loss or Production Adjustments

The Company and the Union agree to establish a bumping right for employees who lose their bid position due to volume loss, or production adjustments, or efficiency improvements.

The following process will be applied:

The employee shall state their preference of working location;

- _____ Malthouse
- _____ Malt Handling Facility
- _____ Barley Elevator
- _____ Maintenance
- _____ Laboratory
- _____ MBR
- _____ Packaging Facility

providing the employee has the required qualifications as defined in the job posting criteria. In addition, the employee shall state their preference of shift they exercise their bumping right into;

The displaced employee shall bump the most junior employee in the selected job. If the displaced employee is exercising their bumping right they will bump the most junior employee.

The most junior bumped employee will repeat the above steps if their seniority permits them to do so. In the circumstance where their seniority does not deliver a bumping right, they shall be laid off as per Article 8.02 (a) of the Collective Agreement.

Article 9 – Clothing and Equipment

- 9.01** Rubber boots, waterproof suits for washing purposes, and clothing deemed necessary by the Company to provide adequate protection against dust and other potential work or cleaning hazards, shall be provided by the Company. In addition, the Company will furnish all necessary personal protective equipment (PPE) to all employees to maintain safety standards. This will include safety glasses, prescription safety glasses to all seniority employees on an as needed basis, molded ear plugs, and hard hats. It is the responsibility of the employee to maintain in good order all items issued. Probationary employees will be reimbursed personal protective equipment (PPE) costs immediately upon the completion of their probationary period.
- 9.02** The Company will provide a reasonable number of uniforms at Company expense to all employees. Furthermore, the Company will provide a weekly laundry service. This benefit is extended to all operators and maintenance staff. The Lab Technician classification will continue to receive white lab coats. The Company will replace jackets on an “as needed” basis.

9.03 Safety Footwear – Effective April 1st, 2020, three hundred fifty (\$350.00) dollars per year will be available over the life of the Collective Agreement for all seniority employees. The Company will allow a maximum of three hundred fifty (\$350.00) dollars carryover of this reimbursement allowance from one year to the next. In addition to safety footwear, the allowance will include the purchase of work socks, liners, insoles etc.

9.04 The Company will provide sufficient lockers for all employees.

Article 10 – Hours of Work

10.01 (a) Eight (8) Hour Shifts

The normal work week shall be forty (40) hours consisting of five (5) days or shifts and the normal work day or shift shall be eight (8) hours.

The forty (40) hour pay week will be completed within the period 00:01 a.m. Monday to midnight Sunday.

Except for relief employees, the work days shall be consecutive and shall consist of five (5) like shifts. The work schedule shall not deny relief employees a normal forty (40) hour work week.

(b) All employees shall be allowed a twenty (20) minute paid lunch break which shall be included in the working hours above stipulated.

The Maintenance employees twenty (20) minute paid lunch may be scheduled based upon operational requirements.

Every employee shall receive two (2) paid fifteen (15) minute rest periods in each eight (8) hour shift.

All employees shall receive a paid fifteen (15) minute rest period before commencing one (1) hour of overtime work and shall receive an additional fifteen (15) minute rest period after each additional two (2) hour period.

Employees who are required to work more than two (2) hours of unplanned overtime continuous with their regular shift shall be granted a meal and an additional half (1/2) hour overtime pay. The employee will receive an additional half (1/2) hour pay for each four (4) hours thereafter.

Eight (8) hour day shift employees shall receive their meal, should they be required to work past 17:00. Employees scheduled to work other eight (8) hour shifts shall receive a meal should they be required to work more than two (2) hours of overtime continuous with their shift.

(c) **Twelve (12) Hour Shift Work**

General Understanding

1. To operate at no extra cost to the Company or employees.
2. To maintain a high standard of product quality, while working in a safe and efficient manner.
3. It is understood by all participants, that we are involved in a continuous production process.

Twelve (12) hour shifts do not permit working double shifts.

4. Either party to the Contract may at any time during the life of the current Contract; call a meeting to discuss means of terminating the twelve (12) hour shift system, if any part of the General Understanding fails.

General Operating Conditions

1. The system involves four (4) shifts on, followed by four (4) shifts off, on a continuing basis.
2. The shifts will start at 6:00 a.m. and 6:00 p.m.
3. Pay will be made on the basis of hours worked within the existing and normal fourteen (14) day pay period.
4. Overtime will be at the rate of time and one-half ($1\frac{1}{2} X$) times for hours worked after twelve (12), and up to and including fifteen (15). After fifteen (15), double (2X) time will apply.
5. Reasonable notification of absence from work will become even more important. It was agreed that the maximum possible warning should be given, with a minimum being two (2) hours.
6. Anyone scheduled to work during a normal four (4) day rest period shall be paid at a rate of time and one-half ($1\frac{1}{2} X$) except for the first (1st) and fourth (4th) day (last day), when double (2X) time shall be paid. Anyone called into work during a normal four

- (4) day rest period shall be paid a minimum of four (4) hours pay at the rate of time and one-half (1 ½ X) and when the duration exceeds four (4) hours on the fourth (4th) day of rest, shall be paid at the rate of double (2X) time for their hours worked.
7. Statutory holidays – days worked will be paid at twelve (12) hours single time and twelve (12) hours at time and one-half (1 ½ X) for the equivalent of thirty (30) hours pay for a twelve (12) hour shift worked.
 8. Twelve (12) hour shift employees will be entitled to the specified number of calendar weeks off work for vacation time each year based on their years of seniority. Vacation pay will equal two (2%) percent of annual gross pay per week of entitlement. Article **14.02** is applicable to twelve (12) hour shift employees.
 9. A premium of one dollar fifty (\$1.50) cents/hour shall be paid to all employees who work a shift starting at 6:00 p.m.
 10. A full shift commencing within eleven (11) hours of the completion of the previous shift shall be paid for at the rate of time and one-half (1 ½ X).
 11. All other articles of the Collective Agreement remain in effect.
 12. Those employees forming part of a twelve (12) hour shift system may, (instead of receiving holiday pay) bank six (6) statutory holidays in a calendar year,

for the purpose of taking time off in lieu of statutory holidays in blocks of four (4) shifts.

13. For the purpose of computing overtime, the normal week shall be forty-eight (48) hours consisting of four (4) days or shifts in any ninety-six (96) hour period, and the normal work day or shift shall be twelve (12) hours. Except for relief employees, the work days shall be consecutive and the work week shall consist of four (4) like shifts. The work schedule shall not deny relief employees a normal forty-eight (48) hour work week.
14. Employees shall receive three (3) paid fifteen (15) minute rest periods and a twenty (20) minute paid lunch break.

Overtime

- 10.02** Time and one half (1 ½ X) will be paid for all time worked in excess of forty (40) hours in any one (1) week or eight (8) hours in any one (1) shift. All time worked in excess of eleven (11) consecutive hours shall be paid for at the rate of double (2X) time.
- 10.03** If an employee is called back to work by the Company after their regular shift is completed, they shall be paid a minimum of four (4) hours pay at the rate of time and one-half (1 ½ X) except when a Call In occurs on their second (2nd) assigned day off and the duration exceeds four (4) hours in which case they will be paid at the rate of double (2X) time for their hours worked.
- 10.04** Employees required to work on their first (1st) assigned day off shall be paid at the rate of time and one-half (1 ½ X). Should

consultation with the Union, taking into consideration the time of the bereavement in relation to their regular time off, the distance to be traveled, etc.

Employees asked to be pallbearers at a funeral shall be granted such time off with pay as is reasonable to attend the funeral, not however to exceed one (1) day. In addition, one (1) day will be granted for aunts, uncles, nieces, and nephews.

Article 17 – Health & Safety

- 17.01** The Company shall institute and maintain all reasonable precautions for safeguarding the health and safety of its employees. Both the Company and the Union recognize their mutual obligation to assist in the prevention, correction, and elimination of unhealthy and unsafe working conditions and practices. All employees shall adhere to all safe work practices. Wearing of approved safety footwear, hearing protection, safety eyewear, and hard hats is mandatory, as is other safety equipment outlined in Article 9.01 of the current Contract.
- 17.02** All injuries sustained during work hours, no matter how trivial, must be reported to the Supervisor before completion of the shift.
- 17.03** In cases of sickness or accidents, which necessitate absence from work, the employee shall immediately notify the Supervisor concerned.

17.04 Joint Health and Safety Committee

A Joint Health and Safety Committee will be established, comprised of up to three (3) bargaining unit employees and up to two (2) Management employees.

The function of this Committee will be to discuss workplace safety issues during a meeting scheduled on a monthly basis. Minutes of the meetings will be recorded and posted in the workplace. The minutes of the meetings will contain concerns of the Committee and proposed recommendations. The Committee shall not have authority to alter any portion of the Collective Agreement.

Employees on the Committee shall be paid their regular rate of pay for their normal working hours.

Employees appointed by the Union to serve as representatives on the Health and Safety Committee shall be provided with Union training paid by the Company and reimbursed by the Union with no loss of seniority and shall be considered time worked. Such training will be arranged by the Union and Company so as not to disrupt operations.

17.05 Government Safety Standards and Regulations will govern the use and storage of cleaning compounds, chemicals, and designated substances.

17.06 Right to Refuse Work If Dangerous

(a) Subject to sub-article (b), an employee may refuse to use or operate a machine or thing, to work in a place or to perform an activity, if the employee while at work has reasonable cause to believe that:

- (i) The use or operation of a machine constitutes a danger to the employee or to another employee;
 - (ii) A condition exists in the place that constitutes a danger to the employee; or
 - (iii) The performance of the activity constitutes a danger to the employee or to another employee.
- (b) However, an employee may not refuse to use or operate a machine or thing, to work in a place, or to perform an activity if:
- (i) The refusal puts the life, health, or safety of another person directly in danger; or
 - (ii) The danger referred to is a normal condition of employment.
- (c) An employee who refuses to use or operate a machine or thing, work in a place or perform an activity under this sub-article shall report the circumstances to their Supervisor (or another Manager of the Company) without delay.
- (d) Where an employee makes a report under sub-article (c), the employee shall inform the Company, in writing, within seven (7) days, whether the employee intends to exercise recourse under this Collective Agreement or the Canada Labour Code (Part 2 – Occupation Health and Safety) section 128. Once made, the selection of recourse is irrevocable unless the Company and the employee agree otherwise.

- (e) If the Company agrees that a danger exists, the Company shall take immediate action to protect the employees from the danger. The Company shall inform the Workplace Committee or the Health and Safety representative of the matter and the action taken to resolve it.
- (f) If the matter is not resolved under the sub-article (e), the employee may, if otherwise entitled to under this article, continue the refusal and the employee shall without delay report the circumstances of the matter to the Company Plant Manager, and to the Workplace Committee or the Health and Safety Representative.
- (g) The Company shall, immediately after being informed of the continued refusal under sub-article (f), investigate the matter in the presence of the employee who reported it and of:
 - (i) at least one (1) member of the Workplace Committee who does not exercise managerial functions;
 - (ii) the Health and Safety Representative; and/or
 - (iii) if neither of the above persons are available, at least one (1) person from the workplace who is selected by the employee.
- (h) If more than one (1) employee has made a report of a similar nature under this article, those employees may designate one (1) employee from among themselves to be present at the investigation.

- (i) The Company may proceed with an investigation in the absence of the employee who reported the matter, or if the person designated under this sub-article, chooses not to be present.
- (j) If a Company disputes a matter reported under this sub-article, or fails to take steps to protect employees from the danger, and the employee has reasonable cause to believe that the danger continues to exist, the employee may continue to refuse to use or operate the machine or thing, work in that place, or perform that activity. On being informed of the continued refusal, the Company shall notify a Health and Safety Officer under the Canada Labour Code (Part 3 – Occupational Health and Safety). The Company shall also inform the Workplace Committee or the Health and Safety Representative.
- (k) Employees who are affected by a stoppage of work arising from this sub-article, for the purposes of calculating wages and benefits, are deemed to be at work during the stoppage until the work resumes or until the end of the scheduled work period or shift, whichever period is shorter.
- (l) The Company may assign reasonable alternative work to employees who are affected by the refusal to work pursuant to this article.
- (m) An employee who exercises their rights under this sub-article, knowing that no circumstances existed that would warrant it, shall be required to repay those wages and benefits paid to employees in accordance with this sub-article, after all avenues of redress have been exhausted by the employee who exercised their rights under this sub-article.

- (n) If the employee and the Supervisor cannot agree on a remedy to the work refusal, then the matter must be reported to a Federal Health and Safety Officer pursuant to section 128(13) of the Canada Labour Code (Part 3-Occupational Health and Safety).
- (o) No employee shall be discharged, penalized, coerced, intimidated, or disciplined for refusing hazardous work pursuant to this article unless the employee exercised their rights knowing that no circumstances existed that would warrant it.
- (p) The Company shall ensure that no other worker is asked or permitted to perform the work of the worker who refused, unless the second worker is advised of the reasons for the work refusal in the presence of an employee member of the Workplace Committee and the refusing worker.

17.07 *The Company recognizes that the Union provides WCB assistance to its members.*

Article 18 – Insurance, Health, and Pension Benefits

The Company reserves the right to select carriers that provide the most efficient and qualified service for all negotiated benefits. The Company agrees to discuss a change in the carrier prior to implementation. The present level of benefits and services will not be reduced as a result of change in carrier.

The Company shall provide the Union, upon request, with current copies of the Plan Text from the benefit providers.

A summary of the Health and Welfare Plans, as provided by the Company, is set out below. These plans are governed by the policies issued by the insurance companies concerned, the provisions of the Pension Plan, and the rulings of the appropriate government authority.

18.01 Alberta Health Care Insurance Plan

18.02 (a) Short Term Disability Plan (seventy (70%) percent of basic weekly wage). Coverage to begin on the first (1st) day if absence is caused due to an accident or if hospitalized. A waiting period of three (3) days is in effect if absence is due to illness.

(b) All employees that have completed their probation period will be entitled to thirty-six (36) hours personal time paid by the Company each calendar year. It will be at the sole discretion of the employee to utilize any part of the hours to supplement the waiting period for a Short Term Disability Claim. The utilization of payment to supplement the aforementioned waiting period will not extend the waiting period. All unused personal time hours will be paid out to the employee at the end of each calendar year.

18.03 Long Term Disability Plan (sixty-five (65%) percent of basic wage after three (3) years of service).

18.04 (a) Extended Health and Benefit Drug Plan. Employees will be provided with a drug plan card. The plan will cover one hundred (100%) percent of generic drugs and brand name drugs where no generic exists. Where a generic is available, the plan will cover eighty (80%) percent of the brand name drug.

(b) The following Paramedical services will be increased to sixty (\$60.00) dollars per visit to a maximum of fifteen (15) visits per year: Psychologists, Chiropractor, Physiotherapist, and Massage Therapy.

(c) Effective January 1st, 2023, a Health Spending Account will be provided two hundred (\$200.00) dollars per family per benefit year.

18.05 Dental Plan

The Dental Plan is defined as the “Sun Life Financial” Plan. Claims will be paid based on the Sun Life Dental Fee Schedule which will be updated yearly.

18.06 Milestone Recognition

The Company shall provide milestone recognition after five (5) years of service and every five (5) years thereafter.

18.07 Group Life Insurance

Effective Upon Ratification

Before Retirement:

Term Life	\$100,000.00
AD&D	\$100,000.00

After Retirement:

Permanent Life	\$2,000.00
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Total disability benefit to remain basis \$10,500.00.

18.08 Vision Care Plan

The Company agrees to provide hourly employees with Vision Care Insurance providing a three hundred fifty (\$350.00) dollars benefit over two (2) years for each employee who has seniority in the bargaining unit and for each of their dependents. Employees holding seniority for less than the full two (2) year period will enjoy a benefit, pro rata based, from the date of attaining seniority.

18.09 The Company will reimburse upon presentation of a receipt any fees charged for the filling out of forms by doctors for examinations requested by the Company or its insurance company.

18.10 Pension Plan

Defined Benefit

Employees hired prior to (November 6th, 2010) will participate in the Defined Benefit Pension Plan subject to the following employee contribution schedule:

Operators, MBR, and Maintenance employees will contribute **one (\$1.00) dollar** per straight time hour worked to a maximum of two thousand eighty (2080) hours to the pension plan.

Laboratory employees will contribute seventy-five (\$0.75) cents per straight time hour worked to a maximum of two thousand eighty (2080) hours to the pension plan.

1. Normal Retirement – Age sixty-five (65).
2. Full Retirement Benefits will be as follows retroactive to all credited service in the pension plan.

For all Operators, MBR, and Maintenance employees participating in the defined benefit plan, effective April 1st, 2010 pension benefits will be eighty (\$80.00) dollars per month per year of credited service.

For all Laboratory employees participating in the defined benefit plan, effective April 1st, 2010 pension benefits will be seventy-three (\$73.00) dollars per month per year of credited service.

3. Early Retirement – Minimum age sixty (60) and twenty (20) years continuous credited service, there will be no reductions to the above benefits.

Reductions will apply as follows:

- (i) For age between fifty-five (55) years and sixty (60) years with twenty-five (25) years of credited service, the pension will be reduced at the rate of four (4.0%) percent per year from sixty (60) years of age.
- (ii) For age between fifty (55) and sixty (60) years with less than twenty-five (25) years of credited service (minimum twenty (20) years), the pension will be reduced at the rate of four (4.0%) percent per year from sixty (60) years of age, and for credited service reduced pro rata to twenty-five (25) years.

Group RRSP

All employees hired after (November 6th, 2010) must participate in the Group RRSP for which the Company will contribute five (5%) percent of the employee's earnings based on the employee's straight time hourly rate, up to a maximum

of two thousand eighty (2080) hours per year. ***The Company will also match fifty (50%) percent of the employee's voluntary contributions to a maximum of an additional one (1%) percent.***

Article 19 – Grievance Procedure

19.01 A Grievance is defined as a difference between the Company and an employee or the Union as to the interpretation, application, or alleged violation of any provision of this Agreement.

In the event the Union or any employee believes that the employee has been unjustly disciplined or that any provision of the Agreement has been or is being violated, an earnest effort shall be made to adjust such grievance as quickly as possible.

A Grievance involving discharge shall be put in writing and filed with the Plant Manager within ten (10) working days and will be lodged at Step 2 of the Grievance Procedure. All non-discharge grievances are to be submitted in writing to the Company within ***twenty (20)*** working days. Company grievances must be submitted within ***twenty (20)*** working days from the time the grievance became known or should have become known.

Step 1:

A Union Steward, with or without the employee, shall first take the issue to the immediate Supervisor of the area where the alleged breach occurred or a Manager. If this does not resolve the issue within five (5) working days, the Grievance will be supplied in writing and filed with the Plant Manager.

Step 2:

The Union Stewards, along with a full time Union Representative, with or without the Grievor, and the Company Representatives will meet within ten (10) working days of the Grievance being filed with the Plant Manager.

If no settlement is arrived at, the Plant Manager or their designate shall state their reasons in writing to the Union within **ten (10)** working days following the meeting.

Representation

The Company acknowledges the right of the Union to select a reasonable number of Union Representatives to assist employees in presenting complaints or grievances to the Company.

The Union acknowledges that the Company shall have the right to submit a grievance on any matter pertaining to this Agreement.

Time Limit

- (a) Any case not taken beyond the completion of Step No. 1 and 2 within the time limit allowed will be considered settled. It is further understood that if the delay is caused by the Company, the time limits will not be considered breached.
- (b) All reference made to the number of days of time limit, unless otherwise specified, in the different steps of the grievance procedures shall exclude Saturdays, Sundays, and Holidays.

- (c) Time limits referred to in this article will be extended by request in writing by either party.

Request for Arbitration

Should the parties fail to reach agreement in the final step of the grievance procedure, upon written request the grievance may be referred to arbitration within **sixty (60)** full working days of the second step grievance answer, upon written request of the Union.

It is agreed that any issue to be arbitrated shall be submitted to a single arbitrator that is satisfactory to both parties. In the event an agreement to the arbitrator cannot be reached, either party may apply to the appropriate Minister of Labour for a list of five (5) prospective arbitrators to be forwarded to each of the parties. Upon receiving the list, the parties have up to ten (10) full working days to accept an arbitrator from the list. If the acceptable arbitrator is unable to act or agreement cannot be reached on any of the remaining names on the list, the appropriate Minister of Labour will appoint an arbitrator, and the arbitrator will be accepted by both parties.

The Arbitrator shall not have the right or power, to add to, take away, amend, modify, change, or disregard any of the provisions of this Agreement, and may only consider and decide the particular grievance presented.

The Arbitrator, however in respect to a grievance involving a penalty, shall be entitled to modify such penalty.

The decision of the Arbitrator shall be final and binding upon both parties.

The expense and fee of the Arbitrator shall be borne equally by the Company and the Union.

19.02 Recognition of Union Stewards

The Company recognizes the important role that Union Stewards play in ensuring that all aspects of the Collective Agreement are adhered to.

Union Stewards may be appointed or elected by the Union from time to time, and the Union will identify to the Company its designated Union Stewards.

19.03 Union Stewards' Rights and Protections

The Company recognizes the heightened role and responsibility of Union Stewards and will support the Union Stewards in their unique role as both employees and representatives of the Union.

19.04 Union Stewards' Work on Company Time

Union Stewards shall be allowed to conduct Union business on Company time however they must obtain approval from their Manager or Supervisor prior to leaving their assigned work. This right must be exercised practically in so far as the operation of the business is concerned.

19.05 Requests for Information

Upon request, Union Representatives and Stewards will be provided and will hold in a confidential manner information relevant to the conduct of Union business.

Union Stewards will be provided a monthly listing of all new employees in all departments covered by the Collective Agreement.

No employee shall be required or permitted to make any written or verbal agreement that may conflict with the terms of this Agreement.

All correspondence between the parties shall be between designated representatives of the Company and designated representatives of the Union. Both parties shall advise each other, in writing, of the names of their representatives.

19.06 Bulletin Boards

The Company acknowledges the right of the Union to have locking bulletin boards at the Company's facility for its exclusive use. The Union shall supply the bulletin boards, which shall be installed by the Company in mutually agreed locations, and they shall remain the property of the Union. The Union shall be allowed to post any matter relating to legitimate Union business.

19.07 Printing of the Collective Agreement

The Company and the Union will each pay one-half (1/2) of the cost of printing this Agreement. A copy of the Collective Agreement shall be provided to each employee on commencement of employment by the Union or at the Union orientation. The printing of the Collective Agreement will be processed at a place determined by the Union.

19.08 Union Storage

The Company will provide the Union with a permanent location for a locking filing cabinet for the Union's exclusive use.

19.09 New Member Orientation

Shop Stewards and/or Union Representatives will be permitted to orientate new members to the Union during New Member Orientation meetings.

New Member Orientation meetings will be considered integral to the Company's on-boarding process for new employees. Such meetings will:

- (a) Be up to thirty (30) minutes in duration;
- (b) Be held at the workplace and on Company time;
- (c) Not be attended by Management officials or any other person excluded from the bargaining unit; and
- (d) Be held within two (2) weeks of the new member's date of hire.

The Company agrees to provide to each new employee at the time of hire a Collective Agreement.

Article 20 – Contracting Out

The Company shall not contract out bargaining unit work except in cases where contracting out would not result in the loss of any bargaining unit hours, in the failure to recall an employee who has been laid off, nor in the loss of any hours which could be worked by employees in the bargaining unit.

Article 21 – Training Committee

Mission Statement – The objective of this Committee is to facilitate an improvement in the skills of the employees of Canada Malting Co., in order to enhance individual growth and the global competitiveness of the Company. This will be accomplished by creating a positive learning environment that encourages employees to succeed.

The Company and the Union agree that there is value in delivering appropriate training programs to the workforce. Both parties agree, within thirty (30) days of ratifying the Contract, the Training Committee will be reactivated to develop and implement training opportunities for maintenance, production, and laboratory staff. Specifically, the training committee will give consideration to developing a production operator training program.

Components of this program could include and would not be limited to the following:

- (1) Company malting standards.
- (2) Company safety, health & environmental standards.
- (3) Malting knowledge.
- (4) Sampling, laboratory analysis, and recordkeeping.
- (5) Mechanical concepts.
- (6) Lubrication requirements.
- (7) Computer PLC fundamentals.

All recommendations must be agreed upon by both parties prior to implementation.

Article 22 – Strikes and Lockouts

22.01 It is agreed that there will be no strikes or lockouts instigated, endorsed, or condoned by either party for the duration of this Agreement.

Article 23 – Duration - Termination

23.01 Agreement shall be in full force and effect as of the 1st day of April, **2022** and continue in full force and effect through the 31st day of March, **2025** and from year to year thereafter as hereinafter provided.

23.02 When notice to commence collective bargaining has been served, the Collective Agreement shall be deemed to continue to apply to the parties, notwithstanding any termination date in the Agreement, until a new Collective Agreement is concluded or a strike or lockout commences.

23.03 Either party wishing to amend this Agreement shall give notice in writing of such desire to the other party, specifying the desired change, not less than sixty (60) days prior to the anniversary date of this Agreement.

23.04 No less than three (3) days notice shall be given from the date of a legal lockout or strike position before any lockout or strike.

23.05 Any conclusions reached in the aforementioned negotiations shall, if so agreed, be made retroactive to the said anniversary date or the said termination date.

Dated this _____ day of _____ **2023**.

FOR THE COMPANY:
CANADA MALTING CO. LTD.

FOR THE UNION:
UFCW LOCAL 401

Rick Armstrong
Dale Paul
Kelsey Schenk
Randy Schuba

Bill Caron
Alexandre De Leao Craig
Eldho Kuriakose
Andrew Rosher
Besar Zurnaxhiu
Jeff Ible
Chris O'Halloran

This Agreement was ratified on **July 16th, 2022**.

Letter of Understanding #1

Re: Apprenticeship

The Company and the Union agree to continue an Apprenticeship Program for the life of this contract. The number of candidates entering the program, and the type(s) of trades required, will be determined by the Company's needs in the maintenance shop.

A joint Apprenticeship Selection Committee (ASC) will be established to review each applicant against the criteria listed below. This committee will be tasked with evaluating and selecting the best candidates for the Apprenticeship Program.

The ASC will apply the following selection criteria:

- **45%** Seniority
- **20%** Past performance
- **35%** Success in a reading comprehension and mechanical aptitude test developed and approved by the ASC

The Company agrees to pay, on an annual basis, all costs for tuition, books, and lab fees for each of the four periods that an apprentice is required to attend technical training at SAIT. In addition to this, the Company will pay the salary of an employee during technical training on the basis of a standard **forty** (40) hour week, and at the percent rate they qualify for under the terms of "Letter of Understanding #1" of the Collective Agreement. Statutory holidays that fall during an apprentice's training will be paid in the normal course of events when they occur. The Company will not pay, or reimburse, any costs for transportation, parking, or student activities while attending technical training.

The Union agrees to endorse the program and encourage the on-site tradesmen to work with and train the apprentices on-the-job.

Dated this _____ day of _____ **2023.**

FOR THE COMPANY:
CANADA MALTING CO. LTD.

FOR THE UNION:
UFCW LOCAL 401

Rick Armstrong
Dale Paul
Kelsey Schenk
Randy Schuba

Bill Caron
Alexandre De Leao Craig
Eldho Kuriakose
Andrew Rosher
Besar Zurnaxhiu
Jeff Ible
Chris O'Halloran

This Agreement was ratified on **July 16th, 2022.**