

INDEX		
Article	Description	Page #
1	Bargaining Agency	1
2	Union Shop	2
3	Deduction of Union Dues	5
4	Hours of Work – Work Schedule	6
5	General Holidays	17
6	Vacations	19
7	Dismissal Notice or Severance Pay	24
8	Seniority	26
9	Union's Recognition of Management's Rights	31
10	Leaves of Absence	32
11	Union Representational Rights	40
12	General	43
13	Strikes and Lockouts	49
14	Health, Welfare, Sick Leave, and Group Insurance	49
15	Discrimination	54
16	Grievance Procedure	56
17	Arbitration	59
18	<i>Employee Rights</i>	60
19	Expiration and Renewal	60
	Appendix "A" – <i>Wages and Classifications</i>	62
	Appendix "B" – Assistant Store Managers	72
	Letters of Understanding	73

Signed this _____ day of _____, **2023**.

For The Company:

For The Union:

Company Committee:

Paul Van Steenbergen
Erin Green
Collin Turner

Bargaining Committee:

Susan Breakspear
Abdullah Hussain
Amy Mills
Rita Prakash
Michelle Cahill
David Smith
Lee Clarke

This Agreement was ratified on ***November 6th, 2021***.