

# COLLECTIVE AGREEMENT

BETWEEN

Cavendish Farms,  
A Division of Cavendish Farms **Corporation**,  
Lethbridge, Alberta

AND

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

Renewal: February 28<sup>th</sup>, **2026**

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## THIS AGREEMENT BETWEEN:

Cavendish Farms, A Division of Cavendish Farms **Corporation.**,  
Lethbridge, Alberta (hereinafter referred to as “the Company”)

AND

United Food and Commercial Workers Canada Union,  
Local No. 401 (hereinafter referred to as “the Union”)

### Preamble

Recognizing that the welfare of the Company and that of its employees depends upon the welfare of the business as a whole and recognizing further that a relationship of good will and mutual respect between the Company and employees can contribute greatly to the maintenance and increase of that welfare; the parties join together in the following Agreement:

### Article 1 – Recognition

1.1 The Company recognizes the Union as the exclusive bargaining agent for the employees of its plant at **4620 43<sup>rd</sup> Street** North, Lethbridge, Alberta, excluding office and clerical staff, agricultural staff, salespersons, chief engineer, security staff, senior laboratory staff, **Supervisor**, and those above the rank of **Supervisor**.

During the term of this Agreement, the Company will not bargain collectively with any other labour organization in respect of the employees covered by this Agreement.

## Article 2 – Part-Time Employees

- 2.1 Part-time employees, that is, employees employed for twenty-four (24) hours weekly or less, are eligible for membership in the Union but are not entitled to the provisions of Articles 8.2 and 8.3 and Articles 9, 11, 12, 14, and 15 except that:
- 2.2 (a) Part-time employees will be granted General Holidays in accordance with the provisions of the Employment Standards Code.
- (b) Part-time employees will be granted vacations and vacation pay in accordance with the provisions of the Employment Standards Code.
- (c) Part-time employees shall be paid one and one half (1 1/2 X) times their regular rates for time worked in excess of eight (8) hours in any day.
- (d) **The** starting rate for new part-time employees, except “A” or “B” tradesmen, will be eighty (80%) percent of the rate of the job or jobs that they perform. Automatic increases of five (5%) percent of the rate of the job or jobs that they perform will be granted on the completion of each one thousand (1,000) hours worked. After four thousand (4,000) hours worked, they will be paid at one hundred (100%) percent of the rate of the job or jobs that they perform.
- 2.3 Part-time employees will not be used where it is practical to employ full-time employees and except as otherwise agreed with the Chief Steward part-time employees will not be employed for the purpose of reducing overtime unless that part-time work is required on a regular basis.

The Union may submit and the Company will consider alternative means of doing the required work rather than employ part-time employees.

Employees who have reached retirement age shall be given the option of part-time work if such work is available. Employees granted part-time work will move into the part-time classification and receive the appropriate rate and benefits as such. Approval to move into a part-time role is subject to Management approval.

- 2.4 The Company agrees not to hire any part-time employees after the date of ratification (November 30<sup>th</sup>, 2016) with the exception of licensed tradespersons.
- 2.5 The parties agree that the Company may contract in employees from temporary agencies for the performance of temporary general laborer work. The parties agree that such workers are not employees of the Company for the purpose of this Collective Agreement and shall not be considered employees of the Company for any purpose.

The Company shall only be allowed the use of temporary employees within the following parameters:

- (a) Prior to the use of temporary employees, all employees that are laid off must be contacted and provided the opportunity to complete the work as a recalled employee.
- (b) Prior to the use of temporary employees, all employees will be given the opportunity to complete as overtime.
- (c) Due to the fact these employees are not employees of the Company; the Company will pay the Union dues on their behalf.
- (d) The Company agrees to provide the Union a monthly report of hours and locations where temporary employees have been employed in the previous month.**
- (e) The Company will limit the number of temporary employees to no more than seven (7) per shift.**

## Article 3 – Union Security and Check-Off

3.1 The Company shall be free to hire new employees who are not members of the Union provided said non-members shall be eligible for membership in the Union, and shall make application within ten (10) days after employment and will be deemed members in good standing within thirty (30) days. The Company agrees to provide Union supplied forms to the employees at point of hire.

The Company agrees to deduct from the wages of each employee, upon proper authorization from the employee affected such initiation fees, assessments, and Union dues as determined by the Union. The Company further agrees, automatically, to deduct Union dues and initiation fees from the wages of all new employees. All employees shall, within ten (10) days after commencement of employment, provide the Company with a signed authorization for such deductions. Monies deducted during any month shall be forwarded by the Company to the Union not later than the fifteenth (15<sup>th</sup>) day of the following month, and shall be accompanied by a written statement of the names of the employees for whom the deductions were made, **the total regular hours worked**, and the amount of each deduction **broken down into regular dues, initiation fees, and assessments**. Dues check-offs are to be submitted on a four (4) week basis.

3.2 The Company agrees that it shall be a condition of employment that any employee who, at the date of signing of this Agreement, was a member of the Union in good standing or who becomes a member after that date shall maintain such membership during the term of this Agreement.

Employees shall be deemed members of the Union in good standing so long as they continue to pay their regular monthly Union dues.



3.3 No employee shall be subject to any penalties against **their** application for membership or for reinstatement as a member in the Union except as may be provided in the Constitution and By-Laws of the Union and no coercion or intimidation of any kind shall be practiced to compel or influence an employee to join the Union nor shall any discrimination of any kind whatsoever be practiced or permitted with respect to employees who are or who become members of the Union.

### 3.4 **Union Orientation**

***New employees shall be allowed up to thirty (30) minutes off work with pay in order to meet with a Shop Steward for the purpose of familiarizing themselves with the general conditions and responsibilities with respect to the Collective Agreement and to the Union. This meeting shall take place during said employee's first week of active employment and at a time that is mutually agreeable between the Shop Steward and the Company.***

## Article 4 – Management

4.1 Subject only to the provisions of this Agreement, the Management and the operation of the business and the employment, direction, promotion, transfer, lay-off, and suspension, discharge, or other discipline of employees for just cause, including violations of Articles 5.9 and 5.10 of this Agreement, shall be vested solely in the Management of the Company.

4.2 It is agreed that copies of all disciplines will be **provided to the Steward and** forwarded to the full-time Union Representative on the date of issuance. Upon request employees shall be given access to their personnel file.

## Article 5 – Settlement of Grievances

- 5.1 Both the Company and the Union emphasize the desirability of a satisfactory grievance procedure, the purpose of which will be to settle grievances promptly. It is agreed that consultation at any step in the following procedure will take place quietly and speedily so that any possible cause of friction may be reduced to a minimum.
- 5.2 The Union agrees to appoint or elect and the Company to recognize Stewards to deal with matters affecting employees in their departments. They shall be regular employees of the Company. The Company shall be advised of the names of the Stewards.
- 5.3 The Union also agrees to appoint or elect a grievance committee, not to exceed three (3), all regular employees of the Company, to deal with questions which may not be decided in the first and second steps described in Article 5.4 below. The Company shall be advised of the names of employees on this committee. The grievance committee shall include the Chief Steward. Where the term “Chief Steward” is referred to throughout this Agreement, reference is to the individual employee of Cavendish Farms, Lethbridge Plant, appointed or elected to hold this position by employees covered by this Agreement.

If an employee is being interviewed about an accusation of wrongdoing, which may lead to discipline ***or is receiving discipline,*** a Steward ***or Union Representative shall be present.***

- 5.4 An alleged grievance shall be dealt with progressively in the following manner:

First: Between the aggrieved employee, or the Steward of the department, or both, and the foreperson of the department in which the employee works. If a department is not represented by a Department Steward, the Chief Steward may act in this capacity. Except by mutual agreement, if the Company does not

arrange to hold a meeting within five (5) working days following request for such meeting, the grievance may be dealt with at the following step, should either party so desire.

Second: Between the Steward or Stewards, not to exceed two (2), and the Department Manager. If requested, grievances at this stage shall be presented in writing and shall set out clearly the respects in which the Agreement is alleged to have been violated. Except by mutual agreement, if the Company does not arrange to hold a meeting within five (5) working days following request for such meeting, the grievance may be dealt with at the following step, should either party so desire.

Third: Between the grievance committee and the Plant Management. A full-time representative of the Union may be called in if desired by either party. Grievances presented at this stage shall be in writing. If it is alleged that the Agreement has been violated, the nature of the violation shall be clearly stated. Except by mutual agreement, if the Company does not arrange to hold a meeting within five (5) working days following request for such meeting, the grievance may be dealt with at the following step, should either party so desire.

The aggrieved employee may be present during the above three (3) steps, if so desired by the aggrieved employee or by either party.

The Company will pay those members of the grievance committee who are employed on the regular day shift at their applicable rates for time spent at meetings with Management Representatives when such meetings are held or commence during that regular shift. If the Company schedules such meetings with the grievance committee to commence at times other than during the regular day shift, all committee members shall be paid at their applicable rates.

- 5.5 If either the Company or the Union alleges violation of the Agreement through the action of the officials of either, the grievance may be dealt with through the grievance procedure, beginning with the second (2<sup>nd</sup>) step and discussions between the Company and the Union apart from the grievance procedure shall not preclude resort to the grievance procedure later, if so desired.
- 5.6 When a grievance which affects the rate of pay of an employee is settled and as a result of the settlement the employee receives an increase in **their** rate, the increase shall be paid retroactively to the date of the error or up to thirty (30) days prior to the date of the written grievance, whichever is the latest date, or as otherwise agreed. A request for a wage increase, if not answered within seventy-two (72) hours, may be treated as a grievance and handled progressively as set forth in Article 5.4 of this article.
- 5.7 If an employee with seniority is dismissed or suspended for any reason whatsoever, and feels that **they have** been unjustly dealt with, **the employee** shall promptly notify a member of the grievance committee who shall, if a grievance is to be filed, notify the Department Manager in writing within three (3) working days of receipt of notice of dismissal or suspension by the aggrieved employee stating the grounds of objection to the dismissal or suspension.

The dismissal or suspension shall then constitute a grievance and shall be dealt with according to the grievance procedure, beginning with the second (2<sup>nd</sup>) step of Article 5.4. If, subsequently, it is decided that the employee was unjustly dismissed or suspended, **they** shall be reinstated in **their** former position and shall be compensated for all time lost at **their** regular rate of pay or granted such lesser compensation as may be deemed fair in the circumstances. If lesser compensation is determined under arbitration, it shall require a unanimous decision.

The Company will notify the **full-time Union Representative** in writing within one (1) working day if an employee with seniority is

dismissed or suspended. Where notification of dismissal or suspension is not given within one (1) working day, and, if a grievance is to be filed, it may be submitted within five (5) working days of the receipt of the notice by the **full-time Union Representative** or **their** designated representative.

5.8 If an employee feels that **they are** suffering a grievance, **they** should report the grievance at once in the manner described in Article 5.4. Pending its investigation and settlement, **the employee** will perform faithfully duties given to **them** by the foreperson or any authorized officer of the Company.

#### 5.9 Slow-Downs or Interruptions of Production

It is agreed that the Union and its members individually and collectively will not, during the term of this Agreement, cause, permit, or take part in any slow-down or other curtailment or restriction of production or interference with work in or about the Company's plant or premises.

#### 5.10 Strikes or Lockouts during Life of Agreement

It is agreed that there shall be no strike by, or lockout of, employees affected by this Agreement during the life of this Agreement.

#### 5.11 Sunset Clause

***The record of any disciplinary action shall be removed from an employee's file after eighteen (18) months provided the employee has a clear disciplinary record during that period with the exception of any disciplinary action resulting from an unsafe act that resulted in personal injury to the employee, visitor, contractor, fellow employee, and/or property damage. In those cases, the disciplinary action shall be removed after the twenty-four (24) months provided the employee has a clear disciplinary record during that period.***

## Article 6 – Arbitration

- 6.1 If a settlement cannot be reached in the grievance procedure, the parties agree that any grievance which has been properly carried through the steps outlined in Article 5 may be referred to an Arbitrator at the written request of either party within twenty-one (21) working days of the outcome of the Third Step of the grievance procedure.
- 6.2 It is agreed that neither the Company nor the Union will prevent the other party from referring a grievance to arbitration to determine if the grievance is arbitrable. A question of arbitrability need not be raised during the grievance procedure. If an Arbitrator determines the grievance is arbitrable, the same Arbitrator shall then consider the grievance itself.
- 6.3 An Arbitrator will be chosen by the mutual agreement of the parties provided that if the parties fail to agree within ten (10) working days of the notification mentioned in Article 6.1 above, the Director of Mediation Services for Alberta may be asked to nominate a person to act as Arbitrator.
- 6.4 A decision of the Arbitrator, will be deemed to be final and binding on all parties concerned. In reaching a decision, the Arbitrator shall be governed by the provisions of this Agreement.
- 6.5 The Company and the Union agree to bear an equal share of expenses of the Arbitrator appointed.

## Article 7 – Wages

7.1 (a) Job rates will be as set out below:

***Effective March 1<sup>st</sup>, 2021 increase hourly rate for all classifications by three (3%) percent. This amount will be retro active to March 1, 2021.***

***Effective March 1<sup>st</sup>, 2022, increase hourly rate for all classifications by three (3%) percent. This amount will be retro active to March 1, 2022.***

***Effective March 1<sup>st</sup>, 2023, increase hourly rate for all classifications by three (3%) percent. This amount will be effective upon ratification.***

***Effective March 1<sup>st</sup>, 2024, increase hourly rate for all classifications by two and one quarter (2.25%) percent.***

***Effective March 1<sup>st</sup>, 2025, increase hourly rate for all classifications by two and one half (2.5%) percent.***

### \$0.15/hr Special Retention Bonus

All employees actively on payroll at the end of each quarter will receive an additional fifteen (\$0.15) cents per hour for all straight time hours worked.

This amount will be made payable to qualified employees in a lump sum (less statutory deductions) within thirty (30) days following the quarter end.

The Company reserves the right, at its discretion, to pay higher than any of the job rates set out above. Prior to doing so, the Company will inform the Chief Steward of the Company's decision.

	24 Mon	24 Mon	24 Mon	24 Mon	24 Mon
	2021	2022	2023	2024	2025
Utility Operator	\$24.03	\$24.75	\$25.49	\$26.07	\$26.72
Plant Sanitation	\$23.79	\$24.51	\$25.24	\$25.81	\$26.46
Mainline Fryer Operator	\$27.67	\$28.50	\$29.35	\$30.01	\$30.76
Packaging Operator	\$25.06	\$25.81	\$26.59	\$27.18	\$27.86
Plant General Labourer	\$20.36	\$20.97	\$21.60	\$22.09	\$22.64
Shift Electrician A	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Electronic Technician	\$41.43	\$42.67	\$43.95	\$44.94	\$46.06
Painter A/Facility person	\$40.01	\$41.21	\$42.44	\$43.40	\$44.48
Automated Tray Pack Electrician	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Automated Tray Pack Operator	\$25.06	\$25.81	\$26.59	\$27.18	\$27.86
Tray Pack Labourer	\$20.55	\$21.16	\$21.80	\$22.29	\$22.85
Electrician "A"	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Maintenance "A"	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Maintenance "B"	\$28.86	\$29.73	\$30.62	\$31.31	\$32.09
Relief Electrician	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Relief Mechanic	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Shift Mechanic "A"	\$40.38	\$41.59	\$42.83	\$43.80	\$44.89
Condition Inspector Mechanic	\$41.43	\$42.67	\$43.95	\$44.94	\$46.06
Condition Inspector - Electrical	\$41.43	\$42.67	\$43.95	\$44.94	\$46.06
Power House Operator Class 3	\$40.01	\$41.21	\$42.44	\$43.40	\$44.48
Power House Operator Class 4	\$34.31	\$35.34	\$36.40	\$37.22	\$38.15
Senior Powerhouse Operator Class 3	\$41.06	\$42.29	\$43.56	\$44.54	\$45.65
Senior Powerhouse Operation Class2	\$44.22	\$45.54	\$46.91	\$47.97	\$49.17
PLC Programmer	\$41.43	\$42.67	\$43.95	\$44.94	\$46.06
Lubrication Technician	\$28.86	\$29.73	\$30.62	\$31.31	\$32.09
Carpenter A/Facility Person	\$40.01	\$41.21	\$42.44	\$43.40	\$44.48
QA Technician	\$23.41	\$24.11	\$24.84	\$25.40	\$26.03
Tray Pack Forklift Operator	\$24.78	\$25.53	\$26.29	\$26.88	\$27.55
Case Erector Operator	\$23.79	\$24.51	\$25.24	\$25.81	\$26.46
ASRS Operator	\$26.64	\$27.43	\$28.26	\$28.89	\$29.62
Raw Operator	\$23.79	\$24.51	\$25.24	\$25.81	\$26.46
Coline Fryer Operator	\$26.64	\$27.43	\$28.26	\$28.89	\$29.62
Blade Sharpener	\$28.86	\$29.73	\$30.62	\$31.31	\$32.09
Case Opener	\$20.36	\$20.97	\$21.60	\$22.09	\$22.64
Receiver	\$24.19	\$24.92	\$25.67	\$26.25	\$26.90
Receiver /Grader	\$24.44	\$25.18	\$25.93	\$26.51	\$27.18
Cold Storage Forklift Operator	\$24.77	\$25.51	\$26.28	\$26.87	\$27.54
Frozen Sorter Operator	\$25.06	\$25.81	\$26.59	\$27.18	\$27.86
Janitor	\$22.00	\$22.66	\$23.34	\$23.87	\$24.46
Grader Room Operator	\$23.79	\$24.51	\$25.24	\$25.81	\$26.46
Process Operator	\$26.64	\$27.43	\$28.26	\$28.89	\$29.62
Relief Forklift	\$24.78	\$25.53	\$26.29	\$26.88	\$27.55
Water Treatment Operator	\$25.06	\$25.81	\$26.59	\$27.18	\$27.86
Dry Storage Forklift Operator	\$24.78	\$25.53	\$26.29	\$26.88	\$27.55



- (b) All employees on payroll on December 1<sup>st</sup>, 2013 and each following December 1<sup>st</sup> of this Agreement will be eligible for a Christmas Bonus of three hundred fifty (\$350.00) dollars, less governmental payroll deductions payable on the first pay period in the month of December.

## 7.2 Start Rate

Except as set out in Article 7.3 (a) below, the starting rate for new employees, except "A" or "B" tradesmen, will be eighty (80%) percent of the rate of the job or jobs that they perform. Automatic increases of five (5%) percent of the rate of the job or jobs that they perform will be granted on the completion of six (6), twelve (12), and eighteen (18) months of seniority. Upon completion of twenty-four (24) months of seniority, they will be paid at one hundred (100%) percent of the rate of the job or jobs that they perform.

## 7.3 (a) The apprentice rate will be paid as follows:

- After successful completion of the first (1<sup>st</sup>) year of apprenticing, an additional fifty (\$0.50) cents per hour;
- After successful completion of the second (2<sup>nd</sup>) year of apprenticing, an additional fifty (\$0.50) cents per hour;
- After successful completion of the third (3<sup>rd</sup>) year of apprenticing, an additional one (\$1.00) dollar per hour;
- After successful completion of the fourth (4<sup>th</sup>) year of apprenticing, individuals will be paid the Mechanic "A" rate.

## (b) Payroll

***The Company will make an adjustment and automatic payroll deposit within five (5) business days of an amount greater than one hundred (\$100.00) dollars. Less than one hundred (\$100.00) dollars the adjustment will be made on the next pay.***

#### 7.4 Temporary Transfers

When an employee is required temporarily to fill a higher rated job for a period of two (2) hours or longer, **they** shall receive the rate of the job to which **the employee** is transferred, but if required temporarily to fill a lower rated job, **the employee** shall receive **their** regular rate.

7.5 A group leader, designated by the Department Manager or **their** designated representative, shall be paid **two (\$2.00)** dollars per hour over **their** calculated job rate for the duration of the assignment. No group leader shall hire, layoff, suspend, discharge, exercise other discipline or, except on direction from a member of Management, transfer employees to other departments.

#### 7.6 Enhanced Lead Hand Duties

Any employee who is requested by Management to perform **Enhanced Lead Hand** duties shall be paid a premium of **three (\$3.00)** dollars per hour for all hours worked in that capacity. Prior to doing so, it will be mutually agreed between the Company and the Union as to what those duties will be. In the event that a bargaining unit employee is temporarily assigned to a salaried position, their duties for the day will be clearly outlined and if the employee has any concerns about their ability to perform any of those duties, they will be given clear direction on how to do them or exempted from having to.

It is agreed that all departments have a lead hand and alternate lead hand to do assigned duties in the lead hand absence.

#### 7.7 Company Cell Phone

Any employee required to carry a **Company cell phone** shall be paid a premium of four (4) hours at one and one half (1 1/2 X) times their regular hourly rate. In addition, when the employee is called in to work, they will receive a minimum call in of four (4) hours for any

work required in the Plant unless the hours worked exceeds four (4), in which case they will be paid for the hours worked.

- 7.8 The Company shall provide, on a quarterly basis to the Chief Shop Steward, a list of all employees, the rate they are being paid, and the job classification they are performing.

Also, the Company will provide copies of all job postings, ***list of names of applications for job postings***, work shut down schedules, and employee schedules to the Union through a central mailbox.

- 7.9 In response to the Union's concerns regarding discrepancies in the rates of pay being paid to individual employees, the Company agrees to the following:

- (a) Any signed agreements with respect to training rates, past and future will be provided to the ***full-time Union Representative***.
- (b) Any current arrangements regarding individual rates of pay will be explained to the ***full-time Union Representative***.

- 7.10 When a new job is created during the term of the Agreement, which requires different skills than existing classifications, the wage rate will be set by the Company after discussion with the Union. If the job rate is not acceptable by the Union the issue will be resolved at arbitration.

## Article 8 – Night and Weekend Premiums

- 8.1 Employees working on shifts beginning between 3:00 p.m. and 8:00 a.m. shall receive a premium of ***one (\$1.00) dollar*** per hour. This premium will not be considered as part of such employees' basic rates. This premium will only apply to those hours worked between 3:00 p.m. and 8:00 a.m.

8.2 All employees working on Sundays at regular rates shall receive a premium of one and one half (1 1/2 X) times their regular rates for all such hours worked on calendar Sundays. Such premium shall not be considered as part of said employees' basic rates.

8.3 When twelve (12) hour employees are working on the night shift, they **shall** receive a premium of **one (\$1.00) dollar** per hour for all hours worked. This premium will not be considered as part of such employees' basic rates.

***Shift start and end times may be adjusted by Management with agreement from Union to meet the needs of the business.***

8.4 Regular employees shall receive a premium of two (\$2.00) dollars per hour for hours worked at regular rates on Saturday shifts. Such premium shall not be considered as part of such employees' basic rates.

## Article 9 – Hours of Work and Overtime

9.1 The normal hours of work for an eight (8) hour employee shall not exceed eight (8) hours per day and forty (40) hours per week.

9.2 (a) Twelve (12) hour employees will be paid at one and one half (1 1/2 X) times their regular rates for hours worked in excess of twelve (12) hours per shift or in excess of eighty (80) hours in a two (2) week cycle.

Overtime shall be calculated and paid on the basis of extra hours worked per shift or in excess of thirty-six (36) hours one (1) week or forty-four (44) hours the next week, but not a combination of both.

***In cases of breakdown, employees will be paid for waiting time if instructed to stay but shall not receive less than the provision of this Article.***

- (b) The payment of overtime, holiday, or Sunday rates in Article 8 and/or Article 9 shall not be construed to require duplication of overtime, holiday, or Sunday pay involving the same hours of work. More particularly, it is understood that no unforeseen or unexpected costs above and beyond the actual premium rate provided for herein because of conflicting provisions elsewhere in the Collective Agreement, will be incurred to the Company.
- (c) The Company agrees that the classification seniority shall be the overriding factor for overtime except for shutdowns. Employee selection for shutdowns will be done by qualified seniority.

The Company shall, on a bi-weekly basis post a signup sheet for overtime. Overtime requirements will be determined by the Company. Employees will be called by seniority within the required classification. In the event a qualified employee within the classification is not available, the most senior qualified employee outside the classification may be called. If the employee does not answer the call, the Company shall move to the next qualified employee in the process detailed above. The Company will record the attempt to contact employee(s) on the signup sheet. If the Company fails to attempt contact with the senior employee as detailed above, **the employee** shall be paid for the missed overtime hours at the applicable rate of pay.

In the event no qualified employees volunteer for required hours, the least senior qualified employee may be required to work the overtime hours.

Employees are responsible for ensuring that the Company has their updated primary telephone number.

- 9.3 (a) The work week will commence at 7:00 **a.m.** on **Sunday** and conclude at 7:00 **a.m.** on the following **Sunday**.
- (b) Saturday shifts will commence at 7:00 **a.m.** on **Saturday** and conclude at 7:00 **a.m.** on **Sunday**.
- (c) Sunday shifts will commence at 7:00 **a.m.** on **Sunday** and conclude at 7:00 **a.m.** on **Monday**.
- 9.4 (a) Any eight (8) hour employee required to work outside of their normally scheduled hours shall receive one and one half (1 ½ X) times their regular rate of pay for those hours worked outside of their normal scheduled hours. The schedule may be altered from time to time to meet the needs of the business. However, the Company agrees that unless mutually agreed to, no eight (8) hour schedule shall be changed without twenty-four (24) hours notice. If a schedule is changed without such required notice, the employee will be paid the equivalent of the hours that were scheduled. The twenty-four (24) hours' notice will not apply to OCU or shutdowns.
- (b) ***Relief employees shall be considered eight (8) hour employees and compensated at least the equivalent of forty (40) hours per week when required to fill a twelve (12) hour shift position for less than a week. When a relief employee is assigned to work for a full week or more in full week increments, to cover the absence of another employee, they shall be paid as if they are a twelve (12) hour employee, and the forty (40) hour guarantee shall not apply.***
- 9.5 Any employee who, after leaving the Company's premises, is specially called in at any time outside **their** normal working hours, shall be through when the emergency is over, but shall, nevertheless, be paid for minimum of four (4) hours at **their** regular rate.

***Where deemed necessary by Management, an employee who is able to solve an emergency over the telephone will be paid one (1) hour at their regular rate.***

**9.6 *An employee may deposit the premium portion of overtime for call-in overtime only (i.e.: overtime above the scheduled four-hour per pay standard overtime) up to a maximum annual total equal to three (3) shifts into an overtime bank in any twelve (12) month period commencing December 1<sup>st</sup> of any year. The banked money will be paid out on two (2) weeks' notice. All unclaimed banked money will be paid out in the first (1<sup>st</sup>) pay period following November 30<sup>th</sup> of each year. There will be a form which the employee must sign to authorize the banking of any overtime. It is the employee's responsibility to request and authorize the banking before or on the day on which the overtime is earned.***

**9.7 Union Business**

**(a) *A Shop Steward shall be entitled to leave their work during their working schedule hours in order to carry out their specific functions under the Agreement including the investigation and the processing of grievances, attendance of meetings with Management, participation in negotiations, conciliation, mediation. Permission to leave work shall be first obtained from the respective Supervisor and the Union Representative shall identify who the meeting is with, location of meeting and approximate length of meeting. Such permission shall not be unreasonably withheld. All time spent in performing Union duties during scheduled working hours will be considered to be time worked.***

**(b) *The Union agrees that its officers, Stewards, and members shall not transact Union business during hours for which they are paid by the Company except with permission of the Company. No Steward may leave **their** department for such***

purpose without securing permission from **their Supervisor**. Permission will not be unreasonably withheld.

**(c) The Company agrees to supply the Union with suitable space to keep a filing cabinet which is accessible to recognized plant Union officials at all times.**

## 9.8 Statutory Holidays

The Company agrees to pay all employees for each of the following public holidays:

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

If any of these holidays fall on a Sunday, the Monday following shall be observed and where Monday is also a holiday, the Tuesday will be observed in lieu of Monday.

Public holiday pay shall be calculated on the basis of eight (8) hours at the employee's regular rate. To be eligible for public holiday pay, such employee must have worked a minimum of thirty (30) days during the three hundred sixty-five (365) calendar days immediately preceding each such public holiday and provided **the employee** reports for work and works as required the work day immediately preceding and immediately following the holiday.

Employees absent from work, who otherwise would be required to work on the work day immediately preceding or immediately following the holiday, shall not be entitled to pay for such holiday unless absent because of sickness. A doctor's note will be required.



Employees shall be paid at one and one half (1 1/2 X) times their regular rate for all work performed on paid public holidays in addition to any holiday pay set out above. Hours paid as public holiday pay in respect to public holidays not worked shall be considered as hours worked for the purpose of computing overtime.

The Company agrees to recognize and pay for any future public holidays that may be proclaimed in to law for the Province of Alberta.

The calendar day of observance of a public holiday for employees working twelve (12) hour shifts will be from 12:00 a.m. on the calendar day of the public holiday and for twenty-four (24) hours of the calendar day.

If the calendar day of observance of a public holiday falls on a non-scheduled day or an employee working scheduled twelve (12) hour shifts, the employee will receive an amount that is at least the average daily wage as defined average wage in five (5) out of the last nine (9) weeks.

If the calendar day of observance of a public holiday falls on a scheduled day for an employee working scheduled twelve (12) hour shifts, **the employee** will work and will be paid one and one half (1 1/2 X) times **their** regular rate for all hours worked on **their** calendar day of observance of the public holiday. In addition, **the employee** will receive an amount that is at least the average daily wage as defined as the average wage in five (5) out of the last nine (9) weeks.

When an employee receives **their** holiday pay which is an amount that is at least the average daily wage as defined as the average wage as defined above for a public holiday, such paid hours will not be considered as hours worked for the purpose of computing overtime.

## 9.9 Work Related Injury

An employee injured while working in the plant shall suffer no loss of earnings for the hours necessarily lost in **their** scheduled shift in which the accident occurs, if, as a result of such injury, **the employee** is sent home, or to the hospital, or for medical attention on instructions from the medical department, but if such is not possible, then by a Company representative.

Amounts received under Workers' Compensation shall be deducted from benefits due under this Article.

## 9.10 Bereavement Leave

***Where an employee is absent due to a death of a wife, husband, common-law spouse, same sex partner, daughter, son, step-children, step-parent, mother, father, sister, brother, mother-in-law, father-in-law, shall receive up to four (4) paid days off at their regular rate of pay.***

***Where an employee is absent from work due to the death of a sister-in-law, brother-in-law, grandmother, grandfather, spouses' grandmother, spouses' grandfather, legal guardians, they will receive up to three (3) paid days off at their regular rate of pay.***

## Article 10 – Rest Periods

10.1 The Company agrees to grant rest periods as follows:

- (a) For employees on eight (8) hour shifts, employees will receive one ten (10) minute rest period in the first half of their shift, one twenty (20) minute meal period, and one ten (10) minute rest period in the second half of their shift. A rest period of ten (10) minutes will be granted in overtime, provided the overtime shift exceeds two and one half (2 ½) hours after the return from the

second rest period. The Union agrees that rest periods are a privilege and must not be abused.

- (b) For employees on twelve (12) hour shifts, employees will receive one ten (10) minute rest period in the first half of their shift, one thirty (30) meal period, and one ten (10) minute rest period in the second half of their shift. A rest period of ten (10) minutes will be granted in overtime, provided the overtime shift exceeds two and one half (2 ½) hours after the return from the second rest period. The Union agrees that rest periods are a privilege and must not be abused.
- (c) Employees shall not be regularly required to work more than five (5) hours without a meal period except with their consent.

## Article 11 – Seniority

- 11.1 ***The seniority date will be the first date of employment. In the event that two (2) employees commence employment on the same day, the lower number of the last three (3) digits on the Social Insurance card will be placed on the seniority list first.***
- 11.2 (a) New employees shall be regarded as probationary employees and shall have no seniority until they have accumulated seven hundred twenty (720) hours of work. On completion of seven hundred twenty (720) hours of work, they shall become regular employees and shall be granted seniority based on accumulated service.
- (b) Where a prospective new maintenance employee does not meet all the requirements demanded of the position, and a longer probationary period than seven hundred twenty (720) hours is necessary, the Company will notify the prospective maintenance employee and the Union of the extended probation in writing, giving an explanation for its decision. An extension to the probationary period may not exceed an

additional three hundred sixty (360) hours. A probationary maintenance employee whose probationary period extends beyond three hundred sixty (360) hours in accordance with this Article will, notwithstanding ***their*** probationary status, be treated as a regular employee for the purpose of entitlement to benefits only.

### 11.3 (a) Order of Lay-Off

In case it becomes necessary to reduce the workforce for a period of three (3) days or more, the lay-off procedure will be as follows:

- (i) Probationary employees shall be laid off first provided that regular employees remaining can satisfactorily perform the required work.
- (ii) Next, regular employees will be laid off in order of seniority provided that employees who are remaining can satisfactorily perform the required work.
- (iii) For unforeseen emergency shutdowns of less than three (3) days, the Company, whenever possible, will endeavour to recognize seniority rights in the lay-off process.

### (b) Order of Recall

When increasing the workforce, recalls shall be in reverse order to lay-offs provided the employee next in line can satisfactorily perform the required work.

In urgent cases, however, where it is necessary to secure workers at notice of less than forty-eight (48) hours, the Company, if unable to make contact with the senior eligible employee, may recall the next most senior employee and so on down the list until the vacancy is filled.

11.4 The Union will be given notice of any regular employee laid off or recalled out of seniority.

11.5 Upon ratification of this Agreement and at quarterly intervals thereafter or as otherwise agreed, the Company shall publish and provide to the Union a seniority list showing the seniority of each regular employee. The names and service of probationary employees will be added to this list.

The Company shall also post a seniority list by classification, quarterly.

11.6 The seniority of an employee shall be considered broken, all rights forfeited and there shall be no obligation to rehire when **the employee**:

(a) Voluntarily leaves the service of the Company or is dismissed for cause.

(b) Fails to return to work when recalled or cannot be located after a reasonable effort on the part of the Company. A phone call or a personal contact shall constitute a reasonable effort on the part of the Company.

(c) Has been out of the Company's employ in excess of allowable breaks defined below:

<u>Length of Employee's Seniority</u>	<u>Allowable Break</u>
Over ninety (90) days to one (1) year	Time equivalent to one half (1/2) <b>their</b> length of seniority.
Over one (1) year	Time equivalent to length of seniority but not exceeding two (2) years.

An employee who returns to work within the time of an allowable break shall retain the seniority date that **they** had at the time of lay-off.

An employee with seniority, if laid off and later rehired within one (1) year, shall receive credit for **their** past seniority.

These allowable breaks may be extended by adding periods of absence resulting from sickness or personal injury certified by a physician up to two (2) years or by leave of absence granted by the Company up to one (1) year.

- 11.7 Persons whom the Company is training to fill technical, commercial, or supervisory positions may be employed or retained in employment in plant operations irrespective of the seniority provisions in this Article. The **full-time Union Representative** shall be advised of such trainees. Except by agreement with the Union, such appointments shall not exceed two (2) at any one time.
- 11.8 (a) All permanent job vacancies that occur in jobs which have a job rate which is higher than the rate of the job, "Plant Labour", will be posted in the plant for a period of five (5) working days. Employees, with seniority, will be considered for the vacancy provided that they inform the Human Resources Manager, in writing, of their desire to apply for the vacancy prior to the expiry of the posting.
- (b) The filling of permanent job vacancies will be based on seniority, merit, and ability. When merit and ability are sufficient to perform the job, seniority will be the determining factor.
- (c) **Employees with less than two (2) years seniority will be limited to be awarded a position a maximum of one (1) time per calendar year.**

***Employees with greater than two (2) years seniority*** will be limited to be awarded a position a maximum of two (2) times per ***calendar year***.

- (d) Employees, who post into a temporary vacancy, shall return to their previous position upon completion of the temporary assignment. The backfilling of those employees who post to temporary positions will be from the general labour pool, based on criteria defined in Article 11.08 (b). If no General Labourers apply, the Company will assign the junior General Labour. When the temporary assignment is completed, the employee will return to the General Labour classification.
- (e) The Company agrees that all vacant positions, which the Company intends to fill, will be filled in a timely fashion.

## 11.9 Shift Changes

An employee with more than one (1) year of seniority, who is on a shift other than a temporary basis, may request to change shifts with a more junior employee who is performing the same job on other than a temporary basis on another shift. Such change of shift will be made as soon as reasonably possible provided that the employee requesting the shift change has not had a change of shift under the provisions of this Article within the previous twelve (12) months.

## 11.10 Leave of Absence

Subject to the requirements of the business, leave of absence without pay up to one (1) year may be granted by the Company on the written request of the employee, provided that the reasons stated in the application, as well as the amount of notice, are sufficient. If the Company grants a leave of absence, it will be granted in writing, with a copy to the ***full-time Union Representative***. Seniority shall not accumulate while an employee is on leave of absence in excess of three (3) months.

Subject to the requirements of the business, the Company will grant a leave of absence to employees selected to attend Union business. Seniority shall accumulate on such occasions. All Union business shall be treated as time worked for all purposes under this Agreement and the Union will reimburse the Company for all lost earnings and benefits paid to the employee by the Company while the employee is on leave.

- 11.11 A regular employee shall accumulate seniority if **they are** absent from work due to sickness or accident up to the length of allowable break corresponding to seniority as set out in Article 11.6(c) of this Article.
- 11.12 It will be the responsibility of each employee to keep the Company advised at all times of **their** current address and telephone number, either temporary or permanent.
- 11.13 An employee leaving the bargaining unit for Management duties will have six (6) months to remain outside of the bargaining unit without losing seniority. After six (6) months, the employee shall lose all seniority accrued while in the bargaining unit, and all rights associated with seniority.

**11.14 Job Protected Leaves**

***The Company shall apply all statutory unpaid leave provisions as outlined under the Alberta Employment Standards Code. Information regarding statutory leaves is available online at: <https://www.alberta.ca/employment-standards.aspx>.***

***For ease of reference, as of the date of ratification of this Collective Agreement, current statutory leaves include:***

<b><u>Leave Type</u></b>	<b><u>Leave Duration</u></b>
<b><i>Compassionate care</i></b>	<b><i>Up to 27 weeks</i></b>
<b><i>Critical illness of a child</i></b>	<b><i>Up to 36 weeks</i></b>
<b><i>Critical illness of an adult</i></b>	<b><i>Up to 16 weeks</i></b>
<b><i>Disappearance of a child</i></b>	<b><i>Up to 52 weeks</i></b>



<b><i>Death of a child as a result of a crime</i></b>	<b><i>Up to 104 weeks</i></b>
<b><i>Reservist</i></b>	<b><i>Up to 20 days per year for annual training and as long as needed to accommodate international or domestic deployment</i></b>
<b><i>Citizenship ceremony</i></b>	<b><i>Half day once per lifetime</i></b>
<b><i>Domestic violence</i></b>	<b><i>Up to 10 days per year</i></b>

### **11.15 Court Duty**

***When a regular employee (one who has completed their probationary period) is summoned to jury service or is subpoenaed as witness, they will be paid their normal daily hours work multiplied by their regular hourly rate provided they turn over to the Company the amount received for each service.***

***The employee will be required to notify the Company immediately upon receiving notice of jury duty and to report for work on any day they are not required to serve as a juror.***

### **11.16 Perfect Attendance**

- (a) Any employee who has not missed a scheduled shift in the previous calendar year will have earned the right to be paid for one (1) shift [eight (8) or twelve (12) hours as the case may be] in the current year for any authorized absence.***
- (b) Vacation, jury duty leave, bereavement leave, absences for Union business as provided for under the Collective Agreement, or a shift lost from work for which an employee is paid under this provision will not be considered a scheduled shift lost from work for the purpose of calculating entitlement to an earned day.***

## **11.17 Personal and Family Responsibility Leave**

***An employee shall receive five (5) days of personal and family responsibility leave per calendar year: three (3) days of leave per calendar year paid at the employee's regular rate of pay and two (2) days of unpaid leave, for:***

- (a) The health of the employee, or;***
- (b) The employee to meet their family responsibilities in relation to a family member.***

***Such leave shall not be cumulative from year to year. Before taking a leave, the employee must give the Company as much notice as is reasonable and practicable in the circumstances.***

## **Article 12 – Vacations**

- 12.1 All permanent employees while remaining in the continuous regular employment of Cavendish Farms shall be entitled to annual vacation leave with pay at the regular rate. For vacation entitlement purposes, an employee entering the Company's service after the fifteenth (15<sup>th</sup>) of any month will be considered to have entered the following month. During the first two (2) years of employment, should an employee's service date be adjusted for any reason as prescribed elsewhere in the Collective Agreement, it will not adversely affect their vacation entitlement.

### **Month Entering Service**

January	ten (10) days
February	ten (10) days
March	ten (10) days
April	nine (9) days
May	eight (8) days
June	seven (7) days
July	six (6) days

August	five (5) days
September	four (4) days
October	three (3) days
November	two (2) days
December	one (1) day

In the first (1<sup>st</sup>) calendar year of an employee's service, the employee shall receive no annual vacation.

In the second (2<sup>nd</sup>) calendar year, the employee shall receive one (1) day's vacation for each month worked the previous year up to a maximum of ten (10) days. (See Scale)

In the third (3<sup>rd</sup>) calendar year and each subsequent calendar year, the employee shall receive two (2) weeks vacation.

In the sixth (6<sup>th</sup>) calendar year and each subsequent calendar year, the employee shall receive three (3) weeks vacation.

In the eleventh (11<sup>th</sup>) calendar year and each subsequent calendar year, the employee shall receive four (4) weeks vacation.

In the twenty-first (21<sup>st</sup>) calendar year and each subsequent calendar year, the employee shall receive five (5) weeks vacation.

***In addition to the above, upon reaching the years of service milestones listed below, employees shall be entitled to additional compensation as follows:***

<b>21 years</b>	<b>5 weeks' vacation (10% gross earnings)</b>
<b>26 years</b>	<b>5 weeks' vacation (11% gross earnings)</b>
<b>31 years</b>	<b>5 weeks' vacation (12% gross earnings)</b>

12.2 Vacation pay for each week of vacation shall be the normal weekly hours at the regular rate, provided that this amount shall be reduced by one fifty-second (1/52<sup>nd</sup>) for each week of absence excepting absences which are:

- (a) Due to sickness up to thirty (30) **consecutive** days annually or such longer periods as an employee may be entitled to receive sick pay under the Company's Sick Pay Plan, and
- (b) Up to one (1) year due to compensable accident.

12.3 Vacation pay for each week of vacation for employees shall be forty-two (42) hours at the employee's regular rate, provided that this amount shall be reduced by one fifty-second (1/52<sup>nd</sup>) for each week of absence excepting absences which are:

- (a) Due to sickness up to thirty (30) **consecutive** days annually or such longer periods as an employee may be entitled to receive sick pay under the Company's Sick Pay Plan, and
- (b) Up to one (1) year due to compensable accident.

Employees will be allowed forty-two (42) scheduled hours off for each week of vacation entitlement. When an employee takes a week off for vacation, **the employee** will be considered to have used either thirty-six (36) or forty-eight (48) hours of **their** total hours allowed off for vacation, determined by the number of scheduled hours that **they** had in the week of vacation taken.

12.4 The Company may schedule one (1), two (2) week shutdown each summer and a one (1) week shutdown during the Christmas period. Should business requirements necessitate a change in the schedule employees will be informed one (1) month in advance whenever possible. The final allocation of shutdown weeks shall be determined by Management. **Upon approval by the Company, employees may take their unpaid leave during capital shutdowns.**

12.5 All affected employees entitled to vacation and not required to work must take their vacation during this shutdown period. Employees required to work during the shutdown, or entitled to vacations in excess of the length of the shutdown, shall take their vacation at a time agreed upon between the employee and the Company. **Upon**

***approval by the Company, employees may take their unpaid leave during capital shutdowns.***

- 12.6 Vacations may be granted at any time subject to the demands of the business, but the Company will make a sincere effort to grant vacations at times requested by employees. Subject to the requirements of Article 12.5, employees will indicate their preference for their first two (2) weeks of vacation entitlement in order of seniority. Where there is a shutdown as in Article 12.5, those shutdown weeks will be considered to be the employees first two (2) weeks of vacation. Employees will then indicate their preference for any remaining weeks' entitlement in order of seniority.

A vacation entitlement schedule shall be posted for the current calendar year by January 15<sup>th</sup>.

***Upon approval by the Company, employees may take their unpaid leave during capital shutdowns.***

- 12.7 Every employee shall take ***their*** vacation in the vacation season in which ***they*** become eligible for it. Vacation periods shall not be accumulated from year to year. When an employee has submitted a vacation request prior to March 25<sup>th</sup> and approved by Management for vacation by April 1<sup>st</sup>, the vacation shall be considered "locked in" and is not to be changed without mutual agreement.

***Any vacation requests received after April 1st, will be considered on a first-come first-served basis and the Company will provide a response within fourteen (14) days.***

- 12.8 If a paid public holiday falls within the employee's vacation period, the Company will, at its option, either allow the employee concerned a compensatory day's holiday with pay or make payment as provided in Article 9.9.

Vacation pay for each week of vacation for employees shall be forty-two (42) hours at the employee's regular rate, provided that this

amount shall be reduced by one fifty-second (1/52<sup>nd</sup>) for each week of absence excepting absences which are:

- (a) Due to sickness up to thirty (30) days annually or such longer periods as an employee may be entitled to receive sick pay under the Company's Sick Pay Plan, and
- (b) Up to one (1) year due to compensable accident.

Employees will be allowed forty-two (42) scheduled hours off for each week of vacation entitlement. When an employee takes a week off for vacation, **they employee** will be considered to have used either thirty-six (36) or forty-eight (48) hours of **their** total hours allowed off for vacation, determined by the number of scheduled hours that **they** had in the week of vacation taken.

## **12.9** Vacation on Termination

- (a) Employees with less than five (5) years' seniority who leave the service of the Company will receive any unexercised vacation credit in accordance with the regulations of the Province of Alberta.
- (b) Employees who are entitled to vacations in excess of those provided by the regulations of the Province will receive:
  - (i) Vacation with pay for which they were eligible at January 1<sup>st</sup>, last preceding.
  - (ii) One fifty-second (1/52<sup>nd</sup>) of the vacation scale applicable in each case at the time of separation for each week of service computed back to January 1<sup>st</sup>.

## Article 13 – Safety and Health

13.1 The Company shall make reasonable provision for the safety and health of employees during working hours. Protective devices on machinery and other devices deemed necessary properly to protect employees from injury shall be provided by the Company.

The Company agrees to post all Company sponsored Health and Safety programs and training courses so that all employees have an option of attending. Those employees who are required by the Company to attend said courses, will be paid to do so.

The Company will provide at no cost to employees all WHIMIS/HACCP required personal protective equipment (i.e. wetsuits). In order to receive a replacement item, the employee must return the worn item and Management must give approval that the item requires a replacement.

### 13.2 **Joint Health and Safety Committee**

***A Joint Safety Committee will be established, comprised of six (6) employees named in writing by the Union, and six (6) members of Management, 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.***

***The functions of the Committee will be to inspect the plant site quarterly 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.***

***These committees have many duties including the following:***

- ***to consider and expeditiously address health and safety complaints;***
- ***to participate in all of the inquiries, investigations, studies and inspections pertaining to employee health and safety including work refusals;***
- ***to participate in the implementation and monitoring of a program for the provision of personal protective equipment, clothing, devices, or materials, and, if there is no policy committee, participate in the development of the program;***
- ***to participate in the implementation of changes that may affect Occupational Health and Safety, including work processes and procedures, and, if there is no policy committee, participate in the planning of the implementation of those changes;***
- ***to inspect all the workplace quarterly, so that every part of the workplace is inspected at least four (4) times a year;***
- ***to be involved in the creation/update/review of any hazard assessment;***
- ***to be notified of and to participate when governmental or safety organizations (OH&S, AHS, etc.) is conducting a tour, inspection or is attending the plant.***
- ***to attend the JHSC course at the time of joining and other recommended courses annually.***

***The Union Representative will be invited to attend and all Joint Health and Safety Committee meetings.***

***The Union will be provided copies of all documents that are requested or ordered to provide by any governmental health or safety organization.***

All employees shall be paid their applicable rate when attending safety meetings.



### 13.3 **1. Commitment**

***The Company is committed to:***

- ***providing a work environment that is safe, respectful and free from workplace violence, harassment, and discrimination; and***
- ***preventing, identifying and correcting conduct that would result or has resulted in workplace violence, harassment, or discrimination;***
- ***and believes that the physical and mental health, well-being and safety of employees are key aspects of organizational success and sustainability.***

### **2. No Reprisals**

***This Policy prohibits reprisals against individuals, acting in good faith, who report or provide information about incidents of discrimination, workplace violence or harassment.***

***The Company will take reasonable and practical measures to prevent and respond to reprisals.***

***For the purposes of this Policy, reprisal includes:***

- ***any act of retaliation that occurs because a person has complained of or provided information about an incident of discrimination, workplace violence or harassment;***
- ***intentionally pressuring a person to ignore or not report an incident of discrimination, workplace violence or harassment; and***
- ***intentionally pressuring a person to lie or provide less than full cooperation with an investigation of a complaint or incident of discrimination, workplace violence or harassment.***

***3. The Company recognizes the vital role that employees play in the success of the business. The Company agrees that all***

**employees should be treated with fairness, dignity, and respect in all circumstances.**

**13.4 Employees who require prescription safety glasses or custom fitted ear plugs will be allowed two hundred (\$200.00) every twenty-four (24) Months.**

Article 14 – Employee Benefits

14.1 Sick Pay Plan

Employees will be enrolled in the Sick Pay Plan as a condition of employment effective the first of the month coincident with or next following the completion of **ninety (90) days** seniority.

**The Company will remove the age of termination on all sick plan benefits.**

Sick Pay will be paid in the following amounts, subject to a three (3) day waiting period for eight (8) hour employees:

The scale for duration of payments is as follows:

6 months to 18 months' seniority.....	4 weeks
18 months to 5 years' seniority.....	16 weeks
5 years to 7 years' seniority.....	26 weeks
7 years to 10 years' seniority.....	34 weeks
10 years' seniority and over.....	52 weeks

The three (3) day waiting period will be waived in respect to an employee who is hospitalized during the waiting period, due to an illness or accident.

The required premiums will be one hundred (100%) percent paid by the employees and will be deducted from their pay each month.

Employees will not be eligible for benefits under the Company Sick Pay Plan for any period for which they are entitled to receive Employment Insurance Sickness Benefits.

The Company will improve the benefit to sixty-five (65%) percent with premium costs paid by employees effective April 1<sup>st</sup>, 2008.

Under the Sick Pay Plan the three (3) day waiting period will be applied as a waiting period of twenty-four (24) scheduled hours.

Sick Pay will be paid on the basis of (the weekly amount of Sick Pay for which the employee is eligible, divided by forty-two (42)) times (the number of hours for which the employee is eligible to be paid Sick Pay, to a maximum of eighty-four (84) hours in a two (2) week cycle).

## 14.2 Dental Plan

The Dental Plan will have the following provisions:

(a) The following services will be covered:

- Examinations
- Consultations
- Specific diagnostic procedures
- X-rays
- Preventative services such as scaling and polishing and fluoride treatments
- Routine fillings
- Extractions
- Anaesthesia
- Periodontal treatments
- Endodontic treatments
- Surgical services
- Dentures, denture relining and/or rebasing, repairs, and adjustments
- Crowns, inlays, and onlays
- Fixed bridgework

- ***Orthodontics will be added to the services that will be covered (\$2000.00 lifetime per person)***
- (b) The Plan will reimburse the employee for one hundred (100%) percent of billed expenses for both basic and restorative work with a maximum annual payment of ***two thousand (\$2000.00)*** dollars to each employee or dependent.
- (c) Where claim charges are estimated to exceed three hundred (\$300.00) dollars for any employee or dependent, a treatment plan will be submitted to the insurance company before treatment commences.
- (d) Covered dental expenses do not include and no payment will be made for:
  - Services not included in the above
  - Services provided under any government plans or Workers' Compensation
  - Services covered under any other insurance
  - Cosmetic treatment
  - Charges for broken appointments
  - Dentures replacing an existing appliance which is less than three (3) years old or which can be made serviceable
  - Dentures within three (3) years from the date that dentures were provided under this Plan
  - Theft or loss of dentures
- (e) Employees will become eligible for coverage under the Dental Plan effective the first (1<sup>st</sup>) day of the month coincident with or next following the completion of six (6) months' seniority.
- (f) The required premiums will be paid by the Company.
- (g) The above description of benefits is subject to the policy issued to the Company by the insurance company.

- 14.3 In lieu of the Alberta Health Care Premium, the Company agrees to provide a Health Spending Account in the amount of ***six hundred (\$600.00) dollars effective Jan 1, 2023.***

The parties recognize that, should the Company be required to reinstate the Alberta Health Care Premium (or whatever it might be called at that time), then this Article will no longer apply.

#### 14.4 Life Insurance

The Company will provide a Life Insurance Plan for full-time employees in the amount of thirty thousand (\$30,000) dollars.

Employees will become eligible for coverage under the Life Insurance Plan effective the first (1<sup>st</sup>) day of the month coincident with or next following the completion of three (3) months' service.

The required premiums will be paid by the Company.

#### 14.5 Optional Life Insurance

Employees may purchase optional life insurance in units of ten thousand (\$10,000.00) dollars up to a maximum of two hundred thousand (\$200,000.00) dollars (available January, 2008).

Premiums are set by the plan provided and are subject to change on an annual basis.

Employees may purchase insurance on the life of your spouse in units of ten thousand (\$10,000.00) dollars up to a maximum of two hundred thousand (\$200,000.00) dollars.

Medical information will be required for this insurance and all terms are subject to the plan document as administered by Great West Life, which may be altered on occasion by the administrator.

#### 14.6 Vision Care

**Vision Care** Coverage will be **three hundred (\$300.00)** dollars every two (2) years. Coverage for eye exams will be **one hundred (\$100.00)** dollars every two (2) years.

#### 14.7 Doctors' Notes

When requested by the Company, doctors' notes will be paid for by the Company.

#### 14.8 Survivor Benefits

The survivor benefit for health and dental will be improved to three (3) months following the date of death.

#### 14.9 Oral Contraceptives

Oral contraceptives will be added to the current drug plan and reimbursement will be at eighty-five (85%) percent and will be included in the yearly drug plan maximum. This will be subject to the dispensing fee cap.

Only oral contraceptives will be covered which must legally require a prescription.

#### 14.10 Pharmacist Prescription

With no change to current drug coverage, drugs that legally require a prescription, which are prescribed by a licensed pharmacist, will be covered by the current drug plan.

#### 14.11 Orthotics Benefit

The Company will reimburse employees for one (1) pair of orthotics every thirty-six (36) months to a maximum of two hundred (\$200.00) dollars. The orthotics must be custom made and prescribed.

#### 14.12 Massage Benefit

The Company will reimburse employees to a maximum of two hundred twenty (\$220.00) dollars per year, paid at one hundred (100%) percent coverage. A prescription or physician's referral is not required.

#### 14.13 Chiropractor Benefit

The Company will reimburse employees to a maximum of two hundred twenty (\$220.00) dollars per year, paid at one hundred (100%) percent coverage. A prescription or physician's referral is not required.

#### 14.14 Note

Changes to benefit plans for inactive employees will take effect upon return to full active employment.

14.15 The Company will provide to all employees and all new employees after probation, access to an electronic comprehensive benefit booklet outlining all Company benefit premiums if applicable and allowable reimbursement.

### Article 15 – Tool Allowance

15.1 ***Ticketed Tradesperson***, Packaging, and Fryer Operators shall, upon presentation of required tools broken on the job and worn out required tools, receive replacement tools. Such replacements shall be limited to those specified by the Company as being required and shall in addition be limited to a maximum replacement cost of ***two hundred (\$200.00)*** dollars per contract year per affected employee.

This allowance may also be used for the purchase of new tools required by the Company to maintain new equipment or to employ new techniques.

A new ***Ticketed Tradesperson***, Packaging, or Fryer Operator shall not be eligible for tool allowance until ***the employee*** has one (1) year's Company service as a Mechanic or Operator. ***The employee*** shall then be eligible for one twelfth (1/12<sup>th</sup>) of the previous contract year's allowance of ***two hundred (\$200.00)*** dollars for each month of that contract year following the month of ***their*** employment as a ***Ticketed Tradesperson***, Packaging, or Fryer Operator with the Company. Thereafter, ***the employee*** shall be eligible for the full allowance as of each February 28<sup>th</sup>.

Any unused portion of this allowance remaining at the end of a contract year, but not exceeding ***two hundred (\$200.00)*** dollars, will be carried over only into the following contract year.

## Article 16 – Work Clothing

### 16.1 Clothing

Launderable outer work clothing specified by the Company as required for the employee's work will be provided by the Company. Aprons and rubber gloves where specified as required by the Company will, when worn out on the job, be replaced at no cost to the employee.

Employees with more than six (6) months' seniority, who purchase a quilted vest or liner through the Company for use on the job, shall receive an allowance of up to sixteen (\$16.00) dollars towards such purchase. Employees with less than six (6) months' seniority who so purchase such clothing shall be reimbursed up to sixteen (\$16.00) dollars towards such purchase on attainment of six (6) months' seniority. For a subsequent purchase, employees will again become eligible for this allowance three (3) years from the date of their previous purchase under this provision. Laundering of such clothing shall be the responsibility of the employee.



## 16.2 Safety Footwear

Employees with more than six (6) months' seniority who purchase C.S.A. approved safety footwear for use on the job shall be reimbursed up to **two hundred (\$200.00) dollars per calendar year** towards such purchase. Employees with less than six (6) months' seniority who purchase C.S.A. approved safety footwear for use on the job shall be reimbursed up to **two hundred (\$200.00) dollars per calendar year** towards such purchase on attainment of six (6) months' seniority. There shall be a maximum of two (2) pairs per calendar year that will be subject to reimbursement.

16.3 The Company will provide rubber boots to employees who require them at no cost.

## 16.4 Gloves and Outerwear

The Company shall supply gloves and **cold weather wear to employees who are assigned to work in cold environments** at no cost to the employee.

## Article 17 – Government Regulations

17.1 It is mutually agreed that no demand shall be made by either party to this Agreement upon the other party, which in any way contravenes laws, orders, or regulations issued by, or under the authority of the Government of Canada or of the Province of Alberta, or such agency as may be deputed by either of such Governments, from time to time in regard to wages, bonuses, hours, HACCP requirements, conditions of labour, or other related matters.

## Article 18 – Plant Closing

18.1 If the plant is permanently closed, a separation allowance will be paid to employees subject to the following:

- (a) They have one (1) or more years of seniority as of their date of lay-off.
- (b) They are actively at work with the Company and accumulating seniority or have been laid off within the thirty (30) day period preceding the date that the closing is announced. An employee on a leave of absence which was granted by the Company under Article 11.10 and employees who are not actively at work with the Company but are absent from work and receiving weekly Workers' Compensation or Sick Pay payments, will also be eligible.
- (c) The closing is not brought about by war, strike, walkout, work stoppage, slow-down, or other cessation of work, fire, government action, or Act of God.
- (d) In order to qualify for separation allowance, employees must continue to work in a satisfactory manner as long as required.
- (e) Eligible employees will receive a separation allowance based on their completed full years of seniority as of their date of lay-off as set out in the following table:

Completed Full Years of Seniority	Amount (\$)
1	370
2	490
3	635
4	800
5	1000
6	1200
7	1410
8	1625
9	1840
10	2060
11 to 20	The ten year allowance plus \$325.00 for

	each completed full year of seniority over 10
21 and over	The twenty year allowance plus \$415.00 for each completed full year of seniority over 20

In addition, employees whose combined full years of age and seniority as of their date of lay-off total sixty-five (65), will be entitled to a supplement of two thousand five hundred (\$2,500.00) dollars plus an additional one hundred twenty-five (\$125.00) dollars for each year that the combined total exceeds sixty-five (65).

- 18.2 When employees are paid separation allowance under the provisions of this Article, their seniority and employment relationship with the Company is terminated and they shall have no further rights under this Agreement or under any other Agreement between the signing parties.
- 18.3 If an employee is eligible to be paid separation allowance under the provisions of this Article, **they** will continue to have coverage in the Group Life Insurance, Dental, and Extended Health Care plans for a period of six (6) months following the month in which the employee is laid off. Such coverage will continue on the same basis as existed at the time that the employee was laid off.

Article 19 – Duration

- 19.1 This Agreement shall remain in full force and effect from March 1<sup>st</sup>, **2021** to February 28<sup>th</sup>, **2026**, and shall thereafter automatically renew itself from year to year unless a notice of termination or of amendment is given by either party to the other in writing at least sixty (60) days before the termination date or any subsequent anniversary of such termination date. If such is given, this Agreement shall remain in force during the period of negotiations.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, **2023**.

For Cavendish Farms,  
A Division of Cavendish Farms  
**Corporation**, Lethbridge, Alberta

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

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Management Committee:

Steven Price  
Amar Razzak  
**Stephanie Forsythe**  
**Ryan Lawlor**  
**Lee Gleim**

Bargaining Committee:

David Ell  
Troy Araki  
Keith Gettman  
**Mike Joslin**  
**Jesus Amaya**  
**Cameron Howey**  
**Devin Yeager**

This Agreement was ratified on **December 7, 2022**.