

**2023 Negotiations**  
**Company Proposals**



RAHR MALTING CO.



<b>CP #</b>	<b>Article</b>	<b>Article Description</b>
1	5	Hiring and Probation
2	5	Hiring and Probation
3	27	No Strike No Lockout No Limitation of Production
4	29	Duration, Termination
5	Appendix A	Shift Pattern
6	14	Wages
7	Negotiations	Add, Amend and withdraw proposals

CP's	Article Number	Language
Article		
CP 1	5.02	<p data-bbox="573 275 1279 310">Amend the current language to read the following:</p> <p data-bbox="573 348 1414 785">Probationers shall become members of the Union and pay Union dues after they work <del>three (3)</del> <b>six (6)</b> consecutive calendar months, at which time they become eligible for all the normal benefits given to employees having seniority, including enrollment in the group insurance and pension plans. However, <del>the probationary</del> <b>an evaluation period</b> will continue until the completion of <del>six (6)</del> <b>nine (9)</b> consecutive calendar months worked within any twelve (12) month period. During this <del>probationary</del> <b>evaluation</b> period, the Company may terminate the employment relationship without the termination being subject to the grievance and arbitration procedure.</p>
Monetary o		Non-Monetary o

CP's	Article Number	Language
Article		
CP 2	5.02	<p data-bbox="570 275 1276 310">Amend the current language to read the following:</p> <p data-bbox="570 394 1414 1115">           Probationers shall become members of the Union and pay Union dues after they work three (3) consecutive calendar months, at which time they become eligible for all the normal benefits given to employees having seniority, including enrollment in the group insurance and pension plans. However, the probationary period will continue until the completion of six (6) consecutive calendar months worked within any twelve (12) month period. During this probationary period, the Company may terminate the employment relationship <b>in which case, the Company's decision to terminate shall be the final resolution of any dispute with respect to the termination and without the termination being subject to the grievance and arbitration procedure under Article 26 shall not apply be available.</b> </p> <p data-bbox="570 1373 1219 1409">The Company's decision resolves the dispute.</p>
Monetary o		Non-Monetary o

CP's	Article Number	Language
Article		
CP 3	27.02	<p data-bbox="565 275 1276 306">Amend the current language to read the following:</p> <p data-bbox="565 426 1417 680">In the event that a breach of this no-strike article occurs, the officers of the Local Union will promptly make earnest efforts to bring about a prompt termination of the strike and will continue such efforts until the employees return to work. If the officers of the Local Union make every possible effort, the Local Union shall not be responsible <del>in</del> <b>for</b> damages <del>for</del> <b>caused to the Company by</b> the strike.</p>
Monetary 0		Non-Monetary 0

CP's	Article Number	Language
Article		
CP 4		<p data-bbox="565 275 1274 310">Amend the current language to read the following:</p> <p data-bbox="310 422 391 457">29.01</p> <p data-bbox="565 422 1377 573">This Collective Agreement shall be in full force and effect from June 1<sup>st</sup>, <del>2020</del><b>2023</b>, to May 31<sup>st</sup>, <del>2023</del><b>2026</b>, and cancels and replaces all previous contracts and agreements.</p> <p data-bbox="310 604 391 640">29.02</p> <p data-bbox="565 604 1419 829">Between sixty (60) and one hundred twenty (120) days prior to May 31<sup>st</sup>, <del>2023</del>, <b>2026</b>, or the May 31<sup>st</sup> in any renewal terms created by operation of Article 29.04, either party to this Collective Agreement may serve on the other party, notice in writing to commence collective bargaining for the purpose of entering into a new Collective Agreement.</p> <p data-bbox="310 898 391 934">29.03</p> <p data-bbox="565 898 1409 1123">When notice to commence collective bargaining has been served pursuant to Article 29.02, 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.</p> <p data-bbox="310 1192 391 1228">29.04</p> <p data-bbox="565 1192 1403 1486">If no notice in writing is served in accordance with Article 29.02, the Collective Agreement will be automatically renewed for a further one (1) year term. The provisions in Articles 29.02, 29.03, and 29.04 will apply to any further renewal term or terms, such that the Collective Agreement will continue to be renewed for further one (1) year terms if no notice to bargain is given in accordance with Article 29.02.</p> <p data-bbox="565 1560 1365 1596">Signed this _____ day of _____ <del>2020</del><b>2023</b>.</p> <p data-bbox="829 1669 1159 1705">Update with new dates</p>
Monetary o		Non-Monetary o

CP's	Article Number	Language
Article		
CP 5	Include with Appendix A	<p>Amend the current language to read the following:</p> <p>APPENDIX A CONTINUED Subject to Articles 11.01,11.02 and 11.04</p> <p>This schedule shall apply to the employees of Rahr Malting Canada Ltd. working at Alix, AB, on the shifts identified.</p> <p>Hours of work in each work day shall be 10 hours for all Maintenance employees and non-production Operators (I and II)</p> <p>Hours of work in each work day shall be 12 hours for all production Operators (I and II)</p> <p>Shift start times are 6:00 a.m. for days (denoted "D" in the schedule)</p> <p>Shift start times are 6:00 p.m. for nights (denoted "N" in the schedule)</p> <p>The Schedule is for a four week (28 day) period. Hours shall be averaged across the period. All hours in excess of 40 hours per week (averaged across the four week shall be paid at overtime of 1.5x regular wages.</p> <p>Days of rest are denoted by blank (unfilled) boxes in the schedule.</p> <p>Where one or more general holidays occur in a week, the weekly standard hours shall be reduced by:</p> <p>(a) 12 hours for each holiday for all production Operators (I and II);</p> <p>(b) 10 hours for each holiday for all Maintenance employees and non-production Operators (I and II);</p> <p>The maximum number of hours of work shall not exceed 192 hours in the four week scheduled period.</p> <p>The method of calculating general holiday pay is as stated in Article 13.</p> <p>The work schedule takes effect on ratification of the Collective Agreement and shall expire when the Collective Agreement is no longer in effect.</p>
Monetary o		Non-Monetary o

CP's	Article Number	Language
Article		
CP 6	Article 14	<b>The company proposes an industry competitive wage rate. Wage schedule to be discussed</b>
Monetary 0		Non-Monetary 0



CP's	Article Number	Language
Article		
CP 7		<p>The company reserves the right to add to, amend or withdraw proposals during the course of bargaining.</p>
Monetary 0		Non-Monetary 0