

MEMORANDUM OF AGREEMENT

IN THE MATTER OF A COLLECTIVE AGREEMENT

BETWEEN: **Sobeys Capital Incorporated.**

AND: **United Food Commercial Workers Local 401**

The following items have been tentatively agreed between the parties and are subject to ratification by the respective principals of the parties.

The Employer Package Offer is a complete offer and made without prejudice to the application, administration or interpretation of the Collective Agreement. This offer in addition to the Items Agreed as of September 16, 2026, comprise the Employer's proposed renewal of the Collective Agreements. Any Employer proposal not included is deemed withdrawn, any Union proposal not included is declined.

The Employer reserves the right to modify or amend this package offer should it not be ratified for all three Alberta Province Wide Agreement.

UP3 Where to Add Land Acknowledged to Retail, SM, NM:

Agreed to November 17, 2025

After table of contents, before preamble.

UP3 ADD New Language Retail, SM, NM:

Agreed to November 18, 2025

Land Acknowledgement

The people represented in this agreement live across land and waterways that are guided by Treaty 6, 7, and 8. The Cree (Nehiyaw), Saulteaux, Blackfoot Confederacy (Niitsitapi including the *Siksika, Kainai, Piikani*), Îyârhe Nakoda, Dëne Sųliné, Dane-zaa, Dene Tha', Nakota Sioux, Métis Nations and Métis Settlements have been, and continue to be, guiding all the people who live here on how to connect respectfully with the land, its natural abundance, ceremony, culture, and relationships of all peoples.

The enduring presence and leadership of these Nations and their peoples remind us of the responsibility as Treaty People.

CP4-a/CP29/UP17-3/CP33/CP37/CP60/UP17 – Package

Agreed to September 15, 2026

Amend to read as follows in Retail:

4.1 Basic Work Week

(d) A maximum of one (1) First Assistant Manager, one (1) Second Assistant Manager and one (1) Management Trainee may be designated by the Employer in all stores. These designated positions will not be subject to hours claimed. Employees designated as a Management Trainee will be classified as a full-time General Clerk.

It is agreed that the employees in an acting capacity are to be included in the limitations.

Notwithstanding any provision in Article 11 of the Collective Agreement, including those provisions relating to promotions to full-time, layoffs and restrictions to part-time, the Employer may designate the individuals who will occupy the following classifications:

First Assistant Manager
Second Assistant Manager
Produce Manager
Bakery Manager
Meat Manager
Deli Manager
Management Trainee
Floral Operator
Coffee Bar Operator
Head Cashier

Notwithstanding Article 11.3 of the Collective Agreement, the Employer may designate the individuals who will occupy the following classifications:

~~Management Trainee~~
Assistant Produce Manager
Assistant Bakery Manager
Assistant Meat Manager
Assistant Deli Manager
Fish Department Manager

Chinese Kitchen Manager
~~Coffee Bar Operator~~
~~Head Cashier~~
Head File Maintenance
~~Floral Operator~~
Variety Operator
Non Retail Pharmacy Assistant Supervisor

Each store will have only one of each of these classifications. It is agreed that the employees in an acting capacity are to be included in the limitations.

Employees who were appointed to these classifications after June 10th, 2011 and are demoted or voluntarily step down will be placed in the store and classifications that they were promoted from at the rate corresponding to their career hours. In the case of First Assistant Managers, Second Assistant Managers and Management Trainees, the above will apply to those who were appointed to these classifications after February 26th, 2008.

In the event that an employee was hired into one of these classifications, they will be placed in a store and classification at the discretion of the Employer at a rate corresponding to their career hours on the applicable scale.

Amend to read as follows in SM:

5.4 Additional Compensation

Notwithstanding Article 11.3 of the Collective Agreement, the Employer may designate the individuals who will occupy the following classifications:

Meat Manager
Assistant Meat Manager
Deli Manager
Assistant Deli Manager
Fish Department Manager
Chinese Kitchen Manager
Each store will have only one of each of these classifications.

The foregoing positions are full time jobs with the exception of the Chinese Kitchen Manager which may be part time.

Employees who were appointed to these classifications after June 10th, 2011 and are demoted or voluntarily step down will be placed in the store and classification that they were promoted from at the rate corresponding to their career hours.

In the event that an employee was hired into one of these classifications, they will be placed in a store and classification at the discretion of the Employer at a rate corresponding to their career hours on the applicable scale.

CP14

Agreed to May 21, 2026

Article 5 Retail, Article 7 NM, Article 5 SM

Amend to read as follows:

Retail

Credit for Previous Experience

5.4 (a) New Pharmacy Assistants, Registered Pharmacy Technicians, Bakers, and Cake Decorators will be classified according to previous comparable experience. New employees hired into other classifications will be classified according to previous comparable Safeway experience. New employees having previous comparable experience may be paid at a lower scale of wages than their claimed experience calls for, but not less than the minimum rate established by this Contract, for a probationary period as defined in Article 4.7 from the date of employment; provided that, if the employees' services are retained and their experience is accepted as comparable, then after the probationary period they shall receive any difference between the probationary rate paid and the rate for which their experience qualifies them. It is further understood that the rate paid retroactively shall not apply for the first ten (10) working days. New employees shall receive written notification showing any credit granted for previous experience.

Credit for previous experience shall not be recognized by the Employer if the employee has been out of the industry for five (5) years, unless the Employer agrees to do so.

Any employee who has accepted a buyout under a **any** previous Safeway Collective Agreement will not be eligible for credit for previous Safeway experience if rehired at a later date.

Northern Meats

Credit for Previous Comparable Experience

7.7 New employees will be classified according to previous comparable experience. New employees, having previous comparable experience, may be paid a lower scale of wages than their experience calls for, but not less than the minimum rate established by this Agreement for a period not to exceed thirty (30) days from the date of employment. This thirty (30) day period may be extended by mutual agreement between the Union and the Employer for the purpose of enabling an employee, or the Employer, to obtain confirmation of claimed previous experience.

Providing the employee's services are retained, then after a thirty (30) day period, or such extended period as mutually agreed upon, they shall receive any difference between their rate of pay, and the rate for which their experience qualifies them. It is further understood that the rate paid retroactively shall not apply to the first two (2) calendar weeks.

New employees shall receive written notification advising them of the requirements to qualify for previous experience credit. Once per month, the Employer will provide to the Union a list that includes the names of employees who have been granted credit for previous experience and their wage rate. The Union shall have thirty (30) days from receipt of such notice to challenge the amount of credit given or not given. No consideration shall be given to any disagreement pertaining to the credit for previous experience if presented later than fifteen (15) days following completion of the employee's probationary period, unless extended by mutual agreement between the Union and the Employer, provided the Employer has:

~~1.~~ **(a)** Provided the employee with a new employee letter provided for in Article 3.2 of this Agreement not later than two (2) weeks from the date of employment.

~~2.~~ **(b)** Provided the employee with a written notification advising them of the requirements to qualify for previous experience credit.

~~3.~~ **(c)** Provided the Union with a list that includes the names of employees who have been granted credit for previous experience and their wage rate.

Any employee who accepted a buyout under a **any** previous Canada Safeway Collective Agreement will not be eligible for credit for that previous Canada Safeway experience related to the buyout if rehired at a later date.

Southern Meats

Credit for Previous Comparable Experience

5.7 New employees hired into the Meat Cutter classification will be classified according to previous comparable experience. New employees hired into other classifications will be classified according to previous comparable Safeway experience. New employees having previous comparable experience may be paid a lower scale of wages than their experience calls for, but not less than the minimum rate established by this Agreement for a period not to exceed thirty (30) days from the date of employment. This thirty (30) day period may be extended by mutual agreement between the Union and the Employer for the purpose of enabling an employee, or the Employer, to obtain confirmation of claimed previous experience.

Providing the employee's services are retained, then after a thirty (30) day period, or such extended period as mutually agreed upon, they shall receive any difference between their rate of pay, and the rate for which their experience qualifies them. It is further understood that the rate paid retroactively shall not apply to the first two (2) calendar weeks.

New employees shall receive written notification advising them of the requirements to qualify for previous experience credit. Once per month, the Employer will provide to the Union a list that includes the names of employees who have been granted credit for previous experience and their wage rate. The Union shall have thirty (30) days from receipt of such notice to challenge the amount of credit given or not given. No consideration shall be given to any disagreement pertaining to the credit for previous experience if presented later than fifteen (15) days following completion of the employee's probationary period, unless extended by mutual agreement between the Union and the Employer, provided the Employer has:

- (a) Provided the employee with a new employee letter provided for in Article 2.2 of this Agreement not later than two (2) weeks from the date of employment.
- (b) Provided the employee with a written notification advising them of the requirements to qualify for previous experience credit.
- (c) Provided the Union with a list that includes the

names of employees who have been granted credit for previous experience and their wage rate.

Any employee who accepted a buyout under **any** a previous Safeway Collective Agreement will not be eligible for credit for that previous Safeway experience related to the buyout if rehired at a later date.

CP15 Amend Article 5.6 SM, Article 7.8 NM to read as follows:

Agreed to November 19, 2025

5.6 Float Staff

Effective DOR (Insert Date), no new employees will be placed on the float pool. Employees on the float pool as of DOR (insert date) will be permitted to remain on float pool unless they request to be placed in a store or if they are placed in a store as a result of an accommodation or disciplinary matter. In the event of an accommodation or disciplinary matter, the Employer will review the move with the Union, prior to the first shift worked in the new store.

The primary purpose of the Float Staff is to provide vacation relief for full-time Meat Cutters and Meat Clerks (Wrappers). In addition, when possible, the Float Staff will provide relief for unscheduled absences due to sickness or injury and will make employees available to stores requiring extra shifts due to unexpected additional sales. The Float Staff will consist of full-time employees in the Meat Cutter and Meat Clerk classifications who have applied by seniority for the positions with the following exceptions:

- (a) Meat Managers.
- (b) Assistant Meat Managers.
- (c) Employees who are left on, placed on, or taken off of the Float Staff by mutual agreement between the Union and the Employer.

Effective March 15th, 2015, Meat Cutters and Meat Clerks will be paid a premium of one (\$1.00) dollar per hour for each full hour worked on the float pool.

~~Employees wishing to be placed on the Float Staff can apply in writing to the Human Resources Department, and as vacancies arise, their applications will be filled in order of seniority. Should there not be enough employees who apply, the most junior capable full-time employees will be assigned to the Float Staff.~~

Employees wishing to come off the Float Staff must give thirty (30) days written notice to the Employer with a copy to the Union. Should there be a suitable **placement replacement** available, this employee will be placed in a store at the discretion of the Employer. The Union will be advised of the placements.

~~The Employer will determine the number of positions on the Float Staff and may adjust the numbers due to operational requirements. Should the Employer reduce the number of employees on the Float Staff, the most junior employee will be the first to be removed.~~

Upon being assigned to a store, Float Staff employees will be scheduled in accordance with the Collective Agreement.

Should the need arise for a Float Staff for other classifications, the same guidelines above will apply.

Should the Employer encounter any unforeseen problems with the above system, the Union agrees to meet with the Employer to resolve the issue.

7.8 Meat Float Staff

Effective DOR (Insert Date), no new employees will be placed on the float pool. Employees on the float pool as of DOR (insert date) will be permitted to remain on float pool unless they request to be placed in a store or if they are placed in a store as a result of an accommodation or disciplinary matter. In the event of an accommodation or disciplinary matter, the Employer will review the move with the Union, prior to the first shift worked in the new store.

The primary purpose of the Float Staff is to provide vacation relief for full-time Meat Cutters and Meat Clerks (Wrappers). In addition, when possible, the Float Staff will provide relief for unscheduled absences due to sickness or injury and will make employees available to stores requiring extra shifts due to unexpected additional sales.

Effective March 15th, 2015, Meat Cutters and Meat Clerks will be paid a premium of one (\$1.00) dollar per hour for each full hour worked on the float pool.

The Float Staff will consist of full-time employees in the Meat Cutter and Meat Clerk classifications who have applied by seniority for the positions with the following exceptions:

- (a) Meat Managers.
- (b) Assistant Meat Managers.

(c) Employees who are left on, placed on, or taken off of the Float Staff by mutual agreement between the Union and the Employer.

~~Employees wishing to be placed on the Float Staff can apply in writing to the Human Resources Department, and as vacancies arise, their applications will be filled in order of seniority. Should there not be enough employees who apply, the most junior capable full time employees will be assigned to the Float Staff.~~

Employees wishing to come off the Float Staff must give thirty (30) days written notice to the Employer with a copy to the Union. Should there be a suitable **placement** replacement available, this employee will be placed in a store at the discretion of the Employer. The Union will be advised of the placements.

~~The Employer will determine the number of positions on the Float Staff and may adjust the numbers due to operational requirements. Should the Employer reduce the number of employees on the Float Staff, the most junior employee will be the first to be removed.~~

Upon being assigned to a store, Float Staff employees will be scheduled in accordance with the Collective Agreement.

Should the need arise for a Float Staff for other classifications, the same guidelines above will apply.

Should the Employer encounter any unforeseen problems with the above system, the Union agrees to meet with the Employer to resolve the issue.

CP35

Agreed to January 8, 2026

Add to Article 5.8 (3) NM:

(j) R.T.O.'s (Request for Time Off)

Employees who have a specific request for time off shall inform the Employer in writing of the specific days that they are requesting by Wednesday prior to the schedule being posted. If the request is denied, the employee will be informed as soon as reasonably practical following the decision being made.

Amend Article 12.3 (K) SM to read as follows:

Agreed to January 8, 2026

R.T.O.'s (Request for Time Off)

Employees who have a specific request for time off shall inform the Employer in writing of the specific days that they are requesting by Wednesday prior to the schedule being posted. If the request is denied, the employee will be informed as soon as reasonably practical following the decision being made.

(k) Request for Time Off

Full-time employees who have a specific request for time off in the evenings shall inform the Employer in writing of the specific evenings that they are requesting. Employees cannot request more than two (2) evenings per week. Subject to operational needs, requests will not be unreasonably denied. These requests for time off will not exempt employees from the requirements under Article 12.3 (f).

CP17 Amend Article 6 SM to read as follows:

Agreed to October 22, 2025

6.5 The time period from May 15th to September 15th of each year shall be considered the prime vacation period. ~~For Meat Cutters and Meat Clerks in the City of Calgary as outlined in Article 6.6, the time period from April 1st to September 30th of each year shall be considered the prime vacation period.~~ Full-time employees with three (3) or more weeks of vacation entitlement may schedule a maximum of two (2) weeks of their vacation (consecutively where operationally feasible) during the prime time period. Full-time employees with five (5) or more weeks of vacation entitlement may schedule a maximum of three (3) weeks (consecutively where operationally feasible) during prime time. These maximums may be exceeded at the Employer's discretion. Should this occur, it must be done in order of seniority within the scheduling group. No request will be unreasonably denied.

6.6 ~~In the City of Calgary vacation selection for Meat Cutters and Meat Clerks shall be as follows:~~

~~All Meat Cutters and Meat Clerks shall be divided into three (3) groups designated as Red, White, and Blue. Employees will select their weeks of vacation in order of their seniority within their colour group. All employees in one colour group will select their weeks of vacation allowed during prime time prior to the next group selecting their prime time vacations. To reduce the number of weeks necessary to complete the selection of vacation dates, the selection of non-prime time weeks will take place, by colour group, in reverse~~

~~order to the selection of prime time weeks. The selection process will not begin prior to August of the previous year.~~

~~The Employer shall provide to the Union the number of employees allowed off each week and identify any weeks which have restrictions applied to them.~~

~~The order of selections will be as follows:~~

~~Should the number of employees in each group become unbalanced, the Employer and the Union will meet to agree on a method of balancing the~~

	2021		2022	2022 2	2023	2023 3	2024		2025	2025
	APR - SEP ±	OCT - MAR	APR - SEP ±	OCT - MAR	APR - SEPT	OCT - MAR	APR - SEP ±	OCT - MAR	APR - SEP ±	OCT - MAR
RED	3	4	2	2	4	3	3	4	2	2
WHITE	4	3	3	4	2	2	4	3	3	4
BLUE	2	2	4	3	3	4	2	2	4	3

~~numbers. Should there be problems with the above system, the Employer and the Union will meet no later than thirty (30) days after the request of either party to resolve the issues. Scheduling lists (Red, White, and Blue) and completed vacation schedules shall be supplied to the Union upon request.~~

6.7 All departments, ~~other than meat departments in Calgary~~ are to schedule vacations as follows:

- (a) Seniority as defined in Article 11 shall apply, provided it is operationally feasible, in preference for vacations within the store and scheduling group. Full-time employees are considered senior to part-time employees. Part-time vacation schedules will be completed following the selection by full-time employees by seniority

- (b) Vacation planners shall be posted by December 1st of the preceding year for both full-time and part-time employees. Employees shall be listed on the planner in accordance with their seniority. Full-time employees shall submit their vacation preferences for Management approval prior to January 31st. Employees who wish to take weeks of vacation prior to March 1st must advise the Employer of these selections by no later than December 31st. The Employer will make the final determination of assigned dates based on existing conditions, and post a completed vacation planner for full-time employees by February 28th.

Full-time employees with five (5) weeks of vacation eligibility will be able to use single days of vacation, in accordance with the following conditions:

1. Employees may use a maximum of one (1) week of their entitlement in single day increments.
2. Notwithstanding anything to the contrary in the Collective Agreement, employees who wish to use single days of vacation must advise their Store Manager no later than January 31st of each year. These employees will not schedule one (1) week of their vacation entitlement in order to use these days for single day vacations.
3. All requests for single days of vacation must be provided to the Store Manager at least twenty-one (21) days in advance and will be approved at the Employer's sole discretion. This notice period can be waived by the Employer, at its discretion. Requests will be considered on a "first come, first served" basis. No single day or days of vacation will be approved to be taken during the months of June, July, or August.
4. All single days of vacation must be scheduled or taken by October 1st of each year. Any single days of vacation that are not scheduled by October 1st of each year, will be scheduled by the Employer, at its sole discretion.

Full-time employees who have not made their vacation selection by January 31st shall lose their opportunity to schedule any remaining unscheduled vacation subject to their seniority unless employees are absent because of approved leaves of absence, extended disability leaves or other bona fide absences. All reasonable accommodations will be made for the selection of vacation by said absent employees upon their return to work.

Part-time employees shall submit their vacation preferences for Management approval prior to March 15th. The Employer will make the final determination of assigned dates based on existing conditions, and post a completed vacation planner for part-time employees by April 1st.

- (c) Part-time employees with thirteen (13) or more years of continuous employment with the Employer will have the opportunity to schedule three (3) weeks of time off during prime time, if weeks are available.
- (d) Any weeks that may become available in any of the departments shall follow the above selection process.
- (e) All other full-time unscheduled vacation will be scheduled at the Employer's discretion after a discussion with the employee and no less than four (4) weeks' notice.
- (f) When a General Holiday occurs during an employee's vacation, the employee will be entitled to an extra day's vacation.

UP32

Amend the language in Article 7.1 Retail, Article 8.1 NM, and Article 7.1 SM to read as follows:

Funeral/Bereavement Leave

In the event of death in the immediate family of an employee, the employee will be granted leave of absence with pay, with consideration given to travel time for the purpose of attending the funeral. The length of such absence shall be at the discretion of the Employer. The term "immediate family" shall mean: spouse, parent/step parent, child, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandmother, grandmother-in-law, grandfather, grandfather-in-law, and grandchildren, or any relative living in the household of the employee. In the event

of the demise of an aunt or uncle, nephew or niece, an employee will be granted one (1) day leave of absence with pay to attend the funeral.

Notwithstanding the foregoing, if the death is a case of a spouse, father, mother, **sibling**, or child, the employee shall be entitled to, up to one (1) week's leave of absence with pay at the time of bereavement.

It is understood that in the case of a part-time employee, the time off, with pay, shall be determined on the basis of the hours that the employee was originally scheduled to work during the leave.

Common law, adult interdependent partner, and same sex spouses are to be recognized by the Employer for the provisions of this article.

An employee's day off will not be used to circumvent funeral/bereavement leave.

In addition to the foregoing, an employee shall be entitled to any unpaid leave they are eligible for under Employment Standards legislation including bereavement leave for a person the employee is not related to but considers to be like a close relative.

UP14

Agreed to May 19, 2016

Amend Retail to read as follows:

7.2 Employee Requested Leave

- (a) ~~Employees with one (1) year of service with the Employer~~ may request a leave of absence, without pay, for a period not to exceed four (4) months, upon written application through the Store Manager, copy to the Human Resources Department of the Employer. Requests for leaves of absence will be adjudicated on the basis of merit, compassion and the operational needs of the store. Final approval of leaves of absence will rest with the Human Resources Manager. Personal leaves of absence will not be considered during the prime time vacation period (i.e. May 15th to September 15th), Christmas week, and Easter week. If the request is refused, the employee and the Union shall be so advised in writing as to the reasons for the refusal. For compassionate reasons, the Employer may extend the period of time of such leave of absence beyond four (4) months as herein provided.

Application for leave of absence must be submitted in writing at least sixty (60) days prior to the period for which leave is intended. It is understood that there may be circumstances where the sixty (60) day time frame may not be available. In those cases, the request will be adjudicated as in the above paragraph. The employee shall be advised of the Employer's answer

within fourteen (14) ~~thirty (30)~~ days of the request. prior to the requested time off. Requests will not be unreasonably denied.

In the event that an application for leave of absence is submitted more than six (6) calendar months prior to the period for which the leave is intended, the employee shall be advised of the Employer's answer **within twenty-eight (28) days ~~ninety (90)~~ of the request. days prior to the requested time off.**

For employees applying for a leave of absence for out of country travel, if the leave is approved, the employee will provide a copy of their travel itinerary, including the approved departure and return dates. Failure to provide the required documentation prior to the commencement of the leave will result in the leave being revoked.

Failure to return to work on the agreed upon return to work date may result in disciplinary action, up to and including termination of employment.

It is understood that at the discretion of the Employer, a leave of absence for out of country travel can be approved beyond the four (4) months listed above.

Leaves of absences will not be considered for circumstances covered by any other leave of absence provision in the Collective Agreement (e.g. Educational Leave) or in the case where an employee is requesting the leave to work or train for another employer.

CP 63

Agreed May 21, 2026

Delete Retail LOU28 NM31 SM28 add language to Article 8 Retail, Article 10 NM, Article 8 SM

Amend to read as follows:

Retail

Health and Welfare Plan

8.1 (c) A supplementary health services plan, which includes prescription coverage of eighty (80%) percent through a **prescription drug reimbursement card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan pays the lowest price for interchangeable products with the same active

ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

Health and Welfare Benefits: Part-Time Employees

8.2 (c) A supplementary health services plan, which includes prescription coverage of eighty (80%) percent through a **prescription** drug reimbursement **card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan pays the lowest price for interchangeable products with the same active ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

Northern Meats

Health and Welfare and Sick Leave

10.1

3. Effective November 1st, 1984, the Employer will provide a supplementary health service plan, which includes prescription coverage of eighty (80%) percent through a **prescription** drug-reimbursement **card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan pays the lowest price for interchangeable products with the same active ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

Health and Welfare Benefits: Part-Time Employees

10.5

3. Effective November 1st, 1984, the Employer will provide a supplementary health service plan, which includes prescription coverage of eighty (80%) percent through a **prescription** drug-reimbursement **card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan plays the lowest price for interchangeable products with the same active ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

Southern Meats

Health and Welfare and Sick Leave

8.1 (c) Effective November 1st, 1984, the Employer will provide a supplementary health service plan, which includes prescription coverage of eighty (80%) percent through a **prescription drug reimbursement card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan pays the lowest price for interchangeable products with the same active ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

Health and Welfare Benefits: Part-Time Employees

8.5 (c) Effective November 1st, 1984, the Employer will provide a supplementary health service plan, which includes prescription coverage of eighty (80%) percent through a **prescription drug reimbursement card plan**. All prescription reimbursements will be at the lowest cost alternative where the plan pays the lowest price for interchangeable products with the same active ingredients. If a generic equivalent is not available or if there is a medical reason for prescribing a brand drug as adjudicated by the insurance company, the brand drug will be reimbursed.

CP24

Agreed September 15, 2026

Amend Article 9 Retail, Article 9 SM, Article 19 NM to read as follows:

Pension

Contributions to the Canadian Commercial Workers' Industry Pension Plan are paid in accordance with the Master Contribution Agreement and the direction of the CCWIPP Board of Trustees dated March 25, 2025. The Employer and Union agree to implement any changes that might be made, during the term of this Collective Agreement, to the contribution formula in the Master Contribution Agreement.

Article 9 – Pension

9.1 The Employer agrees to participate in and contribute to the Canadian Commercial Workers' Industry Pension Plan.

(a) Effective ~~July 1, 2015~~, **July 1st, 2025**, the Employer agrees to contribute to the Canadian Commercial Workers Industry Pension Plan ~~one dollar forty-five (\$1.45)~~ **seventy-five (75¢) cents** per hour for all hours worked or paid by the Employer to its employees in the bargaining unit including any overtime hours worked in a week (to the maximum of the basic work week), vacation, Statutory Holidays, sick days (not including Weekly Indemnity, LTD or other similar indemnifications), jury duty, and any paid leave of absence required under the terms of the Collective Agreement.

Contributions are required for each hour overtime is worked and paid to the extent the cumulative hours worked and paid do not exceed the basic workweek.

The maximum number of hours for which contributions are to be made in a week is the maximum number of hours of the basic workweek for a full-time employee.

Effective January 1st, 2020, no contributions of any kind can be accepted by CCWIPP for employees age seventy-one (71) or older; or employees under age seventy-one (71) in receipt of a pension benefit from CCWIPP regardless of their retirement date.

In addition, effective July 1st, 2015, employees will make contributions based on the number of years of continuous service in the Plan as follows:

Period of Continuous Service Employee Contribution Rate

Less than 2 years	\$0.00 per hour
*2 years but less than 8 years	\$0.22 per hour
8 or more years	\$0.40 per hour

*Employee contributions are to commence the earlier of:

- the first (1st) day of the month following completion of two (2) years of continuous service with one or more Participating Employer; or,
- January 1st of the year following two (2) consecutive calendar years if, in each of these calendar years, an employee has either completed or at least three hundred fifty (350) hours of employment with one (1) or more Participating Employer; or, earned at least thirty-five (35%) percent of the Year's Maximum Pensionable Earnings with one (1) or more Participating Employer.

(b) The Employer agrees to maintain pension contributions for those bakery apprentices who attend apprenticeship courses required by the Government provided those employees return to the Employer following the completion of their course. ***[This subparagraph shall be omitted from the South Meats and North Meats collective agreements.]***

(c) The above rates of contribution shall be in addition to any obligation which the Employer may have to the Canadian Commercial Workers Industry Pension Plan in respect to their "initial past service liability" to provide past service benefits.

(d) Contributions, along with a list of employees for whom they have been made, the amount of the weekly contribution for each employee, and the number of hours worked or paid according to the above, shall be forwarded by the Employer within the twenty-one (21) days after the close of the Employer's four (4) or five (5) week accounting period. The Employer agrees to pay interest on the rate established by the Trustees on all contributions not remitted as stipulated above.

(e) Contributions paid with respect to part-time vacation pay shall be remitted on an annual basis within one (1) calendar month of part-time employees receiving their vacation pay. It is understood that contributions paid with respect to part-time vacation pay shall only be made on behalf of employees who are in the employ of the Employer as of the date vacation pay is paid.

Contributions paid with respect to part-time vacation pay shall be based on the percentage of vacation pay paid under the applicable Collective Bargaining

Agreement (e.g. four (4%) percent, six (6%) percent, etc.) of the hours worked in the previous year multiplied by the cents per hour contribution rate on the above effective date as indicated in Article 9.1 (a) (e.g. an employee having worked or been paid for one thousand (1,000) hours in the previous year and who was entitled to four (4%) percent vacation pay would be entitled to receive an additional forty (40) hours credit into his/her previous yearly total. The C.C.W.I.P.P. administrator would credit said part-time employee with forty (40) additional hours and receive forty (40X) times the applicable contribution rate from the Employer. Therefore, for the previous year, the employee, in this example, would be credited with a total of one thousand forty (1,040) hours.

(f) It is agreed that, with respect to employees who were active members of the Employer plan as of the effective date of the Canadian Commercial Workers Industry Pension Plan, they shall be governed by the terms and conditions of the Employer's Retirement Plan.

UP32-2 Amend Article 9 NM to read as follows:

Agreed to November 17, 2025

9.1

Jury Duty Pay and Material Witness

(a) Employees, summoned to Jury Duty (including Jury Selection) or subpoenaed as a material witness shall be paid wages amounting to the difference between the amount paid them for such services and the amount they would have earned had they worked on such days. This does not apply if the employee is summoned on his/her regular day(s) off.

(b) Employees shall return to work within a reasonable period of time. They shall not be required to report if less than two (2) hours of their normal shift remain to be worked. Total hours on Jury Duty or when serving as a material witness and actual work on the job in the store in one day shall not exceed eight (8) hours for purposes of establishing the basic work day. Any time worked in the store in excess of the combined total of eight (8) hours shall be considered overtime and paid as such under the Agreement.

(c) In order to be eligible for the foregoing benefit, an employee must notify the Store Manager as soon as possible after receipt of Notice of Selection for Jury Duty or after receipt of Subpoena to Appear as a Witness.

(d) Appearance as Witness on the Employer's Business

(i) Any employee who is required or summoned to appear in Court on behalf of the Employer will be paid up to eight (8) hours at the straight time rate of pay. Employees who are required to appear in Court on behalf of the Employer on their day off will be paid a minimum of four (4) hours pay at the straight time rate of pay.

(ii) It is understood that payment of the foregoing witness pay will not be counted as hours worked for the purpose of calculating overtime on a weekly basis.

(iii) It is also agreed that employees must return all fees provided to them by the Court in excess of ten (\$10.00) dollars. Employees who are reimbursed by the Court for incidental expenses such as mileage or parking may keep such reimbursements.

Where the Union subpoenas an employee of Safeway Operations covered under the terms of Collective Agreements with the United Food and Commercial Workers Canada Union, Local No. 401, the Union will be responsible for any lost wages of the employee concerned.

UP17-3

September 15, 2026

Amend Retail to read as follows:

11.3 Application for Full-time Employment

Effective SFR (Insert Date) the Company will change its practice on filling Full-Time positions.

Part-time employees who desire to become full-time employees or increase their hours of work shall inform the Employer, in writing with a copy to the Union. When a full-time position becomes available it will be filled by the most senior applicant in the respective ~~classification~~ **bargaining unit** provided that the most senior applicant has the necessary qualifications and ability to perform the full scope of the job. All applications must be made on the understanding the employee will accept a work assignment in any of the Employer's stores within the area covered by this Agreement. **Employees who accept a full-time position in a different classification will have two hundred (200) hours to demonstrate their competence in the new classification. Should the**

employee be unsuccessful during the two hundred (200) hour period, they will move back to part-time in their previous classification.

Should an employee refuse a full-time position, they will be removed from the list and must re-apply as per the above procedure.

CP31 Amend Article 11.6 (c) NM to read as follows:

Agreed to October 23, 2025

~~When a competitor opens a new store and the weekly hours worked in a scheduling group in the affected store(s) of the Employer are reduced, the reductions in hours worked by part-time employees will occur in the following order:~~

~~(i) Part-time hours of work in a scheduling group will be reduced for pre March 17th, 1993, employees and post March 17th, 1993, on a shared basis, in accordance with the following formula:~~

~~Fifty (50%) percent from post-ratification employees~~

~~Fifty (50%) percent from pre-ratification employees~~

~~(ii) The Employer may reduce hours set out in (i) above commencing the Sunday following the first (1st) week ending in which the affected store(s) weekly sales fall below the store's "twenty (20) weeks average" weekly sales figure.~~

~~(iii) When the hours of part-time employees increase in those stores previously affected by a competitor's opening, the weekly hours of work shall be restored to pre March 17th, 1993, and post March 17th, 1993, employees in the following order:~~

~~Fifty (50%) percent to pre-ratification employees Fifty (50%) percent to post-ratification employees~~

~~(iv) When a competitor's opening has resulted in a reduction in the weekly hours worked by a pre March 17th, 1993, part-time employee, the Employer will, upon request of the employee and subject to acceptable solutions being found, transfer the employee so that they may increase their hours of work. The Union and the Employer will meet to discuss any application for transfer and determine a solution. Preference will be given to pre 1993 part-time employees who are working a weekly schedule of hours which is less than their Base Hours.~~

Application for transfer as described above may be made for a period of one (1) week after the competitor's new store has been opened for two (2) months.

~~Hour reductions that occur within a specific scheduling group will be implemented in such a manner that no pre 1993 employee will be scheduled to work less than their Base Hours when other pre 1993 employees are working in excess of their Base Hours.~~

CP29

Agreed to September 15, 2026

Amend Retail to read as follows:

11.9 Layoffs/Reduction of Hours (Full-Time)

Unless merit, fitness and ability of the employee are greater than that of the other employee regularly working full-time, seniority shall govern in cases of lay off, reduction to part-time employment and rehire.

If, due to new major competition that significantly impacts the hours of work in a store or stores, full-time employees face a reduction to part-time or layoff, the following options will be made available to such full-time employees in an effort to maintain full-time status:

- (a) The employee may choose to work six (6) days at their current rate; or
- (b) The employee may choose to work as many "bought hours" in their scheduling group at the top rate of the new job (or the equivalent rate in the new Cashier classification) as is necessary to maintain full-time status.

Full-time employees reduced to part-time, shall be offered available work in accordance with the preceding paragraph. The foregoing provisions do not apply to employees hired to work on relief staff or replace employees who are absent due to vacations, sickness, accident or other leaves of absence.

A full-time employee, who is laid off or reduced to part-time, shall have the right to exercise their seniority over the most junior full-time employee **in the bargaining unit, in another classification, provided they have sufficient ability to work in the most junior employee's classification.** Following counselling and an explanation of the options available by the Employer, an employee who exercises this right shall have a maximum of two hundred (200) hours to demonstrate their competence in the new classification.

An employee who exercises ~~his/her~~ **their** seniority, pursuant to the preceding paragraph, will be restricted to one opportunity to do the job outside ~~his/her~~ **their** classification in a competent manner.

No full-time employee shall have ~~his/her~~ **their** hours reduced when a part-time employee is working hours in the store that could be worked by the full-time employee; in which event, the part-time employee shall have their hours

reduced. No full-time employees shall have ~~his/her~~ **their** hours reduced where junior full-time employees are working hours in the bargaining unit that could be worked by the senior employee; in which event, the junior employee will have ~~his/her~~ **their** hours reduced.

- (c) Full-time employees laid off in accordance with the above provision by the Employer shall be recalled to work in order of seniority provided:
 - (i) No more than nine (9) months have elapsed since the last day worked by the employee;
 - (i) The employee reports for duty within twenty-four (24) hours from the time of recall, unless the laid-off employee is employed elsewhere at the time of recall; and in such cases the recalled employee shall be given seven (7) days to report for duty;
 - (ii) The employee is capable of performing the work;
 - (iii) The Employer will send the recall notice by registered mail to the employee's last address on file with the Employer and will send a copy to the Union office, and,
 - (iv) Contained in (i) and (ii) above, respectively, shall be extended if, upon recall, an employee is unable to report due to illness or accident. Any extension granted shall be only for the duration of the illness or incapacity from accident, and the Employer may require the employee to provide written confirmation from a doctor of such illness or accident.

Full-time employees, rehired within six (6) months of their lay off shall retain their previous length of service for the purpose of this article and the Article 6, Vacation.

Amend to read as follows in SM:

11.10 No full-time employee shall have ~~his/her~~ **their** hours reduced when a part-time employee is working hours in their store in their classification that the full-time employee could work if ~~his/her~~ **they are** is-qualified; in which event the part-time employee shall have ~~his/her~~ **their** hours reduced. The foregoing shall not limit the Employer in employing sufficient part-time staff to operate the various departments in an efficient manner

Amend to read as follows in NM:

11.2 In layoffs, reduction to part-time and recall of full-time employees, seniority shall govern unless there is a less senior full-time employee whose qualifications and ability to perform the job are greater. Consistent with the foregoing, an employee

whose status has changed from full-time to part-time shall be the first full-time recalled in their classification.

Full-time employees reduced to part-time status by the Employer will be placed at the top of the part-time seniority list in their classification.

A full-time employee who is laid off or fails to receive hours of work to which they are entitled according to the foregoing shall be compensated for the hours involved in any such violation at their regular rate of pay.

11.4 No full-time employee shall have ~~his/her~~ **their** hours reduced when a part-time employee is working hours in their store in their classification that the full-time employee could work if ~~his/her~~ **they are** is qualified; in which event the part-time employee shall have ~~his/her~~ **their** hours reduced. The foregoing shall not limit the Employer in employing sufficient part-time staff to operate the various departments in an efficient manner.

CP31 Amend Article 11.12 Retail to read as follows:

Agreed to October 23, 2025

~~(a) When a competitor opens a new store and the weekly hours worked in a scheduling group in the affected store(s) of the Employer are reduced, part time hours of work in a scheduling group will be reduced for Pre-March 17th, 1993 employees and Post-March 17th, 1993 employees, on a shared basis, in accordance with the following formula:~~

- ~~(i) 50% from Post-March 17th, 1993 employees
working-scheduled base hours~~
- ~~(ii) 50% from Pre-March 17th, 1993 employees
working-scheduled base hours~~

~~Until the Pre-March 17th, 1993 part-time employees are scheduled eighty (80%) percent of their base hours.~~

~~(b) The Employer may reduce hours set out in point (a) above of this offer commencing the Sunday following the first week ending in which the affected store's weekly sales fall below the store's "twenty (20) week average" weekly sales figure. (c) When the hours of part-time employees increase in those stores previously affected by a competitor's opening, additional increases in the hours of work of part-time employees will be scheduled according to the following formula:~~

- ~~(i) 50% to Post March 17th, 1993 employees~~
- ~~(ii) 50% to Pre-March 17th, 1993 employees~~

~~Until the Pre-March 17th, 1993 part-time employees are working one hundred (100%) percent of their base hours.~~

~~(d) When a competitor's opening has resulted in a reduction in the weekly hours worked by an employee hired prior to March 17th, 1993, the Employer will, upon request of the employee and subject to acceptable solutions being found, transfer the employee so that they may increase their hours of work. The Union and the Employer will meet to discuss any application for transfer and determine a solution. Preference will be given to an employee hired prior to March 17th, 1993 who are working a weekly schedule of hours which is less than their base hours.~~

~~Applications for transfer as described above may be made for a period of one (1) week after the competitor's new store has been opened for two (2) months.~~

~~(e) Hour reductions that occur within a specific scheduling group will be implemented in such a manner that no employee hired prior to March 17th, 1993 will be scheduled to work less than their base hours when other employees hired prior to March 17th, 1993 are working in excess of the base hours.~~

CP32

Agreed to September 15, 2026

Delete Article 11.13 Retail:

~~11.13 Store Closure~~

~~In stores receiving transferred sales in the case of a store closure, the additional hours of work that result will be fully dedicated to the senior employees hired prior to March 17th, 1993 from the closed store.~~

~~Additional weekly hours of work will be those that exceed those worked in the previous four (4) weeks of normal operation. Other employees hired prior to March 17th, 1993 who were working in the closed store will be transferred to a new home store in which they can exercise their seniority to work toward achieving their base hours.~~

~~When a part-time employee hired prior to March 17th, 1993 is transferred to another store, seniority will govern in the achievement of the employee's base hours.~~

~~Once all the employees hired prior to March 17th, 1993 have achieved their base average of weekly hours worked, the senior employees hired prior to March 17th, 1993 in the~~

~~scheduling group will receive preference in the formula scheduling of additional new growth hours on a weekly basis.~~

Delete Article 11.14 Southern Meats:

~~11.14 Store Closure In stores receiving transferred sales in the case of a store~~

~~closure, the additional hours of work that result will be fully dedicated to the pre-March 17th, 1993 senior employees from the closed store.~~

~~Additional weekly hours of work will be those that exceed those worked in the previous four (4) weeks of normal operation. Other pre-March 17th, 1993 employees who were working in the closed store will be transferred to a new home store in which they can exercise their seniority to work toward achieving their base hours.~~

~~When a pre-March 17th, 1993 part-time employee is transferred to another store, seniority will govern in the achievement of the employee's base hours.~~

CP31 Amend Article 11.13 SM to read as follows:

Agreed to October 23, 2025

~~(a) When a competitor opens a new store and the weekly hours worked in a scheduling group in the affected store(s) of the Employer are reduced, the reductions in hours worked by part-time employees will occur in the following order:~~

~~(i) Part-time hours of work in a scheduling group will be reduced for pre-March 17th, 1993 employees and post-March 17th, 1993 employees, on a shared basis, in accordance with the following formula:~~

~~(1) 50% from post-March 17th, 1993 employees~~

~~(2) 50% from pre-March 17th, 1993 employees~~

~~(b) The Employer may reduce hours set out in (a) above commencing the Sunday following the first week ending in which the affected store's weekly sales fall below the store's "twenty (20) weeks average" weekly sales figure.~~

~~(c) When the hours of part-time employees increase in those stores previously affected by a competitor's opening, the weekly hours of work shall be restored to pre-March 17th, 1993 and post-March 17th, 1993 employees in the following order:~~

~~(1) 50% to post-March 17th, 1993 employees~~

~~(2) 50% to pre-March 17th, 1993 employees~~

~~(d) When a competitor's opening has resulted in a reduction in the weekly hours worked by a pre-ratification **March 17, 1993**, part-time employee, the Employer will, upon~~

request of the employee and subject to acceptable solutions being found, transfer the employee so that they may increase their hours of work. The Union and the Employer will meet to discuss any application for transfer and determine a solution. Preference will be given to pre-March 17th, 1993 part-time employees who are working a weekly schedule of hours which is less than their base hours.

Application for transfer as described above may be made for a period of one (1) week after the competitor's new store has been opened for two (2) months.

~~(e) Hour reductions that occur within a specific scheduling group will be implemented in such a manner that no pre-March 17th, 1993 employee will be scheduled to work less than their base hours when other pre-March 17th, 1993 employees are working in excess of their base hours.~~

CP34 Amend Article 12.3 (b) Retail, Article 12.3 (b) SM, Article 5.8 3 (b) NM to read as follows:

Agreed to November 19, 2025

Retail

12.3 (b) Unrestricted base hour employees will be scheduled more hours than other part-time employees in their classification in their department, and no less than their base provided there are hours available in their classification in their department after the full-time employees have all been scheduled and the employee has indicated availability to work those hours. **Should a base hour employee who has more than 28 hours as their base, want to forgo their base, they may do so on their availability form. In such cases the base hour employee will be scheduled up to the twenty-eight hours in accordance with Article 12.7 (retail). It is understood that employees who forgo their base may update their availability to revert to their original base hours, in accordance with the provisions in Article 12.4 (retail).**

Southern Meats

12.3 (b) Unrestricted base hour employees will be scheduled more hours than other part-time employees in their classification in their department, and no less than their base provided there are hours available in their classification in their department after the full-time employees have all been scheduled and the employee has indicated availability to work those hours. **Should a base hour employee who has more than 28 hours as their base, want to forgo their base, they may do so on their availability form. In such cases the base hour employee will be scheduled up to**

the twenty-eight hours in accordance with Article 12.7. It is understood that employees who forgo their base may update their availability to revert to their original base hours, in accordance with the provisions in Article 12.4.

Northern Meats

5.8 3 (b) Unrestricted base hour employees will be scheduled more hours than other part-time employees in their classification in their department, and no less than their base provided there are hours available in their classification in their department after the full-time employees have all been scheduled and the employee has indicated availability to work those hours. **Should a base hour employee who has more than 28 hours as their base, want to forgo their base, they may do so on their availability form. In such cases the base hour employee will be scheduled up to the twenty-eight hours in accordance with Article 5.8 5. It is understood that employees who forgo their base may update their availability to revert to their original base hours, in accordance with the provisions in Article 5.8 4.**

CP37

Agreed September 15, 2026

Agreed to amend Article 12.3 Retail:

- (l) **At locations without self-checkouts, Express checkout duties will be rotated, unless otherwise mutually agreed. Further, no Clerk Cashier will be required to serve more than five (5) hours per day in such duties. (Retail only)**

(m) ~~—~~ New Business Stores

~~The Employer will have the flexibility to schedule pre March 17th, 1993 and Post March 17th, 1993 employees provided that Pre March 17th, 1993 employees are scheduled to work a minimum of twenty-five (25%) percent of the hours in the new store.~~

(n) ~~—~~ New Departments

~~The Employer will have the flexibility to schedule either Pre March 17th, 1993 employees, Post March 17th, 1993 employees or some combination of both in new departments.~~

Agreed to delete Article 12.3 (m), (n) SM:

~~(m) — New Business Stores~~

~~The Employer will have the flexibility to schedule pre March 17th, 1993 and Post March 17th, 1993 employees provided that Pre March 17th, 1993 employees are scheduled to work a minimum of twenty five (25%) percent of the hours in the new store.~~

~~(n) — New Departments~~

~~The Employer will have the flexibility to schedule either Pre March 17th, 1993 employees, Post March 17th, 1993 employees or some combination of both in new departments.~~

Agreed to delete Article 11.6 (a), (b), (d) NM:

~~(a) New Departments The Employer will have the flexibility to schedule either pre March 17th, 1993, employees, post March 17th, 1993, employees or some combination of both in new departments.~~

~~(b) New Business Stores The Employer will have the flexibility to schedule pre March 17th, 1993, and post March 17th, 1993, employees provided that pre March 17th, 1993, employees are scheduled to work a minimum of twenty five (25%) percent of the hours in the new store.~~

~~(d) Store Closure~~

~~In stores receiving transferred sales in the case of a store closure, the additional hours of work that result will be fully dedicated to the pre, 1993, senior employees from the closed store. Additional weekly hours of work will be those that exceed those worked in the previous four (4) weeks of normal operation. Other pre 1993, employees who were working in the closed store will be transferred to a new home store in which they can exercise their seniority to work toward achieving their Base Hours.~~

~~When a pre 1993, part-time employee is transferred to another store, seniority will govern in the achievement of the employee's Base Hours.~~

CP38

Amend Article 12.4 Retail, 5.4 (4) NM, 12.4 SM to read as follows:

Agreed to January 8, 2026

Restrictions and Availability Forms

12.4 in Retail

Part-time employees will be required to declare their availability upon being hired. Any part-time employee can change their availability up to four (4X) times per year by obtaining a new Availability Form from their Store Manager and submitting it prior to the following effective dates:

(a) The first Sunday in September (with a two (2) week leeway before and after);

(b) Three (3) other times in the calendar year.

Changes in availability must be submitted two (2) weeks prior to the Sunday of the week of the effective date of the change.

Part-time employees will be required to work according to their most recent declaration of availability. Employees cannot use a floating availability date to limit or further limit their availability between November 15th and the end of the year.

A part-time employee who fails to provide the Employer with a completed Availability Form prior to the above dates will be scheduled according to their previous Availability Form.

The Employer shall allow the Union to review and photocopy completed Availability Forms at store level upon request.

An unrestricted part-time employee must be available to work any shift scheduled in their department on the days required to work, as defined in Article 12.1.

An unrestricted part-time employee, who is attending an accredited school of learning and is considered a full-time student, as defined by that school, shall be available to work any shift scheduled in their department while the store is open to the public, with the exception of their classroom hours on the days required to work as defined in Article 12.1.

An unrestricted part-time employee may occasionally request one (1) or two (2) specific days off in a week without a reduction in hours, provided that other hours are available and the employee is otherwise eligible to work those hours under the provisions of this Collective Agreement. Such employee may ~~request be required~~ to work on days that they

are not normally available to maintain their hours. The Employer will have no obligation to grant a request for days off, or maintain the employee's hours, if the request is made after the schedule is posted.

5.4 (4) Northern Meats

Restrictions and Availability Forms

Part-time employees will be required to declare their availability upon being hired.

Any part-time employee can change their availability four (4) times per year by obtaining a new Availability Form from their Store Manager and submitting it prior to the following effective dates:

(a) The first Sunday in September (with a two (2) week leeway before or after)

(b) Three (3) other times in the calendar year.

Changes in availability must be submitted two (2) weeks prior to the Sunday of the week of the effective date of the change.

Part-time employees will be required to work according to their most recent declaration of availability. Employees cannot use a floating availability date to limit or further limit their availability between November 15th and the end of the year.

A part-time employee who fails to provide the Employer with a completed Availability Form prior to the above dates will be scheduled according to their previous Availability Form.

The Employer shall allow the Union to review and photocopy completed Availability Forms at store level upon request.

An unrestricted part-time employee must be available to work any shift scheduled in their department on the days required to work, as defined in Article 5.8, subarticle 1. an unrestricted Part-time employee who is attending an accredited school of learning and is considered a full-time student, as defined by that school, shall be available to work any shift scheduled in their department while the store is open to the public, with the exception of their classroom hours.

A restricted employee must be available anytime on Sundays subject to Article 5.8, subarticle 6. A restricted employee hired after May 14th, 2015 must be available anytime on Sundays and one (1) other shift during the week.

An Unrestricted Part-time employee may occasionally request one (1) or two (2) specific days off in a week without a reduction in hours, provided that other hours are available and the employee is otherwise eligible to work those hours under the provisions of this

Collective Agreement. Such employee may ~~request~~ **be required** to work on days that they are not normally available to maintain their hours. The Employer will have no obligation to grant a request for days off, or maintain the employee's hours, if the request is made after the schedule is posted.

12.4 Southern Meats

Restrictions and Availability Forms Part-time employees will be required to declare their availability upon being hired.

Any part-time employee can change their availability four (4X) times per year by obtaining a new Availability Form from their Store Manager and submitting it prior to the following effective dates:

- (a) The first (1st) Sunday in September (with a two (2) week leeway before and after);
- (b) Three (3) other times in the calendar year.

Changes in availability must be submitted two (2) weeks prior to the Sunday of the week of the effective date of the change.

Part-time employees will be required to work according to their most recent declaration of availability. Employees cannot use a floating availability date to limit or further limit their availability between November 15th and the end of the year.

A part-time employee who fails to provide the Employer with a completed Availability Form prior to the above dates will be scheduled according to their previous Availability Form.

The Employer shall allow the Union to review and photocopy completed Availability Forms at store level upon request.

An unrestricted part-time employee must be available to work any shift scheduled in their department on the days required to work, as defined in Article 12.1. An unrestricted part-time employee, who is attending an accredited school of learning and is considered a full-time student, as defined by that school, shall be available to work any shift scheduled in their department while the store is open to the public, with the exception of their classroom hours on the days required to work as defined in Article 12.1.

A restricted employee must be available anytime on Sundays subject to Article 12.8. A restricted employee hired after March 12th, 2015 must be available anytime on Sundays and one (1) other shift during the week.

An unrestricted part-time employee may occasionally request one (1) or two (2) specific days off in a week without a reduction in hours, provided that other hours are available and the employee is otherwise eligible to work those hours under the provisions of this Collective Agreement. Such employee may **request** ~~be required~~ to work on days that they are not normally available to maintain their hours. The Employer will have no obligation to grant a request for days off, or maintain the employee's hours, if the request is made after the schedule is posted.

CP11

Agreed September 15, 2026

Add new Article to NM (accidentally deleted):

12.8 Each new employee will have a probationary period of two hundred (200) hours worked. Termination of any employee during the probationary period described above or any extended period mutually agreed upon under Article 7.7, shall not be subject to challenge by the Union or the employee under the terms of this Collective Agreement. The grievance procedure will not be applicable in such terminations.

CP42

Agreed to February 6, 2026

Amend Retail Article 12.11 to read as follows:

Delete LOU #4

12.11 Night Stocking

(a) An employee assigned to night stocking shall have the same starting time each shift for the calendar week except:

(i) In stores where night stocking is not in effect five (5) nights per week, there shall be not more than one (1) midnight shift with other shifts during the week, being either day or afternoon shifts. The midnight shift commences Sunday midnight only.

~~(ii) Where there is an issue of a junior part-time employee scheduled more hours on night stocking than a senior part-time employee who has not been scheduled night stocking, and there are no other scheduling options available, the senior part-time employee who has not been assigned to night stocking for the week may be scheduled not more than one (1) midnight shift with other shifts during the week, being day or afternoon shifts.~~

~~(b) Normal night stocking shall not exceed four (4) weeks over an eight (8) week period. Under unusual circumstances and by mutual agreement between Management, the employee, and the Union, the time limit set forth in this paragraph may be altered.~~

~~(c) Night shift work shall be on a fair rotation of all staff working the area concerned with the exception of the Assistant Manager and one (1) other designated clerk.~~

(b) Night stocking will be its own scheduling group. Night stocking will commence between 9:00pm and Midnight.

(c) The Employer will endeavour to schedule night crews on a consecutive day basis whenever possible.

(d) In circumstances where ~~When an employee is rotated~~ **moved** from assigned day shift to a series of night stocking shifts, then the Saturday preceding their first midnight shift shall be designated as their regular day off for the week preceding the shift of night stocking work.

(e) No clerk shall be required to work alone on the premises on the night shift.

(f) The above shall be subject to emergencies in Article 12.5 or when employees, subject to the approval of Management and the Union, desire a modified shift.

(g) If a store permanently removes night stocking, employees in the night stocking scheduling group will have the following options:

1) Transfer to the regular general clerk scheduling group.

2) Full-time can bump the most junior full-time general clerk on nights within the city-wide bargaining unit.

3) Part-time may transfer to another store with night stocking. They will be provided the same options under LOU #23 Part-Time subsection 1,2, and 3.

(h) Jeans may be worn on night stocking when the store is closed for business.

UP28

Bulletin Boards

Amend Article 14.5 and 14.6 Retail, 14.6 SM, 15.3 NM to read as follows:

Lockable bulletin boards, containing Union business only, will be supplied by the Union and will be placed in an area of the store as mutually agreed upon **which will be designated for Union information only.** Bulletins may only be posted by a person so authorized by

the Union. ~~Bulletins that pertain to matters other than meeting notices, dental plan information and pension plan information shall only be posted by mutual agreement between the Union and the Employer.~~ The Union will be responsible for all maintenance and repair of the bulletin board.

UP50 - Amend Article 14 Retail, SM Article 2.3, NM Article 3.4 to read as follows: All 3 CBA's

Agreed to October 21, 2025

- 14.9 The Employer will supply a report to the Union containing the following information on a mutually agreed data processing medium following the close of the Employer's four (4) or five (5) week accounting period:
- i. Full Name
 - ii. Employee number
 - iii. Status (Full-Time, Part-Time, Active, Inactive)
 - iv. If an employee is listed as 'Inactive', the Company will provide the leave type that is listed in the system**
 - v. Classification
 - vi. Store Number
 - vii. Social Insurance Number
 - viii. Date of Birth
 - ix. Date of Hire
 - x. Union Seniority Date
 - xi. Vacation Date
 - xii. Termination Date and reason for termination
 - xiii. Home Address
 - xiv. Phone Number
 - xv. Gender
 - xvi. Current Rate of Pay
 - xvii. Hours worked in the period
 - xviii. Career hours in current classification
 - xix. Balance of Accumulated Sick Leave Credits
 - xx. Union Dues Deducted for the Period
 - xxi. Initiation Fees Deducted for the Period
 - xxii. Education and Training Fund Hours

CP17 Amend Article 14 NM to read as follows:

Agreed to October 22, 2025

14.5 The time period from May 15th to September 15th of each year shall be considered the prime vacation period. ~~For Meat Cutters and Meat Clerks in the city of Edmonton as outlined in Article 14.6, the time period from April 1st to September 30th of each year shall be considered the prime vacation period.~~ Full-time employees with three (3) or more weeks of vacation entitlement may schedule a maximum of two (2) weeks of their vacation (consecutively where operationally feasible) during the prime time period. Full-time employees with five (5) or more weeks of vacation entitlement may schedule a maximum of three (3) weeks (consecutively where operationally feasible) during prime time. These maximums may be exceeded at the Employer's discretion. Should this occur it must be done in order of seniority within the department. No request will be unreasonably denied.

~~14.6 In the city of Edmonton vacation selection for Meat Cutters and Meat Clerks shall be as follows:-~~

~~All Meat Cutters and Meat Clerks shall be divided into three (3) groups designated as Red, White, and Blue. Employees will select their weeks of vacation in order of their seniority within their colour group. All employees in one (1) colour group will select their weeks of vacation allowed during prime time prior to the next group selecting their prime time vacations. To reduce the number of weeks necessary to complete the selection of vacation dates, the selection of non-prime time weeks will take place, by colour group, in reverse order to the selection of prime time weeks. The selection process will not begin prior to August of the previous year.—~~

~~The Employer shall provide to the Union the number of employees allowed off each week and any weeks which have restrictions applied to them.—~~

~~The order of selection will be as follows:-~~

~~Should the number of employees in each group become unbalanced, the Employer and the Union will meet to agree on a method of balancing the numbers. Should there be problems with the above system, the Employer and the Union will meet no later than thirty (30) days after the request of either party to resolve the issues. Scheduling lists (Red, White, and Blue) and completed vacation schedules shall be supplied to the Union upon request.—~~

14.7 All departments ~~other than meat departments in Edmonton~~ to schedule vacation as follows:

(a) Seniority as defined in Article 11 shall apply, provided it is operationally feasible, in preference for vacations within the store and scheduling group. Full-time employees are considered senior to part-time employees. Part-time vacation schedules will be completed following the selection by full-time employees by seniority.

	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
	APR	OCT	APR	OCT	APR	OCT	APR	OCT	APR	OCT
	SEPT	MAR	SEPT	MAR	SEPT	MAR	SEPT	MAR	SEPT	MAR
RED	3	1	2	2	1	3	3	1	2	2
WHITE	1	3	3	1	2	2	1	3	3	1
BLUE	2	2	1	3	3	1	2	2	1	3

(b) Vacation planners shall be posted by December 1st of the preceding year for both full-time and part-time employees. Employees shall be listed on the planner in accordance with their seniority. Full-time employees shall submit their vacation preferences for Management approval prior to January 31st. Employees who wish to take weeks of vacation prior to March 1st must advise the Employer of these selections by no later than December 31st. The Employer will make the final determination of assigned dates based on existing conditions, and post a completed vacation planner for full-time employees by February 28th.

Full-time employees with five (5) weeks of vacation eligibility will be able to use single days of vacation, in accordance with the following conditions:

(i) Employees may use a maximum of one (1) week of their entitlement in single day increments.

(ii) Notwithstanding anything to the contrary in the Collective Agreement, employees who wish to use single days of vacation must advise their Store Manager no later than January 31st of each year. These employees will not schedule one (1) week of their vacation entitlement in order to use these days for single day vacations.

(iii) All requests for single days of vacation must be provided to the Store Manager at least twenty-one (21) days in advance and will be approved at the Employer's sole

discretion. This notice period can be waived by the Employer, at its discretion. Requests will be considered on a “first come, first served” basis. No single day or days of vacation will be approved to be taken during the months of June, July, or August.

(iv) All single days of vacation must be scheduled or taken by October 1st of each year. Any single days of vacation that are not scheduled by October 1st of each year, will be scheduled by the Employer, at its sole discretion.

Full-time employees who have not made their vacation selection by January 31st shall lose their opportunity to schedule any remaining unscheduled vacation subject to their seniority unless employees are absent because of approved leaves of absence, extended disability leaves or other bona fide absences. All reasonable accommodations will be made for the selection of vacation by said absent employees upon their return to work.

Part-time employees shall submit their vacation preferences for Management approval prior to March 15th. The Employer will make the final determination of assigned dates based on existing conditions, and post a completed vacation planner for part-time employees by April 1st.

(c) Part-time employees with thirteen (13) or more years of continuous employment with the Employer will have the opportunity to schedule three (3) weeks time off during prime time, if weeks are available.

(d) Any weeks that may become available in any of the departments shall follow the above selection processes.

(e) All other full-time unscheduled vacation will be scheduled at the Employer’s discretion after a discussion with the employee and no less than four (4) weeks notice.

CP47

Agreed to June 24, 2026

NM Article 18

Amend and replace current language to read as follows:

- 18.1 All grievances that cannot be settled by the Representative of the Employer and the Union in accordance with Article 17 may be submitted to a single arbitrator as set out below.**
- 18.2 The single arbitrator shall be mutually agreed upon by the Union and the Employer. In the event that a single arbitrator cannot be mutually agreed upon, then application for appointment of an arbitrator shall be made to the Director of Mediation Services for the Province of Alberta.**
- 18.3 The arbitrator shall not be vested with the power to change, alter, or modify any of the terms of this Agreement.**
- 18.4 No person shall serve as an arbitrator if they are involved or directly interested in the grievance.**
- 18.5 The decisions of the arbitrator shall be binding and enforceable to all parties.**
- 18.6 It is agreed that the expenses of the arbitrator shall be borne equally by both the Union and the Employer.**

UP26

Agreed to February 5, 2026 and February 6, 2026

Amend Retail Article 18.3 to read as follows:

Employees will not be subject to intimidation by the store Management as a result of exercising their legitimate rights under the Collective Agreement.

No employee shall be charged or discriminated against for any lawful Union activity or for serving on a Union committee or for reporting to the Union the violation of any provisions of this Agreement. Instances of alleged violations of the foregoing will be brought to the attention of the Labour Relations and Human Resources Managers, and a full investigation by the parties will follow.

The Employer agrees there should be no discrimination, and the appropriate Sections of the Alberta Labour Relations Code and Alberta Human Rights Act are hereby recognized.

Northern Meats Article 23.1

The Employer agrees there should be no discrimination, and the appropriate Sections of the Alberta Labour Relations Code and Alberta Human Rights Act are hereby recognized.

Southern Meats Article 18.9

The Employer agrees there should be no discrimination, and the appropriate Sections of the Alberta Labour Relations Code and Alberta Human Rights Act are hereby recognized.

UP 32-1 Add new Article XX Health and Safety in Retail, SM, NM and remove language from noted articles:

Agreed to November 17, 2025

XX1 Employee Security

Employees working evening shifts may request an escort to their car to ensure their safe departure. The request must be made to the person in charge of the store who will make arrangements for the employee to be escorted to their car.

Employees using other means of transportation may also request help in ensuring their safe departure.

Other matters relating to the employee's security should be brought to the attention of Management.

For those stores where front end security is deemed by both parties to be at risk, the Union and the Employer agree to establish a J.L.M. committee to meet and implement solutions to such security risks within two (2) weeks of meeting.

Remove from Retail 18.12, Southern Meats 18.7, Northern Meats 15.14

XX2 Store-Level Joint Work Site Health and Safety Committee

The Employer will have a Joint Work Site Health and Safety Committee in each store. The purpose of this committee will be the promotion of occupational health and safe work practices in the workplace.

No employee shall be discriminated against for participating in a Joint Work Site Health and Safety Committee or for reporting a good faith health and safety concern.

Composition

There shall be between four (4) and ten (10) committee members representing the entire store on each store's committee. There will be equal or more Employee representatives than Employer representatives. Employee representatives shall be bargaining unit members in the store and shall be appointed by their Union. Each appointment shall be for a minimum of one (1) year.

The names of committee members shall be posted in the workplace in places accessible to employees so that all employees can identify their Health and Safety Committee members.

Although Employee representatives will be involved in identifying violations of safety procedures, they will not be involved in the discipline of employees.

Meetings

Meetings shall be scheduled for each month in January of each year and the Employer and the Union will endeavour to have the meetings as scheduled or within one (1) week of the scheduled meeting. Notice of changes to scheduled meetings shall be provided to the Union Representative by the Employer.

The chairing of meetings will be rotated among the co-chairs (one (1) from the Employer representatives and one (1) from the employee representatives) on an alternate basis and the minutes shall be posted in the store.

Meeting minutes shall be posted in the store, and within fourteen (14) calendar days of the meeting, shall be forwarded to the Union Office via email to (SafewayHS@ufcw401.ab.ca) by the Committee Co-Chair.

Duly authorized Union Representatives shall have the right to attend Health and Safety Committee meetings if they provide prior notice of their attendance to the Store Manager.

Training

Committee Co-Chairs shall be trained in the duties and functions of joint work site health and safety committees. Such training shall consist of the greater of sixteen (16) hours or two (2) shifts on an annual basis.

Any committee member, upon giving reasonable notice to the Employer, shall be provided time off to attend safety training programs, seminars, or courses of instruction, up to sixteen (16) hours on an annual basis.

Time spent attending meetings or training

Training programs approved by the Employer shall be paid for by the Employer.

All time spent in Employer-approved training and participating in the duties and functions of the Joint Work Site Health Committee during their scheduled shift will be paid as if they had been working regular duties.

If an employee is not scheduled to work when a Safety Committee meeting is held, attendance will be voluntary. Any employee who voluntarily attends a Safety Committee meeting will be paid at the straight time rate and further, those hours paid will not result in the payment of overtime elsewhere in the day or week. In addition, there will be no minimum call-in payable pursuant to Article 12.10 for those employees who decide to attend a Safety Meeting on a voluntary basis.

Remove from Retail 18.13, Southern Meats 18.3, Northern Meats 15.2

XX3 Province-wide Committee

A Provincial Health and Safety Committee will be established to meet two (2) times per year, or more often if mutually agreed, to discuss and address health and safety issues raised by either party. The Committee shall be comprised of up to six (6) representatives from all bargaining units represented by the Union. Employer representatives will not exceed the number of Union Representatives. Employees will suffer no reduction in pay on account of service on this Committee.

Remove from Retail 18.13, Southern Meats 18.3, Northern Meats 15.2

XX4 Anti-Fatigue Mats

The parties recognize the need for effective anti-fatigue mats to be placed at the check-stands, customer service, and appropriate production stations. When the Union or an employee raises an issue within a store regarding the supply of anti-fatigue mats, the Employer agrees to meet with the Union to discuss and resolve the issue.

Remove from Retail LOU19, Southern Meats LOU13, Northern Meats LOU17

XX5 Safety

It shall be the duty and responsibility of both the Employer and the employee to co-operate and insure that tools, equipment, and utilities used by the employees are maintained in a good and safe condition.

Remove from Retail 18.11, add Retail language to Southern and Northern Meats

XX6 Maintenance and Adequate Heating Facilities

The Employer agrees to maintain adequate heating, and lighting facilities in each store while work is being performed in the location.

Remove from Retail 18.2 add Retail language to Southern and Northern Meats

CP49

Agreed May 21, 2026

Delete Retail Article 18.17

Work Assignments

Learning Prices

~~18.17 Learning prices shall be included in the employee's daily work schedule and shall be paid for in accordance with the terms of the Collective Agreement.~~

CP42

Amend Retail Article 19.1 (b) (re-letter b-h to c-i)

February 6, 2026

Add new:

Overnight Shift

These duties include:

- 1. Write grocery order and/or cycle counts**
- 2. Loading and unloading of all merchandise – receiving freight – checking in merchandise - stocking in back room.**
- 3. Selecting and loading – merchandise for sales floor distribution.**
- 4. Cutting cases – price marking and changes.**
- 5. Merchandise on shelves.**

6. Set up displays
7. Frozen Food, Dairy and Bakery Section – loading, unloading, storage, rotation, and ordering.
8. Schedule flow of merchandise – arrange stock room, damaged merchandise, spoils, and salvage.

And any and all other duties as may be assigned by the Store Manager.

CP50

Agreed to July 24, 2026

Amend Retail to read as follows:

19.1 (c) Bakery Sales Classification

Bakery Sales Clerk

Only Bakery Sales Clerks will be scheduled to work Bakery Sales shifts.

Relief for Bakery Sales Clerks will be provided from outside the classification should there not be sufficient relief help available in the department.

A Bakery operation succeeds where the employees work together to produce and display bakery products in as efficient a manner as possible, given this has to be a team concept.

The items listed below are the general duties that are performed by the Bakery Sales Clerks understanding that Bakery Sales Clerks and Bakery Production employees may perform duties on an 'as needed basis'. For example, a Bakery Production employee may need to answer the phone to take a cake order, or a Bakery Sales Employee may need to write a name on a cake.

The general duties of a Bakery Sales Clerk are as follows:

1. Wrapping and slicing of Bakery products to facilitate customer service within the Bakery department.
2. Stocking – Placing Bakery products on the shelving units and display cases on the store floor for sale. Facing products with proper rotation.
3. Cleaning – cleaning and sanitizing the counter, placing and removing trays into the dishwasher, washing bulk display trays, sweeping the frontend work area.

4. Pricing – printing labels for the Bakery products and placing them on the containers.
5. Taking cake orders.
6. Obtaining supplies for Bakery Sales area.

It is understood that the foregoing represents the main functions of a Bakery Sales Clerk, but are not restricted to the same.

CP30 – Amend Appendix ‘C’ 5 in Retail, Article 11.12 (d) SM and Article 11.13 in NM to read as follows:

Agreed to November 19, 2025

Meat, Deli, and Fish Clerks wishing to become a Meat Cutter Apprentice shall inform the Employer in writing and such employees shall be given first consideration for any such full-time apprentice vacancy on the basis of seniority of the employees who have so applied. It is understood that applicants from the full-time Meat, Deli, and Fish list will be given preference, by seniority, over part-time applicants. An employee commencing on the Meat Cutter Apprenticeship Program shall be given a trial period of up to four hundred eighty (480) hours of actual work. **Employees who are unsuitable for the job, or employees wishing to transfer back of their own volition, may do so within the four hundred eighty (480) hours. Effective DOR (insert date) employees moving from a clerk classification to a cutter classification or vice versa, will maintain their union seniority date.** ~~and during such trial period shall retain his or her seniority as a Meat, Deli, or Fish Clerk only for purposes of transferring back during this period by reason of the employee being unsuitable for the job, or the employee wishes to transfer back of their own volition.~~

~~Seniority rights in the Meat, Deli, and Fish Clerk list shall also be retained during the apprenticeship period in the event the employee is affected by a lay-off for lack of work.~~

Employees transferred to the cutter classification will maintain their current wage rate and be placed off-scale being credited with the corresponding number of career hours closest to, but not exceeding, the off-scale rate, until their hours worked in the cutter classification qualify them for the next higher rate on the wage scale. ~~Upon demonstrated ability to perform the full scope of the job proportionate to their experience to no greater or lesser degree that would be required from any other apprentice, the employee shall be transferred after the trial period and placed on the appropriate seniority list as of the date of the original transfer. Such employee who has achieved the top rate within their classification shall receive no less than sixty five (65%) percent of the Journeyman Meat Cutter wage. An employee who has not achieved the top rate~~

~~within their classification may be pro-rated provided that such pro-ration does not result in a reduction.~~

UP34 – ADD New Letter of Understanding to Retail, SM, NM CBA:

Agreed to October 23, 2025

Transgender Workers

If any employee is transgender, or intends to or is going through a transition in gender identity (with or without surgery or therapy) and makes a request, the Company will keep that request confidential until the Company and the employee mutually agree on:

- a. A way to notify co-workers of the worker's status or transition, if the employee so desires the transition to be known.
- b. The Company's encouragement of other employees to speak or refer to transgender workers by the names they choose and the pronouns they identify. The Company will make reasonable efforts to use preferred names and pronouns, including on name tags, unless otherwise legally required.

CP41

Agreed to June 23, 2026

Add New LOU Retail, NM, SM:

SHIFT SWAP/TRADE AND SHIFT OFFER

The Company will be introducing a Shift Swap/Trade and Shift Offer system. This allows employees to offer their shifts that were scheduled in accordance with the applicable Collective Agreement for other employees to work via the Dayforce Application.

These shifts then become Available Shifts (thereafter referred as "Available Shift").

The Available Shifts will only be visible to employees in the store with the qualifying work assignment in their profile. Available Shifts are accepted via the Dayforce Application, subject to management approval. This system does not replace the Company's scheduling requirements as set out in the Collective Agreement.

The Shift Swap/Trade and Shift Offer system is an offering for employees to manage their work and life priorities. Participation is completely voluntary. The existing processes as set out in the Collective Agreement for requesting time off, including leaves of absences, sick days, bereavement days, jury duty and RTOs are maintained.

The Parties agree that the provisions of the Collective Agreement (scheduling provisions and/or scheduling practices etc.) shall permit the following:

a) On a Voluntary Basis

- i. Employees may swap/trade their shifts or pick-up Available Shifts within their classification and their store subject to management approval.**
- ii. Interested employees can offer their shift(s), provided the shift is offered at least eight (8) operational store hours prior to its start time. If the Available Shift is not claimed and approved at least four (4) operational store hours prior to the start of the shift, the employee will be required to work the shift. Failure to report for the scheduled shift may result in discipline.**
- iii. Employees may pick-up shifts such that their combined total weekly hours (through posted work schedule(s) and Shift Offer and Shift Swap/Trade) do not exceed any maximum of hours that would require the payment of overtime. Employees must be able to work the entire shift without triggering overtime. Overtime will need to be approved by management subject to the requirements of the Collective Agreement.**

Shifts will be posted for a minimum of two (2) hour before being approved by management.

- iv. When there is an Available Shift for Shift Offer, the following occurs:**
 - 1. Employees in the store who are qualified to work the Available Shift will receive a notification in their Dayforce message centre in the Dayforce application**
 - 2. Qualified employees may request the Available Shift through Dayforce. Where more than one qualified employee requests the shift, it will be awarded to the most senior employee with the qualifying work assignment, at the time of approval, provided they are available and able to perform the work, subject to operational requirements.**

3. A shift may be designated as an Available Shift only if it is posted at least eight (8) operational store hours prior to the start of the shift. The Available Shift may remain up until four (4) hours prior to the start of the shift.
 4. Management will make reasonable efforts to approve Available Shifts up to the four (4) operational store hours prior to the start of the shift.
 5. It is the employee's responsibility to verify on Dayforce whether they remain responsible to work the shift.
- v. Management must approve all Shift Offers and Shift Swaps/Trades before they can be completed. Approval of Shift Offers and Shift Swaps/Trades will not be unreasonably denied by the Company. Employees found to be abusing the Shift Offer and Shift Swap/Trade System as determined by the Company may be denied access and may be subject to discipline up to and including termination of employment

Prior to an employee being denied access to the Shift Offer and Shift Swap/Trade System, the Company will meet with the employee and shop steward or Union Labour Relations Officer to discuss.

- vi. The Company will provide access to a computer in the store for any employee who wishes to participate in the Shift Offer and Shift Swap/Trade system.

b) Call-ins (Additional Hours-Shift Pick up)

- i. Where the Company initiates a call-in, and after exhausting the existing call-in procedure in the Collective Agreement, the call-in shift may be offered through Shift Offer System.

c) Full-time Employee (including Phased in Retirement employees)

- i. Full-time employees will only have the opportunity to access the Shift Swap/Trade (eight (8) hour shift for an eight (8) hour shift) option in Dayforce.

d) Cashiers on a four (4) X nine (9) hour work week

- i. Employees on a four (4) X nine (9) hour work week will only have the opportunity to access the Shift Swap/Trade option in Dayforce with another four (4) X nine (9) hour employee.

UP30

Agreed August 20, 2026

Add new LOU to Retail, NM, SM to read as follows:

Respect and Dignity:

The Company agrees that employees, the people who are a vital part of our success, must be treated with dignity, respect and fairness and the right to be free from discrimination, intimidation, retaliation, and harassment. The Company recognizes the need to hire, maintain, and promote managerial officials who recognize the importance of dignity and respect in the workplace.

The parties agree that allegations of inappropriate conduct will be investigated as appropriate. If the Union or an employee disagrees with the outcome of an investigation, the Grievance and Arbitration language in the Collective Agreement shall apply.

Renew Letter of Understanding

Agreed to November 17, 2025

LOU 20 Retail and NM LOU18 and SM LOU 21 Trained Spotter

Renew Letter of Understanding

Agreed to April 16, 2016 LOU 2 Retail

LOU 3 Retail Amend to read as follows:

Rotation of General Clerks Job Duties

The Employer will provide an opportunity for all full-time General Clerks who have the ability, to rotate through various duties in the areas of frozen food, bread, **and** dairy, ~~and night stocking.~~

The foregoing rotation may at the Employer's option, exclude Management Trainees, one (1) designated full-time General Clerk and those working in the Produce Department.

Renew Letter of Understanding

Agreed to April 16, 2016

LOU 5 Retail and NM 6

LOU 13 Retail NM 25 SM 16

LOU 15 Retail NM 26 SM 17

LOU 21 Retail, NM19 and SM 22

Faith Observance

Move into the following articles and delete LOU:

- Retail Article 7
- SM Article 7
- NM Article 8

National Indigenous People Day

LOU 22 Retail, NM LOU 20 and SM LOU 23

Move into the following articles and delete LOU:

- Retail Article 7
- SM Article 7
- NM Article 8

UP3

Amend above articles to read as follows:

National Indigenous Peoples' Day National Day for Truth and Reconciliation

Employees may request unpaid time off to participate in **National Day for Truth and Reconciliation** the ~~National Indigenous People's Day~~ each year. Requests for that day off shall be made by ~~January~~ **July 31st** each year. The Employer will make the final determination based on existing conditions and notify the affected employees by ~~February 28th~~ **August 15th**. Depending on the number of requests and the anticipated needs of the business, approval may be given by seniority. Requests will not be unreasonably denied.

Effective 2027, the Employer agrees to grant time off with pay and benefits for 60 individuals (maximum inclusive of all three collective agreements), as selected and appointed by the Union, without loss of seniority rights or privileges on every Truth and Reconciliation Day, provided the Union requests these employees in accordance with Union Leave requirements set out in Article 14.3 (Retail) of the collective agreement. It is the Union's intention to send these individuals to Indigenous ceremonies on that day to reflect, grieve, and to speak truth and to seek reconciliation.

Renew the following LOU:

Agreed to April 16, 2026

LOU 24 Retail

Abbotsfield Pharmacy

Notwithstanding anything to the contrary contained in the Collective Agreement, the Employer will employ a General Clerk to work at the Abbotsfield Pharmacy who will perform cash office, variety, grocery, and file maintenance duties as required at the Abbotsfield Pharmacy.

It is understood this employee will be a member of the Edmonton Bargaining Unit and enjoy the same rights and protections under the Collective Agreement.

~~The Employer will agree to post an "Expression of Interest" for this job at all stores in the Edmonton Bargaining Unit within thirty (30) days of the ratification (August 10th, 2020) of this Collective Agreement and for successive vacancies.~~ Preference for filling this position will be given to an internal candidate who meets the requirements of the position prior to hiring an external candidate.

Renew the following LOU:

Agreed to April 16, 2026

LOU 25 Retail NM 22 SM 25

Renew the following LOU:

Agreed to May 19, 2026

LOU 33 Retail NM 36 SM 33

LOU 5 Retail NM 6

LOU 17 Retail NM 15 SM 19

Renew the following LOU:

Agreed to May 20, 2026

LOU 7 Retail

LOU 9 Retail NM 23 SM 9

LOU 9 NM and SM 8

LOU 11 NM

LOU 12 Retail – Dayforce

Amend to read as follows:

Letter of Understanding #12 – **Dayforce** Employee Self Service

The Employer agrees to meet with the Union upon request to address issues pertaining to employee access to **Dayforce** “Employee Self Service” or its replacements.

LOU 24 NM

Amend to read as follows:

Letter of Understanding #24 – **Dayforce** Employee Self Service

The Employer agrees to meet with the Union upon request to address issues pertaining to employee access to **Dayforce** “Employee Self Service” or its replacements.

LOU 15 SM

Amend to read as follows:

Letter of Understanding #15 – **Dayforce** Employee Self Service

The Employer agrees to meet with the Union upon request to address issues pertaining to employee access to **Dayforce** “Employee Self Service” or its replacements.

Renew the following LOU:

Agreed to May 20, 2026

LOU 18 Retail NM 27 SM 20

Renew the following LOU:

Agreed to May 21, 2026

LOU 16 NM

LOU 28 NM LOU 12 SM

Renew the following LOU:

Agreed to June 23, 2026

LOU 14 Retail and Add Title: **Northern Alberta Produce Clerks**

Renew LOU

Agreed July 23, 2026

LOU 16 Retail NM 13 SM 18

Phased in Retirement

~~Notwithstanding anything to the contrary contained in the Collective Agreements, the parties agree on a trial basis for the life of the current Collective Agreements to the following terms and conditions for a “Phased in Retirement” Option.~~

1. Only full-time active employees aged **fifty-five (55)** ~~sixty (60)~~ years or older will be eligible for this option.
2. ~~Eligible~~ **Employees, meeting the requirement in point 1,** may request to participate in this option and their requests will be granted provided it will not interfere with the efficient operation of the business. Requests will not be unreasonably denied.
3. Employees can only elect for this option once in their career. An employee will only be able to revert to regular full-time status as a result of a life-changing event (i.e. divorce, separation, death/illness of a partner).
4. Successful applicants will have their basic work week reduced by eight (8) hours each week. In weeks with (a) General Holiday(s), further reductions in the basic work will be as set out in Article 4.3(b) of the Retail Collective Agreement.
5. These employees will continue to be eligible for Long Term Disability as set out in Article 8.7 of the Collective Agreement.
6. These employees will be eligible for the full-time life insurance benefit as set out in the Employer’s Group Life Insurance plan.
7. Sick leave credits shall accumulate at the rate of three point two (3.2) hours per month as set out in Article 8.3 of the Collective Agreement.

8. Vacation weeks will be paid at a rate of two (2%) percent of previous year's gross earnings or the basic work as defined in (4.) above, whichever is greater.

9. Employees will be required to pay a premium of thirty-five (\$35.00) dollars per pay period to maintain the above mentioned benefits. The premium will be reassessed annually and the employees and the Union will be provided with sixty (60) days' notice of any change to the premium amount.

~~10. The option will be made available for enrollment for all eligible employees aged fifty-five (55) and over, starting on December 1st, 2020 with an implementation date of January 3rd, 2021.~~

11. The parties agree to meet upon request, but not more than annually to review the program and consider any changes that may be required.

UP48

LOU 29 Retail, 32 NM, 29 SM
Agreed August 20, 2026

Replace the current LOU with the following:

Benefit Plan Election

Part-time employees who become eligible for the Employer provided benefits plan shall have the option to participate in that plan. Eligible employees will receive correspondence from the Employer that they have qualified for the Employer provided benefits plan. Eligible employees must then elect to participate in the Employer provided benefits plan. Their election shall be irrevocable for one (1) year from the date of submission. It will be the responsibility of the employee to contact the Employer after the one (1) year, should the employee want to make a change. Should employees not respond to the Employer communication, they will remain in the Part-Time Health & Welfare Trust Plan.

Within six (6) months from date of ratification (insert date), the Employer will contact part-time employees who are currently in the Employer provided plan to

confirm their election. After which, the Employer will no longer contact employees annually to confirm their election.

Prior to the implementation of the above, the parties will review this change with the Trustees of the Part-Time Health and Welfare Trust to determine if there are any concerns. If the Trustees have concerns the Company and the Union agree to renew the LOU from the previous Collective Agreement that expired in August of 2025.

CP60/UP17

Agreed September 15, 2026

Amend LOU 3 SM to read as follows:

Letter of Understanding #3 – Full-Time/Part-Time Ratios

Subject to the following, the Employer shall, for the duration of this Agreement, agree to maintain a workforce comprising of fulltime and part-time employees in the Meat Production (**Meat cutters, meat wrappers and fish departments**) and Meat Service Departments (Delicatessen and **China Kitchen Fish Departments**) according to the following understandings:

A.	Meat Production	Full-time employees 78.5%
		Part-time employees <u>21.5%</u>
		100%
B.	Service Departments	Full-time employees 30.0%
		Part-time employees <u>70.0%</u>
		100%

CLARIFICATION

1. Those full-time and part-time employees shall be enumerated in the foregoing ratio.

Those full-time employees, enumerated above, will include:

(a) Full-time employees actually at work.

- (b) Full-time employees who have been laid off and maintain recall rights.
- (c) Full-time employees who are on leave of absence (e.g. Maternity, W.C.B., W.I., L.T.D., Vacation, Personal Leave).

2. Those part-time employees, who are enumerated above

will include:

- (a) Part-time employees actually at work.
- (b) Part-time employees who have been laid off but enjoy recall rights.
- (c) Part-time employees who are on leave of absence (e.g. Maternity, W.C.B., W.I., L.T.D., Vacation, Personal Leave).

3. The scope of the ratio in each of the two (2) operational areas (Meat Production or Meat Service Departments) shall be the Division.

4. The parties realize that there may be occasional, but not consistent, fluctuations in the ratio of full-time employees of up to minus two (-2%) percent below the calculation in (a) or (b) above. The parties agree that these ratios are a minimum and not maximum and that if all requests for full-time have been filled then the ratios may fall below the minimum.

5. The parties recognize that the foregoing Agreement, to maintain a full-time/part-time ratio, will not restrict the Employer from opening and operating new departments which are significantly different in staffing requirements and are not currently not operated by the Employer. If it appears that the number of full-time employees, required to operate the new departments, is less than that provided in (a) or (b) above, those new departments and employees will be excluded from the calculation in (a) or (b) above, and will be dealt with in subsequent negotiations.

Amend LOU 8 NM to read as follows:

Letter of Understanding #8 – Full-Time / Part-Time Ratios

Subject to the following the Employer shall, for the duration of this Agreement, agree to maintain a workforce comprising full-time and part-time employees in the Meat Production (**Meat cutters, meat wrappers, and fish departments**) and Meat Service Departments (delicatessen and **China Kitchen** ~~fish departments~~) according to the following understandings:

- | | |
|---------------------|-------------------------|
| A. Meat Production: | Full-time employees 65% |
| | Part-time employees 35% |

100%

B. Service Departments:

Full-time employees 20%

Part-time employees 80%

100%

CLARIFICATION

- (1) Those full-time and part-time employees shall be enumerated in the forgoing ratio.

Those full-time employees, enumerated above, will include:

- full-time employees actually at work.
- full-time employees who have been laid off and maintain recall rights.
- full-time employees who are on leave of absence (e.g. Maternity, W.C.B., W.I., L.T.D., Vacation, Personal Leave).

Those part-time employees, who enumerated above will include:

- part-time employees actually at work.
- part-time employees who have been laid off, but enjoy recall rights.
- those part-time employees who are on a leave of absence (W.C.B., Maternity, W.I., Vacation, Personal Leave).

- (2) The scope of the ratio in each of the two operational areas (Meat Production or Meat Service Departments) shall be the Division.

(3) The parties realize that there may be occasional, but not consistent, fluctuations in the ratio of full-time employees of up to minus two (-2%) percent below the calculation in (A) or (B) above. The parties agree that these ratios are a minimum and not a maximum and that if all requests for full-time have been filled then the ratios may fall below the minimum.

(4) The Parties recognize that the foregoing Agreement, to maintain a full-time/part-time ratio, will not restrict the Employer from opening and operating new departments which are significantly different in staffing requirements and are not currently not operated by the Employer. If it appears that the number of full-time employees, required to operate the new departments, is less than that provided in (A) or (B) above, those new departments and employees will be excluded from the calculation in (A) or (B) above, and will be dealt within subsequent negotiations.

Agree to renew LOI and LOU:

September 15, 2026

LOI 2 Retail – 4x9 Scheduling

LOU 11 Retail – Credit for Previous Experience

LOU 5 NM – Wage Rate Adjustment (Fort McMurray & Grande Prairie)

UP25

Amend LOU 30 Retail, SM 30 and NM 33 to read as follows:

Employee Assistance Program

The Employer will maintain an Employee Assistance Program at current levels for the life of the Collective Agreement.

It is agreed that accessing and utilizing the EAP is a highly sensitive matter and the employee confidentiality must be maintained.

Information regarding the Employee Assistance Program will be displayed in the lunchroom. The information displayed will clearly explain:

- The confidentiality of the EAP program
- How to access the program

Within thirty (30) days following ratification of the new Collective Agreement, the EAP provider will host a virtual training session regarding the benefits provided through EAP. The training session will take place in the store for Assistant Store Managers, Department Managers and shop stewards covered by the respective collective agreements.

In addition, the Union will be provided a copy of the current EAP information within seven (7) days of the ratification of this agreement.

Agree to renew LOU:

Agreed September 17, 2026

LOU 6 Retail, SM LOU7, NM 10 Joint Training – insert **August 10, 2020** (ratification date) vs. following ratification.

LOU 10 Retail RPT amend (i) to read as follows:

- (i) Credit for Previous Experience: Pharmacy Assistants promoted to the position of Regulated Pharmacy Technician will receive credit for fifty (50%) percent of their career hours with Safeway to a maximum of ~~two thousand five hundred (2500) hours.~~ **three thousand five hundred (3500) hours.** If there is a circumstance where a Pharmacy Assistant promoted to the position of RPT will receive a reduction in pay, the Company will credit the employee with the number of hours on the RPT scale to achieve the next higher wage rate.

LOU 11 Retail RPT

Add New Provisional RPT LOU 11 to Retail:

Provisional Regulated Pharmacy Technicians

Provisional Regulated Pharmacy Technicians are individuals who have completed an accredited Regulated Pharmacy Technician course but are awaiting licensing or completion of national board exams. The following will apply to employees in this role:

- 1) Wage – \$21.96/hour until the Provisional Regulated Pharmacy Technicians are licensed with the AB College of Pharmacists, for up to ~~twelve (12)~~ eighteen (18) months; and**
- 2) Employee Status – If Provisional Regulated Pharmacy Technicians do not acquire the above-mentioned license within the ~~twelve (12)~~ eighteen (18) month period, they will be moved to the appropriate Pharmacy Assistant classification and placed at the appropriate hourly wage with credited hours worked.**

LOU 34 Retail Health and Wellness Manager

Amend to read as follows:

Health and Wellness Manager

~~The parties agree that on a trial basis, until the expiry of the current Collective Agreement, the Employer will create the classification of "Health and Wellness Manager".~~ The Employer will have the ability to designate newly hired or existing employees to this position provided they have the requisite skill and ability and have a credential as either a "Registered Dietician", "Registered Holistic Nutritionist", "Certified Holistic Nutritionist", or previous work experience in Natural Health/Nutrition fields. The rate for this position will be the overscale Post-2008 'Sales/Service Clerks' rate.

There shall be a maximum of one (1) employee per store that occupies the 'Health and Wellness Manager' position and the position may be either full-time or part-time. The position will be responsible for managing the "Health and Wellness" section and duties will include interacting with customers and educating them on health and wellness topics and products, inventory, ordering, and light stocking. The position will not require relief and as such there will be no relief pay.

If there are additional hours required in Health and Wellness, the hours will come from the general clerk classification. ~~In cases where employees from outside the general clerk classification are assigned to perform duties in Health and Wellness for fifteen (15) minutes or more, they shall be paid the pre-2003 General Clerk top rate.~~

LOU 8 Retail, LOU 11 SM - Canmore

Memorandum note - LOU 8 in the CBA is renewed and the Company has confirmed that there are no current plans to change the Canmore incentives.

Agree to renew LOU:

Agreed September 17, 2026

LOU 23 Retail, NM LOU 21, SM LOU 24 Store Closure

Agree to renew as amended LOU:

Agreed September 17, 2026

LOU 26 Retail NM LOU 29, SM LOU 26 FreshCo

Add the following at (b):

- (b) Up to twenty-five (25%) percent of the vacancies in FreshCo will be filled by employees by seniority who will be allowed to maintain their Safeway economic terms along with:

- Hourly rate of pay and career hours
- Health and Welfare benefits
- Dental benefits

Vacation entitlement
Seniority date
Pension (to be determined by the parties)
While accepting the remainder of the terms in the FreshCo Agreement;

It is understood that no further wage increase from the Safeway Collective Agreement will apply to employees who choose the top 25% option, following the ratification of this Collective Agreement (insert date).

Agree to renew LOU:

Agreed September 17, 2026

LOU 31 Retail, NM 34, SM 31 third Party Kiosk

LOU 32 Retail and SM 32, NM 35 BPA

LOU 1 NM and SM 1 Counter Ready

LOU 2 NM and SM 2 Counter Ready

LOU 3 NM and SM 5 Meat Manager

LOU 4 NM and SM 4 Company Bonus

LOU 7 NM and SM 6 Relief

LOU 14 NM - Renew in NM only

LOU 28 NM and SM 12 Additional Training

LOU 35 Retail, NM 37, SM 34 Wage Re-Opener

LOU 10 SM, LOU 12 NM

CP59 Delete Letter of Understanding

Agreed to February 6, 2026

LOU 1 Retail

CP70 Delete Letter of Understanding

September 15, 2026

LOU 14 SM - Head Sushi Chef

UP28

Delete LOU Retail 27, SM 27, NM 30 and replace with the following:

Walking Stewards

The Employer agrees to provide annual funding to UFCW Local 401 in support of their Walking Steward program. The Employer will maintain its current practice regarding requests for union leave of absences and the rebilling for employees on paid union leaves

CP33

September 15, 2026

Add New LOU in Retail, SM and NM:

Bumping

In an effort to reduce the impact on the broader bargaining unit, the Employer and the Union agree to a trial process for a future store closure, store conversion, department closure, or technological changes, should any occur.

The maximum number of rounds/waves for bumping will be four (4). The first, second, and third group of impacted full-time employees will receive bumping options for all classifications that they have the seniority to bump into, provided they have the sufficient ability to work in the classification. The fourth group of impacted full-time employees shall have the right to exercise their seniority over the most junior full-time employee in the bargaining unit, with the highest wage rate, provided they have sufficient ability to work in the most junior employee's classification.

If employees from the Courtesy Clerk classification are impacted, they will be allowed to bump out of their classification, but no employee shall be allowed to bump into the courtesy classification.

The parties agree that following the completion of the first (1st) use of this process, there will be a good faith meeting between the Employer and the Union to review the process and whether it will continue to be used in the future.

UP21

Add New Letter of Understanding to read as follows:

Retirement Allowance

Employees, as set out below will be offered a retirement allowance during the life of the Collective Agreement, expiring August 10, 2030.

The features of the retirement allowance will include:

- 1) The retirement allowance will be offered to Full-Time and Part-Time employees (excluding Pharmacy Assistants, Registered Pharmacy Technicians, Bakers, Cake Decorators, and Cutters) with an hourly rate in excess of \$24 per hour.**
- 2) The Employer reserves the right to make the final determination as to the number of employees who may participate in the program and their departure dates but agrees that no less than two hundred (200) total applications (with a minimum of fifty (50) in 2027, 2028, 2029 and 2030 respectively) will be approved by seniority based on the criteria set out in #1 above. Where the Employer limits the number of approvals for a particular store or a particular classification, those approvals will be granted based on seniority.**
- 3) The retirement allowance will be calculated as follows:**
 - a) One-thousand (\$1000) dollars for each full year of continuous service, less statutory deductions to a maximum of twenty-five thousand (\$25,000) dollars.**
 - b) Employees absent from work on WCB, Weekly Indemnity or Long Term Disability will be eligible for this allowance once their claim is closed and they have advised the Company of their intention to retire.**
 - c) Employees who receive the retirement allowance will not be eligible for any credit for previous experience, if rehired at a later date.**

The Employer maintains the right to determine the timing and specific details of the retirement allowance offering subject to the conditions set out above.

New Letter of Understanding to read as follows:

New Opportunities, Employee Advancement and Access of Hours

Within six (6) months of the ratification of this agreement, the Employer and the Union will meet in good faith to discuss potential management structure changes to be implemented over the life of the new collective agreement. In addition, the parties will meet to discuss the potential for merging the three collective agreements in order to enable employees the ability to access cross-department work and training opportunities with the objective of creating additional opportunities for existing employees to receive available hours.

The parties will create a committee to explore these opportunities made up of management representatives, walking stewards and union representatives. The committee will have no more than eight (8) appointees for the union and eight (8) appointees for the Employer.

Part-Time Cross-Department Training and Scheduling

Article 19 – Job Descriptions

Delete reference in 19.1 b, c, d, e, f, g, h and Appendix B (8) regarding the penalty for employees instructed by Management or the person in charge to perform duties other than those listed in the respective Job Description duties for fifteen (15) minutes or more in a shift, shall be paid the top rate of the Pre-2003 General Clerk classification for the complete shift. It is also agreed that this language will not be added anywhere else in the collective agreement.

Add New Letter of Understanding to read as follows:

Part-Time Cross-Department Training and Scheduling

Notwithstanding anything to the contrary in the Collective Agreement, the following represents the parties agreement with respect to part-time employees cross departmental training and scheduling.

1) Expression of Interest for Cross-Department Training

- a. Part-time employees who wish to be considered for training in an additional department can indicate their interest on a form provided by the Employer.**
- b. The Employer shall maintain a list of interested employees by Store seniority.**

- c. The list of interested employees will be made available to the union, upon request, but not less than four times per year in the first week of January, April, July, and September.

2) Selection and Training

- a. Where the Employer determines that cross-department training opportunities exist, employees shall be offered the opportunity from the list in order of seniority, provided they possess the sufficient ability required for the work.
- b. Should an employee be bypassed for cross-training, the employee can request a meeting with the store manager and the union representative to discuss why they were bypassed.
- c. Employees selected for cross-department training shall complete a trial period of one hundred and twenty (120) hours worked or six (6) calendar months, whichever is shorter in the additional department.
- d. If the Employer determines that the employee has not successfully completed the trial period, the employee will no longer be offered cross-functional work in that department. In the event the employee does not agree with the Employer's determination, the dispute shall be resolved through the grievance process. Employees will also have the ability within the trial period of one hundred and twenty (120) hours worked to advise if they no longer want to be cross-trained in the department and they will not be required to work in that department any longer. In the event an employee wants to temporarily suspend their scheduling in the additional department, they can elect to do so by providing written notice in accordance with the timelines set out for the Declaration of Availability in the collective agreement set out in Article 12.4.
- e. A list of employees who have been cross trained will be made available to the union, upon request but not less than four (4) times per year in the first week of January, April, July, and September.

3) Primary Department

- a. Employees who are cross-trained shall remain assigned to their primary department for the purposes of scheduling, seniority, and the application of this Agreement.
- b. Cross-training shall not affect the employee's seniority standing within their primary department.

4) Scheduling in Additional Departments

- a. Where operational requirements exist, a cross-trained employee may be scheduled in an additional department. Employees working in additional departments will continue to accrue seniority as if they were working in their primary department.

- b. Such scheduling shall occur only after the available hours in the department and classification concerned have been allocated in accordance with Article 12 (retail) of the Collective Agreement, taking into consideration operational requirements, employee availability, and the qualifications required to perform the work.
- c. Where more than one cross-trained employee is available and qualified to perform the work in the additional department, the most senior cross-trained employee shall be scheduled, provided they are able to perform the required duties.
- d. When scheduled in an additional department, the cross-trained employee shall be considered the most junior employee in that department for scheduling purposes.
- e. Nothing in this LOU shall restrict the Employer's Management rights as set out in the collective agreement.
- f. Hours worked in an additional department shall not count towards the creation of a FT position under Article 11.4 (Retail).
- g. Employees working in Additional Departments shall continue to receive their regular rate of pay for their classification. In the event an employee is scheduled to work in a classification with a higher rate of pay and there is no equal wage rate, they will receive the next highest wage rate for all hours worked in this classification.
- h. It is understood that hours scheduled in additional departments may allow employees to be scheduled more than the twenty-eight (28) hours set out in Article 12.7 (Retail).

5) Allocation of Hours

- a. Employees in the department and classification concerned shall receive priority for available hours before cross-trained employees are scheduled.
- b. A cross-trained employee may receive more total weekly hours in the Store than another employee with greater seniority, where those additional hours result from work scheduled in more than one (1) department.
- c. Where overtime is required in a department and it has been offered in accordance with the requirements of 4.2 (d) of the collective agreement, the Employer may offer such hours to qualified cross-trained employees before proceeding to reverse seniority assignment as outlined in that article.

6) No Guarantee of Hours

- a. Cross-training does not guarantee any minimum number of hours in an additional department.

- 7) It is understood that only employees who have been cross-trained to work in another department, as per this Letter of Understanding, will be able to work hours in the additional department.

Add New Letter of Understanding not to form part of the Collective Agreement to read as follows:

Sobeys respects the importance of job security to its employees during volatile and changing times.

The Company agrees not to convert to any other banner, any Safeway store in the Province of Alberta for the term of this Collective Agreement (from ratification to August 10, 2030).

If the Company decides to close a store prior to August 10, 2030, they shall notify the Union. The Company will provide notice of store closure of no less than six (6) months to the affected employees and the Union.

The Company shall meet with the Union and a committee of workers selected by the Union from the affected store within thirty (30) days of the above-mentioned notification to consider in good faith alternatives to store closure, including conversion. It is understood that the Company shall have the final decision on whether to close the store.

Should a closure or conversion take place all other collective agreement provisions related to closure or conversion shall apply.

This letter of intent does not apply to any Alberta Safeway store conversions that have already occurred (Northgate Safeway– Store 8803 and Thorncliffe Safeway – Store 8918).

The letter is subject to the grievance and arbitration provisions of all three collective agreements but can not be used to grieve a store closure and it is not subject to bridging under section 130 of the Labour Relations Code.

UP20

Add new Letter of Intent to read as follows:

Part Time Health and Welfare Trust

In the event that this trust fund is unable to maintain the pre-ratification (2026) level of benefits, the parties will meet to discuss potential solutions which could include diverting contributions from other trust funds covered by this collective agreement.

In the event that additional contributions are determined necessary by the Trustees of the plan to maintain the pre-ratification (2026) level of benefits, the Employer will agree to increase the contribution by one (\$0.01) cent effective August 12, 2029.

UP17-3

September 15, 2026

Add new Letter of Intent

Effective SFR (Insert Date) the Company will change its practice on filling Full-Time positions as per Article 11.3. The Company will have one (1) Part-Time to Full-Time request List. Full-Time opportunities will be offered by seniority, regardless of classification.

In addition, Full-Time employees being transferred or accommodated from one department into another, will no longer be required to step-down to part-time, provided they have the seniority to maintain a Full-Time position in the new department and there is a business need for a Full-Time position in the new department. It is understood the two hundred (200) hours to demonstrate competence in the new department will apply to employees who transfer or are accommodated in the new department.

UP28

Add New Letter of Intent Between Sobeys Labour Relations and UFCW 401:

In the event that the Employer raises concerns to the Union President about unlawful or inappropriate postings on the bulletin board, the parties will have a discussion and attempt in good faith to address these concerns.

CP17

Agreed to October 22, 2025

ADD new Letter of Intent outside of SM and NM CBA:

LETTER OF INTENT

(Outside of Collective Agreement)

The Following is the Process to Transition Away From Red, White, and Blue Scheduling:

- 1. Effective for the January 2027 calendar year, employees in the meat department will no longer be scheduled vacation according to the Red, White, and Blue scheduling system.**
- 2. Effective for the January 2027 calendar year, employees in the meat department will pick their vacation as per Article 6.7 in the Southern Meats contract and Article 14.7 in the Northern Meats contract.**
- 3. During the transition year only, the Company will post the vacation planner in the meat departments on October 1, 2026, and employees will start selecting their vacations as per Article 6.7 and 14.7 on October 25, 2026.**
- 4. The Company and the Union will meet to discuss any concerns regarding the meat department vacation schedule by December 12, 2026.**

UP18

Menstrual Products

New Letter of Intent not to form part of the Collective Agreement.

The Employer will agree to provide free menstrual products in employee washrooms that will be gradually phased in within six (6) months of the ratification of this agreement.

In the event of a dispute in relation to this provision, the Union shall have access to the Grievance and Arbitration language in the relevant collective agreement.

Add New Letter of Intent not to form part of the Collective Agreement to read as follows:

Store Closure

It is understood that this Letter of Intent is only for the life of the current collective agreement that expires on August 10, 2030 and is not subject to bridging under section 130 of the Labour Relations Code.

Should a store closure occur prior to August 10, 2030, the closure process under Letter of Understanding #23 (LOU#24 South Meats and LOU#21 North Meats) of the respective Collective Agreement will apply. In addition to the rights set out in the Collective Agreement, full-time employees from the store that is closing will also have the option to elect for severance. In these cases, the severance entitlement will be limited to one (1) week of severance per year of service, to a maximum of thirty (30) weeks.

CP23/UP19

Dental Funds

The Employer agrees to increase the dental contributions listed in Article 8.10 of the Retail CBA, Article 20 of the Northern Meats CBA, and Article 8.15 of the Southern Meats CBA. Effective Sunday Following Ratification (Insert Date), contributions will increase by two (2) cents to forty-five (\$0.45) cents per hour, effective August 8, 2027, contributions will increase by one (1) cent to forty-six (\$0.46) cents per hour, effective August 13, 2028, contributions will increase by one (1) cent to forty-seven (\$0.47) cents per hour and effective August 12, 2029, contributions will increase by one (1) cent to forty eight (\$0.48) cents per hour.

UP28

Education and Training Fund

The Employer agrees to increase the contributions listed in Article 14.10 of the Retail CBA, Article 21 of the Northern Meats CBA, and Article 14.11 of the Southern Meats CBA by one (\$0.01) cent effective Sunday Following Ratification (Insert Date) and an additional one (\$0.01) cent effective August 8, 2027.

WAGES AND TERM

Expiration and Renewal

The parties agree to a five (5) year term for the Province Wide Retail Collective Agreement, the Southern Meats and Deli Collective Agreement, and the Northern Meats and Deli Collective Agreement between Sobeys Capital Incorporated (Safeway Operations) and UFCW Local No. 401 which will all have expiry dates of August 10, 2030

Signing Bonus

All active top-rated or over-scale employees on the payroll of the Employer hired prior to the date of ratification (Insert Date) shall receive a lump sum payment of two thousand dollars (\$2000), less statutory deductions

All active in-scale employees on the payroll of the Employer hired prior to the date of ratification (Insert Date) shall receive a lump sum payment of five hundred dollars (\$500), less statutory deductions

The signing bonuses shall be paid to all active employees within thirty (30) calendar days from the date of ratification (Insert Date).

2023 Final Offer Selection Process and Subsequent Appeals

If the Offer is accepted, it will form the full and complete resolve to all outstanding issues and claims between the parties, and between the Employer and the employees, with respect to the Final Offer Selection Award of Mia Norrie dated November 19, 2023 and the Employer's application for Leave to Appeal to the Supreme Court of Canada from the Judgment of the Court of Appeal of Alberta (2401-0306AC) made on February 12, 2026.

For further clarity, the increases awarded to top-rated and over-scale employees in the 2023 Final Offer Selection Award, as set out below, will remain in place and no further appeals or actions will be taken by the Employer on this matter:

August 6, 2023	5%
August 11, 2024	5%

Wages

All active top-rate and over-scale employees on the payroll of the Employer on the following effective dates, shall receive:

Effective June 27, 2027 - 2% wage increase
Effective August 13, 2028 - 3% wage increase
Effective August 12, 2029 – 3% wage increase

All active in-scale employees on the payroll of the Employer on the following effective dates, shall receive:

Effective Sunday Following Ratification: 3% off-scale increase or moved to the top rate of their current scale, whichever is less. If the off-scale increase puts the

employee at a rate that is less than the top rate of their scale, they will remain at that off scale rate until they work the hours required to qualify them for the next higher rate on that scale. If the off-scale increase puts the employee at a rate that is above the top-rate of the scale, the employee will be assigned the top-rate of the scale only.

Effective June 27, 2027: Five hundred dollar (\$500.00) lump sum, less statutory deductions

Effective August 13, 2028: Five hundred dollar (\$500.00) lump sum, less statutory deductions

Effective August 12, 2029: Five hundred dollar (\$500.00) lump sum, less statutory deductions

Housekeep:

Agreed to January 8, 2026

Review the CBA and replace with gender neutral language.

Review the table of contents and page numbers.

Morgyn Ahrens
Director, Labour Relations – Retail
Sobeys Inc.

Chris O'Halloran
Executive Director
UFCW local 401

Date

Date

ERRORS AND OMISSIONS EXCLUDED