



# **MEMORANDUM OF AGREEMENT Ratification Document**

**LOBLAW INC.  
(Real Canadian Superstore)**

May 15<sup>th</sup>, 2015

**Ratification Meetings June 1<sup>st</sup> to 12<sup>th</sup>, 2015**





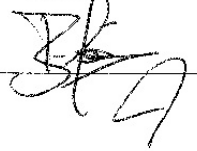
## Memorandum of Agreement

Between Loblaws Inc. and UFCW Local 247 hereinafter referred to as the parties.


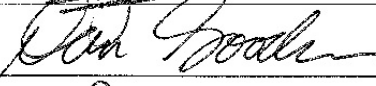


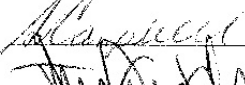


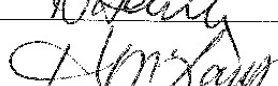
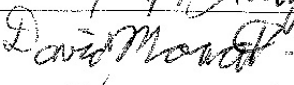
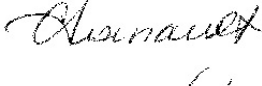
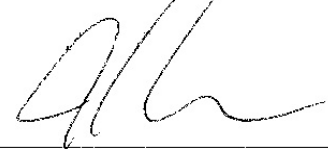

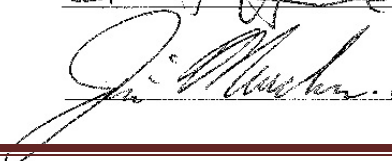
- 1) It is agreed that the attached documents form the basis of settlement of the Real Canadian Superstore and Westfair Foods Limited Distribution Centers Collective Agreement that will expire on August 15, 2015.
- 2) The undersigned representatives of the parties do hereby agree to unanimously recommend complete acceptance of all the terms of this Memorandum of Agreement to their respective principals.
- 3) All rate increases shall be effective the first full pay period following ratification.
- 4) All lump sums shall be paid within 2 weeks following ratification.

*Signed this 15<sup>th</sup> day of May, 2015 at Surrey, British Columbia.*

*FOR THE COMPANY:*

  
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*FOR THE UNION:*

  
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# Memorandum of Agreement

## 1) ARTICLE 39 – PENSION

The Employer agrees to participate in and contribute to the CANADIAN COMMERCIAL WORKERS' INDUSTRY PENSION PLAN.

The Employer will participate in the new CCWIPP Master Contribution Agreement, taking effect July 1, 2015.

All required 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 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 at the rate established by the Trustees on all contributions not remitted as stipulated below.

**39.1** Hourly Pension Contributions from the employer are as follows:

Effective July 1, 2015 – \$1.45

In addition Member contributions will be deducted from the employees as follows effective July 1, 2015

<u>Period of Continuous Service</u>	<u>Member Contribution Rate</u>
Less than 2 years	0 cents/hour
2 years but less than 8 years	22 cents/hour
8 or more years	40 cents/hour

*As per the information provided to members by the Pension Plan, the Employer will be increasing its contribution from \$1.25/hr to \$1.45/hr, provided members agree to make self-contributions as set out above.*

*Extremely Important.*

## 2) HOUSEKEEPING

Change Westfair Foods to Loblaw Inc.

Delete all references to Extra Foods.

*Housekeeping.*

**3) ARTICLE 1 – BARGAINING AGENCY**

Sub 1. Amend to Read:

Department Managers, Price Checkers, Store Administrators, Pharmacists, Undergraduate Pharmacists, **Registered Pharmacy Technicians**, Opticians, Undergraduate Opticians, **Dietician**, and those above the rank of Department Manager are specifically excluded from the bargaining unit and are not covered by this agreement.

*Addition of Dietician and Registered Pharmacy Tech which was agreed to last bargaining but omitted in printing.*

**4) ARTICLE 4 – DEDUCTION OF UNION DUES**

Amend 4.1 to “maintain **active** membership as outlined. Delete “in good standing”

*Housekeeping.*

**5) ARTICLE 4 – DEDUCTION OF UNION DUES**

The Employer agrees to provide the currently provided information via FTP.

*The Company currently provides us with seniority and termination lists, address updates, etc. Local support staff will now be able to access this information directly online.*

**6) ARTICLE 11 – SCHEDULING**

**Delete** Article 11.9 - Ethnic Greens

*Housekeeping. Department no longer there.*

**7) ARTICLE 11 – SCHEDULING**

11.10 Evening Shifts - Retail Only

**Amend to read:**

The Employer will schedule with the intent to allocate the evening shifts, when the store is open for business, amongst the available anytime **and restricted employees available for those shifts**. This provision is subject to the operational needs of the business.

*The Committee raised concerns over available anytime being scheduled all the evening shifts even if restricted members were available. The new language helps us ensure these shifts are distributed fairly and amongst all employees who are available to work them.*

## 8) ARTICLE 12 – WAGES – MINIMUM HOURLY RATES

### Sub 12.4 – Meat & Bakery Trainees

**Amend** to read:

1. Meat and Bakery Production Trainees will be selected on the basis of skill, qualifications, merit and ability to perform the work. Consideration will be given to the existing Food Clerks in the store with an opportunity for a Trainee. If the Trainees are not suitable or are not available to fill the Production Specialist position, the Company has the right to hire outside.
2. During the training period, Trainees who are not successful or whom the Company determines are not capable of becoming a Production Specialist shall be returned or placed into their **former** Food Clerk classification.
3. The duties of the Trainees can include all aspects of the Production Specialist and they will be under the guidance of the same.
4. At the completion of 2080 hours, the Trainees will be reclassified as part-time Production Specialists **and shall be moved to the Production scale to be assigned the start rate or the hourly rate that is next highest to their current rate, whichever is greater, and assigned the corresponding Class Hours.**
5. When Trainee hours are not available, **a** Trainee will receive Food Clerk hours in line with seniority.

**Delete Cutter/Baker Trainee scale.**

*Language updated to reflect current practice.*

## 9) ARTICLE 13 - GENERAL HOLIDAYS

Sub 13.4 - **Amend** to read:

Provided he/she works his/her regular scheduled full work day before and after the holiday, unless absent due to bona fide illness or accident, **full time** employees regularly working shall receive eight (8) hours pay for each such holiday.

*Housekeeping. Clarifies this language applies to full-time employees.*

10) **ARTICLE 13 – GENERAL HOLIDAYS**

Sub 13.6 – **Amend to read:**

Provided he works his regular scheduled full work day before, and after the holiday, unless absent due to bona fide illness or accident, employees regularly working shall receive pay for each such holiday in accordance with 13.7 through 13.10.  
Renumber the balance from 13.7 – 13.10.

*Housekeeping. This clarifies this language refers to part-time employees general holiday pay and the remaining language determines the amount based on average hours worked.*

11) **ARTICLE 18 – VACATIONS**

**Amend** to read as follows:

18.1 **Vacation prime time is April 1st to September 30th however vacation may be scheduled throughout the year.** ~~unless otherwise mutually agreed by the Employer and the employee.~~ So far as is practical and consistent with the Employer maintaining an efficient operation, vacations shall be granted during the time requested by the employees. The applications for vacation shall be granted on basis of, and in order of, respective employee's seniority in selection of vacation dates **subject to the specific provisions contained within Article 18.**

The Employer shall post a notice by January 17 advising employees seeking vacation time to submit requests to their Department Manager by February 14. Vacation schedules will be confirmed and posted by March 17 after which changes will be by mutual agreement. If the request for vacation time is not made by February 14, they will be granted at the Employer's discretion.

18.2 All part-time employees who have completed one (1) year of continuous employment with the Employer will have the opportunity to schedule two (2) weeks' vacation. Part-time employees who have completed the following years of continuous employment with the Employer, shall receive the following vacation time off:

Three (3) years of service	three (3) weeks of vacation
Eight (8) years of service	four (4) weeks of vacation
Thirteen (13) years of service	five (5) weeks of vacation
Eighteen (18) years of service	six (6) weeks of vacation
Twenty-three (23) years of service	seven (7) weeks of vacation

Such time off will be without pay. Part-time vacation schedules will be completed and posted following the selection by full-time employees.

The Employer will provide part-time employees with their vacation pay for the previous year by the end of January.

18.3 Where employees are entitled to three (3) **or more** weeks of vacation, the additional **week(s)** of vacation may be scheduled consecutively **by mutual agreement.**

- ~~18.4 Employees entitled to four (4) or more weeks of paid vacation shall receive their additional two (2) or more weeks consecutively unless the employee and the Employer mutually agree otherwise, with such additional weeks to be scheduled at the discretion of the Employer.~~
- 18.5 All full-time employees, after one (1) year's service, shall receive two (2) weeks vacation with pay.
- 18.6 All employees with three (3) or more years' continuous service with the Employer as a full-time employee, shall receive three (3) weeks' vacation with pay. ~~during the vacation period unless otherwise mutually agreed.~~
- 18.7 All employees with eight (8) or more years' continuous service with the Employer as a full-time employee shall receive four (4) weeks' vacation with pay.
- 18.8 All employees with thirteen (13) or more years' continuous service with the Employer as a full-time employee shall receive five (5) weeks' vacation with pay.
- 18.9 All employees with eighteen (18) or more years' continuous service with the Employer as a full-time employee shall receive six (6) weeks' vacation with pay.
- 18.10 All employees with twenty-three (23) or more years' continuous service with the Employer as a full-time employee shall receive seven (7) weeks' vacation with pay.
- 18.11 Full-time employees who are eligible for three (3) or more weeks vacation will have the opportunity to schedule two (2) weeks' vacation during Prime Time.**
- 18.12 Full-time employees who are eligible for five (5) or more weeks' vacation will have the opportunity to schedule three (3) weeks' vacation during prime time.
- 18.13 Clarification on vacation selection process- All FT employees who are entitled to either two (2) or three (3) weeks holidays during prime time will choose their initial two (2) or three (3) weeks in prime time first and seniority will be the governing factor for those weeks. Once all employees who qualify for prime time vacation weeks under Articles 18.11 and 18.12 have booked their two (2) or three (3) weeks in prime time, any remaining weeks (in prime time or outside of prime time) will then be booked by seniority. Any further requests for vacation selection during prime time will be at the discretion of Management and the Company will be fair and reasonable in considering those requests.**

*The old language was confusing and conflicted itself in places. Full Time employees will first choose their "prime time" vacation entitlement in order of seniority and then their remaining weeks. This would allow members to further access "prime time" weeks should they still be available on the second pass.*



## 12) ARTICLE 23 – LEAVE OF ABSENCE

**Amend** Article 23.3 (ii) to read:

Other applications for unpaid time off for extraordinary life events **and out of country travel** shall be considered. Length of leave for extraordinary life events shall not exceed four (4) weeks outside the vacation period or two (2) weeks within the vacation period, unless as determined otherwise by the Company.

*This gives members greater opportunity for out of country travel. Previously it only referenced "extraordinary life events".*

## 13) ARTICLE 26 - MISCELLANEOUS

1) Delete current 26.4 and replace with L of U #1 sub 2, amended and as follows:

There shall be an Employee Relations Committee (E.R.C.) to address issues of concern to both employees and the Company. The meetings will be held **as needed, at the request of either party**, at a store or otherwise mutually agreed location.

The committee will include up to six (6) bargaining unit employees or their designates. Subjects addressed may include health and safety, housekeeping and maintenance. Issues that arise between meetings may be presented in writing to management or the Union. The Company will reply in writing or determine that an additional E.R.C. meeting is necessary.

The existence of this committee will not affect employee's rights under Article 31.

*The language regarding the Employee Relations Committee is now moved into the body of the Collective Agreement. Also, either party can now request a meeting be held instead of set times which may not have been needed.*

## 14) ARTICLE 26 – MISCELLANEOUS

**Amend** Article 26.12 – Safety Footwear to read:

"Full Time receivers who are required to wear steel-toed safety footwear will be paid an allowance of fifty (\$50.00) dollars per year towards the cost. The employer and the Union will source suppliers of safety footwear. The parties will then meet and select a suitable supplier with the lowest cost option considering the discount the Employer is able to negotiate to purchase the footwear."

*Full Time receivers will now receive a safety shoe allowance yearly. Nothing previously. Our understanding is the Employer has arranged for a discount at Marks Work Warehouse which will be available to all members.*

## 15) ARTICLE 28 – PHYSICAL EXAMINATIONS

Change \$40 to \$60

28.2 Where the Employer requires an employee to have a Modified Work Form completed specific to a WCB claim, the Company will reimburse the employee, to a maximum of **sixty dollars (\$60.00)**, provided a valid, paid receipt is presented and the form is returned in a timely manner as determined by the Company. Employees will cooperate with the Employer in this regard.

*An increase of \$20 towards the cost of a modified work form.*

## 16) ARTICLE 30 – SENIORITY

Sub 30.2

**Amend** second and third paragraphs to read:

Upon request, part time employees shall be granted a seniority hours credit for any time lost due to a workplace injury as approved by **Worksafe BC**, maternity, paternity, adoption leaves and all time paid by the Employer for funeral leave, jury duty and Union business.

Upon request, part-time employees shall receive a seniority credit for absences of one week or longer to a maximum of one year due to illness, **injury from outside the workplace**, and vacation.

*Housekeeping. Change WCB to Worksafe BC. Update language in second paragraph.*

## 17) ARTICLE 30 – SENIORITY

Sub 30.3, **delete** references to seniority lists being forwarded to the office.

*Housekeeping. Union can now access these lists on the FTP site referred to in point 4.*

## 18) ARTICLE 30 – SENIORITY

Sub 30.4 (k), **Amend** to read:

Transfers Between Stores

(k) The Employer and the Union agree that when transfers of employees between the stores are conducive to the proper operation of the business, the employees will cooperate with the Employer in this matter.

Where it will not interfere with the efficient operation of the business, employees may request a transfer to the store nearest their residence or intended residence provided there is a vacancy that is consistent with their availability **and they maintain or improve their current level of availability for no less than one hundred and sixty (160) hours** and the requested location is within their division. Should the transfer be granted, the employee will be restricted to one (1) such transfer during the life of the Collective Agreement unless determined otherwise by the Company.

Employees who have completed five hundred twenty (520) hours worked may also request a transfer to a new store within their division prior to the new store opening.

Such requests will be made in writing and submitted to the Human Resources Department. Where there are multiple requests for a transfer and a transfer is allowed, seniority shall be the determining factor. All transfers are subject to merit, fitness, and ability.

When an employee transfers within the bargaining unit under this article, he will maintain his seniority, class hours, and rate of pay.

*Members transferring under this language need to maintain availability for the job they are transferring to for 160 hours.*

## 19) ARTICLE 30 – SENIORITY

LAYOFF AND RECALL:

**New** Sub paragraph 30.4(d)

When reducing full time employees, employees with a name guarantee shall take precedence over those employees who do not have a name guarantee.

*Emphasizes importance of personal assurance.*

## 20) ARTICLE 30 – SENIORITY

**Add** to Lay Off – New Language, 30.4 e)

- iv) For the purpose of this article only, Meat Cutters and Bakers shall be considered in the same classification as Food Clerks. When required to exercise 30.4 e) i), their rate of pay would be appropriately amended should it be based on Journey person or Assistant Department Manager status.

*Ensures that Meat Cutters and Bakers who may be reduced or laid-off do not suffer a 50% reduction in pay, even if remaining on the food side.*

## 21) ARTICLE 30 – SENIORITY & ARTICLE 33 – TRANSPORTATION

**Update** 30.4 l) with the following and **delete** Article 33 - Transportation

The Employer agrees to pay the cost of transportation (bus fare or corporate kilometer rate) when an employee is borrowed to another store or required to use their own vehicle during the course of the employee's day of work. When an employee is borrowed to another store during regular working hours, the time taken to commute will be paid by the Employer at the regular hourly rate.

*Old language confusing. Clarifies how the Company determines the rate being paid.*

## 22) ARTICLE 30 – SENIORITY

**GM Specialists- replace current second paragraph with the following:**

The formula for determining the number of GM Specialists per store will be based upon the number of GM Departments within a particular store times 2, excluding Optical, Pharmacy and Photo Studio.

There will be a minimum of one specialist assigned per GM department.

The remaining number of specialists shall be assigned to GM departments determined by the company, by seniority within the department.

E.g.:

6 GM departments x 2 specialists = 12

1 specialist per department = 6

6 remaining specialists can be assigned to any GM departments in any combination by the employer, by seniority within the departments.

*Increases the number of Specialist opportunities available.*

## 23) ARTICLE 30 – SENIORITY

Sub 30.5 GM Specialist - **Amend** to read:

When an employee is promoted to a General Merchandise Specialist, they shall be placed on the General Merchandise Specialist scale, assigned the next highest rate of pay from their current rate of pay and be assigned the corresponding amount of class hours. There shall be no loss of seniority hours.

There shall be one or more GM Specialists in each GM Department, **excluding Pharmacy and Optical**. This will not negatively impact GM Specialists in position at date of ratification.

*Language updated. No impact on current Specialists.*

## 24) ARTICLE 30 – SENIORITY

Sub-Article 30.5- Promotions, **amend** first three paragraphs to read:

The **two (2) divisions of the Company (Real Canadian Superstore and Western Grocers)** shall be considered separate for the purposes of seniority.

Promotions and vacancies shall be filled by department on the basis of seniority, providing the senior employee has the merit, fitness and ability to perform the work. The Employer agrees to act in good faith and further agrees not to discriminate in any manner.

Existing full-time employees, who have requested relocation to another store, will be given first opportunity to fill any full-time vacancy within their department.

**\*Employees wishing to be considered for full time in any BC Real Canadian Superstore location, outside their home store can send an email to xxxxx@loblaw.ca and cc xxxxx@ufcw247.ca, indicating which store(s) they would be prepared to work in.**

**The Company will post a notice in June and January to remind employees of the process.**

*Delete reference to Extra Foods and the three areas, (Vancouver Island, Interior, and Lower Mainland). The elimination of the old areas opens up the province and creates more opportunity for members to access full time employment. Members can now email in a list of stores they would be willing to move to. Takes out the canvassing approach.*

## 25) ARTICLE 30 – SENIORITY

Sub 30.9 - **Amend** to read:

Part-time employees shall declare their availability **four (4)** times per year.

- 1) the first Sunday in September (with a two (2) week leeway either way)
- 2) three (3) other times in the calendar year (Floating Availability).

Part-time employees shall be required to work according to the thrice-yearly Declaration of Availability. Employees cannot use a floating availability date to limit or further limit their availability between November 15<sup>th</sup> and the end of the year. An employee shall not be allowed to use an availability change until a minimum period of four (4) weeks has elapsed since their last availability change, unless it is to increase the employee's current availability.

All employees interested in maximizing hours during the month of December may elect to expand their current availability, giving notice and availability change to their Department

Manager by the third (3<sup>rd</sup>) Sunday in November. This availability change would be effective on the first or second Sunday in December at the choice of the employee.

**Anytime** part-time employees **are able** to declare themselves unavailable for a period of up to eight (8) consecutive hours and still be considered available anytime for scheduling purposes. The eight (8) hour period must fall between 00:00 hrs Monday and 24:00 hrs. Thursday and be in the same block of time each week. All employees exercising this option must do so at the time they declare their availability.

Part-time employees (DC only) must be available for hours consistent with days of operation and the six (6) hour blocks must line up with either the start or end times of posted shifts in the facility.

All part-time employees hired after July 3, 2004 must be available to work for all hours on either Saturday or Sunday and must be available for two (2) additional six (6) hour blocks consistent with shifts in their department.

Employees shall not exercise **an** availability change until the completion of their probationary period, except in cases where the availability is increasing or they had taken advantage of the December availability expansion **or they are returning to school**. New employees shall be advised at the time of hiring.

The Employer will make "Declaration of Availability" forms readily available to part-time employees. Employees who require a change in availability will submit, in person, a completed form to their Department Manager or **Store Manager** and the employee will be given a signed copy of the form at the time of submission. Provided the request is submitted Saturday by noon, the change will be reflected on the schedule posted the following Wednesday.

New employees shall be required to complete **a** "Declaration of Availability" form on or before the first day of work. An employee must not restrict himself to the point that he is not available for normal scheduled shifts within the department.

Balance of article no change.

*Typo corrections. Adds in an opportunity for probationary members to change their availability if returning to school.*

## 26) ARTICLE 30 – SENIORITY

Sub 30.10 (a) 24 hours stores / extended hours - **Amend** to read:

- (a) The following conditions will apply to any store that is open twenty (20) or more hours per day. They will not apply to bakery and meat production, bakery and meat sales related to current production stores, night stocking employees and night receiving employees.

*Takes out reference to "Full-Time grocery".*

## 27) ARTICLE 30 – SENIORITY

Sub-article 30.11

"the Group" as set out in article 30.11 for the purpose of calculating guaranteed hours shall be increased to 40% from 33%. (New chart attached as in point 24).

*Increase in the number of members receiving a guarantee. Self-Explanatory. Very Important*

## 28) LETTER OF UNDERSTANDING #4

Re: Article 30.12 - Guarantee of Hours

The number of employees entitled to a minimum guarantee of hours of twenty-eight (28), twenty-four (24), or twenty (20) hours, is to be calculated according to a formula.

For Example:

Hours Received by "GROUP" (as set out in Article 30.12)

Eligible Employees	In "GROUP"	28 Hrs	24 Hrs.	20 Hrs.
1	0			
2	1	1		
3	1	1		
4	2	1	1	
5	2	1	1	
6	2	1	1	
7	3	1	1	1
8	3	1	1	1
9	4	1	1	2
10	4	1	1	2
11	4	2	1	1
12	5	2	2	1
13	5	2	2	1
14	6	2	2	2
15	6	2	2	2
16	6	2	2	2
17	7	2	2	3
18	7	2	2	3
19-21	8	3	3	2
22-23	9	3	3	3
24-26	10	3	3	4
27-28	11	4	4	3
29-31	12	4	4	4

Eligible Employees	In "GROUP"	28 Hrs	24 Hrs.	20 Hrs.
32-33	13	4	4	5
34-36	14	5	5	4
37-38	15	5	5	5
39-41	16	5	5	6
42-43	17	6	6	5
44-46	18	6	6	6
47-48	19	6	6	7
49-51	20	7	7	6
52-53	21	7	7	7
54-56	22	7	7	8
57-58	23	8	8	7
59-61	24	8	8	8
62-63	25	8	8	9
64-66	26	9	9	8
67-68	27	9	9	9
69-71	28	9	9	10
72-73	29	10	10	9
74-76	30	10	10	10
77-78	31	10	10	11
79-81	32	11	11	10
82-83	33	11	11	11
84-86	34	11	11	12
87-88	35	12	12	11
89-91	36	12	12	12
92-93	37	12	12	13
94-96	38	13	13	12
97-98	39	13	13	13
99-101	40	13	13	14
102-103	41	14	14	13
104-106	42	14	14	14
107-108	43	14	14	15
109-111	44	15	15	14
112-113	45	15	15	15
114-116	46	15	15	16
117-118	47	16	16	15
119-121	48	16	16	16
122-123	49	16	16	17
124-126	50	17	17	16
127-128	51	17	17	17
129-131	52	17	17	18
132-133	53	18	18	17
134-136	54	18	18	18
137-138	55	18	18	19
139-141	56	19	19	18



Eligible Employees	In "GROUP"	28 Hrs	24 Hrs.	20 Hrs.
142-143	57	19	19	19
144-146	58	19	19	20
147-148	59	20	20	19
149-151	60	20	20	20
152-153	61	20	20	21
154-156	62	21	21	20
157-158	63	21	21	21
159-161	64	21	21	22
162-163	65	22	22	21
164-166	66	22	22	22
167-168	67	22	22	23
169-171	68	23	23	22
172-173	69	23	23	23
174-176	70	23	23	24
177-178	71	24	24	23
179-181	72	24	24	24
182-183	73	24	24	25
184-186	74	25	25	24
187-188	75	25	25	25
189-191	76	25	25	26
192-193	77	26	26	25
194-196	78	26	26	26
197-198	79	26	26	27
199-201	80	27	27	26
202-204	81	27	27	27

*Guarantee chart now moved into the agreement, easier for members to find. Also updated to reflect move to 40% from 33%.*

## **27) ARTICLE 30 – SENIORITY**

Sub 30.13 - **Add** the following:

An Assistant Department Manager must maintain an availability that allows him to relieve the Department Manager throughout the year, consistent with the Department Manager's vacation, days off, and scheduling practices that is in keeping with the efficient operation of the department. In cases where this required availability is not being met, the Company may elect to demote the Assistant Department Manager to his former position.

*Assistant Department Manager must be available to provide full relief for Department Manager.*

## 28) ARTICLE 30 – SENIORITY

Sub 30.16 - Opportunity Clause, **Amend** to read as follows:

Part-time employees originally hired in General Merchandise Departments or in the Courtesy Clerk Classifications, or in the Host Classification who have worked more than 2000 hours, may request a transfer to a Food Department where there is a vacancy, once during the term of the agreement. **Their availability must be consistent with the needs of the vacancy and if they are transferred, the employee must maintain that same availability for no less than one hundred and sixty (160) hours unless as determined otherwise by management.**

Requests shall be considered on the basis of seniority provided the merit, fitness and ability are relatively equal among employees requesting a transfer. **The Company may waive the two thousand (2000) hour requirement with the agreement of the Union.**

Employees granted a transfer will be on probation for a period of three hundred (300) hours to demonstrate their ability to perform the work in a satisfactory manner. In the event they are unable to perform satisfactorily in the new position, they shall be returned to their previous position.

Employees granted a transfer will be placed on the **Post Rat** Food Clerk Trainee wage scale at the **same rate of pay and be assigned the corresponding number of class hours. In the event the wage scale does not match exactly, the employee will slot into the next higher rate and be credited with the minimum hours associated with that wage rate.** If the transferring employee's GM rate of pay is greater than **\$16.85**, they shall be assigned the **\$16.85** top rate. They shall then be able to exercise their seniority hours in the new department **and shall be subject to Article 46.**

**This clause shall not apply to Meat Cutter and Baker positions.**

*Members need to be available for the job they are moving to so as not to negatively impact others. Also updates the language based on the change to the scales.*

## 29) ARTICLE 30 – SENIORITY

Sub 30.18 Transfer Language – Retail Only, **change** the first paragraph to read:

Part-time food department employees who have in excess of one (1) years' service in a food department may be granted a transfer to another food department where there is a vacancy. Part-time **GM Assistants** who have in excess of one (1) years' service in a GM department may be granted a transfer to another GM department where there is a vacancy. Employees granted a transfer to another department will maintain their wage rate, class hours, and seniority hours.

Add new language to end of Article:

**A transferring employee's availability must be consistent with the needs of the vacancy and if they are transferred, the employee must maintain that same**

**minimum availability for no less than one hundred and sixty (160) hours unless as determined otherwise by management.**

**This clause does not apply to Meat Cutters, Bakers, and Pharmacy employees.**

*Again, makes clear that member transferring departments must be available for the vacancy they are moving to. Language was never meant to apply to Meat Cutters, Bakers, and Pharmacy employees.*

### **30) ARTICLE 31 – GRIEVANCES**

**Add new 31.7 to read:**

Disciplinary reprimands and suspensions which predate 24 months of continuous discipline free employment shall not be used in any disciplinary action after that time.

*Previously the Company could rely on all the discipline in your file, no matter how old, even if you had been discipline free for a long period of time.*

### **31) ARTICLE 42 – PERSONAL ASSURANCE OF FULL TIME EMPLOYMENT**

Retail full time percent as set out in Article 42 to be moved from 14% to 16%.

*An increase to the number of Full-Time positions the Company must maintain. Very Important*

### **32) ARTICLE 42 – PERSONAL ASSURANCE OF FULL TIME EMPLOYMENT**

Personal assurance of full time to be renewed for all RCSS members who are full time as of date of ratification

*Members who are Full-Time as of date of ratification are guaranteed Full-Time employment for the term of the agreement. Very Important. The number one issue for our Full Time members.*

### **33) ARTICLE 42 – PERSONAL ASSURANCE OF FULL TIME EMPLOYMENT**

**Add the following to the end of the first paragraph:**

**Declining a transfer as a full time employee may be cause for demotion to part time status as determined by the Company.**

**Sub-article 30.4 (n) shall not apply in cases of having to move to maintain a FT position.**

*Members may have to move stores or departments to maintain full-time employment.*

### 34) ARTICLE 46 – FOOD CLERK TRAINEES

Amend first sentence to read: All Food Clerk Trainees **hired after December 3, 2010...**

*Housekeeping.*

### 35) ARTICLE 44 – WATER

**Amend** to read:

Cashiers (Front End) may elect to bring a bottle of water to their lane while working under the following conditions:

1. The bottle is any brand sold in the store **or a personal water bottle absent of competitor branding or any other material or content that may be objectionable as determined by the Company**
2. The size is **1L** or smaller.
3. The bottle is stored under the counter.
4. The cashier exercises common courtesy with customers when consuming water.

*Members may now use a personal water bottle up to 1 litre in size.*

### 36) Delete minimum Wage guarantee.

*Redundant with new scales*

### 37) NEW – CUSTOMER RUDENESS

Customer rudeness to read - "There shall be zero tolerance for customer rudeness, impropriety, and abuse. No employee shall be required to continue to serve a customer who has engaged in any of these behaviors. Management shall take proactive steps to discourage improper customer behavior."

*Important issue. Zero tolerance for customer rudeness and more support from management.*

### 38) NEW

"Department Managers will not work outside their own department except in cases of emergency and in dealing with customers in the front end."

*Places limits on Managers working outside their own department*

### **39) ARTICLE 11 – SCHEDULING - NEW**

Full Time availability: a full time employee who may be scheduled a shift that ends between 6:00 pm and 11:00 pm will be able to submit a request for one evening off Monday to Thursday, for a period of up to 12 weeks up to 3 times per calendar year. Arrangements for this shall be made by mutual consent between the employer and the Department Manager.

*For first time, Full time members can request an evening off per week, Monday to Thursday, and lock in for a 12 week period.*

### **40) CLICK AND COLLECT**

The Company may exclude a Department Manager as per Article 30.12.

Any movement of employees either Full and / or Part time into Click and Collect to perform work as a Personal Shopper will be selected by seniority provided they meet the ability and qualification requirements of the e-commerce business, which will include exceptional customer service and interpersonal skills and efficiency and demonstrate a care and concern for shopping as if they were shopping for their own family.

Click and Collect shall be a separate department, but employees shall be able to perform work throughout the store to fulfil customer orders, though this will not have an adverse impact upon existing bargaining unit employees. For example, a click and collect customer has ordered a box of Cheerios, none is on the shelf, but there is inventory on hand. The Click and collect employee will replenish the Cheerios (to a maximum of one case), in order to fulfil the click and collect customers' order. An example of an activity that a click and collect employee will not be performing; is the slicing of deli product, cutting of meat or decorating a cake. The click and collect employee will only retrieve the prepared deli, meat or bakery product as the case may be, from the various service departments once the production for the order is completed as if they were a customer.

In the event there is insufficient work within the Click and Collect department during an employee's shift, they may be redeployed as an over and above into another department. This work will not cause the cancellation of scheduled hours, nor will it impact on call in shifts that otherwise would have been replaced.

Employees in Click and Collect will be paid based on the food clerk scales.

In the event of a Click and Collect department closure, the applicable closure language in the collective agreement would apply.

*New Department created to allow customers to order groceries online.*

#### 41) CONTRACTING OUT AND JOB SECURITY

##### **Letter of Understanding Re Job Security and Contracting out:**

In the event the Company decides to contract out work presently being performed as bargaining-unit work, it undertakes that no employee in the store will lose their job with the Company as a result. This does not apply to Click and Collect.

The employees of a third party whose services have been engaged as per the third party contracting out or multicultural business exceptions in the collective agreement shall not perform work outside the scope of the services they have been engaged to perform and thereby perform bargaining unit work. Example, the Company engages a third party to operate a Halal meat department. The employees of the third party cannot perform work in the Company operated meat department. The Employer agrees that for any violation of this it will pay a penalty of \$1,000."

Any further changes agreed to in the Ontario RCSS negotiations will form part of this settlement.

*Contracting out will not result in loss of jobs. Very Important*

#### 42) MULTICULTURAL

T&T and Arz, or any other multicultural business Loblaw has a majority ownership interest may produce, supply and/or sell product within the Company's stores. Such services may be delivered by their employees, who shall be under the direction and control of their managers. It is agreed that their employees and managers are not employees of the Company.

*Employer may introduce multicultural departments in select stores.*

#### 43) PHARMACY REVAMP

- i. Grandfather all current Pharmacy Technicians with no new appointments to the Pharmacy Technicians classification. All shall be reclassified as Pharmacy Senior Assistants. They will maintain their current rate of pay and shall remain on the current Pharmacy Technician scale (August 11/13), and shall be eligible to receive all Pharmacy Technician scale increases.
- ii. Grandfather all current Pharmacy Specialists with no new appointments to the Specialist classification. All shall be reclassified as Pharmacy Clerks. They will maintain their current rate of pay and shall remain on the Specialist scale and shall be eligible to receive all Specialist scale increases.

- iii. Move all current Pharmacy Assistants to the new Pharmacy Clerk classification by receiving the greater of either of the following:
  - a) Move to the next highest rate on the new scale versus their current rate with the appropriate Class Hour adjustment to coincide with that new rate OR
  - b) Receive the off scale increase at ratification with their Class Hours adjusted to coincide with the hourly rate of pay immediately below their new rate.
- iv. Pharmacy GM Assistants who are at a rate of pay that exceeds the top rate of the new Pharmacy Clerk scale shall maintain their current rate of pay.
- v. All new hires in Pharmacy would be hired into the Pharmacy Clerk classification.
- vi. Article 30.5 – “GM Specialist” shall no longer apply to Pharmacy.
- vii. New PHARMACY CLERK and PHARMACY SENIOR ASSISTANT scales.
- viii. Although bargained into the previous collective agreement, the language below was omitted in error in CBA printings. It should be included in this CBA as amended below:

Pharmacy Clerks may enter into the Senior Assistant classification where there is an opening as determined by the Company. Placements within the Senior Assistant classification shall be proficiency based and in the event that there is a dispute regarding an employee's suitability for an opening, the Director of Pharmacy will review the employee's work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate. A skills evaluation test may be required as determined by the Company.

*Based on changes by College of Pharmacists and Physicians. Only one pharmacy Technician classification allowed. Language protects current pharmacy members.*

#### **44) NEW**

Employees in the Optical Technician classification must have a demonstrated ability to manage a new prescription from intake to the Optician's sign off. Employees may enter this classification where there is an opening as determined by the Company. In the event that there is a dispute regarding an employee's suitability for an opening, the Director of Optical will review the work history, education, availability and skills of the candidate and make a final determination of the suitability of the candidate.

*Agreed in previous negotiations but mistakenly omitted from printed agreement.*

#### 45) **Dental, Health and Welfare Benefit Trust Fund**

Change the contribution from \$0.37 to \$0.47 effective the first full pay period after the date of ratification. Effective the first full pay period in August, 2016, the total contribution shall be \$0.49 per hour.

*Extremely Important. Increased contributions needed to avoid reductions in benefit levels.*

#### 46) **Full Time Benefits**

LTD – Increase the employer paid portion of the premium from 60% to 75%

Life Insurance – Increase the employer co-pay from 50% to 75%

Drug Coverage – Increase the life time maximum from \$10,000 to \$120,000 for Hospital, Extended Health, and Drug Benefits.

*Employer to pay larger portion of premiums and increase of \$110,000 to lifetime maximum.*

#### 47) **BUYOUTS**

The Employer will make available to all Food Specialists and GM Specialists a voluntary buyout as per the following Buyout Schedule. The employees accepting the buyout shall be deemed to have terminated their services with the Employer and will have no right of recall or re-employment with the Employer. Calculation of the amount of the buyout as indicated below shall be based on a calculation of average weekly hours. For this purpose, the average number of hours will be based on hours worked or paid over the previous fifty-two (52) weeks prior to the buyout offer. Periods of time during which an employee was on maternity leave, parental leave, adoption leave or WCB benefits, will not be counted as time worked for the purpose of calculating the average. 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. The Union will be provided with copies of all buyout applications and offers made by the Company. A minimum of two hundred fifty (250) buyouts will be offered to eligible applicants, with a minimum of one hundred (100) applicants in the first eighteen (18) months following ratification.

*Self-Explanatory. Company to offer buyouts of up to \$50,000*

#### 48) **WAGES**

Food Specialists, GM Specialists, Bakers, Meat Cutters, Pharmacy Sr. Assistants, Optical Technicians who are employees as at the date of ratification of this agreement shall be eligible



for the following increases. These increases will be effective the first full pay period following the dates outlined below.

DOR - 40 cents off scale per hour.

\*2016 - 30 cents off scale per hour.

\*2017 - Lump sums \$1000 FT, \$650 PT at 24+, \$350 PT at 16+, \$100 PT at 8+

\*2018 - 30 cents off scale per hour.

\*2019 - Lump sums \$1000 FT, \$650 PT at 24+, \$350 PT at 16+, \$100 PT at 8+

\*2020 - 30 cents off scale per hour.

\* All subsequent increases/lumps effective the first full period in August of the applicable year.

Food Trainees, GM Assistants, Hosts, Courtesy Clerks, Pharmacy Clerks who are employees as at the date of ratification of this agreement shall be eligible for the following increases. The increases will be effective the first full pay period following the dates outlined below.

DOR – 20 cents off scale per hour.

\*2016 - 20 cents off scale per hour.

\*2017 - 20 cents off scale per hour.

\*2018 - 20 cents off scale per hour.

\*2019 - 20 cents off scale per hour

\*2020 - 20 cents off scale per hour.

In the event the applicable wage scale does not match exactly, the employee will slot into the next higher rate, be credited with the minimum hours associated with that wage rate and progress from that point based on hours worked. The employee moving to the next higher rate will receive the scale increase or the 20 cents, whichever is greater.

\* All subsequent increases/lumps effective the first full period in August of the applicable year.

*Self- Explanatory*

#### **49) Collective Agreement Implementation**

There shall be a period of eight (8) weeks following ratification for implementation of non-monetary amendments to the Collective Agreement.

*Allows time for Company to review with Store Management*

## 50) LETTERS OF UNDERSTANDING

**LOU #1** – ERC/ Additional Department Managers – **Renew**

**LOU # 2** – **Update** as Follows **and Renew**:

The parties agree that the current roster of Retail Departmental Department Managers includes the following:

Front End Department Manager,  
Deli Department Manager,  
Home Meal Replacement Department Manager,  
Meat Department Manager,  
Seafood Department Manager,  
Bakery Department Manager,  
Replenishment (Operations) Department Managers,  
Produce Department Managers,  
Bulk Foods Department Manager,  
JOE Apparel Department Manager,  
Beauty Department Manager,  
Bakery Sales Department Manager,  
Right Hand Side Department Manager,  
Housewares Department Manager  
Toiletry Department Manager,  
OTC Department Manager,  
Pharmacy Department Manager,  
Portrait Studio Department Manager,  
Natural Value Department Manager,  
Optical Department Manager,  
SAP/PI Department Manager

**LOU #3** – Health and Safety Committee – **Renew**

**LOU #4** – Guarantee of Hours – **Update** and **move** content into CBA, Article 30.12

**LOU #5** – **Renew**

**LOU #6** – **Delete** (Extra Foods specific)

**LOU #7** – **Delete** (Extra Foods specific)

**LOU #8** – **Delete** (Extra Foods specific)

**LOU #9** – **Delete** (Extra Foods specific)

**LOU #10** – Courtesy Clerks – **Renew**

**LOU #11** – Uniform Clothing Allowance – **Renew**

**LOU #12** – Anti-Fatigue Mats – **Renew**

**LOU #13** – Hand Sanitizers – **Amend** to read:

“The Company will make a hand sanitizer readily available for all cashiers”

**LOU #14** – Respect and Dignity – **Renew**

**LOU #15** – Undergraduate Pharmacists – **Renew**

**LOU #16** – Joe Fresh – **Move** into CBA

**LOU #17** – Journeyperson Rates – **Delete**

**LOU #18** – Shift Change – **Renew**

**LOU #19** – Retail- Four (4) Day Week – **Renew**

**LOU #20** – Vacation – **Move** into CBA

**LOU #21** – Undergraduate Opticians – **Renew as follows:**

The introduction of Undergraduate Opticians shall not result in a reduction of hours worked by the employees in the Department.

**LOU #22** – Extra Foods to YIG – **Delete**

**LOU #23** – Merging of Departments – **Renew as follows:**

It is the Company's intention to merge certain Departments or merge classifications within Departments in order to effect more efficient scheduling. It is understood that seniority and wage rates would carry over to the newly merged department or classification. As these mergers occur, the Company will give advance notice to the Union and will meet with the Union to discuss the process in advance.

Employees in these Departments shall not lose any existing guarantee of hours as a result of this change **during the first four (4) months following the merge.**

**There is no requirement to match hours for senior colleagues in cases where a junior colleague is receiving a guaranteed guarantee.**

**Employees currently enjoying a guaranteed or inflated guarantee earned prior to ratification 2015 will not be negatively impacted by this revision to the Letter of Understanding as contained in the Collective Agreement of 2010 – 2015.**

**LOU #24** – LPO – **Delete** (redundant, date specific)

## Pre Ratification 2015 Food Trainees

Hours	Current	Rat	One Time Lump Sum at Rat
0 - 520	\$10.50	\$10.70	\$ -
521 - 1040	\$10.50	\$10.75	\$100.00
1041 - 1560	\$10.50	\$10.80	\$200.00
1561 - 2080	\$10.50	\$10.85	\$300.00
2081 - 2600	\$10.50	\$10.90	\$400.00
2601 - 3120	\$10.50	\$10.95	\$500.00
3121 - 3640	\$10.55	\$11.00	\$600.00
3641 - 4160	\$11.10	\$11.10	
4161 - 4680	\$12.50	\$12.50	
4681 - 5200	\$13.19	\$ 13.19	
5201 - 5720	\$14.34	\$14.34	
5721 - 6240		\$14.60	
6241 - 6760		\$14.85	
6761 - 7280		\$15.10	
7281 - 7800		\$15.35	
7801 - 8320		\$15.60	
8321 - 8840		\$15.85	
8841 - 9360		\$16.10	
9361 - 9880		\$16.35	
9881 - 10400		\$16.60	
10401 +		\$16.85	

## Post Ratification 2015 Trainees

Hours	Rat	2016	2017	2018	2019	2020
0 - 520	\$10.45	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
521 - 1040	\$10.50	MW + .05	MW + .05	MW + .05	MW + .05	MW + .05
1041 - 1560	\$10.55	MW + .10	MW + .10	MW + .10	MW + .10	MW + .10
1561 - 2080	\$10.60	MW + .15	MW + .15	MW + .15	MW + .15	MW + .15
2081 - 2600	\$10.65	MW + .20	MW + .20	MW + .20	MW + .20	MW + .20
2601 - 3120	\$10.70	MW + .25	MW + .25	MW + .25	MW + .25	MW + .25
3121 - 3640	\$10.75	MW + .30	MW + .30	MW + .30	MW + .30	MW + .30
3641 - 4160	\$10.80	MW + .35	MW + .35	MW + .35	MW + .35	MW + .35
4161 - 4680	\$10.85	MW + .40	MW + .40	MW + .40	MW + .40	MW + .40
4681 - 5200	\$11.00	MW + .55	MW + .55	MW + .55	MW + .55	MW + .55
5201 - 5720	\$11.20	MW + .75	MW + .75	MW + .75	MW + .75	MW + .75
5721 - 6240	\$11.40	MW + .95	MW + .95	MW + .95	MW + .95	MW + .95
6241 - 6760	\$11.65	MW + 1.20	MW + 1.20	MW + 1.20	MW + 1.20	MW + 1.20
6761 - 7280	\$11.85	MW + 1.40	MW + 1.40	MW + 1.40	MW + 1.40	MW + 1.40
7281 - 7800	\$12.05	MW + 1.60	MW + 1.60	MW + 1.60	MW + 1.60	MW + 1.60
7801 - 8320	\$12.25	MW + 1.80	MW + 1.80	MW + 1.80	MW + 1.80	MW + 1.80
8321 - 8840	\$12.45	MW + 2.00	MW + 2.00	MW + 2.00	MW + 2.00	MW + 2.00
8841 - 9360	\$12.65	MW + 2.20	MW + 2.20	MW + 2.20	MW + 2.20	MW + 2.20
9361 - 9880	\$12.95	mw + 2.50	mw + 2.50	mw + 2.50	mw + 2.50	mw + 2.50
9881 - 10400	\$13.25	MW + 2.80	MW + 2.80	MW + 2.80	MW + 2.80	MW + 2.80
10401 - 10920	\$13.55	MW + 3.10	MW + 3.10	MW + 3.10	MW + 3.10	MW + 3.10
10921 - 11440	\$13.85	MW + 3.40	MW + 3.40	MW + 3.40	MW + 3.40	MW + 3.40
11441 - 11960	\$14.15	MW + 3.70	MW + 3.70	MW + 3.70	MW + 3.70	MW + 3.70
11961 - 12480	\$14.45	MW + 4.00	MW + 4.00	MW + 4.00	MW + 4.00	MW + 4.00
12481 - 13000	\$14.75	MW + 4.30	MW + 4.30	MW + 4.30	MW + 4.30	MW + 4.30
13001 - 13520	\$15.05	MW + 4.60	MW + 4.60	MW + 4.60	MW + 4.60	MW + 4.60
13521 - 14040	\$15.35	MW + 4.90	MW + 4.90	MW + 4.90	MW + 4.90	MW + 4.90
14041 +	\$16.85	\$16.85	\$16.85	\$16.85	\$16.85	\$16.85

## Post Ratification 2010 Food Specialists

Hours	Promoted After Rat Dec 3, 2010
0 - 520	\$15.48
521 - 1040	\$16.63
1041 - 1560	\$17.77
1561 - 2080	\$18.92
2081 - 2600	\$20.06
2601 - 3120	\$23.76

## Post Ratification 2015 Food Specialists

Hours	Promoted After Rat 2015
0 - 520	\$17.00
521 - 1040	\$17.50
1041 - 1560	\$18.00
1561 - 2080	\$18.50
2081 - 2600	\$19.00
2601 - 3120	\$19.50
3121 - 3640	\$20.00
3641 - 4160	\$20.75
4161 - 4680	\$21.75
4681 - 5200	\$22.75
5201 +	\$23.76

## Bakers

Hours	Current	Rat
0 - 520	\$10.75	\$12.00
521 - 1040	\$11.25	\$ 12.25
1041 - 1560	\$12.25	\$12.50
1561 - 2080	\$13.50	\$13.50
2081 - 2600	\$14.75	\$14.75
2601 - 3120	\$16.00	\$16.00
3121 - 3640	\$17.25	\$17.25
3641 - 4160	\$18.50	\$18.50
4161 - 4680	\$19.75	\$19.75
4681 - 5200	\$23.76	\$23.76
5201 - 5720	\$*24.11	\$24.11
5721 - 6240	\$*25.81	\$24.46
6241 - 6760		\$24.80
6761 - 7280		\$25.15
7281 - 7800		\$25.50
7801 +		\$25.81

\* Journeyperson requirement deleted

## Meat Cutters

Hours	Current	Rat
0 - 520	\$13.00	\$13.00
521 - 1040	\$14.00	\$14.00
1041 - 1560	\$15.00	\$15.00
1561 - 2080	\$15.96	\$15.96
2081 - 2600	\$16.91	\$16.91
2601 - 3120	\$17.87	\$17.87
3121 - 3640	\$18.82	\$18.82
3641 - 4160	\$19.78	\$19.78
4161 - 4680	\$20.73	\$20.73
4681 - 5200	\$23.76	\$23.76
5201 - 5720	\$*24.11	\$24.11
5721 - 6240	\$*26.05	\$24.46
6241 - 6760		\$24.85
6761 - 7280		\$25.25
7281 - 7800		\$25.65
7801 +		\$26.05

\* Journeyperson requirement deleted

## Delete Baker & Cutter Trainee Scale

### Pre Ratification 2015 - GM Assistants

Hours	Current	Rat	One Time Lump Sum at Rat
0 - 520	\$10.50	\$10.70	\$ -
521 - 1040	\$10.50	\$10.75	\$50.00
1041 - 1560	\$10.50	\$10.80	\$100.00
1561 - 2080	\$10.50	\$10.85	\$150.00
2081 - 2600	\$10.50	\$10.90	\$200.00
2601 - 3120	\$10.50	\$10.95	\$250.00
3121 - 3640	\$10.50	\$11.00	\$300.00
3641 - 4160	\$10.50	\$11.05	\$350.00
4161 - 4680	\$12.50	\$12.50	
4681 - 5200		\$12.65	
5201 - 5720		\$12.80	
5721 - 6240		\$12.95	
6241 - 6760		\$13.10	
6761 - 7280		\$13.25	
7281 - 7800		\$13.40	
7801 +		\$13.75	

## GVRD GM Specialists

Hours	Current	Rat
0-520	\$10.50	\$12.25
521-1040	\$10.50	\$13.00
1041-1560	\$10.50	\$13.75
1561-2080	\$10.75	\$14.25
2081-2600	\$11.50	\$15.00
2601-3120	\$12.25	\$15.75
3121-3640	\$13.25	\$16.25
3641-4160	\$14.25	\$16.75
4161-4680	\$15.00	\$17.25
4681-5201	\$16.75	

## Outside GVRD GM Specialists

Hours	Current	Rat
0-520	\$10.50	\$12.25
521-1040	\$10.50	\$13.00
1041-1560	\$10.50	\$13.75
1561-2080	\$10.50	\$14.25
2081-2600	\$10.50	\$15.00
2601-3120	\$10.50	\$15.75
3121-3640	\$10.50	\$16.25
3641-4160	\$10.50	\$16.75
4161-4680	\$10.75	\$17.25
4681 +	\$13.90	



## Post Ratification 2015 - GM Assistants

Hours	Rat	2016	2017	2018	2019	2020
0 - 520	\$10.45	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
521 - 1040	\$10.50	MW + .05	MW + .05	MW + .05	MW + .05	MW + .05
1041 - 1560	\$10.55	MW + .10	MW + .10	MW + .10	MW + .10	MW + .10
1561 - 2080	\$10.60	MW + .15	MW + .15	MW + .15	MW + .15	MW + .15
2081 - 2600	\$10.65	MW + .20	MW + .20	MW + .20	MW + .20	MW + .20
2601 - 3120	\$10.70	MW + .25	MW + .25	MW + .25	MW + .25	MW + .25
3121 - 3640	\$10.75	MW + .30	MW + .30	MW + .30	MW + .30	MW + .30
3641 - 4160	\$10.80	MW + .35	MW + .35	MW + .35	MW + .35	MW + .35
4161 - 4680	\$10.85	MW + .40	MW + .40	MW + .40	MW + .40	MW + .40
4681 - 5200	\$11.00	MW + .55	MW + .55	MW + .55	MW + .55	MW + .55
5201 - 5720	\$11.15	MW + .70	MW + .70	MW + .70	MW + .70	MW + .70
5721 - 6240	\$11.30	MW + .85	MW + .85	MW + .85	MW + .85	MW + .85
6241 - 6760	\$11.45	MW + 1.00	MW + 1.00	MW + 1.00	MW + 1.00	MW + 1.00
6761 - 7280	\$11.60	MW + 1.15	MW + 1.15	MW + 1.15	MW + 1.15	MW + 1.15
7281 - 7800	\$11.75	MW + 1.30	MW + 1.30	MW + 1.30	MW + 1.30	MW + 1.30
7801 - 8320	\$11.90	MW + 1.45	MW + 1.45	MW + 1.45	MW + 1.45	MW + 1.45
8321 - 8840	\$12.05	MW + 1.60	MW + 1.60	MW + 1.60	MW + 1.60	MW + 1.60
8841 - 9360	\$12.20	MW + 1.75	MW + 1.75	MW + 1.75	MW + 1.75	MW + 1.75
9361 - 9880	\$12.35	mw + 1.90	mw + 1.90	mw + 1.90	mw + 1.90	mw + 1.90
9881 - 10400	\$12.50	MW + 2.05	MW + 2.05	MW + 2.05	MW + 2.05	MW + 2.05
10401 +	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75

## Pre Ratification Pharmacy Clerks (Formerly Pharmacy GM Assistants)

Hours	Current	Rat	One Time Lump Sum at Rat
0 - 520	\$10.50	\$10.70	\$ -
521 - 1040	\$10.50	\$10.75	\$50.00
1041 - 1560	\$10.50	\$10.80	\$100.00
1561 - 2080	\$10.50	\$10.85	\$150.00
2081 - 2600	\$10.50	\$10.90	\$200.00
2601 - 3120	\$10.50	\$10.95	\$250.00
3121 - 3640	\$10.50	\$11.00	\$300.00
3641 - 4160	\$10.50	\$11.10	\$350.00
4161 - 4680	\$12.50	\$12.50	
4681 - 5200		\$12.75	
5201 - 5720		\$13.00	
5721 - 6240		\$13.25	
6241 - 6760		\$13.50	
6761 - 7280		\$13.75	
7281 +		\$14.00	

## Post Ratification 2015 Pharmacy Clerks

Hours	Rat	2016	2017	2018	2019	2020
0 - 520	\$10.45	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
521 - 1040	\$10.50	MW + .05	MW + .05	MW + .05	MW + .05	MW + .05
1041 - 1560	\$10.55	MW + .10	MW + .10	MW + .10	MW + .10	MW + .10
1561 - 2080	\$10.60	MW + .15	MW + .15	MW + .15	MW + .15	MW + .15
2081 - 2600	\$10.65	MW + .20	MW + .20	MW + .20	MW + .20	MW + .20
2601 - 3120	\$10.70	MW + .25	MW + .25	MW + .25	MW + .25	MW + .25
3121 - 3640	\$10.75	MW + .30	MW + .30	MW + .30	MW + .30	MW + .30
3641 - 4160	\$11.00	MW + .35	MW + .35	MW + .35	MW + .35	MW + .35
4161 - 4680	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
4681 - 5200	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75
5201 - 5720	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
5721 - 6240	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25
6241 - 6760	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50
6761 - 7280	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75
7281 +	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00

## NEW PHARMACY SENIOR ASSISTANT

Hours	Rat
0 - 520	\$12.25
521 - 1040	\$13.00
1041 - 1560	\$13.75
1561 - 2080	\$14.25
2081 - 2600	\$15.00
2601 - 3120	\$15.75
3121 - 3640	\$16.25
3641 - 4160	\$16.75
4161 +	\$17.50

## Existing Pharmacy Technicians Grandfathered as of Ratification 2015

Hours	
0 - 520	\$10.50
521 - 1040	\$10.55
1041 - 1560	\$10.60
1561 - 2080	\$10.98
2081 - 2600	\$11.59
2601 - 3120	\$12.20
3121 - 3640	\$12.81
3641 - 4160	\$13.42
4161 - 4680	\$14.03
4681 - 5200	\$14.95
5201 - 5720	\$15.15
5721 - 6240	\$15.75
6241 - 6760	\$16.35
6761 +	\$19.50

## Pre Ratification 2015 - Courtesy Clerks

Hours	Current	Rat	One Time Lump Sum at Rat
0 - 520	\$10.50	\$10.70	\$ -
521 - 1040	\$10.50	\$10.75	\$50.00
1041 - 1560	\$10.50	\$10.80	\$100.00
1561 - 2080	\$10.50	\$10.85	\$150.00
2081 - 2600	\$10.50	\$10.90	\$200.00
2601 - 3120	\$10.50	\$10.95	\$250.00
3121 - 3640	\$10.95	\$11.00	
3641 - 4160		\$11.60	
4161 - 4680		\$11.75	
4681 - 5200		\$11.90	
5201 - 5720		\$12.20	
5721 - 6240		\$12.30	
6241 - 6760		\$12.50	
6761 +		\$12.75	

## Pre Ratification 2015 - Hosts

Hours	Current	Rat	Rat	One Time Lump Sum at Rat
0	\$10.50	0 - 520	\$10.70	\$ -
501	\$10.50	521 - 1040	\$10.75	\$50.00
1001	\$10.50	1041 - 1560	\$10.80	\$100.00
1501	\$10.50	1561 - 2080	\$10.85	\$150.00
2001	\$10.50	2081 - 2600	\$10.90	\$200.00
2501	\$10.50	2601 - 3120	\$10.95	\$250.00
3001	\$10.50	3121 - 3640	\$11.00	\$300.00
3501	\$10.50	3641 - 4160	\$11.60	\$350.00
4001	\$10.50	4161 - 4680	\$11.75	\$400.00
4501 +	\$11.60	4681 - 5200	\$11.90	
		5201 - 5720	\$12.20	
		5721 - 6240	\$12.30	
		6241 - 6760	\$12.50	
		6761 +	\$12.75	

## Post Ratification 2015 - Courtesy Clerks and Hosts

Hours	Rat	2016	2017	2018	2019	2020
0 - 520	\$10.45	Min Wage	Min Wage	Min Wage	Min Wage	Min Wage
521 - 1040	\$10.50	MW + .05	MW + .05	MW + .05	MW + .05	MW + .05
1041 - 1560	\$10.55	MW + .10	MW + .10	MW + .10	MW + .10	MW + .10
1561 - 2080	\$10.60	MW + .15	MW + .15	MW + .15	MW + .15	MW + .15
2081 - 2600	\$10.65	MW + .20	MW + .20	MW + .20	MW + .20	MW + .20
2601 - 3120	\$10.70	MW + .25	MW + .25	MW + .25	MW + .25	MW + .25
3121 - 3640	\$10.75	MW + .30	MW + .30	MW + .30	MW + .30	MW + .30
3641 - 4160	\$11.00	MW + .35	MW + .35	MW + .35	MW + .35	MW + .35
4161 - 4680	\$11.10	MW + .45	MW + .45	MW + .45	MW + .45	MW + .45
4681 - 5200	\$11.20	MW + .55	MW + .55	MW + .55	MW + .55	MW + .55
5201 - 5720	\$11.30	MW +.65	MW +.65	MW +.65	MW +.65	MW +.65
5721 - 6240	\$11.40	MW +.75	MW +.75	MW +.75	MW +.75	MW +.75
6241 - 6760	\$11.50	MW +.85	MW +.85	MW +.85	MW +.85	MW +.85
6761 +	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75

**BC BUYOUT SCHEDULE**

Amount \$50,000.00

		52 WEEK AVERAGE HOURS												
HOURLY RATE	0 - 3.99	4.00 - 7.99	8.00 - 11.99	12.00 - 15.99	16.00 - 19.99	20.00 - 23.99	24.00 - 27.99	28.00 - 31.99	32.00 - 35.99	36.00 + (FT)				
\$22.00 +	\$3,083.14	\$9,247.03	\$15,360.70	\$20,995.98	\$26,633.66	\$31,905.38	\$37,014.45	\$41,972.83	\$46,560.47	\$50,000.00				
\$21.00 -	\$2,839.17	\$8,515.12	\$14,140.83	\$19,290.57	\$24,440.30	\$29,224.07	\$33,845.20	\$38,315.63	\$42,415.33	\$45,491.29				
\$20.00 -	\$2,590.41	\$7,768.85	\$12,897.05	\$17,549.27	\$22,201.49	\$26,487.75	\$30,611.37	\$34,584.29	\$38,186.47	\$40,889.30				
\$19.00 -	\$2,341.66	\$7,022.58	\$11,653.27	\$15,807.98	\$19,962.69	\$23,751.44	\$27,377.54	\$30,852.95	\$33,957.62	\$36,287.31				
\$18.00 -	\$2,092.90	\$6,276.31	\$10,409.49	\$14,066.69	\$17,723.88	\$21,015.12	\$24,143.70	\$27,121.60	\$29,728.76	\$31,685.32				
\$17.00 -	\$1,844.14	\$5,530.04	\$9,165.71	\$12,325.39	\$15,485.07	\$18,278.80	\$20,909.87	\$23,390.26	\$25,499.90	\$27,083.33				
\$16.00 -	\$1,595.39	\$4,783.77	\$7,921.93	\$10,584.10	\$13,246.27	\$15,542.48	\$17,676.04	\$19,658.92	\$21,271.05	\$22,481.34				
\$15.00 -	\$1,346.63	\$3,989.67	\$6,678.15	\$8,842.81	\$11,007.46	\$12,806.16	\$14,442.21	\$15,927.57	\$17,042.19	\$17,879.35				
\$14.34 -	\$1,097.88	\$3,291.24	\$5,434.37	\$7,101.51	\$8,768.66	\$10,069.84	\$11,208.38	\$12,196.23	\$12,813.34	\$13,277.36				

May 13, 2015

Mr. Dan Goodman  
Secretary Treasurer  
UFCW Local 247  
Surrey, B.C.

Dear Dan,

**Re: Pilot Projects – RCSS Front End Departments**

Further to our discussions of this week, it is agreed that the Company and Union will enter into discussions within 90 days of ratification to consider and formulate pilot projects for certain RCSS Front End Departments with the intent to address scheduling opportunities.

There were specific possibilities raised by the Company and the parties will explore these in further detail with the intent to firm up those suggestions and have them put in place as soon as possible.

It was agreed that the Pilots must meet the needs of the business, operate on a zero cost basis, and take into consideration input from both Store Operations and the Union. The Parties agree to act in good faith as the Pilots are considered and eventually activated.

It was agreed that either party may elect to terminate a Pilot for any reason. Should that occur, the terminating party will provide advance notice of no less than 14 days.

Sincerely,

Roger Bockstael  
Senior Director Labour Relations  
**Loblaw Companies Limited**