

COLLECTIVE AGREEMENT

Between

STONG'S MARKETS LTD.

And



**UNITED FOOD AND COMMERCIAL WORKERS UNION
LOCAL NO. 247**

Chartered by the United Food and Commercial
Workers International Union, CLC

April 1, 2008 to March 31, 2013

Dear Member:

This is your Union Collective Agreement. It represents the progress and efforts of many years of negotiations. Please read it and make sure you are receiving the benefits to which you are entitled.

Only by insisting on your rights, and refusing to let anyone abrogate them, can the Agreement be kept strong and meaningful. Any abuse of the Collective Agreement tends to undermine and weaken it.

Let's respect the Agreement; let's keep it strong and meaningful.

Make full use of your Shop Stewards.

GIB WHITLOCK
President

SUZANNE HODGE
Secretary-Treasurer

**UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION, Local No. 247**

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COLLECTIVE AGREEMENT

BETWEEN: STONG'S MARKETS LTD., a body corporate, carrying on business in the Province of British Columbia, hereinafter referred to as the

"EMPLOYER"

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 247, chartered by the United Food and Commercial Workers International Union, CLC, hereinafter referred to as the

"UNION"

WHEREAS: The Employer and the Union desire to establish and maintain conditions which will promote a harmonious relationship between the Employer and the employees covered by the terms of this Agreement, and desire to provide methods of fair and amicable adjustment of disputes which may arise between them.

NOW THEREFORE:

The Union and the Employer mutually agree as follows:

(In this Agreement, except where specifically stated to the contrary, or where the context otherwise requires, words importing the masculine gender shall include the feminine gender.)

ARTICLE 1 UNION'S RECOGNITION OF MANAGEMENT'S RIGHTS

The Union agrees that the Management of the Company including the right to plan and direct and control store operations, the direction of the working force, the termination of employees for proper cause are the sole rights and functions of the Employer. Those matters requiring judgement as to competency of employees are also agreed to be the sole right and function of Management, subject, however, to discharge of employees on grounds of alleged incompetency being processed under Sections 14 and 15 of this Collective Agreement.

The parties agree that the foregoing enumeration of Management's rights shall not be deemed to exclude other recognized functions of Management not specifically covered by this Agreement. The Employer, therefore, retains all rights not otherwise specifically covered in this Agreement.

The exercise of the foregoing rights shall not alter any of the specific provisions of this Agreement.

ARTICLE 2 BARGAINING AGENCY AND UNIT

2.1 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all employees (except Grocery Clerks at Check-Stands) employed in the preparation for sale, handling and selling of fresh, frozen, cooked and smoked: meats, fish and poultry, in the store at 4560 Dunbar Street, Vancouver, B.C. owned and/or operated by the Employer.

With respect to rates of pay, wages, hours and all other conditions of employment set out in this Agreement. If additional retail food establishments are acquired by the Employer in the area described herein, all terms and conditions of the Collective Agreement shall apply to such establishments and shall be binding on the parties hereto.

2.2 Salesperson or Salesperson drivers will not be permitted to display meat, poultry or fish products. However, such Salespersons may remove their own company's products which may be unsuitable for sale from shelves or display cases. Fancy sausage - Salespersons who violate the provisions of this sub-section will be excluded from the stores of the Employer concerned.

2.3 Block-Ready Cutting Plant

If the Employer transfers the cutting and fabricating of retail cuts of fresh meats from its retail store or stores covered by this Agreement to a plant operated by the Employer located in the Lower Mainland of British Columbia, the Employer will recognize the Union as the bargaining agent for the meat cutters, apprentices and wrappers employed by the Employer in the cutting and fabricating of retail cuts of fresh meats at the said plant. In the event that the plant referred to above is certified by, or under a Collective Agreement with another Trade Union at the time it is acquired by the Employer, the foregoing shall not apply.

2.4 The Employer will give notice if they are building their own cutting plant in the area of the Collective Agreement. As much

notice as possible up to six (6) months will be given, but not less than four (4) months.

When the Employer starts a new cutting plant in the area of the Collective Agreement, and if any full-time employees are displaced from stores because of this, the Employer will give hiring preference to these employees for three (3) months prior to the opening and including three (3) months after the opening (provided they can perform the work required). The hiring of this plant will be as a separate unit thereafter.

2.5 If a full-time employee is terminated because of:

1. The Employer establishing a new plant to cut and fabricate retail cuts of fresh meat or fresh block-ready meats, or
2. The Employer purchasing retail cuts of fresh meats or fresh block-ready meats, which are now cut and fabricated on the store premises, the employee concerned shall be given severance pay as follows:

One (1) week's pay at his then regular rate of pay for each year of continuous full-time service up to a maximum of twenty-six (26) weeks.

This clause shall not apply to a temporary lay-off, full-time employees who accept other full-time or part-time employment with the Employer, or to full-time employees who lose employment with the Company and are reinstated within thirty (30) days to full-time status.

In the event the Employer announces a termination date to a full-time employee being terminated under this Section and such employee resigns prior to the announced date, the amount of pay entitlement will be reduced by the number of weeks between the actual date of resignation and the announced date.

Employees who qualify shall not be entitled to the benefits contained in Section 13 of this Agreement. Sub-section (c) and (d) of this clause shall not conflict with or supersede the provisions of Section 12 (Seniority) of this Collective Agreement.

ARTICLE 3 UNION SHOP

3.1 The Employer agrees to retain in his employ, within the bargaining unit as outlined in Section 2 of this Agreement, only members of the Union in good standing.

The Employer shall be free to hire new employees who are not members of the Union, PROVIDED said non-members, whether part-time or full-time employees, shall be eligible for membership in the Union, and shall make application within ten (10) days after employment and become members within thirty (30) days.

3.2 The Employer agrees to provide each new employee at the time of employment with a form letter outlining to the new employee his or her responsibility in regard to Union Membership, and to provide the Union in writing with the name and address of each employee to whom they have

presented the form letter, along with the employee's date of hire.

The Union shall bear the expense of printing the letter, the contents of the letter to be such that it is acceptable to the Employer. The Employer further agrees to provide the Union, once a month with a list containing names of all employees who have terminated their employment during the previous month.

3.3 The Employer agrees to not employ persons who have full-time jobs with other Employers, except in emergency when qualified help is not available.

3.4 The right to hire employees is vested in the Employer. When the Employer intends to fill a vacancy with a Journeyman Meat Cutter, it will extend to the Union an invitation to provide the Employer with suitable applicants and such applicants will be given due consideration. It is understood that the acceptance or rejection of applicants proposed by the Union shall not be subject to the Grievance and Arbitration Procedures of the Collective Agreement.

ARTICLE 4 - DEDUCTION OF UNION DUES

The Employer agrees to deduct from the wages of each employee, upon proper authorization from the employee affected, such initiation fees, union dues, fines and assessments as are authorized by regular and proper vote of the membership of the Union. The Employer further agrees to automatically deduct union dues from the wages of all new employees. Each new employee, at the time

of hire, shall sign an authorization for Union dues deductions. Such form will immediately be sent to the Union Office. (Union to supply appropriate form).

Monies deducted during any month shall be forwarded by the Employer to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the following month, and accompanied by a written statement of the names of the employees for whom the deductions were made and the amount of each deduction. Union dues shall be shown on the T-4 slips.

In the event of a change in the amount of union dues or assessments or in the levying of a fine, the Union will give the Employers at least three (3) weeks prior notice of the effective date of the change or deduction as the case may be.

It is the responsibility of the employee to maintain membership in good standing as outlined in the International Constitution and the Local Union Policy."

ARTICLE 5 HOURS OF WORK, OVERTIME, STATUTORY HOLIDAYS

5.1 The Employer reserves the right to schedule hours of store operation, employee hours of work, rest periods, lunch periods and overtime work, subject to the following provisions:

1. Hours of Work

Daily hours of work shall be consecutive with the exception of the meal period. In the event that "Daily

hours of work are not consecutive", the second section of the employee's shift shall be paid for at the rate of time and one-half with a minimum of four (4) hours' pay at such rate. The meal period shall be thirty (30) minutes or by mutual agreement between the employee and the employer, one (1) hour.

Meal periods shall commence as close as possible to mid-shift but no sooner than three (3) hours nor later than five (5) hours after the start of the shift. Meal periods for the afternoon and night shifts shall be thirty (30) minutes in duration. Meal periods for the graveyard shift shall commence at mid-shift and be thirty (30) minutes in duration. This can be mutually agreed otherwise.

Meal periods scheduled or taken other than these times will be considered as time worked, provided, however, in other than normal shifts, times during which meal periods can be taken can be changed by mutual agreement between the Employer and the Union.

2. Work Schedules

The Employer shall post the weekly work schedule in the Meat Department for all employees not later than 6:00 p.m. Monday, three weeks in advance. All replacement hours to be maximized. Where time clocks are used, the work schedule can be posted in some other location in the store other than in the Meat Department, as long as they are posted next to the time clock. If a new work schedule is not posted as per the above, then the schedule already posted shall apply for the following week.

It is understood and agreed that employees must be available for the days and shifts for which they have been scheduled unless there is a bona fide reason for absence such as sickness, etc.

Shifts will commence no earlier than 12:01 a.m. and end no later than 12:00 midnight.

Work schedules will NOT be used for disciplinary or discriminatory purposes.

Work schedules shall be written in ink, and if any changes must be made, a line shall be drawn through the time to be changed and the new time shall be written in ink.

Change of Schedule - Notice

The Employer is required to make reasonable efforts to advise verbally individual employees of the changes to the work schedule once it has been posted.

An employee's schedule may be changed without notice in the event of absence of other staff due to sickness or accident or in the event of emergencies, such as fire, flood, breakdown of machinery, or other instances of force majeure. In all other cases, at least twenty-four (24) hours' notice of any change of schedule must be given. In the case of full-time and part-time employees having their work schedule changed without at least twenty-four (24) hours' notice where required, they will be paid four (4) hours additional pay in lieu of notice.

3. Requested Time Off (R.T.O.)

Employees requesting and who are granted R.T.O. prior to the posting of the schedule shall not have their hours of work for the week reduced as a result of the granting of the request. It shall be optional for the Employer to reduce the hours or days of part-time employees for any request made after the posting of the schedule.

4. Consecutive Days Off

The Employer shall schedule consecutive days off for all full-time employees. In addition, wherever practical, A.T.O. days shall also be scheduled with consecutive days off. In consultation with Store Management or the Department Head, where it can be demonstrated by the Shop Steward that scheduling of consecutive days off with A.T.O. can be accomplished without an adverse affect on the operations of the Department, the Employer shall do so. In consultation with the Store Management or the Department Head, non-consecutive days off may be arranged by mutual agreement between the employee(s) provided it does not result in any other employee(s) not getting consecutive days off.

5. Sunday Work

For employees hired prior to September 1, 1990, a premium of one dollar and sixty cents (\$1.60) per hour, [eighty cents (\$0.80) for each full half our] shall be paid for all work performed on Sunday. For purposes of the

Collective Agreement, Sunday is considered the first day of the basic work week.

Fair Rotation of Sunday Work

Sunday work shall be rotated on a fair and equitable basis amongst all Bargaining Unit Members in a Store, Float Staff. The foregoing notwithstanding, the Employer may require "key personnel" to rotate Sunday shifts amongst themselves. In the event that Sunday work is not rotated on a fair and equitable basis, the parties shall meet pursuant to Letter of Understanding No. 11. If the matter is not resolved, Sunday work shall be assigned in accordance with the following:

1. Work on Sunday shall be voluntary.
2. Sunday work shall be considered as available hours and shall be offered according to seniority.
3. Employees shall notify management at the beginning of each two (2) month period of their availability to work on Sundays.
4. If sufficient permanent store employees are not available to work on Sundays, the Employer shall offer available hours to the Float Staff on a seniority basis, and if sufficient Float Staff employees do not volunteer, the Employer shall have the right to schedule hours to permanent store employees according to "reverse seniority", provided they have the ability to perform the work required.

5. Notwithstanding the foregoing, it is understood that the Employer may require "key personnel" to work on Sundays.

6. Consecutive Day Limit

No employee shall be required to work more than six (6) consecutive days. It is understood that for such an employee there will be no claim for any hours scheduled to another employee on their seventh (7th) or subsequent consecutive days of work. Full-time employees will not be required to work two (2) consecutive Saturday-Sunday shifts.

7. Fair Assignment and Rotation of Late Shifts and Closing Shifts

A late shift shall be defined as any scheduled shift which ends after 6:30 p.m. in the Meat Department and after 8:00 p.m. in the Delicatessen and Fish Departments. No employee shall be scheduled more than three (3) late shifts per week unless they request otherwise. This does not apply to short notice call-in shifts to replace an absent employee on the first day of absence. Head Meat Cutters and Deli Operators shall work at least one (1) late or closing shift if required, in order to comply with this clause.

There shall be a fair rotation of late and closing shifts amongst bargaining unit members in Home Stores except

the Head Meat Cutter and Deli Operator, but may not apply to Students.

8. Personal Time-Off

Should the Store Manager or Assistant Manager offer a full-time employee the opportunity to leave early, this Personal Time Off (PTO) shall be unpaid but the hours of PTO shall count for the purposes of accumulating Sick Leave, A.T.O., Vacations and Statutory Holidays. The Company agrees that PTO shall be implemented within 18 months of ratification 2008.

5.2 Member on Duty

There shall be a member of the bargaining unit on duty at all times meats are for sale, except during rest periods and meal periods when staff is not available.

In the event this provision is violated, then all time during which meats are for sale and a member of the bargaining unit is not in attendance, will be computed at the Journeyman rate of pay and distributed equally amongst the members of the bargaining unit in the store in which the violation occurs. This penalty will not apply in the event that an employee is scheduled to work and fails to report and a replacement is not available.

5.3 Time Clocks or Time Sheets

The Employer shall provide either time clocks or time sheets to enable employees to record their time for payroll purposes. In

stores where there is an average of twenty-four (24) hours of work per day over a three (3) month period by members of the bargaining unit in the store, time clocks shall be installed and used, and the time cards will be used for payroll purposes.

Time sheets shall be in a standard form agreed upon prior to the signing of this Collective Agreement, unless another type of form is mutually agreed upon. The Employer agrees to discuss with the Union any future changes in the form before affecting them. Where time sheets are used, a carbon copy of the completed time sheet will be forwarded weekly to the Union, and if requested, the Union shall return them within one (1) week of receipt of same.

Where time cards are used and a grievance arises involving time worked, the Union, upon request, will be given a photostatic copy of the time card or cards involved.

Management agrees to assume its full responsibility in seeing that all employees are compensated for all time worked. Management personnel who deliberately violate this provision shall be disciplined by the Employer.

Employees shall record their own time at the time they start and finish work and the time they commence and return from meal periods. Where time sheets are used, employees will record their time in ink (ball point pen acceptable). Employees who fail to record all time worked in the manner required by this sub-section shall be disciplined as follows:

- 1st time disciplined - 1 week's suspension without pay
- 2nd time disciplined - 2 weeks' suspension without pay
- 3rd time disciplined - termination of employment

Suspensions shall be implemented within one (1) month of notification by the Union to do so, unless a longer period is mutually agreed upon by the Union and the Employer, or in the event that the requested suspension becomes subject to the Grievance Procedure.

Any such dispute shall be subject to the Grievance and Arbitration Sections of this Agreement. Any employees terminated for reasons above shall not be entitled to notice or pay in lieu of notice under Section 13 of this Agreement.

5.4 Basic Work Weeks

The basic work week for full-time employees shall be forty (40) hours, consisting of five (5) eight (8) hour days. In a week in which one (1) statutory holiday occurs, the basic work week for full-time employees shall be reduced to thirty-two (32) hours, consisting of four (4) eight (8) hour days, including work on the statutory holiday, and in a week in which two (2) statutory holidays occur, the basic work week for full-time employees shall be reduced to twenty-four (24) hours, consisting of three (3) eight (8) hour days, including work on the statutory holiday. Commencing April 2, 1995 statutory holidays may be scheduled the week prior, the week of, or the week after the statutory holiday by mutual agreement provided the day in lieu of the statutory holiday is scheduled in conjunction with other scheduled days off. Sunday is

considered the first day of the basic work week (see Section 5(i)).

The basic work week described in this Section shall include time off due to jury duty, witness duty and funeral leave as set out in Section 6(j) and (n), provided the employee has actual hours worked in the week.

5.5 Accumulated Time Off (A.T.O.)

Full-time employees shall accumulate paid time off on the basis of four (4) hours for each basic work week completed. Employees will be advised of their accumulated paid time off entitlement on a weekly basis. In addition to the foregoing, where the Employer's present payroll system enables the Employer to indicate the employee's weekly accumulated time off on the employee's pay stub, such will be shown. Basic work weeks shall be those described in sub-section (d) of this Section.

All employees eligible for accumulated paid time off shall accumulate four (4) hours for all weeks of paid vacations when taken.

Days off with pay as a result of accumulated paid time off shall, in the week in which they are taken, be considered as hours of that basic work week. When an employee has accumulated eight (8) hours, he or she shall receive a day off with pay to be scheduled by Management within the next four (4) weeks, such day to be combined with the employee's regular day off when it does not interfere with the efficient

operation of the store. Sunday can be considered as a "regular day off" for purposes of combining days off.

An employee who terminates or is terminated or reverts or is reverted from full-time to part-time status shall receive payment for any hours of paid time off accumulation to which he or she is entitled at the time of his or her termination.

Lateness Affecting Accumulated Paid Time Off

It is agreed that the withdrawal of accumulated paid time off will occur only after the following procedure:

If an employee is chronically late and has been formally notified by Management that further lateness will result in the cancellation of accumulated paid time off for that basic work week.

5.6 For the purpose of this Section, a part-time employee who works forty (40) hours per week for eight (8) consecutive weeks, exclusive of replacement hours, shall be entitled to receive accumulated time off as provided in this Section at the appropriate full-time rate of pay. Hours paid for statutory holidays shall count as hours worked for purposes of this subsection.

"Replacement hours" shall be those hours that an employee works or is assigned that would normally be worked by another employee were it not for the latter's absence due to illness, vacation, leave of absence, Workers' Compensation, Weekly Indemnity or other contractual absence. In the event that an employee working more than thirty-six (36) hours per

week for the required period alleges that he or she is being prevented from working forty (40) available hours, he or she may request an explanation from the Store Manager concerned. If he or she is not satisfied with the explanation, the Union may lodge a grievance in accordance with Sections 14 and 15 to determine whether or not the employee should be working forty (40) hours per week.

Employees shall be notified when they are working or assigned replacement hours.

5.7 Daily Guarantee

Full-time Employees

Unless terminated for reasons not requiring notice or pay in lieu thereof, outlined in Section 13 of this Collective Agreement, employees working full-time shall receive pay for their full shift if sent home prior to completion of their full shift.

Part-time Employees

Shall be paid their regular hourly rate for each hour worked except where employed for less than four (4) consecutive hours per day, in which event they shall receive a minimum of four (4) hours' pay. An employee who is called for work, and upon reporting finds that his or her services are not required, shall receive two (2) hours' pay.

Students

The above regulations for part-time employees apply to students when working on a day which is not a school day.

A student who is called for work on a school day must work a minimum of two (2) hours or be paid for two (2) hours. A student who is called for work on a school day, and upon reporting for work finds that his or her services are not required, shall receive two (2) hours' pay.

5.8 Statutory Holidays

The following days shall be considered Statutory Holidays:

New Year's Day	B.C. Day	Remembrance Day
Good Friday	Labour Day	Christmas Day
Victoria Day	Thanksgiving Day	Boxing Day
Canada Day		

and all other public holidays proclaimed by the Federal, Provincial or Municipal Governments, provided that all other major stores selling meat close their meat departments on any such holiday proclaimed, and further, that in the case of a statutory holiday proclaimed by a Municipality, only those stores of the Employer in that Municipality shall be affected by the requirements of this Section.

If an employee is eligible for statutory holiday pay while on Weekly Income Benefits, Workers' Compensation or sick leave, it is understood and agreed that the maximum amount of pay that he or she will receive from such sources for any particular

day shall not be more than 100% of his or her normal daily pay.

Commencing with their fifth (5th) week of employment, employees shall receive the following statutory holiday pay:
Average hours worked in four (4) weeks preceding week in which holiday occurs:

16 but less than 20 - 4 hours' pay for each holiday

20 but less than 32 - 6 hours' pay for each holiday

32 or more hours - 8 hours' pay for each holiday

For purposes of determining statutory holiday pay entitlement for full-time employees, all paid time off and hours absent due to sickness or accident not exceeding thirty-nine (39) consecutive weeks calculated from the 1st day of such continuous illness or accident shall be counted as hours worked, if the full-time employee would have been scheduled to work such hours they were absent.

For purposes of determining statutory holiday pay entitlement for part-time employees, hours of paid vacation and hours paid for statutory holidays shall count as time worked.

Should the "four (4) weeks preceding the week in which a holiday occurs" include time off without pay which is connected with vacation pay received at some other time of the year, then the "four (4) week test" shall not include such absence. In this case, the "four (4) weeks" shall be the last four (4) weeks excluding such absences.

All work performed on a statutory holiday shall be paid for at the rate of time and one-half the employee's regular rate of pay, and where so entitled, the employee shall also receive pay for the statutory holiday.

Hours of work on a statutory holiday shall first be offered to laid-off employees and part-time employees, on a seniority basis, provided the employee's total hours of pay for that basic work week will not exceed forty (40) hours.

5.9 Overtime

All employees, including part-time and students, shall be paid at the rate of time and one-half for all time worked in excess of the weekly hours, days per week and hours per day, as set out in sub-section (d) of this Section, except that all hours worked over ten (10) in any one (1) day shall be paid at double the basic rate, and all hours worked over forty-eight (48) in any one week, shall be paid at double the basic rate. It is agreed no one will be paid more than one (1) overtime premium for any overtime hours worked.

Notwithstanding the above, in the week of a statutory holiday, part-time employees may work a basic work week consisting of five (5) days that week to a maximum of forty (40) hours worked, provided:

1. The day(s) in excess of the basic work week (Section 5(d)) shall be offered by seniority and shall be voluntary.
2. If sufficient employees are not available, hours of work to the above maximum may be assigned by reverse seniority.

3. Work on the statutory holiday shall be paid at the appropriate statutory holiday rates.

Hours worked in excess of the reduced work weeks when statutory holidays occur, shall not be paid at overtime rates during the first four (4) weeks of an employee's employment. During this period, however, overtime shall be paid on the basis of the regular basic work week.

It is agreed that all employees shall have the option of either being paid or to bank all overtime hours at time and one-half or double-time as appropriate to a maximum of one hundred and forty-four (144) hours in a calendar year. All hours banked in a calendar year to be taken as paid time off by the end of the following calendar year. Banked hours taken as time off will be paid at the rate of pay the employee is receiving when he takes the banked hours off. Banked time off for the previous year shall be scheduled by seniority and posted on the bulletin board by March 1 of the following year.

When required to work overtime, an employee may decline if he or she has a valid reason. Such refusal shall be accepted provided there is another employee on the shift when overtime is required, who is prepared to work the overtime and has the ability to perform the work required. H.M.C. and Assistant H.M.C. are excluded from this provision.

For purposes of the Collective Agreement, Sunday is considered the first day of the basic work week, and in the event an employee works in excess of the basic work week as set out in sub-section (d), the last such day or days worked in

such weeks shall be considered as the day or days for which overtime applies.

If an employee is required to work more than one (1) hour overtime, he or she will be given a fifteen (15) minute paid rest period.

Meal Allowance

If overtime of more than two (2) hours is to be worked, an employee will also be given a meal allowance of five dollars (\$5.00) in addition to the paid rest period specified above.

This provision applies to overtime in excess of an eight (8) hour day. It is understood that all overtime of less than four (4) hours shall be continuous with the end of the shift.

5.10 Shift Work

1. Premium

For the employees hired prior to September 1, 1990 only, hours worked by an employee between 6:00 p.m. and 8:00 a.m. shall be considered as shift work and be paid for at the applicable straight-time or overtime rate, plus a fifty-cent (\$0.50) shift premium for each full-half (1/2) hour worked during this period. Where the majority of hours of a shift are between 12:01 a.m. and 8:00 a.m., shift premium shall be one dollar (\$1.00) an hour for that entire shift.

An employee commencing a shift at 7:00 a.m. or between 7:00 a.m. and 8:00 a.m. shall not be entitled to shift premium during such period.

Any shift starting at 10:00 p.m. or later shall have a thirty (30) minute meal period on the employee's own time.

2. Shift Interval

There shall be an interval of not less than ten (10) hours between shifts for all employees. An employee who is not allowed a ten (10) hour interval between shifts shall be paid at the rate of time and one-half for time worked prior to the expiry of the ten (10) hour interval.

If there is mutual agreement for a period of less than ten (10) hours (but no less than eight (8) hours) between shifts, the employee shall not be entitled to time and a half (1½).

3. Midnight Shifts

The following rules shall apply to employees working a regularly scheduled midnight shift:

- a) midnight shifts shall commence at 12:01 a.m., five (5) nights per week;
- b) as an alternative to (a) above, one 12:01 a.m. shift may be worked on any night of the week;

- c) an employee's shift during one (1) week shall fall within the same eighteen (18) hour span.
- d) An employee may request to start between 9:00 p.m. and 12:00 a.m. midnight.

The above sub-clauses shall be subject to emergencies as defined in Section 5(a)(2) of this Agreement.

No employee shall be required to work alone on the premises on night shift.

Employees scheduled to work midnight shift(s) shall be given the day prior to the start of the first midnight shift of the week as a scheduled day off.

Scheduling of Midnight Shifts

Where an employee is scheduled to work five (5) midnight shifts (ie.: shifts starting at midnight or 12:01 a.m.), all such shifts shall, where possible, be consecutive. The day prior to the first midnight shift shall be a scheduled day off. Where it can be demonstrated that consecutive days of work can be scheduled, the Union and the Employer shall meet to determine a method of solution.

Midnight shifts should be offered on a voluntary basis. If sufficient employees do not volunteer, there shall be a fair rotation of midnight shifts amongst bargaining unit members in the store except the Head Meat Cutter and Deli Operator and their relief, but may not apply to students.

No employee shall be scheduled more than two (2) weeks of midnight shifts unless they request otherwise in the rotation. Employees who work midnight shifts shall be paid a shift premium of one dollar (\$1.00) an hour for the entire shift."

4. Shift Premium where Night Shopping is in Effect

For Employees hired prior to September 1, 1990 only, on nights when the store is open for business, employees working beyond 6:15 p.m. shall receive an additional flat-sum payment of three dollars (\$3.00) for each night worked during a week, provided they work at least sixteen (16) hours during the week. Time worked after 9:15 p.m. shall be considered as shift work and compensated accordingly, but only for each half-hour unit completed after 9:15 p.m. All time worked after 6:30 p.m. on Christmas Eve and/or New Year's Eve shall be paid for at double the employee's regular rate of pay.

5.11 Rest Periods

Employees shall have two (2) fifteen (15) minute rest periods with pay in each work period in excess of six (6) hours, one (1) rest period to be granted before, and one (1) after the meal period.

The Employer will schedule rest breaks for Meat Wrappers and Deli Clerks so that no employee shall be scheduled to work more than three (3) consecutive hours. The parties recognize

that rest periods may be delayed due to unexpected business fluctuations.

Employees working a shift in excess of three (3) hours, but not more than six (6) hours, shall receive one (1) rest period, with pay, during such a shift.

Part-time employees working more than four (4) hours, but not more than six (6) hours during a day, shall have the right to a fifteen (15) minute unpaid rest period either with or separate from the existing fifteen (15) minute paid rest period. The employee will notify Management of their option to ensure efficient scheduling. Where the additional fifteen (15) minutes of unpaid time is combined with the paid time, the combined time shall be granted as close to mid-shift as is practical. Employees working in excess of six (6) hours shall receive the regular meal period and rest periods as provided in this Collective Agreement.

Times at which such rest periods shall be taken shall be subject to the discretion of the Employer, provided, however, an employee's rest period shall not begin until one (1) hour after commencement of work or following return from meal period or less than one (1) hour before either the meal period or the end of the shift as may apply.

5.12 Invoices and Records

No employee shall be permitted to take invoices or any other records away from the premises. Any employee who violates this sub-section shall be disciplined by use of the same

penalties set out in sub-section (c) of this Section respecting the recording of all time worked.

ARTICLE 6 - WAGES

6.1 The Employer agrees to pay all persons covered by the terms of this Agreement not less than the following schedule of wages, during such time as this Agreement is in force and provided that if any employee is receiving a wage rate in excess of the rates herein contained, such wage rates shall not be reduced by reason of the signing of this Agreement.

In the accumulation of hours by full-time employees for rate increases, hours taken on A.T.O. will be added to hours actually worked.

6.2 Employees actively employed on the Company's payroll on date of ratification (December 17, 2008) receive an off-scale increase of one dollar (\$1.00) per hour with fifty cents (\$0.50) per hour of that increase retroactive to the first Sunday in April (April 6) 2008.

Additionally, employees, excluding the Head Meat Cutter and the Deli Operator, actively employed on the Company's payroll on the date of Ratification (December 17, 2008) of this agreement will receive an off-scale increase of fifty cents (\$0.50) per hour on the first Sunday in April in 2009, 2010, 2011 and 2012.

The Head Meat Cutter and Deli Operator actively employed on the Company's payroll on the date of Ratification (December 17, 2008) of this agreement will receive an off-scale increase of seventy cents (\$0.70) per hour on the first Sunday in April 2009 and 2010 and will receive an off-scale increase of fifty cents (\$0.50) per hour on the first Sunday in April 2011 and 2012.

Additionally, Meat Cutters actively employed on the Company's payroll on date of ratification (December 17, 2008) will receive an off-scale increase of one dollar (\$1.00) per hour on the first Sunday in October 2012.

Additionally, Meat/Deli/Seafood Clerks actively employed on the Company's payroll on date of ratification (December 17, 2008) will receive an off-scale increase of seventy-eight cents (\$0.78) per hour on the first Sunday in October 2012.

Employees at the top rate that are off-scale will remain off-scale.

On the existing wage grids set out in this Collective Agreement, the top rates only shall be increased by thirty cents (\$0.30) per hour on the Sunday following Ratification and the first Sunday of April in 2009, 2010, 2011 and 2012.

The remaining rates in the wage grid will remain unchanged.

On the existing Meat Cutter wage grids set out in this Collective Agreement, the top rates only shall be increased by one dollar (\$1.00) per hour on the first Sunday in October

2012. The remaining rates in the wage grid will remain unchanged.

On the existing Meat/Deli/Seafood wage grids set out in this Collective Agreement, the top rates only shall be increased by seventy-eight cents (\$0.78) per hour on the first Sunday in October 2012. The remaining rates in the wage grid will remain unchanged.

2081 - 3120	12.9 6	13.7 5	12.9 6	13.7 5	12.9 6	13.7 5	12.9 6	13.7 5	12.9 6	13.7 5	12.9 6	13.7 5
3121 - 4160	14.8 9	15.8 0	14.8 9	15.8 0	14.8 9	15.8 0	14.8 9	15.8 0	14.8 9	15.8 0	14.8 9	15.8 0
4161 - 5200*	16.8 1	17.8 5	16.8 1	17.8 5	16.8 1	17.8 5	16.8 1	17.8 5	16.8 1	17.8 5	16.8 1	17.8 5
5201 - 6240	18.7 4	19.9 0	18.7 4	19.9 0	18.7 4	19.9 0	18.7 4	19.9 0	18.7 4	19.9 0	18.7 4	19.9 0
OVER 6240	22.7 1	23.9 2	23.0 1	24.2 2	23.3 1	24.5 2	23.6 1	24.8 2	23.9 1	25.1 2	24.9 1	26.1 2

* Minimum applicable to new hire Journeypersons.

The definitions of and payment for the Classifications of Deli and Seafood Operators and Assistant Head Meat Cutter, as well as Additional compensation for Head Meat Cutter are outlined in Section(s) 6.6, 6.7, and 6.8.

MEAT/DELI/SEAFOOD CLERKS

HIRED BEFORE RATIFICATION DECEMBER 17, 2008

Experience in Trade	SAR		April 5, 2009		April 4, 2010		April 3, 2011		April 1, 2012		October 7, 2012	
	Full- Tim e	Part- Tim e	Full- Tim e	Part - Tim e	Full - Ti me	Part- Tim e	Full- Tim e	Part- Tim e	Full- Tim e	Part- Tim e	Full- Time	Part- Tim e
Start Rate	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.3 3	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.33	\$ 9.33
After 520 + hours	9.66	9.66	9.66	9.66	9.6 6	9.66	9.66	9.66	9.66	9.66	9.66	9.66
1,040 + hours	10.0 3	10.0 3	10.0 3	10.0 3	10. 03	10.0 3	10.0 3	10.0 3	10.0 3	10.0 3	10.03	10.0 3
1,560 +	10.5	10.6	10.5	10.6	10.	10.6	10.5	10.6	10.5	10.6	10.50	10.6

hours	0	1	0	1	50	1	0	1	0	1		1
2,080 + hours	10.9 1	11.2 2	10.9 1	11.2 2	10. 91	11.2 2	10.9 1	11.2 2	10.9 1	11.2 2	10.91	11.2 2
2,600 + hours	11.3 5	11.8 7	11.3 5	11.8 7	11. 35	11.8 7	11.3 5	11.8 7	11.3 5	11.8 7	11.35	11.8 7
3,120 + hours	11.7 5	12.4 9	11.7 5	12.4 9	11. 75	12.4 9	11.7 5	12.4 9	11.7 5	12.4 9	11.75	12.4 9
3,640 + hours	12.3 6	13.2 8	12.3 6	13.2 8	12. 36	13.2 8	12.3 6	13.2 8	12.3 6	13.2 8	12.36	13.2 8
4,160 + hours	13.2 6	14.1 4	13.2 6	14.1 4	13. 26	14.1 4	13.2 6	14.1 4	13.2 6	14.1 4	13.26	14.1 4
4,680 + hours	14.3 6	15.3 4	14.3 6	15.3 4	14. 36	15.3 4	14.3 6	15.3 4	14.3 6	15.3 4	14.36	15.3 4
5,200 + hours	16.0 0	17.0 9	16.0 0	17.0 9	16. 00	17.0 9	16.0 0	17.0 9	16.0 0	17.0 9	16.00	17.0 9
5,720 + hours	17.4 4	18.5 7	17.4 4	18.5 7	17. 44	18.5 7	17.4 4	18.5 7	17.4 4	18.5 7	17.44	18.5 7
6,000 + hours	20.7 2	21.9 9	21.0 2	22.2 9	21. 32	22.5 9	21.6 2	22.8 9	21.9 2	23.1 9	22.70	23.9 7

hours	48	8	8	8	8	8	8	8	8	8	8	8
4,160 + hours	11. 42	11.4 8	11.4 2	11.4 8	11.4 2	11.4 8	11.4 2	11.4 8	11.4 2	11.4 8	11.4 2	11.4 8
5,200 + hours	12. 42	12.4 8	12.4 2	12.4 8	12.4 2	12.4 8	12.4 2	12.4 8	12.4 2	12.4 8	12.4 2	12.4 8
6,000 + hours	13. 42	13.4 8	13.4 2	13.4 8	13.4 2	13.4 8	13.4 2	13.4 8	13.4 2	13.4 8	13.4 2	13.4 8
6,800 + hours	14. 42	14.4 8	14.4 2	14.4 8	14.4 2	14.4 8	14.4 2	14.4 8	14.4 2	14.4 8	14.4 2	14.4 8
7,600 + hours	15. 42	15.5 8	15.4 2	15.5 8	15.4 2	15.5 8	15.4 2	15.5 8	15.4 2	15.5 8	15.4 2	15.5 8
8,400 + hours	16. 42	16.8 3	16.4 2	16.8 3	16.4 2	16.8 3	16.4 2	16.8 3	16.4 2	16.8 3	16.4 2	16.8 3
9,000 + hours	17. 42	18.0 8	17.4 2	18.0 8	17.4 2	18.0 8	17.4 2	18.0 8	17.4 2	18.0 8	17.4 2	18.0 8
9,600 + hours	18. 47	19.4 0	18.4 7	19.4 0	18.4 7	19.4 0	18.4 7	19.4 0	18.4 7	19.4 0	18.4 7	19.4 0
10,200 + hours	20. 72	21.9 9	21.0 2	22.2 9	21.3 2	22.5 9	21.6 2	22.8 9	21.9 2	23.1 9	22.7 0	23.9 7

HEAD MEAT CUTTER AND HEAD DELI OPERATOR

SAR	April 5, 2009	April 4, 2010	April 3, 2011	April 1, 2012	October 7, 2012
\$24.50	\$25.20	\$25.90	\$26.40	\$26.40	\$27.90

6.3 Retroactive Pay

Retroactivity is to be calculated on the basis of straight time rates for all hours worked. For the purposes of Section 8(b) and (d), "regular straight time earnings" shall be calculated at the new regular hourly rate of pay.

Employees who have left the employ of a Company between the expiry date of the last Agreement and the date of ratification of this Agreement will be entitled to retroactive pay if they apply to the Employer, in writing, within one hundred and twenty (120) days after retroactive pay is paid by the Employer to other employees. The Employer will notify the Union of the date of overall retroactive payment.

6.4 Meat & Deli Clerks

1. Meat and Deli Clerks shall be paid seventy cents (\$.70) per hour for all time spent stocking freezer cases. Any time less than a thirty (30) minute continuous period shall not be applicable.
2. Meat and Delicatessen Clerks shall not, unless as hereinafter provided, be assigned to perform any cutting with a knife or power

saw on meat, fish or poultry, or to operate the meat grinder, except where these duties are performed while serving a customer. Such employees otherwise assigned to cut meat, fish or poultry, operate the grinder machine or power saw, shall be paid Journeyperson Meat Cutter rates provided, however, Delicatessen Clerks shall be permitted to use knives and operate slicing machines in and for such Delicatessen operations at their regular rate of pay.

6.5 Head Meat Cutter Relief

Employees temporarily relieving Head Meat Cutters in a store, other than their home store, shall receive the rate contained in the regular Wage Schedule for such position for all time so employed.

An employee temporarily relieving a Head Meat Cutter in his own store shall receive for each full eight (8) hour shift, the hourly rate for that position contained in the regular Wage Schedule.

All full-time employees relieving the Head Meat Cutter on a Sunday shall receive the Head Meat Cutter rate contained in the Wage Schedule. This clause shall not apply to an Assistant Head

Meat Cutter relieving a Head Meat Cutter. In such cases, the provisions of Section 6.7 shall govern.

A part-time Meat Cutter shall be paid the part-time Journeyman regular hourly rate, and in addition, shall be paid the Head Meat Cutter differential of one dollar and forty one cents (\$1.41) per hour, effective April 5, 2009, when relieving a Head Meat Cutter in accordance with the foregoing provisions. Effective April 4, 2010, the differential shall be increased to one dollar and sixty-one cents (\$1.61).

6.6 Delicatessen or Fish Department Operator Relief

An employee who assumes the responsibility of a Delicatessen or Fish Department Operator shall receive one-fifth of sixty four dollars (\$64.00) for each eight (8) hour shift.

6.7 Assistant Head Meat Cutter

In each store in which three (3) or more full-time meat cutters are employed, in addition to the Head Meat Cutter, an Assistant Head Meat Cutter shall be designated and shall receive an additional twenty-two dollars (\$22.00) per week

or one dollar and eighteen cents (\$1.18) per hour for time during which he/she relieves the Head Meat Cutter, whichever is the greater.

6.8 Additional Head Meat Cutter Compensation

The following compensation will be paid to Head Meat Cutters in addition to the rates set out in the regular wage schedules:

<u>Average Weekly Hours</u>	
<u>Compensation</u>	
121 - 160	\$ 2.00 per week
161 - 200	4.00 per week
201 - 240	6.00 per week
241 - 280	8.00 per week
281 - 360	10.00 per week
361 - and over	12.00 per

week

Maximum Payable

The additional compensation will be based on the average weekly hours worked in the store by the employees covered by this Collective Agreement, in the previous twelve (12) or thirteen (13) week operating period of the Employer and will be adjusted accordingly at the end of each such period.

When a new store is opened, the additional compensation shall, for the first thirteen (13) weeks the store is operating, be based on the average hours worked in the store in which the Head Meat Cutter was previously employed, following which, average hours will be based on the new store's operation.

In the event the Head Meat Cutter in a newly opened store is a new employee, any additional compensation will be based on the average of the initial twelve (12) or thirteen (13) weeks of operation and paid in a total amount following completion of such period. Thereafter, the regular procedure will apply. The foregoing wage payment plan shall not be applicable where the Head Meat Cutter receives the equivalent in other forms of additional compensation that is not required by this Collective Agreement.

6.9 Fish Department

The following provisions shall apply to full-time and part-time Meat Cutters who were on the seniority list(s) as of February 26, 1987:

1. In recognition of the fact that prior to the introduction of Fish Departments, Meat Cutters performed a certain amount of fish

cutting, meat cutters working in the Fish Departments shall not be reduced in rate of pay.

2. In recognition of the fact that Fish Departments are service-oriented, Meat and Deli and Fish Clerks shall be governed by the provisions of Section 6.4.2, i.e.: Fish Clerks may use a knife to the same extent that a Deli Clerk may use a knife to prepare product for display. Any cutting of fish outside the department shall, however, be paid at the Journeyperson rate of pay.
3. Reduction and increase in hours, and lay-off and recall of Meat Cutters and Meat, Deli and Fish Clerks shall be in accordance with Section 12.2, 12.4, 12.5, 12.6 and 12.7 of the Collective Agreement. For example, a less senior Meat Cutter shall not work hours that could be worked by a more senior Meat Cutter.
4. In all stores where "fish work" has been performed by meat cutters prior to the installation of Fish Departments, it is agreed that no meat cutter will be reduced in hours nor will any meat cutter be laid off strictly as

a result of the transferring of such work to the Fish Department.

6.10 Sausage Departments

1. Employees who operate sausage equipment shall be paid Meat Cutter rates of pay in accordance with their experience.
2. Hours worked shall accumulate for the purpose of determining rate increases (pages 19, 20 and 21 of the Collective Agreement), as will all other hours worked.
3. Work in Sausage Kitchens shall be assigned from the Meat Cutters' seniority lists.

6.11 New Employees will be Classified According to Previous Comparable Experience

New employees having previous comparable experience may be paid at a lower scale of wages than their claim of experience calls for, but not less than the minimum rate established by this Contract, for an evaluation period not to exceed thirty (30) days from the date of employment. This thirty (30) day evaluation period may be extended by mutual agreement

for the purpose of enabling an employee or the Employer to obtain confirmation of claimed previous experience. If the employee's services are retained after the thirty (30) day period, or extended period where granted, they shall receive any difference between the initial rate paid and the rate for which their comparable experience qualifies them, retroactive for all time worked with the exception of the first two (2) calendar weeks of employment and shall receive a written notification showing any credit granted for previous experience. A copy of this written notification shall be forwarded to the Union at the time it is presented to the employee.

Employees who have been out of the Industry for less than one (1) year will receive credit for half their previous experience, to a maximum of one (1) year. Employees who have been out of the Industry for one (1) year or more will receive credit for one-half their previous experience to a maximum of six (6) months.

Journeyman Meat Cutters who are hired after the date of ratification shall receive minimum credit of twenty-four (24) months.

Provided the Employer has given the employee concerned a written notification showing credit

granted for previous experience not later than five (5) days following completion of the thirty (30) day evaluation period, or other extended period granted by mutual agreement, and forwarded a copy to the Union, no consideration shall be given to any disagreement pertaining to previous experience, if presented later than sixty (60) days from date of employment.

6.12 Regular Weekly Pay Day

1. There shall be a bi-weekly pay day and each employee shall be provided with a Statement of Earnings and deductions for the pay period covered.
2. To acclimatize employees to this bi-weekly payroll system, there will be three (3) months notice provided prior to its introduction.
3. It is recognized that adjusting to this revised system may result in situations where an employee may require a salary advance during the three (3) month period after its introduction. Required monies to a limit not exceeding fifty percent (50%) of the next bi-weekly payout will be advanced upon written

request, and the required adjustment made to the next bi-weekly payout.

4. The Employer is committed to the early resolution of payroll disputes. If an employee believes that they were paid incorrectly, they should immediately bring it to their attention of the Store Manager.

The Employer will co-operate with employees and their individual circumstances and may issue a salary advance, not to exceed fifty percent (50%) of their next bi-weekly payout, upon written request.

6.13 Jury and Witness Duty Pay

An employee summoned to Jury Duty or Witness Duty where subpoenaed to appear in a court of law, shall be paid wages amounting to the difference between the amount paid him for jury or witness service and the amount the employee would have earned had he worked on such days. Employees will provide a statement from the appropriate authorities showing such pay received.

An employee released from Jury or Witness Duty shall return to his or her job if two (2) or more

hours of their normal shift can be worked. Time worked in excess of eight (8) hours, combined Jury or Witness Duty and time on the job in one (1) day, shall be paid for at overtime rates.

6.14 Military Leave

An employee who is a member of the Canadian Armed Forces, including the Primary Reserve, and who is part of an operational deployment will, upon two (2) weeks' notice where possible, be granted a leave of absence without loss of seniority. Employees may be required to provide documentation to support the leave request.

6.15 Travelling Time

Transfers

1. Temporary

While an employee is transferred or moved to another store during his or her work shift, he or she shall be paid for all time spent en route from one store to another and will be paid bus fair if using bus transportation, or he or she will be paid mileage if he or she uses a car. Mileage shall be paid at the rate of forty-seven cents (\$0.47) per kilometer.

All travelling time connected with the employee's job, except going to and returning home from work, shall be paid for.

2. Permanent

If it is decided the employee will use his or her private car, he or she will receive an allowance of nineteen cents (\$.19) per kilometre or thirty cents (\$.30) per mile to his or her new location. If it is decided that the employee will travel by bus, train, or plane, the actual cost of the fare will be paid by the Employer. Economy airfare will be paid.

6.16 Staff Meetings

Staff meetings, whether in the store or off the premises, shall be considered as time worked and paid for accordingly, except meal meetings at which attendance is voluntary. Such meal meetings in excess of three (3) during each contract year shall be considered as time worked, and paid for accordingly.

6.17 Funeral/Bereavement Leave

In the event of death of a brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandchild, or any relative living in the household of the employee, the Employer will grant up to three (3) paid days compassionate Leave of Absence. This leave will be granted to attend the funeral and such time off must be taken at the time of bereavement and/or time of service.

Employees may split their entitled time off between bereavement and time of service.

In the event of death of spouse, father, mother, or child, the employee shall be entitled 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 compensation shall be at the average hours worked during the preceding four (4) weeks.

An employee's day off will not be used to circumvent funeral leave provisions. This leave may be extended for up to five (5) days by using vacation time, A.T.O., and/or other unpaid leave.

Employees may request up to five (5) working days of vacation time, A.T.O., or unpaid leave for time off in the event of the death of other family members not listed above.

6.18 Physical Examinations

Where the Employer requires an employee to take a physical examination, doctor's fees for such examination shall be paid by the Employer. Except prior to commencement of employment, and the first four (4) weeks of employment, such examination shall be taken during the employee's working hours without loss of pay to the employee.

6.19 Maternity Leave, Paternity/Parental Leave

1. Maternity Leave

- a) A pregnant employee who requests leave shall be given an unpaid leave of absence without loss of any privileges for a maximum of seventeen (17) consecutive weeks, up to eleven (11) weeks prior to the expected delivery date and at least six (6) weeks after the actual delivery date. The employee may

choose to delay the commencement of her pregnancy leave, provided she is medically fit to perform the full range of duties of her position. This will not affect the employee's entitlement to pregnancy leave.

- b) An employee who requests leave under this section after the birth of a child or the termination of a pregnancy is entitled up to six (6) consecutive weeks of unpaid leave beginning on the date of the birth or of the termination of the pregnancy.
- c) An employee is entitled to up to six (6) additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, she is unable to return to work when her leave ends under point (1) or (2).
- d) All such requests must be submitted in writing at least two (2) weeks prior to the employee's return to work date. The request must specify the length of the extension and the revised date the employee will be available to return to

work. The length of the extension can be modified by mutual consent.

- e) In addition to the pregnancy leave set out above, the attending physician certifying that the health of the mother or child may be in danger by the mother continuing to work may extend such leave prior to delivery.
- f) An employee requesting a shorter period than six (6) weeks after the actual birth to return to work must provide written notice to the Employer of not less than one (1) week before the date the employee proposes to return to work. If required by the Employer, the request must be accompanied by a physician's medical certificate stating the employee is able to return to work.
- g) Benefit entitlement for the above leaves shall be as required by the B.C. Employment Standards Act.

2. Paternity Leave / Parental Leave

An employee about to become a father or a co-parent shall be entitled to an unpaid

leave of absence of up to five (5) days at the time of the birth of his child or the adoption of a pre-school child or children. The employee may use A.T.O.'s or one (1) week's vacation at their option.

3. Parental Leave

- a) An employee who requests parental leave under this section is entitled to:
 - i) for a birth mother who takes leave within one year of the birth of a child and in conjunction with pregnancy leave taken under Article 11.06 - up to thirty five (35) weeks of unpaid leave beginning immediately after the end of the leave taken under Article P. 1.
 - ii) for a birth mother who does not take a leave under Article P. 1. in relation to the birth of a child - up to thirty seven (37) weeks of unpaid leave beginning after the child's birth and within fifty two (52) weeks after that event.

- iii) for a birth father - up to thirty seven (37) weeks of unpaid leave beginning after the child's birth and within fifty two (52) weeks after that event.
 - iv) for an adopting parent - up to thirty seven (37) weeks of unpaid leave beginning within fifty two (52) weeks after the child is placed with the parent.
- b) If certified by a licensed medical practitioner that the child requires an additional period of parental care, the employee is entitled to up to five (5) additional weeks of unpaid leave, beginning immediately after the end of the leave taken under subsection a) above.
- c) The employee is required to give the Employer four (4) weeks' advance notice in writing of their intention to take a leave under subsection a) i) ii) iii). The Employer may request this notice be accompanied by a medical practitioner's certificate or other

evidence of the employee's entitlement to the leave.

- d) Benefit entitlement for the above leaves shall be as required by the B.C. Employment Standards Act.

4. Unpaid Extended Parental Leave

Employees may request an unpaid leave of absence of up to one (1) year related to the birth or adoption of a child. This leave must commence within one (1) year of the birth or adoption. Application for this leave shall be in writing and provided to store management at least one (1) month in advance. All other provisions of Section 6.19, shall apply.

6.20 Apprentices - Indentured

The Employer will make-up the pay for indentured apprentices, (ie: difference between government allowance and apprentice regular pay), while attending Vocational School, one (1) month a year, providing the employee's performance and attendance at the school are satisfactory.

6.21 Meat Cutter Apprenticeship Program

1. The Employer and the Union shall participate in the Provincial Meat Cutter Apprenticeship Program and be represented on the Provincial Advisory Board on Apprenticeships in Retail Meat Cutting.
2. The Employer and the Union shall form a Joint Apprenticeship Committee (JAC) composed of equal representatives from the Company and the Union. The JAC shall be responsible for the design and implementation of a Meat Cutter Apprenticeship Program.
3. In recognition of the need to verify the suitability of new hires for this trade, there shall be a probationary period as follows:

CATEGO RY	EDUCATION/ TRAINING	PROBATION ARY PERIOD
----------------------	--------------------------------	---------------------------------

a)	BCIT or equivalent training or a minimum of six (6) months' comparable experience	Two (2) calendar months from the date of commencing work in the bargaining unit
b)	No previous training or less than six (6) months' comparable experience	Four (4) calendar months from the date of commencing work in the bargaining unit

4. Apprentices who have already completed the provincial training course in Retail Meat Cutting shall receive full credit for the duration of the course.

5. The Meat Cutter Apprenticeship shall be thirty-six (36) months or 6,240 hours of credited work in duration whichever comes first, or for an extended period of time as agreed between the Employer, the Union and the Apprentice.

6. Wages:

APPRENTICE MEAT CUTTERS

Hours	Percentage of the Journeyperson Rate of Pay
0 to 1040	50%
1041 to 2080	60%
2081 to 3120	65%
3121 to 4160	75%
4161 to 5200	85%
5201 to 6240	95%
OVER 6240	100%

7. Meat Cutter Apprentices, who have no prior trade training and have completed the probationary period, shall be enrolled in the Provincial training program for Retail Meat Cutting on a seniority basis and subject to their availability as soon as a course opening is available. While in the Provincial training

program, the Apprentice shall receive hours' credit for experience and be paid for all hours actually spent in training.

8. The Provincial training program for Meat Cutter Apprentices may consist of four (4) weeks' training at a school designated by the Provincial Ministry responsible and an additional four (4) weeks' training to be taken within the second year of apprenticeship. The duration of the training courses may be amended by the Advisory Board. The Meat Cutter Apprentices shall be eligible for the U.I.C. training allowance for the duration of both training periods.
9. Meat Cutter Apprentices must attend the Provincial training course and the Apprentice's attendance and performance must be satisfactory prior to receiving the over 2080 hour rate of pay.
10. The Union shall be notified of the name, address and telephone number of each Apprentice Meat Cutter.
11. Recognizing that Union Membership is a condition of employment, the Union will advise the Employer of any persons who do

not complete the requirements for membership within a suitable time period as established by the Union.

12. The Company will keep the Union informed of the Home Store assignments and hours of work of all Apprentices.
13. Journeyperson Meat Cutters and Meat Cutter Apprentices shall be on a common seniority list as specified in Section 12.
14. Amongst new hire Apprentices, there shall not be a claim against the hours worked during the Apprentice's first six (6) months of employment.
15. All Apprentices will be registered with the Provincial Ministry in charge of Trade Apprenticeships and receive such certification as is provided under that program by the Ministry upon completion of the Apprenticeship.
16. Where possible, Meat Cutter Apprentices with less than six (6) months' experience must work under the supervision and direction of a qualified Journeyperson Meat Cutter.

17. Any complaint, grievance or difference of opinion regarding the design or implementation of this apprenticeship agreement shall be referred to the JAC. If the matter cannot be resolved, it may be referred under Section 14.

Complaints respecting individual Apprentices will be resolved through the normal grievance procedures.

18. If pre-arranged with the Company, the Union will have the ability to enter the workplace to constructively assess the apprentices work and evaluate their progress. If it is determined that the apprentice requires training in specific areas, the Joint Apprenticeship Committee may assign the apprentice up to a further six (6) week period of training with a Journeyman Meat Cutter.

6.22 Apprenticeship (Meat & Deli Clerk Right To)

Meat and Deli Clerks wishing to become a Meat Cutter apprentice shall inform the Employer in writing and such employees shall, by seniority, be

given first consideration for any such apprentice vacancy. An employee commencing on the Meat Cutter apprenticeship program shall be given a trial period of up to 480 hours of actual work and during such trial period shall retain his or her seniority as a Meat or Deli 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 on their own volition.

Seniority rights on the Meat and Deli Clerk list shall also be retained during the apprenticeship period, not including the credit referred to below, in the event the employee is affected by a lay-off or reduction in hours.

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. Such an employee shall be given credit toward his or her apprenticeship in the amount of their experience as a Meat and Deli Clerk to a maximum of eight (8) months on the full-time wage scale. When the employee becomes full-time his/her seniority date shall be transferred

from the Meat and Deli Clerk list to the Meat Cutter list.

A Meat and Deli Clerk who commences a Meat Cutter apprenticeship shall be entitled to hours of work in both the Meat Cutter and the Meat and Deli Clerk classifications up to the limit which was worked as a Meat and Deli Clerk. A full-time Meat and Deli Clerk shall on that basis retain full-time status. If the employee was part-time, the limit shall be based on average hours worked during the thirteen (13) weeks prior to commencement of the apprenticeship.

The above procedure shall also be applicable to Meat and Deli Clerks who have commenced an apprenticeship prior to the date of ratification.

6.23 Dual Classification

To minimize lay-off(s) and or reduction(s) in hours, full-time reduced employees in the Meat Cutter classification shall be given first consideration for available hours in the Meat and Deli Clerk classification, at the Meat and Deli Clerk rate of pay over new employees hired after the date on which the Meat Cutter has advised the Employer in writing that he/she wishes to work such hours. Available hours shall only be in the employees permanent store, or Float Staff. This request must be submitted to the Employer on the date an employee is given lay-off or reduction notice. If more than one (1) employee is reduced or laid-off seniority shall prevail for the scheduling of available hours.

Where a disagreement arises regarding this clause and results in a grievance, the parties will have two (2) weeks (from date the matter is brought to the attention of the Employer) to correct any errors in scheduling before a claim for lost wages can be filed.

Those employees working a combination of Meat Cutter and Meat/Deli/Fish Clerk hours shall be entitled to accumulate Sick Leave Benefits in accordance with Section 8(a).

ARTICLE 7 - UNITED FOOD & COMMERCIAL WORKERS PENSION PLAN

7.1 The Employer agrees to pay to the trust account or trust fund established for the United Food & Commercial Industry Workers Pension Plan (hereinafter called the Plan), the sum of one dollar and forty-nine cents (\$1.49) per straight time hours actually worked, not to exceed eleven dollars and ninety-two cents (\$11.92) per day or fifty-nine dollars and sixty cents (\$59.60) per week on behalf of each Employee up to the date of ratification in item B below.

Straight time hours actually worked shall for purposes of Pension include hours of paid vacation and paid statutory holidays.

7.2 Effective the first pay period following the date of ratification, the Employer agrees to pay to the trust account or trust fund established for the Plan, the percentage set forth of the earnings of each bargaining unit member to the UFCW Industry Pension Plan Trust Fund.

The amount applicable shall be as follows:

Date	Percentage
Current	8%
January 8, 2012	8.75%

7.3 Definition of Earnings:

The earnings of a Member for each contribution period shall be calculated as follows:

- (1) The number of straight time hours actually worked by the Member multiplied by the straight time hourly rate of pay, determined in accordance with the Collective Agreement, applicable to each such straight time hour actually worked, plus
- (2) The amount of vacation pay and statutory holiday pay received by the Member during the contribution period.
- (3) The number of straight time non-worked hours taken by the Member as scheduled ATO (as opposed to payout) during the contribution period multiplied by the straight time hourly rate of pay, determined in accordance with the Collective Agreement,

applicable to each such straight time non-worked hour taken as scheduled ATO.

7.4 The contributions shall be accompanied by a written report showing for each Member:

- i) the straight time hours actually worked separately for each distinct hourly rate of pay which applied to such hours;
- ii) the straight time hourly rate of pay applicable to each group of straight time hours actually worked by the Member as described in i) above;
- iii) the results of multiplying the straight time hours in i) by the rate in ii) above;
- iv) the straight time non-worked hours taken as scheduled ATO separately for each distinct hourly rate of pay which applied to such hours;
- v) the straight time hourly rate of pay applicable to each group of straight time non-worked hours taken as scheduled ATO by the Member as described in iv) above;
- vi) the results of multiplying the hours in iv) by the rate(s) in v) above;

- vii) vacation pay received by the Member in the contribution period;
- viii) statutory holiday pay received by the Member in the contribution periods;
- ix) the sum of items iii), iv) and v);
- x) the amount of the Employer contributions payable; and
- xi) the amount of the Employee contribution payable.

In addition, the Employer agrees to pay interest on all such contributions which are not postmarked or deposited within thirty (30) days of the last day of the contribution period, at the prime interest rate of the Bank of Canada, on a per annum basis, from the last day of the period. The applicable prime interest rate for the first six (6) months of any year will be the rate in effect on January 1st of that year and for the last six (6) months of any year at the rate in effect on July 1st.

Each contribution period shall comprise not less than four (4) nor more than five (5) weeks.

7.5 The Employer and the Union agree to the method of selection of Employer and Union Trustees to administer the Plan. The terms of the Plan and its administration shall be entirely the responsibility of these Trustees or their valid replacements, provided that the Plan is administered consistently with this Collective Agreement, subject to any applicable government law or regulation under the Income Tax Act of Canada. Subject to the foregoing, the parties are bound by the actions taken by the Employer and Union Trustees under the Plan.

Effective January 1, 2003 or the first day of employment of each participating Employee and for the duration of the Collective Agreement between the Union and the Employer, and any renewals or extensions thereof, or until otherwise changed through collective bargaining or mutual agreement by the Union and the Employer, it is agreed that the following Employee contributions shall be made to the Plan and Trust:

- (1) By each participating Employee – a percentage of their Earnings received from the Employer. The percentage applicable to each participating Employee shall be as follows:

Age Last Birthday	Percentage
Less than 30	NIL
30 or more but less than 40	1%
40 or more but less than 50	2%
50 or more	4%

Contributions by participating Employees shall be made by payroll deduction.

Changes in contribution by participating Employees shall be effective from the first day of the pay period following the date in which they become 30, 40 and 50 respectively.

Pay period shall mean the weekly period from Sunday through Saturday used by the Employer for paying Earnings to participating Employees.

Prior to the date of ratification in paragraph B, *earnings* shall mean the total compensation paid to a participating Employee and recorded as earnings (excluding taxable benefits) on the T-4 (or similar tax reporting form should this designation by Revenue Canada be changed

in the future) provided to the participating Employee each year.

After the date of ratification in paragraph B, *earnings* shall have the same meaning in paragraph C above.

Participating Employee shall mean each Employee of the Employer as of date of ratification who is subject to the Collective Agreement and each future Employee who becomes subject to the Collective Agreement from the date they are first employed except for:

1. Employees who are disabled on date of ratification and are receiving (or entitled to receive) wage loss benefits under a Weekly Indemnity or Long Term Disability Plan to which the Employer makes contributions, as long as they continue to be disabled and entitled to such benefits;
2. Employees who are disabled on date of ratification and are receiving (or entitled to receive) wage loss benefits from WCB as long as they continue to be disabled and entitled to such benefits;

3. Employees who are absent from work on date of ratification as a result of a statutory, maternity or parental leave as long as they continue to qualify for such leave.

The Employer will provide to the Trustees a listing of all Employees subject to the Collective Agreement who are subject to each of the foregoing paragraphs.

ARTICLE 8 - SICK LEAVE BENEFITS & W.C.B.

8.1 Sick Leave Benefits

1. Full-time Employees

Full-time employees shall accumulate credits at the rate of four (4) hours for each full month of employment, including any absence from work, or sickness or accident not exceeding thirty-nine (30) consecutive weeks calculated from the first day of such continuous illness or accident from the first day of such continuous illness or accident for which compensation is received under the terms of this Collective Agreement, up to a maximum of three hundred and seventy-six (376) hours. Credits shall commence to

accumulate from date of full-time employment but only after completion of a three (3) month full-time employment eligibility period.

A full-time employee having accumulated sick leave benefits and who is reduced to part-time by the Employer, will be paid sick leave to the extent of such accumulation for actual time off the job, due to illness not covered by Weekly Indemnity.

2. Part-time Employees

Part-time employees who work an average of thirty-six (36) hours per week for thirteen (13) consecutive weeks will accumulate credits at the rate of four (4) hours for each full month of employment, including any absence from work for which compensation is received under the terms of the Collective Agreement.

If an employee fails to meet the above hourly requirement for a period of thirteen (13) consecutive weeks from the time he or she first fails to meet it, such an employee shall be disqualified. However, such disqualified employees shall retain their

"bank" of accumulated sick leave credits and may use such credits until the credits are exhausted. Sick pay in such cases shall be applied only to absences on the employee's regularly scheduled work days.

3. Employees who retire on pension, or who voluntarily terminate their employment with the Employer, or who are permanently laid off from their employment with the Employer, shall upon such retirement, voluntary termination or permanent lay-off, be paid any sick leave accumulation they may have to their credit.

Employees who have a sick leave credit balance in excess of twelve (12) days (ninety-six (96) hours), as of December 31st 1983 and on each December 31st thereafter, shall receive a cash payout to a maximum of six (6) unused sick leave days (forty-eight (48) hours), provided no employee's sick leave bank shall fall below twelve (12) days (ninety-six (96) hours), as a result of a cash payout. Eligible employees shall receive a cash payout prior to January 31st of each year.

Employees, if found abusing the privileges of this Section, shall be disciplined by the Employer. In such cases, the Employer may discontinue or reduce the benefits of the employee, or terminate the employee, but any such termination shall be subject to the Grievance Procedure.

It is agreed that accumulated sick leave information will be available to employees, in writing, on at least a monthly basis. The procedures to be used will be discussed with each Company individually.

The Employer shall apply any accumulated sick leave to absences due to sickness or non-compensable accident not covered by insured Weekly Indemnity Benefits and may supplement Weekly Indemnity at the employee's request, but not to exceed the employee's normal earnings.

Employees shall provide as much notice as possible when they are unable to report for a scheduled shift. Employees shall make a reasonable effort to notify the Employer of the absence as well as advising the Employer as to the estimated length of the absence

and give notice of when they are able to return to work.

8.2 Workers' Compensation Board

1. W.C.B. Make-Up

Where a full-time employee qualifies for Workers' Compensation, the Employer shall make up the difference between the employee's regular straight time earnings at his or her regular hourly rate of pay and what he or she receives from Workers' Compensation Board for the first three (3) scheduled working days of absence from the job. This is to be taken out of the sick leave credits of the employee if such credits exist. Otherwise, the Employer shall pay this amount. Thereafter, the Employer shall make up the difference between seventy-five percent (75%) of the employee's straight time earnings based on his or her regular hourly rate of pay and what he or she receives from the Workers' Compensation Board for a period up to thirteen (13) weeks from the first day of absence due to injury on the job.

Part-time employees shall be entitled to use their sick leave accumulation for make-up to one-hundred percent (100%) for the first

three (3) scheduled working days of absence.

2. Day of Injury

All employees shall be paid the balance of their shift, by the Employer, on the first (1st) day of an accident, subject to verification that such accident is a valid W.C.B. claim.

3. W.C.B. Advance

In the event the W.C.B. challenges initial coverage, or after going on W.C.B. benefits, the W.C.B. terminates such benefits because the Board has decided that the employee's disability is no longer related to the compensable injury, the employee will be entitled to a W.C.B. advance as specified below.

If an employee is entitled to Long-term Disability and/or Weekly Indemnity benefits, pursuant to Section 9, the Employer shall process an employee's application for such benefits on the condition that should an appeal to the W.C.B. result in the payment of wage-loss benefits, the Long-term Disability and/or Weekly Indemnity benefits

paid for the corresponding period of time will be refunded either directly from the Board, or if not possible, from the employee.

At the Employer's option, the employee will pursue appeal procedure under the W.C.B.

4. Injurious Work Requirements

If an employee believes the amount of work he or she is required to perform is excessive or will result in injury to him or her, the question shall be referred to Section 14 of this Agreement.

8.3 Return to Work after Absence Due to Illness or Injury

After any absence due to illness or accident under Sections 8 or 9, an employee must be returned to his or her job when capable of performing their previous duties.

8.4 Rehabilitation Program

Where an employee on Group Insurance, L.T.D., or W.C.B. benefits is disabled from performing his/her usual job, but may be able to perform other jobs covered by this Agreement, the Union

and the Employer agree to co-operate to facilitate a change in classifications or jobs. (Benefit maintenance - see Section 9(6)).

The Employer and the Union mutually agree to co-operate with the Workers' Compensation Board or any other agency in efforts to rehabilitate an injured worker. Where re-entry into the bargaining unit is not possible because of permanent disability, the parties agree to co-operate to re-train an injured worker.

The parties shall develop a plan to return the employee to work and the employee shall continue to receive all benefits including Health and Welfare, Sick, Statutory Holidays, Vacations, etcetera pursuant to the Collective Agreement as were received before the disability arose.

8.5 Health, Safety, Education and Training Fund

Commencing June 23, 2002, the Employer shall remit monthly contributions to the above fund on the basis of five cents (\$.05) per hour multiplied by the number of hours remitted to the Dental Care Plan.

8.6 Store Health and Safety Committees

The Employer agrees to maintain a Health & Safety Committee in each store. The Committee shall function in accordance with W.C.B. Health and Safety Regulations. A bargaining unit employee shall be elected by the members in the store or shall be appointed by the Union to each Committee.

8.7 Joint Retail Meat Health and Safety Committee

The parties shall establish an Employer/Union Retail Meat Safety Committee which will be comprised of an equal number of Union and Management Representatives, with a minimum of two (2) from each. This Committee will deal only with Health and Safety matters which are generic to the Employer's operations as well as issues referred by the Store Committees. Initially, the Committee shall meet at least quarterly.

ARTICLE 9 - HEALTH AND WELFARE PLAN

9.1 Full-time Employees

The Employer shall make available the following benefits or similar benefits as mutually agreed upon between the Union and the Employer, to eligible full-time employees. Such an employee shall be considered eligible when he or she has qualified under the thirty-two (32) hour eligibility rules below with a minimum of thirteen (13) consecutive weeks' service.

For full-time employees reduced by the Employer to part-time and not laid off, full coverage, regardless of hours worked, shall be maintained in accordance with Section 9(1), and Group Life Insurance shall be the amount specified in Section 9(3). In the case of Weekly Indemnity and Long-term Disability, the amount shall be the average of earnings during the thirteen (13) weeks immediately preceding the date of accident or illness.

Benefits for full-time employees who are laid off will be maintained by the Employer for one-half (1/2) of the employee's recall period as specified in Section 12(e) on the following basis:

- B.C. Medical Services Plan (M.S.P.)
- Group Life Insurance
- Hearing aid, eye glasses, and prescription drug coverage.

9.2 Part-time Employees

The Employer shall also make available the benefits to the employees who work an average of thirty-two (32) hours per week for a period of three (3) consecutive months. Such employees shall receive the same benefits as set out for full-time employees in this Section of the Agreement. For the purpose of entitlement and disentanglement, the conditions set out below will apply:

1. Employees who average thirty-two (32) hours per week for a three (3) month period will be eligible for all benefits under Section 9 on the first (1st) of the month following meeting this requirement. Eligibility verifications will be done each month ending on the last Saturday of the month on a 4/4/5 basis: ie: If an employee had averaged thirty-two (32) hours per week in the three (3) months prior to April 25th, he/she would become eligible for the benefit package on May 1st.
2. If an employee fails to meet the eligibility test, he/she will continue to be eligible for three (3) months. At that time, he/she will

be tested again and if eligible, will continue receiving benefits. If not eligible, will cease receiving benefits.

Thereafter, at the end of each month, the employee's eligibility will be tested and as soon as he/she becomes eligible again, benefits will be re-instated.

The Employer shall also make available:

- M.S.P. (including Extended Health Plan)
- Eye-glass, Drug and Hearing Aid Plan

to employees, (except students) who work an average of twenty-four (24) hours per week for a period of three (3) consecutive months. Such employees shall receive these benefits as described for full-time employees in this Section of the Agreement. For the purpose of entitlement and disentanglement, the hours' test set out above will apply, but will be based on twenty-four (24) hours instead of thirty-two (32) hours per week.

Enrollment for these benefits shall be a condition of employment for eligible full-time employees, except for such employees as may hereinafter be exempted in respect to medical benefits only.

New employees who are covered by M.S.P. at the date of their employment can elect to maintain their continuity of coverage to be paid as per Item (1) below.

9.3 Medical Benefits

The M.S.P. or such other Medical Plan which will provide similar benefits shall be provided by the Employer. The full premium rates shall be paid by the Employer.

Employees having other medical benefit coverage by reason of dependency status that is acceptable to the Employer will be exempted from the Employer's plan for such benefits. If the dependency coverage of such employee is discontinued, they may apply for enrollment in the Medical Services Plan.

The M.S.A. Extended Health Benefits Plan or its equivalent already in effect will be continued and provide that each member shall pay the first twenty-five dollars (\$25.00) of eligible expenses in any one (1) calendar year. The full premium rates to be also paid by the Employer.

The Extended Health Benefits, for full-time employees and eligible part-time employees as described in this Section 9, shall include the following benefits:

- a) Prepaid Drug Plan with no deductible.
- b) Eye-glass, lenses and frames, to a maximum of three hundred dollars (\$300.00) per person every two (2) years.

The Employer shall cover the cost of the eyeglass examination once every two (2) years.

- c) Hearing Aids to a maximum of three-hundred and fifty dollars (\$350.00) per person once every four (4) years.

It is understood all employees' dependants shall be covered by the above benefits. Eligible dependants shall be wife or husband and a covered employee's unmarried children under the age of nineteen (19) or under the age of twenty-five (25) while attending an educational institution, provided such person is still dependent on the employee.

9.4 Weekly Indemnity Benefits

The Employer shall pay the cost of providing these benefits. Weekly Indemnity Benefits shall be paid commencing on the first (1st) day of hospitalization due to non-occupational accident or sickness or where no hospitalization is involved, the fourth (4th) day of absence due to sickness or accident with a twenty-six (26) week benefit period.

Weekly Indemnity payments shall be paid at the rate of seventy-five percent (75%) of straight time hourly wages.

The weekly benefit for part-time employees shall be the average of earnings during the thirteen (13) weeks immediately preceding the date of accident or illness.

The payment of the Weekly Indemnity Benefits shall be based on a five (5) day per week basis for employees regularly working the basic workweek. Eligible part-time employee's Weekly Indemnity Benefits shall be based on a seven (7) day per week basis.

It is understood and agreed between the Employer and the Union that Weekly Indemnity

payments to entitled employees shall be the responsibility of the Employer. If payment of valid claims is not made by the Insurance Company within two (2) weeks from the time that the Employer receives the completed application, the Employer shall then pay to the claiming employee an amount equal to his or her entitlement. Similarly, when payments are stopped by the carrier, while the employee's entitlement continues, the employee shall be able to claim the amount of his or her entitlement from the Employer.

Payments made by the Employer for claims later found to be invalid, or payments made by the Employer which are later paid by the carrier, shall be returnable to the Employer.

The Employer agrees to pay the fee for the Medical Reports required by the Employer for sick leave or Weekly Indemnity provisions to a maximum of fifty dollars (\$50.00) each.

Effective Sunday after ratification, should an employee receive Stong's Weekly Indemnity Benefits as the result of an accident and he/she subsequently receives a wage-loss settlement from I.C.B.C. covering the same period, the amount by which Weekly Indemnity benefits and

Sick Leave benefits cause the total replacement income to exceed the employee's regular earnings shall be reimbursed to the Company. Any banked sick days which may have been used shall be returned to the employee's banked sick days' accumulation.

9.5 Group Life Insurance

Group Life Insurance shall provide a minimum coverage of \$50,000.00. Where current Group Life Plans have coverage in excess of the \$50,000.00 minimum, then such plans shall continue in force during the currency of this Agreement.

Conversion Privilege

If an employee's coverage ceases because his or her employment or membership within the eligible classes ends, the employee may convert the life insurance to some form of individual life policy offered by the insurance carrier without having to pass a physical examination.

If an employee qualifies for the Retiree Death Benefit, the amount of it will be deducted from the amount of life insurance he or she is otherwise entitled to convert.

An employee will have thirty-one (31) days to make application for conversion and to pay the required premium following termination of insurance. However, if the employee is given written notice of the right to convert, the employee has no more than thirty-one (31) days from the date of termination of insurance, or until twenty-five (25) days after notice is given, whichever is the later date.

If an employee should die within the thirty-one (31) day period after the coverage ends, the amount of insurance will be paid to the beneficiary. If the life insurance is payable under the group policy, payment will not be made under the converted policy, and premiums paid for the converted policy will be refunded.

9.6 Long-Term Disability Plan

Commencing April 1, 1980, a standard Long-term Disability Plan (L.T.D.) will be instituted, premiums to be paid for by the Employer and be applicable to full-time employees and regular part-time employees who become eligible by working an average of thirty-two (32) hours for three (3) consecutive months. Such employee must fail to meet these hour requirements for a

period of three (3) consecutive months from the time he or she first fails to meet it before they are disqualified.

Pension credits shall apply for all time while receiving this benefit.

The Long-term Disability Plan shall be based on sixty percent (60%) of an employee's salary and will commence when Workers' Compensation or Weekly Indemnity is exhausted, if Weekly Indemnity was available and provided any Government payments involved as a result of the employee's absence due to disability will be included in determining the sixty percent (60%) payment.

Employees on L.T.D. shall receive earned vacation leave pay at the expiry of thirty-nine (39) weeks of continuous illness and such payment shall not reduce their L.T.D. benefits.

Should the Federal or Provincial Government introduce legislation, the effect of which is to supplement or overlap existing welfare plans, the parties signatory to this Agreement agree to immediately discuss modifications of present benefits so that the total cost of the combined plans will be limited to the level outlined in this Collective Agreement, such change to be

effective as of the date that the plan involved is altered because of legislation referred to above.

9.7 Dental Care Plan

The Employer agrees to make such hourly contributions to the British Columbia Retail Meat Industry Dental Care Plan, for each straight time hour actually worked in the bargaining unit as determined by the Joint Trustees of the Plan as necessary to maintain the dental benefits contained in the 1971-1973 Collective Agreement and incorporated into the British Columbia Retail Meat Industry Dental Care Plan as revised January 1st 1972 with the exception that after March 28, 1982, members or eligible dependants will have that maximum increased to \$1,750.00. Effective Sunday after Ratification, (1994), the orthodontic limit shall be increased to three thousand dollars (\$3,000.00) on the above basis for eligible dependents who have not exceeded the twenty-five-hundred (\$2,500.00) limit and the limit shall be increased to two thousand, two hundred and fifty dollars (\$2,250.00) for members who have not exceeded the one thousand, seven hundred and fifty dollar (\$1,750.00) limit.

Straight time hours actually worked shall for purposes of Dental contributions include hours of paid vacation and paid statutory holidays.

It is further agreed that in the event the Government of Canada or the Province of British Columbia provide a non-contributory Dental Care Plan with similar benefits, the Employers' obligations to continue contributions to the British Columbia Retail Meat Industry Dental Care Plan shall cease. It is further understood should a Government Plan create duplicate benefits, then these benefits shall be deleted from the Retail Meat Industry Dental Care Plan and the Employers' contribution in respect to the cost of these benefits shall cease, provided the Employer pays the full cost of premiums levied by the Government for such services to a maximum of current contributions to this Plan.

9.8 Maintenance of Benefits

For sick leave, weekly indemnity and Workers' Compensation claims which commence after September 18, 1983, the Employer shall maintain the full cost of Health and Welfare premiums to a maximum of thirty-nine (39) weeks.

The Employer agrees to maintain the full cost of Health and Welfare premiums when an employee is absent on Weekly Indemnity or Workers' Compensation claims or on sick leave to a maximum of six (6) months.

Employees that return from an approved W.C.B. leave to pre-leave hours do not have to re-qualify for benefits.

W.C.B. Rehabilitation

In the case of employees on a W.C.B. rehabilitation program covered by Section 8(d), the Employer agrees to maintain benefits for the term of the rehabilitation at the level existing at the date of injury to a maximum of a three (3) month period in addition to the six (6) months set out above. At the end of this maintenance period, benefits shall be determined by hours worked. This benefit maintenance shall not apply to an employee who is being re-trained for a job outside any of the contract bargaining units.

The Employer agrees to maintain the cost of the following Health and Welfare premiums only for those employees on Long-term Disability for the duration of the Long-term Disability:

- B.C. Medical Services Plan (M.S.P.)
- Group Life Insurance
- Extended Health Plan covering eye-glasses, drugs and hearing aid benefits

ARTICLE 10 - VACATIONS WITH PAY

10.1A "Year of Service" for the purposes of paid vacation shall mean seventeen hundred (1700) hours of actual work with the Employer within a calendar year provided, however, that all time absent on paid vacation, paid statutory holidays, paid accumulated time off, time lost due to sickness or accident not exceeding thirty-nine (39) consecutive weeks calculated from the first day of such continuous illness or accident or the 1969 and 1975 lockouts, shall be considered as hours of actual work.

Maternity leave shall be counted for determining a "year of service" as will leaves of absence for Union business relating to conventions and in the case of leaves of absence for Union business for other purposes for a period of up to twelve (12) months.

"Years of Service" shall also be deemed to include any period which an employee served in the armed forces during time of war or declared National emergency, provided that he or she was an employee of the Employer immediately prior to joining the armed services, and resumed employment with the Employer immediately following his or her discharge.

For the purposes of paid vacation where the services of an employee are retained by a purchaser of the business, his or her services shall be deemed to be uninterrupted by the sale or purchase of the business, and shall be binding upon the purchaser.

Approved leaves from work shall not break an employee's continuous service for vacation entitlement. Where leaves are not considered as time worked under the terms of the Collective Agreement, the absence shall be bridged, that is, not counted and the employee's service shall be deemed to be continuous.

If the Employer reduces a full-time employee to part-time, such reduction period shall be bridged so as not to break an employee's continuous service for vacation entitlement under Article 10(a).

10.2 Employees with "one (1) year of service", but less than three (3) consecutive "years of service" shall receive two (2) weeks of vacation with pay annually.

Employees with three (3) or more consecutive "years of service" shall receive three (3) weeks' vacation with pay annually.

Employees with eight (8) or more consecutive "years of service" shall receive four (4) weeks' vacation with pay annually.

Employees with thirteen (13) or more consecutive "years of service" shall receive five (5) weeks' vacation with pay annually.

Employees with eighteen (18) or more consecutive "years of service" shall receive six (6) weeks' vacation with pay annually.

Employees with twenty-three (23) or more consecutive "years of service" shall receive seven (7) weeks' vacation with pay annually.

10.3 Vacation Pay

Vacation pay for vacation provided in sub-section (b) of this Section shall be computed on the basis of forty (40) hours' pay or two percent (2%) of the employee's earnings for the employee's calendar year prior to leaving on vacation, whichever is the highest, for each week of paid vacation to which the employee is entitled.

Effective January 3, 1988, the percentage vacation pay in sub-sections (c), (d), (e) and (f) shall be computed on the basis of one-fifty-second (1/52) for each two percent (2%) of entitlement, excluding the annual sick leave payout.

Employees must take vacation to which they are entitled and cannot receive pay in lieu of vacation, except as hereinafter provided. Vacations must be taken in units of not less than one (1) week.

Vacation Pay Timing

Where an employee who has not received vacation pay under Section 10(e) is not scheduled to work on or after the last regular payday prior to starting vacation, he/she can notify the Store Manager, in writing, that he/she wishes to receive vacation pay one (1) week early and shall be accommodated provided such notification is received by Saturday of the week prior to the week in which the vacation pay is desired.

10.4 Employees who work a minimum of fourteen hundred and fifty (1450) hours each calendar year for three (3) consecutive years, but who do

not otherwise qualify for three (3) weeks' vacation with pay, shall be entitled each year in which they qualify, to six percent (6%) of their current year's gross earnings and have a choice of equivalent paid vacation or pay in lieu thereof.

Employees who work a minimum of fourteen hundred and fifty (1450) hours for eight (8) consecutive years, but who do not otherwise qualify for four (4) weeks' vacation with pay, shall be entitled in each year in which they qualify, to eight percent (8%) of their current year's gross earnings and have a choice of equivalent paid vacation or pay in lieu thereof.

Employees who work a minimum of fourteen hundred and fifty (1450) hours for thirteen (13) consecutive years, but who do not otherwise qualify for five (5) weeks' vacation with pay, shall be entitled in each year in which they qualify, to ten percent (10%) of their current year's gross earnings and have a choice of equivalent paid vacation or pay in lieu thereof.

Paid statutory holidays and vacations are considered as time worked for purposes of determining fourteen hundred and fifty (1450) hours.

Full-time or part-time employees entitled to more than four percent (4%) vacation allowance shall, if their hours are reduced either by themselves or by their Employer, to the extent that they no longer qualify for more than four percent (4%) maintain their previous percentage entitlement provided the maximum percentage will be ten percent (10%). Such employees shall be entitled to time off for vacation purposes to the extent of their previous entitlement up to a maximum of five (5) weeks, with a minimum of time off to the extent of the money they are entitled to on the applicable percentage basis.

10.5 Where an employee has worked throughout a calendar year for the same Employer, but for less than seventeen (1700) hours of that calendar year so that he or she has not earned an annual holiday, and where his or her employment with that Employer has not terminated, the Employer shall, in lieu of an annual holiday, pay to the employee, notwithstanding that he or she had not earned an annual holiday, an amount equal to four (4) percentum of the employee's total wages and salary earned from that Employer during the calendar year. Such employees shall be entitled to two (2) weeks' vacation. It is understood that such employees must advise the Employer by February 1st if they want vacations

that year. The time of vacation is to be mutually agreed upon. Time spent on such vacation shall be counted as time worked for purposes of qualifying for benefits under Section 9.

The pay to which the employee is entitled pursuant to this sub-section (g) shall be paid to the employee within thirty (30) days after the completion of the calendar year.

10.6 Employees whose employment is terminated or if they terminate and give two (2) weeks' notice, in writing, to the Employer, shall receive all earned vacation pay, or applicable percentage of earnings, whichever is higher, less any paid vacation taken plus the applicable percentage of earnings for any period since the employee's last anniversary date and date of termination.

Earned vacation pay shall mean vacation earned in accordance with sub-sections (a), (b) and (c) of this Section prior to the employee's last anniversary date.

Employees terminating their employment without the above notice shall receive no more than four percent (4%) of earnings for vacations earned plus four percent (4%) of earnings for any period

since the employee's last anniversary date and date of termination.

10.7 If an employee is transferred from one bargaining unit to another in British Columbia, then the employee's vacation entitlement as defined in this Section shall be transferable. However, vacation selection shall be in accordance with sub-section (h).

10.8 Vacation Scheduling

During the first week in January of each calendar year, the Employer shall give employees a vacation request form. Each employee must return this completed form to the Employer by not later than February 1st in each calendar year indicating their preferred vacation time period(s) to be taken during the timeframe from March 1st in the given calendar year through to and including February 28th in the subsequent calendar year. The Employer shall post the vacation schedule for this timeframe by not later than February 28th in the given calendar year, which vacation schedule shall be resolved in accordance with this Section 14 (H) and all other applicable provisions of the Collective Agreement. The above time limits governing employees and the Employer can be extended by mutual

agreement between the Employer and the Union, which agreement shall not be unreasonably withheld by either Party.

Two (2) weeks of an employee's paid vacation shall be consecutive and shall be selected for the regular vacation period April 1st to September 30th. This can be varied if mutually agreeable to the employee and the Employer.

Where employees are entitled to three (3), four (4), five (5), six (6) or seven (7) weeks of paid vacation, the additional week, or weeks, shall be scheduled at a time requested by the employee either during the three (3) months prior to or following the regular vacation period, except that those employees entitled to five (5) or more weeks of vacation may take three (3) weeks during the regular vacation period; however, three (3) consecutive weeks cannot be scheduled in the prime time of July and August, unless mutually agreed otherwise. Employees entitled to four (4) or more weeks' paid vacation shall receive a minimum of two (2) of their additional weeks consecutively unless mutually agreed otherwise.

Vacation time off shall be selected by employees in order of seniority within each store (and

Company seniority within each store where more than one store in the Bargaining Unit). All vacation time selected shall be subject to approval by the Employer.

Where there is more than one (1) full-time Head Meat Cutter in the bargaining unit, the Head Meat Cutters shall select their vacation preference in order of Company seniority amongst themselves. Vacation leave shall be authorized by the Employer subject to the availability of qualified relief staff.

Part-time employees who qualify for paid time off pursuant to Section 10(a) and (d), shall be entitled to select their vacation on a fair and equitable basis depending upon the specific work requirements of the store or float staff. All vacation time selected shall be subject to approval by the Employer.

Scheduled vacation leave may be changed by mutual agreement between the Employer and the employees affected.

In cases where the transfer of personnel into a store make the foregoing vacation selection inoperable, the fairest alternate procedure shall be adopted.

Upon the employee's request, at the time the vacation selections are made, subject to staffing requirements of the store, Saturday shall be scheduled as a day off prior to a week of vacation. In scheduling Saturday as a day off prior to a week of vacation, consideration shall first be given to travel arrangements and then to R.T.O.'s.

Upon the employee's request, the Employer shall schedule the first day of the week after a vacation as a day off and the employee's starting time for the first shift upon returning from vacation shall be written on the schedule prior to leaving on vacation.

Selected vacation weeks may only be changed by mutual agreement between the Employer and the employee affected.

Any complaint or disagreement concerning the above shall be subject to the grievance procedure.

10.9 When a statutory holiday occurs during an employee's vacation, an extra day's vacation with pay shall be granted if the holiday is one which the employee would have received had he or she been working. Where an employee takes three

(3) or more consecutive weeks' vacation with pay, and a statutory holiday occurs during the employee's paid vacation, an extra day's pay may be given in lieu of an extra day's vacation with pay, if, in the opinion of the Employer, an extra day's vacation with pay will interfere with vacation schedule or hamper operations.

10.10 Single Day Vacation

Any employee who is entitled to vacation time off may request to take one (1) week of vacation and break it into five (5) Single Day Vacation days off. These vacation days shall be granted by seniority on the following basis:

Single Day Vacation requests approved during the annual vacation selection process shall have preference over R.T.O., A.T.O. and TAB however, the Single Day Vacation will not prevent an employee's ability to be granted the Saturday off prior to, and Sunday off following a week's vacation.

Employees may request their days off be consecutive with the Single Day Vacation day off.

Only one (1) single vacation day may be taken per week.

Single Day Vacation days shall not count toward the allotted vacation time off slots for vacation weeks.

Are subject to the operational needs of the department and in the case of multiple requests, the requests will be denied in order of reverse seniority.

Single Day Vacation will not impact any other employees' ability to take a full week of vacation or impact fair rotation practices.

ARTICLE 11 - MISCELLANEOUS

11.1 Wearing Apparel

The Employer shall furnish smocks and aprons to each employee and shall pay for laundering of same. Appropriate coats for use in refrigerated units will be provided for employees constantly working in low temperatures. The number of coats supplied shall be determined by the Employer.

Where an employee is required by the Employer to wear a uniform or special article of wearing apparel, such uniform or special article of wearing apparel shall be furnished, cleaned, laundered, repaired or given similar services connected with the upkeep thereof, free of cost to the said employee, by the Employer, and no deduction from the wages of the employee or other charge upon the employee shall be made by the Employer for such uniform or special article of wearing apparel, or for the cleaning, laundering, repairing or upkeep thereof.

The Employer shall reimburse employees up to one hundred and twenty five dollars (\$125.00) for clothing/shoes required for work, one time only in each calendar year, upon receiving receipts. Employees not employed on the Company's payroll on date of ratification must have worked at least 800 hours to qualify.

11.2 Time Off To Vote

The Employer agrees that he will fully comply with any law requiring that employees be given time off to vote.

11.3 Union Market Cards

The Employer agrees to display either the official Union Market Card or Decal of same of the United Food and Commercial Workers Union (or any successor organization as a result of merger(s)) in a location where it can be seen by the customers.

11.4 Time Off For Union Business

The Employer agrees that employees chosen for such purposes, shall be given time off with pay in order to attend Union Conventions, or participate in negotiations involving the Employer. The number of employees in excess of one (1) granted leave of absence for these purposes shall be determined by mutual agreement. The Union shall notify the Employer at least one (1) week in advance of the commencement of all such leaves of absence. The Employer will bill the Union for wages paid to an employee involved in Union business on the basis of:

1. Full-time employees - wages, pension and dental contributions, plus ten percent (10%) of wages.
2. Part-time employees - wages plus pension and dental contributions.

Upon at least one (1) week's prior notice by the Union, the Employer agrees to grant one (1) employee a one (1) month's leave of absence without pay to attend to Union business. It is further agreed such leave of absence may be renewable from month to month by mutual agreement of the Employer and the Union.

11.5 Discipline Interview - Witness

Where an employee attends an interview with management for the purpose of receiving a formal discipline report, or for a security interview, the employee shall have the right to a witness of his or her choice. If during any other private corrective interview with management where, during the interview, it is determined that there will be a discipline report on the employee's record or the employee feels there is a violation of Section 13(d) or 13(i), the interview shall be temporarily suspended so that the employee may call in a witness of his or her choice. Any witness used by the employee in the above situation will be another employee working in the store at the time the interview is being held. It is understood the witness is an observer and not a participant.

11.6 Employee Files

Subject to giving the Employer advance notice, employees shall have access to their personnel file. Employees are to be given a copy of any discipline to be placed into their personnel file.

11.7 Store Visits Of Union Representatives

Duly authorized Union Representatives shall be entitled to visit the store for the purpose of observing working conditions, interviewing members and unsigned employees, and to ensure that the terms of the Collective Agreement are being implemented. When entering a store, the Union Representative shall identify himself/herself to the Store Manager, or in his/her absence, the person in charge.

The interview of an employee by a Union Representative shall be permitted after notifying the Store Manager, or whoever is in charge, and shall be:

1. Carried on in a place in store designated by Management.
2. Held whenever possible during the lunch period; however, if this is not practical,

3. During regular working hours. Time taken for such an interview in excess of five (5) minutes shall not be on Company time, unless with the approval of Management.
4. Held at such times as will not interfere with service to the public.

Union Representatives shall be permitted to check employee time records, including work schedules, and in the event of any discrepancies, they shall be presented under Section 14 of this Agreement. It is understood that the Union Representative may attempt to resolve problems through the Store Management prior to implementation of Section 14.

11.8 Picket Lines

The Employer agrees that in the event of a legal picket line of another trade union being in existence at any of the Employer's stores within the bargaining unit, the Employer will in no way require or force members to report to work behind such a picket line. Nor will the Employer discipline or in any way discriminate against an employee who refuses to report to work while a legal picket line exists at his or her place of work.

11.9 Leaves of Absence

Except as otherwise specified in the Collective Agreement, applications for a leave of absence without pay to a maximum of six (6) weeks will be adjudicated on the basis of merit, compassion, length of service, and the staffing requirements of the store. A leave of absence shall not be unreasonably withheld.

All employees with five (5) years of continuous service are eligible to apply for an unpaid leave of absence up to twelve (12) months. Top rated employees shall be eligible for an additional unpaid leave of absence once they have returned to work for twelve (12) months. For leaves of absence of less than four (4) weeks, the employee must pay the cost of their benefits existing at the time of the leave for the term of the leave. For leaves of absence of four (4) weeks or more, employees may pre-pay their M.S.P., E.H.B., H.E.P., and Life Insurance premiums in quarterly installments. Employees are to have advanced notice of the cost of these benefits before going on leave where possible. During this period of leave an employee will not accrue any vacation entitlement. The employee's anniversary date shall be adjusted to reflect the

period of leave, and to reflect there is no loss of continuous service for vacation purposes.

Leaves of absence may be combined with Vacations, Take-A-Break, etc.

Employees on leave of absence shall earn seniority during the leave of up to a maximum of four (4) months.

While on Leave the employee shall not take employment with any competitor in the food business. Violation of this provision may result in termination.

1. Take-A-Break Leave of Absence

Employees are entitled to apply for Take-A-Break Leave of Absence up to a maximum of one hundred and twenty (120) days per year [but not to exceed twenty-four (24) calendar weeks in duration], subject to the following conditions:

- a) Application for such leaves must be in writing and are subject to the approval of the Store Manager and Employee Relations Department. Every effort

should be made to provide as much notice as possible.

- b) Requests for Take-A-Break (T.A.B.) Leave of Absence, vacation selections outside of the regular vacation period (Section 10 (h)), and days off in lieu of statutory holidays occurring during vacations, Section 10(i) will be granted to all employees provided there is another available employee in the store, or Relief Staff who is capable of doing the work required.
- c) The Employer shall maintain Health and Welfare coverage for full-time employees during T.A.B. up to a maximum of eight (8) weeks per calendar year, but not in excess of two (2) calendar weeks per calendar quarter.
- d) Scheduled vacation time shall take precedence over the granting of Take-A-Break Leave of Absence.

11.10 Educational Leave

Employees with four (4) years of continuous service with the Employer shall be entitled to an Educational Leave of Absence for up to one (1) year without gain or loss of seniority as of the time the employee leaves.

The following terms and conditions shall apply to such leaves:

1. Employee(s) shall be granted Educational Leave subject to the availability of replacement staff.
2. Written application for the leave shall be coordinated through the Employee Relations Department at least one (1) month prior to the commencement of the Leave. Notification of the person going on Leave shall be provided to the Store, Union and employee involved.
3. If at the same time, more than one (1) employee per store requests the same period of time off, seniority shall be the determining factor in scheduling the Leave.
4. In subsequent years, such written requests shall be granted again subject to the points above.

5. The employee must be attending an accredited educational institution. The parties reserve the right to discuss and resolve the application of this in any particular case.
6. While on Leave, the employee shall not take employment with any competitor in the food business. (Violation of this provision may result in termination.)
7. It is understood a person on Leave could be offered minimal part-time work with the Employer without seniority or rights to such work, for the duration of the Leave.
8. The period of time off will not count towards time worked for vacation entitlement.
9. One (1) month's notice of return to work must be given to the Employer unless a return date has been established prior to leaving.
10. During the period of such Leave, the employee will be allowed to self pay their pre-leave benefit status for M.S.P., E.H.B.,

H.E.P. and Life Insurance in advance by quarterly installments.

The parties desire to have this new provision complied with in spirit and intent. Any abuse, violations or conflicts arising from it will be discussed between the parties before any action is taken.

11.11 Racial and Sexual Harassment

The Employer recognizes the rights of employees to work in an environment free from racial and/or sexual harassment. Where an employee alleges that harassment has occurred on the job, the employee shall have the right to grieve under the Collective Agreement. Where an allegation of harassment has been received by the Employer, it will be investigated on a priority basis. The Employer agrees to ensure that the Company Policy on Discrimination/Sexual Harassment be available and accessible to all employees.

11.12 Bulletin Board

Bulletin Boards will be supplied by the Union and will be placed in lunch rooms, or other areas in the store as mutually agreed.

Bulletins authorized by the Union, concerning the following may be posted by a person so authorized by the Union:

1. Meeting notices
2. Dental Plan information
3. Pension Plan information
4. Safety information

Any other bulletins may only be posted by mutual agreement between the Union and designated Management.

11.13 Shop Stewards

1. One (1) Chief Shop Steward and one (1) Shop Steward per department may be elected or appointed by the Union from time to time and the Employer will be informed by the Union of such elections or appointments.
2. Complaints and grievances of a minor or emergency nature may be submitted verbally by the Shop Steward to the designated representative of the Employer prior to processing in the manner outlined in

Sections 14 and 15 of the Collective Agreement.

3. The Shop Steward may raise grievances and complaints with the designated representative of the Employer on Company time during regular working hours.
 4. When a Shop Steward is investigating a complaint or grievance on Company time, he or she will first notify the Manager.
 5. It is agreed that the Shop Steward and the designated representative of the Employer will make every effort to resolve complaints and grievances as quickly as possible.
 6. It is also agreed that as far as possible, the handling of complaints and grievances will be confined to such times as will not interfere with the operation of the department or service to customers.
- 11.14** Unless otherwise specified in the Collective Agreement, paid vacations for full-time employees and statutory holidays for all employees shall be considered as time worked for all purposes of the Collective Agreement.

11.15 Technological Change

During the term of this Agreement, any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Collective Agreement.

1. Where the Employer introduces, or intends to introduce, a technological change that:
 - a) affects the terms and conditions or security of the employment of any employees to whom the Collective Agreement applies; and,
 - b) alters significantly the basis upon which the Collective Agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations refer the matter directly to an Arbitration Board pursuant to Section 15 of this Collective Agreement, by bypassing all other steps in the Grievance Procedure.
2. The Arbitration Board shall decide whether or not the Employer has introduced, or intends to introduce a technological change,

and upon deciding that the Employer has or intends to introduce a technological change, the Arbitration Board shall inform the Minister of Labour of its findings, and then or later make any one or more of the following orders:

- a) that the change is made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;
- b) that the Employer will not proceed with a technological change for such period, not exceeding ninety (90) days, as the Arbitration Board considers appropriate;
- c) that the Employer reinstate any employee displaced by reason of the technological change;
- d) that the Employer pay to the employee such compensation in respect to his/her displacement as the Arbitration Board feels reasonable;
- e) that the matter be referred to the Labour Relations Board (under Section

54 of the Labour Code of British Columbia).

3. The Employer will give to the Union, in writing, at least ninety (90) days' notice of any intended technological change that:
 - a) affects the terms and conditions or security of employment of any employees to whom this Collective Agreement applies, and
 - b) alters significantly the basis upon which the Collective Agreement applies.

11.16 No Discrimination

Both the Employer and the Union endorse the principles outlined under the B.C. Human Rights Act wherein it is illegal for either the Employer and/or the Union to discriminate in respect to employment or membership in the Union because of race, creed, colour, sex, nationality, ancestry, or place of origin.

11.17 Drug and Alcohol Assistance Program

The Company and the Union recognize that drug and alcohol abuse can have a serious negative

impact on both the Employer and the employee. The parties mutually agree to cooperate in resolving problems with drug and alcohol abuse with a view towards rehabilitating employees suffering from such abuse.

11.18 Tools

The Employer will make provisions for the sharpening and maintenance of tools. The Employer will provide all necessary tools.

ARTICLE 12 - SENIORITY

12.1 Except where otherwise specified in this Collective Agreement, seniority shall mean length of continuous service with the Employer in the bargaining unit in the area covered by the Collective Agreement and shall be applicable to the area or areas agreed upon between the Union and the Employer. Company seniority on the same basis shall take precedence for employees hired prior to October 14, 1964.

For clarification, continuous service shall include all leaves of absence from work pursuant to the Collective Agreement, e.g.: vacations, accident/illness, leaves of absence for Union

business, etc. Employees shall retain and continue to accrue seniority during such absences except as specified in Section 11(j) - Educational Leave and Section 12(g)(4) - Students.

An employee's seniority date shall be the date on which the employee commences work. If two (2) or more employees have the same seniority date, their relative position on the seniority list shall be determined in the following order:

1. the time of commencement of work,
2. alphabetically by surname.

Full-time employees permanently transferred out of the area of this Collective Agreement will resume their seniority rights in the area up to their original date of transfer if transferred back to the area within twelve (12) months. Should such employees subsequently be reduced to part-time within a period of twelve (12) months from the original date of transfer, they will have the right, upon notifying the Employer in writing, to return to the bargaining unit area in which they have seniority rights.

Full-time employees transferred on a temporary basis shall retain their full seniority rights in the

area for six (6) months from the date of transfer. Should such employees subsequently be reduced to part-time within a period of six (6) months from the temporary date of transfer, they will have the right, upon notifying the Employer in writing, to return to the bargaining unit area in which they have seniority rights.

12.2 1. Seniority Lists

Separate seniority lists shall be established for each of the four (4) following groups, and applicable to the area or areas as mutually agreed to by the Employer and the Union:

- a) Full-time Meat Cutters (including Head Meat Cutters, Assistant Head Meat Cutters and Apprentices)
- b) Full-time Meat and Delicatessen Clerks
- c) Part-time Meat Cutters
- d) Part-time Meat and Delicatessen Clerks

Seniority for Meat and Delicatessen Clerks to be interchangeable for seniority purposes, only when they can do the job involved.

It is understood that the Union, upon written request, will be provided with a seniority list not more than once every six (6) months and providing the Employer has one (1) month lead time to submit the list.

In the case of students, their date of seniority for available hours will be in accordance with Section 12(g)(4).

2. Full-time Status

A full-time position shall exist for all purposes of the Collective Agreement when an employee has worked an average of thirty-six (36) hours per week (exclusive of replacement hours for an extended absence(s) of W.C.B., W.I., L.T.D. or Leave of Absence) during a thirteen (13) week period in the bargaining unit in the area covered by the Collective Agreement. Such full-time positions shall be filled in accordance with Section 12(b)(8) below. It is understood and agreed that available hours on the Float Staff(s) are not considered to be replacement hours. Paid time off will be considered as hours worked, as well as absence due to sickness or

accident, but limited to hours the employee would have been scheduled to work.

If during such thirteen (13) consecutive week period, an employee is temporarily transferred to another bargaining unit of the Union, such transfer will not void any accumulated service to that point, and upon their return, will resume accumulation of their entitlement to seniority.

It is understood that employees (except Float Staff) who replace absent full-time employees shall not be entitled to status of a full-time employee by reason of such work, but shall be given credit for such relief.

In the event, however, that the replacement goes beyond three (3) consecutive months and if the employee has worked an average of thirty-six (36) hours or more per week, the employee may raise the question of whether a full-time position should exist and the issue will be determined in accordance with Section 5(f).

If it is determined that a full-time position exists, such position will be filled in accordance with Section 12(b)(8). If it is determined that a full-time position does not

exist and should the employee continue to work replacement hours for a further twenty-six (26) week period, at an average of thirty-six (36) or more hours per week, a full-time position shall be deemed to exist and filled in accordance with Section 12(b)(8).

Commencing Monday following ratification, any employee who becomes full-time pursuant to the preceding three (3) paragraphs must be so advised in writing by the Employer with a copy of the letter going to the Union Office. If such an employee is reduced by the Employer to part-time status before the employee has been a full-time employee for the additional twenty-six (26) weeks, then the maintenance of benefits will be subject to the thirty-two (32) or twenty-four (24) hour requirements specified in Section 9. In the event, however, that the employee remains full-time for the additional twenty-six (26) weeks, the employee, if reduced by the Employer, will maintain benefits as described in Section 9 without regard to the hours being worked by the reduced full-time employee.

3. Part-Time Status

An employee who is not full-time shall be considered a part-time employee and available hours shall be assigned by seniority in accordance with Section 12(g).

4. Full-Time to Part-Time Request

If a full-time employee requests part-time employment and is granted his or her request, that employee shall retain his or her seniority date, and shall be placed accordingly on the part-time seniority list for purposes of determining hours of work.

5. Float Staff

In bargaining units outside the Lower Mainland, where there are two (2) or more stores, the Employer shall use a "Float Staff" to staff part-time scheduled hours and for relief purposes and bargaining unit seniority shall govern for assignment of hours.

6. When permanent store assignments become available, such positions will be offered to Float Staff employees in accordance with their seniority in the bargaining unit provided

that the employee being offered the permanent store assignment is available and can perform the work. Newly-hired employees shall not be assigned permanent stores unless such assignment has been first offered to all Float Staff employees in the bargaining unit.

7. The Employer will endeavour to schedule, by seniority, the maximum number of days in a week for Float Staff employees to a single store. It is recognized that the need for relief assignments to properly staff the Meat Department will be considered first.

8. Full-Time Positions

Full-time positions on the Float Staff shall be filled on a seniority basis.

Full-time positions in Home Stores will first be offered to the most senior part-time employee having requested full-time, unless there is a more senior full-time employee on the Float Staff in which case it will first be offered to that employee.

Full-time positions which become available as a result of Home Store employees retiring

or otherwise leaving the Company will be filled on a seniority basis. Such full-time positions shall not be subject to Section 12(b)(2).

12.3 Right Of Grievance

It is understood the provisions of this Section are subject to Sections 14 and 15 of this Agreement.

Any full-time or part-time employee who is laid off or fails to receive hours of work to which he or she is entitled to according to the provisions of this Section shall be compensated for the hours involved in any such violation at his or her regular rate of pay.

It is a recognized responsibility of an employee to inform the Employer of an alleged infraction in scheduling with respect to this Section as soon as it is known by the employee.

12.4 Lay-Offs, Reduction of Hours and Recall of Full-Time Employees

1. In lay-offs, the reduction of hours and recall of full-time employees, seniority shall govern unless there is a less senior full-time

employee whose fitness, qualifications and ability to perform the job are greater.

2. The Employer agrees to give full-time employees one (1) week's notice in writing prior to lay-off or reduction of hours. Such notice shall not be required in cases of lay-offs or reduction of hours due to fire, flood or other cases of force majeure.

3. A senior restricted part-time employee can claim hours from a junior full-time employee in order to maintain hours of work up to the restriction. This option shall only be implemented if there is no other way to maximize the hours.

4. Employment in Other Bargaining Units

Upon request, in writing, employees on the full-time seniority lists who are laid off shall be given first consideration for employment in other bargaining units before any new employees are hired in any other bargaining units.

12.5 Full-time employees laid off or having hours reduced shall be offered available work in accordance with the above, provided:

1. No more than twelve (12) months has elapsed since the last day worked by the employee.
2. The employee reports for duty within twenty-four (24) hours from the time he or she is contacted with the following exceptions:

If an employee, when contacted, for proper and sufficient reason, is not immediately available to commence work, the next employee on the list can be hired temporarily. If the contacted employee cannot report for work until three (3) working days later, he or she shall exchange his or her seniority with the next employee on the list who is immediately available for employment, until he or she is recalled, at which time he or she shall resume his or her original seniority status. If he or she does not report in one (1) calendar week from date of recall without proper or sufficient reason, he or she shall be dropped from the seniority list.

The employee shall keep the Company informed of his or her current address and

telephone number. If the Company is unable to contact the employee within five (5) working days, or if the employee is contacted and refuses the employment without proper and sufficient reason by the end of the five (5) day period, the employee will be dropped from the seniority list.

3. The employee is capable of performing the work.

The twelve (12) months and twenty-four (24) hours' deadline contained in (1) and (2) above, respectively, shall be extended if upon recall, an employee is unable to report due to illness or accident. Any extension granted shall only be for the duration of the illness or incapacity from accident up to a maximum of one (1) year and the Employer may require the employee to provide written confirmation from a doctor of such illness or accident.

12.6 Reduction of Hours of Work of Full-Time Employees

1. The area for the purpose of applying seniority shall be the bargaining unit as described in Section 2.

2. The Employer, when reducing hours of work in a Meat Department in a store, will not reduce the regular scheduled hours of a full-time employee for the purpose of replacing such hours with part-time or student help. Part-time employees or students will not be scheduled for hours that could be worked by the laid off or reduced full-time employee.

3. If a full-time position is eliminated in a Home Store location, the employee may exercise his or her seniority over the least senior full-time Home Store employee. It is recognized that in the case of store closures, each full-time employee may similarly exercise his or her seniority. The employee (or employees) being bumped may then either move to the Relief or Float Staff or claim all available eight (8) hour shift(s) in his or her Home Store and exercise his or her seniority on the Relief or Float Staff for additional hours in order to protect his or her full-time status. If an employee feels that he or she is prevented from retaining full-time hours because replacement hours are being scheduled to part-time Home Store employees, the parties shall meet and shall earnestly attempt to resolve the matter.

12.7 Lay-Off, Recall, Reduction and Increase of Hours of Part-Time Employees

1. In lay-offs and recall of part-time employees, seniority shall govern, provided the employee is available and can perform the work. In reduction and increase of hours, preference in available hours of work in a bargaining unit shall be given to senior employees in the same classification within the bargaining unit, provided they are available and can perform the work in accordance with sub-section (g)(3) of this Section.
2. In the Lower Mainland bargaining unit only, in the store in which the employee normally works, no part-time employee shall have his or her hours reduced when a less senior part-time employee is working hours that could be worked by the part-time employee. Except:

Part-time employees whose hours are reduced to zero for more than one (1) week shall have the option of exercising his or her seniority in the entire area of the bargaining unit (or district as agreed

upon). Such application of seniority would be over the most junior employee in the bargaining unit (or district as agreed upon) providing the senior employee is at least equal to the junior employee in terms of fitness and ability to do the work.

In all other Bargaining Units, employees may exercise their seniority in all stores within the bargaining unit.

3. Part-time employees shall be given preference in available hours on a seniority basis within their permanent store, Float Staff, subject to the following:
 - a) Hours which become available as a result of scheduled absences, such as W.I., W.C.B., L.T.D., Vacation and Leaves of Absence will be scheduled to the Float Staff.
 - b) Within thirty (30) days of commencing employment, every part-time employee will inform the Employer, in writing, on a form (see Appendix I) supplied by the Employer, of the number of hours per week they are available for work,

including full-time work. A copy of this form shall be forwarded to the Union Office. This designation of availability can thereafter be changed by notifying the Employer, on the form supplied, of the number of hours of work desired. The number of hours desired can be up to and including forty (40) hours per week but cannot be less than sixteen (16) hours per week unless mutually agreed between the Employer and the employee. Employees desiring less than forty (40) hours per week will be considered to have restricted their availability. It is understood that once the stated limit is reached, the employee will be considered to have restricted his/her availability and shall forfeit their right to hours in excess of that limit. Such restrictions can be withdrawn at any time, and the employee will be scheduled hours in accordance with his/her seniority on the next posted schedule. However, the restricted availability declaration can only be submitted once every twelve (12) months unless mutually agreed otherwise between the Employer and the employee.

- c) An employee shall not be entitled to restrict their availability more than once in a twelve (12) month period unless mutually agreed otherwise. A restriction of hours may be withdrawn at any time, and when withdrawn, the employee must be willing to work all hours available to them in accordance with their seniority.

Employees later wishing to lift their restriction shall notify the Employer, in writing, of their intent. They will assume their normal seniority position among part-time employees in their permanent store, Float Staff, and receive hours in accordance with their seniority. When reductions in hours occur according to (g)(1) and (2) of this Section, the restriction letters will in no way affect the provisions of this Section.

Employees who revert to part-time under (b)(4) of this Section or employees who want to work fewer hours than they are presently working or as set out in their current letter must, when filling out the required form,

indicate the number of hours per week desired.

After September 13, 1983, an employee cannot restrict their availability below sixteen (16) hours per week except for health reasons supported by a letter from a doctor or unless mutually agreed between Employer and employee. The sixteen (16) hour limitation shall not apply to students.

4. Student Seniority

This sub-section shall be applicable to all students hired after the date of ratification and to students who as of that date have not been classified as part-time employees.

Students regularly attending classes at an authorized educational institution shall be considered to have restricted their availability. Employees who take one (1) or two (2) classes per week shall not be considered as students for restriction purposes subject to their reporting to work for scheduled shifts.

Hours normally worked by current student employees shall not be subject to claim by current junior non-student employees. Effective Sunday after ratification of the 1987-1989 Collective Agreement, student hours, up to a maximum of twenty (20) per week, shall not be subject to claim by junior non-students (new hires).

Where a disagreement arises regarding this clause and results in a grievance, the parties will have two (2) weeks (from date the matter is brought to the attention of the Employer) to correct any errors in scheduling before a claim for lost wages can be filed.

A student shall commence to accumulate regular seniority as a part-time or full-time employee when it is established that he or she has ceased being a student and will not be resuming his or her studies in the next school year or semester. Students shall inform the store manager in writing when they have ceased being a student.

When a student proceeds to part-time status, they shall be given credit for their student years of service according to the following formula:

1. Students proceeding to part-time status shall be given credit for fifty percent (50%) of their student years for seniority purposes only once they have achieved full-time status in their classification.
2. Students transferring to part-time status will be the junior part-timer for seniority purposes. Once achieving full-time status, the student will be credited with fifty percent (50%) of the student time, eg.:

Student: 4 years

Part-time: 3 years

Achieve Full-time: 3 years P.T. + 50% of
4 years as a student = 5
years' seniority as a full-
time employee

3. Students who proceed to part-time status shall maintain their maximum twenty (20) hour protection right as described in the third paragraph of this sub-section.

When more than one (1) student in a store ceases being a student at approximately the same time of year, the part-time seniority ranking among those persons will be the same as was their student seniority ranking in accordance with the above.

Should a student proceed to part-time under the fourth (4th) paragraph above and then revert to student status in the subsequent school year or semester, that person shall be considered on the bottom of the student seniority list.

In the event problems arise regarding student seniority, the Union and the Employer may meet to discuss such problems. The parties shall have authority to make any appropriate adjustment to an employee's seniority.

4. Part-time employees laid off or having hours reduced shall be offered available work in accordance with the above, provided:

- a) Part-time employees with more than one (1) year's continuous service shall have twelve (12) months' recall rights.
- b) Part-time employees with one (1) year or less continuous service shall have six (6) months' recall rights.
- c) The employee reports for duty within twenty-four (24) hours from the time he or she is contacted with the following exceptions:

If an employee, when contacted, for proper and sufficient reason is not immediately available to commence work, the next employee on the list can be hired temporarily. If the contacted employee cannot report for work until three (3) working days later, he or she shall exchange his or her seniority with the next employee on the list who is immediately available for employment, until he or she is recalled, at which time he or she shall resume his or her original seniority status. If he or she does

not report in one (1) calendar week from date of recall without proper or sufficient reason, he or she shall be dropped from the seniority list.

The employee shall keep the Company informed of his or her current address and telephone number. If the Company is unable to contact the employee within five (5) working days, or if the employee is contacted and refuses the employment without proper and sufficient reason by the end of the five (5) day period, the employee will be dropped from the seniority list.

The employee is capable of performing the work.

- d) The twelve (12) month, six (6) month and twenty-four (24) hour deadline contained in (a), (b) and (c) above respectively, shall be extended if upon recall an employee is unable to report due to illness or accident. Any extension granted shall only be for the

duration of the illness or incapacity from accident up to a maximum of one (1) year and the Employer may require the employee to provide written confirmation from a doctor of such illness or accident.

5. Sub-section (g) can be amended during the life of the Collective Agreement by mutual agreement of the parties.

12.8 Upon written request to the Company, a Head Meat Cutter may revert to Journeyperson status. Such transfer shall be made within thirty (30) days from the date of the request or such later time as may be mutually agreed upon. The Company shall advise such employee at least one (1) week in advance of the date of reversion to the Meat Cutter position to which he or she will be assigned within the bargaining unit. It is understood the Employer shall determine the number of such reversions that can take place in any calendar month. The same procedure will apply to Deli Department Heads should they wish to revert to Meat or Deli Clerk.

12.9 If an employee is transferred to a single store bargaining unit or hired for the purpose of assuming the Head Meat Cutter or Deli Head

position in that bargaining unit, and if such transfer or hiring will result in the lay-off or a reduction in hours of an employee in that bargaining unit, the Union and the Employer shall meet and shall earnestly attempt to resolve the matter.

12.10 In rehabilitation cases under Section 8(d), employees shall retain the seniority they held in the previous job or classification for seniority purposes in the new job or classification.

ARTICLE 13 - TERMINATIONS, NOTICE REQUIRED, OR PAY REQUIRED IN LIEU OF NOTICE IN CASES OF TERMINATION

13.1 Severance Pay On Closing of Stores

In the event there is a permanent closure or sale or transfer of ownership of a store or part thereof causing a full-time employee to lose his or her employment, the Company hereby agrees to pay such an employee severance pay at his or her regular rate of pay according to the following schedule:

Full-Time Consecutive Service Severance Pay

Up to two (2) years Forty (40) hours'
pay

Over two (2) years Forty (40) hours' pay
for every year of full-
time service to a
maximum of twenty
(20) weeks.

This clause does not apply to a temporary lay-off, full-time employees who accept other full-time or part-time employment with the Company, or to full-time employees who lose employment and are re-instated within thirty (30) days to a full-time status. Nor does this clause apply to employees in a store which is sold or the business is transferred if the employee is immediately re-hired on a full-time basis without loss of seniority or benefits, by the new owner or operator.

In the event of a store sale, an employee shall be given the option of receiving severance pay in lieu of employment with the new (purchasing) owner subject to mutual agreement between the

new (purchasing) owner, the Union and the employee concerned.

Should a full-time employee go to part-time and later lose his/her employment due to the circumstances set out in Section 13 then such employee shall be entitled to severance pay under this Section according to his/her years of full-time consecutive service only.

Employees who are laid off as the result of store closure(s) can elect to receive their severance pay at any time up to the expiry of their recall period. If an employee is recalled or commences work within the recall period then a new recall period shall commence from the date of a subsequent lay-off.

Employees who qualify for severance pay as listed above shall not be entitled to the benefits contained in sub-section (b) pertaining to normal termination.

Re-Hiring In Other Bargaining Units

In the event that the Employer closes a retail store resulting in employee(s) losing their employment, the Employer agrees to give the employee(s) first consideration, based on continuous service with the Employer in B.C.

bargaining unit(s), before hiring any new employees in other bargaining units within the Province of B.C. Upon re-hire, within the same classification, an employee shall receive full credit for previous experience for the purpose of establishing their rate of pay.

13.2 Termination Pay

During the first four (4) months of employment or five hundred (500) hours from their date of hire, whichever is greater, each new Meat and Deli Clerk shall be on probation and will receive a written evaluation in each of the four (4) initial months of employment. Each of the four (4) evaluations shall be given to the probationary employee and the Chief Shop Steward, as well as delivered to the Union office by the Employer.

Commencing after sixty (60) days from date of employment, full-time employees, when terminated by the Employer, unless guilty of rank insubordination, dishonesty, drunkenness, obvious disloyalty or absence without leave, unless having a bona fide reason for such absence, shall receive notice in writing or pay in lieu of notice as follows:

After first sixty (60) calendar days up to two (2) years of continuous service, one (1)

week's notice in writing or one (1) week's wages in lieu thereof.

From two (2) years up to five (5) years' continuous service, two (2) weeks' notice in writing or two (2) weeks' wages in lieu thereof.

More than five (5) years' continuous service, four (4) weeks' notice in writing or four (4) weeks' wages in lieu thereof.

13.3 Sub-sections (a) and (b) shall not invalidate an employee's right to process his or her termination and to be reinstated, as set out in this Section.

Full-time employees reduced to part-time who terminate or are terminated within three (3) months of the date of their reduction to part-time, shall be given whatever pay in lieu of notice they were entitled to immediately prior to the date of their reduction to part-time unless terminated for and guilty of rank insubordination, dishonesty, drunkenness, obvious disloyalty or absence without leave, except where the employee has a bona fide reason for such absence.

- 13.4 No employee shall be terminated without proper cause, and no employee shall be discriminated against for any lawful union activity, or for reporting to the Union the violation of any provision of this Agreement.
- 13.5 Any employee alleging wrongful termination may place his or her allegation before the Union, and if the Union considers that the objection of the employee has merit, the termination shall become a grievance, and be subject to the grievance procedure as established by this Agreement.
- 13.6 In termination cases, an arbitration board shall consider that employees are on probation for the first sixty (60) calendar days of employment.
- 13.7 In the event that an employee has been terminated without proper cause, he or she shall be reinstated and shall receive pay for time lost following termination and prior to reinstatement, in an amount sufficient to make up the difference between any monies received by that employee for other employment, and his or her full pay. In the case of a Head Meat Cutter, he or she may be reinstated as a Journeyperson, if mutually agreed to by the Employer and the Union or by a decision of a Board of Arbitration.

13.8 Grievances involving termination of an employee must be submitted to the Employer in writing within fourteen (14) calendar days from the date notice of termination is given in writing to the employee, or fourteen (14) calendar days from the date the employee is informed of their termination where pay is given in lieu of notice, or be waived by the aggrieved party. Where notice in writing is given rather than pay in lieu of notice, the period of such notice shall commence at the time such notice is received by the employee.

13.9 Intimidation

If an employee walks off the job and alleges Management has deliberately coerced or intimidated him or her into doing so, the matter shall be considered under the Grievance Procedure, and if such allegations are proved to be true, then the employee shall be considered not to have resigned. Such grievance must be filed not later than five (5) days after the incident that gave rise to the situation.

This is not to be construed to restrict Management personnel from reprimanding an

employee as required by his or her position to maintain the proper operation of the store.

ARTICLE 14 - GRIEVANCE PROCEDURE

Any complaint, disagreement or difference of opinion between the parties hereto concerning the interpretation, application, operation or any alleged violation of the terms and provisions of this Agreement, shall be considered a grievance.

Grievances shall be presented in writing and shall clearly set forth the grievance and the contentions of the aggrieved party, following which, the Union Representative or Representatives, and the Employer Representative or Representatives, shall meet and in good faith shall earnestly endeavour to settle the grievance submitted.

If a satisfactory settlement cannot be reached, or if the party on whom the grievance has been served, fails to meet the other party within fourteen (14) days of receiving the written grievance, either party may, by written notice served upon the other, require submission of the grievance to a Board of Arbitration or, if the parties mutually agree, to a single arbitrator acceptable to both parties.

By mutual agreement, the parties may invoke the following procedure to facilitate the settling of grievances:

Where a difference arises between the parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, Jim Kelly or a substitute agreed to by the parties, shall at the request of either party:

1. investigate the difference;
2. define the issue in the difference; and
3. make written recommendations to resolve the difference within five (5) days of the date of receipt of the request; and, for those five (5) days from that date, time does not run in respect of the grievance procedure.

ARTICLE 15 - BOARD OF ARBITRATION

15.1 The Board of Arbitration shall be composed of three (3) members and shall be established as follows:

The parties may mutually agree to a single arbitrator. Otherwise, within ten (10) working days (excluding Sundays and holidays) following receipt of such notice, the Employer and the Union shall each select a Representative to serve on the Board of Arbitration. The Representative of the Employer and the Representative of the Union shall, within five (5) days (excluding Sundays and holidays) after they have both been selected, choose an additional member to act as Chairman. In the event of a failure of the nominee of the Union and the Employer to agree upon a Chairman within the five (5) day period specified, the Director of the Collective Agreement Arbitration Bureau shall be immediately requested to name a third member who shall act as Chairman of the Board of Arbitration. Within five (5) days of the appointment of the impartial Chairman, the Board of Arbitration shall sit to consider the matter in dispute, and shall render a decision within fourteen (14) days after its first session. It is understood and agreed that the time limits as set forth herein may be altered by mutual agreement between the Employer and the Union.

No person shall serve on a Board of Arbitration who is involved or directly interested in the

controversy under consideration. Grievances submitted to an Arbitration Board shall be in writing and shall clearly specify the nature of the issue.

In reaching its decision, the Board of Arbitration shall be governed by the provisions of this Agreement. The Board of Arbitration shall not be vested with the power to change, modify or alter this Agreement in any of its parts, but may, however, interpret its provisions. The expense of the impartial Chairman shall be borne equally by the Employer and the Union unless otherwise provided by law.

The findings and decision of the Board of Arbitration shall be binding and enforceable on all parties. A decision of a majority of the Board of Arbitration shall be deemed to be a decision of the Board.

15.2 Expedited Arbitration may be proposed by the Union or the Employer within forty-five (45) days after the grievance has been filed as per Section 14. Within seven (7) days of referral to Expedited Arbitration, either party must respond as to their decision to proceed to Expedited Arbitration or Arbitration under Section 15 (1):

1. Access to the expedited Arbitration procedure shall be limited to discharge cases, and other cases provided Expedited Arbitration is invoked within forty-five (45) days of the grievance being filed as per Section 14.
2. Within seven (7) days of being referred to Expedited Arbitration, an attempt to mediate the dispute shall be made.
3. If mediation should fail, an Expedited Arbitration shall be held no less than ninety (90) days after referral to Expedited Arbitration.
4. A final and binding decision will be handed down within twenty (20) days of the Expedited Arbitration case being held.
5. Within sixty (60) days of ratification, the Employer and Union shall develop a list of Arbitrators that are agreeable to both parties.
6. Matters not referred to Expedited Arbitration may be referred by either party to the regular Arbitration procedure as contained in Section 15(1) and all Arbitrations referred

under Section 15 must be held within 90 days of referral to Arbitration and a decision must be rendered within 20 days of the Arbitration being presented.

SECTION 16 - EXPIRATION AND RENEWAL

Except as otherwise provided herein, this Agreement shall be effective from the first day of April, 2008 to and including the 31st day of March, 2013, and thereafter from year to year unless the notice hereinafter mentioned is given. If such notice is given, the provisions contained in this Agreement shall not be altered or changed until a new Collective Agreement is reached or a legal strike or lock-out notice is given by one party to the other.

The operation of Section 50(2) of the Labour Relations Code of British Columbia is hereby excluded.

Subject to the foregoing, either party may, within four (4) months prior to March 31st, 2008, or any subsequent anniversary thereof, give notice in writing to the other party to terminate this Agreement or negotiate a revision thereof.

Agreed to during collective bargaining on **December 12**, **2008** by Stong's Markets Ltd. ("Employer") and UFCW Local 247 ("Union")

FOR
EMPLOYER:

THE

FOR THE UNION:

Corina Bonina,
President

Dan Goodman, Director of
Bargaining

Bruce Jackson, Union
Representative

Ron Wouts

Jelena Petric

ADDENDUM TO 1987 - 1995 COLLECTIVE AGREEMENT

The following understandings between the undersigned parties will apply during the term of the Collective Agreement:

1. The Union agrees that Section 2 of the Collective Agreement shall not in any way require the Employer to change his current policy in handling or selling of such products, nor shall it limit or restrict Management's rights as outlined in Section 1 of the Agreement. It is further agreed that the Employer shall have the same rights and/or privileges as other Employers under similar agreements with this Union in the area covered by this Agreement.
2. Under Section 11(d) of the Collective Agreement, a Leave of Absence shall be extended up to twelve (12) months, or for a longer period by mutual agreement, where an employee is granted leave for the purpose of acting on the Relief Staff of the Union or is on special organizational assignment for the Union.
3. Transfers - The Employer agrees that if an employee alleges that he or she has been transferred for the main reason of encouraging

him or her to terminate their employment, the Union Representative and the Employer shall discuss the matter with a view of resolving the problem.

4. For vacations scheduling, the present practice of scheduling for Head Meat Cutter and Assistant will continue.

LETTERS OF UNDERSTANDING

NO. 1 - RE: REDUCTION OF HOURS OF WORK

The parties recognize that within the meat trade, Meat Cutters perform "wrapping" functions as part of their overall duties.

Notwithstanding the foregoing, where Journeyperson Meat Cutters and Meat Wrapper(s) work in the same Meat Department, and a reduction of hours occurs, and a question of wrapping hours arise, the Employer and Union will meet to discuss and resolve the situation bearing in mind the operational needs of the Meat Department within the stores and the overall job functions of the Journeyperson.

In resolving the issue, the parties shall consider the manner in which hours of work are being scheduled giving consideration to past practice in each individual store or bargaining unit and failing all else, reductions in hours will be by seniority.

NO. 2 - RE: CHANGES IN WORK OPERATION

It is agreed between the parties that except to the extent and to the degree agreed upon by the Parties, no work customarily performed by an employee

covered by this Agreement shall be performed by another employee of the Company or by a person who is not an employee of the Company except where short notice relief is required on an emergency basis and a member of the Bargaining Unit is not available for this relief work.

NO. 3 - RE: GENDER NEUTRAL LANGUAGE

The Employer and the Union agreed to conduct a review of the Collective Agreement, immediately after ratification, to identify and amend provisions which are contrary to the principles of gender neutrality. It is understood any amendments agreed upon shall not amend the spirit and intent of any Collective Agreement provision.

NO. 4 - RE: PRE-RETIREMENT PHASE-OUT

The Union and the Employer agree to establish a pre-retirement phase-out program whereby, notwithstanding Section 12 of the Collective Agreement, full-time employees may change positions with part-time employees on the corresponding seniority list and the following provisions shall in such cases supersede the Collective Agreement:

1. The full-time employee shall retain his/her seniority date on the part-time list and shall be scheduled the restricted number of hours. If hours up to the stated restriction are not available, the employee shall have the option of returning to full-time status, commencing with the next posted work schedule.

This option shall also apply to members who after their reduction are faced with serious unforeseen circumstances, such as the death of a spouse, financial difficulty, etc.

If, as a result thereof, it becomes necessary to reduce another full-time employee, such reduction shall be in accordance with the terms of the Collective Agreement and the affected employee shall be returned to his/her previous status and benefit entitlement.

2. An employee may only exercise the options in point (1) above once without prior agreement between the Employer and the Union.
3. The full-time reduced employee shall qualify for health and welfare and sick benefits in accordance with the Collective Agreement.

4. In the event that a full-time employee wishes to restrict himself/herself to part-time, but there is no part-time employee with whom to change positions, the employee shall hold seniority over all employees hired in the same classification after the date of the restriction.

This Letter of Understanding may be amended by mutual agreement between the parties during the term of the Collective Agreement.

NO. 5 - RE: ACCUMULATED TIME OFF (A.T.O.)

1. The Employer agrees effective Sunday after ratification to schedule twelve (12) full-time positions (eligible for ATO) subject to current sales volumes. If volumes decrease, the Union and the Employer will meet to discuss and resolve the twelve (12) full-time positions.
2. Once in each calendar year, on or about April 1st, all full-time employees may exercise the option to be paid out in lieu of ATO every quarter, but at no time can more than fifty percent (50%) of full-time employees opt for time off.
3. The Employer agrees to maximize hours to a maximum of forty (40) hours per week for all

employees, not including those who are restricted or on student status hired before date of ratification, December 16, 2004, subject to business levels remaining the same or increasing.

4. In the event of any conflict involving the language contained elsewhere in the Collective Agreement and the provision of this Letter of Understanding, the provisions of this Letter of Understanding shall take precedence and prevail.

NO. 6 - RE: UIC SICK LEAVE INTEGRATION

The Employer shall have the right to integrate U.I.C. sick leave with Weekly Indemnity Benefits as discussed during negotiations provided such integration does not result in any reduction or disentanglement of benefits.

Employees shall continue to receive the exact same benefit and protection of benefit as is specified, or may be specified, in the present Collective Agreement.

NO. 7 - RE: SUCCESSOR

The terms of this Agreement shall be inherited by any Employer purchasing any existing or future Stong's store(s) during the term of this Agreement.

NO. 8 - RE: NEW STORES

The Union agrees that in the event that Stong's wishes to purchase a new or existing store, with or without an existing Collective Agreement, a lesser agreement than the "Stong's Agreement" may be entered into.

NO. 9 - RE: FULL-TIME EMPLOYEES'RESTRICTION OF HOURS

Notwithstanding Section 12 of the Collective Agreement between the parties, in order to allow full-time employees the opportunity to reduce themselves to part-time, thereby creating additional hours of work for part-time employees, the parties herewith agree that:

1. For full-time employees who reduce themselves, or are reduced by the Employer, to part-time and restrict their availability after the date of ratification of this Letter of Understanding, hours

of work shall be scheduled strictly on a seniority basis regardless of the employee's status (i.e. full-time or part-time).

For example: Such a restricted employee shall be scheduled hours of work ahead of less senior full-time employees, less senior part-time employees and less senior full-time employees who are reduced to part-time (voluntarily or by the Employer).

2. If such an employee restricts his or her availability in accordance with Section 12(g)(3)(b), the employee will be scheduled hours of work ahead of other less senior full-time and part-time employees. The hours of work shall be scheduled on the basis of the maximum number of consecutive eight (8) hour shifts.
3. A full-time employee who has restricted his/her availability in accordance with the above may lift such restriction with thirty (30) days' written notice to the Employer and the Union and bump back to a full-time position.
4. Full-time employees who reduce themselves as specified above shall maintain Health & Welfare coverage and benefits on the same basis as full-time employees who are reduced by the

Employer. Full-time employees who reduce themselves as specified above, after the date of ratification, shall maintain Health and Welfare coverage and benefits providing they have not reduced their hours below twenty-four (24) hours per week.

5. An employee cannot restrict to less than sixteen (16) hours per week.
6. This Memorandum shall be subject to ratification by the Bargaining Unit members.

NO. 10 - EMPLOYEE ASSISTANCE PLAN (EAP)

Stong's will introduce an Employee Assistance Plan (EAP) covering regular employees working an average of forty (40) hours per week which at a minimum reflects the same coverage established elsewhere in the Food Industry.

NO. 11 - RE: ORTHODICS

It is agreed that the Company will explore the feasibility of including orthotic inserts under the current Extended Health Benefit coverage for full-time employees, and eligible part-time employees, and if the cost is not inordinate will so extend the EHB coverage.

NO. 12 - RE: POLICY AGAINST HARASSMENT AND DISCRIMINATION

The Company and the Union are committed to providing the best possible working environment for you and your co-workers.

The purpose of this Joint Policy is to promote a climate of mutual respect, to prevent discrimination and harassment for every member of the Employer and the Union. For the purposes of this policy, a "member" is defined as any member of the Union or any employee of the Company.

Policy Statement

Every individual has the right to be treated with respect in the workplace and to work in an environment free from harassment and

discrimination. The Employer and the Union, in exercising their responsibilities, will endeavour at all times to provide a work environment which is supportive of both productivity and the dignity and self esteem of every member.

The Employer and the Union are committed to providing a work environment that is free of discrimination including harassment and will make every reasonable effort to ensure that no member is subject to discrimination or harassment.

As such, the Employer and the Union will not condone harassment of, or by, any of its members:

- In the workplace
- At any work-related and/or staff social function
- During work related travel
- At conferences or training sessions
- Through oral or written or electronic communication.

Such behaviour is considered a serious breach of workplace rules, and any members who know or reasonably ought to have known that their actions or omissions constitute discriminatory behaviour will be subject to disciplinary action, including termination.

The responsibility for creating and maintaining a positive work environment rests with all persons sharing the workplace. Managers, supervisors and co-workers are expected to recognize and refrain from actions, which offend, embarrass or humiliate others, whether deliberate or unintentional.

Management has an ongoing responsibility to respond in a timely manner to stop any activity in the workplace which undermines this policy, whether or not there has been a complaint. Members have an equal responsibility not to be frivolous or vindictive in making accusations. All information will be treated confidentially and the focus of the investigation will be on relevant factual information.

It remains the responsibility of the complainant to provide details to the Company. However, should either the Union or the Company discover anything that undermines this Policy, they will take reasonable steps to address it whether a complaint has been filed or not.

HARASSMENT & SEXUAL HARASSMENT

Harassment is defined as any incident of, or series of incidents of unsolicited, unwelcome, disrespectful or offensive verbal or physical behaviour, whether deliberate or unintentional:

1. that is threatening, intimidating, or demeaning of a person or group or persons; and
2. is behaviour that the harasser either knew or should reasonably have known is unwelcome; and
3. has no legitimate work related purpose; and
4. has the effect or purpose of unreasonably interfering with a person's or group's status or performance, or creates a hostile or offensive working environment; or
5. has the effect or purpose of offending or demeaning a person or group of persons on the basis of race, colour, ancestry, place of origin, religion, family status, marital status, physical or mental disability, age, sex, or sexual orientation, or because that person has been convicted of a criminal or summary conviction offense that is unrelated to the employment of that person.

Examples of harassing behaviour include but are not limited to:

- (a) assault;
- (b) unwelcome remarks, jokes, innuendoes or taunting;
- (c) threats, verbal abuse or physical abuse;
- (d) obscene gestures;
- (e) expressions of bias or prejudice;
- (f) displays of materials, including photographs, pictures, or graffiti that are offensive;

Harassment does not include the proper exercise of management rights. **Sexual harassment** is a specific type of harassment and is defined as unwelcome conduct of a sexual nature, including but not limited to unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of employment; or
2. submission to or rejection of such conduct is used as the basis for

employment or employment decisions affecting that member; or

3. such conduct has the effect or purpose of unreasonably interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment, or leads to adverse job-related consequences for the victims of harassment

Examples of Sexual Harassment include but are not limited to:

- a) Verbal harassment or abuse, such as sexist jokes told or carried out after having been advised that the conduct is embarrassing or offensive, or sexist jokes that are by their nature embarrassing or offensive;
- b) Unwelcome invitations or requests, whether indirect or explicit, or intimidation or any other comments that might be construed as demands for sexual favours.
- c) Unwelcome suggestive remarks, jokes, innuendos, or taunting about a person's body or sex;
- d) Display or distribution of pornographic or other offensive or derogatory pictures or materials of sexual nature;

- e) Leering, staring, or other sexual gestures;
- f) Unnecessary physical contact such as touching, patting, pinching or punching; after being advised that such conduct is embarrassing or offensive.
- g) Physical assault of a sexual nature;

What Do You Do If You Feel You Are Harassed- A Guide for UFCW Local 247 Members

THE INVESTIGATIVE REPORT

If you feel that you are harassed, you should immediately document the incident(s) keeping a record of the dates, times, places, witnesses, details of the events, your actions and all other relevant details.

In attempting to resolve the harassing/discriminatory behaviour, follow these guidelines:

1. **Say No:** (You may seek guidance i.e. Go to step 2 before or at the same time as step 1). You should not ignore the harassment and should make known your disapproval or uneasiness to the offender in an unmistakable and clear manner. If you are

uncomfortable with doing this, or believe the behaviour is so serious in nature, you may seek guidance or proceed directly to filing a complaint.

2. **Seek Guidance:** You may approach your supervisor, your manager, human resources department, or your Union Representative for guidance or advice.
3. The Employer and the Union may choose to conduct an informal investigation/discussion to determine whether the complaint can be resolved without a formal investigation.
4. In the alternative, the Company and the Union may appoint an independent investigator to conduct the investigation. With the consent of the parties, the third party may be given the authority to issue a binding resolution to the complaint in addition to making findings of fact. The cost of the investigation will be borne equally by the employer and the Union.

Information provided to the investigator will be handled with appropriate care and discretion, and will be kept confidential to the maximum degree possible, keeping in mind that some disclosure is

necessary for the purposes of investigating the complaint or taking disciplinary measures.

FILING A FORMAL COMPLAINT

1. Document the incident (s) keeping a record of the dates, times, places, witnesses, details of the events, your actions and all other relevant details.
2. Submit your documentation expressing your intention of filing the formal complaint to the Store Manager or in his absence a designate or a Business Representative for UFCW 247.

INVESTIGATION AND RESOLUTION

Upon receipt of a formal complaint, and subject to item 4 above, the Employer and the Union will immediately undertake a comprehensive and objective investigation. The investigation will always include, but not be limited to, interviewing the complainant, the alleged harasser and anyone else who may have pertinent information. The Employer will investigate any matters that directly impact on management personnel and report back to the Union.

The alleged harasser will be informed of the complaint and will be given an opportunity to respond.

The complainant and the alleged harasser, if a member of Local 247, will have access to representation by the Union at all phases of the investigation and any hearing that may result.

If the allegations of harassment or discrimination are found to be proven, a determination of the appropriate action will be made by a senior member of management and if the Union is in disagreement, the matter may be proceed to arbitration. Such action may range from a reprimand to termination or other appropriate action in relation to all the circumstances.

If the complainant chooses to exercise his/her rights and pursue the issue through the grievance procedure in the Collective Agreement, through Human Rights, or any other formal process, while the internal investigation is ongoing, the investigation may cease immediately.

If a complaint is found to be without merit, in order to protect the alleged harasser's reputation, all those individuals who were involved with the investigation will be advised that the complaint was unfounded.

Corina Bonina,
President

Dan Goodman, Director of
Bargaining

Bruce Jackson, Union
Representative

Ron Wouts

Jelena Petric

APPENDIX I

MEAT EMPLOYEE'S INCREASE/DECREASE HOURS

Employees Name	Seniority Date	Emp. #	Store	Date
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Increase/Decrease in Hours:

In accordance with the provisions of Section 12 of the Collective Agreement, I, hereby declare my availability for hours of work as indicated below:

NUMBER OF HOURS PER WEEK DESIRED

Full-time Employment 12.7.3(b)	40	See	Section
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Increased hours to: 12.7.3(b)	_____	See	Section
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Restrict hours to: 12.7.3(b) & (c)	_____	See	Section
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SECTION 12.7.3(b)

Within thirty (30) days of commencing employment, every part-time employee will inform the Employer in writing, on

a form supplied by the Employer, of the number of hours per week they are available for work, including full-time work. This designation of availability can thereafter be changed by notifying the Employer, on the form supplied, of the new number of hours of work desired. The number of hours desired can be up to and including forty (40) hours per week, but cannot be less than sixteen (16) hours per week unless mutually agreed between the Employer and the employee. Employees desiring less than forty (40) hours per week will be considered to have restricted their availability. It is understood that once the stated limit is reached, the employee will be considered to have restricted his/her availability and shall forfeit their right to hours in excess of that limit. Such restrictions can be withdrawn at any time, and the employee will be scheduled hours in accordance with his/her seniority on the next posted schedule. However, the restricted availability declaration can only be submitted once every twelve (12) months unless mutually agreed otherwise between the Employer and the employee.

SECTION 12.7.3(b)

An employee shall not be entitled to restrict their availability more than once in a twelve (12) month period unless mutually agreed otherwise. A restriction of hours may be withdrawn at any time, and when withdrawn, the employee must be willing to work all hours available to them in accordance with their seniority. Employees later

wishing to lift their restriction shall notify the Employer in writing of their intent. They will assume their normal seniority position among part-time employees in their permanent store, Float Staff in accordance with their seniority. When reductions in hours occur according to (g)(1) and (2) of this section, the restriction letters will in no way affect the provisions of this section.

Employees who revert to part-time under (b)(4) of this section or employees who want to work fewer hours than they are presently working or as set out in their current letter must, when filling out the required form, indicate the number of hours per week desired.

<hr/>		<hr/>
Employee's Signature		Date Signed
<hr/>		<hr/>
Store Acknowledgement	Manager's	Date Received

1 copy for employee; 1 copy for Store Manager
2 copies to the Employee Relations Department (1 of which will be forwarded to UFCW Local 247)

December 14, 2004

Mr. Ian Landles
Business Representative
UFCW Local 247
14936 – 32 Avenue
Surrey, BC V4P 3R5

Mr. Frank Pozzobon
Director of Member Services
UFCW Local 1518
4021 Kingsway
Burnaby, BC V5H 1Y9

Gentlemen:

**Re: Agreement By and Between
UFCW Local 247 & UFCW Local 1518 (the
“Unions”)
And
Stong’s Markets Ltd. (the “Employer”)
Concerning
Tripartite Committee To Address Certain
Pension Matters**

This letter is to confirm agreement between the Employer and the Unions (the "Parties") reached this date concerning pension matters:

It is mutually agreed among the Parties that they will establish a joint committee to address certain pension matters arising out of collective bargaining in 2004.

Each of the Parties shall have representation on this joint committee, selected subject to its sole discretion, to a maximum of two (2) representatives of each of the Parties.

The joint committee shall first meet by not later than February 15, 2005 to attempt to resolve the pension matters at issue.

By signature of their duly authorized representative(s) hereinafter affixed, each of the Parties confirms its agreement with the contents of this document.