



**PROPOSED
MEMORANDUM OF AGREEMENT**

Between

Real Canadian Superstores in British Columbia

- And -

UFCW Local 247

Ratification Vote July 3, 2026

MEMORANDUM OF AGREEMENT

BETWEEN: **REAL CANADIAN SUPERSTORES IN BRITISH COLUMBIA**
(hereinafter called "the Employer")

AND: **UNITED FOOD AND COMMERCIAL WORKERS CANADA, LOCAL 247**
(hereinafter called "the Union")

Whereas the negotiating committees of the respective parties have reached agreement on amendments to the existing Collective Agreement between the Company and the Union, and whereas these amendments are subject to ratification by the respective principals,

1. The negotiating committees of the Company and the Union hereby agree to unanimously recommend to their respective principals the terms and conditions of employment contained herein.
2. The parties hereby agree that the amendments, below, shall come into effect following the ratification of these amendments by the parties' respective principles, if achieved.
3. The parties hereby agree that upon the expiry of the current Collective Agreement on July 22, 2027, the Collective Agreement, including the below amendments, the term of the Collective Agreement shall be renewed for a period of five (5) years, expiring on July 22, 2032.

In witness whereof the representatives of the parties sign this Memorandum which may be ratified by vote of the Membership of the Union.

Signed at _____, British Columbia this ____ day of _____, 2026.

For the Employer
REAL CANADIAN SUPERSTORES IN BRITISH COLUMBIA

For the Union
UFCW LOCAL 247

COMPREHENSIVE OFFER OF SETTLEMENT

JUNE 18, 2026

REAL CANADIAN SUPERSTORES IN BRITISH COLUMBIA & UFCW 247

The Employer's COMPREHENSIVE OFFER is made without precedence or prejudice. This COMPREHENSIVE OFFER is all inclusive. Any Employer or Union proposals not included in this package are considered withdrawn or not acceptable. All previously agreed to items are attached.

ARTICLE 1 – BARGAINING AGENCY

Amend Article 1.2 as follows:

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

The total number of Management Trainees shall be limited to a maximum of twenty-eight (28) in the Province at any one time.

ARTICLE 2 – CLARIFICATION OF TERMS

- 2.1** In this Agreement, wherever the words “he”, “his”, “her” or “him” appear, it shall be construed as meaning any employee, of all gender identities. Wherever the words “employee” or “employees” appear, it shall mean any person or persons covered by this Agreement.

Memorandum Note: <i>Make all terms gender neutral. Any reference of he, his or him to change to they, their or them.</i>
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ARTICLE 5 – BASIC WORK WEEK AND TIME RECORDING

Amend Article 5.1 as follows:

5.1 Basic Work Week

- a) The basic work week of an employee working full-time at the Real Canadian Superstore and Western Grocers shall be thirty-seven (37) hours to be to be scheduled as follows:

Amend Article 5.2 as follows:

5.2 Time Sheets

- a) The Employer shall provide a system to enable employees to record their time for payroll purposes.

Employees shall record their own time at the time they start and finish work, and the time they commence and return from meal periods, and such other recordings as may be required by the Employer.

The Employer may elect to introduce other forms of time recording for payroll purposes and prior to doing so, shall meet with the Union in advance to advise of any changes. The Company shall not use personal information obtained for any reason other than that of time recording for payroll purposes or door access.

- b) In the event the time to be paid is less than the time recorded, the employee shall be advised. An employee, who for any reason fails to record all time worked in the manner required by this Article shall be penalized upon **notification** ~~written authorization~~ from the Union as follows:

- i) 1st violation - three (3) days' suspension without pay.
- ii) 2nd violation - one (1) week's suspension without pay.

Suspension shall be implemented within one (1) month of notification 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.

- iii) 3rd violation - two (2) weeks' suspension without pay.

ARTICLE 6 – OVERTIME

Add New Headings to Article 6 as follows:

6.1 Full-Time

All time worked in excess of the basic work week or work day, as defined in Article 5.1 of this Agreement, shall be paid at the rate of time and one-half (1½) the regular hourly rate for the first two (2) hours overtime worked in any one (1) day, and double time (2x) the regular rate for all hours worked in excess of two (2) hours overtime.

Daily and weekly overtime thresholds for FT employees at Marine Drive will be based on new basic work week as defined in Article 5.1

6.2 Part-Time

Part-time employees shall be compensated at the rate of time and one-half (1½) their regular hourly rate for all hours worked over eight (8) hours in any one (1) day and thirty-seven (37) hours per week.

Part-time employees at Marine Drive shall be compensated at the rate of time and one-half (1½) their regular hourly rate for all hours worked over seven and one half (7.5) hours in any one (1) day and thirty-seven and one-half (37.5) hours per week.

ARTICLE 10 – PREMIUM PAY

Amend Article 10.1 as follows:

10.1 Night Premium (Retail Only)

Employees working between 10:00 pm and 5:00 am shall receive a premium of **one dollar (\$1.00)** ~~seventy-five cents (\$0.75)~~ for each hour worked. Employees who commence a shift between 10:00 pm and 2:00 am shall receive the **one dollar (\$1.00)** ~~seventy-five cents (\$0.75)~~ premium for their entire shift.

Add New Sub-Article 10.4 as follows:

10.4 Power Lift Truck or Fork Lift Training (Retail Only)

Employees who are certified and assigned to train new colleagues that operate Power Lift Truck or Forklift shall be paid a premium in addition to the regular rate of pay of fifty cents (\$0.50) per hour for time spent training.

ARTICLE 11 – SCHEDULING

Amend and Re-Order Articles 11.1 and 11.2 as follows:

The following applies to regular full-time and part-time employees.

- 11.21** A copy of the completed master schedule with authorized time noted shall be posted by 6:00 pm Monday, following the end of the week, and shall remain posted **until the next master schedule is posted** by 6:00pm Monday, following the end of the week, and shall remain posted until the new schedule is posted by 6:00pm Wednesday. **A copy of the original posted schedule, prior to any changes, will be attached for comparison.**

The Company shall post a two (2) week work schedule for all employees not later than 6:00 p.m., Wednesday of each week for the following two (2) week period. Cancellation of shifts for the second week of the two (2) week schedule are permissible provided they are made prior to 6:00 p.m. on Wednesday of the first week of the two (2) week scheduling cycle.

- 11.12** A minimum of twenty-four (24) hours' notice must be given by the Employer to re-schedule an employee's work shift. Such notice is not required with respect to overtime work, absence of staff due to sickness or accident or in case of emergency.

Any changes to the posted schedule must be conveyed directly to the employee by the Department Manager.

Amend Article 11.4 as follows:

- 11.4** Employees in retail operations shall be allowed twelve (12) hours of rest between shifts except in an emergency or whereby mutual agreement between the Company and the employee, ten (10) hours of rest between shifts is allowed.

Employees in the Distribution Centre shall be allowed twelve (12) hours of rest between shifts except in an emergency or where by mutual agreement between the Company and the employee, ten (10) hours of rest between shifts is allowed.

There will be a minimum of twenty-four (24) hours between the end of the employee's day shift and the beginning of the employee's night ~~stocking~~ shift and also between the end of the employee's night ~~stocking~~ shift and the beginning of the employee's day shift.

Amend Article 11.8 as follows:

11.8 Consecutive Day Limit

Where it is consistent with the efficient operation of the department, an employee will not be ~~required~~ **scheduled** to work more than seven (7) consecutive days, **by mutual agreement**.

Add Heading to Article 11.14 as follows:

11.14 Agility

Due to business needs, employees may be required to temporarily perform work outside of their department from time to time but not to the extent that it replaces a call-in shift when a full shift is available.

ARTICLE 13 – GENERAL HOLIDAYS

13.1 The following days shall be paid General Holidays:

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day Canada Day	Boxing Day
1st Monday August BC Day	National Day for Truth and Reconciliation

and all other public holidays proclaimed by Provincial or Municipal Governments; provided, that all other major grocery stores close on any such holidays proclaimed.

Move Article 13.5 last paragraph to New Article 13.11 and Add New Heading

13.11 Full-Time and Part-Time

In weeks in which a general holiday occurs, the number of hours paid as statutory holiday pay shall count as hours worked for the purpose of calculating overtime as defined in **Article 6.2 6**

ARTICLE 14 – RELIEF WORK & ASSISTANT DEPARTMENT MANAGER

Amend Article 14 .1 as follows:

- 14.1** Any employee assigned to relieve the following Department Managers for a period of more than two (2) days shall be paid the following premium for such positions for all time so employed:

General Merchandise Department Manager	Seventy-five cents (\$0.75) One Dollar (\$1.00) per hour
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Amend Article 14.2 as follows:

- 14.2** Premium pay for relieving the above Department Managers shall be over and above the employee's present regular rate of pay. In the case of an Assistant Department Manager, the **difference of sixty cents (\$0.60)** ~~between the Relief and Assistant Department Manager premium~~ will be added to the Assistant's rate for the period of relief.

Amend Article 14.3 as follows:

14.3 Assistant Department Manager

The rate for current incumbents shall be forty cents (\$0.40) per hour over the top in the Department. Persons promoted after ratification **July 2022 shall receive not less than forty cents (\$0.40) per hour more than the on scale end rate of pay on the applicable wage progression.** ~~shall be paid a rate of twenty dollars (\$20.00) per hour until their class hours provide for an increase on the applicable progression scale above twenty dollars (\$20.00), at which point they would be paid forty cents (\$0.40) per hour above their rate of pay;~~

Memorandum Note: *This premium is inclusive of any on scale/off scale increase.*

ARTICLE 16 – CREDIT FOR PREVIOUS EXPERIENCE

Amend Article 16.1 as follows:

- 16.1** ~~New Generalists or~~ Clerks may be classified according to previous experience to a maximum of ten thousand hours (10,000) on their wage scale provided:

ARTICLE 18 – VACATIONS

Amend & Add Language from LOU#22 to Article 18.2.

Moved from LOU #22

Article 18.2 notwithstanding, in the event the Company elects to pay each employee their vacation pay each pay period with their regular pay, it shall advise the Union a minimum of eight (8) weeks' in advance of the change.

The Company elects to pay each part-time employee their vacation pay each pay period with their regular pay.

Amend Article 18.23 as follows:

18.23 All time lost [up to thirty-one (31) consecutive days] because of sickness, or non-occupational accident, all time lost due to occupational accident, all time absent on paid full-time vacation, paid general holidays and all time spent at bakery apprenticeship schools (assuming the employee returns to the Employer following the completion of their course) shall be considered as time worked for the purpose of determining the vacation allowance to which a full-time employee is entitled.

Delete Article 18.25 and Re-number remaining Articles

~~**18.25** Where the services of an employee are retained by the purchaser of the business, their services (for vacation purpose only) shall be deemed to be uninterrupted by the sale or purchase of the business and shall be binding upon the purchaser, in accordance with prevailing statutes.~~

ARTICLE 20 – FUNERAL AND BEREAVEMENT LEAVE

Amend Article 20.1 as follows:

20.1 In the event of death in the immediate family of an employee, the employee will be granted leave of absence with pay, with consideration given to travel time for attending the funeral **or celebration of life event.** ~~The length of absence shall be up to three (3) days at the discretion of the Employer.~~

The term "immediate family" shall mean: spouse **(including common-law partner and same-sex partner)**, parent, child, **sibling**; brother, sister **step-parent**; step-mother, step-father, **step-child**; step-son, step-daughter, **step-sibling**; step-brother, step-sister, **parent-in-law; sibling-in-law, or child-in-law;** or mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, **grandparent**; grand-mother, grandfather, **grandchild**; and grandchildren, or any relative living in the household of the employee. ~~In~~

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

In the case of death of **an employee's** spouse, **parent**, guardian, father, mother, child, step-parent or step-child, the employee shall be entitled to up to one (1) week leave of absence with pay.

In the case of death of an employee's sibling, step-sibling, parent-in-law, sibling-in-law, child-in-law, grandparent, grandchild, or any relative living in the household of the employee, the employee shall be entitled to up to three (3) days' leave of absence with pay.

In the case of death of an employee's parent's sibling or a sibling's child, an employee will be granted one (1) day leave of absence with pay to attend the funeral or celebration of life.

Employees may "split" either the three (3) days or one (1) week to cover off both bereavement and time to attend the funeral [i.e. two (2) days bereavement taken at the time of death and one (1) day taken for the funeral] **or celebration of life.**

A funeral or celebration of life event means a funeral, memorial service, celebration of life, wake, visitation, or similar cultural or religious observance held to honour a deceased person. Bereavement leave may be used to attend one such event within twelve (12) months of the person's death unless otherwise approved by the Company.

ARTICLE 21 – ~~PREGNANCY LEAVE~~ MATERNITY LEAVE

Amend Article 21.1 as follows:

- 21.1** Employees shall request a leave of absence because of pregnancy. Such request will be granted, provided the employee submits to their Employer a request, in writing, for such leave at least four (4) weeks prior to the date they intend to commence such leave, together with a certificate from a qualified medical practitioner indicating the estimated due date, unless medical circumstances prevent the employee from providing the required notice.

Pregnancy leave shall be a maximum of seventeen (17) unpaid weeks of which ~~eleven (11)~~ **thirteen (13)** weeks may be taken prior to delivery. The Employer will require additional medical documentation from an employee who requests more than ~~eleven (11)~~ **thirteen (13)** weeks leave prior to their due date.

- 21.2** The employee, when returning to work, shall give the Employer ~~two (2)~~ **three (3)** weeks' notice of date of return and submit a certificate from their doctor, indicating that their resumption in employment will not, in their opinion, endanger their health.

ARTICLE 22 – PARENTAL LEAVE

- 22.1** Birth mothers who have taken ~~pregnancy~~ **maternity** leave under Article 21.1 shall at their request be granted an unpaid parental leave of a maximum of ~~thirty-five (35)~~ **sixty-one (61)** consecutive weeks, to be taken within the ~~sixty-one (61)~~ **seventy-eight (78) week** period after the child's birth, beginning immediately after the leave taken under Article 21.1.

- 22.2** Birth fathers, adoptive parents and birth mothers who have not taken leave under Article 21.1 shall at their request be granted an unpaid parental leave of a maximum of ~~thirty-seven (37)~~ **sixty-two (62) consecutive weeks,** to be taken within the ~~sixty-one (61)~~ **seventy-eight (78) week** period after the birth or adoption of child.

- 22.3** Employees requesting leave under Article 21.2 must give the Employer at least four (4) weeks written notice of the date the employee will start parental leave unless:

- a) The medical condition of the birth mother or child makes it impossible to comply with this requirement.
- b) The date of the child's placement with the adoptive parent was not foreseeable.

The Company reserves the right to request appropriate documentation supporting a) or b) above.

- 22.4** Employees on leave shall give the Employer a minimum of ~~two (2)~~ **three (3)** weeks' notice of their intention to return to work.

- a) **Upon return from leave, the employee will be reinstated in accordance with applicable legislation. Where the employee's former position no longer exists, the Company and Union shall meet to resolve the issue.**

ARTICLE 23 – LEAVE OF ABSENCE

Add Heading to Article 23.1

23.1 Union Leave

The Employer agrees to grant necessary time off without pay, to not more than four (4) employees from each Superstore, and four (4) employees from the Distribution Centre, provided that not more than two employees are from the same department, in the same store or Distribution Centre, designated by the Union, for a maximum of one (1) year to attend a Labour Convention or to serve in an official capacity for the Union, provided that as much notice as is possible be given, and in any event, not less than fifteen (15) days, provided a suitable replacement can be made available by the Company for the job involved.

Add New Article 23.6 as follows:

23.6 It is understood that leaves available under the *BC Employment Standards Act* are included in the Collective Agreement; BC ESA link: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/time-off/leaves-of-absence>

ARTICLE 26 – MISCELLANEOUS

Amend Article 26.3 as follows:

26.3 Provincial Employee Relations Committee (PERC)

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

The committee will include up to six (6) bargaining unit employees or their designates **appointed by the Union**. Subjects addressed may include, **but not limited to:** ~~health and safety, housekeeping and maintenance.~~

- **Health and Safety**
- **Developing Technologies Updates (Industry Trends)**
- **Digital Media (WhatsApp, Digital Training)**
- **Dynamic Scheduling**

The purpose of the PERC will be to exchange information, discuss issues, and encourage positive labour relations. Working group discussions shall be without precedent or prejudice to any positions of the Parties.

~~Issues that arise between meetings may be presented in writing to management or the Union. The Company will reply in writing or determine that an additional ERC meeting is necessary.~~

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

Move Article 26.7 Cash Shortages into New Article 29.4

26.7 Facilities and Cash Shortage Reports

The Company will continue to provide a microwave oven and coffee machine at each store or warehouse location.

A courtesy phone for employee use will be provided in new store locations.

~~Cash shortage reports will not be posted in open areas.~~

In the event that the temperature in the store becomes unreasonably cold, employees will be allowed to dress accordingly.

Amend Article 26.9 as follows:

26.9 Safety Footwear – Retail

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

Remaining full-time employees that are required to purchase and use safety footwear will be paid eighty dollars (\$80.00), twice (2x) during the life of the collective agreement. (January 2028, January 2030)

All part-time employees with a minimum of three (3) years of service as of December 31st of the payment year, that are required to use safety footwear, will be paid eighty dollars (\$80.00), twice (2x) during the life of the collective agreement. (January 2028, January 2030)

ARTICLE 29 – CASH SHORTAGES

Add New Article 29.4 – Cash Shortages as follows:

Moved from Article 26.7

29.4 Cash Shortages

Cash Shortages reports will not be posted in open areas.

ARTICLE 30 – SENIORITY

Amend Article 30.7 as follows:

30.7 Availability

Restricted Retail Store employees hired after July 3, 2004, must be available to work during the week (Sunday to Saturday) a minimum of three (3) days in five (5) hour blocks, one of which must be an evening **(defined as any shift that ends on or after 19:00 hrs.)** or weekend.

Amend Article 30.8 as follows:

30.9 Guarantee of Hours

The following items (a) and (b) shall apply only to the Front-End Department of all stores.

- a) Article ~~11.11~~ **11.12** notwithstanding, the senior forty percent (40%) of the employees in the Front-End Department, hereinafter called “the Group”, shall be scheduled as follows:
 - i) the senior one third (1/3) of “the Group” shall receive twenty-eight (28) hours or better, per week;
 - ii) the next most senior one-third (1/3) of “the Group” shall receive twenty-four (24) hours or better, per week;
 - iii) the least senior one-third (1/3) of “the Group” shall receive twenty (20) hours or better, per week.
- b) Implementation of the above minimum guarantee of hours for “the Group” subject to the following definitions and/or conditions:

- i) "The Group" shall be calculated based on the total number of part-time employees in the Front End Department, **excluding Courtesy Clerks.**

Combine Article 30.13 and Article 30.15, Renumber – Transfer Language (Retail Only)

30.13 Transfer Language (Retail Only)

The Company will be fair and reasonable in considering requests for a transfer. Requests shall be considered on the basis of seniority provided the merit, fitness, and ability are relatively equal among employees requesting a transfer. Part-time Clerks and Part-time Specialists will be limited to one (1) such transfer every twenty-four (24) months.

1. Part-time Clerks who have in excess of one (1) year's service in their department may be granted a transfer to another department where there is a vacancy. Employees on the clerk scale granted a transfer to another department will maintain their wage rate and class hours.
 - i) There may be occasions where the one (1) year service requirement and/or the one (1) transfer every twenty-four (24) months limitation may be waived at the discretion of the Company should it suit the needs of the business.
2. Part-time ~~Food~~ Specialists may also transfer to a GM department and those who elect to do so will maintain their current rate of pay, except in cases where it exceeds the top rate of the Clerk Scale. In those cases, the transferring employee's rate of pay will be adjusted to the Clerk Scale top rate. Class hours would be adjusted accordingly, consistent with the new rate.
- 3. Part-time Courtesy Clerks who have worked more than two thousand (2,000) hours, may request a transfer to another Department where there is a vacancy, once (1x) during the term of the agreement.**
 - ii) The Company may waive the two thousand (2,000) hour requirement **should it suit the needs of the business.** ~~with the agreement of the Union.~~
 - iii) Employees granted a transfer will be placed on the Clerk wage scale-at the same rate of pay and be assigned the corresponding number of class hours.

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

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

A transferring employee's availability must be consistent with the needs of the vacancy and if they are transferred, the employee must maintain that same minimum availability for no less than one hundred and sixty (160) hours unless as determined otherwise by management.

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

Amend Article 30.14 as follows:

30.14 Training Hours

Any outside training hours (Learning Store/Private Learning Institutions) are not considered part of the schedule.

Initial ~~cashier~~ **employee** training of twenty-five (25) hours is not considered part of the schedule.

Employees may waive their availability status in order to attend off-site training, cashier training and the new hire orientation program.

ARTICLE 31 – GRIEVANCES

Amend Article 31.1 as follows:

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

Employees found to be unacceptable to the **Company's background check** ~~Employer's Bonding Company~~ may be discharged at the Employer's discretion.

Amend Article 31.3 as follows:

31.3 No employee shall be subject to a disciplinary interview or be given a written reprimand, warning letter, or be suspended or dismissed except in the presence of a shop steward, or in their absence, another member of the bargaining unit, selected by the employee.

When a shop steward is present in the workplace, they shall be used as a witness for discipline unless the employee being disciplined chooses otherwise.

Verbal coaching or notes to file in an employee's personnel file shall not be considered a step in part of the progressive disciplinary process. Upon request, employees shall be given copies of any discipline documented in their personnel file.

Where appropriate, discipline shall be conducted on Company time at or near the end of the employee's shift.

A "disciplinary interview" is defined as a meeting with an employee where the **matter being discussed could lead to discipline.** ~~Employer is intending to discipline the employee.~~

Amend Article 31.7 as follows:

31.7 Disciplinary reprimands and suspensions which predate ~~twenty-four (24)~~ **eighteen (18)** months of continuous discipline free employment **(excluding leaves of absences)** shall not be used in any disciplinary action after that time. **Notwithstanding, disciplinary warnings, reprimands and/or suspensions dealing with violence/harassment, shall not be subject to this clause.**

Add New Article 31.8 as follows:

31.8 **In situations of distress, the Company will be fair and reasonable in the request of written statements.**

Renumber Article 31.8 to Article 31.9

31.89 Where an employee alleges that sexual harassment has occurred on the job, the employee shall have the right to grieve under the Collective Agreement.

ARTICLE 32 – ~~BOARD OF~~ ARBITRATION

Amend Article 32 as above.

ARTICLE 35 – PART-TIME DENTAL, HEALTH AND WELFARE BENEFIT TRUST FUND

Amend Article 35.1 c) as follows:

- c) ~~Effective the first full pay period after the date of ratification 2015, the total contribution shall be forty-seven cents (\$0.47) per hour. Effective the first full pay period in August, 2016, the total contribution shall be forty-nine cents (\$0.49) per hour to maintain the current benefit level.~~
- Effective the first (1st) full pay period in July, 2027, the total contribution shall be fifty cents (\$0.50) per hour to maintain the current benefit level.
 - Effective the first (1st) full pay period in July, 2029, the total contribution shall be fifty-two cents (\$0.52) per hour to maintain the current benefit level.
 - Effective the first (1st) full pay period in July, 2031, the total contribution shall be fifty-four cents (\$0.54) per hour to maintain the current benefit level.

[Hours paid shall include hours worked, vacation, general holidays, sick days, jury duty, bereavement leave, paid time off for negotiations, etc., up to a maximum of thirty-seven (37) hours per week.]

Add New Article 35.2 – Full-Time Benefits

35.2 Full-Time Benefits Coverage

The Parties agree that the Company will provide access to full-time benefits coverage through the Company's Group Insurance Plan in substitution of those currently provided under the Health and Welfare Trust.

The benefits presented at bargaining may be revised or changed from time to time by the Company, provided the revised benefits are generally comparable.

The Parties will meet within ninety (90) days of the ratification of the Collective Agreement with a view to transition full-time employee benefits coverage to the Company's Group Insurance Plan and discontinue participation for full-time employees in the Health and Welfare Trust no less than six (6) months from the date of the initial meeting.

Maintenance of Benefits

Employees returning to work after an absence due to WCB, medical leave, pregnancy leave or parental leave, shall not be required to re-qualify for benefits for which they were previously entitled.

Memorandum Note: *Any dispute regarding eligibility or entitlement to benefits is with the insurer and is not a dispute under this Agreement. For greater certainty, under no circumstances will the Company be responsible for paying any benefits under the applicable benefit plan. The Parties agree that the insurance plan or policy shall not form a part of this Agreement and shall not be subject to the grievance procedure or arbitration.*

Memorandum Note: *Part-time benefits coverage through the Health and Welfare Trust for employees will not be negatively impacted as a direct result of full-time employees transitioning to the Company's Group Insurance Plan.*

ARTICLE 36 – SICK LEAVE/SICK CALLS

Amend Article 36 as follows:

~~Short Term Disability~~

~~Seventy percent (70%) of straight time weekly salary benefits to be paid on the fourth day of absence due to sickness or non-occupational accident. There is a twenty-six (26) week benefit period. It is understood and agreed that all matters of eligibility, coverage and benefits shall be as set out in the Plan and as determined by the carrier. The above is available for full-time employees. Employees found abusing the privilege shall be disciplined by the Employer.~~

~~Full Time Benefits~~

~~Employees become eligible for Full Time benefits on the first day of the month after three (3) months of continuous service.~~

~~**LTD** – Employer paid portion of the premium is seventy-five percent (75%).~~

~~**Life Insurance** – Employer co-pay is seventy-five percent (75%).~~

~~**Drug Coverage** – Lifetime maximum is one hundred and twenty thousand dollars (\$120,000) for Hospital, Extended Health, and Drug Benefits.~~

Maintenance of Benefits

~~Employees returning to work after an absence due to WCB, medical leave, pregnancy leave or parental leave shall not be required to re-qualify for benefits for which they were previously entitled.~~

Amend Article 36.1 as follows:

Part-Time Sick Days

- 36.1** The Company short term sick plan of thirty-seven (37) hours per year will be extended to those part-time employees who work thirty-two (32) hours per week for ~~thirteen (13)~~ **twelve (12)** consecutive weeks. The employee must fail to meet the above hour requirement for a period of ~~thirteen (13)~~ **twelve (12)** consecutive weeks from the time they first fail to meet it before they are disqualified.

Paid hours for General Holidays under Article 13 shall count towards qualification and disqualification of these benefits.

Employees working at the Real Canadian Superstore who qualify for the short-term sick plan as outlined in this article shall be eligible to draw sick time increments of less than the scheduled work shift to a maximum of thirty-seven (37) hours in a calendar year at one hundred percent (100%) of the regular rate of pay.

Employees working at the Loblaw Distribution Centre Marine Drive who qualify for the short-term sick plan as outlined in this article shall be eligible to draw sick time increments of less than the scheduled work shift to a maximum of thirty-seven point five (37.5) hours in a calendar year at one hundred percent (100%) of the regular rate of pay.

Employees working at Loblaw Distribution Centre Pitt Meadows who qualify for the short-term sick plan as outlined in this article shall be eligible to draw sick time increments of less than the scheduled work shift to a maximum of forty (40) hours in a calendar year at one hundred percent (100%) of the regular rate of pay.

Following completion of ninety (90) days of employment, when a part-time employee is absent due to illness, the Company will pay such time off as paid sick leave in accordance with the employee's entitlements under the *British Columbia Employment Standards Act*, unless the employee requests otherwise.

Part-time employees shall be entitled to paid sick leave as per Employment Standards Legislation.

Add New Heading to Sick Notes and Amend as follows:

36.4 Sick Notes

The ~~Employer~~ **Company** will not require Doctor's certificates from employees unless:

1. **There is an established pattern of absences, and** the employee has been formally advised that their attendance record is unacceptable and that Doctor's certificates will be required in the future;

OR

2. The duration of the absence, or circumstances surrounding the absence, require justification.

ARTICLE 37 – EXPIRATION AND RENEWAL

Amend Article 37 as follows:

- 37.1** This Agreement is effective ~~from July 22, 2022 to July 22, 2027~~ for a term of ~~five (5)~~ **six (6)** years **from ratification (July 2026 – July 2032)** and thereafter from year to year, but either party may, not less than thirty (30) days or more than ninety (90) days before the expiry date or the anniversary of such expiry date from year to year thereafter give notice in writing to the other party of desire to terminate such Agreement or to negotiate a revision thereof.

ARTICLE 38 – PENSION

Amend Article 38.2 as follows:

- 38.2** Hourly Pension Contributions from the Employer are as follows:

~~Effective July 1, 2015 – \$1.45~~ **\$0.75/hour.**

Memorandum Note: *The parties will meet to discuss changes to the language in Article 38 and update based on the CCWIPP Master Contribution Agreement. Any changes must be mutually agreed upon and will form part of the Collective Agreement.*

ARTICLE 41 – PERSONAL ASSURANCE OF FULL TIME EMPLOYMENT

Amend Article 41 as follows:

The Company will renew the assurance to maintain full-time employment for all bargaining unit employees in the Real Canadian Superstores in the province of British Columbia who are at full-time status at the date of ratification (Sunday, **July XX, 2026**). Declining a transfer as a full-time employee may be cause for demotion to part-time status as determined by the Company.

Sub-Article 30.4 (n) shall not apply in cases of having to move to maintain a full-time position.

The current full-time percentage will be maintained for the life of the current agreement at sixteen percent (16%) (Retail), Marine Drive Warehouse – forty percent (40%), Pitt Meadows Warehouse – forty percent (40%). The assurance of full-time employment may require moving to another location and/or department in the bargaining unit as determined by the Employer. The assurance of full-time employment will not apply in the case of a just cause dismissal or in the case of an Assistant Department Manager if demoted, or in the case of an Assistant Department Manager going to part-time status as a result of not accepting a managerial position

Memorandum Note: *The Company commits to add fifty-six (56) full-time jobs in the province. These positions will be filled within eighteen (18) months of ratification. These positions may be scheduled in more than one (1) department and may perform work in multiple department(s).*

Move Article 44 to NEW LOU

ARTICLE 44 – AUTOMATED CHECKSTANDS

~~In the event the Employer introduces automated checkstands into any of its locations, the hours of existing cashiers shall not be reduced as a result.~~

ARTICLE 48 – PHARMACY

Amend Article 48 as follows:

~~a) All legacy Pharmacy Technicians and existing Senior Assistants will transition to the Pharmacy Senior Assistant scale by moving to the hourly rate that is next highest on that scale and shall have their class hours adjusted to be consistent with that new rate.~~

~~All legacy Pharmacy Specialists shall be classified as Pharmacy Generalists or Clerks.~~

b) Pharmacy Clerks

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

Undergraduate Pharmacists/Pharmacy Administrator

The introduction of Undergraduate Pharmacists/Pharmacy Administrator shall not result in a reduction in of hours worked by employees in the Department.

Undergraduate Opticians

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

Delete Article 49 – Optical Technician

ARTICLE 49 – OPTICAL TECHNICIAN

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

Memorandum Note: *Employer will provide a letter/email stating that, should they reintroduce an Optical Department, it will become part of the Bargaining Unit.*

LETTER OF UNDERSTANDING #1

Amend and RENEW

Move the following Paragraph to Article 12.5:

Appendix "A"

The parties agree that Appendix "A" does not prevent the implementation of additional premiums or other incentives as determined by the Company from time to time.

LETTER OF UNDERSTANDING #2

Amend and RENEW

Additional Department Managers

The parties agree that a second Department Manager may be appointed an excluded under Article 1 in those departments where the Company determines it necessary for the proper operation of the business.

The introduction of a second Department Manager shall not result in a reduction in hours worked by bargaining unit employees in the Department.

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

Front End Department Manager,
Deli Department Manager,
~~Home Meal Replacement Department Manager,~~
Meat Department Manager,
Seafood Department Manager,
Bakery Department Manager,
Grocery Department Managers,
Produce Department Managers,
Bulk Foods Department Manager,
JOE Apparel Department Manager,
HABA Department Manager,
Bakery Sales Department Manager,
Right Hand Side Department Manager,
Pharmacy Department Manager,
Natural Value Department Manager,

Optical Department Manager,
SAP/PI Department Manager
Beauty Department Manager

LETTER OF UNDERSTANDING #3

Amend and RENEW LOU#3

Health & Safety Committee – Retail

A Health and Safety Committee shall be established as required under the Industrial Health and Safety Regulations **BC Workers' Compensation Act and Occupational Health and Safety Regulations** for each Retail operation. The Union and Management shall each appoint two (2) committee members and one (1) alternate member for each committee which shall meet once per month at the place of employment or otherwise mutually agreed location.

Employee representatives shall be bargaining unit members in the store and shall be appointed by the Union.

The Company shall schedule a minimum of two (2) of the Union's appointees to attend each monthly meeting which shall be held on Company time.

A Union Representative or their designate shall have the right to attend Health and Safety Committee meetings to support and coach the employee representatives if they provide prior notice of their attendance to the Store Manager and Labour Relations.

LETTER OF UNDERSTANDING #4

RENEW

LETTER OF UNDERSTANDING #5

RENEW

LETTER OF UNDERSTANDING #6

RENEW

LETTER OF UNDERSTANDING #7

RENEW

LETTER OF UNDERSTANDING #8

RENEW

LETTER OF UNDERSTANDING #9

RENEW

LETTER OF UNDERSTANDING #10

RENEW

LETTER OF UNDERSTANDING #11

RENEW and Amend as follows:

Contracting Out and Job Security

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

The employees of a third party whose services have been engaged as per the third party contracting out or multicultural business exceptions in the collective agreement shall not perform work outside the scope of the services they have been engaged to perform and thereby perform bargaining unit work. Example, the Company engages a third party to operate a Halal meat department. The employees of the third party cannot perform work in the Company operated meat department. The Employer agrees that for any violation of this it will pay a penalty of one thousand dollars (\$1,000.00).

LETTER OF UNDERSTANDING #12

RENEW and Amend as follows:

Minimum Wage Adjustment

In the event the provincial Minimum Wage increases, the **Clerk** scale **and Courtesy Clerk scale** will start at the new Minimum Wage ~~in either 2025 or 2026 at the Company's discretion,~~ and employees will progress at ten cents (\$0.10) increments in the progression until their class hours correspond to an existing rate on the pay scale.

LETTER OF UNDERSTANDING #13

RENEW and Amend as follows:

Buyouts

The Company will make available to all employees a voluntary buyout as per the following Buyout Schedule. The employees accepting the buyout shall be deemed to have terminated their services with the Employer and will have no right of recall or re-employment with the Employer. Calculation of the amount of the buyout as indicated below shall be based on a calculation of average weekly hours. For this purpose, the average number of hours will be based on hours worked or paid over the previous fifty-two (52) weeks prior to the buyout offer. Periods of time during which an employee was on maternity leave, parental leave, adoption leave or WCB benefits, will not be counted as time worked for the purpose of calculating the average. The Employer reserves the right to make the final determination as to the number of employees who may participate in the program and their departure dates. The Union will be provided with a list of successful applicants. ~~A minimum of one hundred and fifty (150) buyouts will be offered to eligible applicants.~~

LETTER OF UNDERSTANDING #14

RENEW

LETTER OF UNDERSTANDING #15

RENEW and Amend as follows:

Guarantee of Hours

The parties agree that any part time employee receiving a guarantee of twenty-eight (28) hours under Article ~~30.11~~ **30.9** as at the date of ratification shall be given a one-time opportunity to declare their desire to increase their guarantee of hours to thirty (30) hours under Article ~~30.11~~ **30.9** for the term of the current Collective Agreement. The part time employee shall declare in writing their desire, and provide said written declaration to their department manager, no later than fourteen (14) days from date of ratification. The change will be implemented on the next posted schedule as per Article 11.2.

In order to maintain a guarantee under this Letter of Understanding, the employee must:

- i) maintain an “anytime” availability as per Article 30.9,
- ii) not transfer between stores,

- iii) remain in their primary department as at date of ratification during the term of the Letter.

There is no requirement to match hours for senior employees in cases where the senior employee has elected not to participate causing a junior employee, who has elected to participate, to receive more hours.

Upon the expiry of this Collective Agreement, this letter will be deemed to be expired, and these part time employees will be returned to the twenty-eight (28) hour guarantee under Article 30.11 30.09.

Memorandum Note: *All eligible part-time employees will be provided a declaration form to be handed to their department manager recording their intention to increase their guarantee. Any forms received after the fourteen (14) days will not be considered.*

LETTER OF UNDERSTANDING #16

RENEW and Amend as follows:

Shift Marketplace

The Company will be introducing “Shift Marketplace” wherein a pool of shifts, offered or unfilled, may be made available online through the Dynamic Scheduling application. Unfilled shifts are defined as those that were not scheduled or assigned to employees in a store through the posted work schedule.

The Company will not normally offer shifts through the Shift Marketplace that could otherwise be scheduled in accordance with Article 11.12.

a) On a Voluntary Basis

- i. Interested part-time employees may claim shifts from a pool in their primary or additional job codes within their home store (can’t claim a job you can’t do).
- ii. Interested part-time employees may offer their existing shifts to the pool within their home store no later than twenty-four (24) hours before its start time. If the shift offered is unclaimed up to two (2) hours before the shift start, the part-time employee is required to work that shift.
- iii. Interested part-time employees may select work shift assignments on a first-come-first serve basis, provided they have the skill, ability and knowledge to

perform the work. A part-time employee can claim multiple shifts but only claim one shift at a time.

- iv. Part-time employees can then work shifts such that their combined total weekly hours (through posted work schedule(s) and Shift Marketplace) do not exceed a maximum of thirty-seven (37) hours per week e.g. You have 32, can't claim 7.
- v. Selection of work assignments will not be unreasonably denied by the Company. Employees found to be abusing the shift marketplace as determined by the Company may be denied access.
- vi. **Employees found to be abusing the Shift Marketplace as determined by the Company may be denied access. Continued misuse may result in further action.**

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

Where the Company initiates a call-in; ~~and after exhausting the existing call-in procedure in the collective agreement, the call-in shift may be offered through "Shift Marketplace."~~

- i. **If more than twenty-four (24) hours remain before the designate shift commencing, the Company, at its discretion, may use a variety of methods, such as but not limited to the following:**
 - **Make the shift available via Shift Marketplace,**
 - **Initiate a Shift Pick Up (Call In)**
- ii. **If twenty-four (24) hours or less remain before the designated shift commencing, the Company shall use Shift Pick Up (Call In).**

LETTER OF UNDERSTANDING #17

RENEW and Amend as follows:

SHIFT SWAP – Part-time Scheduling Flexibility (In Store)

Part-time employees can SWAP shifts of equal or different lengths by mutual consent and without regard to seniority. Shift swap requests remain subject to approval by the Department Manager or designate.

Shift SWAP Pilot Program

The Parties agree to pilot automatic shift swap at an agreed upon location(s).

The trial period for the pilot shall be no more than four (4) months from the first implemented automatic shift swap process. The Parties agree the trial period may be shorter than four (4) months should the Company deem the trial unsuccessful. In such circumstances, the Company will meet with the Union to discuss factors that led to its decision. The pilot shall commence within six (6) months from the date of ratification.

LETTER OF UNDERSTANDING #18

RENEW and Amend as follows:

Full-time Scheduling Flexibility

- a) Full-time employees may on a voluntary basis, be scheduled in more than one department and may perform work in multiple departments.
- b) Part-time employees who are hired **and or** promoted to Full-time after **ratification July 22, 2022** may be scheduled in more than one department and may perform work in multiple department(s).

LETTER OF UNDERSTANDING #19

RENEW

LETTER OF UNDERSTANDING #20

RENEW, Amend and Add the following new language:

Part-time Cross-Training

An employee may access additional scheduled hours outside of their primary department by actively participating in the Part-Time Cross Training program.

It is understood that, in order to access these additional hours in the secondary department (either directly or scheduled through Shift Marketplace):

- The Employee must have applied via Workday to the Cross-Training program,
- A need has been established by the Company (with the intent of ongoing hours scheduled in the secondary department), and
- The Employee has been designated by the Company as a cross-trained employee in the secondary department.
- The Company shall post a notice in the store to remind part-time employees of this opportunity.

If a part-time employee transfer to another department, they must undertake to be cross trained in order to access scheduled hours in their previous primary department.

The Company will ensure that employees designated for cross-training in a non-primary department receive the appropriate training as part of the cross-training process.

~~A Part-time employee who is desirous of being cross-trained, shall inform the Company in writing, of their willingness to be cross-trained. The Company shall post a notice in the store to remind part-time employees of this opportunity.~~ The Company will maintain a running list of potential candidates in each store and agrees to give full consideration to the employee's request in the following way:

LETTER OF UNDERSTANDING #21

RENEW and Amend as follows:

Single Day Vacation

Any full-time employee who is entitled ~~to seven (7)~~ **six (6) or more** weeks' 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 off shall be granted by seniority on the following basis:

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

Only one (1) single vacation day may be taken per week, unless otherwise mutually agreed to.

Single Day Vacation will be selected in the following process:

- **The** Employee must declare that they wish to break one week of their vacation into single days prior to the commencement of the vacation selection process.
- Single Day Vacation days are subject to the operational needs of the store and in the case of multiple requests, the request will be denied in order of reverse seniority.

- Single Vacation Days will be selected at the end of the vacation selection process in order of seniority.

LETTER OF UNDERSTANDING #22

Delete LOU #22

LETTER OF UNDERSTANDING #23

RENEW and Renumber

LETTER OF UNDERSTANDING #24

Delete LOU #24

LETTER OF UNDERSTANDING #25 – MISCELLANEOUS

RENEW and Amend as follows:

Front End

The Front End Administration position will perform duties as assigned, which may include but not be limited to: Cash Office, Customer Service, Cashier and other related duties. Through attrition, the Front End Administration position will not be replaced. The Company will maintain a minimum of one (1) full time position in the Front End department, notwithstanding Assistant Department Managers

NEW LETTER OF UNDERSTANDING #24 – 24 HOUR STORES/EXTENDED HOURS

24 Hour Stores / Extended Hours

Moved from Article 30.8

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

- b) When the store is open for business to the public between 11:00 pm and 7:00 am seniority will be the governing factor in staffing. Senior employees will be given first choice to work or not work and, if there are insufficient volunteers reverse order of seniority will apply.
- c) It is understood that for part-time employees hired before the store opens the extended hours, available anytime status would be met provided the employee is available for the same hours that were previously scheduled within their department prior to the store hours changing to twenty (20) or more hours.
- d) The minimum shift for employees working the night shift will be six (6) hours but the Company will endeavour to schedule longer shifts whenever possible. The scheduling of longer shifts will be subject to the operational requirements of the business.
- e) The Company will take the appropriate steps to ensure the safety and security of employees working extended hours.
- f) Employees will not be required or scheduled to work from 11:00 pm to 7:00 am or from 7:00 am to 11:00 pm in the same week. There will be a minimum of forty-eight (48) hours between the two.
- g) The Employer agrees to notify the Union and the affected employees a minimum of two (2) weeks in advance of any proposed store hour changes.
- h) Employees will be given an additional opportunity to change their declaration of availability to meet the extended hours.

NEW LETTER OF UNDERSTANDING #25 – EMPLOYEE INFORMATION

The parties recognize that certain employee information may assist in the administration of the Collective Agreement.

Where such information is maintained by the Company, the Company agrees to make available to the Union:

- Employee availability, and
- Cross-training candidate lists.

Such information will be made available through the current information sharing process used by the parties, or through another mutually agreed process.

The parties understand that the information may be subject to system limitations, administrative updates, or corrections.

The Company is not required to create new reports or maintain additional records. System errors, omissions, discrepancies, or periods during which such information is unavailable shall not constitute a violation of the Collective Agreement.

NEW LETTER OF UNDERSTANDING #26 – AUTOMATED CHECKSTANDS

In the Event the Employer introduces automated checkstands into any of its locations, the hours of existing cashiers shall not be reduced as a result.

NEW LETTER OF UNDERSTANDING #27 – SELF-CHECKOUT

The Company commits to meet with the Union when requested, to discuss any issues related to self-checkouts.

APPENDIX A – WAGES

Current Food Specialists/Meat Cutters/Bakers

- All active employees hired prior to ratification who are top rate or over scale (including all employees who reach top rate during the life of this collective agreement) will receive the following off scale wage increases:

•	Ratification:	\$1.60 (inclusive of \$0.35 increase)
•	January 2027:	\$0.40
•	July 2028:	\$0.50
•	July 2029:	\$0.50
•	July 2030:	\$0.55
•	July 2031	\$0.55

Bakers will be paid the following minimum hourly rates:

Class Hours	Rate	DOR
0	\$18.25	\$18.25
521	\$18.25	\$18.35
1041	\$18.25	\$18.45
1561	\$18.25	\$18.55
2081	\$18.25	\$18.65
2601	\$18.25	\$18.75
3121	\$18.25	\$18.85
3641	\$18.50	\$18.95
4161	\$19.75	\$19.75
4681	\$23.76	\$23.76
5201	\$24.11	\$24.11
5721	\$24.46	\$24.46
6241	\$24.80	\$24.80
6761	\$25.15	\$25.15
7281	\$25.50	\$25.50
7801 +	\$25.81	\$25.81

Errors and Omissions Excepted (E&OE)

Meat Cutters will be paid the following minimum hourly rates:

Class Hours	Rate	DOR
0	\$18.25	\$18.25
521	\$18.25	\$18.40
1041	\$18.25	\$18.55
1561	\$18.25	\$18.70
2081	\$18.25	\$18.85
2601	\$18.25	\$19.00
3121	\$18.82	\$19.15
3641	\$19.78	\$19.78
4161	\$20.73	\$20.73
4681	\$23.76	\$23.76
5201	\$24.11	\$24.11
5721	\$24.46	\$24.46
6241	\$24.85	\$24.85
6761	\$25.25	\$25.25
7281	\$25.65	\$25.65
7801 +	\$26.05	\$26.05

Clerk Scale

Clerks will be paid the following minimum hourly rates:

DOR Hours	Rate	DOR	2027 July	2028 July	2029 July	2030 July	2031 July
0	\$18.25	\$18.25					
1000	\$18.25	\$18.35					
2000	\$18.25	\$18.45					
3000	\$18.25	\$18.55					
4000	\$18.25	\$18.65					
5000	\$18.35	\$18.75					
5500	\$18.45	\$18.85					
6000	\$18.55	\$18.95					
6500	\$18.65	\$19.05					
7000	\$18.75	\$19.15					
7500	\$18.85	\$19.25					
8000	\$18.95	\$19.35					
8500	\$19.05	\$19.45					
9000	\$19.15	\$19.55					
9500	\$19.25	\$19.65					
10000	\$19.70	\$21.30	\$21.90	\$22.40	\$22.90	\$23.45	\$24.00

Clerks

- All active employees hired prior to ratification who are over scale will receive the following off scale wage increases:

•	Ratification:	\$1.60 (inclusive of \$0.30 increase, July)
•	July 2027:	\$0.60 (inclusive of \$0.30 increase, December)
•	July 2028:	\$0.50
•	July 2029:	\$0.50
•	July 2030:	\$0.55
•	July 2031	\$0.55

Courtesy Clerks will be paid the following minimum hourly rates:

DOR Hours	Rate	DOR	2027 July	2028 July	2029 July	2030 July	2031 July
0	\$18.25	\$18.25	MW				
1000	\$18.25	\$18.35	MW + 0.10				
2000	\$18.25	\$18.45	MW + 0.20				
3000	\$18.25	\$18.55	MW + 0.30				
4000	\$18.25	\$18.65	MW + 0.40				
5000	\$18.25	\$18.75	MW + 0.50				
5500+	\$18.25	\$18.85	MW + 0.60				

Courtesy Clerk Bonus

- All active employees hired prior to July 22, 2023 as at the date of ratification will receive a signing bonus of six hundred dollars (\$600.00).

All active employees hired prior to ratification who are top rate or over scale will move back into the scale as per the class hours worked:

Pharmacy ~~Senior~~ Assistants will be paid the following minimum hourly rates:

Class Hours	Rate	DOR	2027 July	2028 July	2029 July	2030 July	2031 July
0	\$18.25	\$19.00	\$19.25	\$19.50	\$19.75	\$20.00	\$20.25
500	\$18.25	\$19.25	\$19.50	\$19.75	\$20.00	\$20.25	\$20.50
750	\$18.25	\$19.75	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00
1000	\$18.50	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00	\$21.25
1250	\$19.00	\$20.25	\$20.50	\$20.75	\$21.00	\$21.25	\$21.50
1561	\$19.50	\$20.75	\$21.00	\$21.25	\$21.50	\$21.75	\$22.00
2250	\$20.00	\$21.50	\$21.75	\$22.00	\$22.25	\$22.50	\$22.75
3000	\$20.50	\$22.00	\$22.25	\$22.50	\$22.75	\$23.00	\$23.25
3641	\$21.00	\$23.00	\$23.25	\$23.50	\$23.75	\$24.00	\$24.25
4500+	\$21.50	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00

ADMINISTRATION OF RATE CHANGES

All scale changes will take effect the first full pay period following ratification. **Subsequent rate changes will take effect or on** the anniversary of the Agreement ~~as applicable~~ **in the first full pay period of the month of July.**

~~In witness whereof the representatives of the parties sign this memorandum which may be ratified by vote of the membership of the Union.~~

The Food Specialist/Meat Cutter/Baker increase for 2027 will take effect on the first full pay period in January 2027.