

COLLECTIVE AGREEMENT

BETWEEN

**NATIONAL GROCERS CO. LTD.
(O/A THE REAL CANADIAN WHOLESALE CLUB
A DIVISION OF LOBLAW COMPANIES LIMITED
LES COMPAGNIES LOBLAW LIMITEE – BRITISH COLUMBIA)**

AND



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

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

FIRST PRINTING
Errors and Omissions Excepted

TERM OF AGREEMENT
June 28, 2025 to June 28, 2031

Dear Union Member:

You are holding one of the most important documents you will receive at your job: your union Collective Agreement.

This document is a contract between your employer and our union that sets out the workplace rights and terms and conditions of employment for all union members at your workplace.

Every part of this agreement was negotiated with your employer by a bargaining committee comprised of your coworkers and fellow union members.

This document ensures you have better conditions than those found in non-union workplaces. Together, with engaged and empowered union members, we are committed to improving it at every opportunity.

Please help us give meaning to this agreement by reading it, asking questions about the rights it contains, and working with us to enforce it.

If you think there may be a violation of this agreement at your workplace, you have a legal right to contact a Shop Steward or Union Representative for help.

Help us build a stronger union – your union.

In Solidarity,

DAN GOODMAN
President

CATHY SHANNON
Secretary-Treasurer

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(hereinafter referred to as the "Employer")

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 247
(hereinafter referred to as the "Union")

WHEREAS: The Employer and the Union desire to co-operate in establishing and maintaining conditions which will promote a harmonious relationship between the Employer and the Employees covered by this agreement, and provide methods for a fair and amicable adjustment of disputes which may arise between them.

ARTICLE 1 – BARGAINING AGENCY

1.01 National Grocers Co. Ltd. (o/a The Real Canadian Wholesale Club, A Division of Loblaw Companies Limited Les Compagnies Loblaw Limitee – British Columbia) recognizes the United Food and Commercial

Workers Union, Local 247 as the exclusive bargaining agent for its employees in British Columbia covered by this Collective Agreement employed at:

(a) Real Canadian Wholesale Clubs

1.02 Store Managers, Store Administrator, Department Managers, Assistant Store Manager, SAP Manager, Registered Pharmacy Technicians and Pharmacists, Undergraduate Pharmacists and those above the rank of Department Manager are specifically excluded from the bargaining unit and are not covered by this agreement.

ARTICLE 2 – UNION SECURITY

2.01 All employees shall, as a condition of employment, become and maintain active membership, as provided in the Constitution and bylaws of the Local Union. It is agreed that the Employer will have employees complete a Union membership application form within seven (7) days upon being employed and forward immediately to the Union office fully completed and signed.

2.02 The employer agrees to provide each new employee at the time of employment, with material outlining to the employee, their responsibility in regard to Union Membership as supplied by the Union.

- 2.03** It is the responsibility of the employee to maintain active membership as outlined in the International Constitution and the Local Union bylaws.
- 2.04** No employee shall be discharged, disciplined or discriminated against for any lawful Union activity, or for serving on a Union committee or for reporting to the Union the violation of any provisions of this Agreement. Instances of alleged violation of the foregoing will be brought to the attention of the Store Manager and a full investigation by the parties will follow. The above will be subject to the grievance procedure. Any alleged harassment will be dealt with by the Company.

ARTICLE 3 – DEDUCTION OF UNION DUES

- 3.01** The Employer agrees to automatically deduct from the wages of each employee covered by this Agreement, initiation fees, Union dues and assessments as may be adopted and designated by the Union. In the event of a change, the Union will give the Employer at least five (5) weeks prior notice of the effective date change or deduction as the case may be.

Such Union dues deducted shall be indicated on the employee's T-4.

- 3.02** The Employer shall remit no later than fifteen (15) days after the preceding accounting period:

- a) monies deducted from the wages of its employees for Union initiation, fees, dues, assessments, hours paid;
- b) a statement showing each employee's name, employee number and social insurance number, department (and store number) from whom deductions were made, and the amount of the deduction(s) and an hourly rate of pay for each employee;
- c) a statement showing the names, employee number, and social insurance number of the employees terminated and hired during the preceding accounting period;
- d) a statement showing the name, home mailing address including postal code, email address, landline and/or mobile telephone numbers, social insurance number of all bargaining unit employees.

Commencing with the first week of employment, Initiation Fees shall be deducted in ten (10) weekly instalments.

The Employer will provide the currently provided information via FTP.

ARTICLE 4 – BASIC WORK WEEK, OVERTIME, STATUTORY HOLIDAYS

The Employer reserves the right to schedule hours of operation, employee's hours of work, rest periods, meal periods and overtime work, subject to the following provisions:

4.01 Basic Work Week

- (a) The basic work week of an employee working full-time shall be thirty-seven (37) hours to be worked as scheduled by the Employer;
- (b) Daily hours of work shall be consecutive with the exception of rest and meal periods. No split shifts shall be worked;
- (c) Employees shall not work longer than their regular scheduled work day, unless requested to do so by Management, in which event additional time will be paid at applicable regular or overtime rates. Employees are required to leave the store as soon as it is possible to do so.

4.02 Time Sheets

- (a) The Employer shall provide either time clocks or time sheets 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. Where time sheets are used, the employee will record their time in ballpoint pen.

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 written authorization from the Union as follows:

(i) 1st violation - three (3) days' suspension without pay;

(ii) 2nd violation - one (1) weeks' suspension without pay;

Suspensions 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.

4.03 Payroll Disputes

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 the attention of their Manager. If the matter is not resolved to their satisfaction, then it should be brought to the attention of the Manager, or the Labour Relations Department and the Union.

In the event that an employee is not paid the correct amount of pay as a result of an error made by the Employer, and is not remedied within three working days, the Employee shall be compensated an additional ten percent (10%) of any shorted amount, provided the employee brings the matter to the attention of the Employer as determined above in the week following payday and the employee has properly recorded their time (by TAS swipe where applicable).

ARTICLE 5 – OVERTIME

- 5.01** All time worked in excess of the basic work week or work day, as defined in Article 4.01 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.
- 5.02** 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 shall be compensated at the rate of double (2x) their regular hourly rate for all hours over eleven (11) in one (1) day and forty-eight (48) in one (1) week.

5.03 Compensating time off shall not be given in lieu of overtime pay.

5.04 All overtime work must be authorized by the Company.

5.05 When overtime of more than two (2) hours is to be worked, consecutive with the regular hours of work, the employee shall be entitled to a fifteen (15) minute paid rest period before commencing overtime.

ARTICLE 6 – MEAL PERIODS – FULL-TIME EMPLOYEES

6.01 Full-time employees working six (6) hours, up to and including eight (8) hours, shall be scheduled by the Employer for a meal period of either thirty (30) minutes or sixty (60) minutes without pay as determined by the Company. This shall commence not earlier than three (3) hours and not later than five (5) hours after the start of the employees shift.

6.02 Meal periods will be scheduled as near mid-shift as possible. Similarly, rest periods will be scheduled as near to midway between the meal period and the commencement and finish of a day shift, as possible.

ARTICLE 7 – REST PERIODS – FULL-TIME EMPLOYEES

7.01 An employee working six (6) hours, up to and including eight (8) hours, shall be scheduled by the Employer for two (2) rest periods not to exceed fifteen (15) minutes each; to commence not earlier than one (1) hour after the start of the shift nor less than one (1) hour before either the meal period or the end of the shift. If an employee abuses this provision they will be subject to discipline, as determined by the Employer, which shall be subject to the grievance procedure.

ARTICLE 8 – MEAL AND REST PERIODS – PART-TIME EMPLOYEES

8.01 An employee working a daily shift of four (4) hours will have one (1) rest period not to exceed fifteen (15) minutes.

8.02 A daily shift of more than five (5) hours, but less than seven (7) hours, will have two (2) paid rest periods of fifteen (15) minutes duration each which may be scheduled as follows, if mutually agreeable:

(a) combine the two (2) rest periods at mid shift;

(b) two (2) rest periods as per usual practice with a half-hour ($\frac{1}{2}$) for lunch break unpaid.

8.03 An employee working a daily shift of seven (7) or more hours, up to and including eight (8) hours, shall be scheduled for two (2) rest periods not to exceed fifteen

(15) minutes and one (1) lunch period of either thirty (30) minutes or sixty (60) minutes without pay as determined by the Company. If an employee abuses this provision they will be subject to discipline as determined by the Employer, which shall be subject to the grievance procedure. Rest periods, as described above, shall be with pay. Except in cases of emergency, meal and rest periods will be uninterrupted.

8.04 Meal periods will be scheduled as near mid-shift as possible. Rest periods shall commence not earlier than one (1) hour after the start of the shift nor less than one (1) hour before either the meal period or the end of the shift.

8.05 If specifically agreed between the employee and their Manager, rest periods may be paid at the employee's applicable rate of pay instead of taken.

ARTICLE 9 – WORK SCHEDULES – NOTICES OF CHANGE

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

9.01 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 cases of emergency.

9.02 A copy of the completed master schedule with all changes and authorized time noted shall be posted by

6:00 p.m. Monday following the end of the week, and shall remain posted until the new schedule is posted by 6:00 p.m. Wednesday.

The posted schedule for full-time employees will cover the following two (2) week period.

- 9.03** An employees' schedule may be changed without notice in the event of absence of other staff due to sickness or accident, or in the event of an emergency. An emergency shall be defined as: Any sudden or unusual occurrence or condition that could not, by the exercise of reasonable judgment, have been foreseen by the Employer.

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

- 9.04** An employee shall be allowed ten (10) hours of rest between shifts except in an emergency or where by mutual agreement between the Company and the Employee, eight (8) 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 shift and also between the end of the employee's night shift and the beginning of the employee's day shift except in the case of an emergency.

- 9.05** In the event that an employee is unable to attend work due to illness the employee must provide the Company

with as much notice as possible, but in any event, not less than one (1) hour.

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

- 1) 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.

When calling in sick or to miss a shift for any reason, all employees must speak with their Department Manager or, in the absence of their Department Manager, the Store Manager, the Assistant Manager or the On Duty Manager, and in the absence of any of the aforementioned, the Lead Hand.

9.06 Employees starting a shift between the hours of 10:00 p.m. and 5:00 a.m. inclusive will be scheduled for shifts of not less than five (5) hours.

9.07 All employees who are scheduled to work twenty (20) or more hours per week, shall be scheduled two (2) consecutive days off each week where it is consistent with the efficient operation of the department. This may be altered by mutual agreement between the Company and the employee.

Where possible, full-time employees shall receive either Friday/Saturday, Saturday/Sunday, or Sunday/Monday off once (1x) per four (4) week period calendar.

9.08 Where two (2) or more cashiers are scheduled on the frontend, employees will not be required to work more than four (4) hours on the express checkout or tobacco lane in any one day, except in the case of an emergency.

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

9.10 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. Employees may be scheduled outside their department in cases of providing relief for vacation or leaves of absence. When scheduled outside their department, seniority provisions will continue to apply.

9.11 Call-Ins

In the event an employee is to be called in to work hours that they have not been scheduled to work, any employee may be called for any shift, provided that at the end of the particular week, the comparative number of hours of part-time employees is consistent

with the seniority and availability of others in the department.

9.12 Shift Extensions

Where it is deemed necessary to extend shifts on short notice, such extensions will be offered by seniority, subject to availability, to employees whose shift is ending at the time the extension is required by the Employer. This will not apply in cases where the extension of the senior employee(s) would result in overtime.

ARTICLE 10 – WAGES – MINIMUM HOURLY RATES

10.01 Rate Schedule

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

10.02 Night Shift Lead Hands

When night stocking takes place, and a Manager is not on duty, one (1) employee on the night stocking shift shall be designated as Lead Hand, and shall be paid a premium in addition to the regular rate of pay of seventy-five cents (\$0.75) per hour.

When a Manager is on duty, they will be responsible for leading and directing the workforce.

10.03 Premium Pay vs. Overtime

Shift premium pay shall not be added to the employee's hourly rate of pay for the purpose of computing overtime pay.

10.04 Employees assigned to train new cashiers shall be paid a premium in addition to their regular rate of pay of fifty cents (\$0.50) per hour for time spent training.

10.05 Night Premium

Employees working between 10:00 pm and 5:00 am shall receive a premium of 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 seventy-five cents (\$0.75) premium for their entire shift.

ARTICLE 11 – GENERAL HOLIDAYS

11.01 The following days shall be paid general holidays:

New Year's Day	Labour Day
Family Day	National Truth & Reconciliation Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
1 st Monday in August	Boxing Day

and Heritage Day, if and when proclaimed by Federal or Provincial Governments, and all other public holidays proclaimed by the Dominion, Provincial or Municipal Governments; provided, that all other major grocery stores close on any such holidays proclaimed.

11.02 General Holidays shall be observed on the day they actually occur. Such may be changed by mutual agreement, but shall be taken within two (2) weeks of said holiday.

11.03 In the case of General Holidays proclaimed by a City or Municipality, only those stores of the Employer in that City or Municipality shall be affected by the requirements of this Article.

11.04 Provided they work their regular scheduled full work day before and after the holiday, unless absent due to bona fide illness or accident, full-time employees regularly working shall receive eight (8) hours' pay for each such holiday.

11.05 Employees required to work on a holiday shall be compensated at the rate of double (2x) their regular hourly rate for each hour worked, and full-time employees shall receive eight (8) hours' minimum pay at the overtime rate (2x) for whatever time worked.

In a week in which one (1) general holiday occurs, as identified in Article 11.01 the basic work week for full-time employees shall be twenty-nine (29) hours

consisting of four (4) shifts. In a week in which two (2) general holidays occur, the basic work week for full-time employees shall be twenty-one (21) hours consisting of three (3) shifts.

11.06 Provided they work their regular scheduled full work day before and after the holiday, unless absent due to bona fide illness or accident, part-time employees regularly working shall receive general holiday pay as follows.

11.07 Part-time Employees General Holidays

All part-time employees who have been employed thirty (30) calendar days or more and have worked an average of at least thirty-two (32) hours or more per week on the four (4) weeks preceding the week in which the General Holiday occurs, shall receive eight (8) hours' pay at their regular hourly rate for each holiday.

11.08 All part-time employees who have been employed thirty (30) calendar days or more and have worked an average of at least twenty (20) hours a week, but less than thirty-two (32) hours per week in the four (4) weeks preceding the week in which a General Holiday occurs, shall receive six (6) hours' pay at their regular hourly rate for each holiday.

11.09 All part-time employees who have been employed thirty (30) calendar days or more, and have worked at least ten (10) hours a week, but less than twenty (20)

hours per week in the four (4) weeks preceding the week in which a General Holiday occurs, shall receive four (4) hours' pay at their regular hourly rate for each holiday.

- 11.10** All part-time employees who have worked less than ten (10) hours per week will receive General Holiday pay as set out in the *Employment Standards Act*.

ARTICLE 12 – RATES FOR RELIEF WORK

- 12.01** Any employee assigned to relieve a Department Manager for a period of more than two (2) days shall be paid a premium of one dollar (\$1.00) per hour for all time so employed.

- 12.02** Premium pay for relieving Department Managers will be over and above the employee's present prevailing rate. In the case of an Assistant Manager, the difference between the Relief and Assistant Manager premium will be added to the Assistant's rate for the period of relief.

ARTICLE 13 – STAFF MEETINGS

- 13.01** Staff meetings, wherever held, shall be considered as time worked, and compensated for, except where attendance by an employee is on a voluntary basis.

ARTICLE 14 – CREDIT FOR PREVIOUS EXPERIENCE

14.01 New Clerks may be classified according to previous experience to a maximum of ten thousand four hundred one hours (10,401) on the Clerks Scale, provided:

1. It is comparable experience as determined by management in a retail store: and
2. twelve (12) months have not elapsed since their last day worked.

14.02 It shall be the responsibility of the employee to supply reasonable proof of their previous experience within ninety (90) calendar days of employment. Otherwise all claims for credit for previous experience shall be forfeited by the employee.

Reasonable proof will mean that if past employment records are not obtainable, the Union records, income tax records, or other similar documents will be acceptable. The hourly rate for recognized credit will be effective from the first (1st) day of employment to a maximum of sixty (60) calendar days from the date of employment.

The Company will have the right to demand proof of past experience from the employee affected in establishing their proper wage scale.

ARTICLE 15 – CALL IN TIME

- 15.01** All employees called in, except as provided below, and who reported for work shall, if requested to work less than four (4) hours, receive four (4) hours pay at their regular hourly rate.
- 15.02** Paragraph 15.01 above shall apply to students on days other than school days. It shall also apply when stores are open for night shopping on school days. On school days, other than when stores are open for night shopping, students may be paid for only those hours worked, except when employed for less than two (2) consecutive hours, in which event, they shall receive a minimum of two (2) hours' pay at the regular hourly rate.
- 15.03** If a student is called in before the store opens they will be paid for four (4) hours at their regular hourly rate. This four (4) hour minimum would also apply to any student called in for night stocking if they were brought in to start their shift one-half ($\frac{1}{2}$) hour, or later after store-closing time.

ARTICLE 16 – VACATIONS

- 16.01** Vacations shall be scheduled from April 1st to September 30th unless otherwise mutually agreed by the Employer and the Employee. So far as is practical and consistent with the Employer maintaining an efficient operation, vacations shall be granted during the period of time requested by the employees. The

applications for vacation shall be granted on the basis of, and in order of, respective employees' seniority in selection of vacation dates.

The Employer shall post a notice by January 31st advising employees seeking vacation time to submit requests to their Manager by February 28th. Vacation schedules will be confirmed by March 15th after which changes will be by mutual agreement. If the request for vacation time is not made by February 28th, they will be granted at the Employers discretion.

16.02 All part-time employees who have completed one (1) year of continuous service with the Employer will have the opportunity to schedule two (2) weeks' vacation. Part-time employees who have completed three (3) years of continuous employment with the Employer shall receive a third (3rd) week of vacation. Such time off will be without pay. Part-time vacation schedules will be completed following the selection by full-time employees.

The Employer may pay part-time vacation pay on each pay period. Part-time employees will have the option to set-up a secondary account into which they may apportion an amount equal to all or a portion of their part-time vacation pay via direct deposit.

16.03 Where employees are entitled to three (3) or more weeks of vacation the additional week(s) vacation may be scheduled at the discretion of the Employer.

- 16.04** Employees entitled to four (4) or more weeks of paid vacation shall receive their additional two (2) more weeks consecutively unless the employee and the Employer mutually agree otherwise, with such additional weeks to be scheduled at the discretion of the Employer.
- 16.05** All full-time employees, after one (1) year's service, shall receive two (2) weeks' vacation with pay.
- 16.06** All employees with three (3) or more years continuous service with the Employer as a full-time employee, shall receive three (3) weeks' vacation with pay, two (2) weeks of which shall be given during the vacation period, the third (3rd) week to be scheduled by the Employer.
- 16.07** All employees, with eight (8) or more years' continuous service with the Employer as a full-time employee shall receive four (4) weeks' vacation with pay.
- 16.08** All employees with thirteen (13) or more years' continuous service with the Employer as a full-time employee shall receive five (5) weeks' vacation with pay. All employees with eighteen (18) years' continuous service with the Employer as a full-time employee shall receive six (6) weeks' vacation with pay.
- 16.09** Full-time employees who are eligible for five (5) or more weeks' vacation will have the opportunity to schedule three (3) weeks' vacation during prime time.

- 16.10** Part-time employees with less than three (3) years' continuous service with the Employer shall receive vacation pay in the amount of not less than four percent (4%) of their total earnings as vacation pay.
- 16.11** Part-time employees with three (3) or more years of continuous employment shall receive six percent (6%) of their total earnings as vacation pay.
- 16.12** Part-time employees with eight (8) or more years of continuous employment shall receive eight percent (8%) of their total earnings as vacation pay.
- 16.13** Part-time employees with thirteen (13) or more years of continuous employment shall receive ten percent (10%) of their total earnings as vacation pay.
- 16.14** Part-time employees with eighteen (18) or more years of continuous employment shall receive twelve percent (12%) of their total earnings as vacation pay.
- 16.15** Part-time employees with thirteen (13) or more years of continuous employment with the Employer will have the opportunity to schedule three (3) weeks' time off during prime time.
- 16.16** A part-time employee proceeding to full-time employment will be credited with the number of hours accumulated during the employee's continuous service with the Employer as a part-time employee and provided the employee's service is continuous from part-time to full-time. The credited hours will be

balanced with the annual hours of a regular full-time employee to establish the appropriate yearly credit for future vacation entitlements, as provided above.

- 16.17** The Employer agrees to provide vacation pay on a “total compensation” or normal weeks’ pay, whichever is greater. Total compensation shall mean “all monies received directly from the Employer” (wages, overtime, bonuses, premiums, vacation pay, sick-leave-credit payments, and other items of similar nature).
- 16.18** Where a general 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 they been working. Where an employee received three (3) or more weeks’ 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 interferes with vacation schedules or hampers operations.
- 16.19** All time lost [up to thirty-one (31) consecutive days] because of sickness, non- occupational accident, all time lost due to occupational accident, all time absent on paid full-time vacation, and paid general holidays, shall be considered as time worked for the purpose of determining the vacation allowance to which a full-time employee is entitled.
- 16.20** All employees, whose absence due to non-occupational accident or sickness or unpaid leave of

absence, extends beyond thirty-one (31) consecutive days and results in less than thirty-seven (37) hours' pay per week, shall have their vacation pay prorated in the subsequent vacation year.

- 16.21** Where the services of an employee are retained by the purchaser of the business, their services (for vacation purposes 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.
- 16.22** Employees who have worked thirty (30) days but less than one (1) year and who terminate their employment will receive a vacation allowance to the amount equal to four percent (4%) of the total salary and wages earned for which no vacation allowance has been paid.
- 16.23** Employees entitled to two (2), three (3), four (4), five (5), six (6) weeks, vacation and who terminate their employment shall receive payment for vacation allowance in an amount equal to four percent (4%), six percent (6%), eight percent (8%), ten percent (10%), and twelve percent (12%), respectively, of the total wage and salary earned by the employee during the period of employment for which no vacation allowance has been paid.
- 16.24** Provided the full-time employee advises the Company, in writing, at least one (1) month before the commencement of their vacation, the Company agrees to schedule one (1) of the employee's Friday/Saturday,

Saturday/Sunday or Sunday/Monday combinations to coincide with the employee's vacation, once (1x) per year.

16.25 Employees hired after ratification and subsequently promoted to full-time will be given a January 1st date for vacation purposes and will be on a calendar year for vacation entitlement.

A calendar year is defined as "the period between the first (1st) Sunday in January and the last Saturday in December of the same calendar year". Their new vacation date will be January 1st of the year determined by the conversion of part-time hours to the annual hours of a regular full-time employee, which will establish the appropriate year credit for future vacation entitlements.

ARTICLE 17 – DISMISSAL NOTICE OR PAY IN LIEU THEREOF

17.01 Employees regularly working full-time and upon dismissal by the Employer shall be given individual notice in writing or pay in lieu thereof, as follows:

- (a) one (1) week's notice in writing or pay in lieu thereof, to those who have completed sixty (60) or more consecutive days service as a full-time employee;
- (b) two (2) weeks' notice in writing or pay in lieu thereof, to those who have completed two (2) or more consecutive years' service;

- (c) three (3) weeks' notice in writing or pay in lieu thereof, to those who have completed five (5) or more consecutive years' service;
- (d) four (4) weeks' notice in writing or pay in lieu thereof, to those who have completed eight (8) or more consecutive years' service;
- (e) the Employer agrees to pay severance pay on store closing of one (1) week's pay up to two (2) years and one (1) week per year over two (2) years to a maximum of twenty (20) weeks' pay for full-time employees.

17.02 Full-time employees, reduced to part-time and 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 to which they were entitled immediately prior to the date of their reduction to part-time.

17.03 The Employer shall not be deemed obliged to give any notice whatsoever or to give any pay in lieu thereof, to any employee guilty of rank insubordination, dishonesty, obvious disloyalty, possession and/or consumption of intoxicants or illegal drugs at any time during working hours, or just cause.

Theft from the Employer, customers and co-workers is prohibited. Any employee found to be removing or consuming any property belonging to the Employer,

customers or other employees will be dismissed with just cause.

Willful damage to the property of the Employer, customers, or fellow employees is prohibited. Any employee found to be willfully damaging the property of others in the workplace will be dismissed with just cause.

17.04 This Article shall not be deemed to invalidate an employee's right under Article 30.

The use of intoxicants compromises the safety of all employees, intoxicants can include alcohol, legal drugs (recreational or medical cannabis including vaping products) or illegal drugs. Therefore, the use of intoxicants while working is prohibited. This includes:

- (a) Any use, possession, distribution, or the offering for sale of illegal drugs, related paraphernalia or legal drugs prescribed to others.
- (b) Any consumption, possession or presence in the body of alcohol during working hours or on the Employers premise. Employees who are impaired by alcohol or drugs whether consumed at work or prior to work, will be immediately removed from the workplace and referred to the Labour Relations Department to determine the appropriate action.

17.05 A copy of the notice of dismissal given to an employee in accordance with this Article shall be forwarded to the Union Office at the date of giving such notice to the employee concerned.

ARTICLE 18 – FUNERAL/BEREAVEMENT LEAVE

18.01 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. The length of absence shall be up to three (3) days at the discretion of the Employer. The term “immediate family” shall mean: spouse, parent, child, sibling, step-parent, step-child, parent-in-law, sibling-in-law, child-in-law, grandparent, grandchildren, or any relative living in the household of the employee. In the event of the demise of a parent’s sibling, sibling’s child, an employee will be granted one (1) day leave of absence with pay to attend the funeral.

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

18.02 Requests for additional unpaid travel time or unpaid funeral leave will be considered.

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].

ARTICLE 19 – PREGNANCY LEAVE

19.01 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) weeks may be taken prior to delivery. The Employer will require additional medical documentation from an employee who requests more than eleven (11) weeks' leave prior to their due date.

19.02 The employee when returning to work, shall give the Employer, two (2) 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.

19.03 The employee shall be returned to their former position at the completion of their leave of absence. Should the position no longer exist, the Company and Union shall meet to resolve the issue.

- 19.04** An employee who resumes employment on the expiration of the leave of absence granted in accordance with this Article 19 or Article 20 below will do so with all increments to wages and benefits to which the employee would have been entitled had the leave not been taken.
- 19.05** All employees returning to work as outlined above shall receive credit to their class hours and seniority hours based on the average hours that they would have worked while on the leave. The credits shall be applied upon the employee's return to work and paid retroactively if applicable.

ARTICLE 20 – PARENTAL LEAVE

- 20.01** Birth mothers who have taken pregnancy leave under Article 19.01 shall at their request be granted an unpaid parental leave of a maximum of thirty-five (35) consecutive weeks, to be taken within the fifty-two (52) week period after the child's birth, beginning immediately after the leave taken under Article 20.01
- 20.02** Birth fathers, adoptive parents and birth mothers who have not taken leave under Article 19.01 shall at their request be granted an unpaid parental leave of a maximum of thirty-seven (37) consecutive weeks, to be taken within the fifty-two (52) week period after the birth or adoption of child.

20.03 Employees requesting leave under Article 20.02 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.

20.04 Employees on leave shall give the Employer a minimum of two (2) weeks' notice of their intention to return to work.

20.05 If employees eligible for parental leave are parents of the same child and are both employed by the Employer, the Employer is not required to grant parental leave to more than one employee at a time.

ARTICLE 21 – LEAVE OF ABSENCE

21.01 The Employer agrees to grant necessary time off without pay, and without discrimination, to not more than two (2) employees from each Wholesale Club, provided that not more than one (1) employee is selected from any department, 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.

21.02 Leaves of absence for which the Employer is reimbursed by the Union will be considered as time worked to a maximum of one hundred (100) hours each calendar year. However, time paid for by the Union in excess of one hundred (100) hours each calendar year will be credited to the employee's seniority hours but will not be credited for the purpose of service increment.

21.03 (a) Employees shall be considered for leaves of absence without pay for severe personal or familial distress.

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

All leaves requested under Article 21.03 (a) and (b) shall be subject to operational requirements.

21.04 All applications for leaves shall be in writing to the Store Management Team in conjunction with Human

Resources, who will make the final decision. Length of leave shall be governed by need. Copies of the application must also be submitted to the Departmental Manager and the Union Office.

21.05 An employee off on a medical leave of absence will be required to provide updated medical documentation at least once every four (4) weeks unless the Employer advises otherwise. The Employer will be fair and reasonable in their requests for this medical documentation.

21.06 The Employer recognizes that employees sometimes face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. For that reason, and upon verification of the situation, the Employer will take reasonable steps to accommodate absences or performance issues arising directly from situations of violence or abuse that occur in the context of close personal relationships.

21.07 *The Employment Standards Act of British Columbia* shall govern maternity, paternity, family and adoption leaves.

For expanded leave of absence provisions and information see the *Employment Standards Act of British Columbia*. ([Leaves of Absence - Province of British Columbia \(gov.bc.ca\)](http://www.gov.bc.ca/leavesofabsence)).



ARTICLE 22 – FAMILY RESPONSIBILITY LEAVE

An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibility related to:

- (a) the care, health or education of a child in the employee's care or
- (b) the care or health of any other member of the employee's immediate family.

ARTICLE 23 – UNION'S RECOGNITION OF MANAGEMENT'S RIGHTS

23.01 The Union agrees that the Management of the Company, including the right to plan, direct and control store operations, direction of the working force, discharge of employees for just cause, and those matters requiring judgment as to the competency of the employees, is the sole right and function of the Employer.

23.02 The parties agree that the Company shall be the sole judge of the merchandise it may handle, process, manufacture or package and of the manner in which these functions may be carried out and in which the merchandise may be handled, stored, shipped or sold.

23.03 The parties agree that the foregoing enumeration of Management rights shall not be deemed to exclude other recognized functions of Management not specifically covered by the Agreement. The Employer,

therefore, retains all rights not otherwise specifically covered by this Agreement.

ARTICLE 24 – STORE VISITS AND BULLETIN BOARDS

24.01 An authorized representative or executive officer of the Union shall be permitted, after notifying the Manager, to talk with an employee regarding Union matters during regular working hours. The interview of such employee by the Union Representative or Executive Officer shall be carried on in a place provided for and designated by the Company. Time taken for such interview in excess of five (5) minutes shall not be on Company time. Time taken for such visits shall not disrupt the serving of customers.

Union representatives may request copies of payroll records including work schedules. Specific requests should be made to the Labour Relations Department.

Union representatives will be permitted access to locations where bargaining unit members are working, provided they are wearing authorized identification.

24.02 A locking case will be placed in the lunch room or another mutually agreed location and be designated for Union notices only. The Union agrees not to post material objectionable to the Employer.

ARTICLE 25 – MISCELLANEOUS

25.01 Smocks, etc.

Where the Employer requires the employee to wear smocks or aprons, the Employer shall provide and repair such smocks and aprons free of cost to the employee.

25.02 Union Decals

The Employer agrees to display the official Union Decal or Union Card of the Union in a location where it can be seen by the customers. Such decal shall be of a form and size acceptable to management, and posted in a place approved by the Employer.

The Employer agrees, during the term of this Agreement, to furnish and maintain first-aid equipment in its stores, as required by the *Worker's Compensation Act*.

25.03 Employee Relations Committee (ERC)

The parties agree to an Employee Relations Committee.

25.04 Lie Detector Tests

The Company agrees not to force an employee to take a polygraph or similar lie detector test. This shall be interpreted to mean that should the Company wish to

ask an employee to take a polygraph or similar lie detector test, the employee will have the right to agree.

25.05 Background Security Checks

An employee may apply for a refund of the costs of a background security check at the completion of their probationary period. Applications for refunds shall be made to the employee's Manager.

Should the Employer require a background security check on any existing employee, the Employer shall bear the costs.

25.06 Supplies

The Employer will maintain the appropriate supplies required to effectively operate the frontend checkouts. Such items will include hand sanitizers, pens, anti-fatigue mats as determined by the Employer.

25.07 Facilities, Cash Shortage Reports and Cold Weather Attire

The Company will provide a microwave oven and coffee machine at each Club location.

Cash shortage reports will not be posted in open or public areas.

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

25.08 Parking Area Lighting

The Company commits to having appropriate lighting in the area where employees park and enter the store. This is intended to provide light to these areas when the store is closed.

ARTICLE 26 – JURY DUTY AND MATERIAL WITNESS

26.01 Full-time employees, summoned to jury duty or subpoenaed as a material witness, shall be paid wages amounting to the difference between the amount paid to them for such services and the amount they would have earned had they worked on such days. Employees on jury duty or subpoenaed as a material witness shall furnish the Employer with such a statement of earnings as the Courts may supply. This does not apply if the employee is summoned on their day(s) off.

Part-time employees, when summoned to jury duty or appearing as a material witness on behalf of this Employer shall be re-scheduled or paid wages based on hours worked in the previous four (4) weeks.

26.02 Employees shall return to work within a reasonable period of time. They shall not be required to report if less than two (2) hours of their normal shift remains to

be worked. Total hours on jury duty, or when acting as a material witness, and actual work on the job in the store in one day shall not exceed eight (8) hours for the purpose of establishing the basic work day. Any time worked in the store in excess of the combined total eight (8) hours shall be considered overtime and paid as such under the contract.

ARTICLE 27 – PHYSICAL EXAMINATIONS

- 27.01** Where the Employer requires the employee to take a physical examination, the Employer shall pay the doctor's fee, and the examination shall be on Company time. Where subsequent examination proves an employee unfit to work in a food store, examinations shall be paid for by the employee.
- 27.02** Where the Employer requires an employee to have a Modified Work Form completed specific to a WCB claim, the Company will reimburse the employee to a maximum of sixty dollars (\$60.00), provided a valid, paid receipt is presented and the form is returned in a timely manner as determined by the Company. Employees will cooperate with the Employer in this regard.
- 27.03** Employees applying for Weekly Indemnity or WCB Benefits must cooperate with the Employer specific to the timely return of modified duties work forms and where medically permitted, cooperatively participating in a modified return to work program.

ARTICLE 28 – CASH SHORTAGES

- 28.01** Employees handling cash will be held accountable for errors resulting in cash register overages and shortages where they have been given the opportunity to verify the contents of the cash tray at both the beginning and end of the shift and have exclusive access to the register throughout the work shift. In the event that management or a designated cash office employee exercises the right to open the register during the employee's work shift, the employee will be given the opportunity to verify all withdrawals and/or deposits.
- 28.02** In the event a customer claims they have been short changed by the cashier, the cashier shall notify management and together verify the contents of the cash tray.
- 28.03** No employee shall be required to make up register shortages when management exercises the right to open the register during the employee's work shift, unless the register is opened in the presence of the employee and the employee is given the opportunity to verify all withdrawals and/or deposits.

ARTICLE 29 – SENIORITY

- 29.01** Seniority shall mean the length of continuous service with the Employer in classifications within the seniority group covered by this United Food and Commercial Workers Local 247, Collective Agreement. New employees shall have a probationary period of three

hundred (300) hours worked. Employees hired during the first six (6) months after the opening of a new store shall have a probationary period of three hundred and sixty (360) hours worked.

The probationary period may be extended by one hundred (100) hours worked upon notification to the union.

During the probationary period, new employees may be discharged by the Employer at its discretion. Upon completion of the probationary period, seniority shall then be established retroactive to the commencement of employment.

29.02 Part-time employees shall accumulate seniority based on actual hours worked. Should a part-time employee become a full-time employee, the part-time seniority credits shall be converted to the seniority date based on one hundred and sixty (160) hours being equal to one (1) month's full-time service.

Upon request, part-time employees shall receive a seniority credit for absences of one (1) week or longer to a maximum of one (1) year due to illness, injury and vacation.

Upon request, seniority credit shall be granted for any time lost due to a WCB claim.

The calculation will be based on the average number of hours worked during the six (6) weeks preceding the

absence. Employees seeking this credit must make a written application within four weeks of their return to work.

Seniority credits and class hour credits for approved leaves of absence under Articles 19 and 20 shall be applied as outlined in Article 19.05.

29.03 Seniority shall be exercised only within a seniority group.

The parties agree that bargaining unit employees employed at each location shall each constitute a separate seniority group for the purpose of Article 29.

29.04 Seniority lists shall be established for each of the departments within the groups covered by this Agreement.

Seniority lists for all employees shall be forwarded to the Local Union within four (4) weeks after the end of the year and within four (4) weeks after the availability changes in June and September. The lists shall include the employee's name, department, classification, rate of pay, and shall set out the employee's seniority.

The Employer agrees to forward an annual list of all employee's names and addresses to the Union office in addition to seniority lists once (1x) per year.

29.05 Seniority and employment shall be terminated when:

- (a) An employee voluntarily quits or is terminated for just cause or fails to show up for work for three (3) consecutive shifts without valid reason and/or without proper prior notice. In the case of the latter Article 30.03 shall not apply.
- (b) An employee fails to report to work after seven (7) days when recalled from layoff. An employee had to be recalled by registered mail at last known address on file with the Employer.
- (c) An employee has been on layoff and has not worked for a period of six (6) months.
- (d) An employee fails to return to work upon the conclusion of a leave of absence unless their failure to return is for reasonable cause.
- (e) An employee uses an approved leave of absence for purposes other than those specified to the Employer.

LAYOFF AND RECALL

- (f) When reducing staff, junior employees within the department in the classification shall be laid-off first. When recalling employees from a layoff, they shall be recalled in seniority to the department and classification from which they were laid off.

- (g) In the event a full-time employee is laid off or is reduced to part-time, or a part-time employee is reduced to zero (0) hours for four (4) consecutive weeks, they shall be allowed to:
 - (i) fill a vacancy or displace the most junior employee within the classification within their seniority group;
 - (ii) fill a vacancy or displace the most junior employee whose rate is equal to or less than their current rate outside their classification within the seniority group.
 - (iii) carry fifty percent (50%) of their class hours to determine their rate of pay in their new classification to a maximum of one half the total hours on the new wage scale.
- (h) Should an employee exercise their seniority outside their classification, they shall be given a “reasonable opportunity” to do the job in a competent manner. For the purpose of this section “reasonable opportunity” shall mean a maximum of thirty-seven (37) hours for full-time employees and sixteen (16) hours for a part-time employee.
- (i) An employee exercising their seniority under (e) above, will be restricted to one opportunity to do a job outside their classification in a competent manner.

- (j) In the event that a full-time position becomes available within the classification of the most senior full-time employee laid off or reduced, that employee shall have the first opportunity to fill the position.
- (k) In the event a full-time position becomes available outside the classification of the most senior full-time laid off employee or reduced full-time employee, they will be given a reasonable opportunity, as defined above, to perform the job in a competent manner subject to Article 29.05 (g) (ii).
- (l) In the event a part-time position becomes available, the most senior laid off part-time employee will be given a reasonable opportunity, as defined above, to perform the job in a competent manner subject to Article 29.05 (g) (ii).

TRANSFERS

- (m) The Employer and the Union agree that when transfers of employees between the stores is conducive to the proper operation of the business, the employees will co-operate with the Employer in this matter.

Where it will not interfere with the efficient operation of the business, employees may request a transfer to the store nearest their residence or

intended residence, provided the requested location is within their division and seniority area.

Similarly, employees may request a transfer to a new store prior to the new store opening.

Such requests will be made in writing and submitted to the L.R. Department.

- (n) The Employer agrees that, in the case of an inter-store transfer made during an employee's regular daily shift, the employee so transferred, shall be paid for reasonable traveling time from one store to another.
- (o) The Employer agrees that in the case of the temporary out-of-town transfer, the employee shall be paid reasonable traveling and living expenses.
- (p) The Employer agrees that if an employee has a good and sufficient reason for not accepting a transfer, the employee will not be forced to accept such transfer.
- (q) When an employee is transferred within the bargaining unit under contract with United Food and Commercial Workers Local 247, they will maintain their seniority, class hours, and rate of pay.

- (r) Employees from outside the bargaining unit of seniority groups may be transferred into a bargaining unit or seniority group provided such transfer does not result in the displacement of or reduction of hours of a member of the said bargaining unit or seniority group.

PROMOTIONS

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

Full-time vacancies shall be filled by department on a city wide basis.

- 29.07** Twenty percent (20%) of bargaining unit hours will be used to calculate the number of employees to be scheduled on a full-time basis. The calculation will be done twice (2x) per year and the positions will be assigned on a province wide basis as determined by the Company. The parties will meet twice (2x) yearly to review the calculation.

PART-TIME EMPLOYEES

- 29.08** Part-time employees who are desirous of becoming full-time employees or increase their hours of work, shall inform the Employer, in writing. The Employer agrees to give full consideration to employee's request.

All applications must be made on the understanding that the employee will accept a work assignment in any of the Employer's stores within the area covered by the Collective Agreement.

Provided that part-time employees have sufficient ability to handle the work to be performed in a competent manner, hours shall be assigned on a weekly basis by seniority so that by the end of each week, senior employees in the department shall not receive fewer hours than junior employees in the department, unless the senior employees restrict their availability.

Part-time employees may swap and/or offer their existing scheduled or assigned work shifts to other part-time employees on a first-come-first-serve basis, and by mutual consent, subject to approval by the Department Manager or designate.

Clarification Language on Scheduling

The parties agree that employees who are available anytime (unrestricted) as per Article 29.11, shall be scheduled a minimum of four (4) more hours on a weekly basis than employees in the same department scheduling group who choose to restrict their availability. Senior available anytime employees will be scheduled as many or more hours than junior available anytime employees on a weekly basis.

In weeks where the anytime employees in a department are receiving more than twenty-four (24) hours, the four (4) hour minimum requirement shall not be required. In the event that the four (4) hour minimum requirement is not applied correctly and there is a valid claim for hours, those hours shall be payable to the senior anytime employee affected. Other junior anytime employees who are affected shall receive the applicable seniority credit.

Within the department scheduling group, hours will be scheduled to restricted employees on a weekly basis subject to seniority and availability. Senior restricted employees will be scheduled as many or more hours than junior restricted employees on a weekly basis except when the senior restricted employee is not available (or does not have the ability) to work the shift(s) assigned to the junior restricted employee.

29.09 Full-Time to Part-Time

Full-time employees will have the ability to change to part-time status once during the term of the collective agreement for reasons other than working at alternative full-time employment. Employees may make this request in the last two weeks of the year. Changes will be implemented in the first (1st) or second (2nd) week in the new year. Requests to move to part-time may be allowed at other times throughout the year at the discretion of management subject to the needs of the business. Full-time employees moving to part-time will be required to submit a declaration of

availability form and shall maintain their seniority and class hours.

29.10 Any full-time or top-rated part-time employee who has completed their probationary period and who is in a store which is to be closed or sold, shall be allowed to displace the most junior employee in their classification in the bargaining unit.

29.11 All part-time anytime employees shall declare their availability four (4x) times per year.

- 1) the first (1st) Sunday in September [with a two (2) week leeway either way]
- 2) three (3) other times in the calendar year (floating availability)

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

All part-time employees interested in maximizing hours during the month of December may elect to expand their current availability, giving notice and availability change to their Manager by the third (3rd) Sunday in

November. This availability change would be effective on the first (1st) or second (2nd) Sunday in December at the choice of the employee.

All anytime employees may declare themselves unavailable for a period of up to six (6) consecutive hours and still be considered available anytime for scheduling purposes. The six (6) hour period must fall between 00:00 hours Monday and 24:00 hours Thursday and be in the same block of time each week. All employees exercising this option must do so at the time they declare their availability. The six (6) hour block shall not be used to effectively make someone unavailable for a full day. The Employer may limit the number of employees electing to select the same or similar six (6) hour block, subject to operational requirements.

All part-time employees hired after June 28, 2002, but prior to ratification May 27, 2009 must be available to work for all hours on either Saturday or Sunday and must be available for one (1) additional six (6) hour block consistent with shifts in their department.

All part-time employees hired after the date of ratification May 27, 2009 must be available to work for all hours on either Saturday or Sunday and must be available and be able to be scheduled for two (2) additional four (4) hour blocks consistent with shifts in their department.

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

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

New employees shall be required to complete "Declaration of Availability" form on or before the first (1st) day of work. Copies of all "Declaration of Availability" forms shall be forwarded to the Union Office. An employee must not restrict themselves to the point that they are not available for normal scheduled shifts within the department.

Request to change availability outside of the stated declaration opportunities may be allowed at other times throughout the year at the discretion of management.

If the Company changes the hours of operation at one of its stores, employees of the affected store will be

given a “free” availability change. Any such change must be made within one (1) month of the change in store hours and must be directly linked to the change in the store hours.

29.12 Full-time employees may declare themselves unavailable for either the first five (5) hour period the store is open to the public or the last five (5) hour period of when the store is open to the public on any one day of the week. The five (5) hour block shall not be used to effectively make someone unavailable for a full day. The Employer may limit the number of employees from the same department electing to select the same or similar five (5) hour block.

NEW DEPARTMENTS

29.13 From time to time, the Company may establish new departments according to the following criteria:

- 1) a new group of products or commodities are to be sold or services offered;
- 2) the pre-existing mix of products or commodities is substantially altered to the extent that merchandising and staff requirements are substantially altered.

When a new department is established, the Department Manager for that Department will be added to the exclusions under Article 1.

29.14 The parties agree that, to enhance the Company's ability to develop supervisory staff, there shall be created the position of Assistant Department Manager. The Assistant Department Manager shall be:

- (a) filled by individuals hired or selected on the basis of their merit, qualifications, ability and seniority as determined by Management;
- (b) required to provide all relief for Department Manager;
- (c) when not relieving, receiving hours equal to but not more than the senior employee in the Department.

The rate shall be forty cents (\$0.40) per hour over the top in the Department.

- (d) An Assistant Manager must maintain an availability that allows them to relieve the Department Manager throughout the year, consistent with the Manager's vacation, days off, and scheduling practices that are in keeping with the efficient operation of the department.

In cases where this availability is not being met, the Company may elect to demote the Assistant Manager to their former position.

REQUESTED DAYS OFF

29.15 Employees who request in writing and are granted a specific day off prior to the posting of the work schedule, shall not have their hours of work for the week reduced as a result of the request being granted, provided not more than one (1) request to a maximum of two (2) days per four (4) week period calendar. It is understood that the above shall be subject to operational requirements and the employee's restriction.

STORE CLOSURES

29.16 In the event of the closure of a store, employees shall be able to exercise their seniority to transfer to other stores of the Employer within this bargaining unit.

Employees who exercise their seniority to transfer under this article shall retain their seniority hours. Employees who remain in the same classification and department shall retain their class hours and rate of pay.

29.17 Initial employee training of twenty-five (25) hours is not considered part of the schedule. Training hours will not exceed a two (2) week period and will be identified on the schedule.

ARTICLE 30 – GRIEVANCES

30.01 Any complaint, disagreement or difference of opinion between the parties hereto, concerning the interpretation, application, operation of this 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 Employers Bonding Company may be discharged at the Employers discretion.

30.02 Grievances must be submitted to the Employer, in writing, not later than ten (10) calendar days from the event giving rise to the grievance, or it shall be waived by the aggrieved party.

30.03 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.

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.

Employees may request their right to the presence of a shop steward or in their absence, another member of the bargaining unit as selected by the employee during a random security check of bags, purses and parcels.

If the steward or another member of the bargaining unit is present during a reprimand, warning letter or security check, they may advise the employee.

30.04 The procedure for adjustment of grievance and disputes by an employee shall be as follows:

1st Step: By a discussion between the employee, with or without Shop Steward, and Management. If a satisfactory settlement cannot be reached within five (5) days; then within ten (10) days:

2nd Step: The Union representatives may take up the matter with the Company's Official designated by the Employer to handle labour relations. If satisfactory settlement cannot be reached within fourteen (14) days, the matter may then

be referred to Arbitration, as per Article 31.

Disciplinary reprimands and suspensions which predate twenty-four (24) months of continuous discipline free employment 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.

Stewards Recognition and Employees Representation

- 30.05** The Employer recognizes that shop stewards may be appointed or elected by the Union. The Union shall inform the Employer and post notices of the shop stewards on the bulletin boards.

ARTICLE 31 – BOARD OF ARBITRATION

- 31.01** Either of the parties may, within thirty (30) days of a decision at Step 2 of the Grievance Procedure, notify the other party in writing of its desire to submit the Grievance to Arbitration.
- 31.02** The parties agree to select a single Arbitrator.
- 31.03** The parties will attempt to agree upon the choice of a person to act as arbitrator within one (1) week of the date of the request for arbitration. Failing that, the Minister of Labour for the Province of British Columbia shall be requested to appoint the arbitrator. The

Arbitrator shall hear their dispute and the decision of the Arbitrator shall be final and binding upon the parties.

The Arbitrator shall not have any jurisdiction to alter or modify any of the provisions of this Agreement, nor to substitute any new provisions in lieu thereof, nor to make any decisions inconsistent with the terms and provisions of this Agreement.

Each of the parties hereto will share equally the expenses of the Arbitrator.

31.04 The parties agree that an Arbitrator shall have the power to award compensation or damages to any party or employee who is dealt with contrary to the provisions of this Agreement.

31.05 No employee shall be discharged or disciplined except for just and sufficient cause. Discharge or disciplinary grievances may be settled by confirming the Company's decision, or by reinstating the discharged or suspended employee with or without full compensation or back pay for time lost, less interim earnings, if applicable, or by any other arrangement which is just and equitable in the opinion of the parties or of the Arbitrator if the matter is referred to it.

31.06 The parties agree to expedite the process in cases involving the termination of an Employee.

ARTICLE 32 – TRANSPORTATION

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

ARTICLE 33 – LOCKERS

The Employer will not search an employee's locker without the presence of the employee and a Shop Steward if requested.

All locks must be removed from lockers at the completion of the employee's shift.

Company to provide at least seventy-two (72) hours notice of intent to remove locks.

Company to designate one locker for use by the Union Steward and/or Union Representative.

ARTICLE 34 – VOTING PRIVILEGES

The Employer agrees that they will fully comply with any law requiring that the employee be given time off to vote.

ARTICLE 35 – DENTAL PLAN, HEALTH & WELFARE PLAN

- 35.01** (a) The Employer agrees to name up to three (3) Trustees and the Union agrees to name up to three (3) Trustees to a jointly trusteed UFCW Local 247 Benefit Trust Fund.
- (b) The Employer agrees to participate in, and contribute to the UFCW Local 247 Benefit Trust Fund.
- (c) Effective the first pay period after ratification 2020 of the Collective Agreement, the Employer agrees to contribute to the Benefit Trust Fund, forty-nine cents (\$0.49) per hour for all hours paid by the Employer to members of the bargaining unit 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.
- (d) The Employer agrees to sign a “Participation Agreement” and supply any other documents, forms, reports or information required by the Trustees of the Benefit Trust Fund.
- (e) Contributions, along with a list of employees for whom they have been made, the amount of the weekly contribution for each employee, and the number of hours worked or paid according to the above Article 35.01 (c), shall be forwarded by the

Employer within the fifteen (15) days after the close of the Employer's four (4) or five (5) week accounting period. The Employer agrees to pay interest at the rate established by the Trustees on all contributions not remitted as stipulated above.

- (f) Seventeen cents (\$0.17) of the contribution provided for above is intended for the purpose of providing such Dental Benefits for eligible employees as determined, from time to time, by the Trustees of the Trust Fund pursuant to the terms of the Trust Agreement.
- (g) The remaining contribution is intended for the purpose of providing other health and welfare benefits such as, but not limited to prescription drugs, life insurance, employee assistance program and other benefits as determined by the trustees from time to time.
- (h) The trustees shall have the authority to allocate any surplus funds from the Dental Plan to the Health & Welfare Plan or from the Health & Welfare Plan to the Dental Plan in order to maintain or improve benefits as they determine appropriate.

ARTICLE 36 – SICK LEAVE

Seventy percent (70%) of straight time weekly salary benefits to be paid on the fourth (4th) 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 determined by the carrier. The above is available for full-time employees. Employees found abusing the privilege shall be disciplined by the Employer.

36.01 The Employer agrees to pay one hundred percent (100%) of M.S.P. premiums for full-time employees.

36.02 The Company short term sick plan and M.S.P. benefits will be extended to those part-time employees who work thirty-two (32) hours per week for thirteen (13) consecutive weeks. The employee must fail to meet the above hour requirement for a period of thirteen (13) consecutive weeks from the time they first fail to meet it before they are disqualified.

Paid hours for General Holidays under Article 11 count towards qualification and disqualification of these benefits.

Eligible employees will be allowed 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.

36.03 Maintenance of Benefits

Employees returning to work after an absence due to WCB, Medical Leave, Pregnancy or Parental Leave shall not be required to re-qualify for MSP benefits.

ARTICLE 37 – EXPIRATION AND RENEWAL

37.01 This Agreement is effective from the ratification date, June 28, 2025 to June 28, 2031 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 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

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

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

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

38.02 Hourly Pension Contributions from the Employer are as follows:

Effective July 1, 2025\$0.75/hour

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

Period of Continuous Service	Member Contribution Rate
Less than two (2) years	\$0.00 cents/hour
Two (2) years but less than eight (8) years	\$0.22 cents/hour
Eight (8) or more years	\$0.40 cents/hour

ARTICLE 39 – EDUCATION AND TRAINING FUND

The Employer agrees to contribute ten cents (\$0.10) per hour for every hour worked by members of this UFCW 247 Bargaining Unit, based on Dental Plan hours, to the United Food & Commercial Workers Local 247 Education and Training Fund, effective the Sunday following the date of ratification, 2002.

ARTICLE 40 – TRANSFER LANGUAGE

Where a vacancy exists and subject to the needs of the business, part-time employees who have worked in excess of one (1) year’s service in a department may be granted a transfer to another department. The Employer 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. An employee will be limited to one (1) such transfer per life of the current collective agreement.

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 satisfactory in the new position, they shall be returned to their previous position, rate of pay and class hours, where appropriate.

All employees transferring under this article will be permitted to exercise their seniority in the new department.

There may be occasions where the one (1) year service requirement and/or the one (1) transfer limit per life of the collective agreement may be waived at the discretion of the Management.

ARTICLE 41 – WATER

Employees working on a till may elect to have a bottle of water in their work area while working under the following conditions:

1. The bottle is a “President’s Choice” brand.
2. The size is 500 ml or smaller.
3. The bottle is stored under the counter.

4. The worker exercises common courtesy with customers when consuming water.

ARTICLE 42 – AUTOMATED CHECKSTAND

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


ARTICLE 43 – EQUIPMENT

43.01 Equipment Maintenance


The Employer agrees to maintain equipment that employees are required to use in a safe condition. Equipment that is not in proper working condition should be reported to the Department Manager.

Signed this 23rd day of October 2025.


FOR THE EMPLOYER



Valary Gaguchi



Krista Bousfield

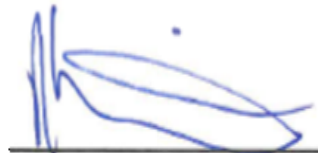


Scott Hamell

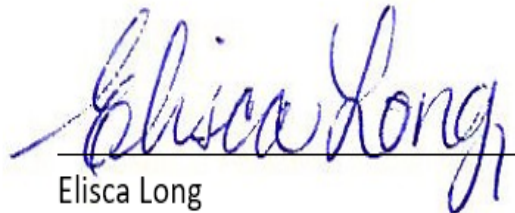


Connor Delaney

FOR THE UNION



Dean Patriquin



Elisca Long



Andrew Olal



Kara Henning

LETTER OF UNDERSTANDING #1

1) Appendix

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.

2) Employee Relations Committee

The parties agree to an Employee Relations Committee (E.R.C.) to address issues of concern to both employees and the Company. The meetings will be held as needed at a store or at an otherwise mutually agreed location.

The committee will include up to three (3) bargaining unit employees or their designates. Subjects addressed may include health and safety, housekeeping and maintenance.

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

The existence of this committee will not affect employee’s rights under Article 30.

3) The parties agree that a second Manager may be appointed and excluded under Article 1 in those

departments where the Company determines it necessary for the proper operation of the business.

- 4) The parties agree that the current roster of Departmental Managers includes the following:

Front End Manager, Meat/Deli Manager, Produce Manager, Bakery Manager, Grocery Manager, G.M. Manager, SAP Manager, and PCX Manager (one per department).

RENEWED AS AMENDED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #2 – HEALTH & SAFETY COMMITTEE

A Health and Safety Committee shall be established as required under the Industrial Health and Safety Regulations for each 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.

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

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #3

In reference to Article 37 of the Collective Agreement, the parties agree that the operation of Section 50, subsection 2 and 3 of the Labour Relations Code, British Columbia are hereby excluded.

RENEWED NOVEMBER 10, 2025

LETTER OF AGREEMENT #4 – CASHIER CHECKER

1. A Classification called “Cashier Checker” is established for Real Canadian Wholesale Club stores in British Columbia.
2. Cashier Checker duties are limited to basket, buller, & cart retrieval, bagging, loading, and unloading of bullers and carts, sorting of returnable beverage containers, carry-outs, price checks, filling check stands with bags, merchandise returns (put-aways), sweeping and cleaning the check stand, entrance, and entire store area.
3. It is understood that cleaning the entire store area shall mean cleaning mouldings, shelves, sweeping and mopping of the floors in any area of the store premises and shall also include clean-up (dust, wash, damp mop, clean up spills, and breakages) in lunch room, washroom and sales area. The sales area shall be defined as any area within the store where customers normally shop.
4. Cashier Checkers will not be used to the extent that existing employees doing those duties will suffer a reduction of hours.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #5 – UNIFORM/CLOTHING ALLOWANCE

If/When the Employer implements a uniform shirt, the following shall apply:

The Employer agrees to:

1. Provide three (3) shirts to full-time employees.
2. Provide two (2) shirts to available anytime employees.
3. Provide one (1) shirt to restricted employees.

In addition, the Employer will provide one (1) replacement shirt after a year of employment and each subsequent year upon request by the employee.

Employees are required to maintain their shirts in a clean and presentable condition. Any additional shirts required by the employee can be purchased from the Employer at a cost not to exceed twelve dollars (\$12.00) per shirt.

If in the future, subsequent to the Employer implementing uniform shirts, the Employer changes the policy and no longer provides shirts, it will provide a one-time payment of fifty dollars (\$50.00) to available anytime employees and twenty-five dollars (\$25.00) to restricted employees for the purchase of new required clothing.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #6 – RESPECT AND DIGNITY

The Employer agrees that employees, the people who are a vital part of our success, must be treated with dignity, respect, and fairness appropriate in the circumstances.

The parties agree that allegations of inappropriate conduct may be grieved under Article 30. If the parties cannot resolve the issue through the grievance procedure, the matter may be referred to an arbitrator under Article 31. In the event the arbitrator finds that a violation of their letter has occurred, they will be limited to referring the case to the following dispute resolution process.

1. The matter will be referred to a mediator from an agreed list of suitable mediators.
2. If the matter is not resolved through direct mediation, the mediator will write a report outlining their view of the matter and make recommendations for a resolution.
3. Individuals identified through the process as having engaged in inappropriate conduct will be retrained or appropriately disciplined as determined by the Employer.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #7 – DEPARTMENT MERGING

It may be the Employer's intention to merge certain departments or merge classifications within departments. It is understood that seniority and wage rates would carry over to the newly merged department. As these mergers occur, the Employer will give advance notice to the Union and will meet with the Union to discuss the process in advance.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #8

This letter will clarify the parties understanding of the above mentioned, as discussed during collective bargaining on April 8, 9 and 10, 2014.

The union understands and accepts the future role of the Store Administrator as described in bargaining by the Company.

The Store Administrator shall not perform duties outside of their own except in the cases of emergency.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #9 – YIG CONVERSION LETTER

At conversion, all employees employed at date of ratification will have the option of one of the following:

- 1) Accept the full YIG terms associated with the buy-down; OR
- 2) maintain their RCWC economic terms (hourly rate of pay, health and welfare benefits, dental benefits, vacation, and the CCWIPP). The remainder of the terms in the YIG agreement will be applicable.

In the event of a Real Canadian Wholesale Club store conversion to a Your Independent Grocers (YIG), employees will be entitled to two (2) weeks' pay per year of completed service to buydown to an available position in the franchise store. For full-time employees the maximum buydown payment is seventy-five thousand dollars (\$75,000.00) and the minimum payment is ten thousand dollars (\$10,000.00). For part-time employees, the maximum buydown payment is fifteen thousand dollars (\$15,000.00). Pre-ratification part-time employees with one (1) year or more of service as of the date of conversion will receive no less than one thousand dollars (\$1,000.00) and pre-ratification part-time employees with less than one (1) year will receive no less than five hundred dollars (\$500.00).

They shall be covered by all the terms and conditions of the applicable franchise collective agreement.

Full-time or part-time employees shall be offered full-time or part-time available positions based on their order of seniority

based on their ability and qualifications. In the event the applicable collective agreement wage scale does not match exactly, pre and post ratification employees will slot into the next higher rate, be credited with the minimum hours associated with that wage rate and progress from that point based on hours worked. Any employee who is currently being paid a rate in excess of the Top rate will move to the new Top rate.

Real Canadian Wholesale Club employees will be rank ordered with the franchise business based on their seniority with the Real Canadian Wholesale Club and will be placed ahead of any new employees that may be hired. Their service with the Real Canadian Wholesale Club will be recognized for benefit eligibility if applicable. The payment referred to above will be calculated based on the date the store converts.

The payments referred to above shall be calculated based upon the pay period date that precedes the date of conversion.

For the purpose of this letter, the calculation of a full-time week's pay shall be based upon a normal work week times their current regular hourly rate of pay as of the date of conversion.

For the purpose of this letter, the calculation of a part-time week's pay shall be based upon on the previous fifty-two (52) weeks average hours or the average hours in the twelve (12) weeks prior to conversion, whichever is greater.

Employees who are absent from work due to sickness, disability, maternity leave or parental leave will be placed into available positions based upon their seniority and their ability and

qualifications. It is understood that any payment owing shall be calculated as of the date of conversion which triggered the options.

It is understood that any payments made shall be subject to statutory deduction and are deemed to include any payment in the nature of notice, termination pay or severance pay required at law or by any other provision of their collective agreement.

Where there are no jobs available within the converted store for either a full-time or part-time employee then the least senior employees will be offered a buy-out of four (4) weeks per year of service to the maximum payment amounts stated above. Notwithstanding the above, the Company will consider volunteers in order of seniority, ability and qualifications and the needs of the business for this buy-out.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #10 – MANAGER TRAINING

Where an employee is promoted outside the bargaining unit, they shall undergo a trial period of six (6) months. During this period, the employee shall maintain and accumulate seniority in the event they return to the bargaining unit; however, they will not be covered by this collective agreement during the trial period. At any time during the trial period, the employee may return to their former position, after giving the Employer two (2) weeks' notice in writing. The Employer may decide to return the employee to the same position by applying the same procedure. It is understood that the bargaining unit position may be back filled temporarily for the six (6) month period.

RENEWED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #11 – SHIFT MARKETPLACE (PART-TIME)

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

- a) A pool of unfilled work shifts may be made available to interested part-time employees (“Shift Marketplace”).
- b) Interested part-time employees may select work shift assignments from the Shift Marketplace on a first-come-first-serve basis, provided they have the skill, ability, and knowledge to perform the work, and are available.

Selection of work assignments shall not be unreasonably denied.

- c) Unfilled work shifts are defined as those that were not scheduled or assigned to employees through the posted work schedule.
- d) Part-time employees may select shift assignments 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.

AGREED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #12 – DIGITAL PROCESS

The parties agree that the Employer may work to develop and implement electronic/digital delivery of processes contained in the Collective Agreement.

AGREED NOVEMBER 10, 2025

LETTER OF UNDERSTANDING #13 – CLERKS WAGE SCALE PROGRESSION

In the event that the Provincial minimum wage rate increases, the Clerk Scale will start at the new minimum wage and ten cent (\$0.10) increases will be applied in each subsequent step in the progression until a step in the progression provides an increase greater than ten cents (\$0.10).

RENEWED NOVEMBER 10, 2025

APPENDIX “A” – WAGE APPENDIX

Clerks will be paid the following minimum hourly rates of pay

All scales reflect minimum hourly rates of pay.

CLERKS						
Hours	Date of Ratification 2025	Oct. 25, 2026	Oct. 24, 2027	Oct. 29, 2028	Oct. 28, 2029	Oct. 27, 2030
1	\$17.85	\$17.85	\$17.95	\$17.95	\$18.00	\$18.10
1041	\$17.95	\$17.95	\$18.05	\$18.05	\$18.10	\$18.20
2601	\$18.05	\$18.05	\$18.15	\$18.15	\$18.20	\$18.30
4161	\$18.15	\$18.15	\$18.25	\$18.25	\$18.30	\$18.40
5201	\$18.25	\$18.25	\$18.35	\$18.35	\$18.40	\$18.50
6241	\$18.35	\$18.35	\$18.45	\$18.45	\$18.50	\$18.60
7281	\$18.45	\$18.45	\$18.55	\$18.55	\$18.60	\$18.70
8321	\$18.55	\$18.55	\$18.65	\$18.65	\$18.70	\$18.80
9361	\$18.65	\$18.65	\$18.75	\$18.75	\$18.80	\$18.90
10401	\$20.40	\$20.80	\$21.15	\$21.50	\$21.85	\$22.25

All End Rate and Above End Rate employees on the payroll, on the date of ratification, will be provided with the following increases:

Applicable Date	End Rate Wage Increase
Effective the full first (1 st) pay week following date of ratification	\$0.95 cents
Effective first (1 st) Sunday following October 23, 2026	\$0.40 cents
Effective first (1 st) Sunday following October 23, 2027	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2028	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2029	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2030	\$0.40 cents

Pharmacy Assistants will be paid the following minimum hourly rate of pay:

PHARMACY ASSISTANTS						
Hours	Date of Ratification 2025	Oct. 25, 2026	Oct. 24, 2027	Oct. 29, 2028	Oct. 28, 2029	Oct. 27, 2030
0	\$18.75	\$18.85	\$18.95	\$19.05	\$19.15	\$19.25
521	\$18.85	\$18.95	\$19.05	\$19.15	\$19.25	\$19.35
1041	\$18.95	\$19.05	\$19.15	\$19.25	\$19.35	\$19.45
1561	\$19.05	\$19.15	\$19.25	\$19.35	\$19.45	\$19.55
2081	\$19.15	\$19.25	\$19.35	\$19.45	\$19.55	\$19.65
2601	\$19.25	\$19.35	\$19.45	\$19.55	\$19.65	\$19.75
3121	\$19.35	\$19.45	\$19.55	\$19.65	\$19.75	\$19.85
3641	\$19.60	\$19.70	\$19.80	\$19.90	\$20.00	\$20.10
4161	\$19.85	\$19.90	\$20.05	\$20.15	\$20.25	\$20.35
4681	\$20.10	\$20.20	\$20.30	\$20.40	\$20.50	\$20.60
5201	\$20.60	\$20.70	\$20.80	\$20.90	\$21.00	\$21.10
5721	\$21.45	\$21.85	\$22.20	\$22.55	\$22.90	\$23.30

All End Rate and Above End Rate employees on the payroll, on the date of ratification, will be provided with the following increases:

Applicable Date	End Rate Wage Increase
Effective the full first (1 st) pay week following date of ratification	\$0.95 cents
Effective first (1 st) Sunday following October 23, 2026	\$0.40 cents
Effective first (1 st) Sunday following October 23, 2027	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2028	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2029	\$0.35 cents
Effective first (1 st) Sunday following October 23, 2030	\$0.40 cents

Part-Time Retroactivity

Ninety-five cents (\$0.95) per hour retro from date of expiry to date of ratification on all hours worked for part-time employees at or above the end rate.

Full-Time Retroactivity

Ninety-five cents (\$0.95) per hour retro from date of expiry to date of ratification on all hours worked for full-time employees at or above the end rate.

Lump Sum Schedule

Full-Time Signing Bonus

Effective within four (4) weeks of DOR, full-time employees active on the payroll as of DOR will receive a signing bonus of seven hundred dollars (\$700.00) less statutory deductions. The signing bonus shall be processed by separate cheque.

Part-Time Signing Bonus

Effective within four (4) weeks of DOR, part-time employees active on the payroll and at or above the end rate of pay as of DOR will receive a signing bonus of five hundred dollars (\$500.00) less statutory deductions. The signing bonus shall be processed by separate cheque.

Effective within four (4) weeks of DOR, part-time employees who are currently in part-time wage progression with more than two thousand (2,000) hours as of the date of ratification active on payroll will receive a signing bonus of three hundred dollars (\$300.00) less statutory deductions. The signing bonus shall be processed by separate cheque.

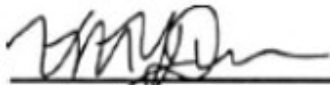
Effective within four (4) weeks of DOR, part-time employees who are currently in part-time wage progression with less than two thousand (2,000) hours as of the date of ratification active on payroll will receive a signing bonus of one hundred dollars (\$100.00) less statutory deductions. The signing bonus shall be processed by separate cheque.

AS TO ALL LETTERS OF UNDERSTANDING & APPENDICES

Signed this 23rd day of October 2025.

FOR THE EMPLOYER

FOR THE UNION



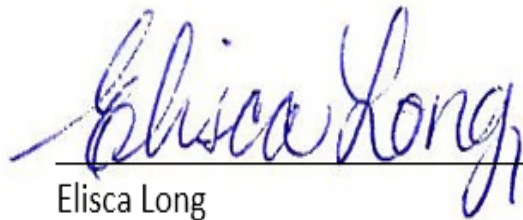
Valary Maguchi



Dean Patriquin



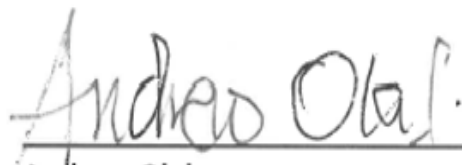
Krista Bousfield



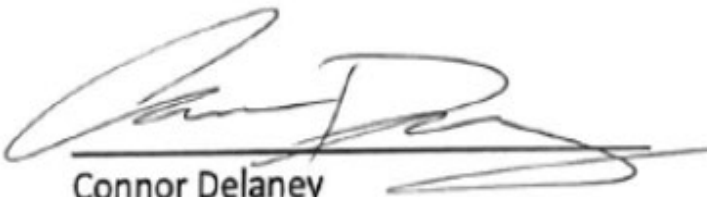
Elisca Long



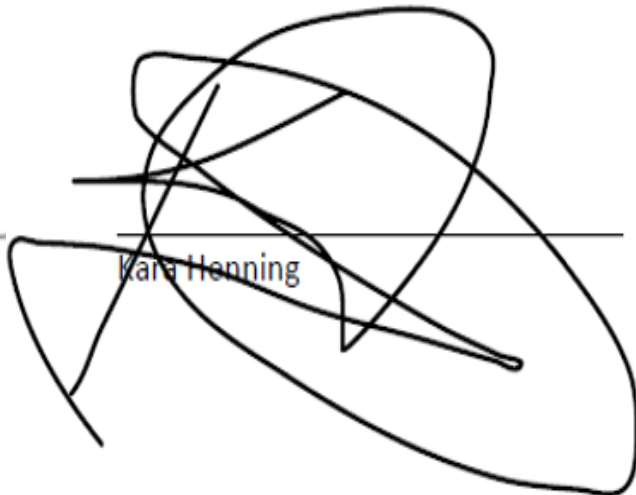
Scott Hamell



Andrew Olal



Connor Delaney



Kara Henning

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