COLLECTIVE AGREEMENT

BETWEEN

FG DELI GROUP LTD.

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
December 7, 2025 to December 6, 2030

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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COLLECTIVE AGREEMENT

BETWEEN:

FG DELI GROUP LTD.
(hereinafter referred to as the "Employer")

AND:

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

WHEREAS:

The purpose of this Agreement is to continue to nurture the harmonious relationship between the Employer and its Employees, to define clearly hours of work, wages and conditions of employment, to provide a fair and amicable means of settling any differences which may arise and to promote the mutual interests of the Employer and its Employees and to provide for the operation of the plant under methods which will further, to the fullest extent possible, the safety and welfare of the Employees, quality of output, cleanliness of the plant and the protection of property.

It is anticipated by this Agreement that the responsibility of the Employer to its Employees is as great as the Employees' responsibility to the Employer. For it is only through co-operation, understanding and a commitment to one another that we can prosper.

NOW THEREFORE:

The Union and the Employer mutually agree as follows:

ARTICLE 1 – RECOGNITION

1.01 The Employer recognizes the Union as the sole agency for the purpose of collective bargaining for all Employees employed at 27101 – 56th Ave., Langley, B.C.

1.02 Contracting Out

The Union recognizes that from time to time the Company will bring in outside contractors for special projects, to perform work requiring specialized skills, or to provide assistance to the department as needed provided that no employee in the department loses any regular hours.

ARTICLE 2 – UNION SHOP

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. The contents of this material will be acceptable to the Employer.

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 Labour Relations 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.

2.05 Bargaining Unit Work

The Company agrees that work which is normally performed by bargaining unit members should not be performed by non-bargaining unit staff or management.

The Union recognizes that from time to time Plant Management will be allowed to perform duties such as training, product testing and development, and in cases due to absenteeism or immediate need. The Shop Steward will be informed of the reasons or

conditions that would cause Plant Management to perform the work.

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 three (3) 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 the fifteenth (15^{th}) day of the following month:

a) monies deducted from the wages of its employees for Union initiation, fees, dues, and assessments for each employee;

b) a statement showing each employee's name, employee number and social insurance number, department from whom deductions were made, and the amount of the deduction(s);

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 landline and/or mobile telephone numbers, social insurance number of all bargaining unit employees.

The full amount of the initiation fee will be deducted on the second (2nd) pay period following the Employee's hire date.

ARTICLE 4 – VISITS OF UNION REPRESENTATIVE

4.01 An authorized Union representative(s), upon request to the Employer, shall have access to the Plant at reasonable times during working hours in order to determine whether the terms of this Agreement are being properly observed. These visits shall not interfere with the scheduled activities of the Plant.

ARTICLE 5 – TERMINATION OF EMPLOYMENT

5.01 No Employee shall be terminated or subjected to a disciplinary lay-off without proper cause, nor shall any Employee be discriminated against for any lawful union activity or for reporting to the Union the violation of any provision of this Agreement.

5.02 After absence due to illness or injury, an Employee will be returned to their job when able to perform their previous duties. Should the Employee's previous job no longer exist, the parties shall meet to determine the appropriate position.

5.03 Grievances involving the termination of an Employee must be submitted to the Employer in writing within fourteen (14) calendar days from the date the written or oral notice of termination is given.

5.04 Plant Closure

Employees permanently laid off for lack of work due to the closing of a department or Plant are entitled to severance in accordance with the following conditions:

a) A permanent layoff, within the meaning of this article is a layoff expected to last for at least a period of twelve (12) months.

b) The closing is not brought about by war, strike, walkout, work stoppage, slowdown or other cessation of work, fire, government action or Act of God.

c) The Employee has not refused an offer of employment for comparable wages and benefits by the Company at a location in reasonable proximity to present employment.

d) Article 5.01 will not apply in addition to this Article.

e) Severance payments shall not be made to:

i) employees who are discharged for just cause;

ii) employees who voluntarily resign;

iii) employees who are retiring on pension;

f) Employees shall be entitled to the following notice or pay in lieu of notice, or a combination of the two:

i) after twelve (12) consecutive months of employment, to an amount equal to two (2) weeks' wages;

ii) after three (3) consecutive years of employment, to an amount equal to three (3) weeks' wages plus one additional week's wages for each additional year of employment, to a maximum of sixteen (16) weeks' wages.

iii) if an employee receives pay in lieu of notice, it will be based on the employee's average wages over the previous eight (8) weeks of work.

g) The following benefits will be provided by the Employer to the end of the next calendar month in which the end of the period covered by the amount of severance paid as outlined in (f) above falls to those Employees who accept the severance as outlined in (f) above:

- MSP
- Life
- Extended Health

- Vision
- AD&D
- Dental

5.05 Alcohol and Drug Abuse

The Employer and the Union recognize that alcohol and drug abuse can have a serious negative impact on both the Employer and the Employee. The Employer agrees to accommodate an Employee to the point of undue hardship and to assist an Employee with alcohol and drug related problems to overcome their dependency, provided the Employee is willing to participate in the accommodation process as well.

ARTICLE 6 – GRIEVANCE PROCEDURE

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

6.02 Grievances must be in writing and shall clearly outline the complaint stating the Article allegedly violated.

6.03 All grievances or potential grievances will follow these steps:

Step 1 Reporting of the incident to Human Resources within five (5) working days excluding weekends and Statutory Holidays. This deadline may be extended by mutual

agreement between Human Resources, and the Union.

Step 2 A meeting will be held with the Employee, Human Resources, Department Supervisor/Supervisor, and the Shop Steward, where available. A decision will be rendered within two (2) working days of this meeting.

Step 3 If there is no resolution at Step 2, then the Union will provide Human Resources with a written grievance within seven (7) working days of the rendered decision at Step 2.

Step 4 Within seven (7) working days of Human Resources receiving the written grievance, a meeting will be held with Employee, Human Resources, and the Union to discuss the written grievance.

6.04 If a satisfactory settlement cannot be reached, or if either party fails to meet the other within fourteen (14) days of receiving the written grievance either party may, by written notice served upon the other require submission of the grievance to a Board of Arbitration. The Board of Arbitration will be established as set out in Article 7.0 of the Agreement.

6.05 Both the Union and the Employer may file policy grievances in regards to this Agreement by providing written notice of the grievance to the other party. Upon the filing of a policy grievance, representatives of the Employer and the Union shall meet within fourteen

(14) working days of the date the grievance was filed. If the grievance is not resolved through this meeting, either party may advise the other of its intention to submit the grievance to arbitration but must do so within fourteen (14) working days of the meeting.

6.06 A policy grievance cannot be used to avoid any timeframe set out in the grievance procedure.

ARTICLE 7 – BOARD OF ARBITRATION

7.01 Where a grievance is referred to arbitration, a single arbitrator will be selected to resolve the dispute. If the Union and the Employer are unable to agree on a single arbitrator, the Chair of the Labour Relations Board will be asked to appoint one. The arbitrator so agreed or appointed will meet jointly with both parties as quickly as practicable to hear the dispute, and each party may present evidence and make both written and oral presentations. The arbitrator shall not have power to change, modify, extend, or amend this Agreement. The decision of the arbitrator will be final and binding on both parties.

7.02 Each party shall pay its own costs and fees and the expenses of its representatives and witnesses. The fees and expenses of the Arbitrator shall be shared equally between the parties.

ARTICLE 8 – SENIORITY

8.01 Every Employee hired by the Employer is subject to a probationary period with a duration of at least six hundred and eighty (680) hours worked. Hours worked for the purposes of this probationary period will include regular hours and overtime hours calculated as straight time. This probationary period may be extended by mutual agreement between the Union and the Employer. Where the Employee is within the probationary period, or the extended probationary period, the Employee may be discharged for lack of suitability. The Employer agrees to provide documentation explaining the discharge of a probationary employee to the Union if requested by the Union.

8.02 Plant seniority shall be determined by the length of an Employee's continuous service in the Bargaining Unit with the Employer.

8.03 Established departments will be as follows:

Meat Cutters	Cutter Kitchen
Spice Room	Meat Receiving
Filling Kitchen	Smokehouse
Curing Room	Dry Cure
Packaging	Distribution
Sanitation	Maintenance
Casual	Label Room

Employees will be listed in their department by plant seniority.

8.04 A Plant seniority list showing all Employees in the bargaining unit shall be prepared by the Employer and forwarded to the Union not later than four (4) weeks after the signing of this Agreement. Upon request by the Union, a revised Plant seniority list shall be forwarded to the Union every six (6) months thereafter. A copy of this revised Plant seniority list will be posted by the Employer.

8.05 It is understood the provisions of this Article are subject to Articles 6.0 and 7.0 of this agreement.

8.06 Any Employee who fails to receive hours of work to which they are entitled according to the provisions of this article will have those hours made up to them within the pay period if operationally feasible. If not operationally feasible, the Employee will be compensated for those hours at their regular rate of pay.

8.07 Lay-Offs and Reduction of Hours of Work

Reduction of hours and lay-offs will apply to Casuals first and then to Full-Time Employees. Should a Casual Employee be required to stay due to a special skill or certification that they have, they will be by-passed during the reduction process. Reductions will be dealt with as follows:

a) Same Day Reduction of Hours

Within the same day, a reduction of hours shall be done by plant seniority within the Department, on the shift affected. If work is available elsewhere in the Plant, as determined by the Company, the most senior Employee(s) may accept that work when offered or accept the reduction of hours. If the work is not accepted, but is required, then the Company will assign the work in reverse order of seniority within the department, on the shift affected.

b) One Day Reduction of Hours

On a reduction of hours for one day, plant seniority within the Department, on the shift affected will apply. An Employee who has the plant seniority shall exercise that seniority by replacing the least senior Employee in the plant and may accept the assigned work as determined by the Company when offered, or accept the reduction of hours. If the work is not accepted, but is required, then the Company will assign the work in reverse order of seniority within the department on the shift affected. The Employer will give sixteen (16) hours' notice of such reduction of hours of less than two (2) working days.

c) Short Term Lay-Off

The Employer will give twenty-four (24) hours' notice of lay-off of two (2) days or more to a

maximum of ten (10) working days. Short term lay-offs of two (2) to four (4) days will be issued according to plant seniority within the Department beginning with the least senior Employee. Short term lay-offs of five (5) to ten (10) days will be issued according to plant seniority beginning with the least senior Employee. An Employee who has the plant seniority shall exercise that seniority by replacing the least senior Employee in the plant or in the alternative, if work is available elsewhere in the Plant, as determined by the Company, the most senior Employee(s) affected may accept that work when offered or accept the reduction of hours.

d) Long Term Lay-Off

The Employer will give an Employee in the case of lay-off of more than ten (10) working days:

i) two (2) weeks' notice where the Employee has completed a period of employment of at least six (6) consecutive months.

ii) after the completion of a period of employment of three (3) consecutive years, one (1) additional weeks' notice, and for each subsequent completed year of employment, an additional week's notice up to a maximum of eight (8) weeks' notice.

Long term lay-offs will be issued according to plant seniority beginning with the least senior

Employee. An Employee who has the plant seniority shall exercise that seniority by replacing the least senior Employee in the plant or in the alternative if work is available elsewhere in the Plant, as determined by the Company, the most senior Employee(s) affected may accept that work when offered or accept the reduction of hours.

Recall of laid off Employees will be issued according to plant seniority beginning with the most senior Employee.

e) All notices regarding reduction of hours or lay-offs shall not be required if the reduction of hours or lay-off is due to fire, flood, other cases of force majeure, or any other situations not in the Employer's control.

If lay off does not occur, another written notice must be served.

8.08 Recall of Laid Off Employees

Recalls of laid off Employees will be done by plant seniority, provided the Employee is able to perform the work that they are called back for. Casual Employees will be called back last.

a) A laid off Employee will be eligible to be recalled to work provided no more than nine (9) months have elapsed since the Employee's last day of work.

b) The recalled Employee must report for work within twenty-four (24) hours from the time they are contacted.

c) If when contacted, an Employee is not immediately available to commence work and has a valid reason for not being available, the next laid off Employee will be contacted.

d) If the Employee first contacted cannot report for work until three (3) working days, they shall exchange their Plant seniority with the next Employee listed who is immediately available for work and they shall resume their original seniority status when they are recalled.

e) If the Employee first contacted does not report for work within three (3) calendar weeks from the date they are recalled and does not have a valid reason for not being available, they will be terminated.

f) If the Employer has not successfully contacted the Employee within two (2) calendar weeks for recall and the Employee does not have a valid reason for not being available, they will be terminated.

8.09 Job Postings and Vacancies

All bargaining unit jobs or vacancies in present jobs will be posted on Plant bulletin boards. Applications shall be accepted for a period of seven (7) working days from the date the notice is posted.

8.10 a) Position(s) will be filled by Plant seniority from the applications received unless there is a less senior Employee whose fitness, qualifications, and ability to perform the job are greater. If the senior applicant is not awarded the position, the Union will be notified in writing by the Employer and, at the request of the senior applicant, the Employer and the Union shall meet in an attempt to resolve the matter.

b) The successful applicant shall not be eligible to accept more than two (2) job postings in a calendar year.

c) The successful applicant is to be moved to their posted position within two (2) months. If this is not possible due to operational requirements, the successful applicant will have their rate of pay moved to the rate for the new position.

d) Successful applicants that have not passed their Company probation period may not be moved to the new position until they have passed their probationary period.

8.11 An Employee commencing a new job posting in the position of Meat Cutter, Maintenance Technician, or any Operator position will be on a trial basis for nine hundred and sixty (960) hours worked. All other posted positions will be on a trial basis for four hundred and eighty (480) hours worked. Hours worked will include regular hours and overtime hours, calculated as

straight time, worked in the training position. If the Employee cannot perform the job satisfactorily after an appropriate familiarization period, they will be returned to their former position.

8.12 An Employee commencing a new job posting will be paid at their current rate of pay until they successfully complete the required probationary period for the posted position. Once the probationary period is completed, the Employee will be paid the rate as set out in Article 14.01 at the next highest level of the progressive scale for the new category from their original rate of pay. As well, once they have successfully completed the required probationary period for the posted position, they will receive a retro amount calculated on the difference between the new rate of pay and their old rate of pay for the hours worked during the probationary period.

ARTICLE 9 – HOURS OF WORK

9.01 The Employer has the right to schedule hours of Plant operation, Employee hours of work, rest periods, lunch periods and overtime work.

9.02 Work Schedules

The Employer shall post a two (2) week work schedule in the Plant for all Employees not later than Wednesday of each week for the following two (2) weeks. If a new work schedule is not posted by Wednesday, the schedule currently posted shall apply for the following two (2) weeks.

9.03 An Employee's schedule may be changed without notice in the event of absence of any other staff due to sickness or accident, emergencies such as fire, flood and other instances of *force majeure* or any other situations not in the Employer's control. In all other cases, notice must be given as set out in Article 8.07. If an Employee whose work schedule is changed without notice as set out in Article 8.07, they will be paid four (4) hours additional pay in lieu of notice.

a) Employees going onto or coming off of the 3 X 12-hour shift will have at least thirty-two (32) consecutive hours free from work between the shift change. Should this not be met, the Employee will receive one and a half times (1½x) their regular wage for time worked during the thirty-two hour (32) period the Employee would otherwise be entitled to have free from work.

9.04 Every reasonable effort, consistent with good business and efficient operations, will be made to schedule a work week consisting of forty (40) hours for as many senior Employees as possible. Employees shall record their own time at the time they start and finish work.

9.05 The regular work week for full-time employees shall consist of forty (40) straight time hours worked in five (5) eight (8) hour shifts, four (4) ten (10) hour shifts, or three (3) twelve (12) hour shifts, Sunday to Saturday, with days off to be consecutive, whenever possible.

a) In a week in which one (1) statutory holiday occurs, the basic work week for full-time Employees who work five (5) eight (8) hour days, will be reduced to thirty-two (32) hours, consisting of four (4) eight (8) hour days. In a week in which two (2) statutory holidays occur, the basic work week will be reduced to twenty-four (24) hours consisting of three (3) eight (8) hour days.

b) In a week in which one (1) statutory holiday occurs, the basic work week for Employees who work four (4) ten (10) hour days, will be reduced to thirty (30) hours, consisting of three (3) ten (10) hour days, and in a week in which two (2) statutory holidays occur, the basic work week for full-time Employees will be reduced to twenty (20) hours consisting of two (2) ten (10) hour days.

c) In a week in which one (1) statutory holiday occurs, the regular work week for Employees who work the 3 x 12-hour shift will be reduced to twenty-four (24) hours, consisting of two (2) twelve (12) hour days. In a week in which two (2) statutory holidays occur, the regular work week will be reduced to twelve (12) hours consisting of one (1) twelve (12) hour day.

d) For those employees who work the 3 x 12-hour shift, hours worked will be factored by a ratio of 1.11 and will have the equivalent of forty (40) hours for all articles of the Collective Agreement.

9.06 The Employer agrees to schedule a daily lunch period of thirty (30) minutes. Employees will not be paid for lunch periods.

9.07 An Employee will have rest periods with pay as follows:

a) An Employee who works a shift of four (4) hours, but less than six (6) hours shall receive one (1) fifteen (15) minute rest period.

b) An Employee who works a shift of six (6) hours, but less than eight (8) hours shall receive one (1) thirty (30) minute rest period.

c) An Employee who works an eight (8) hour shift shall receive one (1) thirty (30) minute rest period.

d) An Employee who works a ten (10) hour shift shall receive one (1) thirty (30) minute rest period and one (1) fifteen (15) minute rest period.

e) An Employee who works the 3 x 12-hour shift will have two (2) thirty (30) minute rest periods.

9.08 When an Employee is required to work one (1) hour of overtime or more, they will receive a fifteen (15) minute rest period with pay to be scheduled by the Employer as near to the commencement of the overtime period as is practical.

9.09 If an Employee is called in to work, they will receive four (4) hours' pay unless work is unavailable because

of *force majeure*, labour strife or any other situation not in the Employer's control.

9.10 Except in cases of personal necessity, an Employee will not leave their work area during their shift. Wherever possible, the Employee will notify the Team Lead or Supervisor if an absence is necessary.

9.11 Shift Change/Postings

Employees may request a shift change on a temporary or permanent basis by completing a Shift Change Request Form available from Human Resources. Shift change requests will be reviewed on a first come, first serve basis and will be approved based on operational requirements.

ARTICLE 10 – STATUTORY HOLIDAYS

10.01 The following days are considered statutory holidays and an eligible Employee will be paid for eight (8) hours, ten (10) hour, or twelve (12) hours depending on their shift at their regular hourly rate for each holiday:

New Year's Day	Labour Day
Family Day	National Truth & Reconciliation Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
BC Day	Boxing Day

and all other public holidays proclaimed by the Federal, British Columbia or Municipal Governments.

10.02 If an Employee is eligible to be paid for a statutory holiday while on Weekly Income Benefits, Workers' Compensation or sick leave, the maximum amount of pay they will receive from such sources for any particular day will not be more than one hundred percent (100%) of their normal daily pay.

10.03 Commencing with the fifth (5^{th}) week of employment and provided the Employee has worked at least fifteen (15) days during the thirty (30) calendar days prior to the statutory holiday for an employee who works five (5) eight (8) hour shifts [or ten (10) days during the thirty (30) calendar days prior to the statutory holiday for an employee who works three (3) twelve (12) hour shifts, or twelve (12) days during the thirty (30) calendar days prior to the statutory holiday for an employee who works four (4) ten (10) hour shifts], an Employee will receive statutory holiday pay based on regularly scheduled hours.

10.04 For purposes of determining statutory holiday pay entitlement for an Employee, all paid time off will be counted as hours worked.

10.05 An Employee who works on a statutory holiday will be paid at two (2) times their regular hourly rate of pay, and where so entitled, will also receive pay for the statutory holiday.

10.06 An Employee who works on a Statutory holiday shall not be scheduled a reduced work week as set out in Article 9.05. There will not be a different day off scheduled or offered in lieu of not receiving the Statutory holiday off.

Hours of work on a statutory holiday shall first be offered on a voluntary basis using the process outlined in Article 11.04. If after canvassing for volunteers enough qualified employees are not available, then the Company may require qualified employees to work the Statutory Holiday in reverse order of seniority within the department in which the work is required.

10.07 Any Employee absent from work on their regularly scheduled work day immediately preceding or following a statutory holiday without a valid reason or written approval from the Employer shall not receive pay for the statutory holiday.

ARTICLE 11 – OVERTIME

11.01 An Employee who works hours in excess of their regular working day as defined in Article 9.05, will be paid at the rate of one and one-half (1½) times their regular hourly rate of pay for the first three (3) hours of overtime in a day and two times (2x) their regular hourly rate thereafter.

11.02 An Employee who works on a day outside of those hours defined in Article 9.05 will be paid at the rate of one and one-half times (1½x) their regular rate of pay

for the first eight (8) hours and two (2) times their regular hourly rate thereafter.

11.03 a) To allow Employees to bank their overtime hours, the following steps are required:

1) The Company will determine the time period for each six (6) month interval for banking in each calendar year based on how the payroll pay periods fall. This will be communicated to all employees and the Union in November of each year for the following year. The six (6) month intervals will be as close to January 1st to June 30th and July 1st to December 31st as possible. A written request to bank overtime must be filed with Payroll at least one (1) week prior to the start of each banking interval.

2) All hours worked will be calculated as per Article 11.

3) The Employee will be allowed to bank a maximum of eighty (80) total hours during each six (6) month interval.

4) If these hours are not used in the current six (6) month period, they will be paid out on the next pay period following June 30th or December 31st.

5) The Employee must complete a Time Off Request Form to use these banked hours and approval must be obtained from the

Department Supervisor prior to taking any time off.

6) The maximum number of hours paid in any given week shall not exceed forty (40) hours.

7) A written request to use banked overtime hours must be submitted in a timely fashion to allow for processing by the payroll department.

All time off taken under this Article will be considered as time worked for all purposes of the Collective Agreement.

11.04 Overtime is voluntary. The length of the overtime will be determined by management. Overtime will be offered by seniority to those employees able to work the full length of the overtime first, and then if not enough employees have filled the overtime spots, it will be offered by seniority to employees able to work the next longest duration of overtime until all overtime spots are filled. Senior Employees who can work at least four (4) hours overtime will be given consideration for overtime shifts during this process, when overtime is necessary, the following guidelines will be followed to properly staff the department:

<u>Overtime Process Within the Current Shift</u>

a) employees working in the department requiring overtime will be asked first by plant seniority;

b) employees from other departments will be asked second by Plant seniority;

c) if after following the above procedures, enough qualified employees are not available, then the Company may require qualified employees to work the overtime in reverse order of seniority within the department in which the overtime is required.

Overtime Process Outside the Current Shift (Excluding Employees in Maintenance)

a) employees working in the department requiring overtime will be asked first by plant seniority, unless there is a senior qualified employee(s) available in the plant;

b) employees from other departments will be asked second by Plant seniority;

c) if after following the above procedures, enough qualified employees are not available, then the Company may require qualified employees to work the overtime in reverse order of seniority within the department in which the overtime is required;

d) an employee who works consistent shifts of overtime may, at any time, relinquish the overtime shift provided forty-eight (48) hour's notice is given at which time the procedure in c) above will be followed.

e) When overtime is offered and an eligible Employee is absent (excluding vacations), the Company will make every reasonable effort to contact the employee. The employee must respond within a reasonable time limit.

ARTICLE 12 – PREMIUM PAY

12.01 An Employee who works the afternoon shift with starting times between 1:00 pm and 8:00 pm will be paid a seventy-five cents ($0.75) per hour shift premium for all time that they work on that shift.

An Employee who works the graveyard shift with starting times between 8:00 pm and 2:30 am will be paid one dollar and fifty cents ($1.50) per hour shift premium for all time that they work on that shift.

For those Employees that work a twelve (12) hour shift, they will receive the premium where the majority of their shift hours fall, unless the start time is between 2:30 am and 7:00 am.

12.02 There shall be an interval of not less than ten (10) hours between shifts for all Employees. An Employee who is not allowed a ten (10) hour interval between shifts will be paid at the rate of one and one-half times (1½x) their regular hourly rate for the time worked prior to the expiry of the ten (10) hour interval.

12.03 Engineers in the Maintenance Department will receive the following shift premiums:

First Certified Trade Ticket	$2.00/ticket/hour
All Other Certified Trade Tickets	$1.50/ticket/hour
Emergency Call-in	$75.00/call in
Emergency Call-in (on Statutory holiday)	$150.00/call in

12.04 A Team Lead will receive a premium of two dollars and twenty-five cents ($2.25) per hour per hour.

An Assistant Team Lead will receive a premium of ninety cents ($0.90) per hour.

There will be at least one (1) Team Lead in each department. Depending on operational requirements, there may also be an Assistant Team Lead in each department.

12.05 Qualified persons chosen to be First Aid Attendants will receive the following premium based on their first aid certification:

Level One	$1.00/hour
Level Two	$2.00/hour
Level Three	$3.00/hour

12.06 Employees that are certified trainers for mobile equipment and as part of their job, train other Employees on mobile equipment, will receive a premium of one dollar ($1.00) per hour.

12.07 The following special premiums will apply to Employees, who are not receiving the Team Lead premium, when they perform the following functions:

Packaging HACCP Records	$0.75/hour
Metal Detector	$1.00/hour
Department Trainer	$1.50/hour
Wagon Scaling	$1.00/hour
Dipping	$1.00/hour
Meat Receiving	$1.00/hour
Maintenance Chargehand	$5.00/hour

ARTICLE 13 – VACATIONS WITH PAY

13.01 Where the services of an Employee are retained by a purchaser of the business, their services will be deemed to be uninterrupted by the sale or purchase of the business, and shall be binding upon the purchaser.

13.02 Full-Time Employees will be entitled to the following annual vacation with pay:

Years of Consecutive Service	**Vacation Entitlement**
One (1) but less than three (3)	Two (2) weeks
Three (3) but less than eight (8)	Three (3) weeks
Eight (8) but less than thirteen (13)	Four (4) weeks
Thirteen (13) but less than eighteen (18)	Five (5) weeks
Eighteen (18) or more	Six (6) weeks

Vacations are encouraged to be taken in units of not less than one (1) week. Single day vacation requests

will be reviewed on a case by case basis based on operational needs and will not be unreasonably withheld.

Employees in the Casual Department will not earn vacation entitlement. They will receive their vacation percentage on each pay cheque.

13.03 At the beginning of the year, the Employer will provide a letter to each employee outlining their vacation pay and time entitlements for the year, as well as how much of their time entitlement will be paid and at what rate of pay. Employees will only be required to take vacation time for which they have sufficient vacation pay to cover that time off.

a) For employees that were newly hired the previous year and those employees who recently returned to work from an unpaid Leave of Absence, the amount of vacation time entitlement that will be paid will be determined by dividing their vacation accrual by their rate of pay at the end of December. This will be based on full days only.

b) For all other employees, their vacation accrual will be divided by their vacation time entitlement.

    i) If this rate is greater than their rate of pay at the end of December, then this higher rate is what that their vacation time entitlement will be paid at.

ii) If this rate is less than their rate of pay at the end of December, then their vacation accrual will be divided by their rate of pay at the end of December to determine how much of their vacation time entitlement will be paid based on full days.

13.04 An Employee will not be allowed payment in lieu of vacation except as provided in Article 13.05.

13.05 Upon resignation, and provided an Employee has given two (2) weeks written notice of such resignation, they will receive as vacation pay, a percentage of the total wages they have earned during the period of employment for which no vacation allowance has been paid as follows:

Vacation Allowance Earned	**Percentage of Wages Earned**
Two (2) weeks	Four (4) percent
Three (3) weeks	Six (6) percent
Four (4) weeks	Eight (8) percent
Five (5) weeks	Ten (10) percent
Six (6) weeks	Twelve (12) percent

13.06 Two (2) weeks of an Employee's paid vacation will be consecutive and given during the regular vacation period which is May 15th to September 15th. This can be varied if mutually agreeable to the Employee and the Employer.

13.07 Vacation requests will be approved in order of seniority within each department. Employees are encouraged to submit all vacation requests for all of their vacation entitlement by October 1st of each year, indicating their 1st, 2nd, and 3rd choices. Decisions will be provided by November 1st of each year. A wait list will be created for any denied requests and reviewed regularly for newly available time slots. Department vacation schedules will be posted weekly on the Company Intranet.

13.08 An Employee entitled to three (3) or more weeks of paid vacation, will have their additional week or weeks scheduled according to seniority.

An Employee who has not booked all of their vacation entitlement by June 30th will have their outstanding vacation entitlement scheduled by the Employer.

13.09 When a statutory holiday occurs during an Employee's vacation, the Employee will be granted an extra day's vacation with pay if the holiday is one to which the Employee would have been entitled if they had been at work. The extra vacation day will be scheduled, wherever possible, on one of the days adjacent to the Employee's vacation. If this is not possible, it will be scheduled on a mutually agreeable day between the Company and the Employee.

13.10 Approved leaves from work shall not break an Employee's continuous service for vacation entitlement. Where leaves are not considered as time worked under the terms of the Collective Agreement,

the absence will be bridged, that is, not counted, and the Employee's service shall be deemed to be continuous. For those Employees who work less than one thousand, seven hundred (1,700) hours in a calendar year, that year will be bridged, that is, not counted, and the Employee's service shall be deemed to be continuous.

13.11 Vacation requests submitted outside of Article 13.07 will be confirmed or denied within two (2) weeks of such request.

13.12 Once every three (3) years Employees with the following vacation entitlements will be permitted to carry vacation weeks as detailed below into the following year:

Vacation Entitlement	**Vacation Weeks Permitted to Be Carried Over to the Following Year**
Four (4) weeks	One (1) week
Five (5) weeks	Two (2) weeks
Six (6) weeks	Three (3) weeks

ARTICLE 14 – WAGES

14.01 Job classifications will be paid at hourly rates in accordance with the following Wage Categories:

Category 1 Maintenance Technician

Category 2 Cutter Operator

Category 3

a) Smokehouse Operator
Filling Operator
Packaging Machine Operator
Injector Operator

b) Meat Cutter

Category 4

Cutter Kitchen Employee
Receiving Defrost Employee

Category 5

a) Sanitation Employee
Spice Room Employee
Slicer Operator
Label Room Operator
Distribution Employee
Dry Cure Technician

b) Packaging Employee
Dry Cure Employee
Filling Kitchen Employee
Curing Employee
Lunchroom Employee

Category 6

Casual
Casual Maintenance

Wage Category 1	Dec 7, 2025	Dec 6, 2026	Dec 5, 2027	Dec 3, 2028	Dec 2, 2029
Without Recognized Trade Ticket	$ 38.00	$ 38.75	$ 39.50	$ 40.25	$ 41.25
With Recognized Trade Ticket	$ 41.00	$ 41.75	$ 42.50	$ 43.25	$ 44.25

Wage Category 2	Dec 7, 2025	Dec 6, 2026	Dec 5, 2027	Dec 3, 2028	Dec 2, 2029
0 - 1040 hrs	$ 26.60	$ 27.35	$ 28.10	$ 28.85	$ 29.85
1041 - 2080 hrs	$ 27.10	$ 27.85	$ 28.60	$ 29.35	$ 30.35
2081 - 3120 hrs	$ 27.60	$ 28.35	$ 29.10	$ 29.85	$ 30.85
Experienced	$ 28.10	$ 28.85	$ 29.60	$ 30.35	$ 31.35
Wage Category 3a)	**Dec 7, 2025**	**Dec 6, 2026**	**Dec 5, 2027**	**Dec 3, 2028**	**Dec 2, 2029**
0 - 1040 hrs	$ 26.19	$ 26.94	$ 27.69	$ 28.44	$ 29.44
1041 - 2080 hrs	$ 26.69	$ 27.44	$ 28.19	$ 28.94	$ 29.94
2081 - 3120 hrs	$ 27.19	$ 27.94	$ 28.69	$ 29.44	$ 30.44
Experienced	$ 27.69	$ 28.44	$ 29.19	$ 29.94	$ 30.94
Wage Category 3b)	**Dec 7, 2025**	**Dec 6, 2026**	**Dec 5, 2027**	**Dec 3, 2028**	**Dec 2, 2029**
0 - 1040 hrs	$ 25.46	$ 26.21	$ 26.96	$ 27.71	$ 28.71
1041 - 2080 hrs	$ 25.96	$ 26.71	$ 27.46	$ 28.21	$ 29.21
2081 - 3120 hrs	$ 26.46	$ 27.21	$ 27.96	$ 28.71	$ 29.71
Experienced	$ 26.96	$ 27.71	$ 28.46	$ 29.21	$ 30.21
Wage Category 4	**Dec 7, 2025**	**Dec 6, 2026**	**Dec 5, 2027**	**Dec 3, 2028**	**Dec 2, 2029**
0 - 1040 hrs	$ 23.46	$ 24.21	$ 24.96	$ 26.71	$ 26.71
1041 - 2080 hrs	$ 23.96	$ 24.71	$ 25.46	$ 26.21	$ 27.21
2081 - 3120 hrs	$ 24.46	$ 25.21	$ 25.96	$ 26.71	$ 27.71
Experienced	$ 24.96	$ 25.71	$ 26.46	$ 27.21	$ 28.21
Wage Category 5a)	**Dec 7, 2025**	**Dec 6, 2026**	**Dec 5, 2027**	**Dec 3, 2028**	**Dec 2, 2029**
0 - 1040 hrs	$ 23.13	$ 23.88	$ 24.63	$ 25.38	$ 26.38
1041 - 2080 hrs	$ 23.63	$ 24.38	$ 25.13	$ 25.88	$ 26.88
2081 - 3120 hrs	$ 24.13	$ 24.88	$ 25.63	$ 26.38	$ 27.38
Experienced	$ 24.63	$ 25.38	$ 26.13	$ 26.88	$ 27.88

Wage Category 5b)	Dec 7, 2025	Dec 6, 2026	Dec 5, 2027	Dec 3, 2028	Dec 2, 2029
0 - 1040 hrs	$ 21.64	$ 22.39	$ 23.14	$ 23.89	$ 24.89
1041 - 2080 hrs	$ 22.14	$ 22.89	$ 23.64	$ 24.39	$ 25.39
2081 - 3120 hrs	$ 22.64	$ 23.39	$ 24.14	$ 24.89	$ 25.89
Experienced	$ 23.14	$ 23.89	$ 24.64	$ 25.39	$ 26.39
Wage Category 6	**Dec 7, 2025**	**Dec 6, 2026**	**Dec 5, 2027**	**Dec 3, 2028**	**Dec 2, 2029**
0 - 1040 hrs	$ 20.25	$ 21.00	$ 21.75	$ 22.50	$ 23.50
1041 - 2080 hrs	$ 20.75	$ 21.50	$ 22.25	$ 23.00	$ 24.00
2081 - 3120 hrs	$ 21.25	$ 22.00	$ 22.75	$ 23.50	$ 24.50
Experienced	$ 21.75	$ 22.50	$ 23.25	$ 24.00	$ 25.00

Signing Bonus

There will be a $1,000.00 signing bonus for each employee listed as an Employee at the time of ratification.

14.02 An Employee who is temporarily relieving an Employee, for four (4) hours or more, from another position who receives a higher rate of pay by reason of classification will be paid the rate of pay in the progressive wage scale for the temporary position that is the next highest rate from the Employee's regular rate of pay for all time worked in the temporary position.

14.03 An Employee who is transferred, or who is temporarily relieving another Employee in a lower paid position for a period of less than eight (8) weeks, will remain at their regular pay rate while working in the temporary position. At the expiration of eight (8) consecutive weeks, the rate in the progressive wage scale for the

temporary position that is the closest to the Employee's regular rate of pay shall prevail but the Employee will have the right to return to their prior position if work becomes available in that position. If an Employee is transferred to a lower paid position on a job posting or at the Employee's request, the lower rate of pay will apply immediately.

ARTICLE 15 – JURY DUTY

15.01 An Employee who is called for jury selection and/or serves as a juror will be excused from work provided they notify the Employer in advance.

15.02 Upon presentation to the Employer of evidence of the days served on jury selection or jury duty and the amount of compensation received, the Employer will pay the Employee the difference between the compensation received for jury duty and the Employee's regular earnings.

15.03 If released from jury duty, the Employee will return to their job if three (3) or more hours of their normal shift can be worked. Time worked in excess of eight (8) hours in one (1) day, combined with jury duty and time on the job, will be paid at overtime rates.

ARTICLE 16 – LEAVE OF ABSENCE

16.01 After the completion of one (1) year of service, an Employee may apply for a leave of absence without pay by providing the Employer with a written request for

the leave setting out the reason for the request and the length of leave requested. Where the Employer deems the reason and length of requested leave to be reasonable and justifiable, the Employer will grant the leave of absence without pay provided business needs can be met.

Employees must use any accrued vacation time before requesting a Leave of Absence.

16.02 When an Employee's leave of absence extends beyond two (2) weeks, the Employee will reimburse the Employer, prior to the Leave of Absence, for 100% of the premium costs for all benefits provided by the Employer during the leave. If payment arrangements are not received prior to the Leave of Absence, benefits will be suspended.

Prior to return to work, if there is an outstanding balance for the benefits, an approved payment plan will need to be established before benefits are reinstated and the Employee is permitted to return to work. Should there be no return to work date or repayment arrangements, the Employee's employment status will be reviewed.

16.03 Leaves of absence will not be granted for an Employee to take another position temporarily, try out new work, or venture into business for themself.

16.04 Family Responsibility Leave

An Employee is entitled to up to five (5) days of unpaid leave during each calendar year to meet responsibilities 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.

“A child in the employee's care" in part (a) above means a child under the age of nineteen (19). Parents are not entitled to family responsibility leave to attend to education-related issues of their children after they reach the age of nineteen (19).

“Immediate family” means the spouse, child, parent, guardian, sibling, grandchild or grandparent of an Employee, and any person who lives with an employee as a member of the Employee’s family. It includes common-law spouses, step-parents, and step-children, and same sex partners and their children as long as they live with the employee as a member of the Employee’s family.

An Employee is encouraged to give reasonable notice of any request for leave to allow the Employer to accommodate the absence. The Employer is entitled to request reasonable proof, after the event, that the request for a leave was valid.

16.05 For Employees that participate in approved training programs that are paid for by the Employer, they will have the time they miss to participate in the program count as time worked for the purposes of vacation, statutory holiday pay, and pension.

ARTICLE 17 – BEREAVEMENT PAY

17.01 An Employee, except one still on probation, will be allowed a leave of absence with pay for bereavement purposes and/or make funeral arrangements in connection with the death of a relative as follows:

An Employee on probation will be allowed the same leaves as listed below, but unpaid.

Relative	**Amount of Leave**
Spouse, parent, child, sibling, step-parent, step-child, step sibling	One (1) week
Parent-in-law, grandparent, grandchild, sibling-in-law, child-in-law	Three (3) days
Ex-spouse, parent's siblings	One (1) day to attend funeral (maximum of two [2] paid days per calendar year)

The Human Resources Department shall be notified of such occurrence, and reasonable evidence may be requested from the Employee by the Employer. Reasonable evidence could include, but not limited to, death certificate, memorial notice, video link for funeral service, obituary notice on funeral service site or in print.

17.02 “With pay" means the average daily pay to which the Employee is entitled within the payroll period the leave of absence takes place.

17.03 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].

An Employee’s day off will not be used to circumvent funeral or bereavement leave provisions. Employees may request to extend this leave for up to five (5) days by using vacation time and or other unpaid leave. Where the Employer’s business needs can still be met, the Employer will grant such a request for an extended leave.

ARTICLE 18 – UNIFORMS AND TOOLS

18.01 Launderable outer working clothing, oilskin aprons, oilskin sleeves, gloves, hair nets, hard hats, ear muffs, and clothing for work in the freezer specified by the Employer as required, will be supplied to Employees by the Employer. All items supplied by the Employer

remain the property of the Employer and shall not be removed from the Employer's premises without permission but must be returned to the Employer for new issue. Any items not returned to the Employer will be paid for by the Employee. The Employer will make the necessary arrangements for the laundering of such clothing.

18.02 The Employer will provide to applicable Employees all knives, steels, whetstones, etc. The use of these tools is subject to the establishment of regulations necessary to prevent abuse. All tools and working equipment will remain the property of the Employer.

18.03 Following the completion of the probationary period, the Company will provide a yearly footwear credit to Full-Time employees based on their department as noted below:

$140.00	Employees in Maintenance, Sanitation, or Smokehouse
$95.00	Employees in all other departments

For employees who purchase safety footwear from the Company, their purchase will be deducted from their yearly credit, and they will only be charged for the difference between their yearly credit and the cost of the footwear. The charge will be processed via payroll deduction once the appropriate form is completed.

For employees who purchase safety footwear outside of the Company, they will be reimbursed up to their yearly credit upon presentation of an appropriate

receipt for the purchase. To receive the reimbursement, the receipt must be submitted with the appropriate form to Human Resources, no later than one (1) month following the purchase.

Employees may choose to carry over the current year's credit to the following year to combine two (2) years of credit towards safety footwear. This cannot be done for consecutive years.

18.04 A tool allowance up to a maximum of one hundred and fifty dollars ($150.00) every three (3) months will be paid to the Maintenance Department Employee(s), upon presentation of receipts, to replace worn and broken tools.

18.05 All Employees will wear ear protection while working in the plant. Earmuffs will be provided and if lost will be replaced by the employee at their cost. If an Employee chooses, the cost of the first pair of custom fitted ear plugs will be split between the Employer and Employee. Each four (4) years, the Employer will pay fifty percent (50%) of the cost of refitting an Employee with new custom fitted ear plugs.

ARTICLE 19 – HEALTH & WELLNESS TIME

19.01 All Employees will receive Sick Leave as per the *BC Employment Standards Act*. ESA Sick Leave hours will be automatically paid out for all time missed due to the Employee's personal sickness. Should the Provincial Government of British Columbia cancel the provision of

ESA Sick Entitlement, the previous Article 19 from the 2020 to 2025 Collective Agreement will be reinstated.

19.02 Paid Time Off (PTO)

Full-time Employees shall earn Paid Time Off (PTO) hours at the rate of two (2) hours for each one hundred and sixty (160) hours of regular hours worked up to a maximum of eighty (80) hours credit. Paid Time Off (PTO) hours will not accumulate again until the accrual is below the cap of eighty (80) hours. Once the cap is reached, there will be an automatic pay out of eight (8) hours to the Employee. Employees in the Casual Department will not earn Paid Time Off hours.

Paid Time Off (PTO) hours may be used for situations not covered by ESA Sick Leave. If an Employee has exhausted all ESA Sick Leave entitlements, they may use PTO to cover additional sick days.

Credits will begin to accumulate from the date of the completion of a six hundred and eighty (680) hours worked eligibility period. Vacation and paid time off will count as time worked for the purposes of accumulation of Paid Time Off (PTO) hours.

An Employee's Paid Time Off (PTO) hours credits will be shown on each pay cheque.

An Employee who leaves the Company for any reason (resignation, termination, or retirement) will be paid any Paid Time Off (PTO) credits they may have accumulated.

ARTICLE 20 – HEALTH AND WELFARE PLAN

20.01 The Employer will contribute to the premiums for an insurance plan that provides medical benefits for full-time Employees.

20.02 The Employer will start contributing to the premiums for an insurance plan for full-time Employees on the first (1st) day of the month following the Employee's completion of six hundred and eighty (680) hours worked.

20.03 The Employer will continue to pay the premiums for an insurance plan for Employees whose employment has been terminated until the end of the month in which their employment was terminated.

20.04 Coverage under the BC Medical Services Plan is required to enroll in the Company's benefit program. Employees are required to provide their Personal Health Identification number when enrolling in the Company's benefit program.

20.05 Participation in these benefit plans will be a condition of employment for eligible regular Full-Time Employees except for those Employees who may be exempt from medical benefits only. Employees enrolled in the benefit plan will continue to be responsible for their portion of the benefit premiums while absent on WorkSafeBC or a disability claim. If payment is not received by the Employer within one (1) month of the Employee being sent an invoice for the benefit premiums, all benefits will be suspended. Prior

to return to work, if there is an outstanding balance for the benefits, an approved payment plan will need to be established before benefits are reinstated and the Employee is permitted to return to work. Should there be no return to work date or repayment arrangements, the Employee's employment status will be reviewed.

a) Medical Benefits

i) The Employer will pay one hundred percent (100%) of the premium for an insurance plan providing Extended Health Benefits coverage.

ii) An Employee covered by another plan as a result of a dependency status which is acceptable to the Employer, will be exempt from the Employer's medical plan. If the dependency coverage of such an Employee is discontinued they may apply for enrolment in the Employer's medical plan. Enrolment in the plan is subject to a medical examination, and if required, will be taken at the expense of the Employee.

b) Weekly Indemnity Benefits

i) The Employer will pay sixty percent (60%) and the Employee will pay forty percent (40%) of the premium for Weekly Indemnity benefits.

ii) The Employee will pay all costs associated with Long Term Disability premiums and coverage. Long Term Disability premium costs

will be by payroll deduction and administered by the Employer at no cost to the Employee or Union.

c) Group Life Insurance

i) The Employer will pay seventy-five percent (75%) and the Employee will pay twenty-five (25%) of the premium for Group Life Insurance coverage.

d) Dental Care Plan

The Employer will pay one hundred percent (100%) of the premium for Dental Benefits coverage.

20.06 Employees who have exhausted weekly indemnity benefits and/or WCB benefits and who have not returned to work for medical reasons will be considered to be on a Unpaid Medical Leave of Absence. Premiums for benefit coverage for Employees on an Unpaid Medical Leave of Absence will be split between the Employer and the Employee as follows:

a) Dental: the Employer will pay seventy percent (70%) of the premium the Employee will pay thirty percent (30%) of the premium

All other benefits: the Employer will pay fifty percent (50%) of the premium the Employee will pay fifty percent (50%) of the premium

b) The Employer will send out a statement of the outstanding portion of the Employee's premium amount on a monthly basis. If outstanding premiums are not paid within one (1) month of the statement being sent, then benefits will be suspended. Prior to return to work, if there is an outstanding balance for the benefits, an approved payment plan will need to be established before benefits are reinstated and the Employee is permitted to return to work. Should there be no return to work date or repayment arrangements, the Employee's employment status will be reviewed.

c) If permissible by the carrier, the Employee may by written request, drop a specific benefit. The Employee must give the required notice as outlined by the carrier.

d) The Union will encourage affected Employees to pay their portion of the premiums associated with 20.06 (a) on a timely basis.

ARTICLE 21 – PENSION PLAN

21.01 The carrier for the Pension Plan will be one which is acceptable to the Employer and the Union.

21.02 An Employee will be eligible to participate in the Pension Plan after one (1) year of service with the Company. Participation in the Pension Plan will be voluntary.

21.03 Employee's enrolled in the Pension Plan will contribute, by payroll deduction, three percent (3%) of their regular earnings each pay. The Company will match this by contributing three percent (3%) of the Employee's regular earnings each pay to the Employee's Pension account.

21.04 Employees enrolled in the Pension Plan may make voluntary contributions to the Pension Plan through a per pay payroll deduction. A payroll authorization form must be completed for this.

21.05 The Pension Plan shall, at all times, conform with the provisions of the *B.C. Pension Benefits Standards Act.*

21.06 As the former Grimm's Pension Plan will be closed, at some point in the future, Employees in the former Grimm's Pension Plan will be asked to choose between one the following two (2) options:

1. Move their money from the former Grimm's Pension Plan to their own account in the FG Deli Group Pension Plan, with their money being invested in the same investment fund in the FG Deli Group Pension Plan. Employee's that choose this option will continue to receive a contribution

from the Company of ninety-one cents ($0.91) per hour worked each pay.

a) For the purpose of determining Employer contributions for these Employees, hours worked will include all straight time hours actually worked and include paid time off, paid vacation, paid statutory holidays and the first six (6) months of time lost due to sickness, accident, or WCB to a maximum of two thousand and eighty (2,080) hours in a calendar year.

b) Canada Revenue Agency dictates that arrangements must be made for the withdrawal of pension funds from the Company pension plan at the end of the year in which an Employee turns sixty-nine (69) years old. As a result, pension contributions can no longer be made to such an Employee's pension with the Company after this occurs.

   It is agreed and understood that any Employee who is working during the year in which they turn seventy (70) years old will have their earned pension contributions added to their earnings. The rate of the calculation used in Article 21.06 1a) will be added to the Employee's hourly rate of pay so that the pension contribution will be paid to the Employee on each pay cycle.

2. Move their money from the former Grimm's Pension Plan to their own account in the FG Deli Group Pension Plan. Employees will be able to choose which investment funds they wish to invest their funds in. Employee's that choose this option will then make contributions per Article 21.03.

ARTICLE 22 – MATERNITY, PATERNITY AND PARENTAL LEAVE

22.01 Pregnancy Leave

(1) A pregnant employee who requests leave under this subsection is entitled to up to seventeen (17) consecutive weeks of unpaid leave, which must be taken during the period that begins

a) no earlier than thirteen (13) weeks before the expected birth date, and

b) no later than the actual birth date

and ends no later than seventeen (17) weeks after the leave begins.

(2) An employee who requests leave under this subsection after giving birth to a child is entitled to up to seventeen (17) consecutive weeks of unpaid leave, which must be taken during the period that begins on the date of the birth and ends no later than seventeen (17) weeks after that date.

(3) An employee who requests leave under this subsection after the termination of the employee's

pregnancy is entitled to up to six (6) consecutive weeks of unpaid leave, which must be taken during the period that begins on the date of the termination of the pregnancy and ends no later than six (6) weeks after that date.

(4) An employee who requests leave under this subsection is entitled to up to six (6) additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, the employee is unable to return to work when the employee leave ends under subsection (1), (1.1) or (2).

(5) A request for leave must

a) be given in writing to the employer,

b) if the request is made during the pregnancy, be given to the employer at least four (4) weeks before the day the employee proposes to begin leave, and

c) if required by the employer, be accompanied by a medical practitioner's or nurse practitioner's certificate stating the expected or actual birth date or the date the pregnancy terminated or stating the reasons for requesting additional leave under subsection (3).

(6) If an employee on leave under subsection (1) or (1.1) proposes to return to work earlier than six (6)

weeks after giving birth to the child, the employer may require the employee to give the employer a medical practitioner's or nurse practitioner's certificate stating the employee is able to resume work.

22.02 Paternity Leave

A male Employee will be entitled to an unpaid leave of absence of up to five (5) days at the time of the birth of their child or the adoption of a pre-school child. An Employee may use one (1) week of vacation for this leave.

22.03 Parental Leave

(1) An employee who requests leave under paragraph (a), (b) or (d) of this subsection is entitled to,

a) for a parent who takes leave under Section 50 in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to sixty-one (61) consecutive weeks of unpaid leave, which must begin, unless the employer and employee agree otherwise, immediately after the end of the leave taken under Section 50,

b) for a parent, other than an adopting parent, who does not take leave under Section 50 in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to sixty-two (62) consecutive

weeks of unpaid leave, which must begin within seventy-eight (78) weeks after the birth of the child or children, and

c) [Repealed 2011-25-327.]

d) for an adopting parent, up to sixty-two (62) consecutive weeks of unpaid leave, which must begin within seventy-eight (78) weeks after the child or children are placed with the parent.

(2) If the child has a physical, psychological or emotional condition requiring an additional period of parental care, an employee who requests leave under this subsection is entitled to up to an additional five (5) consecutive weeks of unpaid leave, beginning immediately after the end of the leave taken under subsection (1).

(3) A request for leave must

a) be given in writing to the employer,

b) if the request is for leave under subsection (1) (a) or (b), be given to the employer at least four (4) weeks before the employee proposes to begin leave, and

c) if required by the employer, be accompanied by a medical practitioner's or nurse practitioner's certificate or other evidence of the employee's entitlement to leave.

(4) An employee's combined entitlement to leave under Section 50 and this section is limited to seventy-eight (78) weeks plus any additional leave the employee is entitled to under Section 50 (3) or subsection (2) of this section.

22.04 *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)).*

ARTICLE 23 – MANAGEMENT'S RIGHTS

23.01 The Union recognizes that the management of the business and the direction of its Employees including, but not limited to, the right to hire, suspend or discharge for just cause, to relieve Employees from duty because of lack of work, to determine the methods, processes and means of production, to determine schedules of production, to determine standards of performance and quality are solely and exclusively the responsibility of the Employer, provided that none of these rights shall violate any of the provisions of this Agreement.

23.02 The Employer shall have the right to establish such Plant rules and regulations as are necessary to promote

safety, plant cleanliness, efficiency, and quality standards, and as dictated by any other regulatory agencies.

ARTICLE 24 – MISCELLANEOUS

24.01 An Occupational Safety and Health Committee will be formed and a Union Representative will be entitled to attend meetings. The minutes of the meetings of the Health and Safety Committee will be forwarded to the Union.

24.02 The Union will co-operate with the Employer regarding Employer participation in Government funded job creation programs.

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

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

1. Meeting notices/Updates
2. Employment Insurance Information

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

24.04 Employees may purchase products produced or carried by the Employer. The conditions of purchase and product prices will be set by the Employer. All purchases will be deducted from the Employee's pay cheque on the first (1st) pay day following the purchase. All Staff orders will be at the low limit price.

24.05 When an Employee is sick or absent and is unable to attend work, they must call in to the Employer and advise the Employer of the reason they are not coming to work as well as the time and date they expect to return to work. Where requested by the Employer, an Employee who calls in sick or absent for any length of time will provide the Employer with a doctor's note verifying their absence. For absences of less than three (3) days, the Employer will only request a doctor's note from the Employee if:

1) The Employee has been formally advised that their attendance record is unacceptable and that doctor's notes must be provided for all absences;

2) In the Employer's opinion, the circumstances surrounding the absence require justification;

3) The Employee's absence is related to a work related injury.

If an Employee is absent for three (3) days or more, they must present a doctor's note to their supervisor, which clearly states that the Employee is fit to return to work as a Food Handler, before they return to work. The cost of a doctor's note provided in this situation

will be reimbursed to the Employee, upon presentation of a receipt, up to twenty-five dollars ($25.00). If an Employee is absent on Short Term Disability, medical leave of absence, or work related injury for any length of time, they must present a Physical Capacity Form to their supervisor before they return to work. An Employee who fails to provide the required documentation to their supervisor will not be permitted to return to work. The provision of any such documentation will not relieve an Employee from their responsibility to keep their supervisor informed of their expected return to work date.

24.06 Where an Employee attends an interview with Management for the purpose of receiving a formal discipline report, the Employee shall have the right to a witness. The witness will be a shop steward or a person mutually agreed upon. If during any other private corrective interview with Management where during the interview it is determined that there will be a discipline report on the Employee's record and if the Employee feels there is a violation of Article 5.0 of this Collective Agreement, the interview may be temporarily suspended so that the Employee may call in a witness. Any witness used by the Employee in the above situation will be another Employee working in the plant at the time the interview is being held. It is understood the witness is an observer and not a participant. It is understood that if the witness is not a shop steward, then they shall act as an observer.

24.07 An Employee who makes an advance request to the Employer to review their personnel file will be granted access to review their personnel file subject to the protection of personal information of other Employees. The review of the Employee's personnel file by an Employee will be at the plant and supervised by Management.

24.08 The following will apply in reference to Shop Stewards:

a) One (1) Shop Steward per department per shift may be elected or appointed by the Union from time to time and the Union will inform the Employer of such elections or appointment(s).

b) Complaints and grievances of a minor or emergency nature may be submitted verbally by a Shop Steward to the designated representative of the Employer prior to processing in the manner outlined in Article 6.0.

c) A Shop Steward may raise grievances and complaints with the designated representative of the Employer on Company time during regular working hours providing that doing so does not disrupt the operations of the Employer.

d) When a Shop Steward is investigating a complaint or grievance on Company time, they will first notify the appropriate Supervisor(s). The time for investigating complaints and grievances shall be confined to such times as will not interfere with the operation of the department or plant but shall

be granted within the Shop Steward's current shift.

e) The Shop Steward and the designated representative of the Employer will make every effort to resolve complaints and grievances as quickly as possible.

24.09 Harassment & Sexual Harassment

The Employer and the Union recognize the rights of Employees to work in an environment free from harassment. Where an allegation of harassment has been received by the Employer, it will be investigated.

24.10 Respect & Dignity

The Company and its Employees agree that they will at all times operate within the spirit of mutual respect for each other as parties and as individuals. Any inappropriate behaviour such as vulgarity, bullying, cursing, profanity, name calling, swearing, yelling, or the humiliation of employees will not be tolerated.

The parties agree that allegations of inappropriate conduct may be grieved under Article 6. If the parties cannot resolve the issue through the grievance procedure, the matter may be referred to an arbitrator under Article 7. In the event the arbitrator finds that a violation of this 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. Repeat offenders will be subject to discipline up to and including termination of employment.

24.11 Employees will notify the Employer immediately of any changes of address and telephone number, temporary or permanent. Failure to do so will relieve the Employer of any responsibilities it may have under this Agreement regarding lay-offs, recalls, and schedule changes.

24.12 Engineer Fee

Upon receipt, the Company will reimburse the cost of engineering fee up to one hundred and thirty dollars ($130.00).

ARTICLE 25 – CASUAL EMPLOYEES

25.01 All new hires for the Casual Department will be subject to the provisions of this Article 25. The seniority date of Casual Employees will be their date of hire.

25.02 Casual Employees will not have any guaranteed hours and will be called in to work on an as needed basis. Casual Employees will be called in for work in accordance with the Employer's business needs based on qualifications, availability, training, and job performance. Where the Employer determines that two (2) or more Casual Employees have equal qualifications, availability, training, and job performance, the Casual Employee with the greater seniority will be called in to work first. Actively working Casual Employees will comprise no more than ten percent (10%) of the Full-Time Employees on the seniority list.

25.03 Casual Employees must advise the Employer's Human Resources department of their availability and provide the Employer's Human Resources department with two (2) current contact numbers. If the Employer attempts to call in a Casual Employee to work but is unable to contact the Casual Employee at either of the two (2) numbers provided, the Casual Employee loses any rights they might have to be called in to work for the shift in question.

25.04 Casual Employees who are called in to work by the Employer and who refuse or fail to respond on four (4) or more occasions within a twelve (12) month period will lose their seniority and their employment with the Employer will cease unless the Casual Employee provides a justification for the refusals or failures to respond that is satisfactory to the Employer.

25.05 Casual Employees who do not work for the Employer within a period of twelve (12) months will lose their seniority and their employment with the Employer will cease.

25.06 The hourly rate of pay for Casual Employees will be as set out in the wage scale in Article 14.01.

25.07 The probationary period set out in Article 8.01 applies to all Casual Employees.

25.08 The following articles of this Collective Agreement apply to Casual Employees:

10.0	Statutory Holidays
11.0	Overtime
13.08	Vacation percentages

25.09 The following articles of this Collective Agreement do not apply to Casual Employees:

8.06 – 8.08	Seniority
9.02 – 9.05	Hours of Work (shift lengths will be the same as Full-Time Employees outlined in Article 9.05)
13.0	Vacations with Pay
15.0	Jury Duty
16.0	Leave of Absence
17.0	Bereavement Pay
18.03	Uniforms and Tools
18.04	Uniforms and Tools
18.05	Uniforms and Tools
19.0	Sick Leave Benefits

20.0 Health and Welfare Plan
21.0 Pension Plan

25.10 Where the Employer decides to reduce the number of available working hours or to lay off Employees, Casual Employees will be affected before Full-Time Employees as long as the Casual Employee does not have a special skill or certification that is needed.

25.11 Where the Employer decides to recall Employees to work, Casual Employees will be eligible to be recalled after all Full-Time Employees have been recalled or have been offered but have refused recall.

25.12 Casual Employees will be eligible for the following premiums:

a) Shift premiums outlined in Article 12.01;

b) Maintenance certification premiums outlined in Article 12.03;

c) First Aid ticket premiums outlined in Article 12.06;

25.13 Awarding of Job Postings to Casual Employees

Employees in the Casual Department will be considered for full-time positions posted in the plant after the procedure for considering applications of Full-Time Employees as outlined in Article 8.09 and 8.10 has been exhausted. A Casual Employee who is awarded a posted Full-Time position under Article 8.10 (a) will

a) receive credit for their time already worked as a Casual Employee towards their vacation entitlement and benefit coverage entitlement.

b) be subject to Articles 8.11 and 8.12.

c) have their seniority date become the date they assume the full-time position. The Employee's hire date will be used only to determine vacation time entitlement.

d) have their rate of pay be set at the next highest rate of pay (from their Casual rate of pay) in the progressive wage scale in Article 14.01 for the Category of their new position. They will then advance through the progressive scale based on hours worked.

25.14 Transferring to the Casual Department

a) Full-time employees may request to change their status to Casual Employee at any time on a permanent or temporary (a specific time period would need to be requested) basis. The Employer will decide whether or not to grant such a request based on the Employer's operational needs.

b) Employees who the Employer agrees to change their status from full-time Employee to Casual Employee, will maintain their seniority date.

c) If the Employee, as a Casual Employee, continues to work in a skilled position (Category 1 – 5a), they

will continue to receive the rate of pay for that position (Category 1 – 5a). If the Employee, as a Casual Employee, continues to work in a position in Category 5b or 5c, their rate of pay as a Casual Employee will be the rate set out for Category 6 Employees as set out in Article 14.01.

d) If the Employee, as a Casual Employee, chooses, they may maintain their benefit coverage. For all benefits, except Long Term Disability, which the Employee would still pay one hundred percent (100%) of the premium, the Employer will pay fifty percent (50%) of the premium, and the Employee will pay fifty percent (50%) of the premium.

25.15 A Casual Employee who works fifteen hundred (1,500) hours of work during the previous calendar year will be offered a Full-Time Employee position subject to business needs.

The Company will schedule hours to Casual Employees by their seniority with the intent to maximize hours to senior Casual Employees subject to their availability, skills, and any qualifications that may exist.

ARTICLE 26 – TERMINATION OF THIS AGREEMENT

26.01 Except as otherwise provided herein, this Agreement will be effective from December 7, 2025 up to and including December 6, 2030 and from then on from year to year unless the notice as described in Article 26.02 is given. If such notice is given, the provisions contained in this Agreement will not be altered or

changed until a new Collective Agreement is reached or a legal strike or lockout notice is given by one party to the other.

26.02 Subject to the foregoing, either party may, within four (4) months prior to December 6, 2030 or any subsequent anniversary thereof, give notice in writing to the other party to terminate this Agreement or negotiate a revision thereof.

26.03 The Employer and the Union agree to exclude the operation of Section 50(2) and 50(3) of the *Labour Code of British Columbia Act* and the same shall not be applicable to this Agreement.

Signed this 8th day of August 2026.

FOR THE EMPLOYER

Bowen Kenny

Roslynn Smith

Satvinder Grewal

FOR THE UNION

Dean Patriquin

Eric Seto

Wojtek Rojewski

Brian Ruckledge

Grace Kelly

Sharan Mannan

Jude Pereras

Cheryl Cameron

Steffan Gabriele

Joselito Orcullo

Ron Manguino

Gilbur Ortaleza

LETTER OF UNDERSTANDING NO. 1

RE: CURRENT PRACTICES

BETWEEN: FG DELI GROUP LTD.

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 247

The Company agrees to continue its practice for the following:

1. For work related injuries, the Company will pay the cost of having a Physical Capacity Form completed by a medical practitioner.

2. The Company will start Full-Time Employees in the Maintenance department at the rate as set out in Article 14.01 and will only pay the premiums in Article 12.03 once a full trade certification has been achieved.

LETTER OF UNDERSTANDING NO. 2

RE: MEDICAL SERVICES PLAN (MSP)

BETWEEN: FG DELI GROUP LTD.

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 247

As of January 1, 2020, residents of British Columbia are no longer charged premiums for the Provincial Medical Services Plan (MSP). While enrolment in the BC MSP remains mandatory for all residents, the cost for the service is no longer paid on an

individual basis by each person. Instead, each employer in the province is charged an Employer Health Tax based on the Company's payroll.

Coverage with BC Medical for eligible employees has been provided and partially paid for by the Employer for many years. As a result of the change to the structure of the MSP Program the reference to it has been removed in Article 5.04 g) and Article 20.05 a) i) as noted below. Should this current Employer Health Tax structure revert back to its previous program, these two references will become valid again in the Collective Agreement.

5.04 g) The following benefits will be provided by the Employer to the end of the next calendar month in which the end of the period covered by the amount of severance paid as outlined in (f) above falls to those Employees who accept the severance as outlined in (f) above:

MSP	Vision
Life	AD&D
Extended Health	Dental

20.05 Participation in these benefit plans will be a condition of employment for eligible regular Full Time employees except for those Employees who may be exempt from medical benefits only.

a) Medical Benefits

i) The Employer will pay seventy-five percent (75%) of the premium and the Employee will pay twenty-five percent (25%) of the premium for medical coverage through the B.C. M.S.P. or another carrier which provides similar benefits.

LETTER OF UNDERSTANDING NO. 3

RE: APPRENTICESHIP

BETWEEN: FG DELI GROUP LTD.

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 247

The Company and the Union agree to the joint creation of an Apprenticeship Program. The purpose of the Apprenticeship Program is to encourage growth from within the organization by providing opportunities to existing employees and to aid in the employer's efforts to attract and employees with Skilled Trade Certification. It is not intended to displace encumbered Maintenance Technicians with recognized trade tickets.

To that end, the Parties agree as follows:

1) The Apprenticeship Program will be available to:

a) Any employee who successfully posts into the classification of Maintenance Technician pursuant

to the job posting provisions of the Collective Agreement;

b) Any Maintenance Technician who does not hold a Recognized Trade Ticket; and

c) Any Maintenance Technician who holds a Recognized Trade Ticket but who may be desirous of obtaining an additional ticket.

2) For employees in the Apprenticeship Program, the Employer will provide:

a) Reimbursement for schooling and examination fees;

b) The necessary time off work to complete schooling; and

c) Verification of the apprentice's work-based training hours for each level of the apprenticeship, which would be signed by the Maintenance Manager or designate.

3) Pursuant to the provisions of the Collective Agreement, it is understood that an employee may meet the minimum requirement of a Maintenance Technician job posting when they have:

a) Successfully completed, on their own time and at their own expense, a Foundation program (previously Entry Level Trade Training) recognized

by Skilled Trades BC and approved by the Company; and/or

b) Met the requirements to become a Level Challenger and have successfully challenged a level exam for a Skilled Trade approved by the Company.

The applicability of Rates of Pay, Wage Classification Categories, Maintenance Certification Premiums, and all other terms and conditions of employment shall remain as set out in the Collective Agreement.

The Employer and the Union may meet on a periodic basis, as necessary, to assess the Program and make any necessary adjustments that might help in its success.

LETTER OF UNDERSTANDING NO. 4

RE: ARTICLE 10.05 STATUTORY HOLIDAYS

BETWEEN: FG DELI GROUP LTD.

AND: UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 247

In order to facilitate the Company being able to operate the business more efficiently, the Company and Union have agreed to the following provisions regarding statutory holidays that fall on a different day of the week each year. The statutory holidays this applies to will be Canada Day, National Day for Truth and Reconciliation and Remembrance Day.

For the statutory holidays listed above, the Company will canvass employees to see if any are interested in volunteering to work on that day. Those employees who volunteer to work on the statutory holiday above will be paid at their regular rate of pay and will receive a day off as their statutory holiday either on the Monday preceding the actual statutory holiday or on the Friday following the actual statutory holiday. Pay for the day off observed as the statutory holiday will be per Article 10.01.

The setting up of this schedule will be done a minimum of two (2) weeks prior to the statutory holiday concerned.

Once this LOU is used the first time, the Company and the Union will meet to review how the process went. Upon either party providing fourteen (14) days' notice to the other, the Company and Union will meet to review any challenges with the process.

LETTER OF UNDERSTANDING NO. 5

RE: HEALTH AND WELLNESS TIME (HWT)

Health and Wellness Time (Formerly Article 19)

1. Eliminate HWT, but carry current HWT bank hours until exhausted

   (a) Union agrees to elimination of HWT provided unused HWT hour banks are retained and segregated from the PTO bank until fully utilized;

   (b) HWT hours can be taken until the balance is exhausted for sick time or any reason covered by PTO.

(c) Ability to transfer all unused HWT to be utilized as PTO separate from PTO bank; HWT transferred hours can be used for same purposes as PTO.

AS TO ALL LETTERS OF UNDERSTANDING

Signed this 8th day of August 2026.

FOR THE EMPLOYER	FOR THE UNION
Bowen Kenny	Dean Patriquin
Roslynn Smith	Eric Seto
Satvinder Grewal	Wojtek Rojewski
	Brian Ruckledge
	Grace Kelly
	Sharan Mannan

Jude Pereras

Cheryl Cameron

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