

**SASKATOON CO-OPERATIVE ASSOCIATION LIMITED  
AND UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1400  
COLLECTIVE BARGAINING AGREEMENT**

**I N D E X**

<b>ARTICLE</b>	<b>PAGE</b>
ARTICLE 1 - PURPOSE .....	3
ARTICLE 2 - CLARIFICATION OF TERMS .....	3
ARTICLE 3 - RECOGNITION.....	2
ARTICLE 4 - MANAGER'S RIGHTS .....	2
ARTICLE 5 - SCOPE .....	3
ARTICLE 6 - UNION SECURITY .....	4
ARTICLE 7 - DUES CHECK-OFF .....	5
ARTICLE 8 - JOB CLASSIFICATIONS .....	5
ARTICLE 9 - NOTICE OF LAYOFF OR TERMINATION OF EMPLOYMENT .....	6
ARTICLE 10 - SENIORITY.....	7
ARTICLE 11 - LAYOFFS AND RECALLS.....	8
ARTICLE 12 - PROMOTIONS AND VACANCIES .....	11
ARTICLE 13 - NOTICE BOARDS .....	13
ARTICLE 14 - SAFETY AND HEALTH .....	13
ARTICLE 15 - UNION REPRESENTATIVE VISITS .....	14
ARTICLE 16 - GRIEVANCE PROCEDURE .....	14
ARTICLE 17 - BOARD OF ARBITRATION .....	16
ARTICLE 18 - LEAVE OF ABSENCE .....	17
ARTICLE 19 - STATUTORY HOLIDAYS .....	20
ARTICLE 21 - HOURS OF WORK.....	23
ARTICLE 22 - OVERTIME PAY .....	27
ARTICLE 23 - EMPLOYEE BENEFITS.....	28
ARTICLE 24 - WAGE RATES AND CLASSIFICATIONS.....	31
ARTICLE 25 - JURY AND WITNESS DUTY .....	34
ARTICLE 26 - MISCELLANEOUS .....	35
ARTICLE 27 - STRIKES AND LOCKOUTS .....	37
ARTICLE 28 - TECHNOLOGICAL CHANGE .....	37
ARTICLE 29 - JOINT LABOUR-MANAGEMENT COMMITTEE.....	37
ARTICLE 30 - DURATION OF AGREEMENT.....	38
APPENDIX "A" - WAGES.....	40
LETTERS OF UNDERSTANDING .....	66
LETTER OF UNDERSTANDING NO. 1 .....	66
RE: SASKATOON CO-OP SOCIAL CLUB.....	66
LETTER OF UNDERSTANDING NO. 2.....	66
RE: POSITION GUARANTEES ARISING FROM EXCLUSION AGREEMENTS .....	66
AVENUE C HOME CENTRE .....	66
LETTER OF UNDERSTANDING NO. 3.....	68

RE: CASUAL EMPLOYEES .....	68
LETTER OF UNDERSTANDING NO. 4.....	68
RE: PUMP ATTENDANT CLASSIFICATION .....	68
LETTER OF UNDERSTANDING NO. 5.....	69
RE: SAFETY FOOTWEAR .....	69
LETTER OF UNDERSTANDING NO. 6.....	70
RE: PHARMACY DEPARTMENTS .....	70
LETTER OF UNDERSTANDING NO. 7 .....	71
RE: SPECIAL LEAVE OF ABSENCE .....	71
LETTER OF UNDERSTANDING NO. 8.....	72
RE: MAINTENANCE DEPARTMENT .....	72
LETTER OF UNDERSTANDING NO. 9.....	72
RE: GROCERY ATTENDANT, PART TIME .....	72
LETTER OF UNDERSTANDING NO. 10 .....	73
RE: PETROLEUM DEPARTMENT.....	73
LETTER OF UNDERSTANDING NO. 11 .....	74
RE: RURAL LOCATIONS.....	74

**THIS AGREEMENT MADE THIS 14<sup>TH</sup> DAY OF APRIL, 2019.**

**BETWEEN:**

**SASKATOON CO-OPERATIVE ASSOCIATION LIMITED**, in its places of business located in the Province of Saskatchewan,

hereinafter referred to as the “**Co-operative**”,

**AND:**

**UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1400,**

hereinafter referred to as the “**Union**”.

## **ARTICLE 1 - PURPOSE**

- 1.01 In consideration of the mutual value of joint discussions on all matters pertaining to Co-operative-employee relations, the parties hereto agree that the purpose of this Agreement shall be to set forth terms and conditions of employment relating to hours of work, rates of pay and other working conditions affecting the employees covered by this Agreement and to provide for an orderly means of settling disputes and grievances of such employees that may from time to time arise.

## **ARTICLE 2 - CLARIFICATION OF TERMS**

- 2.01 In this Agreement wherever the words “he”, “his”, or “him” appear, it shall be construed to mean any employee, male or female, and wherever the words “employee” or “employees” appear, it shall mean any person or persons covered by this Agreement.
- 2.02 Seniority is defined as the length of an employee’s service (based on date of hire) with the Co-operative.
- 2.03 (a) A regular part-time employee shall be defined as one who works an average of twenty-four (24) hours or more a week over any period of ten (10) consecutive weeks.

- (b) Once said employee becomes regular part-time, that employee remains a regular part-time employee for the duration of his part-time employment, regardless of his hours worked or restriction on his availability.

### **ARTICLE 3 - RECOGNITION**

- 3.01 (a) The Co-operative recognizes the Union as the sole collective bargaining agency for the employees covered by this Agreement and hereby consents and agrees to negotiate with the Union through its designated bargaining representative on all matters relating to rates of pay, hours of work and other working conditions of employees covered by this Agreement.
  - (b) The Union recognizes the obligation of its members conscientiously to perform their respective duties for the Co-operative and at all times to carry out their individual responsibilities according to the methods, procedures and written regulations established by the Co-operative, subject to the provisions of this Agreement.
- 3.02 It is hereby agreed that neither the Co-operative nor any employee shall be asked, nor shall they agree, to enter into any verbal or written agreement which may conflict with this Agreement.

### **ARTICLE 4 - MANAGER'S RIGHTS**

- 4.01 The Union agrees that the Management of the Co-operative, including the right to plan, direct and control store operations; the direction of the working force; the discharge of employees for proper cause, are the sole right and function of the Co-operative.
- 4.02 The parties agree that the foregoing enumeration of Management's rights shall not be deemed to exclude other recognized functions of Management not specifically covered in this Agreement. The Co-operative, therefore, retains all rights not otherwise specifically covered in this Agreement. The exercising of these rights shall not alter any of the specific provisions of this Agreement, nor will it prevent the Union from exercising their rights under the Grievance and Arbitration Articles of this Agreement.
- 4.03 The Co-operative shall be the sole judge as to the merchandise to be handled in its operations.

## **ARTICLE 5 - SCOPE**

5.01 This Agreement shall cover all employees of the Saskatoon Co-operative Association Limited working in or from its places of business, in the Province of Saskatchewan, except the:

General Manager

**Operations Manager (3);**

Administrative and Accounting Services Manager;

Payroll Manager

Member Relations Manager;

Food Division Manager (2);

Home Centre Division Manager;

Credit Manager;

Accountant;

Human Resources Manager;

Health and Safety Officer

Human Resources Representatives (3);

Executive Assistant;

Agro Centre Manager;

Agro Equipment Manager;

Crop Protection Manager;

Agronomists (4);

Bulk Petroleum Manager;

Pharmacy Manager (One (1) per Pharmacy Department);

Grocery Manager (One (1) per Grocery Store);

Meat Manager (One (1) per Meat Department);

Produce Manager (One (1) per Produce Department);

Bakery/Deli Manager (Warman, **Martensville and Stonebridge**);

Bakery Manager (Attridge, **Westview**);

Deli Manager (Attridge, **Westview**);

Avenue C Home Centre Manager;

Contractor Centre Department Manager (Avenue C);

Avenue C Home Centre Hardware Manager;

Avenue C Home Centre Contractor Sales Representatives (3);

Yard and Warehouse Manager (Avenue C);

**Greystone** Home Centre Manager;

**Greystone** Home Centre Hardware Manager;

Gas Bar Managers (one (1) per Gas Bar);

Assistant Gas Bar Managers (one (1) per Gas Bar);

Advertising Manager;

Maintenance Manager;

Gas Bar Division Manager;

**Controller;**

**Petroleum Division Manager;**

**Senior Agronomist;**  
**Colonsay Manager;**  
**Commercial Permittee Manager;**  
**Wine, Spirits and Beer Manager (1 per location);**  
**Wine, Spirits and Beer Assistant Manager (1 per location);**  
**Sommelier (1 per Wine, Spirits, and Beer location);**  
**Liquor Procurement and Marketing Manager;**  
**Asset Protection Manager;**  
**Technology Manager;**  
 and Pharmacists.

## **ARTICLE 6 - UNION SECURITY**

- 6.01 Every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of employment. Every new employee whose employment commences hereafter, shall make application on the official membership application form within ten (10) calendar days of the date of his employment, and shall become a member of the Union within thirty (30) calendar days of this date. All present employees who are eligible, but are not now members of the Union, shall immediately apply for and maintain membership in the Union as a condition of employment.
- 6.02 The Co-operative agrees to provide each new employee with the Union Security card, and will have said employee complete the card and return it to the Union office at the same time as the Union dues and check off report. The Co-operative will retain its copy of the check-off authorization. The Union will provide the Co-operative with the documentation for this purpose.
- 6.03 (a) Employees being disciplined for cause will be where practical, accompanied by a Shop Steward of the employee's choice at the location available at that time, or another officer of the Union. If an officer of the Union is at work he shall be present.
- (b) When an employee is to be formally interviewed as part of a general investigation relative to suspected internal theft, the employee may exercise their right to have a Union Representative, who is not an employee of the Co-operative, present. The employee will be advised of the purpose of said interview in advance so as to enable him to contact the Union office to exercise such right.
- 6.04 The Co-operative will provide an employee with all documents such as performance appraisals, letters of reprimand, etc., that may in future be used against the employee.

- 6.05 The Co-operative agrees that it will not discriminate against any employee because of activity on behalf of the Union, or for reporting to the Union an alleged violation of this Agreement, or for exercising any right under this Agreement.
- 6.06 Letters of reprimand will be sealed after twelve (12) months following the date of issue, providing no further occasions for additional letters become necessary. Once sealed, they will only be reopened in the event of an investigation by an outside authority. The term "letter of reprimand" shall mean any admonishment received by an employee whether or not a suspension is involved.
- 6.07 All new employees will be introduced to their Shop Steward(s) as part of their orientation process. A Shop Steward will then be allowed five (5) minutes on Company time to provide a Union Orientation to the new employee.

#### **ARTICLE 7 - DUES CHECK-OFF**

- 7.01 The Co-operative agrees to deduct on each pay period, out of the wages due to each employee eligible for Union membership, the Union dues, initiation fees and assessments of each employee as designated by the Union, and shall remit same to the person designated by the Union. Such deductions shall be accompanied by an electronic list of Union members from whom the deductions have been made and the amount of each deduction.
- 7.02 Names of all employees hired, discharged or who have voluntarily left the Co-operative shall be submitted to the Union once each month.
- 7.03 Each employee shall notify his Department Manager in writing, on forms supplied by the Co-operative, within one (1) day of any change of address or telephone number.
- 7.04 The Co-operative shall include yearly, Union dues on T-4 slips for Income Tax purposes.

#### **ARTICLE 8 - JOB CLASSIFICATIONS**

- 8.01 Titles and applicable rates of pay thereto, for any new classifications or new positions that may hereafter be established within the Scope of this Agreement shall be subject to negotiation. The Co-operative shall give the Union three (3) weeks notice before establishing the above. Failure to reach agreement within the three (3) - week period, the Co-operative shall establish the above, subject to negotiation and agreement through the normal collective bargaining procedures. It is understood that this last provision does not prevent the Co-operative from putting the position into effect. A supplementary agreement shall be executed in

respect to the foregoing. The Co-operative will provide the Union with a list of the duties and qualifications of new classifications or new positions at the time notice is given that the new classifications or positions are being established.

- 8.02 No classification shall be dissolved until the matter has been a subject of agreement between the Co-operative and the Union. In the event that a classification is dissolved after agreement with the Union, the employee concerned shall not have his rate of pay reduced for a period of three (3) months. At the end of this period the employee shall receive the rate of pay applicable to the position he is filling.

## **ARTICLE 9 - NOTICE OF LAYOFF OR TERMINATION OF EMPLOYMENT**

- 9.01 The Co-operative shall give employees the following notice in the event of layoff:
- (a) After thirty (30) calendar days' service, and up to one (1) year's service, one (1) week's written notice, or pay in lieu of notice.
  - (b) After one (1) year's service and less than three (3) years, two (2) week's written notice, or pay in lieu of notice.
  - (c) After three (3) years' service and less than five (5) years, four (4) weeks' written notice, or pay in lieu of notice.
  - (d) After five (5) years' service, and less than ten (10) years, six (6) weeks' written notice, or pay in lieu of notice.
  - (e) After ten (10) year's or more service, eight (8) week's written notice, or pay in lieu of notice.

The Union will encourage employees to give the Co-operative written notice on the above basis before terminating employment.

- 9.02 The Co-operative has the right to terminate the employment of any employee who is not insurable under the Crime Insurance section of the insurance policy maintained by the Co-operative. The Union has the right to grieve such termination.

### **9.03 Severance Pay**

An employee with one or more years of employment who is laid off and forfeits seniority in accordance with Article 10.01(d)(4) will be paid severance pay in the amount of one (1) week's pay for each year of employment or portion of a year of employment to a maximum of twenty-six (26) weeks.



## **ARTICLE 10 - SENIORITY**

- 10.01 (a) New employees shall be on probation for an accumulated working period of **four hundred fifty six (456) hours, to a maximum of six months**. Seniority shall then be established retroactive to the commencement of the probation period.
- (b) Seniority shall be applied bargaining unit wide, except as otherwise set out in this Agreement.
- (c) If an employee is absent from work due to layoff or leave of absence, he shall retain the seniority accumulated prior to his layoff or leave of absence.
- (d) Seniority rights will be forfeited when:
- (1) the employee is dismissed for just cause;
  - (2) the employee fails to report to work on recall from layoff;
  - (3) the employee voluntarily leaves the service of the Co-operative;
  - (4) the employee is laid off from active employment for a period in excess of twelve (12) months; or
  - (5) the employee occupies a position outside the scope of this Agreement for a period in excess of six (6) months.
- 10.02 (a) (1) In **February**, May, **August** and November of each year, the Co-operative shall prepare a seniority listing setting out the following information:
- (i) each employee's name, seniority, date of hire, job classification, and rate of pay;
  - (ii) each employee's employment status, namely whether full-time or part-time, and with respect to part-time employees will show the department in which the employee is working at the time the list is prepared.
- (2) The list will be posted in places accessible to all employees and a paper and electronic copy of the list will immediately be sent to the Union office.
- (3) In addition to the above list, the Co-operative will provide the Union

office with the following information at the same time as the seniority list:

- (i) the above list further containing each employee's complete home address and phone number;
  - (ii) a list of all full-time employees showing the department in which the employee is working at the time the list is prepared.
- (b) In case of dispute as to the authenticity of such a list, the Union shall have access to any necessary personnel records that may be required to establish an employee's seniority status.
- (c) The Co-operative shall not be retroactively liable for errors in seniority standing on the seniority list, if it has complied with Article 10.02 (a). In the event an error on the seniority list is presented to the Co-operative, the Co-operative shall immediately correct same and its liability for such error shall commence on the date on which the error was brought to the attention of the Co-operative.

## **ARTICLE 11 - LAYOFFS AND RECALLS**

- 11.01 (a) When reducing staff, senior employees (merit and ability being sufficient to handle the work to be done) shall be retained. Employees laid off on account of a reduction in staff shall be returned to service in order of seniority, merit and ability being sufficient to handle the job to be filled.
- (b) Where casual help may be required for three (3) days or less, recall procedure need not be followed if the senior employee is outside the city or cannot be contacted immediately, or if the senior employee has indicated he does not wish to accept short term employment. For the purpose of this Article, short term employment shall mean periods of thirty (30) calendar days or less.
- (c) The following procedures shall be in effect when a layoff is necessary:
- (1) **Full Time Employees**
    - (i) A full time employee who is laid off shall have the right to bump on the basis of his seniority.
    - (ii) Full time employees who have been affected by a layoff will have the option to bump laterally or down, into any position they are capable of handling, providing their merit and ability

is sufficient to handle the work to be done. Each individual situation will be treated on a separate basis. There shall be no bumping into a higher paid classification.

- (iii) When a full time employee chooses to exercise their option to bump laterally or downward, that employee will be given a reasonable amount of time to obtain a satisfactory level of performance in that position. For the purpose of this clause, a reasonable amount of time shall be defined as sixty (60) days at work. If the employee is unsuccessful in obtaining a satisfactory level of performance, then the Co-operative and Union will review the matter, and negotiate alternative options, if any.
- (iv) When full time employees are reduced to part time by the Co-operative due to reductions in the work force, they shall be placed at the top of the part time seniority list in the department in which they are working. As full time work becomes available, such employees shall be returned to full time, in order of their full time seniority, provided they possess sufficient merit and ability to handle the work to be performed. Full time employees who are placed at the top of the part time seniority list shall retain their full time seniority date.
- (v) For the purpose of scheduling part time hours of work, full time employees reduced to part time shall be placed at the top of the part time seniority list in the department based on their full time seniority.

**(2) Part Time Employees**

- (i) Part time employees who are laid off shall be able to exercise the options as outlined in section (c)(1)(i), (c)(1)(ii), and (c)(1)(iii) above.
- (ii) When a part-time employee has had zero (0) hours for four (4) consecutive weeks, for reasons other than restricted availability, such employee shall also be considered to have been laid off and shall have bumping rights.
- (iii) A reduction of the hours of work of a part time employee shall not constitute a layoff and shall not activate bumping rights, except as outlined above.

(3) **General**

- (i) When any employee bumps into a lower paying classification, the employee will be paid at the rate of pay of the new position which is the closest to his rate of pay prior to the layoff.
- (ii) Employees affected by a layoff shall have the right to Union representation during any discussions involving their layoff.

11.02 The maintenance of rights under any employee benefit plans shall be conditional upon any employee who is laid off paying the full contribution during such layoff period, providing this is acceptable to the plan.

11.03 (a) When the Co-operative recalls an employee who has been laid off on account of a reduction of staff, the Co-operative shall notify such employee by registered letter addressed to the employee's last known address. If residing in Saskatoon, the employee concerned must notify the Co-operative within two (2) days of the receipt of such letter stating his acceptance or refusal of the employment offered. If the employee is residing outside of Saskatoon, the time limit for notifying the Co-operative shall be five (5) days from receipt of such letter.

(b) If an employee fails to report for work within two (2) days or five (5) days (as prescribed) of receipt of such notice, but does report within thirty (30) days showing good cause for having failed to report within the two (2) days or five (5) days, he shall then be notified of the next vacancy and his seniority shall be retained. Good cause shall be sickness, accident, fire, flood, strike or insufficient travelling time, but shall not include having another job.

(c) Failure or refusal to reply to recall notice, (except for short-term employment) or refusal by an employee to accept work similar to what he was doing prior to his layoff at the same rate of pay he received prior to his layoff, shall cause all rights to recall to be forfeited.

**In the event that recall notice is for work outside of the city or town the employee had previously worked in, the Co-operative will meet with the Union to discuss the concerns of the Employee. The subject may be referred to the Grievance and Arbitration procedures set out in Article 16 and 17.**

11.04 It shall be the responsibility of the employee to leave his current address with the Co-operative.

**ARTICLE 12 - PROMOTIONS AND VACANCIES**

- 12.01 (a) (1) Notice of all vacancies and new positions shall be posted on the staff bulletin boards, and all employees who have completed probation, shall be allowed seven (7) calendar days in which to make written application for such vacancies or new positions. Any such positions or vacancies shall be filled on the basis of seniority, merit and ability being sufficient to handle the job to be filled.
- (2) Vacancies or new positions in the first managerial step outside the scope of this Agreement shall be posted on the bulletin boards and employees shall be entitled to make application.
- (3) A copy of the job posting will be provided to the Union office at the time of its origin.
- (b) (1) When a vacancy has been filled on a temporary basis in accordance with Article 12.01(a) due to the granting of Maternity leave or other extended leaves of absence, and the employee on leave fails to return to work at the expiry of the leave, there will be no requirement to re-post the vacancy as would normally be required under Article 12.01(a). The employee filling the position in accordance with this Article, will be awarded the position if it becomes permanent in accordance with the foregoing and the employee is desirous of maintaining the position on a permanent basis. The temporary posting will be marked in a conspicuous place with the words "Temporary, May Lead To Permanent".
- (2) At the conclusion of such temporary posting, such employee shall revert to his former position. In the event such former position no longer exists, the employee shall have bumping rights in accordance with this Agreement.
- (3) All new employees must complete their initial probation period prior to being able to apply for any other position.
- 12.02 (a) (1) Employees transferred or promoted to a new position or a vacancy shall be allowed the greater of three hundred (300) hours worked or three (3) months in which to qualify for such position or vacancy. If an employee does not qualify within such time or chooses not to remain, he shall revert to his former position at the rate of pay he would have received had he not moved to the new position or vacancy and further, employees who had moved into a vacancy created by the original job posting, shall also revert to their previous positions. It is further understood that the three hundred (300) hour

time period described above shall not exceed a period of six (6) months.

- (2) If it appears to the Co-operative and the Union that such employee is incapable of qualifying for a position, he may be required to revert to this former position before the expiration of the above described time period.
  - (3) In order to improve their qualifications, employees are encouraged to consult with the Human Resources Department concerning suitable training courses.
  - (4) Except in the case where a part-time employee applies for a full-time position, no employee can apply for a non-identical position based on his seniority, until the expiration of three (3) months from the time he receives his most recent promotion.
  - (5) In those instances in which an employee chooses to revert to his previous position within two (2) weeks, the position shall not be re-posted but shall be filled from the applicants who originally applied on the basis of seniority, ability being sufficient to handle the work, unless there are no other applicants for the position or none of the other applicants have sufficient ability to handle the work.
- (b) (1) Employees promoted to a position outside the scope of the Agreement shall be allowed up to six (6) months in which to meet the standards and expectations for such position. If the employee does not meet the standards and expectations within such time or chooses not to remain, he shall revert to his former position at his former rate of pay without loss of seniority. Employees who had moved into the positions vacated by a promoted employee shall also revert to their previous positions.
- (2) In the event an employee promoted to a position outside the scope of this Agreement, elects to exercise his right to return to the bargaining unit within said six (6) month period, such employee shall have any Union dues not paid during this period deducted and the Co-operative shall remit same to the Union forthwith.

12.03 If an employee moves to another classification then he or she will be placed on the wage schedule of the new position based on the total hours worked for the Co-operative since the employee's most recent date of hire.

Notwithstanding the above; employees moving from any entry level position (Pump Attendant, Courtesy Clerk) will be limited to a maximum of the twenty-four

(24) month step on the new scale in the case of Pump Attendants, and the twenty-eight (28) month step in the case of Courtesy Clerks.

- 12.04 Upon request, the Union shall be supplied with a copy of each job write-up for each position in the scope of this Agreement.
- 12.05 Wherever possible, training for higher paying positions, and positions created or changed due to technological change, will be based on seniority, merit and ability being sufficient.
- 12.06 Any employee not granted a position that he has applied for, will be provided with a letter advising him of same.

### **ARTICLE 13 - NOTICE BOARDS**

- 13.01 The Co-operative agrees to furnish and install staff bulletin boards in suitable locations accessible to all employees for the purpose of posting notices of interest to the Union.

### **ARTICLE 14 - SAFETY AND HEALTH**

- 14.01 The Co-operative shall make reasonable provisions for the safety and health of its employees during working hours. The Union shall from time to time bring to the attention of the Co-operative recommendations for improvement in conditions of work, and these recommendations shall be subject to discussion between the Co-operative and the Union.
- 14.02 The Co-operative shall provide a first aid kit in each location and shall keep it properly supplied.
- 14.03 All employees shall have the privilege of taking the St. John's Ambulance course, the cost of which shall be borne by the Co-operative if the course is completed by the employee.
- 14.04 Any special tools that may be required by employees in the performance of their duties shall be supplied to the employees without cost. Employees may purchase, at the Co-op's laid-in cost, such special clothing as they may require in the performance of their job.
- 14.05 An employee may refuse to do any particular act or series of acts, where the employee has reasonable grounds for believing such act or series of acts could be unusually dangerous to the employee or others, until steps have been taken to satisfy the employee otherwise, or until the Occupational Health Committee or an

Occupational Health Officer has established that it is safe to perform such act or acts.

14.06 The Co-operative's current practice of having Occupational Health and Safety Committee meetings shall continue. The Union co-chair of the committee shall be provided with copies of all minutes from such meetings. Such minutes shall be posted.

14.07 At no time shall employees be working alone in any gas bar from 8:00 p.m. to closing.

#### **ARTICLE 15 - UNION REPRESENTATIVE VISITS**

15.01 An authorized Representative, or an Executive Officer of the Union, on his own time, shall be permitted to talk with any employee regarding Union matters during regular working hours, after notifying the Human Resources Manager, or in his absence, the employee's Unit or Department Manager. All such interviews shall be carried on in a place on the premises, provided for and designated by the Co-operative. Time taken for such interviews in excess of fifteen (15) minutes shall not be on Co-operative time.

#### **ARTICLE 16 - GRIEVANCE PROCEDURE**

16.01 (a) Any employee or the Union may present a grievance.

(b) (1) Any employee who feels that he has been unfairly treated must take up his grievance with the Shop Steward or Union Representative and within fourteen (14) calendar days of the event giving rise to such complaint, the member or the Union representative may discuss the grievance with the employee's immediate management supervisor, or the Union Representative shall discuss the grievance with the Human Resources Manager who must render a decision within ten (10) calendar days.

(2) Notwithstanding the above, the Union and the Co-operative agree, wherever appropriate, to endeavor to resolve the matter prior to the filing of a written grievance.

(c) (1) If a satisfactory settlement is not reached under Article 16.01 (b), the written grievance shall be submitted to the Human Resources Manager (or his duly appointed representative) within seven (7) calendar days following receipt of the decision referred to in Article 16.01 (b). The Human Resources Manager (or his representative) shall discuss the matter with the Union within seven (7) calendar



days following referral of the grievance to the Human Resources Manager. The Human Resources Manager (or his representative) shall render a written decision within five (5) calendar days following the discussion with the Union.

- (2) If the parties mutually agree, this step of the Grievance Procedure may be dealt with by the Human Resources Manager (or his representative) and the Union Representative.
  - (d) If a satisfactory settlement cannot be reached under Article 16.01 (c), then upon request of either party in writing, within seven (7) calendar days following receipt of the Human Resources Manager's (or his representative's) reply, the matter may be referred to arbitration, as set out in **ARTICLE 17 - BOARD OF ARBITRATION**.
  - (e) The time limits specified herein may be extended by mutual agreement between the Co-operative and the Union.
- 16.02 In the event of the absence of the authorized agent or agents of the Co-operative at any step up to, but not including the General Manager, it shall be permissible to immediately proceed with the next higher step of the foregoing procedure.
- 16.03 Negotiations with respect to disputes and grievances shall ordinarily be dealt with during regular working hours and no employee or employee's Representative shall suffer any loss of pay. However, if both parties mutually agree, negotiations may also be held outside regular working hours, without pay. The number of employees who may receive leave of absence for collective bargaining purposes shall be limited to a maximum of eight (8). A committee total of two hundred and forty (240) hours shall be paid by the Co-operative.
- 16.04 In the discussion of disputes and grievances and collective bargaining negotiations, the Union may at any time, be accompanied by a Representative of the United Food and Commercial Workers Local 1400.
- 16.05 In the event of an employee being penalized, laid off, recalled, promoted or demoted, the Union shall be notified within two (2) days of the name of such employee affected and the reasons therefor. In the event of an employee being dismissed, the Co-operative shall notify the Union Representative and/or Chief Shop Steward immediately.
- 16.06 Should any employee be penalized, laid off, dismissed or demoted and it is later established that such penalty, layoff, dismissal or demotion was unfair or not in accordance with the provisions of this Agreement, he shall immediately be returned to his former status in all respects and shall be compensated at his proper rate of pay for all wages lost by reason of such penalty, layoff, dismissal or

demotion.

- 16.07 All correspondence to United Food and Commercial Workers Local Union No. 1400, regarding grievances, shall be directed to the Union Representative and copied to the shop steward and the grievor upon request.
- 16.08 Grievances affecting employees in more than one (1) Department, or General Policy Grievances, may be initiated at step 16.01 (c).
- 16.09 The parties may agree to the appointment of a mediator to assist in resolving a grievance.

#### **ARTICLE 17 - BOARD OF ARBITRATION**

- 17.01 Any dispute or grievance presented under Article 16 of this Agreement that cannot be settled by Representatives of the Co-operative and the Union may, in accordance with the terms of Article 16, be submitted to a Board of Arbitration.
- 17.02 The Board of Arbitration shall be composed of one Representative of each of the Co-operative and the Union, to be selected within seven (7) calendar days following notification to the Co-operative of the Union's intention to proceed to arbitration, and one person acceptable to both the Co-operative and the Union shall act as Chairperson. If agreement cannot be reached on selection of this person within fourteen (14) calendar days of the appointment of the Representatives the matter shall be referred to the Minister of Labour, who shall be asked to act himself, or to appoint a chairperson.
- 17.03 If the Co-operative and the Union mutually agree, the Board of Arbitration can be comprised of a single arbitrator chosen in the described manner in 17.02 with the same jurisdiction and authority.
- 17.04 No person shall serve on the Board of Arbitration if he is involved directly in the labour controversy under local consideration.
- 17.05 Grievances taken before the Board of Arbitration shall be submitted in writing and shall specify clearly the nature of the grievance.
- 17.06 When the Board of Arbitration has been formed in accordance with this Article, it shall meet and hear the evidence of both sides and render a decision within fourteen (14) calendar days after it has completed its hearing and investigations.
- 17.07 The Board of Arbitration in reaching its decision shall be governed by the provisions of this Agreement. A decision of a majority of the Board shall be taken to be the decision of the Board and shall be final and binding on all parties concerned.

- 17.08 (a) It is distinctly understood that the Board of Arbitration is not vested with the power to change, modify or alter this Agreement in any of its parts. The Board may, however, interpret the provisions of this Agreement.
- (b) The Board shall have the authority to withhold, change, modify or alter the penalty in discipline or dismissal cases.
- 17.09 It is agreed that the expenses of the Chairperson of the Board of Arbitration shall be borne equally by the Co-operative and the Union.

#### **ARTICLE 18 - LEAVE OF ABSENCE**

- 18.01 One employee elected or appointed as a full-time Representative of the Union shall be granted leave of absence without pay for a maximum of twelve (12) months or longer period as may be mutually agreed. The Union shall give the Co-operative at least fifteen (15) days' notice of application for leave not exceeding three (3) months, and thirty (30) days' notice for leave in excess of three (3) months.
- 18.02 If an employee is elected or appointed as an official delegate to attend conventions or business meetings in connection with the affairs of the Union, he shall, on giving the Co-operative at least seven (7) calendar days' notice, be granted such leave of absence without pay as may be necessary to enable him to attend such meetings or conventions. The number of delegates shall be limited to seven (7) at any one time providing they are from different departments (locations).
- 18.03 Employees who are absent from work on leave of absence in connection with Union business or Union schools, or are granted Leave of Absence under Article 18.01 and 18.02 of the Collective Agreement will be maintained on the payroll and paid by the Co-operative under the following conditions:
- (a) The Union agrees to reimburse the Co-operative in full for all wage and benefit payments made by the Co-operative to, or on behalf of, the employee. Where applicable, this will include the calculation of vacation pay.
- (b) Employees on a leave granted under Article 18.01 and 18.02, will accumulate seniority, in accordance with the Collective Agreement.
- (c) Part time employees will be paid only for hours they would normally have been scheduled for work.
- 18.04 Employees shall be granted leave of absence to attend the annual meetings of the

Saskatoon Co-operative Association Limited without pay, provided that seven (7) days' notice of intention is registered with the Co-operative. The number of employees who shall be granted leave of absence is limited to six (6) with no more than one (1) from any one (1) department.

- 18.05 (a) Employees will be entitled to a special leave of absence with pay of ten (10) calendar days in cases of death in an employee's immediate family. The Co-operative will consider an employee's request to return to work early.
- (b) Special leave of absence with pay shall be granted up to a maximum of ten (10) calendar days in cases of pressing emergency. Pressing emergency shall include serious accident, or serious illness in an employee's immediate family.
- (c) Immediate family shall be confined to spouse, parents, mother-in-law, father-in-law, brother, sister, grandchild, step-children or children of such employee.
- (d) Two (2) day's paid leave of absence shall be granted in case of death of an employee's son-in-law, daughter-in-law, brother-in-law, sister-in-law, and grandparent. If the employee is attending a funeral that is greater than 250 kilometers away, an additional paid day shall be granted. If the employee is attending a funeral that is greater than 500 kilometers away, a second additional day will be granted.
- (e) One (1) days paid leave of absence shall be granted to serve as a eulogist, urn bearer or pallbearer at a funeral.
- (f) Employees may request additional time off without pay.
- (g) This section shall apply to all full-time employees, regular part-time employees, and those who have averaged twenty-four (24) hours worked or paid in the four (4) weeks immediately preceding the pressing emergency.

#### 18.06 **Parental Leave**

- (a) (1) Employees shall be granted a Parental Leave of Absence. A birth mother or primary care-giver of an adopted child will be entitled to take up to fifty-two (52) continuous weeks of leave. A father and/or the adoptive parent who is not the primary care-giver shall be entitled to take up to thirty-seven (37) continuous weeks of leave.
- (2) The employee shall give the Co-operative four (4) weeks' notice prior to the start of such leave (prior to the expected birth or adoption of the child). The employee shall be required to submit a certificate

from a qualified medical practitioner certifying that the employee/spouse is pregnant and indicating the estimated date of confinement, or, in the case of adoption, submit proof of impending adoption.

(3) The employee shall give the Co-operative a minimum of four (4) weeks' notice prior to the date the employee intends to resume active employment. The Co-operative will require medical documentation if the employee is returning less than six (6) weeks after the date of giving birth.

(4) Seniority will accumulate during Parental Leave.

(b) Upon the completion of the Parental Leave, the employee has the right to return to his employment at the same rate (step) of pay, and under similar terms and conditions as before. The Co-operative's obligation to guarantee employment shall cease if the employee does not return after the fifty-two (52) week period and does not go on sick leave in accordance with this Agreement.

18.07 (a) Upon completion of two (2) years' service, an employee shall be entitled to one (1) year's leave of absence without pay but with maintenance of seniority rights, for the purpose of educational upgrading, or training related to the needs of the Co-operative. The number of employees entitled to such leave shall be limited to one (1) per location at any one (1) time.

(b) The Co-operative will grant personal leaves of absence to a maximum of two (2) years to employees for armed forces service.

18.08 For leave of absence without pay granted, the maintenance of rights under any eligible employment benefit plans shall be conditional upon any employee who is granted leave of absence paying the full premium costs in advance on a monthly basis.

#### 18.09 **Voting Privileges**

The Co-operative will comply with any law requiring that employees be given paid time off to vote.

#### 18.10 **Compassionate Care Leave**

In addition to the rights contained elsewhere in this Agreement, an employee will be granted time off from work, without pay, to a maximum of twelve (12) weeks, to provide care for a family member that has a serious medical condition with a significant risk of death within twenty-six (26) weeks. In this section, "family

member” is defined as spouse, child or parent, including a child or parent of the spouse. The Co-operative may, at any time up to and including fifteen (15) days after the return to work, require the employee to provide a certificate issued by a physician confirming the illness. Requests for such leave shall be made to the General Manager or designate.

#### **18.11 Balancing Work and Family**

Employees shall be entitled to use up to twenty-four (24) hours sick leave per calendar year for the purposes of dealing with immediate family issues (i.e. Children’s illness or appointments, parental care, etc).

### **ARTICLE 19 - STATUTORY HOLIDAYS**

- 19.01 The following days shall be observed as paid holidays: New Year’s Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other days declared as holidays by the Federal, Provincial or Civic Authorities. The above holidays shall be observed on days other than the calendar date when so proclaimed by the Federal, Provincial or Civic authorities.
- 19.02 (a) If an employee is required to work on a holiday, he shall be paid, in addition to his regular pay, one and one-half times his regular rate for all hours worked.
- (b) Any hours worked on a holiday shall be offered on the basis of seniority, merit and ability being sufficient among employees who normally perform the work within the department. Part-time employees will have to have indicated availability for such hours in accordance with Article 21.07 (d) and (e).
- 19.03 When a holiday or holidays as set out in Article 19.01 falls in any week, the work week shall be reduced by eight (8) hours, for each such holiday, and no employee shall suffer a reduction in take-home pay. Employees working in excess of the reduced hours of work for that week shall be paid in addition to their regular rate of pay for the week, one and one-half (1 1/2) times for all such hours worked.
- 19.04 Part-time employees will be paid Statutory (and proclaimed) holiday pay, based on their average hours worked or paid on the four (4) days immediately preceding the holiday which bear the same name, or five percent (5%) of the employee’s wages in the four (4) weeks preceding the holiday, whichever amount is greater.

## **ARTICLE 20 - ANNUAL VACATION**

20.01 Vacation with pay, at regular rates or the applicable percentage of employees' total earnings, whichever is the greater, shall be granted on the following basis:

- (a) (1) (i) Three (3) weeks (3/52) after one (1) year of service and after each subsequent year of service up to eight (8) year's service;
- (ii) Four (4) weeks (**4/52**) after eight (8) years' service and after each subsequent year of service up to thirteen (13) years of service;
- (iii) Five (5) weeks (5/52) after thirteen (13) years' service and after each subsequent year of service up to eighteen (18) years of service;
- (iv) Six (6) weeks (**6/52**) after eighteen (18) years' service and after each subsequent year of service up to twenty-three (23) years of service;
- (v) Seven (7) weeks (7/52) after twenty-three (23) years' service and after each subsequent year of service.
- (2) The Co-operative reserves the right to determine the time that the fourth, fifth, sixth, and seventh weeks will be taken.
- (3) Employees becoming eligible for four (4), five (5), six (6), or seven (7) weeks' vacation will have a three (3), four (4), five (5), or six (6) week vacation plus one-half day per month for service prior to April 30, up to a maximum of five (5) working days.
- b) (1) If requested by the employee, the employee shall receive his vacation pay not later than one (1) day previous to the date on which his vacation is to start. Where such payment is not requested, vacation pay for the vacation taken, will be paid in the normal payroll cycle.
- (2) The cutoff date for determining years of service and vacation pay shall be April 30.
- (c) If an employee has unbroken previous employment with either a Retail Co-operative or Federated Co-operatives Limited, before becoming an employee of the Co-operative, such previous unbroken service shall be applied to the employee's credit in respect to the granting of four (4), five (5), six (6), and seven (7) weeks vacation entitlement, providing such employee

has completed at least one (1) year's service with the Co-operative.

- (d) (1) If an employee is absent without pay from the Co-operative for four (4) weeks or more during the vacation year, the appropriate percentage formula (3/52, **4/52**, 5/52, **6/52**, 7/52 of actual earnings) shall be used in calculation of vacation pay due. This section shall not apply in respect to leave of absence granted in accordance with Article 18.02.
- (2) Employees receiving Workers' Compensation benefits will receive full vacation pay with respect to the top up period contained in Article 23.01, in addition to the four (4) week period described above.

20.02 Employees with less than one year of service prior to April 30<sup>th</sup>, shall be entitled to one and one quarter (1 1/4) days of vacation with pay for each month of service, calculated as six percent (6%) of earnings for the time period from the employee's start date to April 30<sup>th</sup>.

20.03 When a holiday occurs during an employee's vacation, an extra day's vacation shall be granted if the holiday is one for which the employee would have received pay had he been working.

20.04 When employment of an employee is terminated, the Co-operative shall pay, in addition to all other amounts due the employee, all vacation pay earned but not received.

20.05 (a) The initial vacation schedule shall be posted in conspicuous places accessible to all employees by January 30<sup>th</sup> of each year.

(b) The Co-operative shall not block out vacation time, but reserves the right to limit vacation time to ensure business needs are met.

(c) Vacations shall be granted between May 1 and Sept. 30 unless otherwise mutually agreed between the Co-operative and the employees. Wherever possible, employees shall have the right to select their vacation at the time or times preferred.

(d) In case of a dispute between employees, seniority shall govern the selection of vacation dates.

(e) Except in cases of emergency, once a vacation has been scheduled, the Co-operative will not amend the schedule without the consent of the employees affected.

(f) Upon completion of the vacation scheduling process, employees shall be



entitled to schedule individual days of vacation, if they are available, consistent with the terms and conditions outlined in this collective agreement.

20.06 If an employee is ill or injured during a scheduled vacation and is hospitalized for one (1) day or more, the employee may elect to go on sick leave. In such cases the days the employee is hospitalized will be re-scheduled.

20.07 Full-time employees who have been reduced to regular part-time for more than twelve (12) months, regular part-time employees, and full time employees who were not full-time in the preceding vacation year, shall have the option of receiving their unused vacation pay in a lump sum at the end of the vacation year.

## **ARTICLE 21 - HOURS OF WORK**

### **21.01 (a) Administration Department**

The basic work week for full-time employees shall be thirty-seven and one-half (37 1/2) hours consisting of five (5) seven and one-half (7 1/2) hour days as scheduled by management.

### **(b) Store and Services Departments**

The basic work week shall be thirty-eight (38) hours consisting of either three (3) days at eight (8) hours and two (2) days at seven (7) hours or four (4) days at eight (8) hours and one (1) day at six (6) hours as scheduled by management.

### **(c) All Other Departments (Gas Bars, Agro Centre, Home Centres and Liquor Stores).**

The basic work week shall be forty (40) hours, five (5) days per week not exceeding eight (8) hours per day.

### **(d) There shall be no split shifts.**

21.02 (a) (1) The Co-operative agrees to draw up and post fourteen (14) days in advance a schedule of daily working hours for full-time and part-time employees. The schedule for all part-time employees may be changed upon **forty-eight (48)** hours notice. If management initiates a schedule change affected employees shall be notified.

(2) No change will be made in the existing pattern of working hours in any department without prior notice to the Union. Should the Union request, any change in the existing pattern of working hours shall be

subject to negotiation and the provisions of the grievance procedure before implementation. The right of the Union to negotiate and process grievances before schedules are implemented will not be used to prevent any department from meeting competitive business hours.

- (3) However, the Union may negotiate and/or process a grievance on the Co-operative's interpretation of competitive business hours and/or the effect implementation of such a schedule may have on any employee or employees. Temporary changes in days off, lunch hours, or starting and quitting hours for an employee, may be arranged between the Department Manager, employee concerned, and Shop Steward.
- (b) The Co-operative shall give regular part-time employees seven (7) days notice in the event of a reduction in normal weekly hours. Normal weekly hours shall not include additional hours worked because of illness to staff, special sales events and statutory holidays.

**21.03** Employees who report for work or are advised by the **Co-operative** not to report for work, but for reason of breakdown in the plant or weather conditions or for some other similar cause, are dismissed for the day shall be paid for the hours scheduled to be worked at the employee's regular rate.

21.04 The calendar day of work for an employee who commences work on one day and ends his work shift on the following day, will be considered to be the day in which the majority of his hours are worked.

21.05 The Co-operative will not split full-time positions for the purpose of establishing part-time positions covering the same hours. Should the Co-operative reduce a full-time position to less than the basic hours of work per week as set out in Article 21.01, the incumbent employee shall have the first opportunity to work the part-time hours.

21.06 In the event an employee works the basic work week as described in Article 21.01 for a period of thirteen (13) consecutive weeks, a full-time position will be deemed to exist, and will be filled in accordance with **ARTICLE 12 - PROMOTIONS AND VACANCIES**. This clause will not be operative where the incumbent employee has been reduced from full-time to part-time, and is working the full work week due to increased available work, or where the incumbent is relieving for absences due to illness, injury, leave of absence, or vacation.

### **21.07 Part-Time Scheduling**

The following shall apply only to employees other than those working full time:

- (a) In the scheduling of hours of work for part time employees, the Co-operative shall have the right to determine the number of staffing hours to be used in each department for each day or week, the number of shifts required on any particular day, the length of each shift, and the starting and finishing time for each shift. The Co-operative will schedule shifts for as long as possible, up to eight (8) hours, subject to the above requirements.
- (b) In the scheduling of available hours of work and the calling in of employees for available hours of work, in a department at a location, seniority shall govern, merit and ability being sufficient to handle the work to be performed. Reduction in hours of work shall be in reverse order of seniority.

Call-ins for additional shifts shall be done in order of seniority among those who have indicated availability for additional call-ins on their availability form. This will not apply to those who would receive overtime if called in for that shift.

- (c)
  - (1) Senior part time employees shall be entitled to be scheduled for the longest available shift per day, subject to their availability. Employees in seniority order will receive as many as, or more, hours per week than employees junior to them.
  - (2) No part time employee will be scheduled to work more than five (5) days per week, provided that in complying with this section and the paragraph above, the Co-operative shall have the right to schedule the day(s) off for the part time employee.
- (d)
  - (1) Present part-time employees shall file a written notice of availability with their Department Manager on forms provided by the Co-operative, within fourteen (14) days of ratification of this Agreement. New part time employees hired shall file a written notice of availability within fourteen (14) days after commencing employment. Part-time employees changing their availability shall notify their Department Manager in writing, a minimum of one (1) month prior to, and for, the following month. Part-time employees shall have the right to change their availability not more than six (6) times per year.
  - (2) Employees who have restricted their availability will not be scheduled in accordance with section (c) above on any day on which their restriction occurs if the restriction prevents them from receiving such shift. In such cases, the employee will only be entitled to the longest shift in accordance with Article 21.07 (a) that does not conflict with the restriction. It is further agreed that an employee's restrictions

may cause him not to receive as many or more hours per week as an employee junior to him.

- (3) Part time employees shall not be permitted to exercise their seniority in respect to available hours of work, unless that part time employee has indicated availability for such hours in accordance with the foregoing.

- (e) Department shall mean Grocery, Meat, Produce, Bakery (Attridge **and Westview**), **Deli (Attridge and Westview)**, Bakery/Deli (Warman, **Stonebridge and Martensville**), Pharmacy, Health & Beauty Care, Contractor Centre, Administration, Agro Centre/Petroleum, Maintenance, Home Centre Hardware, Home Centre Front End, Home Centre Yard and Warehouse, **liquor store, each rural location**, and each Gas Bar.

The scheduling of available hours of work shall be restricted to the employee's particular classification within a department, except in the Home Centre, **Liquor store, rural locations**, and Agro Centre/Petroleum locations where the scheduling of available hours of work shall be in accordance with 21.07(b) or as otherwise set out in this Agreement.

- (f) Nothing in Article 21.07 shall be construed as creating unnecessary overtime situations.
- (g) Part time employees who request, and are granted time off for a special function shall be considered to have restricted their availability for the purpose of applying section (c) above, only in the week in which the time off occurs.
- (h) **Minimum Shift**

Part time employees, when scheduled or called in to work, shall receive not less than four (4) hours of work, however, employees who are students may be scheduled for less than four (4) hours on school days only. The four (4) hour minimum shift provision will apply to students when the department is open to the public after 6 p.m., or when the students are scheduled for night stocking.

- (i) (1) For the purposes of Article 21.07 (j) and Article 21.07 (j) only, "benefits" shall mean:
  - (i) Group Life (23.03);
  - (ii) Group Dental (23.04);

(iii) Income Guarantee (Long Term Disability) (23.05);

(iv) Extended Health (23.07);

as set out in the Collective Agreement.

- (2) If a regular part-time employee restricts his availability, for other than health reasons, to less than twenty-four (24) hours per week, the Co-operative's obligation to pay the cost of benefits will be suspended, provided, however, the employee, at his own expense, may elect to pay for same. The Co-operative's obligation to pay will be suspended the effective date of the restriction as set out on the employee's availability sheet. If an employee restricts their hours and works an average of less than ten (10) hours per week over a period of sixteen (16) consecutive weeks then they shall not be entitled to benefits.
- (3) The Co-operative's obligation to pay for benefits will be reinstated effective the date of the employee notifying the Co-operative, in accordance with the terms of the Collective Agreement, that he is again becoming available for twenty-four (24) or more hours per week and full coverage under the plans will be effective on that date. If the employee files his notification in the first half of a pay period, the employee will be responsible for his portion of premium payments for the entire pay period. If the notification is filed in the second half of the pay period, the employee will not be charged for his portion of benefit payments for that pay period, but in any event, benefits will be reinstated effective that date of notification being filed.
- (4) Except as stated herein, regular part-time employee's rights and privileges will be unaffected by any restriction of availability, except as stated elsewhere in the Collective Agreement.

21.08 The Saskatoon Co-operative shall employ one (1) Gas Bar Supervisor at each gas bar.

## **ARTICLE 22 - OVERTIME PAY**

22.01 All hours worked over those as outlined in Article 21.01 shall be considered as overtime and shall be paid for at the rate of time and one-half for the first three (3) hours overtime worked in any one day.

22.02 Double the regular rate shall be paid for:

- (a) All time worked in excess of three (3) overtime hours worked in one day;
- (b) All hours worked on an employee's days of rest, with a guarantee of at least four (4) hours' pay.

**EXCEPTION:** Should an employee not have full-time employment during any one week, he may have the privilege of working on his day of rest during that week at his regular rate of pay.

22.03 All overtime shall be voluntary, and shall be performed only after authorization by the Co-operative.

**22.04** 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. This would not be operative where a meal break is taken or a meal is provided by the **Co-operative**. Meal breaks and rest periods shall be worked out by the Department Manager and the Shop Steward concerned.

22.05 An employee called back to work without prior notice shall be guaranteed three (3) hours pay at overtime rates.

22.06 Employees shall not be required to take time off scheduled hours of work to avoid payments of overtime.

22.07 As much advance notice as possible will be given employees who are asked to work overtime.

22.08 (a) Overtime shall be offered on the basis of seniority to employees who have sufficient merit and ability to handle the work and are at work at the time in the department.

- (b) Where employees are to be called in for overtime, such call-in will be offered on the basis of seniority to employees who have sufficient merit and ability to handle the work, and who work in the department.

## **ARTICLE 23 - EMPLOYEE BENEFITS**

Articles 23.01, 23.02, 23.03, 23.04, 23.05, 23.06 and 23.07 will apply only to full-time and regular part-time employees. Part-time employees will receive minimum benefits as provided for in the prevailing Labour Standards Legislation.

23.01 If an employee is injured in the performance of his duties or contracts any industrial disease and is awarded compensation from the Workers' Compensation Board, the Co-operative agrees to pay the employee the difference between the Compensation Board's payments and the employee's regular rate of pay to a maximum of twenty-five per cent (25%) while the employee is receiving regular compensation payments for a maximum period of three (3) months.

**23.02** An employee requiring specialty licensing, an operator's license (and medicals where required) **and/or ongoing professional insurance** shall have same paid for by the Co-operative unless the employee already possessed a license when hired. Renewal of operator's license, **professional fees and/or insurance** shall be paid for by the Co-operative. The Co-operative's payments shall be limited to the basic insurance and fees. This will apply to the following classifications:

Building Materials Delivery Clerk – Home Centre  
Truck Drivers Class 1A  
Petroleum Driver  
**Licensed Pharmacy Technician**

23.03 After three (3) continuous months' service, employees shall be covered by Group Life Insurance Plan G.L. 369 with the Co-operators Insurance Company, in accordance with the rules and regulations of the plan. The Co-operative will incur the full cost of the premium for the first \$10,000 of coverage. The cost of the remaining coverage will be shared on a 50/50 basis with the employee.

23.04 After three (3) continuous months' service, employees shall be covered by Group Dental Plan G.C. 377 with the Co-operators Insurance Company, in accordance with the rules and regulations of the plan. The Co-operative will incur the full cost of the premiums for this coverage.

23.05 Employees currently covered and new employees, after three (3) continuous months of service, shall be covered by the Income Guarantee Insurance Plan (Long Term Disability) G.C. 369, with the Co-operators Insurance Company, in accordance with the rules and regulations of the Plan. The cost of this coverage shall be shared on a 50/50 basis between the Co-operative and the employee.

23.06 Full-time employees who have one (1) year of service shall participate in the Co-operative Superannuation Society Pension Plan. Employees who do not work full-time shall have the option of participating in the Plan. Employees' contributions shall be six percent (6%) of their regular earnings to the C.P.P. maximum and six percent (6%) thereafter. Such contributions shall be matched by the Co-operative.

23.07 Employees shall be covered by the Extended Health Plan, in accordance with the rules and regulations of the Plan. The premiums for all employees eligible for

coverage shall be on a 50/50 cost shared basis between the Co-operative and the employee. While an employee is away from work and is receiving Long term Disability payments, the premiums shall continue to be paid on a 50/50 cost shared basis.

23.08 Rest periods shall be granted on the basis of:

- (a) Three (3) and up to five (5) hour working period - one paid fifteen (15) minute rest period.
- (b) Over five (5) and up to six (6) hour working period - one paid fifteen (15) minute rest period and one unpaid thirty (30) minute meal period, or when mutually agreed between the employee and his Department Manager, two (2) paid fifteen (15) minute rest periods.
- (c) Over six (6) and up to an eight (8) hour working period - two (2) paid fifteen (15) minute rest periods, and one unpaid sixty (60) minute meal period. One unpaid thirty (30) minute meal period may be substituted in individual cases by mutual agreement between the Department Manager and the employee.
- (d) The Co-operative will make every effort to not interrupt meal and rest periods.

- 23.09 (a) After thirty (30) days' continuous employment, full-time employees shall be entitled to one and a quarter (1 1/4) days' sick leave per month without loss of pay.
- (b) After one hundred and seventy-three (173) hours worked, regular part-time employees shall be credited with ten (10) hours sick leave, and will accumulate sick leave credits on the basis of ten (10) hours for every one hundred and seventy-three (173) hours worked. Payment for sick leave will be granted only on absences from scheduled hours of work.
- (c) Sick leave credits shall be cumulative. The Co-operative reserves the right, in the event of an application for sick leave pay, to require a medical certificate. The **Co-operative** will pay the costs of the medical certificate. An employee who is eligible for sick leave pay must, in order to obtain pay for time not worked, advise the Co-operative of his illness as soon as possible before his normal starting time. If an employee is able to show satisfactory cause for having not advised the Co-operative of his illness within the specified notice period, he shall receive his sick leave pay.

23.10 Sick leave pay shall not be granted for doctors' office appointments, dentist appointments, and optometrist's appointments, unless sent or arranged by



management, or the employee can show just cause why his appointment could not be arranged for his day of rest.

- 23.11 Employees shall continue to accumulate seniority during any period of illness while on sick leave, paid vacation and while receiving compensation payments from the Workers' Compensation Board.

### **23.12 Staff Discount**

- (a) The Co-operative's Staff Discount Policy shall provide for a five per cent (5%) discount to employees for all purchases by employees from the Co-operative to a maximum of fifteen thousand dollars (\$15,000) per fiscal year, per employee.
- (b) The Co-operative reserves the right to establish administrative and control procedures, as well as eligibility requirements.

- 23.13 Retiring employees will be allowed to pay the premiums of any benefit plans in order to maintain coverage following retirement in accordance with the rules and regulations of the benefit plans.

## **ARTICLE 24 - WAGE RATES AND CLASSIFICATIONS**

- 24.01 Notwithstanding anything in this Agreement to the contrary, any employee receiving a higher rate of pay in his present classification than is called for under the terms of this Agreement shall not have such rate reduced in his present classification during the term of this Agreement.

- 24.02 (a) Any employee required by the Co-operative to temporarily fill a position paying a higher rate of pay shall receive a premium of ten dollars (\$10.00) per day if for three (3) hours or more in addition to his regular rate of pay as of the date he filled such position.
- (b) If an employee is required to temporarily fill a position paying a lower rate of pay, his rate shall not be reduced.
- (c) If an employee is required by the Co-operative to temporarily fill an out-of-scope position, he shall be paid a minimum of twenty dollars (\$20.00) per day if for two (2) days or more, in addition to his regular rate. Any amount above one hundred dollars (\$100.00) per week shall be at the discretion of the Co-operative.
- (d) If a Courtesy Clerk performs the duties of a Food Clerk, such employee shall be paid at the same time served increment step of the Food Clerk

classification for all hours so worked one-half (1/2) hour after store closure.

24.03 The principle of equal pay for equal work shall apply, as set out in Provincial Legislation, regardless of sex.

**24.04 (a)** All wages shall be paid by direct deposit to the financial institution of the employee's choice.

(b) (1) The bi-weekly wages, paid every second Friday, shall consist of the employee's total earnings up to and including the previous Saturday, less all deductions normally made from an employee's wages. An itemized statement indicating rate of pay, overtime, specific deductions, etc., shall accompany each payment.

(2) Pay stubs shall be **accessible to an employee in an electronic format.**

(3) Payment of wages will be based on hourly rates of pay.

(c) In the event of a payroll error that results in an underpayment to an employee, shortages of \$50.00 and below shall be rectified by direct deposit within two (2) business days (not including Saturdays, Sundays and Statutory Holidays). Shortages in excess of \$50.00 shall be paid by separate cheque by the end of the business day on Friday (same day as payroll deposit), as long as Payroll is notified of the error before 3:00pm on that day. Should payroll be notified of a shortage in excess of \$50.00 after 3:00pm on Friday, such shortage shall be paid by separate cheque on the Monday or the next business day defined above.

In the event of an overpayment to an employee, the employee and the union will be notified of the amount. The Co-operative will attempt to reach an agreed upon repayment plan with the Employee and the Union. Should the parties be unable to reach an agreement, the matter may be referred to the grievance and arbitration procedure by either party.

The arbitrator shall have the right to determine:

- (a) whether or not the employee is required to repay any money;
- (b) the amount to be paid; and
- (c) a repayment schedule

**24.05 (a)** Job classifications and schedule of wage rates covered by this Agreement shall be set out in Appendix "A" Schedules 1, 2, **3** and **4**. Increment increases for all employees other than full-time shall be based on

accumulated seniority equivalent to the corresponding full-time hours in the employee's department.

**(b) There shall be a local savings top of scale supplemental plan in accordance with Schedule 5.**

24.06 All hours, including overtime, shall be calculated to the nearest fifteen (15) minutes.

**24.07 (a) Night Shift Premium**

Any regular part-time employee (except service station), and any full-time employee working between the hours of:

6:00 p.m. and 7:30 a.m. Monday to Saturday;  
6:00 p.m. Saturday and 7:30 a.m. Monday;

shall receive a premium of one dollar (\$1.00) per hour, for all such hours worked.

This will also apply to all Bakery Department employees.

**(b) Night Shift Supervision Premium**

(night stocking and bakery)

An employee shall be designated to act in the capacity of a night shift supervisor. Such employee shall be paid a premium of **eighty-five cents (85¢)** per hour in addition to the night shift premium and his regular rate of pay. If the supervision hours are overtime hours, the supervision premium shall be in addition to the overtime rate due for the hours worked.

(c) Premium pay (excluding Sunday Shopping premium) shall not apply on overtime hours.

**(d) Sunday Shopping Premium**

In the event the Co-operative opens for business any of its food or non-food departments (except service stations) on any Sundays any employee working on such days shall receive a premium of one dollar (\$1.00) per hour for all such hours worked.

**(e) File Maintenance**

Any employee doing File Maintenance data entry work will receive the File

Maintenance Clerk rate of pay for all such hours worked on File Maintenance. (The affected employee is required to keep track of such time).

(f) **Checker**

Employees performing the duties of "Checker" at a Home Centre, shall receive a premium of **eighty-five cents (85¢)** per hour, for all such hours worked.

(g) **Cell Phone/Pager Premium**

Employees required by the manager to have a pager or cell phone in their possession outside their regular hours of work shall be entitled to premium of **twenty dollars (\$20.00)** per day.

(h) **Cold Weather Premium**

**A cold weather premium of \$0.50/hour to be applied to the "Pump Attendant" hourly rate paid for all hours worked in a single regular or overtime shift during which the combined temperature exceeds -39 degrees Celsius for the entire hour. Where the temperature exceeds -39 for a minimum of four(4) continuous hours during said shift, the employee shall receive the Cold Weather Premium for all hours worked during that shift. Temperature shall be measured at the Saskatoon Airport by Environment Canada.**

24.08 The Union and the Co-operative agree to establish a committee consisting of the Human Resources Manager, one permanent Union appointee, the Unit Manager and the Shop Steward of the unit involved to review requests made by employees for a job review. In event the committee cannot come to agreement the dispute may be referred to the Grievance Procedure.

**ARTICLE 25 - JURY AND WITNESS DUTY**

25.01 Employees summoned to jury duty or appearing as a witness before a court of law shall be paid wages amounting to the difference between the amount paid them for jury or witness services and the amount they would have earned had they worked on such days. This does not apply if the employee is excused from jury or witness duty for the rest of the day or days and fails to report back to work, or jury and witness duty is performed on the employee's scheduled day off.

## **ARTICLE 26 - MISCELLANEOUS**

26.01 Whereas the parties to this Agreement agree that their objectives are in some respects similar, it is therefore agreed that each party shall assist the other, whenever possible, in efforts to attain these common objectives.

26.02 (a) The Union will supply the Co-operative with a complete list of its officers, who are employees of the Co-operative, and those officers of the Union to whom, if necessary, documents could be served by the Co-operative. The Union will notify the Co-operative within ten (10) days of any changes to such list that may take place from time to time.

(b) The Co-operative will supply the Union with a complete list of its officers, to whom, if necessary, documents could be served by the Union. The Co-operative will notify the Union within ten (10) days of any changes to such list that may take place from time to time.

26.03 The Co-operative agrees to display the official Union decal of the United Food and Commercial Workers, Local 1400, in a location where it can be seen by customers. Such decal shall be of a form and size acceptable to the Co-operative, and posted in a place approved by the Co-operative. This shall apply only in locations where the building is owned by the Co-operative.

26.04 There shall be no discrimination in accordance with the provisions of The Saskatchewan Human Rights Code.

26.05 Wherever this Agreement provides less favourable provisions to an employee than that provided by Provincial Legislation, said legislation shall govern and be part of this Agreement.

26.06 The Co-operative will provide an employee with sick leave and vacation accrual and entitlement amounts upon request.

### **26.07 Minimum Wage Gap**

In the event the Province of Saskatchewan raises the minimum wage during the life of this agreement, any start rates below the minimum wage will be increased to twenty-five cents (25¢) above the new minimum wage.

### **26.08 Market Supplement**

Should there be need for a market supplement in rates of pay to retain or recruit employees in a particular classification, the **Co-operative** will make a proposal to the Union concerning same. If both parties agree, these rates will be implemented at that time.

## 26.09 Credit for Comparable Experience or Related Competencies

The rates of pay upon hiring shall be at the start rates of the various job classifications. Employees having verifiable comparable experience for the position shall be paid the appropriate rate of pay on their wage scales **based** on the following factors:

- a) The maximum comparable experience the Co-operative will recognize for employees will be twenty-four (24) months.
- b) The Union will be provided with all relevant information regarding the situation.
- c) Those employees presently being paid at rates above scale in the collective bargaining agreement will remain at that rate and will progress through the increments at the normal rate.
- d) Any disagreement as to such credit for previous experience shall be dealt with under the grievance procedure.

**26.10** The Co-operative's current practice of supplying and maintaining smocks and coveralls, at no cost to the employee, shall continue.

**26.11 (a) (1)** Any uniforms that employees must wear in the performance of their duties will be provided at no cost and in sufficient quantities to all employees. The current practices with respect to laundering such apparel shall continue.

(2) Employee owned personal sweaters/fleeces will be made available for employees who wear a uniform on a 65/35 (Co-operative/employee) cost sharing basis. Each employee will be allowed to possess a maximum of two (2) sweaters/fleeces at any given time. Such sweaters/fleeces that require replacement due to wear will be replaced on a 65/35 (Co-operative/employee) cost sharing basis. The replaced sweater/fleece will become the property of the Co-operative.

(b) In those departments where employees are required to work in cold conditions, the Co-operative will make available suitable and sufficient winter clothing (insulated gloves, balaclavas, toques, parkas) in the respective departments for employees to wear at no cost to the employee. Employees will not be required to share gloves, toques and balaclavas.

(c) The Co-operative will make available suitable and sufficient departmental

gloves when employees are required to work with cold, rough or irritating articles.

- (b) The Co-operative is prepared to pay for uniforms for any department currently not wearing them if a majority of employees within that department vote to adopt uniforms.

## **ARTICLE 27 - STRIKES AND LOCKOUTS**

- 27.01 (a) It is hereby agreed that during the life of this Agreement, there shall be no strike, slowdown or work stoppage on the part of the Union, nor shall there be a lockout on the part of the Co-operative.
- (b) The Union agrees not to call a meeting of its members, who are employees of the Co-operative, during any store hours which will interfere with the normal operations of the Co-operative.

## **ARTICLE 28 - TECHNOLOGICAL CHANGE**

- 28.01 The Co-operative will abide by the technological change provisions of the **Saskatchewan Employment Act**.
- 28.02 The Co-operative will be limited to one bank of four self-scan checkouts in each of the Attridge, Westview, Stonebridge, **Warman and Martensville** locations. It is understood the foregoing does not permit self-scan checkouts at other locations.

## **ARTICLE 29 - JOINT LABOUR-MANAGEMENT COMMITTEE**

The parties recognize that there is a community of interest in the efficient and economical operations of the co-operative, and believing that the basis of good industrial relations rest upon satisfactory co-operation, the Co-operative, the Union and the employees hereby agree to work together in the formation and operation of a Joint Labour-Management Committee, under the following terms of reference:

- 29.01 The name of the Committee shall be the Joint Labour-Management Committee.
- 29.02 The purpose and function of the Committee will be to promote better communications, mutual respect and understanding between the Co-operative and the Union; to discuss ways and means of improving working methods, safety, customer service, operating efficiency, employee performance, plant maintenance, and joint consultation on operational changes brought about by technological advancement. The Committee shall be advisory in nature, and not executive.

- 29.03 The Committee will be composed of up to **eight (8)** representatives from the Management of the Co-operative and up to five (5) representatives from the bargaining unit of the Co-operative. **There may be an additional three (3) representatives from the bargaining unit of the Co-operative so long as the additional representatives are employed in each of the Gas Bar, Agro and Liquor divisions.** Employee representatives will be chosen by the Union. Co-operative representatives will be chosen by management.
- 29.04 Meetings will occur quarterly.
- 29.05 Minutes of each meeting will be kept. General distribution of the minutes will not occur unless so agreed by the Committee. A recording secretary will be provided for each meeting by Management.
- 29.06 All representatives on the Committee shall be free to discharge their duties in an independent manner without fear that their individual relations with the Co-operative shall be affected.
- 29.07 Co-chairpersons shall be appointed from the Co-operative and the Union group. The Co-chairperson shall set the agenda for meetings, and alternate as the meeting Chairperson.
- 29.08 The above points may be amended from time to time by majority vote of the Committee.

### **ARTICLE 30 - DURATION OF AGREEMENT**

- 30.01 This Agreement shall be effective from **November 17**, 2016, and shall remain in effect until November **18, 2023**, and thereafter from year to year, but either party may, not less than **sixty (60)** days or more than one hundred and **twenty (120)** days before the expiry date of such Agreement, give notice in writing to the other party to negotiate a revision thereof, provisions of which shall be forwarded not later than twenty-one (21) days prior to the expiration date of such Agreement and thereupon the Co-operative and the Union agree to forthwith bargain collectively with a view to the renewal or revision of the Agreement, or the conclusion of a new Agreement.
- 30.02 During the period of negotiations and until such time as a new or revised Collective Agreement has been reached, this Agreement shall remain in full force and effect.



**SIGNED THIS                      DAY OF                      , 2020.**

**ON BEHALF OF THE CO-OPERATIVE:**

**ON BEHALF OF THE UNION:**

\_\_\_\_\_  
**Grant Wicks**

\_\_\_\_\_  
**Lucia Flack Figueiredo**

\_\_\_\_\_  
**Harley McClughan**

\_\_\_\_\_  
**Brenda Kachur**

\_\_\_\_\_  
**Jason Ryden**

\_\_\_\_\_  
**Ivy Giesbrecht**

\_\_\_\_\_  
**Brad Weigel**

\_\_\_\_\_  
**Dave Miller**

\_\_\_\_\_  
**Matt Boyko**

\_\_\_\_\_  
**Leigh McCormick**

\_\_\_\_\_  
**Colin Lawes**

\_\_\_\_\_  
**Shannon Orischuck**

\_\_\_\_\_  
**Daryl Orischuck**

\_\_\_\_\_  
**Roger Haatvedt**

## APPENDIX “A” - WAGES

### Retroactive Pay

The Co-operative shall provide the following across the board increases to all wage rates, in each classification, of the collective agreement, fully retroactive to the expiration of the collective agreement as follows:

Food: Year One:	2%	Non-Food: Year One:	2%
Year Two:	2%	Year Two:	2%
Year Three:	2%	Year Three:	2%
Year Four:	2%	Year Four:	2%
Year Five:	2%	Year Five:	2%
Year Six:	2%	Year Six:	2%
Year Seven:	2%	Year Seven:	2%

All retroactive pay shall be paid to employees by separate payroll and within one (1) month of Union ratification.

### **Signing Bonus to be paid as follows upon ratification:**

- Employees who average 30 hours or more per week - \$400.00
- Employees who average less than 30 hours per week - \$300.00

Average hours will be determined by taking the average of hours worked in the 13 weeks immediately preceding November 1, 2018; this average will exclude weeks where no hours were worked due to vacation or approved leave of absences.

**APPENDIX "A" – WAGES – SCHEDULE 1 – FOOD**

Employees Hired Prior to April 14, 2019

**Clerk Cashiers****Food/Produce/Meat/Bakery/Deli Clerks****Bakery Production Assistants****Bakers Helpers****Warehouse Receivers**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.07	12.31	12.56	12.81	13.07	13.33	13.60
4 mo	12.96	13.22	13.48	13.75	14.03	14.31	14.60
8 mo	13.87	14.15	14.43	14.72	15.01	15.31	15.62
12 mo	14.78	15.08	15.38	15.69	16.00	16.32	16.65
16 mo	15.68	15.99	16.31	16.64	16.97	17.31	17.66
20 mo	16.59	16.92	17.26	17.61	17.96	18.32	18.69
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.39	18.76	19.14	19.52	19.91	20.31	20.72
32 mo	19.29	19.68	20.07	20.47	20.88	21.30	21.73
36 mo	20.21	20.61	21.02	21.44	21.87	22.31	22.76
40 mo	21.11	21.53	21.96	22.40	22.85	23.31	23.78
44 mo	22.01	22.45	22.90	23.36	23.83	24.31	24.80
48 mo	22.93	23.39	23.86	24.34	24.83	25.33	25.84

**Courtesy Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	11.76	12.00	12.24	12.48	12.73	12.98	13.24
4 mo	12.26	12.51	12.76	13.02	13.28	13.55	13.82
8 mo	12.74	12.99	13.25	13.52	13.79	14.07	14.35
12 mo	13.25	13.52	13.79	14.07	14.35	14.64	14.93
16 mo	13.73	14.00	14.28	14.57	14.86	15.16	15.46
20 mo	14.23	14.51	14.80	15.10	15.40	15.71	16.02
24 mo	14.72	15.01	15.31	15.62	15.93	16.25	16.58
28 mo	15.22	15.52	15.83	16.15	16.47	16.80	17.14
32 mo	15.71	16.02	16.34	16.67	17.00	17.34	17.69
36 mo	16.21	16.53	16.86	17.20	17.54	17.89	18.25
40 mo	16.70	17.03	17.37	17.72	18.07	18.43	18.80
44 mo	17.20	17.54	17.89	18.25	18.62	18.99	19.37
48 mo	17.65	18.00	18.36	18.73	19.10	19.48	19.87

**APPENDIX "A" – WAGES – SCHEDULE 1 – FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Grocery Attendant**

	Effective Nov 18/16	Effective Nov 24/17	Effective Nov 24/18	Effective Nov 24/19	Effective Nov 24/20	Effective Nov 24/21	Effective Nov 24/22
Start	11.76	12.00	12.24	12.48	12.73	12.98	13.24
4 mo	12.26	12.51	12.76	13.02	13.28	13.55	13.82
8 mo	12.74	12.99	13.25	13.52	13.79	14.07	14.35
12 mo	13.25	13.52	13.79	14.07	14.35	14.64	14.93
16 mo	13.73	14.00	14.28	14.57	14.86	15.16	15.46
20 mo	14.23	14.51	14.80	15.10	15.40	15.71	16.02
24 mo	14.72	15.01	15.31	15.62	15.93	16.25	16.58

**File Maintenance (Food)**

	Effective Nov 18/16	Effective Nov 24/17	Effective Nov 24/18	Effective Nov 24/19	Effective Nov 24/20	Effective Nov 24/21	Effective Nov 24/22
Start	12.98	13.24	13.50	13.77	14.05	14.33	14.62
4 mo	13.92	14.20	14.48	14.77	15.07	15.37	15.68
8 mo	14.87	15.17	15.47	15.78	16.10	16.42	16.75
12 mo	15.84	16.16	16.48	16.81	17.15	17.49	17.84
16 mo	16.78	17.12	17.46	17.81	18.17	18.53	18.90
20 mo	17.73	18.08	18.44	18.81	19.19	19.57	19.96
24 mo	18.69	19.06	19.44	19.83	20.23	20.63	21.04
28 mo	19.64	20.03	20.43	20.84	21.26	21.69	22.12
32 mo	20.60	21.01	21.43	21.86	22.30	22.75	23.21
36 mo	21.54	21.97	22.41	22.86	23.32	23.79	24.27
40 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34
44 mo	23.44	23.91	24.39	24.88	25.38	25.89	26.41
48 mo	24.39	24.88	25.38	25.89	26.41	26.94	27.48

**Meat Cutters**

	Effective Nov 18/16	Effective Nov 24/17	Effective Nov 24/18	Effective Nov 24/19	Effective Nov 24/20	Effective Nov 24/21	Effective Nov 24/22
Start	17.03	17.37	17.72	18.07	18.43	18.80	19.18
4 mo	17.94	18.30	18.67	19.04	19.42	19.81	20.21
8 mo	18.84	19.22	19.60	19.99	20.39	20.80	21.22
12 mo	19.75	20.15	20.55	20.96	21.38	21.81	22.25
16 mo	20.64	21.05	21.47	21.90	22.34	22.79	23.25
20 mo	21.55	21.98	22.42	22.87	23.33	23.80	24.28
24 mo	22.45	22.90	23.36	23.83	24.31	24.80	25.30
28 mo	23.37	23.84	24.32	24.81	25.31	25.82	26.34
32 mo	24.28	24.77	25.27	25.78	26.30	26.83	27.37
36 mo	25.21	25.71	26.22	26.74	27.27	27.82	28.38

**APPENDIX "A" – WAGES – SCHEDULE 1 – FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Cake Decorators**

	Effective Nov 18/16	Effective Nov 24/17	Effective Nov 24/18	Effective Nov 24/19	Effective Nov 24/20	Effective Nov 24/21	Effective Nov 24/22
Start	14.81	15.11	15.41	15.72	16.03	16.35	16.68

4 mo	15.80	16.12	16.44	16.77	17.11	17.45	17.80
8 mo	16.79	17.13	17.47	17.82	18.18	18.54	18.91
12 mo	17.78	18.14	18.50	18.87	19.25	19.64	20.03
16 mo	18.77	19.15	19.53	19.92	20.32	20.73	21.14
20 mo	19.76	20.16	20.56	20.97	21.39	21.82	22.26
24 mo	20.75	21.17	21.59	22.02	22.46	22.91	23.37
28 mo	21.74	22.17	22.61	23.06	23.52	23.99	24.47
32 mo	22.73	23.18	23.64	24.11	24.59	25.08	25.58
36 mo	23.69	24.16	24.64	25.13	25.63	26.14	26.66

**Bakery/Deli Supervisors**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	16.66	16.99	17.33	17.68	18.03	18.39	18.76
4 mo	17.46	17.81	18.17	18.53	18.90	19.28	19.67
8 mo	18.27	18.64	19.01	19.39	19.78	20.18	20.58
12 mo	19.07	19.45	19.84	20.24	20.64	21.05	21.47
16 mo	19.88	20.28	20.69	21.10	21.52	21.95	22.39
20 mo	20.71	21.12	21.54	21.97	22.41	22.86	23.32
24 mo	21.51	21.94	22.38	22.83	23.29	23.76	24.24
28 mo	22.32	22.77	23.23	23.69	24.16	24.64	25.13
32 mo	23.12	23.58	24.05	24.53	25.02	25.52	26.03
36 mo	23.97	24.45	24.94	25.44	25.95	26.47	27.00

**APPENDIX “A” – WAGES – SCHEDULE 1 – FOOD (continued)**Employees Hired **Prior** to April 14, 2019

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Grocery Supervisors	26.29	26.82	27.36	27.91	28.47	29.04	29.62
Head Cashiers	26.29	26.82	27.36	27.91	28.47	29.04	29.62
Produce Operators	25.07	25.57	26.08	26.60	27.13	27.67	28.22
Produce Operator Co-ordinators	26.98	27.52	28.07	28.63	29.20	29.78	30.38
Bakers	25.21	25.71	26.22	26.74	27.27	27.82	28.38
Bakery Production Supervisors	26.71	27.24	27.78	28.34	28.91	29.49	30.08

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Administrative Representatives**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	19.13	19.51	19.90	20.30	20.71	21.12	21.54
4 mo	19.71	20.10	20.50	20.91	21.33	21.76	22.20
8 mo	20.29	20.70	21.11	21.53	21.96	22.40	22.85
12 mo	20.87	21.29	21.72	22.15	22.59	23.04	23.50
16 mo	21.44	21.87	22.31	22.75	23.21	23.67	24.15
20 mo	22.02	22.46	22.91	23.37	23.84	24.32	24.81
24 mo	22.60	23.05	23.51	23.98	24.46	24.95	25.45
28 mo	23.18	23.64	24.11	24.59	25.08	25.58	26.09
32 mo	23.77	24.25	24.74	25.23	25.73	26.24	26.76
36 mo	24.35	24.84	25.34	25.85	26.37	26.90	27.44

**Pharmacy Assistants**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	18.26	18.63	19.00	19.38	19.77	20.17	20.57
4 mo	18.85	19.23	19.61	20.00	20.40	20.81	21.23
8 mo	19.45	19.84	20.24	20.64	21.05	21.47	21.90
12 mo	20.04	20.44	20.85	21.27	21.70	22.13	22.57
16 mo	20.63	21.04	21.46	21.89	22.33	22.78	23.24
20 mo	21.24	21.66	22.09	22.53	22.98	23.44	23.91
24 mo	21.83	22.27	22.72	23.17	23.63	24.10	24.58
28 mo	22.43	22.88	23.34	23.81	24.29	24.78	25.28
32 mo	23.02	23.48	23.95	24.43	24.92	25.42	25.93
36 mo	23.61	24.08	24.56	25.05	25.56	26.07	26.58
40 mo	24.19	24.67	25.16	25.66	26.17	26.69	27.22

**Licensed Pharmacy Technicians**

	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	21.68	22.11	22.55	23.00	23.46
4 mo	22.49	22.94	23.40	23.87	24.35
8 mo	23.12	23.58	24.05	24.53	25.02
12 mo	23.84	24.32	24.81	25.31	25.82
16 mo	24.56	25.05	25.55	26.06	26.58
20 mo	25.28	25.79	26.31	26.84	27.38
24 mo	26.00	26.52	27.05	27.59	28.14

**APPENDIX "A" – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Gas Bar Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.67	12.92	13.18	13.44	13.71	13.98	14.26
4 mo	13.10	13.36	13.63	13.90	14.18	14.46	14.75
8 mo	13.52	13.79	14.07	14.35	14.64	14.93	15.23
12 mo	13.94	14.22	14.50	14.79	15.09	15.39	15.70
16 mo	14.37	14.66	14.95	15.25	15.56	15.87	16.19
20 mo	14.78	15.08	15.38	15.69	16.00	16.32	16.65
24 mo	15.27	15.58	15.89	16.21	16.53	16.86	17.20
28 mo	15.99	16.31	16.64	16.97	17.31	17.66	18.01
32 mo	16.75	17.09	17.43	17.78	18.14	18.50	18.87
36 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
40 mo	18.24	18.60	18.97	19.35	19.74	20.13	20.53
44 mo	18.96	19.34	19.73	20.12	20.52	20.93	21.35
48 mo	19.71	20.10	20.50	20.91	21.33	21.76	22.20

**Gas Bar Supervisors**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	14.08	14.36	14.65	14.94	15.24	15.54	15.85
4 mo	14.64	14.93	15.23	15.53	15.84	16.16	16.48
8 mo	15.20	15.50	15.81	16.13	16.45	16.78	17.12
12 mo	15.79	16.11	16.43	16.76	17.10	17.44	17.79
16 mo	16.33	16.66	16.99	17.33	17.68	18.03	18.39
20 mo	16.89	17.23	17.57	17.92	18.28	18.65	19.02
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.33	18.70	19.07	19.45	19.84	20.24	20.64
32 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
36 mo	20.01	20.41	20.82	21.24	21.66	22.09	22.53
40 mo	20.83	21.25	21.68	22.11	22.55	23.00	23.46
44 mo	21.66	22.09	22.53	22.98	23.44	23.91	24.39
48 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34

**Pump Attendants**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.10	12.34	12.59	12.84	13.10	13.36	13.63
4 mo	12.48	12.73	12.98	13.24	13.50	13.77	14.05
8 mo	12.85	13.11	13.37	13.64	13.91	14.19	14.47
12 mo	13.23	13.49	13.76	14.04	14.32	14.61	14.90
16 mo	13.60	13.87	14.15	14.43	14.72	15.01	15.31
20 mo	13.96	14.24	14.52	14.81	15.11	15.41	15.72
24 mo	14.34	14.63	14.92	15.22	15.52	15.83	16.15



**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Petroleum Drivers**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	17.41	17.76	18.12	18.48	18.85	19.23	19.61
4 mo	18.30	18.67	19.04	19.42	19.81	20.21	20.61
8 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
12 mo	20.05	20.45	20.86	21.28	21.71	22.14	22.58
16 mo	20.92	21.34	21.77	22.21	22.65	23.10	23.56
20 mo	21.80	22.24	22.68	23.13	23.59	24.06	24.54
24 mo	22.68	23.13	23.59	24.06	24.54	25.03	25.53
28 mo	23.54	24.01	24.49	24.98	25.48	25.99	26.51
32 mo	24.44	24.93	25.43	25.94	26.46	26.99	27.53
36 mo	25.31	25.82	26.34	26.87	27.41	27.96	28.52
40 mo	26.17	26.69	27.22	27.76	28.32	28.89	29.47

**Agro Clerks 1**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.67	12.92	13.18	13.44	13.71	13.98	14.26
4 mo	13.10	13.36	13.63	13.90	14.18	14.46	14.75
8 mo	13.52	13.79	14.07	14.35	14.64	14.93	15.23
12 mo	13.94	14.22	14.50	14.79	15.09	15.39	15.70
16 mo	14.37	14.66	14.95	15.25	15.56	15.87	16.19
20 mo	14.78	15.08	15.38	15.69	16.00	16.32	16.65
24 mo	15.27	15.58	15.89	16.21	16.53	16.86	17.20
28 mo	15.99	16.31	16.64	16.97	17.31	17.66	18.01
32 mo	16.75	17.09	17.43	17.78	18.14	18.50	18.87
36 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
40 mo	18.24	18.60	18.97	19.35	19.74	20.13	20.53
44 mo	18.96	19.34	19.73	20.12	20.52	20.93	21.35
48 mo	19.71	20.10	20.50	20.91	21.33	21.76	22.20

**APPENDIX "A" – WAGES – SCHEDULE 2 – NON-FOOD (continued)****Employees Hired Prior to April 14, 2019****Agro Clerks 2**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	14.08	14.36	14.65	14.94	15.24	15.54	15.85
4 mo	14.64	14.93	15.23	15.53	15.84	16.16	16.48
8 mo	15.20	15.50	15.81	16.13	16.45	16.78	17.12
12 mo	15.79	16.11	16.43	16.76	17.10	17.44	17.79
16 mo	16.33	16.66	16.99	17.33	17.68	18.03	18.39
20 mo	16.89	17.23	17.57	17.92	18.28	18.65	19.02
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.33	18.70	19.07	19.45	19.84	20.24	20.64
32 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
36 mo	20.01	20.41	20.82	21.24	21.66	22.09	22.53
40 mo	20.83	21.25	21.68	22.11	22.55	23.00	23.46
44 mo	21.66	22.09	22.53	22.98	23.44	23.91	24.39
48 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34

**Yard Supervisors**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	15.64	15.95	16.27	16.60	16.93	17.27	17.62
4 mo	16.50	16.83	17.17	17.51	17.86	18.22	18.58
8 mo	17.36	17.71	18.06	18.42	18.79	19.17	19.55
12 mo	18.21	18.57	18.94	19.32	19.71	20.10	20.50
16 mo	19.05	19.43	19.82	20.22	20.62	21.03	21.45
20 mo	19.89	20.29	20.70	21.11	21.53	21.96	22.40
24 mo	20.76	21.18	21.60	22.03	22.47	22.92	23.38
28 mo	21.58	22.01	22.45	22.90	23.36	23.83	24.31
32 mo	22.44	22.89	23.35	23.82	24.30	24.79	25.29
36 mo	23.29	23.76	24.24	24.72	25.21	25.71	26.22
40 mo	24.12	24.60	25.09	25.59	26.10	26.62	27.15
44 mo	24.97	25.47	25.98	26.50	27.03	27.57	28.12
48 mo	25.84	26.35	26.89	27.43	27.98	28.54	29.11

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Agro Utility Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.41	12.66	12.91	13.17	13.43	13.70	13.97
4 mo	13.18	13.44	13.71	13.98	14.26	14.55	14.84
8 mo	13.93	14.21	14.49	14.78	15.08	15.38	15.69
12 mo	14.69	14.98	15.28	15.59	15.90	16.22	16.54
16 mo	15.45	15.76	16.08	16.40	16.73	17.06	17.40
20 mo	16.21	16.53	16.86	17.20	17.54	17.89	18.25
24 mo	16.96	17.30	17.65	18.00	18.36	18.73	19.10
28 mo	17.73	18.08	18.44	18.81	19.19	19.57	19.96
32 mo	18.48	18.85	19.23	19.61	20.00	20.40	20.81
36 mo	19.23	19.61	20.00	20.40	20.81	21.23	21.65
40 mo	19.99	20.39	20.80	21.22	21.64	22.07	22.51
44 mo	20.75	21.17	21.59	22.02	22.46	22.91	23.37
48 mo	21.56	21.99	22.43	22.88	23.34	23.81	24.29

**Maintenance 1**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	20.76	21.18	21.60	22.03	22.47	22.92	23.38
4 mo	21.58	22.01	22.45	22.90	23.36	23.83	24.31
8 mo	22.44	22.89	23.35	23.82	24.30	24.79	25.29
12 mo	23.29	23.76	24.24	24.72	25.21	25.71	26.22
16 mo	24.12	24.60	25.09	25.59	26.10	26.62	27.15
20 mo	24.97	25.47	25.98	26.50	27.03	27.57	28.12
24 mo	25.83	26.35	26.88	27.42	27.97	28.53	29.10

**Maintenance 2**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	27.33	27.88	28.44	29.01	29.59	30.18	30.78
4 mo	28.14	28.70	29.27	29.86	30.46	31.07	31.69
8 mo	28.98	29.56	30.15	30.75	31.37	32.00	32.64
12 mo	29.81	30.41	31.02	31.64	32.27	32.92	33.58
16 mo	30.65	31.26	31.89	32.53	33.18	33.84	34.52
20 mo	31.49	32.12	32.76	33.42	34.09	34.77	35.47
24 mo	32.28	32.93	33.59	34.26	34.95	35.65	36.36

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Tradesperson**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	36.96	37.70	38.45	39.22	40.00	40.80	41.62
4 mo	38.08	38.84	39.62	40.41	41.22	42.04	42.88
8 mo	39.20	39.98	40.78	41.60	42.43	43.28	44.15
12 mo	40.32	41.13	41.95	42.79	43.65	44.52	45.41

**Building Materials Clerks, Shipper/Receiver**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	15.52	15.83	16.15	16.47	16.80	17.14	17.48
4 mo	16.82	17.16	17.50	17.85	18.21	18.57	18.94
8 mo	18.11	18.47	18.84	19.22	19.60	19.99	20.39
12 mo	19.41	19.80	20.20	20.60	21.01	21.43	21.86
16 mo	20.70	21.11	21.53	21.96	22.40	22.85	23.31
20 mo	22.00	22.44	22.89	23.35	23.82	24.30	24.79
24 mo	23.28	23.75	24.23	24.71	25.20	25.70	26.21

**Warehouse and Yard Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.41	12.66	12.91	13.17	13.43	13.70	13.97
4 mo	13.18	13.44	13.71	13.98	14.26	14.55	14.84
8 mo	13.93	14.21	14.49	14.78	15.08	15.38	15.69
12 mo	14.69	14.98	15.28	15.59	15.90	16.22	16.54
16 mo	15.45	15.76	16.08	16.40	16.73	17.06	17.40
20 mo	16.21	16.53	16.86	17.20	17.54	17.89	18.25
24 mo	16.96	17.30	17.65	18.00	18.36	18.73	19.10
28 mo	17.73	18.08	18.44	18.81	19.19	19.57	19.96
32 mo	18.48	18.85	19.23	19.61	20.00	20.40	20.81
36 mo	19.23	19.61	20.00	20.40	20.81	21.23	21.65
40 mo	19.99	20.39	20.80	21.22	21.64	22.07	22.51
44 mo	20.75	21.17	21.59	22.02	22.46	22.91	23.37
48 mo	21.56	21.99	22.43	22.88	23.34	23.81	24.29

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Building Materials Delivery Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.41	12.66	12.91	13.17	13.43	13.70	13.97
4 mo	13.30	13.57	13.84	14.12	14.40	14.69	14.98
8 mo	14.18	14.46	14.75	15.05	15.35	15.66	15.97
12 mo	15.06	15.36	15.67	15.98	16.30	16.63	16.96
16 mo	15.94	16.26	16.59	16.92	17.26	17.61	17.96
20 mo	16.83	17.17	17.51	17.86	18.22	18.58	18.95
24 mo	17.72	18.07	18.43	18.80	19.18	19.56	19.95
28 mo	18.59	18.96	19.34	19.73	20.12	20.52	20.93
32 mo	19.47	19.86	20.26	20.67	21.08	21.50	21.93
36 mo	20.36	20.77	21.19	21.61	22.04	22.48	22.93
40 mo	21.24	21.66	22.09	22.53	22.98	23.44	23.91
44 mo	22.11	22.55	23.00	23.46	23.93	24.41	24.90
48 mo	22.94	23.40	23.87	24.35	24.84	25.34	25.85

**Truck Driver Class 1-A**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	17.41	17.76	18.12	18.48	18.85	19.23	19.61
4 mo	18.30	18.67	19.04	19.42	19.81	20.21	20.61
8 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
12 mo	20.05	20.45	20.86	21.28	21.71	22.14	22.58
16 mo	20.92	21.34	21.77	22.21	22.65	23.10	23.56
20 mo	21.80	22.24	22.68	23.13	23.59	24.06	24.54
24 mo	22.68	23.13	23.59	24.06	24.54	25.03	25.53
28 mo	23.54	24.01	24.49	24.98	25.48	25.99	26.51
32 mo	24.44	24.93	25.43	25.94	26.46	26.99	27.53
36 mo	25.31	25.82	26.34	26.87	27.41	27.96	28.52
40 mo	26.17	26.69	27.22	27.76	28.32	28.89	29.47

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Home Centre Clerks 1**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.67	12.92	13.18	13.44	13.71	13.98	14.26
4 mo	13.10	13.36	13.63	13.90	14.18	14.46	14.75
8 mo	13.52	13.79	14.07	14.35	14.64	14.93	15.23
12 mo	13.94	14.22	14.50	14.79	15.09	15.39	15.70
16 mo	14.37	14.66	14.95	15.25	15.56	15.87	16.19
20 mo	14.78	15.08	15.38	15.69	16.00	16.32	16.65
24 mo	15.27	15.58	15.89	16.21	16.53	16.86	17.20
28 mo	15.99	16.31	16.64	16.97	17.31	17.66	18.01
32 mo	16.75	17.09	17.43	17.78	18.14	18.50	18.87
36 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
40 mo	18.24	18.60	18.97	19.35	19.74	20.13	20.53
44 mo	18.96	19.34	19.73	20.12	20.52	20.93	21.35
48 mo	19.71	20.10	20.50	20.91	21.33	21.76	22.20

**Home Centre Clerks 2, Hardware Clerk Receivers, Order Pickers**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	14.08	14.36	14.65	14.94	15.24	15.54	15.85
4 mo	14.64	14.93	15.23	15.53	15.84	16.16	16.48
8 mo	15.20	15.50	15.81	16.13	16.45	16.78	17.12
12 mo	15.79	16.11	16.43	16.76	17.10	17.44	17.79
16 mo	16.33	16.66	16.99	17.33	17.68	18.03	18.39
20 mo	16.89	17.23	17.57	17.92	18.28	18.65	19.02
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.33	18.70	19.07	19.45	19.84	20.24	20.64
32 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
36 mo	20.01	20.41	20.82	21.24	21.66	22.09	22.53
40 mo	20.83	21.25	21.68	22.11	22.55	23.00	23.46
44 mo	21.66	22.09	22.53	22.98	23.44	23.91	24.39
48 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34

**APPENDIX "A" – WAGES – SCHEDULE 2 – NON-FOOD (continued)**Employees Hired **Prior** to Date of Ratification**Home Consultants**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	21.60	22.03	22.47	22.92	23.38	23.85	24.33
4 mo	22.50	22.95	23.41	23.88	24.36	24.85	25.35
8 mo	23.42	23.89	24.37	24.86	25.36	25.87	26.39
12 mo	24.32	24.81	25.31	25.82	26.34	26.87	27.41
16 mo	25.22	25.72	26.23	26.75	27.29	27.84	28.40
20 mo	26.13	26.65	27.18	27.72	28.27	28.84	29.42
24 mo	27.03	27.57	28.12	28.68	29.25	29.84	30.44

**Building Consultants**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	20.08	20.48	20.89	21.31	21.74	22.17	22.61
4 mo	20.99	21.41	21.84	22.28	22.73	23.18	23.64
8 mo	21.91	22.35	22.80	23.26	23.73	24.20	24.68
12 mo	22.82	23.28	23.75	24.23	24.71	25.20	25.70
16 mo	23.72	24.19	24.67	25.16	25.66	26.17	26.69
20 mo	24.60	25.09	25.59	26.10	26.62	27.15	27.69
24 mo	25.50	26.01	26.53	27.06	27.60	28.15	28.71

**Senior Building Materials Clerks/Agro Driver Sales Representative**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	19.04	19.42	19.81	20.21	20.61	21.02	21.44
4 mo	19.97	20.37	20.78	21.20	21.62	22.05	22.49
8 mo	20.85	21.27	21.70	22.13	22.57	23.02	23.48
12 mo	21.77	22.21	22.65	23.10	23.56	24.03	24.51
16 mo	22.68	23.13	23.59	24.06	24.54	25.03	25.53
20 mo	23.60	24.07	24.55	25.04	25.54	26.05	26.57
24 mo	24.50	24.99	25.49	26.00	26.52	27.05	27.59

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Warehouse and Yard Supervisors**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	15.64	15.95	16.27	16.60	16.93	17.27	17.62
4 mo	16.50	16.83	17.17	17.51	17.86	18.22	18.58
8 mo	17.36	17.71	18.06	18.42	18.79	19.17	19.55
12 mo	18.21	18.57	18.94	19.32	19.71	20.10	20.50
16 mo	19.05	19.43	19.82	20.22	20.62	21.03	21.45
20 mo	19.89	20.29	20.70	21.11	21.53	21.96	22.40
24 mo	20.76	21.18	21.60	22.03	22.47	22.92	23.38
28 mo	21.58	22.01	22.45	22.90	23.36	23.83	24.31
32 mo	22.44	22.89	23.35	23.82	24.30	24.79	25.29
36 mo	23.29	23.76	24.24	24.72	25.21	25.71	26.22
40 mo	24.12	24.60	25.09	25.59	26.10	26.62	27.15
44 mo	24.97	25.47	25.98	26.50	27.03	27.57	28.12
48 mo	25.84	26.36	26.89	27.43	27.98	28.54	29.11

**File Maintenance Clerks (Agro/Home Centre)**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	14.08	14.36	14.65	14.94	15.24	15.54	15.85
4 mo	14.64	14.93	15.23	15.53	15.84	16.16	16.48
8 mo	15.20	15.50	15.81	16.13	16.45	16.78	17.12
12 mo	15.79	16.11	16.43	16.76	17.10	17.44	17.79
16 mo	16.33	16.66	16.99	17.33	17.68	18.03	18.39
20 mo	16.89	17.23	17.57	17.92	18.28	18.65	19.02
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.33	18.70	19.07	19.45	19.84	20.24	20.64
32 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
36 mo	20.01	20.41	20.82	21.24	21.66	22.09	22.53
40 mo	20.83	21.25	21.68	22.11	22.55	23.00	23.46
44 mo	21.66	22.09	22.53	22.98	23.44	23.91	24.39
48 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34



**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**Checkout Supervisors**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	14.08	14.36	14.65	14.94	15.24	15.54	15.85
4 mo	14.64	14.93	15.23	15.53	15.84	16.16	16.48
8 mo	15.19	15.49	15.80	16.12	16.44	16.77	17.11
12 mo	15.79	16.11	16.43	16.76	17.10	17.44	17.79
16 mo	16.33	16.66	16.99	17.33	17.68	18.03	18.39
20 mo	16.89	17.23	17.57	17.92	18.28	18.65	19.02
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.29	18.66	19.03	19.41	19.80	20.20	20.60
32 mo	19.17	19.55	19.94	20.34	20.75	21.17	21.59
36 mo	20.01	20.41	20.82	21.24	21.66	22.09	22.53
40 mo	20.84	21.26	21.69	22.12	22.56	23.01	23.47
44 mo	21.66	22.09	22.53	22.98	23.44	23.91	24.39
48 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34

**Liquor Clerks**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.07	12.31	12.56	12.81	13.07	13.33	13.60
4 mo	12.96	13.22	13.48	13.75	14.03	14.31	14.60
8 mo	13.87	14.15	14.43	14.72	15.01	15.31	15.62
12 mo	14.78	15.08	15.38	15.69	16.00	16.32	16.65
16 mo	15.68	15.99	16.31	16.64	16.97	17.31	17.66
20 mo	16.59	16.92	17.26	17.61	17.96	18.32	18.69
24 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
28 mo	18.39	18.76	19.14	19.52	19.91	20.31	20.72
32 mo	19.29	19.68	20.07	20.47	20.88	21.30	21.73
36 mo	20.21	20.61	21.02	21.44	21.87	22.31	22.76
40 mo	21.11	21.53	21.96	22.40	22.85	23.31	23.78
44 mo	22.01	22.45	22.90	23.36	23.83	24.31	24.80
48 mo	22.93	23.39	23.86	24.34	24.83	25.33	25.84

**APPENDIX “A” – WAGES – SCHEDULE 2 – NON-FOOD (continued)**

Employees Hired Prior to April 14, 2019

**File Maintenance (Liquor)**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	12.98	13.24	13.50	13.77	14.05	14.33	14.62
4 mo	13.92	14.20	14.48	14.77	15.07	15.37	15.68
8 mo	14.87	15.17	15.47	15.78	16.10	16.42	16.75
12 mo	15.84	16.16	16.48	16.81	17.15	17.49	17.84
16 mo	16.78	17.12	17.46	17.81	18.17	18.53	18.90
20 mo	17.73	18.08	18.44	18.81	19.19	19.57	19.96
24 mo	18.69	19.06	19.44	19.83	20.23	20.63	21.04
28 mo	19.64	20.03	20.43	20.84	21.26	21.69	22.12
32 mo	20.60	21.01	21.43	21.86	22.30	22.75	23.21
36 mo	21.54	21.97	22.41	22.86	23.32	23.79	24.27
40 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34
44 mo	23.44	23.91	24.39	24.88	25.38	25.89	26.41
48 mo	24.39	24.88	25.38	25.89	26.41	26.94	27.48

**Wine, Spirits and Beer Supervisor**

	<b>Effective Nov 18/16</b>	<b>Effective Nov 24/17</b>	<b>Effective Nov 24/18</b>	<b>Effective Nov 24/19</b>	<b>Effective Nov 24/20</b>	<b>Effective Nov 24/21</b>	<b>Effective Nov 24/22</b>
Start	15.84	16.16	16.48	16.81	17.15	17.49	17.84
4 mo	16.78	17.12	17.46	17.81	18.17	18.53	18.90
8 mo	17.73	18.08	18.44	18.81	19.19	19.57	19.96
12 mo	18.69	19.06	19.44	19.83	20.23	20.63	21.04
16 mo	19.64	20.03	20.43	20.84	21.26	21.69	22.12
20 mo	20.60	21.01	21.43	21.86	22.30	22.75	23.21
24 mo	21.54	21.97	22.41	22.86	23.32	23.79	24.27
28 mo	22.49	22.94	23.40	23.87	24.35	24.84	25.34
32 mo	23.44	23.91	24.39	24.88	25.38	25.89	26.41
36 mo	24.39	24.88	25.38	25.89	26.41	26.94	27.48

**APPENDIX “A” – WAGES – SCHEDULE 3 – FOOD**Employees Hired **After** April 14, 2019

Clerk Cashiers  
 Food/Produce/Meat/Bakery/  
 Deli Clerks  
 Bakery Production  
 Assistants  
 Bakers Helpers  
 Warehouse Receivers

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.07	12.31	12.56	12.81	13.07
6 mo	12.96	13.22	13.48	13.75	14.03
12 mo	13.87	14.15	14.43	14.72	15.01
18 mo	14.78	15.08	15.38	15.69	16.00
24 mo	15.68	15.99	16.31	16.64	16.97
30 mo	16.59	16.92	17.26	17.61	17.96
36 mo	17.48	17.83	18.19	18.55	18.92
42 mo	18.39	18.76	19.14	19.52	19.91
48 mo	20.58	20.99	21.41	21.84	22.28

**Courtesy Clerk**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	11.76	12.00	12.24	12.48	12.73
6 mo	12.26	12.51	12.76	13.02	13.28
12 mo	12.74	12.99	13.25	13.52	13.79
18 mo	13.25	13.52	13.79	14.07	14.35
24 mo	13.73	14.00	14.28	14.57	14.86
30 mo	14.23	14.51	14.80	15.10	15.40
36 mo	14.72	15.01	15.31	15.62	15.93
42 mo	15.22	15.52	15.83	16.15	16.47
48 mo	15.71	16.02	16.34	16.67	17.00

**Grocery Attendant**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	11.76	12.00	12.24	12.48	12.73
6 mo	12.26	12.51	12.76	13.02	13.28
12 mo	12.74	12.99	13.25	13.52	13.79
18 mo	13.25	13.52	13.79	14.07	14.35
24 mo	13.73	14.00	14.28	14.57	14.86

**APPENDIX “A” – WAGES – SCHEDULE 3 – FOOD (continued)**Employees Hired **After** April 14, 2019**File Maintenance (Food and Liquor)**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.98	13.24	13.50	13.77	14.05
6 mo	13.92	14.20	14.48	14.77	15.07
12 mo	14.87	15.17	15.47	15.78	16.10
18 mo	15.84	16.16	16.48	16.81	17.15
24 mo	16.78	17.12	17.46	17.81	18.17
30 mo	17.73	18.08	18.44	18.81	19.19
36 mo	18.69	19.06	19.44	19.83	20.23
42 mo	19.64	20.03	20.43	20.84	21.26
48 mo	21.00	21.42	21.85	22.29	22.74

**Cake Decorators**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	15.10	15.40	15.71	16.02	16.34
6 mo	16.11	16.43	16.76	17.10	17.44
12 mo	17.12	17.46	17.81	18.17	18.53
18 mo	18.13	18.49	18.86	19.24	19.62
24 mo	19.14	19.52	19.91	20.31	20.72
30 mo	20.14	20.54	20.95	21.37	21.80
36 mo	22.01	22.45	22.90	23.36	23.83

**Bakery/Deli Supervisors**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	16.98	17.32	17.67	18.02	18.38
6 mo	17.80	18.16	18.52	18.89	19.27
12 mo	18.63	19.00	19.38	19.77	20.17
18 mo	19.45	19.84	20.24	20.64	21.05
24 mo	20.27	20.68	21.09	21.51	21.94
30 mo	21.11	21.53	21.96	22.40	22.85
36 mo	21.93	22.37	22.82	23.28	23.75

**APPENDIX "A" – WAGES – SCHEDULE 4 – NON-FOOD**Employees Hired **After** April 14, 2019**Administrative Representatives**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	19.13	19.51	19.90	20.30	20.71
6 mo	19.71	20.10	20.50	20.91	21.33
12 mo	20.29	20.70	21.11	21.53	21.96
18 mo	20.87	21.29	21.72	22.15	22.59
24 mo	21.44	21.87	22.31	22.76	23.22
30 mo	22.02	22.46	22.91	23.37	23.84
36 mo	22.60	23.05	23.51	23.98	24.46

**Pharmacy Assistants**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	18.26	18.63	19.00	19.38	19.77
6 mo	18.85	19.23	19.61	20.00	20.40
12 mo	19.45	19.84	20.24	20.64	21.05
18 mo	20.04	20.44	20.85	21.27	21.70
24 mo	20.63	21.04	21.46	21.89	22.33
30 mo	21.24	21.66	22.09	22.53	22.98
36 mo	22.80	23.26	23.73	24.20	24.68

**Gas Bar Clerks**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.92	13.18	13.44	13.71	13.98
6 mo	13.35	13.62	13.89	14.17	14.45
12 mo	13.78	14.06	14.34	14.63	14.92
18 mo	14.22	14.50	14.79	15.09	15.39
24 mo	14.65	14.94	15.24	15.54	15.85
30 mo	15.07	15.37	15.68	15.99	16.31
36 mo	15.57	15.88	16.20	16.52	16.85
42 mo	16.31	16.64	16.97	17.31	17.66
48 mo	17.41	17.76	18.12	18.48	18.85

**APPENDIX "A" – WAGES – SCHEDULE 4 – NON-FOOD (continued)**Employees Hired **After** April 14, 2019**Gas Bar Supervisors**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	14.35	14.64	14.93	15.23	15.53
6 mo	14.92	15.22	15.52	15.83	16.15
12 mo	15.50	15.81	16.13	16.45	16.78
18 mo	16.10	16.42	16.75	17.09	17.43
24 mo	16.65	16.98	17.32	17.67	18.02
30 mo	17.22	17.56	17.91	18.27	18.64
36 mo	17.83	18.19	18.55	18.92	19.30
42 mo	18.69	19.06	19.44	19.83	20.23
48 mo	19.54	19.93	20.33	20.74	21.15

**Pump Attendants**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.10	12.34	12.59	12.84	13.10
6 mo	12.48	12.73	12.98	13.24	13.50
12 mo	12.85	13.11	13.37	13.64	13.91
18 mo	13.23	13.49	13.76	14.04	14.32
24 mo	14.06	14.34	14.63	14.92	15.22

**Warehouse and Yard Clerks**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.41	12.66	12.91	13.17	13.43
6 mo	13.18	13.44	13.71	13.98	14.26
12 mo	13.93	14.21	14.49	14.78	15.08
18 mo	14.69	14.98	15.28	15.59	15.90
24 mo	15.45	15.76	16.08	16.40	16.73
30 mo	16.21	16.53	16.86	17.20	17.54
36 mo	16.96	17.30	17.65	18.00	18.36
42 mo	17.73	18.08	18.44	18.81	19.19
48 mo	18.48	18.85	19.23	19.61	20.00

**APPENDIX "A" – WAGES – SCHEDULE 4 – NON-FOOD (continued)**Employees Hired **After** April 14, 2019**Building Materials Delivery Clerks**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.41	12.66	12.91	13.17	13.43
6 mo	13.30	13.57	13.84	14.12	14.40
12 mo	14.18	14.46	14.75	15.05	15.35
18 mo	15.06	15.36	15.67	15.98	16.30
24 mo	15.94	16.26	16.59	16.92	17.26
30 mo	16.83	17.17	17.51	17.86	18.22
36 mo	17.72	18.07	18.43	18.80	19.18
42 mo	18.59	18.96	19.34	19.73	20.12
48 mo	19.47	19.86	20.26	20.67	21.08

**Home Centre Clerks 1**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.92	13.18	13.44	13.71	13.98
6 mo	13.35	13.62	13.89	14.17	14.45
12 mo	13.78	14.06	14.34	14.63	14.92
18 mo	14.22	14.50	14.79	15.09	15.39
24 mo	14.65	14.94	15.24	15.54	15.85
30 mo	15.07	15.37	15.68	15.99	16.31
36 mo	15.57	15.88	16.20	16.52	16.85
42 mo	16.31	16.64	16.97	17.31	17.66
48 mo	17.41	17.76	18.12	18.48	18.85

**Home Centre Clerks 2, Hardware Clerk Receivers, Order Pickers**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	14.08	14.36	14.65	14.94	15.24
6 mo	14.64	14.93	15.23	15.53	15.84
12 mo	15.20	15.50	15.81	16.13	16.45
18 mo	15.79	16.11	16.43	16.76	17.10
24 mo	16.33	16.66	16.99	17.33	17.68
30 mo	16.89	17.23	17.57	17.92	18.28
36 mo	17.48	17.83	18.19	18.55	18.92
42 mo	18.33	18.70	19.07	19.45	19.84
48 mo	19.47	19.86	20.26	20.67	21.08

**APPENDIX “A” – WAGES – SCHEDULE 4 – NON-FOOD (continued)**Employees Hired **After** April 14, 2019**Warehouse and Yard Supervisors**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	15.94	16.26	16.59	16.92	17.26
6 mo	16.83	17.17	17.51	17.86	18.22
12 mo	17.70	18.05	18.41	18.78	19.16
18 mo	18.56	18.93	19.31	19.70	20.09
24 mo	19.43	19.82	20.22	20.62	21.03
30 mo	20.28	20.69	21.10	21.52	21.95
36 mo	21.16	21.58	22.01	22.45	22.90
42 mo	22.01	22.45	22.90	23.36	23.83
48 mo	22.88	23.34	23.81	24.29	24.78

**File Maintenance Clerks (Agro/Home Centre)**

	<b>Effective April 14/19</b>	<b>Effective Nov 17/19</b>	<b>Effective Nov 15/20</b>	<b>Effective Nov 21/21</b>	<b>Effective Nov 20/22</b>
Start	12.98	13.24	13.50	13.77	14.05
6 mo	13.92	14.20	14.48	14.77	15.07
12 mo	14.87	15.17	15.47	15.78	16.10
18 mo	15.84	16.16	16.48	16.81	17.15
24 mo	16.78	17.12	17.46	17.81	18.17
30 mo	17.73	18.08	18.44	18.81	19.19
36 mo	18.69	19.06	19.44	19.83	20.23
42 mo	19.64	20.03	20.43	20.84	21.26
48 mo	21.58	22.01	22.45	22.90	23.36



### Schedule 5

#### Local Savings and Top of Scale Supplemental Plan – Schedule 3 and Schedule 4

The purpose of the Local Savings and Top of Scale Supplemental Plan, hereafter referred to as the (“Plan”) is to address the differential between the first and second tier job classifications, while also allowing the Co-operative to remain viable in a highly competitive market. In the event that the Co-operative meets or exceeds Local Savings from Operations as outlined in this document, eligible employees shall receive a lump sum payment according to the terms herein.

#### **Employee Eligibility**

Only employees paid at the Top of Scale in a fiscal year in a classification in Wage Schedule 3 or Schedule 4 shall be eligible to receive a payment under the Plan for that fiscal year. Only regular hours worked and paid at the Top of Scale rate by an eligible employee during that fiscal year would qualify for a payment under the Plan.

In order to receive payment under the Plan, an employee must have been continually employed during the entirety of the fiscal year, and remain continuously employed as of the Plan payment date.

Payment to eligible employees will be made no later than the second pay period following the presentation of audited financial statements at the Co-operative’s Annual General Meeting following the conclusion of the fiscal year.

#### **Threshold for Payment**

Payment under the Plan will be a percentage of the dollar difference, “**Top of Scale Differential**”, between the Schedule 3 or Schedule 4 Top of Scale rate for a classification and the equivalent Schedule 1 or 2 Top of Scale rate.

This calculation will be done on a classification-by-classification basis.

The Top of Scale Differential shall be payable as follows:

<b>Local Savings from Operations as % of Sales in a Fiscal Year</b>	<b>Plan Payable for that Fiscal Year</b>
Less than 1%	Not payable
1% to less than 4%	25% of the Top of Scale Differential
1% to less than 4% and Food Division*	50% of the Top of Scale Differential
4% or greater and Food Division*	100% of the Top of Scale Differential

---

\*requires food division local savings from operations to be greater than \$0.00

When a newly hired employee working in a Schedule 3 or Schedule 4 Classification reaches the Top of Scale rate for their classification, the following shall apply:

- i. An employee working in a Schedule 3 or Schedule 4 Classification shall be guaranteed to receive 25% of the Top of Scale Differential for their regular Top of Scale hours worked in the fiscal year in which they reached the Top of Scale.
- ii. This one-time guaranteed payment is not in addition to any other amounts payable under this program and shall not apply in years where there is already an incentive payable based on the Local Savings from Operations percentage thresholds.
- iii. Payment to eligible employees will be made no later than the second pay period following the presentation of audited financial statements at the Co-operative's Annual General Meeting following the conclusion of the fiscal year.

No non-statutory employee benefits deduction or payments such as long-term disability, life insurance, pension, etc., would be made on behalf of a participating employee for any monies payable under this Plan.

#### **Top of Scale Differential Payment Calculation Example**

Schedule 3 Clerk Cashier Top Rate: \$20.58

Schedule 1 Clerk Cashier Top Rate: \$23.86

Top of Scale Differential: \$3.28

If an eligible Schedule 3 Top of Scale Clerk Cashier worked 1800 regular Top of Scale hours during a fiscal year, their payment under the Plan, less standard deductions, would be as follows:

Local Savings from Operations as % of Sales	Top of Scale Supplement Payable	Plan Payable (Based on 1800 regular hours worked)
Less than 1%	Not payable	Not payable
1% to less than 4%	\$0.82	\$1,476
1% to less than 4% and Food Division*	\$1.64	\$2,952
4% or greater and Food Division*	\$3.28	\$5,904

\*requires food division local savings from operations to be greater than \$0.00

**Schedule 3 and Schedule 4 Classifications and their equivalent Schedule 1 or 2 Classification:**

<b>Schedule 3 Food Classification</b>	<b>Schedule 1 Food Equivalent Classification</b>
Clerk Cashiers Food/ Produce/ Meat/ Bakery/ Deli Clerks Bakery Production Assistants Bakers Helpers Warehouse Receivers Liquor Clerks	Clerk Cashiers Food/ Produce/ Meat/ Bakery/ Deli Clerks Bakery Production Assistants Bakers Helpers Warehouse Receivers Liquor Clerks
Courtesy Clerk	Courtesy Clerks
Grocery Attendant	Grocery Attendant
File Maintenance (Food and Liquor)	File Maintenance (Food and Liquor)
Cake Decorators	Cake Decorators
Bakery/ Deli/ Liquor Supervisors	Bakery/ Deli Supervisors Liquor Supervisor

<b>Schedule 4 Non-Food Classification</b>	<b>Schedule 2 Non-Food Equivalent Classification</b>
Administrative Representatives	Administrative Representatives
Pharmacy Assistants	Pharmacy Assistants
Gas Bar Clerks	Gas Bar Clerks
Gas Bar Supervisors	Gas Bar Supervisors
Pump Attendants	Pump Attendants
Warehouse and Yard Clerks	Warehouse and Yard Clerks
Building Materials Delivery Clerks	Building Materials Delivery Clerks
Home Centre Clerks 1	Home Centre Clerks 1
Home Centre Clerks 2, Hardware Clerk Receivers, Order Pickers	Home Centre Clerks 2, Hardware Clerk Receivers, Order Pickers
Warehouse and Yard Supervisors	Warehouse and Yard Supervisors
File Maintenance Clerks (Agro/ Home Centre)	File Maintenance Clerks (Agro/ Home Centre)

LETTERS OF UNDERSTANDING

**BETWEEN:**

**SASKATOON CO-OPERATIVE ASSOCIATION LIMITED**, in its places of business located in the Province of Saskatchewan,

hereinafter referred to as the “**Co-operative**”,

**AND:**

**UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1400,**

hereinafter referred to as the “**Union**”.

**LETTER OF UNDERSTANDING NO. 1**

**RE: SASKATOON CO-OP SOCIAL CLUB**

1. The parties agree that all employees shall, as a condition of employment, participate in the Saskatoon Co-op Social Club through contributions made to the Club by payroll contribution.
2. The bi-weekly contribution shall be seventy-five cents (75¢) for all employees.

**LETTER OF UNDERSTANDING NO. 2**

**RE: POSITION GUARANTEES ARISING FROM EXCLUSION AGREEMENTS  
AVENUE C HOME CENTRE**

1. The Co-operative agrees to maintain one (1) additional full-time non-seasonal Home Consultant position at the Avenue C Home Centre location. This position will be in effect for as long as there is an excluded “Contractor Centre Department Manager” position in place.
2. The Co-operative agrees to maintain three (3) full-time Shipper/Receiver positions at the Avenue C Home Centre location. This agreement will be in effect as long as one or both of the excluded Contractor Sales Representative positions are filled.
3. One (1) Home Consultant position will be maintained at the Avenue C Home

Centre. It is understood that in the off-season, a Home Consultant may be required to perform other duties in the Home Centre (i.e. Building Materials or Home Centre Clerk responsibilities).

4. One (1) Senior Building Materials Clerk position will be maintained at the Avenue C Home Centre.
5. One (1) Full-Time Yard and Warehouse Clerk position will be maintained at the Avenue C Home Centre.
6. The Yard and Warehouse Manager will not be employed or work to the extent that employment in the bargaining unit will be reduced, cause a reduction in hours or prevent an increase in hours for any employee. Further, the Yard and Warehouse Manager will not prevent overtime work from being offered to any employee.
7. Home Consultants will get credit for sales made by their clients who purchase Home Centre related products from the 8<sup>th</sup> Street Home Centre. This credit will be available for a period of six (6) months after completion of their project.

#### **AGRO CENTRE AND AGRO SATELLITE CENTRES**

9. The parties agree to the following:
  - (i) Three Agro Clerk 1 positions reclassified to "Agro Utility Clerk" will be paid at the Warehouse and Yard Clerk wage scale.
  - (ii) The Co-operative agrees to maintain four (4) Agro Clerk 2 positions, one (1) of which will be responsible for File Maintenance, to be filled according to the collective agreement.
  - (iii) If any of the above mentioned employees vacate their position, the position shall be posted and filled as per the collective agreement.
11. Agronomists will not be employed or worked to the extent that:
  - (a) employment in the bargaining unit at the Agro Centre is reduced;
  - (b) any employee is displaced or demoted from his position;
  - (c) it prevents potential positions from being filled;
  - (d) it prevents overtime work being offered to employees;
  - (e) it prevents laid off employees from being recalled; or
  - (f) it causes a reduction in hours, or prevents an increase in hours for an employee.
12. The Co-operative will maintain the current number of full-time Agro Clerk 1 positions at the Agro Centre. This Agreement shall remain in effect so as long as there is an excluded Agronomist position in place.

**LETTER OF UNDERSTANDING NO. 3****RE: CASUAL EMPLOYEES**

The Union agrees that if the Co-operative hires a part-time employee solely to work at a Warehouse Sale, other similar sales events, or for unexpected operational needs, of three (3) weeks or less duration, the Union will not file a grievance for "failure to post or failure to recall that employee."

**LETTER OF UNDERSTANDING NO. 4****RE: PUMP ATTENDANT CLASSIFICATION**

1. The parties agree to a new classification called "Pump Attendant".
2. (a) The rate of pay for Pump Attendants shall be as per Appendix "A".  
 (b) Part time employees shall receive increments after every 690 hours of work, up to the maximum of the range.
3. Hours of work for Gas Bar Clerks will not be reduced due to the hiring of Pump Attendants. Hours of work for Gas Bar Clerks may be reduced due to normal business reasons.
4. Scheduling of part time Gas Bar Clerks and part time Pump Attendants shall be done in accordance with Article 21.07 of the Collective Agreement. That is, Gas Bar Clerks will be scheduled in accordance with seniority, merit and ability being sufficient in their classification, and part time Pump Attendants will be scheduled in accordance with seniority, merit and ability being sufficient in their classification.
5. (a) The parties recognize that some overlap of job responsibilities must occur between the Gas Bar Clerks and the Pump Attendants. Notwithstanding this, the Co-operative shall pay a Pump Attendant the same time served increment of a Gas Bar Clerk, if a Pump Attendant performs Gas Bar clerk work for two (2) accumulated hours or more on any shift.  
 (b) The rate paid at the time served increment will be determined by the length of service of the Pump Attendant in question. That is, a Pump Attendant with twelve (12) months of service or, in the case of a part time employee 2080 hours of work, will receive the twelve (12) month step within the range of the Gas Bar Clerk rate of pay, if he does two (2) or more accumulated hours of Gas Bar Clerk work on any shift.  
 (c) For the purpose of administering this provision, Pump Attendants will be

paid within the range of a Gas Bar Clerk if they operated the till, did cash-ups, ordered or received stock, or did in-store merchandising for two (2) accumulated hours or more, on any shift.

- (d) The Co-operative acknowledges that the primary function of the Pump Attendant classification will be to provide customer service outside of the location in question. Therefore, situations where Pump Attendants are required to perform Gas Bar Clerk work inside will be kept to a minimum.
- 6. (a) Call-in of employees will be in accordance with the Collective Agreement. That is, if a location requires Gas Bar Clerk work to be done, the most senior available Gas Bar Clerk will be called and offered the work. Similarly, the most senior available Pump Attendant will be called when Pump Attendant work is required to be done.
- (b) This shall also apply in situations where the Co-operative is required to extend a shift beyond the time the shift was normally scheduled to end. This means for example, that the Co-operative will not retain Pump Attendants to finish work at the end of a shift that would normally have been done by a Gas Bar Clerk, if a Gas Bar Clerk is available, and vice versa. This will not apply in situations where it would result in overtime being paid to any individual.
- 7. The Co-operative will post vacant Gas Bar Clerk jobs, except in situations where declining business dictates that no vacancy exists.
- 8. Pump Attendant vacancies will be posted in accordance with the Collective Agreement.
- 9. The Co-operative shall have orientation meetings with new hired Pump Attendants. The Union will be entitled to have a representative present.
- 10. Co-operative and Union Representatives will discuss problems related to the Pump Attendant classification and the administration of this Letter of Understanding, if any. At the request of either party, negotiations will commence to resolve any disputes that may be occurring.

#### **LETTER OF UNDERSTANDING NO. 5**

#### **RE: SAFETY FOOTWEAR**

- 1. The Co-operative will assist employees in the purchase of safety footwear in the meat department, maintenance department, receiver/yard and warehouse positions, and where the footwear is required to be worn by Occupational Health

and Safety Legislation.

2. The Co-operative will reimburse the employee half the costs of the footwear up to a maximum of one hundred seventy-five dollars (\$175.00). Where employees regularly work inside and outside, they will be reimbursed for 2 pairs of safety footwear: 1 regular pair and 1 pair for winter.
3. An employee's safety footwear will be replaced subject to #2 as needed. The employee's department manager will make the decision as to replacement. An employee's request to get new safety footwear shall not be unreasonably denied.
4. Replacement of safety footwear resulting from an employee losing their footwear or the footwear damaged as a result of activities occurring outside work will be the full responsibility of the employee.
5. A copy of the receipt must be presented to the employee's department manager for reimbursement purposes.

#### **LETTER OF UNDERSTANDING NO. 6**

##### **RE: PHARMACY DEPARTMENTS**

1. The existing classification of "Pharmacy Technician" will be renamed "Pharmacy Assistant", and these employees will be deemed as Pharmacy Assistants.
2. The parties agree to a new classification called "Licensed Pharmacy Technician", and these positions will be posted as needed following the ratification of this Collective Agreement.
3. Hours of work for existing employees who are currently working as Pharmacy Assistants at the time of ratification of this Letter of Understanding will not be reduced due to the hiring of Licensed Pharmacy Technicians. Hours of work for future Pharmacy Assistants hired after date of ratification are subject to change due to normal business reasons.
4. Pharmacy Assistants will not be required to do the work of Licensed Pharmacy Technicians.
5. Schedule of part-time Pharmacy Assistants and part-time Licensed Pharmacy Technicians shall be done in accordance with Article 21.07.
6. Existing employees who are currently working as Pharmacy Assistants at the time of ratification of this Letter of Understanding will be offered the opportunity to train



and upgrade to fulfill the requirements to attain the “Licensed Pharmacy Technician” designation, and existing employees who are currently working as Pharmacy Assistants at the time of ratification of this Letter of Understanding who have already obtained the “Licensed Pharmacy Technician” designation will be entitled to reimbursement of the following upon submission of proper receipts:

- (a) Costs of courses, fees, tuition and exam fees associated with taking the National Pharmacy Technician Bridging Program;
  - (b) Costs of courses, fees and tuition associated with taking the Structured Practical Skills Assessment and/or the Structured Practical Training and Assessment.
7. Whereas Amanda Lepage, Michelle Kraft, Teresa Dimaguila, and Jared Kowosan have completed their training and have the qualifications to be a Registered Pharmacy Technician, these four employees will be eligible for reimbursement of items covered in Article 23.02. Should any of these employees fail to apply on a Registered Pharmacy Technician posting or refuse a job offer for a Registered Pharmacy Technician within the City or Town the employee had currently worked in and of the same status (i.e.: Full-time or Part-time) they will no longer be eligible for reimbursement under Article 23.02.

## **LETTER OF UNDERSTANDING NO. 7**

### **RE: SPECIAL LEAVE OF ABSENCE**

1. For the purposes of Article 18.05 (b)
  - (i) “Pressing” means to seek urgently, to require haste or speed in action.
  - (ii) “Emergency” means an unforeseen combination of circumstances or the resulting state that calls for immediate action;
  - (iii) “Serious” means having important or dangerous consequences;
  - (iv) “Illness” means an unhealthy condition of body or mind; and
  - (v) “Accident” means an unforeseen and unplanned event or circumstance
2. Examples of Pressing Emergency include:
  - (i) Receiving a call but not sure of the outcome or the situation (i.e., call that your child was in an accident but only turns out to be a broken finger. At the time of the call, this is a pressing emergency but spending the next two days at home may require an employee to use sick days because it is no longer a pressing emergency”.
  - (ii) You receive a call that a parent has had a heart attack
  - (iii) Date of birth of child

3. Examples of Serious Illness include:
  - (i) Has to be life threatening where employee is required to be there. (i.e., Cancer operation, heart operation, kidney transplant, etc.)
  - (ii) Would not include on-going treatments for a life threatening illness (for example, ongoing cancer treatments).
4. Examples of situations that family leave (Article 18.11) would apply include:
  - (i) Doctor's appointment for spouse, parents or children.
  - (ii) Serious medical appointments for family members that are pre-booked, not emergency situations.
  - (iii) Appointments for serious situations involving family members (EFAP related).
  - (iv) Responsibility to provide care or support for family member (including in hospital or at home, but outside of intensive care).
  - (v) Non-life threatening surgery for family member (for example, arthroscopic surgery).
  - (vi) Flood and/or Fire

#### **LETTER OF UNDERSTANDING NO. 8**

##### **RE: MAINTENANCE DEPARTMENT**

1. The Maintenance Department will be comprised of:
  - (i) One (1) Maintenance Manager (out of scope)
  - (ii) Two (2) Maintenance 1 positions (full time)
  - (iii) One (1) Maintenance 2 positions (full time)
  - (iv) One (1) Tradesperson

If there are no Maintenance 2 positions are filled, an additional Maintenance 1 position will be posted.
2. The Co-operative agrees to provide required tools, equipment and work vehicles. These will remain the property of the Co-operative.

#### **LETTER OF UNDERSTANDING NO. 9**

##### **RE: GROCERY ATTENDANT, PART TIME**

1. The parties agree to the creation of a new classification of Grocery Attendant.

2. Individuals in this classification have no opportunity to post outside this job description.
3. The parties agree this position will be unique, individuals selected will be done in partnership with approved agencies and a job coach will be actively present.
4. The individual's employment with Saskatoon Co-op would be subject to review after 3 months if suitable performance has been achieved.

#### **LETTER OF UNDERSTANDING NO. 10**

#### **RE: PETROLEUM DEPARTMENT**

The parties hereto agree as follows:

1. Effective immediately a position of Petroleum Manager will be created, which shall be out of scope of this agreement. The purpose of this position is to manage Saskatoon Co-op's Bulk Petroleum and Card Lock business, not to perform Bargaining Unit work unless absolutely necessary to facilitate this aspect of business.
2. Effective immediately a classification of Petroleum Driver will be created, and there will be two full-time positions and one part-time position posted. The classification will be the same as Saskatoon Co-op's current schedule for "Truck Driver Class 1-A."
3. Until the positions are filled, contractors will be used to ensure deliveries are completed. In the event Home Centre employees apply for and are accepted for these positions, they will remain at the Home Centre until which time their vacancy is filled.
4. As it is anticipated there will be high demand for fuel deliveries during peak seasons, this classification may be required to work overtime hours from approximately April to October of each year. The acceptance and working of overtime will be critical and asked of the two full-time Drivers during this time. In consideration of full-time Petroleum Drivers working extended hours during our peak season, Petroleum Drivers will receive a \$1.00 per hour Petroleum Premium. The Premium will be applied to all hours worked in the day authorized overtime is incurred during the peak season.
5. Night Shift Premium and Sunday Shopping Premium shall not be paid to the full-time drivers.
6. Where there are no deliveries scheduled, a Petroleum Driver may be required to perform duties in or around the Agro Centre.

7. It is recognized that Saskatoon Co-op currently delivers fuel under contract to Via Rail. These deliveries are done upon demand and may require work late at night. The Co-operative will advise the employee affected and the union of any changes in delivery times.
8. Vacation blocking for Petroleum Drivers will occur two times per year. During seeding and during harvest. Each block will be approximately 4 weeks in duration.
9. Drivers will not be expected to work outside Saskatchewan Legislation regarding continual driving hours or periods of rest.

### **LETTER OF UNDERSTANDING NO. 11**

#### **RE: RURAL LOCATIONS**

These across the board increases to be paid retroactively commencing upon expiry of previous agreement.

In addition to the terms and conditions outlined in the collective agreement, the Union and Co-operative agree the following applies to each location outside of a thirty-five (35) kilometre radius of Saskatoon:

1. There shall be one (1) out-of-scope Store Manager.
2. There shall be one (1) in-scope Store Supervisor paid at the following scale:

	<b>Nov. 2016</b>	<b>Nov. 2017</b>	<b>Nov. 2018</b>	<b>Nov. 2019</b>	<b>Nov. 2020</b>	<b>Nov. 2021</b>	<b>Nov.2022</b>
Start	12.67	12.92	13.18	13.44	13.71	13.99	14.27
4 mo	13.10	13.36	13.63	13.90	14.18	14.46	14.75
8 mo	13.52	13.79	14.06	14.34	14.63	14.93	15.23
12 mo	13.94	14.22	14.51	14.80	15.09	15.39	15.70
16 mo	14.37	14.66	14.95	15.25	15.55	15.87	16.18
20 mo	14.78	15.08	15.38	15.68	16.00	16.32	16.64
24 mo	15.27	15.57	15.89	16.20	16.53	16.86	17.20
28 mo	15.99	16.31	16.64	16.97	17.31	17.65	18.01
32 mo	16.75	17.08	17.43	17.77	18.13	18.49	18.86
36 mo	17.48	17.83	18.19	18.55	18.92	19.30	19.69
40 mo	18.24	18.60	18.97	19.35	19.74	20.14	20.54
44 mo	18.96	19.34	19.73	20.12	20.52	20.93	21.35
48 mo	19.71	20.10	20.50	20.91	21.33	21.76	22.20

3. All other employees shall be classified as in-scope "Clerks" and shall be paid at the following scale:

	<b>Nov.2016</b>	<b>Nov. 2017</b>	<b>Nov.2018</b>	<b>Nov. 2019</b>	<b>Nov. 2020</b>	<b>Nov. 2021</b>	<b>Nov.2022</b>
Start	11.76	12.00	12.24	12.48	12.73	12.98	13.24
4 mo	12.26	12.51	12.76	13.01	13.27	13.54	13.81
8 mo	12.74	12.99	13.25	13.52	13.79	14.07	14.35
12 mo	13.25	13.51	13.79	14.06	14.34	14.63	14.92
16 mo	13.73	14.00	14.28	14.57	14.86	15.16	15.46
20 mo	14.23	14.51	14.80	15.10	15.40	15.71	16.03
24 mo	14.72	15.01	15.31	15.62	15.93	16.25	16.58
28 mo	15.22	15.52	15.83	16.15	16.47	16.80	17.14
32 mo	15.71	16.02	16.34	16.67	17.01	17.35	17.69
36 mo	16.21	16.53	16.86	17.20	17.55	17.90	18.26
40 mo	16.70	17.03	17.37	17.72	18.08	18.44	18.81
44 mo	17.20	17.54	17.89	18.25	18.62	18.99	19.37
48 mo	17.65	18.00	18.36	18.73	19.10	19.49	19.88

4. Employees shall slide across onto the new wage scale accordingly based on their service with the Co-operative.
5. Employees shall be credited with their service with the Co-operative for the purposes of vacation entitlement, benefits and pension.
6. The work week in rural locations shall be forty (40) hours per week, in accordance with the provisions of the collective agreement.
7. For the purposes of scheduling hours or work, each rural location this letter of understanding applies to shall be deemed to be one (1) "Department".
8. Employees in rural locations as described above will form a separate seniority area in each Location. No provision of the CBA (recall, article 11.1(c)(iv), etc.) that forces employees to take a different position would force an employee to take a position in a different seniority area. Employees from such rural locations who come under the agreement through a purchase or into the agreement through a merger will have their seniority based on their original date of hire with their pre-existing Co-operative.

When an employee attempts to exercise a seniority right to move from one seniority area to another (through job postings, bumping, etc.) their seniority will not be considered to be greater than the date the two seniority areas (the one the

employee is trying to go into and the one the employee is currently in) both became part of the CBA (in the event two or more employees have the same seniority under this limit the employee with the greatest seniority without imposing a limit will be deemed to be the senior employee). This paragraph will be severed and deleted from this letter of understanding upon notice to the co-op from the union.

9. At the time of ratification, those employees at the Colonsay location receiving the Rural Rate will be immediately paid as per the Co-operative's November 17, 2019 rural rate wage schedules. The rural rate wage schedules will remain at these rates until November 14, 2020.

SIGNED THIS                      DAY OF                      , 2020.

ON BEHALF OF THE CO-OPERATIVE:

ON BEHALF OF THE UNION:

---

Grant Wicks

---

Lucia Flack Figueiredo

---

Harley McClughan

---

Brenda Kachur

---

Jason Ryden

---

Ivy Giesbrecht

---

Brad Weigel

---

Dave Miller

---

Matt Boyko

---

Leigh McCormick

---

Colin Lawes

---

Shannon Orischuck

---

Daryl Orischuck

---

Roger Haatvedt