

Union Agreement

Between:



and



Effective Date: December 10, 2015

Expiry Date: December 9, 2025

Union Agreement

Between:



and



Effective Date: December 10, 2015

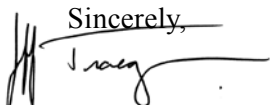
Expiry Date: December 9, 2025

President's Message

A union collective agreement is like a Charter of Rights. It explains, protects and guarantees your rights on the job. It stipulates the wages you must be paid, the benefits you must receive. It puts down on paper your right to dignity and respect at work.



It is important that you know your rights, the wages and benefits you are entitled to receive. Please take the time to read through this agreement. If you have any questions about it, talk to a shop steward in your workplace—or phone your full-time union representative. They are also the people to talk to if you feel the rights and benefits outlined in this document are not being provided to you.

Sincerely,


Jeff Traeger,
President UFCW Local 832

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Name _____

Address _____

Telephone No. _____

Work Address _____

Work Telephone No. _____

Shop Steward _____

Telephone No. _____

Assistant Shop Steward _____

EMERGENCY PHONE NUMBERS

Police _____

Fire Department _____

Doctor _____

In case of emergency, please Inform:

Name _____

Address _____

Telephone No. _____

EXPIRY DATE: DECEMBER 9, 2025

AGREEMENT BETWEEN:

**S O B E Y S C A P I T A L
INCORPORATED** trading as
Sobeys Extra located at 2850
Pembina Highway in the City of
Winnipeg, Province of Manitoba,
herein referred to as the “Employer”.

AND

**UNITED FOOD AND
COMMERCIAL WORKERS
UNION, LOCAL No. 832,**
chartered by the United
Food & Commercial Workers
International Union, hereinafter
referred to as the “Union”.

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**SECTION 1
PURPOSE OF THE AGREEMENT**

1.01 The purpose of this Agreement is to establish rules which allow the parties to achieve their respective goals in an atmosphere of trust, mutual respect and dialogue.

The parties also recognize that it is in their interest to constantly seek ways to offer superior customer service which, among other

things, means introducing top quality products that meet the requirements of consumers. With regard to providing superior customer service, the parties agree that operational efficiency and flexibility are crucial to giving the Employer a required competitive advantage without compromise.

The Employer recognizes that the Union's role is to improve the working conditions of its members, while maintaining a climate that promotes harmonious Labour Relations and supports the Employer's goals in its efforts to providing superior customer service.

In addition, the Union recognizes that the Employer's primary objective is to grow and prosper while complying with its obligations to its employees, the Union and its partners.

SECTION 2 DEFINITIONS

2

2.01 Unless otherwise stipulated in this Agreement, the terms below are defined as follows:

- (a) **Employee** - Every employee governed by this Agreement in accordance with the provisions set out in sub- section 1.01 hereinafter.

-
- (b) **Full-time Employee**- An employee compensated on an hourly basis and who normally works forty (40) hours per week.
 - (c) **Part-time Employee** - An employee compensated on an hourly basis and who normally works less than forty (40) hours per week.
 - (d) **Employer** - Establishment operated by the Employer and covered by the provisions set out in sub-section 1.01 hereinafter.
 - (e) **Promotion** - Means the transfer of an employee to a classification with a pay scale whose maximum rate is higher than that of his or her previous classification, or the transfer from part-time employee to full-time employee.
 - (f) **Demotion** - Means the transfer of an employee to a classification with a pay scale whose maximum rate is lower than that of his or her previous classification.
 - (g) **Layoff** - (Full-time Employees) - Any reduction in the normal work week of a full-time employee owing to a lack of work, such that the employee works less than forty (40) hours per week unless the

full-time employee accepts a part-time position and is so classified.

- (h) **Layoff**- (Part-time Employees)- No hours worked due to a lack of work for a period of four (4) or more consecutive weeks.

After a period of seven (7) consecutive days without work, the Employer must, upon the request of an employee, provide a Record of Employment for Employment Insurance purposes.

- (i) **Day** - Unless otherwise stipulated, “day” means a calendar day.
- (j) **Spouse** - Means either of two (2) persons who:
- (i) are married or in a legal common law relationship; or
 - (ii) being of opposite sex or the same sex, are living together in a de facto union and are the father and mother of the same child; or
 - (iii) are of opposite sex or the same sex and have been living together in a de facto union for one (1) year or more.
- (k) **Agreement Not Inferior to the Law** - No Section in this Agreement shall be inferior to what is stipulated in any law or part of a law that

applies to an employee governed by this Agreement.

- (l) **Singular and Plural** - For the purposes of this Agreement, the singular shall be deemed to include the plural and vice versa.
- (m) **Appendices and Letter of Understanding** - Any Appendix and/or Letter of Understanding appearing herein is an integral part of this Agreement as are any additional Appendices and/or Letter of Understanding subsequently agreed to by the parties.
- (n) **Facsimile/Email** - The parties agree that transmitting documents by facsimile (fax) or email instead of registered mail is a valid and acceptable option. As needed, the acknowledgement of receipt by fax or email will serve as proof that the deadlines set out in this Agreement have been observed, where such deadlines exist.

SECTION 3 RECOGNITION AND JURISDICTION

3

3.01 The Employer recognizes the Union as the sole agency for the purpose of collective bargaining for all employees, whether full-time or part-time, coming under the provisions of this Agreement, employed in the Store owned and/or operated by Sobeys Capital Incorporated trading as Sobeys Extra located at 2850 Pembina Highway, in the City of Winnipeg, in the Province of Manitoba, save and except the Store Manager, the Assistant Store Managers, the Department Managers in sub-section 3.02, any position above the rank of Department Manger, the Office employees (including Bookkeeper), Registered Dietician, the Graduate and Undergraduate Pharmacists, and the Registered Pharmacy Technicians if and when the Province of Manitoba enacts such a designation.

3.02 For the purposes of this Agreement, the departments of the Employer are the following:

- (a) Administration
- (b) Grocery

-
- (c) Produce
 - (d) Meat
 - (e) Seafood
 - (f) Front-End
 - (g) Bakery
 - (h) Prepared Foods
 - (i) Deli
 - (j) Health and Wellness
 - (k) Pharmacy

3.03 The Employer may introduce new types of departments (e.g., bathroom/bedding, clothing/accessories, kitchen, electronics, books/entertainment, party supplies/decorations, sporting goods, hardware) in its Store, and create the corresponding Managerial positions.

3.04 Any new Managers appointed by virtue of this Section shall work only in their respective departments, except where such a Manager is designated by the Employer to act as duty Manager of the Employer.

3.05 The Employer shall not reach any individual agreement contrary to or in conflict with the provisions of this Agreement with any employee governed by this Agreement.

3.06 It is agreed that Department Managers have the right to carry out production duties that are performed by bargaining unit employees.

3.07 It is agreed that the Employer shall retain the sole right and function in respect to transfers, promotions and demotions and the Union agrees that transfers, promotions and demotions in respect to the bargaining unit employees referred to below shall not be subject to any arbitration as provided for in Section 10 of the Agreement;

- (a) Assistant Department Managers (1 per Department)
- (b) Cheese Ambassador
- (c) Non Perishable Lead Hand
- (d) Community Room Operator
- (e) Chef

3.08 **Product Demonstrations**

(a) If product demonstrations or tasting events are held, the Representatives of suppliers or firms specializing in this area or even staff hired by the Employer are authorized to handle the merchandise being demonstrated or tasted and to hand out samples; however, they may not fill shelves other than those used for the event in question.

(b) The Representatives demonstrating their products may verify their product codes and remove any shelved merchandise that is expired or damaged, but they may not fill the shelves.

3.09 The Sobeys Representatives (Specialists, Director Operations, and other) may carry out all work related to their duties.

3.10 In the event that the Store is renovated or remodelled or that changes are made to the inventory or Store layout, no restriction shall be placed on the work carried out by the Representatives of Suppliers or firms specializing in this area.

3.11 **Vendor Stocking**

- (a) The Representatives of Companies that supply baked goods (breads and cakes), beer, wine, liquors, soft drinks and water chips/salty snacks and similar-type products, nuts and candies, non-food products and natural products, may move their product throughout the Store and place it on or remove it from the shelves.

-
- (b) The Representatives of Suppliers may set up seasonal displays or special displays on a non-weekly basis (e.g., Kraft festival).

3.12 The Representatives of a Catering Service may prepare their recipes and cook the products intended for the Prepared Foods Department.

3.13 Cleaning of the Store and its equipment as well as the general repairs performed in the Store and on its equipment may be carried out by persons excluded from the bargaining unit.

3.14 The operation of small kiosks such as those selling videos, dry cleaning services, gifts, sushi, Asian cuisine, etc., may be carried out by persons excluded from the bargaining unit. However, work carried out by those operating these small kiosks shall be limited to the tasks pertaining to their duties within the said kiosks. In the event that such kiosks require more than four (4) employees per shift, the Employer will first discuss the situation with the Union.

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SECTION 4 MANAGEMENT RIGHTS

4.01 Management Rights

The Employer has the right and power to manage its business and direct its employees in accordance with its obligations and responsibilities.

The Union recognizes that the Employer has the exclusive right to manage its business and direct its workforce, including the right to:

- (a) maintain order, discipline and efficiency;
- (b) establish the requirements necessary to carry out each task. In order to establish the requirements related to a position, the Employer may take into account such criteria as level of education, experience, abilities, qualifications and particular skills;
- (c) hire, discharge, direct, classify, transfer, promote, demote, suspend, discipline and lay off employees;
- (d) establish, modify and amend policies and regulations;
- (e) select and decide which merchandise items are to be sold or produced

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- and handled within the Employer without regard for the Union status of suppliers or delivery persons;
- (f) establish, change or modify the work methods as well as the equipment and facilities needed to prepare and sell the merchandise;
 - (g) establish and implement performance and production standards to be met by the employees.

4.02 Without limiting the generality of the foregoing, the provisions set out in sub-section 4.01 are not deemed to exclude other rights and powers that are not explicitly stated therein. It is understood that the Employer retains all the rights and powers that are not otherwise expressly restricted by this Agreement.

4.03 The exercise of management rights is subject to the grievance procedure if these rights are in contradiction with the provisions of the Agreement or if they result in a disciplinary measure or if they are used in an unjust, discriminatory or arbitrary manner.

4.04 The Employer reserves the right to create new positions or classifications. It

must, however, negotiate with the Union before creating any new position or classification. If the parties do not succeed in reaching a satisfactory written agreement through negotiation, the Employer may make the decision it deems necessary and the question of the working conditions associated with the new position or classification shall be subject to arbitration as set out in Section 10 of this Agreement.

The Arbitrator may make any decision retroactive and must take into account the positions, classifications and pay scales set out in this Agreement.

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SECTION 5 UNION MEMBERSHIP

5.01 All employees shall, as a condition of employment, be members of the Union and remain members in good standing throughout the term of this Agreement.

5.02 The Employer shall deduct union dues, have employees sign membership cards and forward the required administrative documents in the manner prescribed by the Union.

5.03 Each year, the Employer shall calculate the amount of Union dues to be deducted from each employee and indicate these amounts on the appropriate federal and provincial forms of each employee; these forms shall be sent to the employee by February 28th at the latest.

5.04 The Employer agrees to deduct from the wages of the employee such Union dues and initiation fees as are authorized by regular and proper vote of the membership of the Union. The Employer further agrees to deduct the Union dues automatically from the wages of new or rehired employees' first paycheque(s). Monies deducted during any month shall be forwarded by the Employer to the Secretary Treasurer of the Union by direct deposit within twenty (20) calendar days following the end of the Employer's four (4) or five (5) week accounting period and accompanied by a four (4) week or monthly electronic remittance of the name, Social Insurance Number and Store number of the employees for whom deductions were made and the amount of each deduction.

5.05 The Union agrees to hold the Employer harmless in any dispute arising from the deduction of union dues in accordance with this Section.

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SECTION 6 UNION FUNCTIONS

6.01 Union Representatives shall have reasonable access to the Store in order to investigate and/or submit grievances on occasion and/or meet with Managers and/or employees in order to discuss Labour Relations issues and/or ensure that the terms of this Agreement are being met. Meetings between the Union Representatives and employees must first be approved by the Store Manager or his or her designate.

6.02 Any employee appointed to a permanent position within the Union shall be entitled to an unpaid leave of absence of up to twelve (12) months' duration provided he or she gives fifteen (15) days written notice. An employee must give the Employer fifteen (15) days advance notice of the date he or she intends to return to his or her position. Employees returning to work shall resume their prior position as if they had never left. If the position no longer exists, an employee may exercise his or her rights under this Agreement.

During such an unpaid leave of absence, if the Union and the employee request it in writing the Employer shall maintain the employee benefits provided for in this Agreement.

The Employer shall submit to the

Union a detailed reimbursement request for the expenses thus incurred and the Union must reimburse them.

6.03 One (1) employee chosen by the Union shall be given a leave of absence to attend Union activities of short duration (courses, meetings, etc.). Such a leave of absence shall be subject to the following conditions:

- (a) The Union shall make its request at least fifteen (15) days before the start of the desired leave of absence.
- (b) The Employer is not obliged to grant such a leave of absence during the period from December 1st to January 10th and from the third (3rd) Monday in June to the second (2nd) Monday in September.
- (c) The Employer is not obliged to grant a total of more than fifteen (15) such days per calendar year.
- (d) During such a leave of absence, employees shall continue to enjoy all the rights and privileges set out in this Agreement and receive their regular salary as if they were still at work. However, within thirty (30) days of receiving the bill, the Union must reimburse the Employer for all of the expenses involved in ensuring that

the employee continues to receive a salary and fringe benefits.

Employees returning to work shall resume their prior position as if they had never left.

6.04 One (1) Shop Steward may be named by the Union or elected from among the employees of the Employer to represent the interests of all the employees. Alternate Shop Stewards may be named by the Union or elected by the employees depending on the size of the membership as follows:

- (a) Two (2) alternate Shop Stewards for up to one hundred and twenty-five (125) employees;
- (b) Three (3) alternate Shop Stewards for up to two hundred (200) employees;
- (c) Four (4) alternate Shop Stewards for more than two hundred (200) employees;

The alternate Shop Steward may carry out the same duties and enjoy the same rights and privileges as a Shop Steward. However, he or she shall exercise his or her duties only in the absence of the Shop Steward.

6.05 While carrying out his or her work for the Employer, the Shop Steward may investigate

and/or file grievances. On occasion, the Shop Steward may meet with the Store Manager to discuss any issue relating to the Agreement.

The Shop Steward may carry out his or her Union duties during working hours without loss of pay and/or privileges.

The Shop Steward must obtain approval from his or her immediate superior before leaving his or her duties. The Shop Steward shall be released from his or her duties as soon as possible, taking into account the need to ensure the proper functioning of the Employer.

6.06 A reasonable amount of space on the bulletin board shall be made available for Union use at all times so that the Union may post notices of interest to their members. Bulletins that pertain to matters other than meeting notices shall only be posted by mutual agreement between the Union and the Employer.

6.07 The Employer shall share equally with the Union:

- (a) the cost of renting a room for the purpose of negotiating the Collective Agreement
- (b) the cost of printing and supplying the Collective Agreement in booklet format.

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SECTION 7 SENIORITY

7.01 The seniority of any employee governed by this Agreement is determined by the length of the employee's continuous service with the Employer in the establishment, unless such seniority has been interrupted within the meaning of sub-section 7.07 in this Agreement. Full-time shall be considered senior to part-time in all respects of administering this Collective Agreement.

7.02 If an employee's seniority is interrupted within the meaning of sub-section 7.07 and the employee is re-hired, seniority shall be calculated as of the date he or she was most recently re-hired.

7.03 The first (1st) five hundred (500) hours worked by any new employee shall constitute a probation period. The Employer reserves the right to discipline, suspend or discharge any employee who has not completed his or her probation period. Such disciplinary measures or termination of employment shall not be subject to the grievance or arbitration procedure.

7.04 An employee's seniority shall be maintained and continue to accumulate during

any leave of absence permitted under this Agreement, with the exception of a leave of absence set out in sub-section 19.01.

7.05 On or around April 1st and October 1st, the Employer shall provide the Union with two (2) seniority lists: one (1) for full-time employees and one (1) for part-time employees. The list shall be posted by the Employer. This list is provided for information purposes only and will not prejudice the rights of the parties.

7.06 Where two (2) or more employees commence work on the same date and there is no clear way of establishing the order of seniority between them, this order will be established by having the employees draw lots in the presence of the Employer and the Shop Steward.

7.07 An employee shall lose his or her job and seniority for any of the following reasons:

- (a) if the employee is dismissed by the Employer and is not reinstated through the grievance or arbitration procedure;
- (b) if the employee voluntarily terminates his or her employment; however, an employee has up to twenty-four (24) hours to revoke a voluntary departure or a resignation.

This period is calculated from the time the employee hands in his or her resignation or leaves work, whichever occurs first;

- (c) if the employee is not recalled to work following a layoff; however, the employee shall remain on the seniority list for a maximum period of twelve (12) consecutive months or for the duration of his or her seniority, whichever is shorter;
- (d) if the employee is absent from work for more than two (2) consecutive scheduled days without valid reason, the proof of which lies with the employee;
- (e) if the employee fails to report for work within five (5) days following a recall after a layoff, unless such failure is due to a valid reason, the proof of which lies with the employee;
- (f) if the employee fails to report for work after an unpaid leave of absence, unless he or she provides a satisfactory reason in writing, the proof of which lies with the employee;
- (g) if the employee requests for and is provided a leave of absence by the

Employer for any reason and the Employer finds out that such leave was requested under false pretences.

7.08 Employee seniority shall prevail by department and within the classification in any situation where staff is reduced. The Employer must proceed as follows when implementing a layoff:

- (a) The Employer must first ask for employees who volunteer to be laid off, and then implement the layoff in order of seniority within a department and by classification. Only employees who are working in jobs that are targeted for lay-offs will be affected.
- (b) If no employee agrees to be laid off voluntarily, the Employer must lay off the employee with the least seniority who is in the classification and department, and who has the employment status targeted by the layoff.

7.09 In all cases, such an employee may choose one of the following options:

- (a) agree to be laid off; or
- (b) displace the most junior employee

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- in his or her classification and department as long as he or she has the same employment status and provided he or she meets the requirements of the position; or
- (c) displace the employee with the least seniority in an equal or lower classification in the same department as long as he or she has the same employment status and provided he or she meets the requirements of the position.
 - (d) A full-time employee has the right to be displaced into a part-time position, as stipulated in (b) and (c) above

7.10 An employee who has displaced another employee in his or her department and classification or in a classification equal to his or her own maintains his or her salary and continues to move up the pay scale for that classification if he or she has not reached the top of the scale.

7.11 An employee who has displaced another employee in a lower classification within his or her department shall receive the maximum salary for that classification or his or her current salary, whichever is lower. He or she shall continue to move up the pay scale for the

new classification if he or she has not reached the top of the scale.

7.12 An employee, who is transferred to a lower classification following a layoff and returns to his or her initial classification, shall at the very least receive the same salary that he or she was earning prior to the transfer.

7.13 Employee seniority shall prevail in all cases of recall provided the recalled employee meets the requirements of the position within the department and classification affected by the recall.

7.14 Employees who agree to be recalled shall receive the maximum wage rate for the classification in which they are recalled or the wage rate they earned before the layoff, whichever is lower. Such employees who are not at the top rate of the classification will then continue to move up the pay scale for the classification in which they are recalled.

7.15 Employees with twelve (12) months or more seniority shall maintain and accumulate their seniority during a layoff period of up to twelve (12) months. Employees who have less than twelve (12) months seniority will maintain

and accumulate seniority for a period equal to their seniority at the time they were laid off.

7.16 A full-time employee who is laid off shall have bumping rights to a part-time position only within his or her department and classification provided he or she meets the requirements of the position. If a full-time employee is reduced to part-time, sub-sections 7.10 and 7.11 shall apply with respect to their change in status.

7.17 Full-time employees with twelve (12) months or more seniority shall maintain their status and seniority with respect to a recall, for a period of twelve (12) months. Employees with less than twelve (12) months seniority will maintain their status and seniority with respect to a recall for a period equal to their seniority at the time they were laid off.

7.18 Full-time employees who wish to become part-time employees in their classification and department may do so at any time. As of the date of their change in status, which must occur within fifteen (15) days of their request, they shall be automatically governed to the working conditions and rights of part-time

employees. Their seniority is determined by the date they were hired and their pay depends on their pay progression credit.

7.19 A full-time employee who is laid off shall receive prior notice or shall be paid in lieu of such prior notice in accordance with the Employment Standards Code unless the employee accepts to become a part-time employee and is classified as such. Such prior notice shall indicate the effective date of the layoff and shall be given to the employee in writing with a copy to the Shop Steward.

7.20 Where an employee is promoted outside the bargaining unit, he or she shall undergo a trial period of six (6) months. During this period, the employee shall maintain and accumulate seniority in the event that he or she returns to the bargaining unit; however, he or she shall not enjoy any benefit under the Agreement during the trial period. Before the end of the trial period, the employee may, if he or she so wishes, return to his or her former position, after giving the Employer a two (2) week notice in writing. The Employer may decide to return the employee to the same position by applying the same procedure.

Full-time Vacancies

- (a) Where a full-time position becomes vacant or available and the Employer intends to fill it, preference shall be given to the employee with the most seniority within the department and classification, provided merit, skill and ability are relatively equal and he or she meets the requirements of the position.
- (b) Employees who are interested in such a position must write their name and date of seniority directly on the job posting. The Employer will select the employee who will fill the position from among those who have applied for it, subject to the sub-section 7.21 (a) above.
- (c) For a period of seven (7) days, the Employer shall post on the Employer's bulletin board all vacant or available positions for full-time employees that are to be filled. Employees can apply for these positions within this period.
- (d) For a period of seven (7) days, the Employer shall post on the Employer's bulletin board the name of the person who was hired for the position.

-
- (e) In all such cases under sub-section 7.21, the Employer shall grant the employee who was hired for the position in accordance with sub-section 7.21 a trial period of thirty (30) working days. During this period, the employee may return to his or her former position by giving the Employer a written notice of one (1) week. The Employer may also return the employee to his or her former position by following the same procedure.
 - (f) The Employer and the Union may agree in writing to extend this period for a maximum of thirty (30) additional days.

7.22

Part-time Vacancies

- (a) The Employer shall offer the vacant position to the part-time employee with the most seniority who has expressed an interest in this regard provided that he or she meets the Employer's requirements for this position.
- (b) The employee hired for the position shall be granted a trial period of thirty (30) working days. During this period, the employee may

return to his or her former position by informing the Employer in this regard. If the Employer is not satisfied with the employee, it may return the employee to his or her former position.

- (c) Notwithstanding any provisions to the contrary, during the trial period described in sub-section 7.21 (e) the employee hired for the position is considered to have the least seniority among the employees in the same classification and department, only for the purposes of allocating hours of work.
- (d) If any part-time employee refuses to be transferred to a position for which he or she has expressed an interest, his or her name shall be stricken from the list indicated in sub-section 7.21 (a). The part-time employee may express his or her interest in another part-time position only when the next list is posted.

7.23 Where there is a conflict over rights between a full-time employee and a part-time employee, the rights of the full-time employee shall always take precedence over those of the part-time employee.

7.24 If a part-time employee becomes a full-time employee, the time elapsed during his or her probation period as a part-time employee shall be applied to his or her status as a full-time employee and his or her seniority shall be determined as follows:

He or she will be credited with fifty (50%) per cent of his or her seniority as a part-time employee to a maximum of two (2) years. However, the amount of vacation time and pay of such an employee is calculated as of the date he or she was hired.

SECTION 8 DISCIPLINE

8

8.01 Any written notice shall be given to the employee in the presence of the Shop Steward or, if he or she is absent, the alternate Shop Steward, who shall be given a copy at the same time. However, if neither is on the premises, the employee shall be accompanied by another employee of his or her choice who is on the premises. In such a case, the Employer shall provide the Shop Steward with a copy of the notice upon his or her return to work. The employee concerned may refuse to have the aforementioned people present or may request in writing that the person in question withdraw.

The Shop Steward or, if he or she is absent, the alternate Shop Steward shall take part in any interview or questioning with regard to the employee's performance or conduct. However, if neither one is on the premises, the employee shall be accompanied by another bargaining unit employee of his or her choice who is on the premises. The employee concerned may refuse to have the aforementioned people present or may request in writing that the person in question withdraw.

8.02 An employee's signature on any discipline notice is regarded as an acknowledgement of receipt on the part of the employee.

8.03 An employee's personal belongings or locker may not be searched unless he or she is present and accompanied by a witness of his or her choice who is on the premises.

8.04 Employees who have been demoted by the Employer for disciplinary purposes shall receive the maximum salary for the classification to which they have been demoted or their salary before the demotion, whichever of the two (2) is lower.

SECTION 9 GRIEVANCE PROCESS

9

9.01 In the spirit of this Agreement, it is understood that any disagreement with respect to the application or interpretation of this Agreement between an employee or the Union and the Employer creates a climate that is harmful to the achievement of the objectives of this Agreement.

Any employee or group of employees or the Union and the Employer must attempt to settle the disagreement as soon as possible.

The representations will be made by the parties concerned without prejudice.

9.02 In the event of a grievance, the following process will be applied.

STEP ONE—Verbally to the Employer

The employee or the Union Representative or Shop Steward must submit the grievance verbally to the Store Manager no later than fifteen (15) days following the incident that gave rise to the grievance. The Store Manager's decision must be rendered verbally no later than fifteen (15) days after the grievance was received.

STEP TWO—In Writing to the Store Manager

In writing to the Employer's Official designated to handle Labour Relations matters: If the grievance is not settled in Step One or if the Store Manager does not render its decision within the prescribed deadlines, the Union Representative or his or her replacement must address the grievance in writing to the Employer's Official designated to handle Labour Relations matters no later than fifteen (15) days after the Store Manager's response or the deadlines for issuing its response, as the case may be. The Employer's Official designated to handle Labour Relations matters must then answer in writing no later than thirty (30) days following receipt of the grievance. No grievance shall be forwarded to Arbitration unless a meeting is held first with the Store Manager and Employer's Official designated to handle Labour Relations matters.

9.03 In the case of dismissal or suspension, a grievance must be submitted in writing no later than twenty-one (21) days following the date of dismissal or suspension, and it will progress to Step Two of the process.

9.04 The Employer may submit grievances in the following way:

The Employer sends the grievance to the President of the Union or his or her designate in Step Two no later than fifteen (15) days following the incident that gave rise to the grievance. The President of the Union or his or her designate has fifteen (15) days to deal with the grievance. The decision that is reached shall be put in writing and sent to the offices of the Employer.

SECTION 10 ARBITRATION

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10.01 If a grievance is not settled in Step Two of the grievance procedure, either of the parties may refer the grievance to arbitration in accordance with the provisions of the Labour Code, no later than thirty-one (31) days after the date the decision is rendered in Step Two of the grievance procedure or after the deadlines set out for the grievance procedure have expired.

10.02 The parties must attempt to agree on an Arbitrator before applying to the Manitoba Labour Board.

10.03 In reaching his or her decision, the Arbitrator shall be governed by the provision of

this Agreement and shall have no jurisdiction to alter or modify any of the provisions in this Agreement, to substitute them with a new provision, or to make any decision that may enter into conflict with the terms and provisions of this Agreement.

10.04 In all cases of grievances regarding suspensions or dismissals, the Arbitrator has the jurisdiction to maintain, modify, reduce or cancel the suspension or dismissal. The Arbitrator has the jurisdiction to decree the employee's return and to establish any amount due to the employee, if necessary.

10.05 In the case of a written notice, the Arbitrator has the jurisdiction to cancel or maintain the Employer's decision.

10.06 Any decision by the Arbitrator rendered in accordance with the Sections in this Agreement is final and binds the parties concerned. No person shall serve as an Arbitrator who is involved or directly interested in the grievance.

10.07 Each party shall pay for half of the Arbitrator's fees and expenses.

SECTION 11 HOURS OF WORK

11

11.01 The work schedule is established by the Employer according to the needs of the operation and the rules set out in this Agreement.

11.02 The daily work schedule must provide for consecutive hours at all times other than meal breaks, with the exception of consenting part-time employees who, upon the Employer's request, may work non-consecutive hours.

11.03 The normal work week of a full-time employee is defined as follows:

- (a) forty (40) hours per week;
- (b) five (5) days per week;
- (c) In the event the Employer wishes to implement a four (4) day work week of ten (10) hours per day, such schedule will first be discussed with the Union and will be in keeping with the Manitoba Employment Standards Code.

11.04 The normal work week of a part-time employee is defined as follows:

- (a) normally less than forty (40) hours per week;

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- (b) in the event the Employer wishes to implement a four (4) day work week of ten (10) hours per day, such schedule will first be discussed with the Union and will be in keeping with the Manitoba Employment Standards Code.
 - (c) no less than four (4) hours consecutive hours of work per day;
 - (d) any part-time employee who reports for work as scheduled is assured a minimum of four (4) hours of work unless the employee is notified by phone not to come in to work at least one (1) hour prior to his scheduled shift.

11.05 In making up the night shift, the Employer shall, by order of seniority, first call upon those employees who wish to be on the night shift, taking into account the employee's ability to perform the work, the department concerned, and the classifications and employment status required to fill the positions.

11.06 If an insufficient number of employees are available to work on the night shift, the Employer shall, by reverse order of seniority, call upon the employees within the required classification and department, and with the required employment status.

11.07 The work schedule shall be posted on the bulletin board provided for this purpose, on the Friday morning (before 12 noon) of the week preceding the schedule.

11.08 Changes may be made up until four o'clock (4:00 p.m.) the same day. The affected employees shall be informed in this case.

11.09 The work schedule gives the name of each employee in the department, by classification and order of seniority. The work schedule of full-time employees and part-time employees shall be indicated separately.

11.10 Employees shall register their attendance once they are in proper work attire so that they are at their work stations at the time indicated on the work schedule. Employees shall register comings and/or goings when they begin their work day, before and after rest periods and meal breaks and when they leave work at the end of the day or in accordance to rules required by the Store's electronic time keeping system.

11.11 If an employee neglects to register his or her comings and/or goings, he or she must inform the Department Manager or designate.

11.12 No employee may have another employee register his or her comings and/or goings.

11.13 No employee may exceed the number of working hours indicated on the schedule set by the Employer unless authorized to do so by his or her Department Manager or designate.

11.14 **Availability of Part-time Employees**

- (a) The Employer provides part-time employees with an availability form, Appendix “C”.
- (b) All part-time employees must complete an availability form and give a copy to the Store Manager.
- (c) A part-time employee may change his or her availability by completing a new availability form. This new availability form applies as of the second (2nd) Monday following the date on which it was submitted to the Store Manager.
- (d) An employee must be available to work during the hours he or she has indicated for a period of at least twelve (12) consecutive weeks, unless he or she is on a leave of absence authorized by the Employer

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- or if he or she has a valid safety reason to refuse the work, the proof which lies with him or her. The employee may not submit a new availability form during this period.
- (e) All part-time employees must be available to work for a minimum amount of time per week. This period includes at least two (2) evenings as of five o'clock (5:00 p.m.) until closing of the department on Wednesdays, Thursdays or Fridays as well as totally available on Saturdays and Sundays.
 - (f) Notwithstanding the foregoing, part-time employees who are students and who are unavailable for the minimum amount of time indicated in the previous paragraph must be available Saturday and Sunday.

11.15 **Legislation Changes - Right of Employee Not to Work on Sunday**

It is understood and agreed that employees hired after December 10, 2015, by virtue of accepting employment with the Employer constitutes the employees voluntary agreement to work Sundays, provided that this does not violate the Manitoba Employment Standards Act.

In the event that the circumstances related to Sunday scheduling are determined to have changed by regulation, legislation or application at the Employer's competitors, with respect to an employee's right not to work on Sunday, the Union agrees to meet with the Employer to resolve the issue so as to ensure that the Employer is not placed at an operational disadvantage to that competitor as a result of the change.

11.16 Scheduling of Available Hours to Part-time Employees

The work hours available for part-time employees are established and scheduled as follows:

- (a) For part-time employees, the Employer must determine the largest possible group of weekly work hours, provided there is a need for part-time employees.
- (b) One (1) group of weekly work hours for part-time employees is the number of hours to be worked in one (1) week, in one (1) classification and in one (1) department.
- (c) Groups of weekly work hours are allocated each week for the following week, as described below:

The Employer first allocates the available groups of weekly work hours among part-time employees who have indicated that they have full availability (i.e., available six (6) full days including Saturday and Sunday) for a period of at least six (6) months. This shall be done in such a way as to give the part-time employee with the most seniority the most work hours each week in his or her classification and department provided that he or she is available for the entire group of weekly work hours.

- (d) For the purposes of this Section, the employee is considered to have full availability only after the minimum period of six (6) months has elapsed. In the meantime, he or she will continue to be scheduled according to the provisions of paragraph (g) below.
- (e) Notwithstanding the foregoing, any part-time employee (except for students) who has full availability does not have to wait the six (6) month period to elapse before he or she can be scheduled according to the provisions indicated above.

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- (f) If the employee ceases to be fully available, he or she is automatically governed by the provisions of paragraph (g) below.
 - (g) The Employer then allocates the available hours that cannot be scheduled according to the provisions of paragraph (c) above to other part-time employees who do not have full availability.
 - (h) If the number of available part-time employees is insufficient to meet the Employer's needs, the Employer may, before drawing up the weekly schedule, inform the part-time employee with the least seniority in the classification and department where work is to be done and require him or her to be available, unless the employee is on a leave of absence authorized under the Agreement or by the Employer or if he or she has a serious reason to refuse the work, the proof of which lies with him or her.
 - (i) Notwithstanding all of the above, it is recognized that the Employer needs to be able to schedule its employees within a department and within the Store in such a manner that will ensure an optimum

workforce level that will meet its operational and customer service requirements. As such, it is possible that junior part-time employees may be scheduled as many hours as more senior part-time employees.

11.17 Scheduling of Hours that Become Available During the Week

Where additional hours, besides those in the schedule, become available for part-time employees either because hours have been added to the schedule or because there is an unforeseen absence, the Employer shall allocate these additional work hours by order of seniority to the part-time employees in the classification and department concerned. If these additional hours are available for the same day, they will first be allocated as described above among the part-time employees in the classification and department concerned who are at work at that time.

If these additional hours are available for another day, they are allocated by seniority among all the part-time employees in the classification and department concerned.

With regard to the procedure for allocating additional available hours, part-time employees who have full availability are given

priority over part-time employees with limited availability.

If the number of available employees at work is insufficient in the department when such hours become available, the Employer shall allocate the work in reverse order of seniority within the classification and department concerned.

Such available hours shall be offered according to the restrictions mentioned in subsection 11.16 (g). It is understood that when scheduling these hours, the Employer is not required to pay overtime to any employee when implementing this procedure.

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SECTION 12 REST PERIODS AND MEAL BREAKS

12.01 The following rest periods and meal breaks shall apply:

- (a) Meal breaks last sixty (60) unpaid minutes, except for employees on the night shift whose meal break may last thirty (30) unpaid minutes if agreed to by the Employer.
- (b) Employees shall work no more than five (5) consecutive hours without a

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- meal break, unless agreed between the Employer and the employees.
- (c) Employees who work four (4) hours a day but less than six (6) hours are entitled to one (1) fifteen (15) minute paid rest period.
 - (d) Employees who work six (6) or more hours a day are entitled to one (1) paid rest period lasting fifteen (15) minutes and one (1) thirty (30) minute unpaid rest period.
 - (e) An employee is not required to take his or her paid rest period less than one (1) hour after arriving at work or before leaving work, or less than one (1) hour before or after his or her meal break.

12.02 Employees on the night shift are required to take their rest period and meal break in the lunchroom.

12.03 Employees on the night shift who are entitled to two (2) rest periods lasting fifteen (15) minutes each, may, with the Employer's consent, combine the two (2) rest periods into one (1) meal break lasting thirty (30) paid minutes. Such conditions must be agreed to by all the employees on the night shift.

12.04 The meal break for the employees on the night shift must, as much as possible, be scheduled halfway through the work shift.

12.05 All the meal breaks and rest periods mentioned in this Section are granted according to the principle that “the first (1st) employee arriving at work is the first (1st) employee who leaves work” and must be taken outside the work area. Employees may choose to take these rest periods or meal breaks either inside or outside the Employer’s establishment, except for employees on the night shift who must take their rest periods or meal breaks inside the Employer’s establishment.

13

SECTION 13 OVERTIME

13.01 The Union agrees that the smooth operation of the Employer may require employees to work overtime. However, the Employer will endeavour to keep overtime to a minimum.

13.02 After three (3) consecutive hours of overtime before or after the normal work day, the employee is entitled to an additional paid

rest period lasting fifteen (15) minutes.

13.03 Barring any provisions to the contrary in this Agreement, any employee who is asked to work on a General Holiday will be paid for that Holiday, and the hours he or she works will be paid at one and a half ($1\frac{1}{2}X$) times his or her regular hourly rate.

13.04 All the hours worked by an employee in a day that exceed the maximum number of hours stipulated in sub-sections 11.03 and 11.04 are paid at one and a half ($1\frac{1}{2}X$) times the employee's regular hourly rate.

13.05 All the hours worked by an employee over and above forty (40) hours during an entire work week, are paid at one and a half ($1\frac{1}{2}X$) times the employee's regular hourly rate.

13.06 There can be no duplication of daily and weekly overtime.

- (a) Employees are entitled to a rate of one and a half ($1\frac{1}{2}X$) times the regular hourly rate only if they work more than five (5) minutes of overtime in a given day.
- (b) Overtime becomes effective as of the sixth (6th) minute and is paid and

calculated as of the first (1st) minute of overtime.

- (c) In order for an employee to receive overtime pay, such overtime must first be authorized by the immediate superior.

13.07 For overtime or recall to work other than that required for cleaning or customer service in the Employer at closing time, the Employer must proceed as follows for overtime or a recall to work.

- (a) Overtime to be worked during the day shift or the night shift shall be allocated to qualified employees who are at work at the time the overtime is allocated in the department that requires the work (i.e., either the day shift or the night shift).
- (b) The Employer may ask for volunteers by seniority within each classification for each department where overtime is to be worked, by first seeking volunteers among the full-time employees and then among part-time employees. If there are not enough employees who volunteer to work overtime, the Employer will select the required number of employees from among

the part-time employees first and then from among the full-time employees, in reverse order of seniority, within each classification for each department where overtime is required.

SECTION 14 PAY

14

14.01 Classifications, minimum pay rates and wage settlement are described in Appendix “B”.

14.02 Salary increases due to progression within a pay scale take effect on the Sunday following the effective date, unless the latter falls on a Sunday.

14.03 An employee transferred to a classification level with a higher maximum rate of pay will be paid at the first (1st) increment within the new classification that represents an increase over the employee’s previous rate of pay. If the new rate of pay is not the maximum rate for the new classification, the employee will continue to move up the pay scale following his or her promotion according to the prescribed periods, until he or she reaches the maximum rate.

14.04 The Employer reserves the right to recognize an employee's work experience and, consequently, to hire or remunerate an employee at a higher rate of pay than that corresponding to his or her actual progression. In such a case, the employee will move up the pay scale according to the normal progression.

14.05(a) An employee who performs the duties of a higher-level position than his or her regular position for more than eight (8) hours in a given week is entitled to a premium of fifty (50¢) cents per hour for the entire period worked at this higher classification level, provided that the adjusted salary does not exceed the maximum rate of pay for the position he or she is filling temporarily. In such a case, the employee receives the maximum rate of pay for the higher classification level.

However, when an employee replaces another employee in a higher classification level during the latter's regular weekly rest day(s), meal break(s) or the rest period(s); such hours worked by the replacing employee are not taken into account for the above calculation.

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- (b) The premium for replacing an employee mentioned in sub-section 14.05 (a) is considered part of the employee's regular pay for the calculation of overtime and for General Holiday pay, if such a Holiday falls during a full week of replacement.
 - (c) When an employee replaces a Department Manager on a temporary basis for one (1) complete week, he or she receives a pay increase of fifty (\$50) dollars per week and he or she continues to enjoy all the rights and privileges specified in the Agreement.
- 14.06(a) Employees are paid by direct deposit to their bank account each pay period in accordance with the Employer's payroll policies.
- (b) On the pay stub, the Employer indicates the employee's family name and given name, the pay period, the hours worked, overtime, premiums, deductions made, net pay, gross pay, sick leave hours, and weekly and cumulative Union dues.

SECTION 15 PREMIUMS AND BONUSES

15.01 Night-Shift Premium

- (a) A night shift employee shall be defined as any employee who is required to work on any day when the majority of his or her working hours fall between 10:00 p.m. and 5:00 a.m.
- (b) A night shift employee receives a premium of sixty (60¢) cents per hour for all hours worked on the night shift in a given week.
- (c) The night shift premium is considered part of the employee's regular pay for the calculation of vacation pay, and paid General Holidays.

15.02 Supervisory Premium

An employee who is designated by the Employer to serve as a supervisor in the Front-end department receives a premium of fifty (50¢) cents per hour for each hour he or she performs this work

Where applicable, this employee has priority for the work hours in the Service Department for the entire period as scheduled

by his or her Manager during which he or she performs supervisory work, regardless of the seniority of the employees concerned.

15.03 **Non Perishable Lead Hand Premium**

A premium of one (\$1.00) dollar per hour will be paid to the Lead Hand for all time so appointed, including General Holiday pay and overtime.

15.04 **Cheese Ambassador Premium**

A premium of one (\$1.00) dollar per hour will be paid to the Cheese Ambassador for all time so appointed, including General Holiday pay and overtime.

SECTION 16 PAID VACATION

16.01 Annual vacation leave entitlement and vacation pay are calculated as follows:

Length of Continuous Service as of May 1	Vacation Leave and Vacation Pay
Less than one (1) year	One (1) day earned per month of service, maximum of ten (10) working days.
One (1) year but less than three (3) years	Maximum of two (2) weeks' vacation (four (4%) percent of total gross earnings)
Three (3) years but less than eight (8) years	Three (3) weeks' vacation [six (6%) percent of total gross earnings]
Eight (8) years but less than eighteen (18) years	Four (4) weeks' vacation [seven point seven (7.7%) per cent of total gross earnings]
Eighteen (18) years but less than twenty-five (25) years	Five (5) weeks' vacation [nine point six two (9.62%) percent of total gross earnings]
Twenty-five (25) years and more	Six (6) six weeks' vacation [eleven point five four (11.54%) percent of total gross earnings]

In the case of a reduction in vacation pay, the employee can take leave equivalent to the number of weeks paid.

Part-time employees do not receive paid vacation but instead will receive vacation

pay calculated at the same percentage as noted above for full-time employees based on their previous years' (May 1st to April 30th) earnings paid in the month of June of each year.

An employee who has not worked during the reference year is not entitled to vacation pay.

16.02 The reference year for remuneration purposes extends from May 1st of the previous year to April 30th of the current year.

16.03 **Vacation Selection**

- (a) Vacation must be taken between May 1st and April 30th of each year.
- (b) Around February, the Employer will post a list of employees by department, in order of seniority, showing the number of weeks of vacation to which each employee is entitled. During March and April, the Employer will establish the vacation leave schedule for each department.
- (c) Full-time employees, in order of seniority, choose their weeks of vacation, subject to the operational requirements of their respective departments. However, between June 1st and September 15th of each year, a

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- full-time employee is limited to two (2) consecutive weeks of vacation. In addition, a full-time employee may not take vacation leave during the period December 1st to January 6th.
- (d) Following the approval of the vacation schedule for full-time employees, part-time employees within a department, in order of seniority, may choose their vacation periods, subject to the operational requirements of the department concerned, However, between June 1st and September 15th of each year, a part-time employee is limited to two (2) consecutive weeks of vacation. In addition, part-time employees may not take vacation leave during the period December 1st to January 6th.
- (e) Every employee who is entitled to more than two (2) weeks of vacation will be granted two (2) consecutive or non-consecutive weeks, at his or her choice, and the remaining days of vacation may be chosen after the other employees have scheduled their vacation leave.
- (f) With the exception of Department Managers whose period of continuous service is longer than that of the employees concerned, the vacation

periods chosen by persons excluded from the bargaining unit may not affect the vacation schedule for employees.

16.04 The Employer will post the vacation schedule for all employees on the Employer's bulletin board by April 30th of each year.

16.05(a) When a **General** Holiday falls during a full-time employee's vacation leave period, the employee must be given an additional day of paid leave either the day immediately before or after the vacation period in question, depending on the agreement reached between the Employer and the employee.

(b) The remuneration for the day of leave is equal to one (1) day of pay at the employee's regular rate.

16.06 In all cases of termination of employment, the employee is entitled to the vacation pay due to him or her for the reference year and the current year.

Notwithstanding the foregoing, an employee who is fired for theft (including pilferage) or for fraud will have his or her vacation pay calculated in accordance with the provisions

of the Manitoba Employment Standards Code.

16.07 The Employer may limit the number of employees in the same department who can take vacation at the same time.

Notwithstanding the foregoing, for the purposes of scheduling vacation, the Employer may establish a distribution of employees by classification for the different service departments and the meat department, taking into account its operational requirements.

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SECTION 17 GENERAL HOLIDAYS

17.01 The following days shall be recognized and considered as paid General Holidays:

New Year's Day	Labour Day
Louis Riel Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Terry Fox Day	

and any other day or portion of a day designated as a paid Holiday by the Municipal, Provincial or Federal Government.

17.02 In order for an employee to qualify for a **General Holiday** with pay the employee must not have been absent from their scheduled work day immediately prior to and following such holiday. Vacation, illness, injury, or any other authorized leave of absence shall not disqualify an employee.

17.03 All full-time employees shall receive eight (8) hours pay or if they are working less than eight (8) hours per day, the amount of hours they would have worked on that day to fulfill their full work week.

17.04 All part-time employees shall receive General Holiday pay in an amount equal to one-fifth (1/5) of the average weekly hours that were paid to the employee during the four (4) complete calendar weeks immediately prior to the week in which the General Holiday occurs.

17.05 Employees working on General Holidays, as outlined in this Agreement shall be paid the regular, hourly rate they would have received had they not worked, plus an additional one and a half (1½ X) times said hourly rate for all time worked.

SECTION 18 BEREAVEMENT LEAVE

18.01 After six (6) months of employment, employees shall be granted time off from work, with pay, to a maximum of three (3) consecutive scheduled work days, in the event of death in the immediate family.

The term “immediate family” shall mean spouse, parent, child, brother or sister, mother or father-in-law, sister-in-law, brother-in-law, grandparents, common law spouse, stepparents, stepchild and grandchild.

One (1) day off, with pay, will be granted to an employee in the event of the death of his or her aunt, uncle, niece, nephew or grandparent-in-law.

18.02 The days of leave provided for in sub-section 18.01 will be paid, provided that they are taken consecutively and include the day of the funeral and provided that they correspond to scheduled days of work for the employee.

18.03 The employee must inform his or her Department Manager about the leave of absence for bereavement purposes and shall provide proof of the circumstances, when required by the Employer.

SECTION 19 LEAVE OF ABSENCE WITHOUT PAY

19

19.01 Any request for a leave of absence without pay for valid personal reasons must be made by the employee in writing to the Store Manager.

When an employee is unable to submit his or her request for leave fifteen (15) days before the start of the period of leave, he or she must do so as soon as possible.

Such a request must include the following employee details including the reason for request, and start date and end date of the requested period of leave.

19.02 The Store Manager or designate shall accept or deny the employee's request for leave in writing, within one (1) week after receiving the request.

19.03 While on a leave of absence, an employee continues to enjoy all the rights and privileges to which he or she is entitled under the Agreement, with the exception of pay, for the entire period of leave, unless otherwise provided in this Agreement.

For the purposes of the preceding paragraph, the employee shall reimburse the Employer in full one hundred (100%) percent for the contributions required to maintain his or her rights and privileges such as benefit, pension premiums and other. If the employee fails to do so, the Employer is not required to continue to pay the contributions for the maintenance of said rights and privileges.

**19.04 Maternity Leave/Parental Leave/
including Adoption Leave**

(a) Maternity Leave

A female employee who has completed her probationary period shall be granted a maternity leave of absence without pay by the Employer. Said employee shall be re-employed by the Employer after the birth and must return to work within seventeen (17) weeks unless she wishes to take parental leave immediately following her maternity leave.

Where an employee intends to return to work immediately following her maternity leave she must give the Employer a minimum of two (2) weeks' notice in advance of the day she intends to return to work. As well, she must provide the Employer with a doctor's certificate, certifying her to be medically fit to work.

In cases of a disabling medical condition, the employee may request an extension of her leave of absence up to but not exceeding an additional twelve (12) weeks, provided such request is accompanied by a Doctor's Certificate setting out the nature of the condition.

Accumulated sick leave and/or weekly indemnity (or similar) benefits required because of a medical condition directly attributable to pregnancy, shall be granted to employees under the same conditions as these benefits are granted to other employees.

(b) **Parental Leave / Adoption Leave**

(1) Entitlements

Every employee who has been in the employ of the Employer for seven (7) months and

(a) who,

(i) in the case of a female employee, becomes the natural mother of a child,

(ii) in the case of a male employee, becomes the natural father of a child or assumes actual care and custody of his newborn child, or

(iii) adopts a child under the law of a Province; and

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- (b) who submits to the Employer an application in writing for parental leave where possible at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave;

is entitled to and shall be granted parental leave, consisting of a continuous period of up to thirty-seven (37) weeks.

(2) **Commencement of Leave**

Except as indicated below, parental leave must commence no later than the first (1st) anniversary date of the birth or adoption of the child or of the date on which the child comes into the actual care and custody of the employee. Parental leave for natural mothers must commence immediately on the expiry of maternity leave, unless the Employer and the employee agree otherwise.

(3) **Late Application for Parental Leave**

When an application for parental leave under sub-section (1) above is not made in accordance with sub-section (b), the employee is

nonetheless entitled to, and upon application to the Employer shall be granted parental leave under this Section for the portion of the leave period that remains at the time the application is made.

(c) **Reinstatement of Employee**

- (1) An employee who wishes to resume employment on the expiration of any of the leaves granted in accordance with this Section shall notify the Employer in advance of not less than three (3) calendar weeks of the day he or she intends to return to work. The employee shall be reinstated in the position occupied by him or her at the time such leave commenced, or in a comparable position with not less than the same wages and benefits. In the event that an employee takes only maternity leave, said employee must provide the Employer with a Doctor's Certificate certifying her to be medically fit to work.
- (2) Seniority will continue during the leave and benefits accumulated prior to the leave will be maintained and not paid during the leave, except

that employees who qualify under the Employer's Group Insurance program may elect to continue to pay the premium themselves during their leave.

19.05 The requesting and granting of leaves of absence shall be in writing.

20

SECTION 20 PENSION PLAN

20.01 The Employer agrees to make available its pension plan to eligible employees in accordance with the Employer's Pension program as implemented by the Employer and as amended from time to time.

21

SECTION 21 HEALTH AND SAFETY

21.01 **Workers Compensation Benefits**

- (a) When an employee is unable to work as a result of an injury and/or illness incurred in the course of the employee's duties, the employee shall immediately inform the Employer so that a claim for Workers Compensation

Benefits can be forwarded to the Workers Compensation Board. Any information required by the Workers Compensation Board from the Employer shall be provided within a reasonable period of time.

- (b) Any employee who suffers an injury and/or illness which qualifies for Workers Compensation benefits shall be paid by the Employer for the hours they would otherwise have been scheduled to work on the day of the injury and/or illness, but was unable to work because of the injury and/or illness.
- (c) The payment provided for under sub-section 21.01 (a) does not affect the number of hours of sick leave to which an employee is entitled.
- (d) The Employer shall provide a “worker’s claim” form to any employee who requests it.

21.02 **Joint Health and Safety Committee**

- (a) The Employer will have a joint health and safety committee composed of two (2) Representatives of the Employer and two (2) employees designated by the Union. The names of the committee members will be

posted on the bulletin board.

This committee will have the power to make recommendations.

This committee will meet at the Employer's expense.

(b) The health and safety committee shall:

(i) make recommendations to the Employer and employees to promote health, safety and hygiene in the workplace.

(ii) study the monthly accident reports and make recommendations.

(iii) make recommendations on training and information programs.

(iv) make periodic site inspections.

(v) keep records of all meetings and inspections, and make copies available to any interested party.

(c) The Employer shall ensure that the committee is informed of all work accidents as soon as possible.

One (1) Representative of each party represented on the committee shall investigate the work accident and provide a written report to the Employer as soon as possible. Such

report will be made to the Union upon request.

- (d) The Representatives of the Employer and the Union serving on the health and safety committee shall meet as soon as possible after receiving a request from either party to hold a meeting to discuss workplace health and safety issues and the application of the committee's recommendations

21.03 **Safety Footwear**

The Employer will reimburse the cost of safety shoes for any employee who is required by law to wear safety footwear, upon the presentation of an invoice for same; it will pay up to seventy-five (\$75) dollars for a pair of such shoes.

Safety footwear may only be used for work and will be replaced after normal wear. Wearing safety footwear is mandatory.

If an employee quits his or her job within twelve (12) months after the date on which he or she received a pair of safety shoes, the latter must reimburse part of the cost of the footwear to the Employer from the amounts owed to him or her at the time of his or her departure. The amount to be reimbursed is prorated on the

basis on the amount of time not worked relative to the amount of time worked over the preceding twelve (12) months in which he or she received the safety footwear.

22

SECTION 22 JUDICIAL DUTIES

22.01 When an employee is required to serve on a jury, the Employer will pay the difference between the amount the employee receives as jury fees and his or her weekly basic pay, provided that:

- (a) the employee provides proof that he or she has served as a juror, by submitting the Court receipt;
- (b) the employee has given the Employer advance notice or has notified the Employer as soon as he or she found out;
- (c) the employee returns to work if he or she is not selected as a juror;
- (d) the employee is required to perform jury duty on one of his or her scheduled days of work;
- (e) a night shift employee is called to perform jury as per paragraph (a) suffers no penalty because he or she is on the night shift.

22.02 Any employee who is subpoenaed by the Union to serve as a witness will be paid by the Union. If an employee is called as a witness, by subpoena, in a case in which he or she is not a party, he or she will be paid the difference between the witness fees received and his or her salary. Any employee who is subpoenaed by the Employer to serve as a witness will be paid by the Employer.

SECTION 23 UNIFORMS

23

23.01 Laundering and Uniforms

The work clothing or other articles that the Employer requires employees to wear for reasons of safety or cleanliness shall be supplied by the Employer.

An employee who is required to wear a uniform prescribed by the Employer must maintain it at his or her own expense, provided that the uniform is made to measure and is made of easy-to-maintain fabric (permanent press).

Uniforms are provided to employees free of charge. However, an employee is required to turn in the uniforms when he or she resigns.

23.02 The parties recognize the importance of ensuring that employees meet high standards of cleanliness with respect to their work attire.

23.03 The Employer must provide adequate protection for the employee's personal effects in the workplace. It must provide lockers to hold employees' personal effects. The Employer may designate up to two (2) employees per locker.

24

SECTION 24 LUNCHROOM

24.01 The Employer must provide a suitable heated and ventilated room in the Store where employees can take their meals and relax and it must be kept clean. Employees shall help the Employer keep the room in clean and hygienic condition.

25

SECTION 25 EXPIRATION AND RENEWAL

25.01 This Agreement shall be effective from **December 10, 2015** and shall remain in effect until **December 9, 2025**, and thereafter from year to year, but either party may, not less

than thirty (30) days or more than ninety (90) days before the expiry date or the anniversary of such expiry date from year to year thereafter give notice in writing to the other party of a desire to terminate such Agreement or to negotiate a revision thereof. Nothing in this Agreement is retroactive unless specifically provided.

On the expiry date of this Agreement, as indicated above, if negotiations have not been completed, the Employer and the Union agree that this Agreement will be extended automatically until:

- (1) an Agreement is reached between the parties hereto;
- (2) a strike is declared by the Union by giving the Employer seven (7) calendar days' notice in writing of its intention to declare a strike, or
- (3) a lock-out is declared by the Employer by giving the Union seven (7) calendar days' notice in writing of its intention to declare a lock-out.

25.02 All revisions desired by either party to this Agreement shall be submitted in writing within ten (10) days of the giving of such notice.

25.03 When the required notice for termination or revision is given by either party,

negotiations in connection with same will be started promptly and expeditiously conducted, so that if it is reasonably possible, same may mutually and satisfactorily be concluded within the notification period.

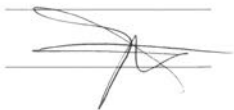
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE DULY EXECUTED THIS AGREEMENT.

SIGNED THIS 10th DAY OF Dec, 2015.

FOR THE UNION:



FOR THE EMPLOYER:



APPENDIX "A"

HEALTH AND WELFARE BENEFITS

A

A-1.01 The Employer agrees to make available its health & welfare program to eligible employees in accordance with, and under the same terms and conditions as the Employer's Group Insurance program.

A-1.02 The Employer shall supply eligible employees and the Union with a current copy of the plan text and summary pamphlets (or similar documents) for all of the health and welfare benefits that are arranged for by the Employer.

When an employee is unable to work due to a work accident or occupational disease or due to illness or an accident that happened outside the workplace the Employer agrees to pay the Employer and employee contributions required and payable to the insurance plan for the duration of the recognized period of disability.

However, the employee undertakes to repay to the Employer an amount equivalent to the contributions that he or she would have paid into the plan, had he or she been working during the period of disability. If the employee fails to do so, the Employer is not required to continue to pay contributions to maintain the insurance plan.

A-2 **Sick Leave**

A-2.01 Full-time employees who have completed their probationary period shall be entitled to five (5) sick days per year on the basis that any sickness up to three (3) days will be paid by the Employer to a maximum of five (5) days per calendar year. On the fourth (4th) day of any sickness, the employee shall apply for short-term disability and there shall be no further charges against his/her sick days while on disability. To qualify for such sick leave, the employee must call his or her immediate supervisor prior to the commencement of his or her shift.

 After two (2) days sick leave, the Employer retains the right to require a medical certificate for all sickness in excess of the initial two (2) days.

 The above sick leave will not be accrued from year to year.

 For the purposes of calculation of sick leave, the year runs from May 1st through April 30th.

 An employee must give at least two (2) hours' advance notice of his or her absence to the Department Manager, or if the latter is absent, to the Store Manager, his or her assistant or the duty Manager.

Sick leave pay is based on the employee's rate of pay at the time of his or her absence.

B**APPENDIX "B"
WAGES SCALES****B-1 Sales/Service Clerks (includes
Community Room Coordinator) and Courtesy
Clerks**

	December 10/15
0 - 500 hours	11.25
501 - 1000 hours	11.30
1001 – 1500 hours	11.35
1501 – 2000 hours	11.40
2001 – 2500 hours	11.45
2501 – 3000 hours	11.55
3001 – 3500 hours	11.55
3501 – 4000 hours	11.60
4001 – 4500 hours	11.70
4501 – 5000 hours	12.15
5001 – 5500 hours	12.60
5501 – 6000 hours	13.05
Over 6000 hours	13.50
Senior Clerk	
0 - 500 hours	14.25
501 - 1000 hours	15.00
1001 – 1500 hours	15.75
1501 – 2000 hours	16.50
Over 2000 hours	17.35

B-2 Chef, Bakery Production and Meat Production Specialist (Includes Bakery Production, Cake Decorator and Meat Production)

	December 10/15
0 - 500 hours	11.25
501 - 1000 hours	11.30
1001 - 1500 hours	11.35
1501 - 2000 hours	11.55
2001 - 2500 hours	11.80
2501 - 3000 hours	12.05
3001 - 3500 hours	12.30
3501 - 4000 hours	12.62
4001 - 4500 hours	13.13
4501 - 5000 hours	13.65
5001 - 5500 hours	14.17
5501 - 6000 hours	14.68
6001 - 6500 hours	15.20
6501 - 7000 hours	15.72
7001 - 7500 hours	16.23
over 7500 hours	19.95

B-3 Pharmacy Assistant

	December 10/15
0 – 520 hours	14.45
521 – 1040 hours	14.70
1041 - 1560 hours	14.95
1561- 2080 hours	15.45
2081 - 2600 hours	15.95
2601- 3120 hours	16.45
3121- 3640 hours	16.95
3641 - 4160 hours	17.45
4161- 4680 hours	17.95
Over 4680 hours	19.45

**B-4 Assistant Department Managers
(As designated by the Employer)**

	December 10/15
Administration, Grocery, Produce, Front End, Prepared Foods, Deli and Health and Wellness	18.35
Meat, Seafood and Bakery	20.95

B-5 All Sales/Service Clerks will progress to the top of the Sales/Service Clerk scale as described above. They will then progress to the Senior Sales/Service Clerk scale when the Senior Sales/Service Clerk hours as a percentage of the total Sales/Service Clerk hours is less than twenty-five (25%) percent. This calculation will be done, by Store two (2X) times per year (April 15th and October 15th).

B-6 All Courtesy Clerks will progress up the wage scale based on hours worked or paid to the two thousand and one (2001) hour level in the new wage scale above and be capped at that level.

C

APPENDIX "C" AVAILABILITY FORM

Employer :						
Employee's name:					Telephone:	
Classification:						
Department:						
Date of seniority:						
Date submitted to the Employer:						
Effective date:						
Mon	Tues	Wed	Thu	Fri	Sat	Sun
<p>Part-time employees indicate one full day of availability with an "A".</p> <p>Part-time employees indicate one full day of unavailability with an "U".</p> <p>Part-time employees indicate partial availability on a given day by indicating the time they will begin and the time they will end work.</p> <p>Employee's Signature: _____</p> <p>To be valid, the availability of a part-time employee must meet the following minimum conditions: All part-time employees must be available to work for a minimum amount of time per week. This period includes at least two (2) evenings as of 5:00 p.m.-until close of the department on Wednesdays, Thursdays or Fridays as well as Saturdays and Sundays.</p> <p>Notwithstanding the foregoing, part-time employees who are students and who are unavailable for the minimum amount of time indicated in the previous paragraph must be available Saturday during the day and Sunday.</p> <p>This Appendix is for information purposes only; the provisions in sub-section 11.14 take precedence.</p> <p style="text-align: center;">THE EMPLOYER SHALL USE THIS FORM OR THE EQUIVALENT</p>						

LETTER OF UNDERSTANDING

SOBEYS CAPITAL INCORPORATED trading as Sobeys Extra located at 2850 Pembina Highway in the City of Winnipeg, Province of Manitoba, herein referred to as the “Employer”.

AND

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL No. 832, chartered by the United Food & Commercial Workers International Union, hereinafter referred to as the “Union”.

Re-Opening

The Union and Employer agree as follows:

- 1) Within six (6) months immediately preceding December 10, 2020, or any subsequent anniversary date thereafter, either party may give notice to the other party to negotiate changes in the current Collective Agreement.
- 2) If the parties are unable to agree on what if any changes are to occur, the parties shall resolve their dispute through final offer selection interest arbitration for a binding settlement.

- 3) The parties will agree to the appointment of the interest Arbitrator.
- 4) Each party shall formulate their own final offer, which shall include the items previously agreed to in their negotiations.
- 5) The final offer selection Arbitrator shall hear submissions from each of the Parties and then select one of the final offers. The final offer selection Arbitrator shall take into consideration the economic and competitive climate of the Employer's business, and the interests.
- 6) The final offer selection Arbitrator shall not have the power to change the expiration date of this Collective Agreement which is December 9, 2025.


**IN WITNESS WHEREOF, THE PARTIES
HERETO HAVE DULY EXECUTED THIS
AGREEMENT.**

SIGNED THIS 10th DAY OF Dec, 2015.

FOR THE UNION:



FOR THE EMPLOYER:



LETTER OF UNDERSTANDING

**S O B E Y S C A P I T A L
INCORPORATED** trading as
Sobeys Extra located at 2850
Pembina Highway in the City of
Winnipeg, Province of Manitoba,
herein referred to as the “Employer”.

AND

**UNITED F O O D A N D
COMMERCIAL WORKERS
UNION, LOCAL No. 832**, chartered
by the United Food & Commercial
Workers International Union,
hereinafter referred to as the “Union”.

In addition, in the event that the Store becomes a franchise Store, the following is also agreed:

1. The owner and his or her immediate family may carry out production duties that are performed by bargaining unit employees. Immediate family means the owner’s spouse and children, father, mother, brothers and sisters.

2. However, for the purposes of the above paragraph regarding the owner and his or her family, the number of persons that carry out production duties may not exceed six (6).

3. The Office employees may carry out office work and other tasks related to their duties; however, they may not carry out work normally performed by employees in the bargaining unit, except for work that is vital for ensuring customer satisfaction such as operating a check-out stand in order to reduce customer line-ups.

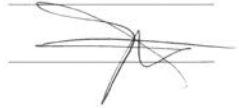
**IN WITNESS WHEREOF, THE PARTIES
HERETO HAVE DULY EXECUTED THIS
AGREEMENT.**

SIGNED THIS 10th DAY OF Dec, 2015.

FOR THE UNION:

A handwritten signature in black ink, consisting of several vertical strokes on the left and a large, sweeping loop on the right, positioned over a horizontal line.

FOR THE EMPLOYER:

A complex, multi-stroke handwritten signature in black ink, featuring several overlapping loops and lines, positioned over a horizontal line.

LETTER OF INTERPRETATION

SOBEYS CAPITAL INCORPORATED trading as Sobeys Extra located at 2850 Pembina Highway in the City of Winnipeg, Province of Manitoba, herein referred to as the “Employer”.

AND

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL No. 832, chartered by the United Food & Commercial Workers International Union, hereinafter referred to as the “Union”.

The parties agree that notwithstanding the terms of the Collective Agreement the following interpretations shall prevail:

(a) sub-section 12.02 - the parties agree that this clause is not intended to prevent an employee from leaving the store during a break.

(b) sub-section 11.16 - the parties agree that in the scheduling of part-time employees the principle of weekly seniority will apply. This is to say that the senior part-time employee will receive as many or more hours than a junior

part-time employee with all other factors being equal.

**IN WITNESS WHEREOF, THE PARTIES
HERETO HAVE DULY EXECUTED THIS
AGREEMENT.**

SIGNED THIS 10TH DAY OF December, 2015.

FOR THE UNION:

A handwritten signature in black ink, consisting of several vertical strokes on the left and a large, sweeping loop on the right, positioned above a horizontal line.

FOR THE EMPLOYER:

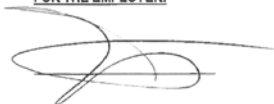
A handwritten signature in black ink, featuring a large, complex loop on the left and a long horizontal stroke extending to the right, positioned above a horizontal line.

EXHIBIT ONE

TO: THE NEW OR REHIRED EMPLOYEE:

You are hereby informed that Union membership is a condition of employment and that maintaining good standing in the Union requires payment of Union dues, initiation fees and assessments as authorized by the Union. Articles of the Agreement between the **United Food & Commercial Workers Union, Local 832**, and **Sobeys Capital Incorporated trading as Sobeys Extra**, read as follows;

“All employees shall, as a condition of employment, be members of the Union and remain members in good standing throughout the term of this Agreement. The Employer shall deduct Union dues, have employees sign membership cards and forward the required administrative documents in the manner prescribed by the Union.”

“The Employer agrees to deduct from the wages of the employee such Union dues and initiation fees as are authorized by regular and proper vote of the membership of the Union. The Employer further agrees to deduct the Union dues automatically from the wages of new or rehired employees’ first paycheque(s). Monies deducted during any month shall be forwarded

by the Employer to the Secretary Treasurer of the Union by direct deposit within twenty (20) calendar days following the end of the Employer's four (4) or five (5) week accounting period and accompanied by a four (4) week or monthly electronic remittance of the name, Social Insurance Number and Store number of the employees for whom deductions were made and the amount of each deduction.”

Below is a sample of Membership Application which must be returned to your Employer and forwarded to UFCW, Local 832 Union Office at 1412 Portage Avenue, Winnipeg, MB R3G 0V5, within 10 calendar days of your hire or rehire date. By signing the form below you are authorizing the Employer to provide the Social Insurance Number to the Union.

MEMBERSHIP APPLICATION


 United Food & Commercial Workers Union, Local No. 832
 Manitoba, Canada

 CHARTERED BY THE UNITED FOOD
 & COMMERCIAL WORKERS
 NATIONAL UNION

LAST NAME	FIRST NAME	INITIAL	GENDER	DATE OF BIRTH (DD/MM/YY)	MEMBERSHIP NO.
MAILING ADDRESS	CITY	PROVINCE	POSTAL CODE	HOME PHONE	
PREFERRED LANGUAGE	E-MAIL ADDRESS	PROVINCIAL COUNCIL	DATE OF BIRTH (DD/MM/YY)		I hereby authorize U.F.C.W. for identification purposes and to verify union dues received and make payments to me as necessary. (Cross out not agree)
COMPANY NAME	INDUSTRY	EMPLOYER	DEPARTMENT		
CLASSIFICATION	EMPLOYED		FULL TIME	CAUSAL	OTHER
			PART-TIME		

I have read the application for membership and the above statements are true. I agree that all monies paid by me shall be for the benefit and use of the United Food & Commercial Workers International Union to represent me for the purposes of collective bargaining and handling of grievances. I understand that the Union will not disclose my personal information to any other person or organization without my written consent. I understand that the Union will not disclose my personal information to any other person or organization without my written consent. I understand that the Union will not disclose my personal information to any other person or organization without my written consent.

I have read the application for membership and the above statements are true. I agree that all monies paid by me shall be for the benefit and use of the United Food & Commercial Workers International Union to represent me for the purposes of collective bargaining and handling of grievances. I understand that the Union will not disclose my personal information to any other person or organization without my written consent. I understand that the Union will not disclose my personal information to any other person or organization without my written consent.

DATE SIGNED

LOCAL UNION EXECUTIVE OFFICER'S SIGNATURE

X

 Visit the Union's website @ www.ufcw832.com for more details on UFCW Local 832's Privacy Policy or call (204) 786-6653 or 1-888-615-9822.

Your Right to Refuse Dangerous Work



Workplace safety and health is everyone's concern and everyone's right.

You can refuse dangerous work and your right to do so is protected by law.

Hazards in the Workplace

At any time in your working life, you may encounter work involving safety and health risks that are not normal for the job. Hazards and dangerous situations should immediately be reported to your supervisor in order to prevent an injury or illness. In most cases, the situation is resolved by eliminating the hazard. If the situation is not rectified, you can exercise your right to refuse work.

What is the Right to Refuse?

Under the law, (Manitoba's Workplace Safety and Health Act), you can refuse any task that you have reasonable grounds to believe is dangerous to your safety and health or the safety and health of others. (The work refusal is initiated by the worker.)

Section 43(1) of the Act states: "A worker may refuse to work or do particular work at a workplace if he or she believes on reasonable grounds that the work constitutes a danger to his or her safety or health or to the safety or health of another worker or another person."

Remember... you may not be disciplined for exercising your right to refuse in good faith, and you are entitled to the same wages and benefits that you would have received had the refusal not taken place. Your employer may also re-assign you temporarily to alternate work while the situation is being remedied. Stay at your workplace for your normal working hours unless your employer gives you permission to leave.

What is Dangerous Work?

“Dangerous” work generally means: work involving safety and health risks that are not normal for the job.

What Are the Steps Involved?

Step 1

Report immediately to your supervisor, or to any other person in charge at the workplace, giving your reasons for refusing to work. At this point, the refusing worker and supervisor must attempt to resolve the concern. If the employer resolves the matter to your satisfaction, go back to work. If you still believe the work is dangerous....

Step 2

If the supervisor and worker cannot resolve the refusal, the worker co-chairperson of the safety and health committee, or a committee member (or a worker rep, if there is no committee), must be asked to help for the purpose of inspecting the workplace. If the dangerous condition is not remedied after the inspection

Step 3

Any of the persons present during the inspection in STEP 2 may notify a safety and health officer of the refusal to work and the reasons for it. The safety and health officer will investigate the matter and decide whether the job situation or task the worker has refused constitutes a danger to the safety or health of the worker or any other worker or person at the workplace.

The officer will provide a written decision to the refusing worker, each co-chairperson, or the rep, and the employer. Anyone directly affected by an officer's decision may appeal it to the Director of the Workplace Safety and Health Division. The Director will make a decision about the appeal, and provide written reasons. The decision of the Director may be appealed to the Manitoba Labour Board.

WHMIS - CLASSES AND SYMBOLS

Class A - Compressed Gas

This class includes compressed gases, dissolved gases and gases liquified by compression or refrigeration. Eg.: gas cylinders for oxyacetylene welding or water disinfection.



Class B - Flammable & Combustible Material

Solids, liquids and gases capable of catching fire or exploding in the presence of a source of ignition. Eg.: white phosphorus, acetone and butane. Flammable liquids such as acetone are more easily ignited than combustible liquids such as kerosene.



Class C - Oxidizing Material

Materials which provide oxygen or a similar substance and which increase the risk of fire if they come in contact with flammable or combustible materials. Eg.: sodium hypochlorite, perchloric acid, inorganic peroxides.



Class D

Poisonous/Infectious Materials

Class D - Division 1

Materials causing immediate and serious toxic effects. This division covers materials which can cause the death of a person exposed to small amounts. Eg.: sodium cyanide, hydrogen sulphide.



WHMIS - CLASSES AND SYMBOLS

Class D - Division 2

Materials causing other toxic effects. This division covers materials which cause immediate skin or eye irritation as well as those which can cause long-term effects.

Eg.: acetone (irritant), asbestos (cancer causing), toluene diisocyanate (a sensitizing agent).



Class D - Division 3

Bio-hazardous infectious material.

This division applies to materials which contain harmful micro-organisms.

Eg.: cultures or diagnostic specimens containing salmonella bacteria or the Hepatitis B virus.



Class E - Corrosive Material

Acid or caustic materials which can destroy the skin or eat through metals.

Eg.: muriatic acid, lye.



Class F - Dangerously Reactive Material

Products which can undergo dangerous reactions if subjected to heat, pressure, shock or allowed to be in contact with water. Eg.: plastic monomers, such as butadiene and some cyanides.



Calendar
2015

Calendar
2016

Calendar
2017

Calendar
2018

2019 Calendar

2020 Calendar



2021 Calendar

2022 Calendar

Calendar
2023

Calendar
for 2024

Calendar
for 2025

Union Office Addresses and Telephone Numbers

If you require any interpretation of the benefits and rights contained in this agreement, or have any questions about other ways in which the union can assist you, contact your full-time union representative at the union office that serves your area.

Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
204-786-5055 — Toll-free 1-888-UFCW 832
Fax 204-786-3175

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-727-7131 — Toll-free 1-800-552-1193
Fax 204-728-8528

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108 — Toll-free 1-800-290-2608
Fax 204-778-7628

e-mail: ufcw@ufcw832.com

Web site: www.ufcw832.com

