

2020/2021 UFCW/MAPLE LEAF NEGOTIATIONS

SUMMARY OF CHANGES TO YOUR CONTRACT

The following is a summary of the changes to your contract in the tentative agreement between your Union and your Company. The full document with exact contract wording can be found at ufcw832.com.

*If the members at Lagimodiere vote **YES** to this tentative agreement these changes will be added to your contract. If they vote no we would have to take a strike vote or you may be locked out by the Company.*

- 1) Throughout bargaining there were many housekeeping changes to your contract that don't affect your working conditions such as correcting typos or updating dates. Only changes that affect you will be summarized in this document.
- 2) The probationary period for newly hired employees has been changed to be expanded in 2021 and will match the Brandon contract after that.
- 3) The percentage of employees that the Company can hire as part time has been **reduced**. The Company can currently have 47.5% of employees be part time and over the next 2 years that percentage will drop to 30%. This will mean **more full-time jobs** for our members.
- 4) The list of departments has been updated to include all three shifts in Bacon Injection.
- 5) When bad weather closes the roads you take to work, or shuts down transit services so you can't get to work, your absence will now be considered **excused** and you can not be disciplined or have your bonus taken away.
- 6) Many of you complained to your committee that you weren't getting enough opportunities for overtime and that junior employees were getting more than you. Now, for the purpose of overtime only, GL1, GL2 and SS1 will be combined into one classification and SS2, SK1 and SK2 will be combined into another single classification. This will give **senior employees more opportunities for overtime** than they had before.
- 7) If you're short hours during your normal week and you work on an unscheduled day you are guaranteed to be paid overtime for your **whole shift** no matter what your normal days off are.
- 8) The meal allowance for overtime has been increased to \$10.

- 9) Starting in June this year you will be able to **bank up to a weeks' worth of overtime** to be used for non-production days or pre-approved unpaid personal leaves. You will have to request the time off 24 hours in advance and if you don't use your banked overtime by the end of the year it will be paid out to you. Banking overtime will mean you will not have to use vacation time or go without pay.
- 10) We have significantly improved the posting process for GL1 and GL2 jobs. If you are interested in taking a GL job to get on a **different shift, move to a different department or get a full-time job**, all you need to do is sign an "expression of interest" posting and when that job comes up the senior person will be moved there with no training or qualification period. The Union and the Company will meet within the next month to finalize the process.
- 11) Temporary vacancies of more than 6 months will now be **posted**. Previously there was no limit on how long the Company could maintain a temporary vacancy.
- 12) All job training will now have to be performed by a **qualified trainer**. A joint committee has also been formed to review the training procedures in all departments with a view to making meaningful improvements to training at the plant.
- 13) Job rotations can now include positions from different classifications provided that rotating employees can perform all the jobs in the rotation.
- 14) When a General Holiday falls on your vacation, **you now have the choice** of getting an extra day of vacation, getting an extra days' pay or having your vacation extended for an additional day.
- 15) Part time vacation pay has been increased to 10% after 19 years. This matches the 5 weeks that full time employees qualify for.
- 16) Time off for your Health and Safety Committee members, your Safety Captains and your Shop Stewards has been increased to allow them to get more training and to conduct Union business.
- 17) Many members have complained of having cold feet at work due to having to wear rubber boots. The Company and the Union will be meeting before the end of February to explore the potential of having the Company provide **boot liners or insoles** to employees free of charge.
- 18) Maternity and Parental Leave has been expanded to meet the Manitoba Legislation.
- 19) Domestic Violence Leave has been added to your contract and is protected even if government removes or changes it.
- 20) Union orientation for new employees has been expanded to a maximum of one hour.

- 21) Your paycheques now will itemize all of the deductions and earnings including banked overtime.
- 22) We have completely changed the dignity and respect provisions of your contract to include **harassment, discrimination and bullying**. There is a clear process for dealing with complaints and both the Company and the Union confirmed everyone at the plant must be treated with dignity, respect and fairness.
- 23) The Off Shift premium will be increased to **45 cents** this month, **50 cents** in 2022 and **55 cents** in 2025. This is a **15-cent increase** which is more than the members in Brandon got in their last contract. It's important to remember that last contract we went from a Night Shift Premium to an Off Shift premium which meant many more employees qualified for the 40 cents. Your committee also believes it's important to put as much money as possible on wages since a wage increase affects your take home pay as well as your vacation pay, general holiday pay, disability benefit and pension **while premiums do not**.
- 24) We have established a joint labour management committee to address issues of concern to you faster than the grievance process. The Vice President of Labour Relations for the Company and the President of the Union will attend one meeting per year. A sub committee involving your Union Rep and Senior Stewards will meet with the company more regularly to attempt to resolve day to day issues and problems.
- 25) The term of the agreement is for 5 years ending December 31, 2025.
- 26) The amount of money the Company pays to provide you with Health and Welfare Benefits has been **increased** from 20 cents per hour for every hour worked to 40 cents per hour. This will help protect your benefits into the future.
- 27) The Union and the Company have agreed to recommend to the trustees of your benefit plan that improvements be made to Vision Care, Prescription Safety Glasses and Life Insurance.
- 28) Company contributions to your Dental Plan have been increased from 34 cents per hour for every hour worked to 39 cents per hour. The Company has also committed to an additional 1 cent per hour for each year of the contract of necessary. This additional money will help restore benefits so you can pay less when you go to the dentist.
- 29) 12 years ago when we moved from the CCWIPP pension Plan to the Maple Leaf pension plan the Company committed to make up for the money our members lost. Payments were made in the last two contracts and now the **remainder of the money will be paid out by February 11, 2021**. This will mean over \$450,000 will be paid to our members if you accept this contract.

- 30) Many of you have told us that your job needs to be reclassified to a higher pay grade because it has changed significantly and become harder. We have secured **\$250,000** towards the reclassification of jobs at the plant. Following the vote, a reclassification committee will meet with the Company to review all the jobs at the plant and will spend that money upgrading jobs.
- 31) Wastewater Treatment employees will now be paid for their lunch break meaning they will receive 12 hours pay for their shifts instead of 11 and a half hours.
- 32) It has been confirmed that your Success Sharing Plan will remain in place for the next 5 years.
- 33) Over the life of the contract that Company will explore having an online job posting system.
- 34) The Company and the Union have agreed to start a joint employment project to employ and support persons with disabilities.
- 35) With the expansion of the Bacon Department at the plant, we have agreed to a letter of understanding that will be in effect for 4 months from the date the expansion begins. The Company will be able to reassign any current or former Bacon employee that wants to move to the new department. **This is only if the employee wants to move to the new department.** The jobs will all still be posted and any employee from any department can put their name forward if they are interested in one of the new job opportunities. **No employee will have to move if they don't want to.**
- 36) **Wages** are listed on the following pages.

The following rates of pay will apply to all employees hired **before** January 1, 2016.

RATES		Current	January 1 2021	January 1 2022	January 1 2023	January 1 2024	January 1 2025
General 1	Start	\$13.90	\$14.20	\$14.50	\$14.80	\$15.15	\$15.55
	6 Months	\$14.40	\$14.70	\$15.00	\$15.30	\$15.65	\$16.05
	12 Months	\$14.90	\$15.20	\$15.50	\$15.80	\$16.15	\$16.55
General 2	Start	\$14.70	\$15.05	\$15.35	\$15.65	\$16.00	\$16.40
	6 Months	\$15.20	\$15.55	\$15.85	\$16.15	\$16.50	\$16.90
	12 Months	\$15.70	\$16.05	\$16.35	\$16.65	\$17.00	\$17.40
Semi 1	Start	\$16.55	\$16.95	\$17.40	\$17.85	\$18.30	\$18.80
	6 Months	\$17.00	\$17.40	\$17.85	\$18.30	\$18.75	\$19.25
	12 Months	\$17.55	\$17.95	\$18.40	\$18.85	\$19.30	\$19.80
Semi 2	Start	\$17.60	\$18.00	\$18.45	\$18.90	\$19.40	\$19.90
	6 Months	\$18.00	\$18.40	\$18.85	\$19.30	\$19.80	\$20.30
	12 Months	\$18.60	\$19.00	\$19.45	\$19.90	\$20.40	\$20.90
Skilled 1	Start	\$19.15	\$19.60	\$20.10	\$20.60	\$21.15	\$21.70
	6 Months	\$19.55	\$20.00	\$20.50	\$21.00	\$21.55	\$22.10
	12 Months	\$20.15	\$20.60	\$21.10	\$21.60	\$22.15	\$22.70
Skilled 2	Start	\$20.20	\$20.65	\$21.15	\$21.65	\$22.20	\$22.75
	6 Months	\$20.60	\$21.05	\$21.55	\$22.05	\$22.60	\$23.15
	12 Months	\$21.20	\$21.65	\$22.20	\$22.70	\$23.25	\$23.80

The following rates of pay will apply to all employees hired **after** January 1, 2016.

RATES	STEPS	January 1 2020	January 1 2021	January 1 2022	January 1 2023	January 1 2024	January 1 2025
General 1	Start	\$13.90	\$14.20	\$14.50	\$14.80	\$15.15	\$15.55
	6 Months	\$14.40	\$14.70	\$15.00	\$15.30	\$15.65	\$16.05
	12 Months	\$14.90	\$15.20	\$15.50	\$15.80	\$16.15	\$16.55
General 2	Start	\$14.70	\$15.05	\$15.35	\$15.65	\$16.00	\$16.40
	6 Months	\$15.20	\$15.55	\$15.85	\$16.15	\$16.50	\$16.90
	12 Months	\$15.70	\$16.05	\$16.35	\$16.65	\$17.00	\$17.40
Semi 1	Start	\$16.55	\$16.95	\$17.40	\$17.85	\$18.30	\$18.80
	6 Months	\$16.80	\$17.20	\$17.65	\$18.10	\$18.55	\$19.05
	12 Months	\$17.05	\$17.45	\$17.90	\$18.35	\$18.80	\$19.30
	18 Months	\$17.30	\$17.75	\$18.20	\$18.65	\$19.10	\$19.60
	24 Months	\$17.55	\$17.95	\$18.40	\$18.85	\$19.30	\$19.80
Semi 2	Start	\$17.60	\$18.00	\$18.45	\$18.90	\$19.40	\$19.90
	6 Months	\$17.80	\$18.20	\$18.65	\$19.10	\$19.60	\$20.10
	12 Months	\$18.05	\$18.45	\$18.90	\$19.35	\$19.85	\$20.35
	18 Months	\$18.30	\$18.70	\$19.15	\$19.60	\$20.10	\$20.60
	24 Months	\$18.60	\$19.00	\$19.45	\$19.90	\$20.40	\$20.90
Skilled 1	Start	\$19.15	\$19.60	\$20.10	\$20.60	\$21.15	\$21.70
	6 Months	\$19.30	\$19.75	\$20.25	\$20.75	\$21.30	\$21.85
	12 Months	\$19.55	\$20.00	\$20.50	\$21.00	\$21.55	\$22.10
	18 Months	\$19.80	\$20.25	\$20.75	\$21.25	\$21.80	\$22.35
	24 Months	\$20.15	\$20.60	\$21.10	\$21.60	\$22.15	\$22.70
Skilled 2	Start	\$20.20	\$20.65	\$21.15	\$21.65	\$22.20	\$22.75
	6 Months	\$20.35	\$20.80	\$21.30	\$21.80	\$22.35	\$22.90
	12 Months	\$20.60	\$21.05	\$21.55	\$22.05	\$22.60	\$23.15
	18 Months	\$20.85	\$21.30	\$21.80	\$22.30	\$22.85	\$23.40
	24 Months	\$21.20	\$21.65	\$22.20	\$22.70	\$23.25	\$23.80

The wage increases above represent the following cents per hour increases for all employees.

	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5
GL1	\$ 0.30	\$ 0.30	\$ 0.30	\$ 0.35	\$ 0.40
GL2	\$ 0.35	\$ 0.30	\$ 0.30	\$ 0.35	\$ 0.40
SS1	\$ 0.40	\$ 0.45	\$ 0.45	\$ 0.45	\$ 0.50
SS2	\$ 0.40	\$ 0.45	\$ 0.45	\$ 0.50	\$ 0.50
SK1	\$ 0.45	\$ 0.50	\$ 0.50	\$ 0.55	\$ 0.55
SK2	\$ 0.45	\$ 0.50	\$ 0.50	\$ 0.55	\$ 0.55

Maintenance (not included in Wage Survey)					
Scale 1	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5
2nd Class	The Company agrees that the rates for 2 nd Class Engineers and the Chief Engineer be increased by \$0.75 per hour for 2021 and then they both be added to the Maintenance Wage survey for 2022 and forward.				
Chief					

If I vote YES for this contract;

My wages will increase as listed above every year for the next 5 years.

My shift premium will increase.

My Benefits, Pension and Dental Plan will continue to be healthy.

I will be able to take more single day vacations and bank my overtime.

My Seniority will count for more overtime.

My entire CCWIPP pension will be paid out.

The plant I work at will thrive and grow providing job security for me and my family.

If I vote no for this contract;

Everything that has been agreed to will no longer be agreed.

The Union will have to take a strike vote and begin preparing for a dispute.

The Company might lock us all out as they have done in the past at Warman Road, in Ontario and in Alberta.

This is an excellent contract achieved in the middle of a pandemic with many gains and no losses for our members at Maple Leaf.

Your negotiations committee unanimously recommends that you vote YES to this agreement.