

**MAPLE LEAF MEATS
PAQUIN ROAD**

FROM: September 28, 2021

TO: December 31, 2026

President's Message



Dear Member,

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,

A handwritten signature in black ink, appearing to read 'Jeff Traeger', with a stylized flourish at the end.

Jeff Traeger,
President UFCW Local 832



MAPLE LEAF MEATS

Paquin Road

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EXPIRY DATE: December 31, 2026

AGREEMENT BETWEEN:

MAPLE LEAF MEATS a body corporate carrying on business at 41 Paquin Road in the city of Winnipeg (hereinafter referred to as the "Company")

AND

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

WHEREAS: The Company and the Union desire to co-operate in establishing and maintaining conditions which will promote a harmonious relationship between the Company and the employees covered by this Collective Bargaining Agreement, to provide methods for fair and amicable adjustment of disputes which may arise between them and promote efficiency and improved operations;

NOW THEREFORE, THE UNION AND THE COMPANY MUTUALLY AGREE AS FOLLOWS:

ARTICLE 1 NATURE OF THE BARGAINING UNIT

1.01 The Company agrees to recognize the Union as the sole agency for the purpose of collective bargaining for all employees working at its meat processing facility, whether full-time, part-time, or casual at its plant located at 41 Paquin Rd in the Province of Manitoba, save and except working supervisors and those above such rank, security personnel, office and quality control persons, and those excluded by the Act.

Employees excluded from the bargaining unit, as indicated in Article 1.01 above, will not normally perform bargaining unit work to displace an employee who would otherwise be entitled to a scheduled shift for such work.

ARTICLE 2 UNION SHOP

2.01 The Company agrees to retain in its employ within the bargaining unit, as outlined in Article 1 of this Collective Bargaining Agreement, only members of the Union in good standing. The Company shall be free to hire or rehire new employees who

are not members of the Union, provided said non-members, whether part-time or full-time, shall be eligible for membership in the Union and shall make application on the official membership application form within ten (10) calendar days from date of hire or rehire and become members within thirty (30) calendar days.

2.02 The Company agrees to provide each new employee and rehired employee, at the time of employment, with a form letter outlining to the employee his responsibility in regard to payment of union dues and initiation fee.

2.03 The Company agrees to forward electronically a Membership Application duly completed, as attached to this Collective Bargaining Agreement, to the Union within ten (10) calendar days from date of hire or rehire of an employee. The Union shall bear the expense of printing and mailing the Membership Application. The Membership Application in Exhibit One will be used for the duration of the Collective Bargaining Agreement.

2.04 **No Harassment/Discrimination**

- (1) The Company and the Union agree that the plant should be free of harassment and the Company and the Union agree to cooperate with each other in preventing and eliminating harassment.
- (2) It shall continue to be the policy of the Company and of the Union not to discriminate against any employee because of race, colour, creed, ethnic or national origin, gender, sexual orientation, family status, physical or mental handicap, marital status or Union activity.

ARTICLE 3 DEDUCTION OF UNION DUES

3.01 The Company agrees to deduct from the wages of the employee such union dues and initiation fee as are authorized by regular and proper vote of the membership or the Executive Board of the Union whichever is appropriate. The Company further agrees to deduct the union dues automatically from the wages of new or rehired employees' first and subsequent paycheque(s). Monies deducted during any month shall be forwarded by the Company to the Secretary-Treasurer of the Union within twenty (20) calendar days following the end of the Company's four (4) or five (5) week accounting period and accompanied by a four week or monthly electronic remittance of the names, Social Insurance Numbers and plant numbers of the employees for whom deductions were made and the amount of each deduction.

ARTICLE 4 **PROBATIONARY PERIOD**

4.01 New employees shall be on probation for a period of 1,000 hours. The Company, at their discretion, may discharge any probationary employee within the above time limit(s) and said employee shall have no recourse to the Grievance and Arbitration Articles of this Collective Bargaining Agreement.

ARTICLE 5 **HOURS OF WORK**

5.01 The normal basic work week for full-time employees shall be forty (40) hours per week, to be worked in eight (8), ten (10), twelve (12) hour shifts or any other combination of shifts. It is understood that twelve (12) hour shifts are for maintenance and engineering employees only. The Company and the Union agree that in the event of a shortage of raw material, breakdown of machinery, epidemics, circumstances beyond the control of the Company, reconfiguration of equipment, or market conditions, full-time employees may work less than forty (40) hours per week. This will not constitute as a guarantee of hours.

 No full-time employee shall be called in to work for less than four (4) hours.

5.02 With the exception of the meal and rest periods referred to in Article 5.09, a full-time employee's shift for the day shall be comprised of consecutive hours of work.

5.03 For full-time employees who are scheduled five eight-hour shifts in a work week and a General Holiday falls during one of the scheduled work days, and the plant closes on said day, an employee shall work thirty-two (32) hours that week and receive forty (40) hours pay. If a General Holiday falls outside a full-time employee's scheduled work week, such employees shall be paid for all the hours worked in the week of the General Holiday plus eight (8) hours pay for said General Holiday. If two General Holidays fall in the same calendar week, a similar entitlement procedure as above shall apply.

5.04 For employees who are scheduled to work four ten-hour days a week and a General Holiday falls during a scheduled work day, and the plant closes on said day, an employee shall work thirty (30) hours and be paid forty (40) hours for that week. If a full-time employee works a 10-hour 4-day week and the General Holiday does not fall in his scheduled work week, he shall receive an additional ten (10) hours pay for the General Holiday in addition to all the hours worked and paid in the week of the General Holiday. The same procedure shall apply when two (2) General Holidays fall in a calendar week.

5.05 All employees shall have a minimum of twelve (12) hours off between scheduled shifts, except in case of emergency where there will be a minimum of eight (8) hours off between scheduled shifts. In any event, the Company and the Employee may agree to a shorter period between shifts. Emergency shall be defined as any unexpected absence of employees due to illness, injury, mechanical breakdown, or in situations beyond the control of the Company.

All employees will get two (2) consecutive days off per week unless mutually agreed to by the Parties.

5.06 The Company agrees to notify full-time employees of their work schedule at least one week in advance, or at the commencement of employment. The Company's operation shall be a seven-day work week operation, from Sunday to Saturday inclusive.

5.07 **Part-time Employees' Hours of Work**

The Company may hire part-time employees up to forty-seven and one-half (47.5%) percent of the work force as part-time employees. Calculation of the percentage shall take place every four (4) calendar weeks and shall be based on the total number of employees in the bargaining unit, each and every week.

Said part-time employees may be scheduled to work less than forty (40) hours a week but will not be scheduled to work less than four (4) hours in any one shift when scheduled or called in to work.

5.08 **Scheduling and Posting Work Schedule**

- (1) Scheduling shall be done by the Company for full-time employees by classification within each department and by seniority, and for part-time employees shall be done by department and by seniority. Both full-time and part-time shall be scheduled as indicated above, provided that the employee has the ability to perform the normal functions of the job. The plant shall be divided into the following departments:

- i. Production AM
- ii. Production PM
- iii. Shipping/Receiving AM
- iv. Shipping/Receiving PM
- v. Plant Services
- vi. Sanitation
- vii. Maintenance AM
- viii. Maintenance PM

The Company has the ability to create additional departments during the life of this Collective Bargaining Agreement for legitimate business reasons, providing it informs the Union of its intention within a reasonable period of time of not less than thirty (30) calendar days before establishing the new department(s).

- (2) The Company shall post a work schedule for all employees, either working full-time or part-time, no later than Thursday of each week for the following week. If the schedule is not posted by Thursday at 6:00 p.m., then the schedule already posted shall apply for the following week.

The Company has the right to call in part-time employees not previously scheduled to work if required by the business, provided that a senior part-time employee in the department is not available to work the hours and provided it does not result in overtime hours being scheduled.

- (3) A schedule of employees working full-time may be changed without notice in the event of unscheduled absence of employees or in the event of emergencies, such as snowstorm, flood, breakdown of machinery, or other instances of force majeure. In all other cases, except by mutual agreement between the Company and the employee, at least forty-eight (48) hours' notice of change must be given, or four (4) hours' additional pay, at the straight time rate, in lieu of notice.

The foregoing shall not apply to employees other than full-time. Notice to such other employees shall be given as far in advance as possible, by the Company. In the case of a shift cancellation for part-time employees, a minimum of twelve (12) hours' notice shall be given, or four (4) hours additional pay at straight time shall be paid by the Company in lieu of notice, except in the event of an emergency as defined in Article 5.05.

- (4) **Time Clocks**

The Company shall provide time clocks to enable employees to record their own time for payroll purposes. Employees shall record their own time at the time they start and finish work and the time they commence and return from meal periods and such other recordings as may be required by the Company.

5.09

Meal and Rest Periods: All Employees

- (1) A daily shift of four (4) hours and up to and including five (5) hours shall have one (1) rest period with pay.
- (2) An employee working a daily shift of more than five (5) hours, but less than seven (7) hours, shall have one (1) rest period, with pay, and one (1) thirty (30) minute meal period, without pay.
- (3) An employee working a daily shift of more than seven (7) hours and up to eight (8) hours shall have one meal period of thirty (30) minutes without pay and two rest periods with pay scheduled approximately in the middle of each period before and after the meal period.
- (4) Rest periods for all employees shall not begin until one (1) hour after commencement of work or shall end not less than one (1) hour before either the meal period or the end of the scheduled shift and shall not be combined with the meal period unless by mutual agreement
- (5) If an employee is required to work overtime on the completion of an eight (8) hour shift or ten (10) hour shift, and if the Company does not schedule a meal period without pay, then the employee will be scheduled a fifteen (15) minute rest period with pay within half an hour of the end of the first shift, providing the overtime is for two (2) hours or more.
- (6) The Company and the Union agree that a rest period scheduled by the Company shall be of fifteen (15) minutes' uninterrupted duration.
- (7) The Company and the Union agree that a meal period without pay for employees working a daily shift of eight (8) or ten (10) hours shall be thirty (30) minutes' of uninterrupted duration and shall start not earlier than three (3) hours nor later than five (5) hours after commencement of the employee's shift unless by mutual agreement.

5.10

Clean Up Time

Employees will be allowed sufficient clean up time with pay in order to meet the sanitation expectation of the Company including that of HACCP. Employees must punch out prior to changing into their street clothes. The allotted clean up time that extends beyond the normal shift end due to employees being required to work, will be paid at the rate of time and one-half (1½) the employee's regular rate.

ARTICLE 6 **OVERTIME**

6.01 The Company agrees to pay an employee time and one-half (1½) for any time worked after completing either an eight (8) hour shift, ten (10) hour shift, or twelve (12) hour shift depending on the shift.

 The Company agrees to pay an employee time and one-half (1½) for any time worked after (s)he has worked forty (40) hours in a week which have been paid at straight time rates. The forty (40) hours referred to above will be reduced as indicated in Articles 5.03 and 5.04.

6.02 Overtime shall be by mutual consent and shall be offered to the most senior employee(s) on the shift, in the department, by classification, and thereafter in descending order of seniority, providing the employee has the ability and qualifications to perform the required work. It is further understood that the efficient operation of the business may require overtime and in this event the most junior employee(s) on the shift in the department, by classification, in increasing order of seniority, who have the ability and qualifications to perform the work, shall then do the required work

6.03 There shall be no pyramiding of overtime.

6.04 When a full-time or part-time employee is working on a General Holiday as indicated in Article 10 said employee shall receive time and one-half (1½) at their regular rate of pay for all time worked and in addition shall receive the General Holiday pay that the employee would have received had said employee not worked on the General Holiday.

6.05 An employee who is sent home during their regular work week due to a lack of work and is then requested to work on Saturday and/or Sunday will receive the applicable overtime rate.

6.06 **Overtime Meal**

 When an employee works four (4) hours or more of overtime after their regular scheduled shift, said employee shall be provided with a hot meal by the Company, or pay in lieu in the amount of eight dollars and fifty (\$8.50) cents.

6.07 All overtime scheduled prior to the start of an employee's regular shift shall be paid at time and one-half (1½) their regular hourly rate of pay regardless of whether they are required to work their full shift. This provision shall not apply in the event an employee requests to leave before the end of their regular scheduled shift.

ARTICLE 7 SENIORITY

7.01 Seniority is defined as the length of an employee's seniority with the Company from the employee's original date of hire, which shall include a period or periods that an employee may have been on a leave of absence authorized by the Company, or in a position excluded from the bargaining unit.

 The date for full-time employees shall be the date of appointment to a full-time position. The Company and the Union agree that if a part-time employee is appointed to a full-time position during their probationary period as indicated in Article 4.01, that employee must still complete their probationary period until (s)he has worked 1000 hours including his part-time and full-time hours.

 If employees begin work or are hired on the same date, seniority ranking shall be determined from their birthdate, defined for these purposes as the month and day.

7.02 The Company agrees to provide a seniority list to the Union and have same posted on the premises four (4) times a year; namely, January 1, April 1, July 1 and October 1 of each year. When an employee completes the probationary period and attains seniority, as defined herein, the Union will be advised by the end of the payroll week next following.

7.03 The seniority shall be considered broken and employment terminated if an employee:

- (1) is duly discharged by the Company and not reinstated through the Grievance and/or Arbitration procedure of this Collective Bargaining Agreement;
- (2) voluntarily quits or resigns;
- (3) has been laid-off continuously for a period of more than twelve (12) months or is called back to work after a lay-off and does not return to employment within the time as set out in Article 8;
- (4) is absent from work without a written leave of absence for more than three (3) working days, unless a satisfactory reason is given by the employee. Sickness or inability to communicate with the Company shall be considered a satisfactory reason;
- (5) fails to return to work on the completion of an authorized leave of absence, unless a satisfactory reason is given by the employee. Sickness or inability to communicate with the Company shall be considered a satisfactory reason.

- (6) has not worked for a period of two (2) years or longer due to illness or injury, unless by mutual agreement between the Company and the Union that the period should be shortened or extended. Prior to an employee who is absent from work due to illness or injury being terminated, the Company and the Union will meet to discuss the particular circumstances of the employee in question. The termination of an employee in these circumstances will not affect their eligibility for benefits under LTD. If the parties are unable to agree on the status of the employee, the Company maintains the right to terminate the employee subject to the Union maintaining the right to grieve the validity of such termination.

The employee understands that any termination that is mutually agreed upon between the Company and Union shall be deemed for just cause.

7.04 Seniority shall be the governing factor in matters of promotion, lay-off, choice of shift, recall, reduction from full-time to part-time, and choice of vacation schedule, providing the employee has the ability to perform the normal functions of the job requirements.

7.05 In the event an employee's status changes from full-time to part-time either at the direction of or with permission of the Company, their seniority date will be their most recent date of hire. When an employee's full-time status is changed to part-time status due to circumstances of maintaining an efficient operation it is understood that such employees shall be considered for full-time positions before employees who have requested full-time employment before any posting is made by the Company.

7.06 The Company agrees to give one (1) week's notice prior to changing an employee's status from full-time to a part-time basis.

7.07 It will be the responsibility of each employee to keep the Company and the Union advised at all times of their current address and telephone number, either temporary or permanent.

7.08 **Part-time**

Part-time employees will have seniority only within the part-time seniority list, and full-time employees will have seniority over part-time employees. For scheduling purposes, part-time employees will still be scheduled separately from full-time employees. Said scheduling shall be done by department, by seniority, providing the employee has the ability to perform the normal functions of the job. The Company agrees to schedule part-time employees as indicated above in order that a senior part-time employee, if hours are available when scheduling a week, may be scheduled up to forty (40) hours.

ARTICLE 8 LAY-OFF AND RECALL FROM LAY-OFF

8.01 Lay-off Notice / Definition

- (a) A lay-off, for the purpose of this Article, shall be defined as a layoff of seven (7) consecutive calendar days or longer.
- (b) In the case of lay-off of employees with less than six (6) months seniority, the Company agrees that two (2) working days notice shall be given. For employees with six (6) months or more of service, two (2) working days notice shall be given for each year of service, up to a maximum of five (5) working days.

8.02 Lay-offs and recall to employment shall be based on seniority, i.e., the last hired employee shall be the first laid-off, and the last laid-off shall be the first recalled, provided the senior employee is able to perform the normal functions of the job, or can qualify reasonably quickly. Those given such opportunity to qualify must within seven (7) working days demonstrate ability to perform the assigned classification satisfactorily.

Part-time employees shall be laid-off prior to full-time employees on the criteria set out above. Full-time employees shall be recalled prior to part-time employees on the criteria as set out above.

8.03 In the event that a full-time employee is laid-off due to reduction of business, said employee would be entitled to displace the most junior full-time employee in another department within his classification, and be given an opportunity to demonstrate his ability to perform the normal functions of the classification within one week, except in the event of permanent closure of a department or a job becoming redundant, in which case this period of time shall be up to ten (10) working days. When a junior full-time employee is displaced by another senior employee as indicated above, (s)he shall be offered the opportunity to remain part-time in his classification in another department, by displacing the most junior employee, or by displacing the most junior part-time employee, or displacing the most junior full-time employee in a lower rate of pay classification, or be laid-off if the employee so chooses.

8.04 Any employee who has been notified at his or her last known address to return to work, and within five (5) calendar days has failed to do so without reasonable excuse, shall be considered to have quit their employment voluntarily and their existing seniority rights shall be therefore terminated. When such notice is sent to any employee, a copy thereof shall be sent concurrently to the Union.

8.05 The Company agrees to supply a list of laid-off or recalled employees, excluding those on probation, on the day an employee is given notice of lay-off or given notice of recall to the Chief Steward and a copy of same faxed to the Union.

ARTICLE 9

VACANCIES / CLASSIFICATION POSTINGS

9.01 Classification vacancy(ies) are newly created positions or positions that have been vacated by an employee or any additional positions that are required by the Company to meet its business obligations. When the Company determines that there is a permanent vacancy it shall be posted on the bulletin board for three (3) working days within seven (7) working days from the date the classification vacancy has been created. Said classification vacancy to be filled shall be awarded to the senior qualified employee within fifteen (15) calendar days from the end of the three (3) day posting, providing the remaining employees can satisfactorily and efficiently perform the work required, but in any event said classification vacancy shall be awarded within forty-five (45) calendar days and the employees movement to the awarded position shall not be unreasonably delayed. The name of the successful applicant is to be posted on the bulletin board.

9.02 The Company will provide copies of classification postings, applicant lists, and the name of individual(s) awarded the job to the Chief Steward.

9.03 Vacancies occurring as a result of filling a temporary position will be filled by Management, by giving an opportunity to senior qualified employees to fill the vacancy, provided they possess the knowledge, training, ability, and physical fitness for the vacant position. Successful applicants for a temporary vacancy must remain in the position until the incumbent returns to work or may be released earlier if the Company approves.

9.04 Classification postings shall identify the classification, hours of work, which means the starting and quitting time, the days of the week and the department.

9.05 Successful applicants under this provision may not apply for a further classification posting until they have worked twelve (12) months in the position, except if the employee is applying to a higher paid classification in their department.

9.06 Employees who are on Workers Compensation, weekly indemnity, personal leave of absence, or vacation for more than one month shall be bypassed when granting the bid position.

9.07 It is understood that an employee with seniority must possess the knowledge, training, ability and physical fitness for the vacant position, which will be tested when the company gives the senior employee a reasonable training period to demonstrate their knowledge, training, ability and physical fitness for the position to which the employee applied. For semi-skilled positions, the training period will be up to ten (10) working days but no less than two (2) working days, and for skilled positions, the training period will be up to twenty (20) working days but no less than five (5) working days.

The company agrees that the training/qualifying periods indicated above are the period of time that the company assigns in order to form an opinion as to whether or not an employee will eventually be able to perform the work without instruction or assistance. In the event that the Company determines that more time is needed to assess the employee, an extension will be granted. The Company and the Union agree that during said training/qualifying period said employee shall be paid the rate of pay of the position they are vacating. Upon completion of the training/qualifying period, or forty-five (45) calendar days from the date of the award whichever is less, the employee shall be paid the rate of the classification applied for.

If the employee has performed the said job in a classification within the last twenty-four (24) months, and can still perform the said job, there will not be a need for a trial period.

9.08 An employee cannot qualify for the classification if said employee is causing serious loss or damage to product or equipment or inefficiency in the operation. Under these circumstances, the employee may be removed at any time and returned to his or her former position. Employees who do not qualify for the classification will not be able to post for another position for twelve (12) months from the date of disqualification.

9.09 An employee who successfully bids on a position may opt to return to their former position at anytime during the training period without penalty. An employee can exercise this option only once every calendar year.

9.10 It is understood that employees who post to a lower paying classification will be paid the rate of the classification to which they post.

9.11 A part-time employee may become a full-time employee when a part-time employee successfully bids for a full-time position and is awarded the position as per Article 9.01 above. The Company and the Union agree that full-time employees shall be given preference over part-time employees when full-time positions are available.

ARTICLE 10 **GENERAL HOLIDAYS**

10.01 (a) The Company agrees to pay all regular employees eight (8) hours or at their regular rate of pay for eleven (11) paid General Holidays, namely:

New Year's Day
Louis Riel Day
Good Friday
Victoria Day
Canada Day
Terry Fox Day

Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

and any other days declared by the Provincial Government. For employees working ten (10) or twelve (12) hour shifts or those working regular overtime, it will be their average length of shift in the last four (4) week period.

If a General Holiday does not fall on a workday within the scheduled work week of an employee, the company will provide either an additional eight (8), ten (10) or twelve (12) hours' pay or another day off with pay.

- (b) The above General Holidays indicated in 10.01 (a) above shall be observed on the date they fall unless they fall on a Saturday or Sunday in which event the closest Friday or Monday shall be the designated day. No later than October 1st of each year, the Union and the Company may mutually agree to observe an alternate date for Remembrance Day, Christmas Day, Boxing Day and New Year. If no alternate date is proposed they will fall their actual dates.

10.02 In order for a full-time or part-time employee to receive pay for a General Holiday, (s)he must not have been voluntarily absent from work on the scheduled workday prior to and their first scheduled workday following such holiday except for illness supported by medical documentation.

Any employee on leave of absence granted by the Company, at the request of the employee, shall not qualify for a General Holiday with pay if (s)he is absent on both their last scheduled work day prior to, and their first scheduled work day following the General Holiday.

Any employee receiving a payment for a General Holiday under Weekly Indemnity benefits or Workers Compensation, or sick days, or who has been laid off, shall not be entitled to General Holiday pay.

10.03 Eligible full-time employees shall suffer no reduction in their pay for a General Holiday as set out in 10.01 above and shall be paid as indicated in Articles 5.03 and 5.04 of this agreement.

10.04 When a General Holiday falls on a regular scheduled day, eligible part-time employees shall be compensated for general holidays based on their average hours worked during the last four (4) weeks.

If the Holiday falls on a non-working day, eligible part-time employees shall receive five (5%) percent of the employee's total wage, excluding overtime, for the four (4) week period immediately preceding the Holiday.

ARTICLE 11 WAGES

11.01 The minimum hourly rates of wages for all employees coming under this Agreement shall be as set out in Appendix "B" of this Agreement. The rates of pay provided in Appendix "B" are minimum rates and apply to the job classifications. The Company reserves the right to pay employees within a job classification higher than the classification rate.

11.02 Injury at Work

An employee injured while working in the plant shall suffer no loss of earnings for the hours, he or she would have normally worked but were lost on the day in which the accident occurred. Employees will be required to provide written confirmation from the attending physician of treatment and inability to return to the workplace for the balance of the shift if requested by management.

ARTICLE 12 MODIFIED DUTIES / ALTERNATE WORK ARRANGEMENTS

12.01 The Company and the Union, whenever needed, will meet to arrive at a mutually satisfactory agreement to find suitable duties and alternate work arrangements for employees who may have physical restrictions. Employees who are accommodated to these positions shall be considered to be temporarily assigned to the positions, which shall not exceed sixty (60) calendar days except by mutual agreement between the Company and the Union. Any employee who is accommodated to a new classification will be paid at their regular job classification hourly rate during the aforementioned accommodation period.

ARTICLE 13 VACATIONS WITH PAY

13.01 Each year's vacation requirements for any full-time employee to qualify for the respective periods of vacation with pay, as set forth below, are that they have not missed more than thirty (30) days during a continuous twelve (12) month period, but time for absence from work not to include:

- (1) the period of vacation;
- (2) time during which the employee has been authorized by the Company to be absent from work (including union leave);
- (3) time during which the employee has been on WCB (up to one (1) year) or short-term disability;

Where a full-time employee does not qualify for vacation with pay as outlined above (s)he shall receive vacation pay calculated at two (2%) percent of their total wages earned for each week of vacation entitlement, for which no vacation allowance has been paid.

13.02 Full-time employees with less than one (1) year's seniority by January 1st will receive an amount equal to four (4%) percent of their total wages earned during the period of employment, for which no vacation allowance has been paid, up to January 1st and such vacation pay will be paid at the time they take their vacation. Such employee(s) shall be allowed time off for vacation purposes, without pay, up to two (2) consecutive weeks outside the period of April 1st to September 30th, inclusive, unless otherwise mutually agreed to between the employee and the Company.

An employee(s) will be eligible for a vacation day(s) based upon the number of work days from the date of hire up to and including December 31st of the following year on the following basis: an employee will be granted a vacation day(s) on the basis of two hundred sixty (260) work days in the vacation year divided by twelve (12) months equalling one vacation day for every twenty one and two-thirds (21.66) work days to a maximum of ten (10) vacation days or major portion thereof. For greater clarity the following example is provided: if there are one hundred (100) work days from the date of hire to the following December 31st this is divided by twenty one and two thirds (21.66) days equalling four point six one (4.61) vacation days which is rounded up to five (5) days as the major portion thereof.

13.03 Vacation entitlement for full-time employees based on years of full-time seniority, except as defined in 13.19 below, will be as follows:

one (1) or more years of service by January 1 st	two (2) weeks' vacation with pay
five (5) or more years of service by January 1 st	three (3) weeks' vacation with pay
Fifteen (15) or more years of service by January 1 st	four (4) weeks' vacation with pay

13.04 The vacation period shall be from January 1 to December 31, for all employees, unless otherwise mutually agreed between the employee and the Company.

13.05 **Vacation Scheduling**

Vacations may be granted at any time throughout the calendar year, subject to the demands of the business and up to a maximum of ten (10%) percent of the employees in any department will be allowed vacation at the same time. The Company will determine the number of employees entitled to be on vacation in each department,

considering the reasonable needs of the business. Vacations not scheduled will be granted on a first come, first serve basis at the discretion of management.

Beginning October 1st of each year, in each department, the Company through its working supervisor, shall ask each employee in each department their vacation preference for the first and second week of vacation entitlement, in order of seniority. Once the initial pass of requests has been completed, the process will start again in order of seniority so that employees can chose the balance of their vacation entitlement.

In the event that the Company receives vacation requests which, if granted, would exceed the ten (10%) percent maximum of the employees in the department, seniority shall govern. Preference will be given to the senior employees' vacation requests until the ten (10%) percent is met in the department.

This process shall be completed no later than January 1st of that year. The working supervisor and the Company, consistent with the above and the seniority provisions of the collective bargaining agreement, shall then post the approved vacation schedule no later than January 1st and it shall remain posted. Said approved vacation schedule shall not be changed unless mutually agreed between the employee and the Company. The Company will make a sincere effort to grant vacation time as requested by the employee.

In calculating the ten (10%) percent, the number will be rounded the closest whole number. If there are four (4) employees in a department, one (1) employee would be allowed to go on vacation at a time.

13.06 When a General Holiday occurs during a full-time employee's vacation period, an extra day's vacation shall be granted if the holiday is one which the employee would have received had (s)he been working. Such employee shall have a choice to be granted an extra day's vacation or be paid for said holiday.

13.07 A full-time employee's approved scheduled vacation dates will not be changed by the Company.

13.08 If a full-time employee is ordered by a physician to be confined to their home or in the hospital due to serious illness (not to include day surgery) or injury while on vacation, the employee may request that the balance of their vacation be rescheduled following the employee's return to work but at a time outside the vacation period from April 1st to September 30th.

13.09 Full-time vacation entitlement must be taken from January 1st to December 31st to coincide with the eligibility date of January 1st. The Company shall pay out any unused vacation owing within thirty (30) calendar days of December 31st.

13.10 Full-time employees who work less than one (1) year and whose employment is terminated, shall receive vacation pay calculated at four (4%) percent of their total wages earned for the period of time for which they have not received any vacation pay.

Part-time

13.11 Part-time employees will receive vacation pay allowance based on their previous year's total wages earned January 1st to December 31st, and same shall be paid during the month of April of each year. Entitlement will be based on years of seniority with the Company to December 31st of each year as outlined below:

less than five (5) years	- 4%
five (5) years but less than fifteen (15)	- 6%
fifteen (15) years and more	- 8%

13.12 Upon written request of the employee, the Company agrees to grant time off for vacation purposes without pay, based on the full-time employees' schedule for the vacation entitlement for number of weeks entitlement only. Two (2) consecutive weeks shall be granted during the months of April, May, June, July, August, or September, the balance to be granted by the Company in any other month, unless otherwise mutually agreed to between the Company and the employee.

13.13 The words "total wages earned", wherever stated in this Article, shall be defined in The Employment Standards Code of the Province of Manitoba.

- (a) Employees who, during a vacation year ending December 31, are temporarily assigned to a higher classification for a minimum of thirteen (13) consecutive weeks, will have their vacation pay adjusted at the end of the vacation year on a pro rata basis, rounded to the nearest week. For the purpose of calculating the thirteen (13) consecutive weeks referred to above, days that an employee is off work on vacation, General Holidays and days that an employee is off work but entitled to be paid under Article 18.04 - Jury Duty, Article 18.05 - Witness Fees or Article 18.06 - Bereavement Pay will not be included in the calculation of the thirteen (13) weeks but will also not be considered to break the continuity of the thirteen (13) consecutive weeks. For example, if an employee is temporarily assigned to a higher classification for eleven (11) consecutive weeks and then is off work on vacation for two (2) weeks, (s)he would have to be temporarily assigned to the same higher classification for two (2) more consecutive weeks following their return from vacation in order to /trigger this clause. Employees who are absent for any day for any other reason will be deemed to have broken the period of thirteen (13) consecutive weeks and must start a new period of thirteen (13) consecutive weeks in order to qualify.

- (b) In the event an employee takes a permanent position in a higher classification during the same vacation year as the temporary assignment, then sub (a) above shall not apply.
- (c) The vacation pay adjustment shall be paid on the first pay period after December 31 of each successive year.

13.14 The Company reserves the right to determine the vacation period for each employee, subject to the seniority provisions of this Collective Bargaining Agreement.

13.15 For the purpose of vacation entitlement in Article 13, years of seniority as indicated above shall not include periods of time when an employee has been laid-off.

ARTICLE 14 MANAGEMENT'S RIGHTS AND FUNCTIONS

14.01 The management of the Company and the direction of the working force, including the right to plan, direct and control plant operations, to maintain the discipline and efficiency of the employees and to require employees to observe Company rules and regulations; to hire; lay-off or assign employees' working hours; promote; demote, discipline, suspend or discharge employees for just cause, are to be the sole right and function of the management.

14.02 The Company shall be the sole judge as to the products to be handled in its plant.

14.03 The exercise of the foregoing rights shall not alter any of the specific provisions of this Collective Bargaining Agreement.

14.04 In administering this Collective Bargaining Agreement, the Company shall act reasonably, fairly, in good faith and in a manner consistent with the Collective Bargaining Agreement as a whole.

ARTICLE 15 HEALTH AND SAFETY

15.01 The Company and the Union shall make every reasonable provision for the safety and health of the employees during the hours of their employment.

15.02

Health and Safety Committee

The Company and the Union agree to set up a Safety Committee of three (3) members with equal representation from both parties the functions of this committee are to see that safe working conditions for all employees are maintained. Meetings of the Safety Committee shall be held monthly during regular working hours. Whenever possible, such meetings will be held in the third week of each month. Upon management approval all time spent investigating health and safety issues and attending health and safety meetings shall be paid time.

The Company agrees to grant sufficient time off for the Committee/Chairperson to perform their duties.

The committee will also be responsible for dealing with the effect of ergonomics in the workplace. This will include identifying and analyzing work practices and procedures and making appropriate recommendations.

15.03

The Company agrees to pay up to one (1) normal working day per person per year for all Safety Captains and up to a minimum of two (2) normal working days per person per year for members of the Safety Committee to attend seminars, courses, or conferences. The time and scheduling for this time off is to be mutually agreed upon between the Company and the Union.

15.04

First aid shall be available for workers on all shifts.

15.05

Protective devices and other equipment not indicated in 16.06 deemed necessary to properly protect employees from injury shall be provided by the Company. Protective devices and equipment provided by the Company will be in good condition and in the proper size, provided a supplier of the proper size is available. If the proper size is not available, then they will be altered to fit for those employees agreed to by the health and safety committee. All safety equipment will be of good quality.

15.06

Protective Clothing / Equipment provided by the Company

Laundered cooler coats, rubber footwear, safety head gear, coveralls, mesh gloves, rubber gloves, hair nets, head shroud, beard nets, cotton gloves, and freezer jackets shall be provided by the Company, and replacements shall be supplied as authorized by Supervision as needed. The supply of equipment or replacement of equipment as indicated above shall be at no cost to the employee(s).

Protective clothing and/or equipment provided by the Company will be in good condition and in the proper size, provided a supplier of the proper size is available. If the proper size is not available, then they will be altered to fit for those employees agreed to by the health and safety committee. All safety equipment will be of good quality.

Employees who intentionally damage or modify protective clothing and/or equipment provided by the Company will be responsible for the cost of repair or replacement of same and may be subjected to discipline. Replacement of freezer jackets, knives and safety equipment shall be provided on a 1-for-1 exchange basis at the discretion of the Supervisor.

15.07 **Tools**

Maintenance employees must supply their own tools. The Company agrees to provide maintenance employees two hundred and fifty and fifty (\$250.00) dollars each year.

15.08 **Safety Boots**

The Company reserves the right to determine footwear suitable for areas within the Plant based upon safety, durability and quality requirements. This footwear must remain on company premises to maintain quality and food safety standards. Employees are expected to maintain footwear in good condition.

The Company will provide each employee with a pair of quality safety boots or safety rubber boots free of charge each year and each year thereafter on their anniversary date, and earlier due to wear and tear with approval of the Supervisor. Should there be a disagreement between the Supervisor and the employee over whether the boots require earlier replacement due to wear and tear, the matter will be referred to the Health and Safety Committee for determination.

Probationary employees who are issued Company-supplied footwear will not be eligible for reimbursement for six (6) months.

Employees working in shipping/receiving departments or employees working outside will be provided with winter boots and replacement liners as needed during the months of October 1st - April 30th. Replacement of winter boots and replacement liners shall be provided on a 1-for-1 exchange basis and at the discretion of the supervisor.

The Company will supply rubber boots for all employees, where it is deemed medically necessary, employees will be entitled to purchase their own CSA approved safety boots. Once pre-approved by H&S/FSQA for a total maximum reimbursement of one hundred and twenty-five (\$125.00) dollars per calendar year.

15.09

Health and Safety Cooperation / Reduction of Accidents & Injuries / Ergonomics

The Company and the Union agree to cooperate with the Joint Health & Safety Committee to identify and keep track of injuries occurring in the plant with a view to jointly working towards the elimination of all accidents in the workplace. In order to accomplish and work toward this goal, the Company agrees to give copies of all green cards (and/or accident reports if green cards are not available), describing the nature of the injury and the name of the person, date, time, place, etc. to the JHSC.

This information shall be given monthly to the Health & Safety Committee, who shall be provided a mutually agreeable time between the Company and the Health & Safety Committee during working hours for the purpose of further investigation or discussion with injured employees, or observe working conditions, and bring the result of their investigation, if warranted, back to Management, with recommendation for proposed changes.

The Company agrees to consider these proposed changes and bring in their experts as required to meet with the Plant Health & Safety Committee to assist in eliminating accidents, proposing ergonomic changes, which the Company may implement.

The Committee, at all times, will encourage employees to work in a safe and productive manner.

ARTICLE 16 STRIKES AND LOCKOUTS

16.01 It is mutually agreed that there shall be no strikes, lockouts, stoppages of work or slow downs during the life of this Collective Bargaining Agreement.

ARTICLE 17 UNION REPRESENTATIVE'S VISITS

17.01 A full-time Union Representative, known to the management as the servicing representative will be entitled to service the unit for the purpose of observing working conditions, interviewing members, and to ensure that the terms of the Collective Bargaining Agreement are being implemented.

17.02 When entering the plant and before visiting the plant, the Union Representative shall contact the management representative and advise that they intend to visit the plant. The Company shall then allow the Chief Steward or designate to accompany the Union Representative during such visits. All time spent by the Chief Steward or designate to accompany the Union Representative during such visits shall be considered as time worked and will be paid for by the Union.

17.03 Under no circumstances will a Union Representative interrupt, disrupt or stop any employee while engaged in the performance of their duties. If the Union Representative wishes to speak to any employee, permission is required first from the Operations Supervisor or their designate, who shall not unreasonably deny this request.

17.04 When in the plant, the Union Representative will follow and observe all policies governing plant operation.

17.05 The Company agrees to co-operate with the Union Representatives in the discharge of their duties and provide them with the necessary information as it relates to the Collective Bargaining Agreement.

17.06 All time in the Plant spent by the Chief Steward or designate to attend meetings, conduct investigations, or perform any duties related to Union business shall be considered as time worked, provided it is approved by management.

ARTICLE 18 LEAVES OF ABSENCE

18.01 Shop Stewards, as set out in Article 24, shall be granted time off without pay to attend Union business, up to six (6) days per year, providing the Company is given two (2) weeks prior notice of such request. The six (6) day limit will not apply to the Chief Steward, Assistant Chief Stewards, Health and Safety Co-Chair or members elected to the Executive Board, who shall be granted the time necessary to perform their duties with the Union.

Any employee with one (1) year or more seniority may request a leave of absence of one (1) to two (2) weeks without pay, once every two (2) calendar years. The request shall be made in writing, giving full details, and same shall be considered by management on an individual basis taking into account the reason for the request and their ability to accommodate the request based on operational requirements. be at the sole discretion of the Company. Employees must have used their vacation time first before applying for such leaves. If an employee uses the above noted leave to work for another employer without disclosing this to the Company, they shall have been deemed to have resigned.

18.02 Upon two (2) weeks' prior notice in writing from the Union, the Company agrees to grant a leave of absence of up to one (1) year to one (1) employee who is elected or appointed to a full-time position in the Union. Such leave of absence shall be without pay or other benefits, except that seniority shall continue to accumulate to a maximum of one (1) calendar year. The Union agrees to notify the Company at least two (2) weeks in advance of the employee's return to work for the Company.

Maternity Leave / Parental Leave / Including Adoption Leave**(A) Maternity Leave**

A female employee who has been employed by the employer for seven (7) consecutive months or longer, shall be eligible for a granted maternity leave of absence by the Employer. Said employee is required to provide written notice to the Employer where possible at least four (4) weeks before the expected birth, but in any event no later than two (2) weeks after they stop working, including a medical certificate stating the estimated date of delivery. Said employee shall be re-employed by the Employer after the birth and must do so within seventeen (17) weeks unless she wishes to take parental leave immediately following her maternity leave.

Where an employee intends to work immediately following her maternity leave, she must make application, in writing, and give the Employer a minimum of four (4) weeks' notice in advance of the day she intends to return to work. She must provide the Employer with a doctor's certificate, certifying her to be medically fit to work.

Seniority shall accrue during a maternity leave of absence and benefits accumulated prior to said leave shall be maintained.

(B) Parental Leave /Adoption Leave**(1) Entitlements**

Every employee who has been in the employ of the Company 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
- (iv) has been employed by the Employer for seven (7) consecutive months or longer.

- (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 as per Manitoba legislation.

(2) Commencement of Leave

Parental leave must commence no later than the first 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. The employee will decide when their parental leave is to commence.

(3) Late Application for Parental Leave

When an application for parental leave under 18.03 (B) (1) (b) above is not made in accordance with 18.03 1(b), the employee is nonetheless entitled to, and upon application to the Employer shall be granted, parental leave under this Article as per Manitoba legislation.

(4) Reinstatement of Employee

An employee who wishes to resume employment on the expiration of leave granted in accordance with this Article shall be reinstated in the position occupied at the time such leave commenced, or in a comparable position with not less than the same wages and benefits if the position they occupied no longer exists.

(5) E.I. Benefits

Eligible employees will be entitled to collect E.I. benefits in amounts and for a time period as provided for under the E.I. Act.

(6) Seniority shall accrue during a parental leave of absence and benefits accumulated prior to said leave shall be maintained.

- (7) Benefits provided for in this Article are in addition to any and all maternity leave benefits that are available to an employee.
- (8) If the Employment Standards Code changes in the Province of Manitoba this provision is automatically amended to be in accordance with the legislative changes.

18.04 **Jury Duty/Selection**

Full-time employees, and part-time employees averaging twenty (20) hours or more per week in the four (4) preceding weeks, summoned to jury duty/selection, shall be paid wages amounting to the difference between the amount paid them for jury duty/selection and the amount they would have earned had they worked on such days to the maximum of eight (8), ten (10) or twelve (12) hours per day or forty (40) hours per week. The amount of pay will be determined by averaging the employee's hours worked or paid in the four (4) preceding weeks. This does not apply if the employee is excused from jury duty/selection for the rest of the day or days and fails to report back to work, or if jury duty/selection occurs on the employee's scheduled day off.

18.05 **Witness Fees**

Employees required to appear in Court as a witness on behalf of the Company or the Crown will be paid wages amounting to the difference between the amount paid them for witness fees and the amount they would have earned had they worked on such days to a maximum of eight (8) hours per day and forty (40) hours per week.

Employees appearing as a witness on behalf of the Company on their day off will be paid a minimum of four (4) hours or the amount they would have earned had they worked on such day, as above. This compensation shall be paid at the employee's straight time hourly rate and shall not be considered as payment for time worked.

18.06 **Bereavement Pay**

- (a) All employees shall be granted time off from work, with pay, to a maximum of three (3) consecutive scheduled workdays, in the event of death in the immediate family. The term "immediate family" shall mean spouse or common law spouse, parent or stepparent, child or stepchild, brother or sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, and grandchild.
- (b) Bereavement leave shall be extended by up to two (2) additional working days without pay, concurrent with the leave, as may be necessitated by reason of travel to attend the funeral, when the

funeral is held more than five hundred (500) kilometres (one way) from the employee's place of residence. Additional days off without pay for other reasons may be granted by mutual agreement between the Company and the employee concerned.

- (c) All employees shall be granted time off work, with pay, to a maximum of one (1) day in the event of death of a grandparent-in-law, aunt, uncle,
- (d) bereavement leave occurs during an employee's vacation, that portion of their vacation time shall be rescheduled upon their return to work at a time agreed upon between the employee and their immediate Supervisor.
- (e) Proof of death may be requested by the Company. (Acceptable proof will include death certificate, newspaper notice, memorial card or letter from a local clergy.)

18.07 **Family Responsibility Leave**

In the event of an illness or injury occurring to an employee's spouse, parent or child, an employee may request, and if so, shall be granted a leave of absence or absences which shall not exceed five (5) days of unpaid leave in total per calendar year. The purpose of this leave shall be to enable the employee to attend to the needs of their ailing spouse (including common law spouse), parent or child, or the ailing brother, sister, stepbrother, stepsister, uncle, aunt, nephew, niece, grandchild, grandparent, of the employee or of the employee's spouse or common law spouse; and will also include current or former foster parent, current or former foster child, ward, guardian of the employee or of the employee's spouse or common law spouse, or any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common law relationship. The Company will be given as much notice as possible in such events. Any time off taken for family responsibility leave will be considered an authorized absence and will not affect an employee's success sharing entitlement.

18.08 **Compassionate Leave**

The Company agrees to grant time off consistent with the compassionate leave provisions of the *Manitoba Employment Standards Act*.

18.09 **Citizenship Leave**

Employees who have applied to become a Canadian Citizen will be granted a one (1) day unpaid leave to take their oath of citizenship.

ARTICLE 19 **HEALTH AND WELFARE**

19.01 Health and Welfare benefits shall be as contained in Appendix A to this Collective Bargaining Agreement.

ARTICLE 20 **REPRIMANDS**

20.01 When an employee in the bargaining unit is subjected to a disciplinary interview (where the company intends to discipline the employee, such as to be given a written reprimand, suspension, or discharge), said employee shall have a shop steward present. Should an interpreter be required, another employee capable of interpreting the applicable language shall also attend this interview. The interpreter will be in addition to those mentioned above only if a Union Steward is unable to provide the interpretation required. It is expected that those mentioned (with the conditional provision of the interpreter based on need) will be in attendance from the start of the interview.

20.02 The employee will be given a copy of such discipline which is to be entered on the employees personnel file. A copy of the discipline will be emailed to the Union office. If a Shop Steward or member is not present as required, or a copy of disciplinary notice is emailed to the Union office, the resulting discipline shall not be valid and may not be utilized by the Company. Representation shall not be required in the case of probationary employees.

20.03 In unusual circumstances, where it is necessary for the Company to advise an employee by mail of discharge, the Company will email a copy of the discipline to the Union office.

20.04 **Removal of Disciplinary References**

The Company will remove all disciplinary references from the employee's personnel file provided there has been no further disciplinary action taken against the employee for a period of twenty-four (24) months of employment. This time frame of twenty-four (24) calendar months shall not include the following:

- 1) periods of lay-off;
- 2) periods of leave of absence without pay;
- 3) absences due to illness or injury which exceed thirty (30) continuous calendar days.

ARTICLE 21 **ADJUSTMENT OF GRIEVANCES**

21.01 Any complaint, disagreement or difference of opinion between the Company, the Union or the employees covered by this Collective Bargaining Agreement, which concerns the interpretation, application, operation or alleged violation of the terms and provisions of this Collective Bargaining Agreement, shall be considered as a grievance.

21.02 **Information**

Where the Union requires information regarding accumulated hours of work for the purpose of establishing the pay rate of an employee, the Company agrees to co-operate to supply such information back to a period of two (2) years or such longer times as may be required to establish their proper rate of pay.

21.03 In any grievance regarding hours worked by an employee and the amount paid to an employee, the Company shall promptly supply such information in respect to the two (2) pay periods immediately prior to the request. If information for a longer period is required, the normal process of the Grievance Procedure shall apply.

21.04 The Union shall not use the foregoing provision to request information that does not pertain to a specific grievance of an employee.

21.05 Any employee, the Union or the Company may present a grievance. Any grievance which is not presented within fifteen (15) working days following the event giving rise to such grievance, or within ten (10) working days of the last day worked when relating to a discharge grievance, shall be forfeited and waived by the aggrieved party. In regards to a disciplinary grievance, "the event giving rise" will be the date the Union receives notification by fax or email as per Article 20.02.

21.06 All grievances shall be submitted in writing.

21.07 The procedure for adjustment of grievances and disputes by an employee shall be as follows:

- (1) by a discussion between the employee and the Chief Steward, or Assistant Chief Steward, or Union Representative, or the employee's immediate superior.
 - (a) When an employee takes a grievance to the Chief Steward, or Assistant Chief Steward, or Union Representative, Step One of the Grievance Procedure shall be considered complied with, providing the Chief Steward, or Assistant Chief Steward, or Union Representative files the grievance in writing with the Plant Manager or his designate. The Plant

Manager or designate shall reply to the grievance in writing within five (5) calendar days to the Union Representative. After five (5) calendar days, the Union Representative may proceed to Step Two.

- (b) If an employee takes a grievance to their immediate superior and a satisfactory settlement has not been reached within five (5) calendar days, then:
- (2) The Union Representative or his designate may take the matter up with the Company Official designated by the Company to handle labour relations matters. If the matter is not taken up within ten (10) calendar days of the date the Union received the written reply to the grievance in Step One, it will be deemed to have been abandoned and further recourse to the Grievance Procedure shall be forfeited.

21.08 If a satisfactory settlement cannot be reached, then upon request of either party, within fourteen (14) calendar days of receiving the final, written decision from either party, but not thereafter, the matter may then be referred to an Arbitrator, selected in accordance with Article 22.

ARTICLE 22 SELECTION OF AN ARBITRATOR

22.01 After one of the parties indicates they are taking the matter to arbitration; the matter shall be referred to a single Arbitrator as indicated in Article 22.02.

In the interest of settling a grievance prior to an arbitration hearing, either party may request the assistance of a grievance mediator from the Province of Manitoba Conciliation Services. During the life to this Collective Bargaining Agreement, the parties may mutually agree to a list of mediators other than the mediators provided from the Province of Manitoba Conciliation Services.

22.02 A grievance shall be referred to the single Arbitrator as indicated below according to the date of the grievance to the following panel of individuals:

- (1) Robin Kersey
- (2) Robert Simpson
- (3) Gavin Wood

commencing with the name following the name of the last Arbitrator and commencing again at the beginning of the panel after coming to the end of the panel. For the purpose of such allocation a case which has been withdrawn from arbitration shall be deemed not to have been withdrawn from arbitration. If in any case the Arbitrator allotted is unwilling or unable to act, the individual whose name follows his in the panel shall be submitted as the Arbitrator.

22.03 Whenever one of the parties refers a matter to arbitration, the matter shall be heard within thirty (30) calendar days for suspension or termination and ninety (90) calendar days for any other matters. The matter shall be heard within that time limit unless both parties mutually agree to a date beyond the thirty (30) calendar day or ninety (90) calendar day requirement, or in the event that none of the three (3) arbitrators listed above are available to meet within the thirty (30) calendar day requirement or ninety (90) calendar day requirement, whichever is applicable. If the parties cannot mutually agree to a date beyond the thirty (30) calendar day requirement, or ninety (90) calendar day requirement, whichever is applicable, the matter shall be referred to the selected Arbitrator who shall have the right to decide on the matter. In no event can a hearing be extended to a period longer than another thirty (30) calendar days. The Arbitrator shall have thirty (30) calendar days to render a decision in regard to any matters dealing with suspension or termination, and ninety (90) calendar days from the last date of the hearing on any arbitration cases referred to him or her other than suspensions or terminations.

22.04 The Arbitrator shall receive and consider such material evidence and contentions as the parties may offer and shall make such independent investigation as (s)he deems essential to a full understanding and determination of the issues involved. In reaching his or her decision, the Arbitrator shall be governed by the provisions of this Collective Bargaining Agreement.

22.05 In the event of termination, discharge or suspension of an employee, the Arbitrator shall have the right to sustain the Company's action, or reinstate the employee with full, part or no back pay, with or without loss of seniority, or to settle the matter in any way it deems advisable.

22.06 The decision of the Arbitrator shall be final and binding upon all parties concerned.

22.07 The Arbitrator shall not be vested with the power to change, modify or alter any of the terms of this Collective Bargaining Agreement, except as indicated in Article 22.05 above. All grievances submitted shall present an arbitrable issue under this Collective Bargaining Agreement and shall not depend on or involve an issue or contention by either party which is contrary to any provision of this Collective Bargaining Agreement or which involves the determination of a subject matter not covered by or arising during the term of this Collective Bargaining Agreement.

22.08 It is the intention of the parties that this Article shall provide a peaceful method of adjusting all grievances, so that there shall be no suspension or interruption of normal operation, as a result of any grievance. The parties shall act in good faith in accordance with the provisions of Article 21 of this Collective Bargaining Agreement.

22.09 The expense and fee of the Arbitrator shall be borne equally by the parties to the arbitration proceedings.

ARTICLE 23 BULLETIN BOARDS

23.01 The Company agrees that during the term of this Collective Bargaining Agreement, it will allow the Union to install its own Union bulletin board in a location within the plant as mutually agreed between the Company and the Union. The purpose shall be to post notices directly related to the employees and any notice other than routine notices must first receive approval of management.

ARTICLE 24 COMPANY AND UNION CO-OPERATION – SHOP STEWARDS

24.01 The Company recognizes the right of the Union to appoint one (1) Chief Steward and one (1) Assistant Chief Steward for the plant and one (1) Shop Steward per department and one Shop Steward per shift.

24.02 The Union shall inform the Company, in writing, of the names of their Shop Stewards or any changes.

24.03 The Plant Manager or working supervisor shall introduce new employees to the Shop Steward in the Department, who will then arrange time, either during meal or rest periods, to meet with the new employees for the purpose of informing the employees of the general conditions and responsibilities with respect to the Collective Bargaining Agreement.

24.04 Grievance Investigation

 The Union Chief Steward, or in their absence the Assistant Chief Steward, shall be allowed time off, with pay, during regular working hours, for the purpose of investigating any grievances. The Chief Steward, or Assistant Chief Steward, requesting time off the job to investigate grievances must make their request through their working supervisor. Within one (1) hour of such request the Steward will be released providing the efficiency of the operation will not be affected.

24.05 The Company will permit one (1) steward from the day shift thirty (30) minutes paid time at regular rates to attend new employee orientation meetings to present and explain literature related to Union business and answer any questions new employees may have regarding the Union.

ARTICLE 25 RELIEVING RATES

25.01 Any employee who is temporarily assigned to work in a higher paying classification or category shall receive the higher rate of pay for all time so employed.

25.02 Any employee who is temporarily assigned to work in a lower paying classification or category at the request of the Company shall nevertheless continue to receive his or her higher rate of pay for all time so employed.

25.03 **Lead Hand**

Employees assigned to relieve a Lead Hand / for-one (1) day or more shall receive the appropriate premium in addition to their hourly rate of pay.

ARTICLE 26 PAY PERIOD - DIRECT DEPOSIT

26.01 The Company agrees to a bi-weekly pay period for all employees covered in the bargaining unit. The Company shall pay by direct deposit to the employee's account in a financial institution of the employee's own choice. The Company shall make pay stubs available online bi-weekly.

**ARTICLE 27 MANITOBA FOOD & COMMERCIAL WORKERS,
LOCAL 832, EDUCATION AND TRAINING TRUST FUND**

27.01 The Manitoba Food & Commercial Workers, Local 832, Education and Training Trust Fund shall be as indicated in Appendix "C" of this Collective Bargaining Agreement.

ARTICLE 28 APPENDICES

28.01 All Appendices attached to this Collective Bargaining Agreement shall be deemed to be part of the Collective Bargaining Agreement between the parties.

ARTICLE 29 RESPECT AND DIGNITY

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

- 1) The parties agree that allegations of inappropriate conduct, such as harassment and disrespectful treatment, may be grieved under Article 21. If the parties cannot resolve the issue through the grievance procedure, the matter may be referred to an arbitrator under Article 22. In the event that the arbitrator finds that a violation of this Article has occurred, he or she will mediate the dispute following the dispute resolution process below.

- 2) If the matter is not resolved through direct mediation, the mediator will write a report outlining his view of the matter and make recommendations for a resolution.
- 3) Individuals identified through the process as having engaged in inappropriate conduct will be retrained or appropriately disciplined as determined by the Company.

ARTICLE 30 PREMIUM PAYS

30.01 Lead Hand Premium

An employee designated as a lead hand by management shall be paid the skilled 2 rate plus fifty (50¢) cents per hour for all hours worked as lead hand.

30.03 Off-Shift Premium

Off-shift shall be defined as a shift where the majority of an employee's scheduled hours fall between 11:00 p.m. and 7:00 a.m. The Company agrees to pay any employee working the Off-shift twenty-five (25¢) cents per hour in addition to the employee's regular hourly rate of pay, for all regularly scheduled hours worked, not to include overtime.

ARTICLE 31 Expiration and Renewal

31.01 This Collective Bargaining Agreement shall be effective from When it is ratified, and shall remain in effect until December 31, 2026 and thereafter from year to year, but either party may, not less than thirty (30) days nor more than ninety (90) days before the expiry date of this Collective Bargaining Agreement give notice in writing to the other party to terminate this Collective Bargaining Agreement or to negotiate a revision thereof.

On the expiry date of this Collective Bargaining Agreement, as indicated above, if negotiations have not been completed, the Company and the Union agree that this Collective Bargaining 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 Company seven (7) calendar days' notice in writing of its intention to declare a strike, or

- (3) a lock-out is declared by the Company by giving the Union seven (7) calendar days' notice in writing of its intention to declare a lock-out.

31.02 All revisions desired by either party to this Collective Bargaining Agreement shall be submitted in writing within ten (10) calendar days of the giving of such notice unless otherwise mutually agreed to between the parties to this Collective Bargaining Agreement.

31.03 When the required notice of 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 COLLECTIVE BARGAINING AGREEMENT.

SIGNED THIS day of , 2021.

FOR THE UNION:

FOR THE COMPANY:

APPENDIX "A"

HEALTH AND WELFARE PLAN, DENTAL PLAN, PENSION PLAN

A-1 UFCW /MAPLE LEAF FOODS INC. BENEFIT TRUST FUND

- A-1.01 (a) The Company and the Union agree to a UFCW /Maple Leaf Foods Inc. Benefit Trust Plan to provide health and welfare benefits as decided by the Board of Trustees from time to time.
- (b) The Board of Trustees shall be comprised of three (3) representatives appointed by the Company and three (3) representatives appointed by the Union. Said Trustees can be changed or removed by the parties appointing said Trustees in accordance with the Agreement and Declaration of Trust effective as of June 23rd, 2003.
- (c) The Company agrees to pay a forty (40¢) cent per hour contribution for all hours worked and paid in the bargaining unit for the same hours paid for pension and dental contributions. Such contributions shall be forwarded to the Trust Fund within twenty-one (21) days following the Company's four (4) or five (5) week accounting period.

It is further recognized that the intention of the Union and the Company is to ensure the financial integrity of the Trust Fund and minimize the potential of the Fund falling into a deficit position. For purposes of this understanding, the Fund will be deemed to be in a deficit position. For purposes of this understanding, the Fund will be deemed to be in a deficit position if the total liabilities and reserves exceed the total assets.

In the event that the Fund is determined to be in a deficit position, or a deficit position is likely to occur, the Company agrees to contribute, in addition to the forty (40¢) cents per hour indicated above, the sum of money necessary as determined by the Plan's actuary, to rectify the situation. Such additional contributions will not commence before January 1, 2022.

If and when additional contributions are required as indicated above, said additional contributions will not exceed the amount of twenty (20¢) cents per hour.

A-2 **MANITOBA FOOD & COMMERCIAL WORKERS DENTAL PLAN**

A-2.01 The Company agrees to make a direct contribution to the “Manitoba Food & Commercial Workers Dental Plan” of forty (40¢) cents per hour for regular hours paid, sick pay (not including weekly indemnity), full time employee’s vacation as entitled under Article 14, and General Holidays, to a maximum of the basic work week in respect to all employees in the bargaining unit, and if required to maintain the current fee schedule as determined by the Actuary of the Plan to be effective each January 1st, a future increase of up to one (1¢) cent per hour per year if required to maintain benefit levels as determined by the Board of Trustees.

A-2.02 Such contributions will be forwarded to the Trust within twenty-one (21) days following the Company's four (4) or five (5) week accounting period.

A-2.03 It is agreed that in the event the Government of Canada or the Province of Manitoba provides a non-contributory Dental Care Plan with similar benefits, the Company's obligations to continue contributions to the Manitoba Food & Commercial Workers Dental Plan shall cease. It is further understood, should a Government Plan create duplicate benefits, then these benefits shall be deleted from the Manitoba Food & Commercial Workers Dental Plan and the Company's contribution in respect to the cost of these benefits shall cease.

A-3 **PENSION PLAN**

A-3.01 **Pension**

Full time employees are required to participate in the Company Defined Contribution Plan following the completion of two (2) years full time service. Employee contributions of two percent (2%) of weekly regular earnings will be matched by the Company.

APPENDIX "B"

B-1 CLASSIFICATIONS AND RATES OF PAY

		January 1 2021	January 1 2022	January 1 2023	January 1 2024	January 1 2025	January 1 2026
General Labour 1	Start	\$ 14.20	\$ 14.50	\$ 14.80	\$ 15.10	\$ 15.45	\$ 15.80
	6 Months	\$ 14.30	\$ 14.60	\$ 14.90	\$ 15.20	\$ 15.55	\$ 15.90
	12 Months	\$ 14.45	\$ 14.75	\$ 15.05	\$ 15.35	\$ 15.70	\$ 16.05
	18 Months	\$ 14.65	\$ 14.95	\$ 15.25	\$ 15.55	\$ 15.90	\$ 16.25
	24 Months	\$ 14.90	\$ 15.20	\$ 15.50	\$ 15.80	\$ 16.15	\$ 16.50
General Labour 2	Start	\$ 15.00	\$ 15.30	\$ 15.60	\$ 15.90	\$ 16.25	\$ 16.60
	6 Months	\$ 15.10	\$ 15.40	\$ 15.70	\$ 16.00	\$ 16.35	\$ 16.70
	12 Months	\$ 15.25	\$ 15.55	\$ 15.85	\$ 16.15	\$ 16.50	\$ 16.85
	18 Months	\$ 15.45	\$ 15.75	\$ 16.05	\$ 16.35	\$ 16.70	\$ 17.05
	24 Months	\$ 15.70	\$ 16.00	\$ 16.30	\$ 16.60	\$ 16.95	\$ 17.30
Semi Skilled 1	Start	\$ 15.80	\$ 16.20	\$ 16.60	\$ 17.00	\$ 17.40	\$ 17.85
	6 Months	\$ 15.90	\$ 16.30	\$ 16.70	\$ 17.10	\$ 17.50	\$ 17.95
	12 Months	\$ 16.05	\$ 16.45	\$ 16.85	\$ 17.25	\$ 17.65	\$ 18.10
	18 Months	\$ 16.25	\$ 16.65	\$ 17.05	\$ 17.45	\$ 17.85	\$ 18.30
	24 Months	\$ 16.50	\$ 16.90	\$ 17.30	\$ 17.70	\$ 18.10	\$ 18.55
Semi Skilled 2	Start	\$ 16.85	\$ 17.25	\$ 17.65	\$ 18.05	\$ 18.40	\$ 18.75
	6 Months	\$ 16.95	\$ 17.35	\$ 17.75	\$ 18.15	\$ 18.50	\$ 18.85
	12 Months	\$ 17.10	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.65	\$ 19.00
	18 Months	\$ 17.30	\$ 17.70	\$ 18.10	\$ 18.50	\$ 18.85	\$ 19.20
	24 Months	\$ 17.55	\$ 17.95	\$ 18.35	\$ 18.75	\$ 19.10	\$ 19.45
Skilled 1	Start	\$ 18.45	\$ 18.90	\$ 19.35	\$ 19.80	\$ 20.30	\$ 20.80
	6 Months	\$ 18.55	\$ 19.00	\$ 19.45	\$ 19.90	\$ 20.40	\$ 20.90
	12 Months	\$ 18.70	\$ 19.15	\$ 19.60	\$ 20.05	\$ 20.55	\$ 21.05
	18 Months	\$ 18.90	\$ 19.35	\$ 19.80	\$ 20.25	\$ 20.75	\$ 21.25
	24 Months	\$ 19.15	\$ 19.60	\$ 20.05	\$ 20.50	\$ 21.00	\$ 21.50
Skilled 2	Start	\$ 19.50	\$ 19.95	\$ 20.40	\$ 20.85	\$ 21.35	\$ 21.85
	6 Months	\$ 19.60	\$ 20.05	\$ 20.50	\$ 20.95	\$ 21.45	\$ 21.95
	12 Months	\$ 19.75	\$ 20.20	\$ 20.65	\$ 21.10	\$ 21.60	\$ 22.10
	18 Months	\$ 19.95	\$ 20.40	\$ 20.85	\$ 21.30	\$ 21.80	\$ 22.30
	24 Months	\$ 20.20	\$ 20.65	\$ 21.10	\$ 21.55	\$ 22.05	\$ 22.55

Trades Included in Maintenance Wage Survey	
Licensed Millwrights	\$40.00
Licensed Electricians	\$40.00

The Company may implement an Apprenticeship Program at its discretion.

B-4 Maintenance License Renewals

The Company agrees to pay the cost(s) to maintain their tickets. If the Company requests an employee to upgrade their ticket, the Company will pay costs associated with the upgrade consistent with the current practice.

B-5 Maintenance Wage Survey

The Company will do an annual maintenance wage survey comprised of five industrial employers in the City of Winnipeg and five industrial employers in the City of Winnipeg identified by the Union. The positions of the required licensed and unlicensed skilled trades as determined by the Company which shall include a rate for dual tickets will be benchmarked at each of the identified companies. The job classification rates for each of these positions at each employer will be averaged into one rate. The highest and the lowest rates will then be removed, and the remaining eight average rates will be calculated into a simple average. If this average is more than four (4%) percent above the Maple Leaf Consumer Foods Inc. rate, the Maple Leaf Consumer Foods Inc. rate will be adjusted to this average. Adjustments under this provision are only applicable to the above-named trades.

This survey will be completed in November of each year with any required adjustments effective the first pay period of January.

APPENDIX "C"

**MANITOBA FOOD & COMMERCIAL WORKERS,
LOCAL 832,
EDUCATION AND TRAINING TRUST FUND**

- C-1 The Company agrees to make the following contributions per hour into the Manitoba Food & Commercial Workers Local 832, Education and Training Trust Fund:

5¢ per hour effective October 1, 2021

The hours for which the Company will contribute said amounts will be the same hours as contributed for the Dental Plan under Appendix A-2.01 and shall be remitted to the Union in the same manner.

- C-2 The purpose of the Manitoba Food and Commercial Workers, Local 832, Education and Training Trust Fund is to provide training for members of bargaining units as needed from time to time, either for personal improvement, or in co-operation with the Company, for training as decided by the Union and the Company that would be beneficial to both the Company and the Union members.

**APPENDIX “D”
JOB TITLES AND CLASSIFICATIONS**

DEPARTMENT	PAY GRADE	CLASSIFICATION
PRODUCTION		
	GL1	Packer
	GL1	Make Cartons
	GL1	Cleaner/Yard Person
	GL1	Floor Cleaner/Condensation
	GL2	Scaling/Palletizing
	GL2	Scale/ Pack/ Make Weight
	SS1	Machine Operator – Slicer
	SS1	CCP Operator
	SS2	Jitney Driver
SHIPPING		
	SS2	Shipper/Receiver
SANITATION		
	SS2	Clean & Sanitize
MAINTENANCE		
	Survey	Journeyman Trades
	85% of Trade Rate	Non-ticketed Trades

The Company and the Union agree that there may be changes or additions to the list of job titles and classifications. In the event of any changes or additions to Appendix D, the parties agree to discuss the said changes or additions.

D-2 Job Alteration – New Job Introduced

- (a) When changes in production significantly alter jobs or when new jobs are introduced, except for Maintenance Trades, the Company will assess the job(s) and assign the job(s) to the appropriate job classification. Where new jobs are introduced an appropriate time trial not to exceed four (4) months will be applicable to ensure an objective evaluation of the job.
- (b) In making its determination the Company will consider such factors which may include but are not limited to: benchmarking, skill, ability required, complexity, responsibility, working conditions, etc.
- (c) The Company agrees to disclose all this information to the Union and criteria in respect to making its determination in regard to changes in jobs and creation of new jobs.
- (d) The Production Manager shall notify the Union and Chief Steward, in writing, of new or significantly changed jobs as soon as possible.
- (e) An employee or the Union who feels a new job classification determined by the Company is not correct may appeal to the Job Evaluation Committee in writing for a review. The appeal must contain the objective facts and/or data that the Job Evaluation Committee will review and take into consideration.
- (f) The Job Evaluation Committee shall be composed of two (2) nominees appointed by the Union and two (2) management representatives appointed by the Company and one independent chairperson. The Union nominees shall consist of a Union Representative or two (2) employees of the bargaining unit. The Committee shall meet within thirty (30) calendar days of an employee objecting to the job classification established by the Company, if that is the case. If the parties agree to an independent chairperson, such chairperson shall be one of the Arbitrators listed in Article 22 unless otherwise mutually agreed. The cost of the chairperson shall be mutually shared by the parties. The Company shall pay for the cost of all the employees, except if one of the Union nominees is a Union Representative.
- (g) The majority decision of the Job Evaluation Committee is binding on both parties and cannot form the subject matter of the grievance or arbitration process.
- (h) No wages will be reduced or increased until the decision of the Committee is rendered.
- (i) The parties agree to resolve job classification issues in the manner described above or through an alternative mutually agreed process

LETTER OF UNDERSTANDING #1

BETWEEN:

MAPLE LEAF CONSUMER FOODS INC.

Paquin Road Facility

And

UNITED FOOD AND COMMERCIAL WORKERS CANADA, LOCAL 832

CASUAL/TEMPORARY EMPLOYEES

The Company will make use of Casual or Temporary personnel to replace full-time employees who are on vacation, absent, on an authorized leave or modified work. In addition, the Company will utilize Casual or Temporary personnel for volume/process related fluctuations that increase labour requirements, or to support the launch of new products until such products become part of the Company's regular offering.

During the layoff of regular full-time employees, Casual or Temporary employees will be utilized once all qualified regular full-time employees have been given the opportunity to perform the available work.

Hours worked by Casual/Temporary employees will not exceed 30% of the total number of hours worked by all employees in the Plant in any six (6) months. If the needs of the business require the Company to exceed the 30%, the parties will meet to discuss the requirement prior to the Company exceeding that amount. The Company agrees to act fairly and reasonably concerning the use of casuals and will make best efforts to use permanent employees wherever possible.

After four (4) years of operation, the Parties agree to meet to discuss the usage of casual/temporary employees on an annual basis.

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

SIGNED THIS day of , 2021.

FOR THE UNION:

FOR THE COMPANY:

EXHIBIT ONE


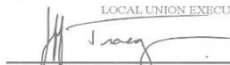
TO: THE NEW OR REHIRED EMPLOYEE:

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 Maple Leaf Consumer Foods Inc. contain the following statements:

"The Company agrees to retain in its employ within the bargaining unit, as outlined in Article 1 of this Agreement, only members of the Union in good standing. The Company shall be free to hire or rehire new employees who are not members of the Union, provided said non-members, whether part-time or full-time, shall be eligible for membership in the Union and shall make application on the official membership application form within ten (10) calendar days from date of hire or rehire and become members within thirty (30) calendar days.

The Company 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 Company 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 Company to the Secretary-Treasurer of the Union within twenty (20) calendar days following the end of the Company's four (4) or five (5) weeks' accounting period and accompanied by a four (4) weeks' or monthly list of the names, Social Insurance Numbers and plant numbers of the employees for whom deductions were made and the amount of each deduction."

Please complete the attached Membership Application immediately and return it to the Company so they can forward it to the UFCW, Local 832 Union office (1412 Portage Avenue, Winnipeg MB R3G 0V5) within 10 calendar days of your hire or rehire date.

MEMBERSHIP APPLICATION				United Food & Commercial Workers Union, Local No. 832		CHARTERED BY THE UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION	
		Manitoba, Canada					
LAST NAME	FIRST NAME	INITIAL	GENDER	DATE OF BIRTH (D/M/Y)	SOCIAL INSURANCE NO.		I hereby authorize UFCW to use my S.I.N. for identification purposes and to verify union dues received and make payments to me as required only. (Cross out this section if you do not agree.)
MAILING ADDRESS	CITY	PROVINCE	POSTAL CODE	HOME PHONE			
PREFERRED LANGUAGE	E-MAIL ADDRESS			DATE OF HIRE (D/M/Y)			
COMPANY NAME	FORE NO.	LOCATION			MENT/NO.		
CLASSIFICATION	EMPLOYEE NO.		FULL-TIME <input type="checkbox"/>		CASUAL <input type="checkbox"/>	OTHER <input type="checkbox"/>	
<p>I hereby make application for membership in the United Food & Commercial Workers International Union and affirm the above statements are true. I agree that all monies paid by me shall be forfeited and my membership declared void if they are not true. I authorize the United Food & Commercial Workers International Union to represent me for the purposes of collective bargaining and handling of grievances and all other matters relating to my employment, either directly or through such local union as it may duly designate. United Food & Commercial Workers Local No. 832 has policies and procedures to safeguard my privacy and protect my personal information. United Food & Commercial Workers Local No. 832 has commitment from third parties that receive personal information from the Union that my personal information will be safeguarded and protected from unauthorized use. By signing this form, I consent to the use of my personal information by UFCW Local No. 832 for the purposes listed above, and I consent to the sharing of my personal information with third parties by the Union. My personal information will not be sold to third parties.</p> <p>APPLICANT'S SIGNATURE _____ DATE SIGNED _____ LOCAL UNION EXECUTIVE OFFICER'S SIGNATURE </p>							
<p>Visit the Union's website @ www.ufcw832.com for more details on UFCW Local 832's Privacy Policy or call (204) 786-5055 or 1-888-832-9832.</p>							