

UNION NEGOTIATED

COMPREHENSIVE OFFER

OCTOBER 17, 2019

LOBLAWS GREAT FOOD & REAL CANADIAN SUPERSTORE

AND

**UNITED FOOD AND COMMERCIAL WORKERS CANADA, LOCAL 1006A
(hereinafter called “the Union”)**

PREPARED FOR PRESENTATION TO THE MEMBERSHIP

NOVEMBER 3, 2019

This COMPREHENSIVE OFFER is made without precedent or prejudice. This COMPREHENSIVE OFFER is all inclusive

RCSS/LGF - Appendices H & K - ARTICLE 14 – WAGES (FULL TIME)- Including those employees who maintained economics

The following Signing Bonus Payment and wage scale amendments shall form part of the Collective Agreement:

- (i) Full-time employees on the full-time payroll as of (ratification of this offer) shall be granted the following signing bonus payment less applicable deductions, with an option to transfer into RRSP account:

Date	Signing Bonus Amount
First full pay week following date of ratification of this offer	\$1000.00

- (ii) Full-time employees who are at or above the applicable end rate of pay on the applicable date shall be granted the following wage increase(s):

Applicable Date	Wage Increase (DPM)	Wage Increase (FT)
Effective June 28, 2020	\$0.75 cents	\$0.50 cents
Effective first full pay week following Jul 1, 2021	\$0.40 cents	\$0.40 cents
Effective first full pay week following Jul 1, 2022	\$0.65 cents	\$0.40 cents
Effective first full pay week following Jul 1, 2023	\$0.40 cents	\$0.40 cents

- (iii) Delete pre-ratification (hired to full-time on or before July 9, 2015) end rates of pay on all full-time wage progressions where applicable.
- (iv) Full time wage progressions.

LGF – UFCW 1006A

Unionized Department Manager Salary

The following shall be the minimum salary for Grocery, Customer Service, Inventory Control, Produce, Meat, Bakery, HMR, Night Crew Chief (Night Manager, Dairy Frozen and Deli Managers:

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Start	\$788.40					
12 months	\$814.00					
24 months	\$839.60					
36 months	\$987.20	\$987.20	\$1017.20	\$1033.20	\$1059.20	\$1075.20

Full Time Progression

The following shall be the minimum salary for Natural Value, Bookkeeper, Seafood and Floral Managers:

Full Time Progression

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Start	\$634.80					
12 months	\$679.60					
24 months	\$724.40					
36 months	\$891.20	\$891.20	\$921.20	\$937.20	\$963.20	\$979.20

The following shall be the minimum salary for DSTM Managers (including Photo Lab), Holy Smokes, Bean Roast and HBC Managers:

Full Time Progression

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Start	\$624.80					
12 months	\$669.60					
24 months	\$714.40					
36 months	\$881.60	\$881.60	\$911.60	\$927.60	\$953.60	\$969.60

UFCW 1006A RCSS/LGF – FULL TIME

The following shall be the minimum rates of pay:

Full Time Progressions

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Customer Service Department						
Bookkeeper	\$21.76	\$21.76	\$22.51	\$22.91	\$23.56	\$23.96
Back-Up Bookkeeper	\$20.35	\$20.35	\$20.85	\$21.25	\$21.65	\$22.05
Meat Department						
Asst. Meat Manager	\$23.24	\$23.24	\$23.74	\$24.14	\$24.54	\$24.94
Meat Cutter						
Start	\$14.50	\$18.00				
6 months	\$15.50	\$18.50				
12 months	\$16.50	\$19.00				
18 months	\$18.50	\$19.50				
24 months	\$22.43	\$22.43	\$22.93	\$23.33	\$23.73	\$24.13
Meat Cutter (Nights)						
Start	\$15.50	\$19.00				
6 months	\$16.50	\$19.50				
12 months	\$17.50	\$20.00				
18 months	\$19.50	\$20.50				
24 months	\$23.43	\$23.43	\$23.93	\$24.33	\$24.73	\$25.13
Produce/Grocery Dept.						
Asst. Produce Manager and Assistant Grocery Manager	\$20.96	\$20.96	\$21.46	\$21.86	\$22.26	\$22.66
Assistant Night Manager	\$21.96	\$21.96	\$22.46	\$22.86	\$23.26	\$23.66
Jr. Asst Produce Manager	\$20.35	\$20.35	\$20.85	\$21.25	\$21.65	\$22.05
Receiver	\$20.35	\$20.35	\$20.85	\$21.25	\$21.65	\$22.05
Receiver (Nights)	\$21.35	\$21.35	\$21.85	\$22.25	\$22.65	\$23.05
Analyst	\$20.35	\$20.35	\$20.85	\$21.25	\$21.65	\$22.05
	Current		June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Grocery-Produce, Deli Meat, Cashier, Bakery Service, DSTM Clerks, Pharmacy Clerk						
Start	\$13.00	\$17.00				
6 months	\$14.00	\$18.00				
12 months	\$15.00	\$19.00				
18 months	\$17.00	\$19.75				

24 months	\$19.90	\$19.90	\$20.40	\$20.80	\$21.20	\$21.60
Clerk (Nights)						
Start	\$14.00	\$18.00				
6 months	\$15.00	\$19.00				
12 months	\$16.00	\$20.00				
18 months	\$18.00	\$20.75				
24 months	\$20.90	\$20.90	\$21.40	\$21.80	\$22.20	\$22.60
Bakery Dept. (Scratch)						
Asst. Baker Manager	\$21.53	\$21.53	\$22.03	\$22.43	\$22.83	\$23.23
Baker						
Start	\$11.36	\$17.50				
6 months	\$12.53	\$18.50				
12 months	\$13.70	\$19.50				
18 months	\$14.87	\$20.50				
24 months	\$20.74	\$20.74	\$21.24	\$21.64	\$22.04	\$22.44
Baker (Nights)						
Start	\$14.75	\$18.50				
6 months	\$16.75	\$19.50				
12 months	\$17.75	\$20.50				
18 months	\$19.75	\$21.50				
24 months	\$21.74	\$21.74	\$22.24	\$22.64	\$23.04	\$23.44
Production / Decorator						
Start	\$13.00	\$17.00				
6 months	\$14.00	\$18.00				
12 months	\$15.00	\$19.00				
18 months	\$17.00	\$19.75				
24 months	\$19.90	\$19.90	\$20.40	\$20.80	\$21.20	\$21.60
Bakery Department (Bake-Off)						
Asst Bakery Manager	\$20.96	\$20.96	\$21.46	\$21.86	\$22.26	\$22.66
Cake Decorator						
Start	\$13.00	\$17.00				
6 months	\$14.00	\$18.00				
12 months	\$15.00	\$19.00				
18 months	\$17.00	\$19.75				
24 months	\$19.90	\$19.90	\$20.40	\$20.80	\$21.20	\$21.60

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Pharmacy Assistant						
Start	\$14.00	\$18.00				
6 months	\$15.00	\$19.00				
12 months	\$16.00	\$20.00				
18 months	\$18.00	\$20.75				
24 months	\$20.90	\$20.90	\$21.40	\$21.80	\$22.20	\$22.60

UFCW 1006A LGF – FULL TIME

The following shall be the minimum rates of pay:

	Current	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Assistant Kitchen Manager						
	\$22.69	\$22.69	\$23.19	\$23.59	\$23.99	\$24.39

LOBLAW CONVENTIONAL FULL TIME – Wage grids for members who retained economics

ARTICLE 9 - WAGES AND JOB CLASSIFICATIONS

The following volume concept of wage rates will apply for the positions of Grocery Manager, Produce Manager, Meat Manager, Service Department Manager, Bakery Manager and Assistant Meat Manager: -

Grocery Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0-63,888	1	\$25.06	\$25.06	\$25.81	\$26.21	\$26.86	\$27.26
63,889-87,846	2	\$25.13	\$25.13	\$25.88	\$26.28	\$26.93	\$27.33
87,847-119,790	3	\$25.29	\$25.29	\$26.04	\$26.44	\$27.09	\$27.49
119,791-159,720	4	\$25.46	\$25.46	\$26.21	\$26.61	\$27.26	\$27.66
Over 159,721	5	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Produce Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0-7,260	1	\$24.71	\$24.71	\$25.46	\$25.86	\$26.51	\$26.91
7,261-9,900	2	\$24.78	\$24.78	\$25.53	\$25.93	\$26.58	\$26.98
9,901-13,200	3	\$24.94	\$24.94	\$25.69	\$26.09	\$26.74	\$27.14
13,201-19,800	4	\$25.11	\$25.11	\$25.86	\$26.26	\$26.91	\$27.31
Over 19,801	5	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Meat Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0-14,375	1	\$25.23	\$25.23	\$25.98	\$25.38	\$26.03	\$26.43
14,376-19,966	2	\$25.46	\$25.46	\$26.21	\$26.61	\$27.26	\$27.66
19,967-28,750	3	\$25.79	\$25.79	\$26.54	\$26.94	\$27.59	\$27.99
28,751-38,33	4	\$25.95	\$25.95	\$26.70	\$27.10	\$27.75	\$28.15
Over 38,334	5	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Service Department Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0-10,164	1	\$25.46	\$25.46	\$26.21	\$26.61	\$27.26	\$27.66
10,165-15,910	2	\$25.79	\$25.79	\$26.54	\$26.94	\$27.59	\$27.99
15,911-21,780	3	\$25.95	\$25.95	\$26.70	\$27.10	\$27.75	\$28.15
Over 21,781	4	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Bakery Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0-6,600	1	\$25.46	\$25.46	\$26.21	\$26.61	\$27.26	\$27.66
6,601-9,900	2	\$25.79	\$25.79	\$26.54	\$26.94	\$27.59	\$27.99
9,901-14,520	3	\$25.95	\$25.95	\$26.70	\$27.10	\$27.75	\$28.15
Over 14,521	4	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Customer Service Manager

Wage Scale		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Over 14,521		\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32

Assistant Meat Manager

Store Volume		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
14,375- 26,136	1	\$24.07	\$24.07	\$24.57	\$24.97	\$25.37	\$25.77
26,137- 23,848	2	\$24.27	\$24.27	\$24.77	\$25.17	\$25.57	\$25.97
Over 34,849	3	\$24.48	\$24.48	\$24.98	\$25.38	\$25.78	\$26.18

Floral Manager

Wage Scale		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
End rate		\$24.32	\$24.32	\$25.07	\$25.47	\$26.12	\$26.52

Classification	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Receiver (days)	\$23.34	\$23.34	\$23.84	\$24.24	\$24.64	\$25.04
Receiver (nights)	\$24.34	\$24.34	\$24.84	\$25.24	\$25.64	\$26.04
Night Crew Chief	\$26.32	\$26.32	\$27.07	\$27.47	\$28.12	\$28.52
Assistant Bakery Manager (days)	\$24.07	\$24.07	\$24.57	\$24.97	\$25.37	\$25.77
Lead Hand Baker (nights)	\$25.07	\$25.07	\$25.57	\$25.97	\$26.37	\$26.77
Garden Centre Mgr.	\$24.27	\$24.27	\$25.02	\$25.42	\$26.07	\$26.47
Bookkeeper	\$26.12	\$26.12	\$26.87	\$27.27	\$27.92	\$28.32
Backup Bookkeeper	\$24.48	\$24.48	\$24.98	\$25.38	\$25.78	\$26.18
Front-end Manager	\$24.35	\$24.35	\$25.10	\$25.50	\$26.15	\$26.55
Non Food Manager	\$23.34	\$23.34	\$24.09	\$24.49	\$25.14	\$25.54

(b) The following will be the wage progressions for all other employees hired subsequent to August 16, 1982:

Grocery – Produce Clerk (Days)

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
Wage Scale							
		\$22.99	\$22.99	\$23.49	\$23.89	\$24.29	\$24.69

Grocery – Produce Clerk (Nights)

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
End Rate		\$23.99	\$23.99	\$24.49	\$24.89	\$25.29	\$25.69

Analyst

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
End Rate		\$22.99	\$22.99	\$23.49	\$23.89	\$24.29	\$24.69

Baker, Baker Decorator (Days)

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
24 months		\$23.41	\$23.41	\$23.91	\$24.31	\$24.71	\$25.11

Baker, Baker Decorator (Nights)

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
24 months		\$24.41	\$24.41	\$24.91	\$25.31	\$25.71	\$26.11

Apprentice Baker

		Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale							
Year four		\$21.40	\$21.40	\$21.90	\$22.30	\$22.70	\$23.10

Meat Cutter (Days)

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
24 months	\$23.41	\$23.41	\$23.91	\$24.31	\$24.71	\$25.11

Meat Cutter (Nights)

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
24 months	\$24.41	\$24.41	\$24.91	\$25.31	\$25.71	\$26.11

Porter (Days)

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
12 months	\$22.36	\$22.36	\$22.86	\$23.26	\$23.66	\$24.06

Porter (Nights)

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
12 months	\$22.36	\$22.36	\$22.86	\$23.26	\$23.66	\$24.06

Cashier, Service Clerk, Wrapper, Meat Clerk

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
24 months	\$22.99	\$22.99	\$23.49	\$23.89	\$24.29	\$24.69

Decorator, Production Clerk

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
24 months	\$22.99	\$22.99	\$23.49	\$23.89	\$24.29	\$24.69

Bake-Off Production Clerk (2877 Bayview Ave.)

	Current	DOR	July 2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale						
End Rate	\$23.15	\$23.15	\$23.65	\$24.05	\$24.45	\$24.85

The following will be the wage progressions for the following classifications for full-time employees hired after December 8, 1996:

Grocery, Produce, Deli, Meat Wrapper, Cashier, Bakery Service Clerks, Pharmacy Clerks

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$20.21	\$20.21	\$20.71	\$21.11	\$21.51	\$21.91

Pharmacy Assistant

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$21.21	\$21.21	\$21.71	\$22.11	\$22.51	\$22.91

Meat Cutter

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$20.46	\$20.46	\$20.96	\$21.36	\$21.76	\$22.16

Baker

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$20.46	\$20.46	\$20.96	\$21.36	\$21.76	\$22.16

Assistant Meat Manager

Store Volume		Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
14,375-26,136	1	\$23.52	\$23.52	\$24.02	\$24.42	\$24.82	\$25.22
26,137-23,848	2	\$23.72	\$23.72	\$24.22	\$24.62	\$25.02	\$25.42
Over 34,849	3	\$23.93	\$23.93	\$24.43	\$24.83	\$25.23	\$25.63

Classification	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Receiver (days)	\$22.79	\$22.79	\$23.29	\$23.69	\$24.09	\$24.49
Receiver (nights)	\$23.79	\$23.79	\$24.29	\$24.69	\$25.09	\$25.49
Assistant Bakery Manager (days)	\$23.52	\$23.52	\$24.02	\$24.42	\$24.82	\$25.22
Lead Hand Baker (nights)	\$24.52	\$24.52	\$25.02	\$25.42	\$24.82	\$25.22
Backup Bookkeeper	\$23.93	\$23.93	\$24.43	\$24.83	\$25.23	\$25.63

Grocery, Produce, Deli, Meat Wrapper, Cashier, Bakery Service Clerks, Pharmacy Clerk

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$19.66	\$19.66	\$20.16	\$20.56	\$20.96	\$21.36

Pharmacy Assistant

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$19.66	\$19.66	\$20.16	\$20.56	\$20.96	\$21.36

Decorator

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$19.91	\$19.91	\$20.41	\$20.81	\$21.21	\$21.61

Meat Cutter

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$19.91	\$19.91	\$20.41	\$20.81	\$21.21	\$21.61

Baker

	Current	DOR	June 28/20	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
Wage Scale	\$19.91	\$19.91	\$20.41	\$20.81	\$21.21	\$21.61

RCSS/LGF - Appendices I & L - ARTICLE 12 – WAGES (PART TIME) Including those employees who maintained economics

- (i) Part time bakers or part time meat cutters who are on the payroll at (ratification of this offer) and are at or above the end rate of pay (on the applicable scale) shall be granted the following signing bonus payment:

Applicable Date	Signing Bonus Amount
First full pay week following date of ratification of this offer	\$350.00

- (ii) Part time pharmacy assistants, part time bakers, part time meat cutters, part time clerks (non-student) or part time front end service clerks (non-student) hired prior July 9, 2015 and who are at or above the applicable end rate of pay shall be granted the following wage increases on the applicable date:

Applicable Date	Wage Increase
Effective June 28, 2020	\$0.40 cents
Effective first full pay week following Jul 1, 2021	\$0.35 cents
Effective first full pay week following Jul 1, 2022	\$0.40 cents
Effective first full pay week following Jul 1, 2023	\$0.40 cents

- (iii) Delete existing part time clerk (non-student) wage schedule and replace with the following part-time clerk wage schedule (NEW PART TIME CLERK WAGE PROGRESSION).

UFCW 1006A RCCS / LGF – PART TIME

Part Time Wage Progression – Clerks

The following shall be the minimum part time rates of pay.

EXISTING PART TIME CLERK WAGE PROGRESSION		
Hours	Current	Formula
0 – 300	\$14.00	New MW
301 – 650 hrs	\$14.05	mw + .05
651 – 1300 hrs	\$14.10	mw + .10
1301 – 1950 hrs	\$14.15	mw + .15
1951 – 2600 hrs	\$14.20	mw + .20
2601 – 3250 hrs	\$14.25	mw + .25
3251 – 3900 hrs	\$14.30	mw + .30
3901 – 4550 hrs	\$14.35	mw + .35
4551 – 5200 hrs	\$14.50	mw + .50
5201 – 5850 hrs	\$14.70	mw + .70
5851 – 6500 hrs	\$15.00	mw +1.00
For Part Time Employees Hired After the Date of Ratification (July 9, 2015)		
6501+ hrs	\$15.30	
Part Time Employees Hired Prior to the Date of Ratification (July 9, 2015)		
6501+ hrs	\$15.60	
Part Time Employees Hired Before June 12, 1994		
6501+ hrs	\$15.60	



NEW PART TIME CLERK WAGE PROGRESSION						
Hours	DOR	Formula	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0 – 300	\$14.00	Min Wage				
301 – 600 hrs	\$14.10	mw + .10				
601 – 1000 hrs	\$14.15	mw + .15				
1001 – 1500 hrs	\$14.25	mw + .25				
1501 – 2000 hrs	\$14.35	mw + .35				
2001 – 2600 hrs	\$14.45	mw + .45				
2601 – 3200 hrs	\$14.55	mw + .55				
3201 – 3800 hrs	\$14.95	mw + .95				
3801 – 4500 hrs	\$15.25	mw + 1.25				
4501 +	\$16.25	mw + 2.25	mw + 2.25	mw + 2.25	mw + 2.25	mw + 2.25
Hired before July 9, 2015						
4501 +	\$16.25		\$16.65	\$17.00	\$17.40	\$17.80
Hired before June 12, 1994						
6501 +	\$16.95		\$17.35	\$17.70	\$18.10	\$18.50

Memorandum Note of Explanation: All part-time clerks shall be moved to the NEW PART TIME CLERK wage progression in accordance with their existing wage progression hours, and shall progress on the scale from that point forward based on hours worked. Corresponding wage increases, if any; shall be effective the first full pay week following ratification of this Memorandum of Agreement.

- (iv) Part time clerk (non-student) and part time pharmacy assistant employees hired prior to July 9, 2015 who are active on the payroll as of the date of ratification of this offer and who have achieved a minimum of 6501+ hours worked as of date of (ratification of this offer), shall receive a retroactive payment calculated at sixty-two (\$0.62) cents per hour on all hours worked including overtime for hours worked at the 6501+ rate, retroactive to January 1, 2018.

Part Time Wage Progression – Meat Cutters

The following shall be the minimum rates of pay.

Hours	Current	Formula
0 – 300	\$14.25	MW+.25
301 – 650 hrs	\$14.30	MW+.30
651 – 1300 hrs	\$14.35	MW+.35
1301 – 1950 hrs	\$14.40	MW+ .40
1951 – 2600 hrs	\$14.80	MW+.80
2601 – 3250 hrs	\$15.50	MW+1.50
3251 – 3900 hrs	\$16.20	MW+2.20
3901 – 4550 hrs	\$16.90	MW+2.90
4551 – 5200 hrs	\$17.60	MW+3.60
5201 – 5850 hrs	\$18.30	MW+4.30
5851 – 6500 hrs	\$19.00	MW+5.00
+6501 hrs	\$19.45	MW+5.45
Hired before July 9, 2015		
+6501 hrs	\$20.00	



New Progression						
Hours	DOR	Formula	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0 – 300	\$14.35	MW+.35				
301 – 600hrs	\$14.40	MW+.40				
601–1000 hrs	\$14.40	MW+ .80				
1001 – 1500 hrs	\$15.50	MW+1.50				
1501 – 2000 hrs	\$16.20	MW+2.20				
2001 – 2600 hrs	\$16.90	MW+2.90				
2601 – 3200 hrs	\$17.60	MW+3.60				
3201 – 3800 hrs	\$18.30	MW+4.30				
3801 – 4500 hrs	\$19.00	MW+5.00				
4501 +	\$19.45	MW+5.45	MW + 5.60	MW + 5.60	MW + 5.60	MW + 5.60
Hired before July 9, 2015						
4501 +	\$20.00		\$20.40	\$20.75	\$21.15	\$21.55

Part Time Wage Progression – Bakers

The following shall be the minimum part time rates of pay.

Hours	Current	Formula
0 – 300	\$14.25	MW+.25
301 – 650 hrs	\$14.30	MW+.30
651 – 1300 hrs	\$14.35	MW+.35
1301 – 1950 hrs	\$14.40	MW+ .40
1951 – 2600 hrs	\$14.45	MW+.45
2601 – 3250 hrs	\$14.50	MW+.50
3251 – 3900 hrs	\$15.00	MW+1.00
3901 – 4550 hrs	\$15.50	MW+1.50
4551 – 5200 hrs	\$16.00	MW+2.00
5201 – 5850 hrs	\$16.50.	MW+2.50
5851 – 6500 hrs	\$17.00	MW+3.00
+6501 hrs	\$17.45	Mw+ 3.45
Hired before July 9, 2015		
+6501 hrs	\$18.00	



New Progression						
Hours	DOR	Formula	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0 – 300	\$14.35	MW+.35				
301 – 600hrs	\$14.40	MW+.40				
601 – 1000 hrs	\$14.45	MW+ .45				
1001 – 1500 hrs	\$14.50	MW+ .50				
1501 – 2000 hrs	\$15.00	MW+1.00				
2001 – 2600 hrs	\$15.50	MW+1.50				
2601 – 3200 hrs	\$16.00	MW+2.00				
3201 – 3800 hrs	\$16.50	MW+2.50				
3801 – 4500 hrs	\$17.00	MW+3.00				
4501 +	\$17.45	MW+3.45	MW + 3.60	MM+ 3.60	MM+ 3.60	MM+ 3.60
Hired before July 9, 2015						
4501 +	\$18.00		\$18.40	\$18.75	\$19.15	\$19.55

Part Time Wage Progression – Pharmacy Assistants

The following shall be the minimum rates of pay:

EXISTING PART TIME PHARMACY ASSISTANT WAGE PROGRESSION		
Hours	Current	Formula
0 – 300	\$14.00	mw + 1.00
301 – 650 hrs	\$14.05	mw + 1.05
651 – 1300 hrs	\$14.10	mw + 1.10
1301 – 1950 hrs	\$14.15	mw + 1.15
1951 – 2600 hrs	\$14.20	mw + 1.20
2601 – 3250 hrs	\$14.25	mw + 1.25
3251 – 3900 hrs	\$14.30	mw + 1.30
3901 – 4550 hrs	\$14.35	mw + 1.35
4551 – 5200 hrs	\$14.50	mw + 1.50
5201 – 5850 hrs	\$14.70	mw + 1.70
5851 – 6500 hrs	\$15.00	mw +2.00
For Part Time Employees Hired After the Date of Ratification (July 9, 2015)		
6501+ hrs	\$16.30	
Part Time Employees Hired Prior to the Date of Ratification (July 9, 2015)		
6501+ hrs	\$16.60	
Part Time Employees Hired Before June 12, 1994		
6501+ hrs	\$16.60	



New Part Time Pharmacy Assistant Wage Progression						
Hours	Formula	DOR	June 28/2020	Sunday July 4, 2021	Sunday July 3, 2022	Sunday July 2, 2023
0 – 300	mw + 1.00	\$15.00				
301 – 600hrs	mw + 1.10	\$15.10				
601 – 1000 hrs	mw + 1.15	\$15.15				
1001 – 1500 hrs	mw + 1.25	\$15.25				
1501 – 2000 hrs	mw + 1.35	\$15.35				
2001 – 2600 hrs	mw + 1.45	\$15.45				
2601 – 3200 hrs	mw + 1.55	\$15.55				
3201 – 3800 hrs	mw + 1.95	\$15.95				
3801 – 4500 hrs	mw + 2.25	\$16.25				
4501 +	mw + 3.25	\$17.25	mw + 3.25	mw + 3.25	mw + 3.25	mw + 3.25
Hired before July 9, 2015						
6501 +		\$17.25	\$17.65	\$18.00	\$18.40	\$18.80
Hired before June 12, 1994						
6501 +		\$17.95	\$18.35	\$18.70	\$19.10	\$19.50

Front End Service Clerk (FESC)

The following shall be the minimum part time rates of pay.

Hours	current	Formula	DOR	June 28/2020	Sunday, July 4, 2021	Sunday, July 3, 2022	Sunday, July 2, 2023
0 – 500	\$14.00	New MW	\$14.00				
501 – 1250 hrs	\$14.05	mw + .05	\$14.05				
1251 – 2000 hrs	\$14.10	mw + .10	\$14.10				
2001 – 2750 hrs	\$14.15	mw + .15	\$14.15				
2751 – 3500 hrs	\$14.20	mw + .20	\$14.20				
3501 - 4500 hrs	\$14.25	mw + .25	\$14.25				
Hired After the Date of Ratification							
4501+ hrs	\$14.55		\$14.55	mw + .70	mw + .70	mw + .70	mw + .70
Hired Prior to the Date of Ratification							
4501+ hrs	\$14.85		\$14.85	\$15.25	\$15.60	\$16.00	\$16.40

Student Wage Progression

The following shall be the minimum rate of pay for employees who are students under the age of 18.

Hours	Current	DOR	
0 – 1250 hrs	\$13.15	\$13.15	Student Wage (SW)
1251 – 2000 hrs	\$13.20	\$13.20	SW + .05
2001+ hrs	\$13.25	\$13.25	SW + .10

RCSS/LGF - Appendices H & K - ARTICLE 14 – WAGES (FULL TIME)

Article 14.03: Amend to read as follows;

When the Company pays a part time employee hired to full time more than the rate specified for the applicable wage schedule, such employee (shall for the purpose of wage progression only) receive wage increases in accordance with the wage schedule and be deemed to have the appropriate service.

Insert new paragraph as follows:

“When the Company pays a newly hired full time employee after (date of ratification of this offer) more than the rate specified for the applicable wage schedule, such employee shall (for purposes of wage progression only) receive wage increases in accordance with the wage schedule upon completing the required service.”

RCSS / LGF- Appendices H & K - ARTICLE 10 – HOURS OF WORK AND OVERTIME (FULL TIME)

Article 10.02:

New provision to be added as follows:

“ Full time employees may on a voluntary basis, be scheduled in more than one department/area and may perform work in multiple department(s) / area(s) on a daily, weekly or other rotational basis.

Full time employees hired or promoted to full time after the (date of ratification of this offer) may be scheduled in more than one department/area and may perform work in multiple department(s) / area(s) on a daily, weekly or other rotational basis.”

RCSS/LGF - Appendices I & L - ARTICLE 7– HOURS OF WORK (PART TIME)

7.01 (a) Amend to read as follows;

The regular working day shall consist of up to eight (8) hours. Overtime shall be paid at the rate of time and one-half (1 1/2) time for hours worked in excess of eight (8) hours in a day. The Employer shall post a two (2) week rolling schedule of hours of work by 12 noon on Thursday of the prior week and the Steward shall be given a copy of the work schedule. Changes to scheduled hours may be made for legitimate reasons and the employee will be notified twenty-four (24) hours in

advance with the exception of force majeure circumstances. It is the Employer's intention that when changes to scheduled hours are made, the changes will first be made to hours assigned to those non-guarantee-eligible (below the guarantee) part time employees.

New provision to be added as follows:

"Part-time employees may swap shifts by mutual consent and subject to approval by the Department Manager or designate."

RCSS/LGF - Appendices I & L - ARTICLE 12 – WAGES (PART TIME)

Article 12.02 - Insert new paragraph as follows:

"The following shall apply to employees hired after (date of ratification of this offer). When the Company pays an employee more than the rate specified for in the applicable wage schedule, such employee shall (for purposes of wage progression only) receive wage increases in accordance with the wage schedule upon completing the required hours worked."

RCSS/LGF – HOUSEKEEPING ITEMS

- Make Collective Agreement language gender neutral where applicable.
- Parties to review typos, errors and omissions and include by mutual agreement
- Replace "date of ratification of this offer" with the new "ratification date" by mutual agreement.

RCSS/LGF - LETTERS OF UNDERSTANDING

Memorandum Note of Explanation: By mutual agreement, the Parties may agree to incorporate Letters of Understanding into the main body of the Collective Agreement.

The Parties agree to renew all Letters of Understanding except the following:

1, 44, 66, 80, 81, 85, Letter of Agreement #2 (Relationship Building) renumber remaining to reflect change.

- **LETTER OF UNDERSTANDING (NEW) – PART-TIME CROSS-TRAINING: (Appendices I & L – PART TIME)** as follows:

The Parties agree that the Provisions of the collective agreement (scheduling provisions and/or scheduling practices etc...) shall permit the following:

1. (a) The Company will post a Cross-Training Reminder a minimum of twice per calendar year, being January and June. Part-time employees who wish to be considered for cross-training opportunities may at any time make their intentions known on a form provided by the Company (the form may be through digital delivery). The Company will maintain a running list of interested candidates.

Memorandum Note of Explanation For Launch of Cross-Training: Within the first quarter of 2020 (Q1 2020) the Company shall post a Cross-Training Notice of Interest in each of the stores covered by the Collective Agreement. At launch of the foregoing, the Company will cross-train a minimum of fifteen (15) part-time employees per Company location, provided there are enough employees (per location) who have expressed an interest in being trained.

- (b) The Company will consider the list of interested candidates in order of seniority. Where the Company decides to initiate cross-training, it will not unreasonably deny requests. Once a candidate has been selected for cross-training, they will be removed from the running list in order that other potential candidates be given consideration. Where a candidate declines an offer to be cross-trained, their name shall be maintained on the list and they may be provided with a further cross-training opportunity should one arise. Where a cross-trained employees' hours in an additional department(s) are materially reduced on an ongoing basis due to business circumstances (excluding downward seasonal sales fluctuations), the employee may re-apply to the running list of interested candidates and the Company will not unreasonably deny such requests.
 - (c) Employees selected to be cross-trained in a minimum of one (1) additional department must maintain the minimum availability as described in the Collective Agreement and shall be required to serve a probationary period of sixty (60) shifts worked in each department(s) for which they are cross-trained. In the event an employee does not maintain the minimum availability requirement and/or does not successfully complete the required probationary period(s), they will no longer be scheduled in the additional department(s) and will not be eligible for further cross-training opportunities for a period of six (6) months.
2. (a) Part time employees who have been cross-trained may also be scheduled in additional department(s). In such instances, the cross-trained employee shall be considered the most junior employee for purposes of scheduling in that department, such that they receive an equal or lesser amount of weekly hours in that department, relative to a

senior employee in that department who has the skill, ability, knowledge to perform the work and is available.

Where two (2) or more cross-trained employee are scheduled in the same additional department(s), seniority for purposes of scheduling shall be based on length of service within the department.

- (b) Cross-trained employees may be scheduled total weekly hours of up to thirty-two (32) hours per week when scheduled in additional departments. If scheduled to work in excess of thirty-two (32) hours, such employees shall be scheduled forty (40) total weekly hours.
- (c) The Company may choose to hire a new employee(s) as opposed to scheduling cross-trained employees in additional department(s). There is no requirement to provide hours beyond the employee's primary department schedule in accordance with existing practices in the Collective Agreement.
- (d) Employees do not have the right to exercise a preference to work in a specific department(s).
- (e) Cross-trained employees may be scheduled more total weekly hours (total store) than a senior employee as a result of being cross-trained and scheduled in additional departments.
- (f) Cross-trained employees may be moved to a new primary department at any time by mutual agreement between the Company and the employee concerned. A cross-trained employee moved to a new primary department will maintain their rate of pay and shall begin to accrue seniority as the most junior employee in the department for purposes of scheduling.

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- **Letter of Understanding (NEW) Re: Shift Marketplace (Appendices I & L – PART TIME)** as follows:

“The Parties agree that the Provisions of the collective agreement (scheduling provisions and/or scheduling practices ect...) shall permit the following:

- 1. (a) Part-time employees who participate in the Shift Marketplace, may work in more than one (1) Company location.
- (b) A pool of unfilled work shifts from multiple Company location(s) may be made available to interested employees (“Shift Marketplace”).
- (c) Interested part-time employees may select work shift assignments from the Shift Marketplace on a first-come-first-serve basis, provided they have skill, ability, knowledge to perform the work and are available.

Selection of work shift assignments shall not be unreasonably denied.

- (d) Unfilled work shifts are defined as those that were not scheduled or assigned to employees in a specific Company location through the posted work schedule.

Memorandum Note of Explanation: The Company and the Union will work to develop a solution that ensures that part-time employees are provided the opportunity to work unfilled shifts in their home Company location(s) prior to such shifts being made available to interested employees in the Shift Marketplace.

- (e) Part-time employees may select shift assignments such that their combined total weekly hours (through posted work schedule(s) and Shift Marketplace) do not exceed a maximum of forty (40) hours per week. For clarity, Article 7.01 (h) of Appendices I & L shall not apply.

• **LETTER OF UNDERSTANDING (NEW) – PART-TIME CROSS-TRAINING / SHIFT MARKETPLACE: (Appendices I & L – PART TIME)** as follows:

In advance of and/or during implementation of Part-Time Cross Training and/or Shift Marketplace, the Parties may undertake Scheduling Proof of Concept (POC) programs under the following principles:

- (i) Employee participation will be voluntary, and;
- (ii) Where scheduling provisions and/or scheduling practices in the collective agreement conflict, the Parties will work to develop solutions for implementation.

• **LETTER OF UNDERSTANDING (NEW) – PROVINCIAL MINIMUM WAGE: (Appendices I & L – PART TIME)** as follows:

“The Parties have contemplated potential increases to the Ontario provincial minimum wage and confirm that the following shall apply only to part-time employee’s wage progressions.

In the event the Ontario Provincial Government increases minimum wage in excess of the negotiated wage increase, the Company agrees to add the differential to those employees who are at top rate or over-scale on the date the government makes the increase effective. The increase will be implemented the Sunday following the governments announced effective date.

For clarity, If a top rate or over-scale employee received a 40 cent contract wage increase in July, and the Provincial Government declares a 50 cent increase to the

minimum wage in October, the Company will increase the employee's wage by 10 cents the Sunday following the governments announced effective date.

The Parties agree to Renew the following Letters of Understanding with modification;

- **Letter of Understanding #10 Re: Job Opportunity Bulletins**

Insert new paragraph as follows:

“The parties agree that the Company may work to develop and implement electronic/digital delivery of processes contained herein.”

- **Letter of Understanding #26 Re: Job Security and Contracting Out:**

Amend to reflect the new “date of ratification” throughout the Letter of Understanding.

- **Letter of Understanding #43 Re: Call-ins (Additional Hours)**

Amend second paragraph as follows:

“Should additional hours (as defined below) become available, the Company shall make every reasonable effort to offer the hours to employees on a seniority basis, after which the hours may be offered through the “Shift Marketplace”.

- **Letter of Understanding #48 Re: Hired at 2 Corporate Stores**

Delete and renumber to reflect change.

TERM

Amend to reflect a term of expiry of June 30, 2024.

MISCELLANEOUS

1. The Parties agree that this Comprehensive Offer concerns matters respecting the renewal or revision of collective agreements and/or the entering into of new collective agreements. For this purpose:
 - (a) This Comprehensive Offer shall include the terms of the Collective Agreement expiring on July 1, 2021.

(b) Upon ratification of this comprehensive offer, the parties agree to file a joint application with the Ontario Labour Relations Board pursuant to section 58 (3) of the Labour Relations Act to terminate the current collective agreement prior to the expiry date of July 1, 2021.

2. No aspect of this Comprehensive Offer shall be applied retroactively unless specifically and expressly stated herein.
3. The Minimum Wage Arbitration is resolved with full finality. The Parties will advise Arbitrator Surdykowski of same and request that no award be issued.
4. This Comprehensive Offer shall be null and void if not ratified by the Union.

The union recommends the members vote to ratify this comprehensive offer by voting yes to accept.