

Loblaws RCSS & Great Food - “Compressed” Four Day Workweek

The Union and the Company have agreed to terms applicable to new “compressed” four day workweek full time positions. The premise of these positions is to increase full time coverage on weekends and evenings while at the same time providing employees the opportunity to work a compressed workweek.

i) The Company may introduce compressed full time positions within Loblaws RCSS or Great Food locations as it determines appropriate in the following circumstances:

- a. the Company adds a new compressed workweek full time position
- b. a vacancy occurs which the Company determines should be replaced using a compressed work week
- c. in the event that the Company wishes to convert a regular full time position to a compressed work week position they shall canvass by seniority within the department in the store which the intended compressed work week position would be used for an employee who is currently in a regular full time position and volunteers to convert to a compressed workweek position**

ii) These compressed positions may exist on night shifts or days/evenings. Each week employees in compressed full time roles will work four (4) shifts. The Company shall determine what length of shifts will be used to make up the normal workweek however no shift shall be scheduled to be longer than ten (10) paid hours.

The rotation shall be the following unless mutually agreed otherwise. The Company shall determine whether each compressed full time employee works on Monday or Thursday in weeks 2 and 3 of the rotation.

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Off	Off	Off	Work	Work	Work	Work
Work	Off/Work	Off	Off	Off/Work	Work	Work
Work	Off/Work	Off	Off	Off/Work	Work	Work
Work	Work	Work	Work	Off	Off	Off

Normal rotation will resume following an employee's vacation at the point in the rotation at which they left off.

- iii) Notwithstanding any provision to the contrary in the collective agreement, appendices or letters of understanding all employees accepting a compressed full time role must volunteer to work Sundays on an ongoing basis while in the role.
- iv) For the purposes of these compressed full time roles, evening work for all days shall be defined as being after 8:00 p.m.. Notwithstanding any provision within the collective agreement, appendices or letter of understanding there shall be no other restrictions on the scheduling of compressed full time employees.
- v) Where a position is filled under i) a) or i) b) regular full time and part time employees may apply and will be selected by seniority provided they possess the required knowledge, ability and qualifications.
- vi) Regular full time employees may bump into a compressed full time position only if willing to fulfill the obligations of the compressed full time position on an ongoing basis and otherwise would bump regular full time positions in accordance with the terms of the agreement.
- vii) These positions for all purposes of seniority (other than as explicitly described otherwise within this appendix) shall be treated as would a regular full time position in the same department, performing the same work, on the same shift (ie. a compressed full time grocery clerk – nights and a normal full time grocery clerk – nights would be treated the same in the event of lay off).

- viii) The Company shall have the right to discontinue any compressed full time position upon sixty (60 days) notice whereupon an affected individual shall be entitled to bump in accordance with the provisions of the collective agreement.
- ix) For administrative purposes employees on a compressed work week may be placed on a standard weekly salary and shall consent to an overtime averaging permit should one be required in order to administer the compressed workweek as set out above in ii). The salary may be adjusted to account for absenteeism.
- x) **A Statutory Holiday will not interrupt the rotation outlined above. The employee will receive statutory pay based on their regular shift at the time of the statutory holiday occurs.**