

Your Store is Converting to a Great Food Store

Know Your Options

A Guide for UFCW Canada Local 1000A Members Who Work at Loblaws Stores Announced for Conversion

Your Options

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President's Note



Nothing is more important for your union than protecting and improving life for you and your family. That's why we fought hard to ensure your economic security when Loblaws informed us of its intent to convert all its conventional stores. With your support, we successfully negotiated five options to secure your livelihood as you transition to the Great Food banner. The importance of reviewing and understanding your options cannot be underestimated as your choice can affect everything from your earning potential to your benefits. With this in mind, we prepared this book to help you with your decision-making process.

Overview

The Company confirms that there will be no conversions of conventional stores under this collective agreement to the Superstore format.

The Company shall provide the Union and the Employees with three (3) months notice prior to converting a store to a Loblaw Great Food store. All employees shall make their decision within forty-eight (48) hours of being given their individual options. If an employee does not make their decision within forty-eight (48) hours of being given their individual options, they shall be deemed to have accepted the buy-down (Option 1).

Employees who convert or are hired into the Loblaws Great Food Store will acquire and exercise seniority within the Great Food Appendix.

All employees affected by the opening of a new Loblaws The Great Canadian Food Store (GCFS) and a related closure of a conventional store will have the following 5 options in addition to their bumping rights under the terms of the conventional store collective agreement provided that the store to which they would bump has not itself been announced for conversion within the upcoming twelve (12) months.

An Employee converting to Great Food has the following options available to them at the time of the conversion:

1. They may sign off immediately accepting the full Great Food terms and the associated buy-down; or, they may undertake a three (3) month trial of the Great Food non economic terms while maintaining their Conventional economic terms as outlined in Option 2; or,
2. They may sign off immediately maintaining their Conventional economic terms while accepting the Great Food non economic terms; or,
3. They may accept a buyout; or,
4. They may accept the early retirement offer; or,
5. One for One Transfer on Conversion and Supplementary bumping rights.

The terms associated with each of these options are detailed on the following pages.

IMPORTANT!

This information booklet has been prepared by UFCW Local 1000A for the convenience of its members, whose conventional stores have been announced for conversion to the Great Food banner. The terms and conditions related to these conversions are contained in Letter of Understanding 61. Explanations are contained herein to help you better understand your options.

The company will give you three months notice prior to your store's conversion. You must make your decision within 48 hours of being given your individual options. If you fail to do so, you will be deemed to have accepted Option 1.

Did you know?

Your lump sum payments are taxable. Please visit Revenue Canada at www.cra-arc.gc.ca/ or call 1-800-959-8281 for more information.

Comparing Benefits

For a copy of the Benefits Comparison Document, which outlines the differences in health and welfare benefits between Loblaws Conventional and Loblaws Great Food stores, please contact your staff representative.

NOTE: *This information booklet is not a legal document. For complete and accurate documentation of the rights and duties of the union and its members who work at Loblaws, the Real Canadian Superstore, and Great Food, reference must be made to the 2010-2015 UFCW Local 1000A/Loblaws Collective Agreement including the Real Canadian Superstore/Great Food Appendices. In the interim of the Collective Agreement being amended to incorporate the amendments ratified by the membership through the Memorandum of Settlement in October, 2010, please reference your old collective agreement together with the ratified October, 2010 Memorandum of Settlement. Contact your staff representative for a copy of the Memorandum of Settlement.*



Transfer to the Loblaws Great Food Store and Transfer Allowance to Great Food Economic Terms

Monetary compensation will be given to those who choose Option 1 and transition to the terms and conditions of employment at Great Food stores. Loblaws stores have different economic terms (wages, benefits, sick days, vacation entitlement, retiree benefits, etc) and operational terms (Sunday work for all, part-time scheduling and availability, etc)

compared to Great Food stores.

FULL-TIME

A full-time employee from a conventional store who transfers into a bargaining unit position at a Loblaws Great Food Store will be eligible for the transfer allowance, as will a department manager from a conventional store transferring into a salaried unionized department manager position at a Loblaws Great Food Store. A full-time employee who is promoted to a unionized department manager position will not be eligible for the transfer allowance. The transfer allowance payment is based on three weeks pay per year of completed service as of the date of transfer to a **maximum of \$75,000** and a **minimum of \$10,000**.

PART-TIME

A part-time employee who transfers to Loblaws Great Food Store shall receive a payment of three weeks pay per year of completed service as of the date of transfer to a **maximum of \$15,000**. A part-time employee with less than one year of service as of the date of transfer will receive **no less than \$500**. A part-time employee with one year or more of service as of the date of transfer will receive **no less than \$1,000**. A part-time employee from a conventional store hired into a full-time bargaining unit position (non managerial) at a Loblaws Great Food Store at the time of conversion will be eligible for the part-time transfer allowance.

FOR BOTH

For clarity, any other full-time or part-time employees that transfer into a Loblaws Great Food Store after the conversion will not be entitled to a transfer allowance. (1)

Such employees will sign off that they are acknowledging that Sunday work is no longer voluntary and that this option is of the greatest benefit to them personally. **Sunday work shall be part of their normal work week.** (2)

An employee who transfers will slot into the applicable Loblaws Great Food Store wage progression based on their current rate of pay. The employee will slot into the next higher rate of pay and their existing hours will be replaced with the minimum number of hours associated with that rate of pay. If their current rate of pay is in excess of the end rate of the Loblaws Great Food wage progression, they will slot into the end rate of the Loblaws Great Food wage progression. However, a front-end service clerk will slot in on the same basis, but to a maximum of \$10.75 per hour.

It is understood and agreed that any employee who transfers for any reason to a Loblaws Great Food Store shall not be able to return to a conventional store regardless of any other provision in the collective agreement except as provided for in Conversion Rules # 6 of this Letter of Understanding. However, when electing the option to transfer to Loblaws Great Food Store, an employee may choose to do so on a trial basis. They may undertake a three month trial of the Great Food non-economic terms while maintaining their Conventional economic terms as outlined in Option 2. (3) **Employees electing to undertake a trial may finalize their decision under Option 1, 2, 3, 4, or 5 at any time up to the conclusion of their three month trial.** Such an employee will retain the options of returning to the conventional store agreement three months from the date of transfer. **An employee may also exercise Option 1 (transfer allowance), 2, 3, 4 or 5 within this three month trial period.** The amount of their transfer allowance or buyout will be calculated as of the date of the transfer to the Loblaws Great Food Store. The employee will not receive that amount until they advise the employer in writing that they are electing to abandon the right to return to a conventional store. An employee who does not make an election in writing prior to the end of the three month period shall be deemed to have elected to abandon the right to return to a conventional store and will receive the amount of

Footnotes & Points of Clarification

For Great Food part-time scheduling and availability language, please reference the document, "Your Great Food Scheduling and Availability Provisions."

1. All employees affected by the opening of a new Loblaws Great Food Store and a related closure of a conventional store and choose Option 1 will have eligibility for the transfer allowance. Once the conversion is completed, transfer allowances are not available to employees for any subsequent transfers into the converted store.

2. Sunday work will no longer be voluntary for those who accept the transfer allowance. Under the Great Food provisions, no premiums are paid for Sunday work.

3. You may undertake a three-month trial under Option 1 of the Great Food non-economic terms while maintaining your conventional economic terms as outlined in Option 2.

their transfer allowance. (4) An employee who decides to return to a conventional store within the three month period will be absorbed in a conventional store at their former rate of pay and position or the employee may elect to exercise their bump. The Employer determines into which store to absorb a full-time and/or a part-time employee. If there were no bump options available at the time of conversion then the employee will not be absorbed in a conventional store.

Notwithstanding the above, no employee will be on a trial basis if there will not be any stores remaining in their region one year of the date the store is converted.

Supplementary Transfer Right for Department Manager

The current unionized Department Managers in a conventional store which converts to the Loblaws Great Food Store will be offered the same salaried unionized department manager position in The Loblaws Great Food Store. (5)

Other Provisions

Any employee who transfers to a Loblaws Great Food Store from a Loblaws store shall **maintain their bargaining unit seniority date, company service date, pension plan and personal assurance of employment where applicable.**

Option 2 Transfer to the Loblaws Great Food Store and maintain Conventional Economic Terms

Maintain what you have with your existing conventional economic terms (wages, benefits, sick days, vacation entitlement, Christmas bonus, retiree benefits, etc, as outlined below). You will work under the Great Food scheduling provisions and operational terms not listed below.

FULL-TIME

A full-time employee from a conventional store who transfers into a bargaining unit position at a Loblaws Great Food Store who elects not to take a transfer allowance shall **maintain their conventional rate of pay and benefits** under Articles 9 and 8 and **Health and Welfare benefits** (Appendix "D"), including **Sick pay allowance** (Article 13, Appendix "D"), **Vacation** (Article 7), **Christmas Bonus** (Article 24), **Pension** (6) (Appendix "E") letters of understanding #8, #22 and #34 (7) while working in Loblaws Great Food Stores. All other terms of the Loblaws Great Food Store Appendix shall apply except as noted herein.

PART-TIME

A part-time employee from a conventional store who transfers to Loblaws Great Food Store who elects not to take a transfer allowance shall **maintain their conventional rate of pay and benefits** under of Appendix "A", Article 1.14 (Wages), Article 1.15, **Vacation** (1.16 (a)) **Christmas Bonus** (Article 1.16 (b)), Article 1.21, 1.22, 1.24 and 1.25. All other terms of the Loblaws Great Food Store Appendix shall apply.

FOR BOTH

Special Conversion Provisions Relating to Sunday Work

The following shall apply for a Conventional employee hired prior to 2006 ratification for whom Sunday work is voluntary at the time of their store's conversion.

Such employees will sign off that they are acknowledging that Sunday work is no longer voluntary and that this option is of the greatest benefit to them personally. **Sunday work shall be part of their regular work week.** (8)

The below special transition commitments are made with respect to Sundays:

A part-time employee who is entitled to a 28 hour guarantee (9) and who worked more than 39 Sundays within the 52 weeks leading up to the date of ratification (10) of the Collective agreement shall be guaranteed 32 hours rather than 28 hours **for a period of two years beyond the conversion of their store.**

Footnotes & Points of Clarification

4. Before your three-month trial is up, you must inform your employer whether you will choose Option 1, 2, 3, 4 or 5. If you don't, you will be deemed to have chosen Option 1 and you will receive your transfer allowance.

5. While you will be offered the same position, you will be compensated on a salary-basis versus an hourly-basis. When you work overtime, you will be given time off instead of overtime pay.

For Great Food part-time scheduling and availability language, please reference the document, "Your Great Food Scheduling and Availability Provisions."

6. Keep in mind that your rate of pay will affect pension contributions.

7. Letters of Understanding #8 and #22 refer to early retirement benefits. Letter of Understanding #34 refers to the right to grieve the denial of benefits.

8. Under the Great Food provisions, no premiums are paid for Sunday work.

9. The 28-hour guarantee as referenced under Great Food scheduling provisions in the collective agreement.

10. Date of Ratification: October 6, 2010.

A full-time employee who worked more than 39 Sundays within 52 weeks leading up to the date of ratification of the Collective agreement shall be entitled to work 44 hours per week (without incurring overtime) rather than 40 hours **for a period of two years beyond the conversion of their store.**

The Company will prepare and provide to the Unions a summary of Sunday work in the year preceding ratification for those to whom this provision applies within two months of ratification. (11)

Transitional agreement for employees transferring to a Great Food Store who may desire to opt out of working Sundays and currently have that ability in a Conventional store.

A full-time or part-time employee from a conventional store who currently has the right to opt out of working Sundays and who upon transferring to a Great Food store elects not to take the transfer allowance shall continue have the right to opt out of Sunday work **for a period of 18 months from the date of conversion.**

A part-time employee wishing to opt out of Sunday work under this letter will be considered to meet the minimum availability, however will not be eligible for any 28 hour guarantee for which they otherwise might be entitled.

Eligible employees will make their intentions know within two weeks after the date of conversion and will be eligible to change their option by giving four months notice to their department manager. (12)

Option 3 Buy-out FULL-TIME

A full-time employee who wishes to sever their employment will receive a payment of three weeks pay per year of completed service as of the date of conversion to a **maximum of \$75,000. No full-time employee will receive less than \$10,000.**

PART-TIME

A part-time employee who wishes to sever their employment shall receive a payment of three weeks pay per year of completed service as of the date of conversion to a **maximum of \$15,000.** A part-time employee with less than one year of service as of the date of conversion will receive **no less than \$500.** A part-time employee with one year or more of service as of the date of transfer will receive **no less than \$1,000.**

Option 4 Early Retirement Offer

The Employer will make an early retirement offer to all employee affected by the opening of a Loblaw's Great Food Store and a related closure of a conventional store.

To be eligible for the early retirement offer an employee must be 55 years of age as of the date they are affected. The early retirement offer will be based on three weeks pay per year of completed service as of their date of retirement, to a maximum of \$75,000 for full-time and \$15,000 for part-time or the equivalent of salary continuation until age 65 (or for part-time until age 67), whichever is the lesser. (13) An employee who elects to retire will receive the applicable pension and benefits in accordance with and subject to the terms of the pension plan. The Company reserves the right to manage the timing of employees' departure date, provided there is no prejudice to an employee's pension entitlement.

Full-time employees who wish to retire and work part-time may do so at a conventional store or Loblaw's Great Food Store, and slot into the applicable end rate of pay for part-time. They will not be eligible for future full-time employment and will not be eligible for any additional pension entitlement by virtue of that part-time employment.

11. Contact your staff representative (1.800.637.5936) to find out if your name is included in this summary.

12. If you want to opt out of working Sundays (for an 18 month period from the time of conversion) and are eligible, you have to inform your department manager within two weeks of your store converting. You can change your mind about opting out of Sunday work by giving your department manager four months notice.

13. **FULL-TIME**
The company will make you an offer of the lesser of:

a) Three weeks pay per year of completed service as of your date of retirement. Maximum of \$75,000

OR

b) The continuation of your salary if you are full-time until age 65

PART-TIME

The company will make you an offer of the lesser of:

a) Three weeks pay per year of completed service as of your date of retirement. Maximum of \$15,000

OR

b) The continuation of your salary if you are part-time until age 67

Option 5 One for One Transfer on Conversion and Supplementary Bumping Rights

Footnotes & Points of Clarification

Employees of a store which is to be converted shall have the options available under the collective agreement; however, the Company must be able to ensure the ongoing efficient operation of surrounding stores as well as to accurately project and manage the associated costs. (14)

As a result, it is understood and agreed by the parties that **each full-time employee who chooses to transfer out of a converting store to a nearby store must be off-set by a full-time employee within the surrounding stores accepting a transfer back into the converting store.**

The Company shall consider full-time volunteers to transfer to the converting store outside of the natural sequence of bumps and they shall be offered Options 1 and 2. Those volunteer(s) electing Option 1 will only be considered under this provision where such volunteer(s) commits to remain with the converted store after receiving their transfer allowance for a minimum period of one year of active service. (15) The Company shall be permitted to balance the full-time complement in surrounding stores in connection with an individual accepting a voluntary transfer to a converting store.

Each part-time employee who chooses to transfer out of the converting store into an adjacent store will result in the next most junior employee in the department that they are transferring into being transferred to the converting store.

The Company shall consider part-time volunteers to transfer to the converting store outside of the above described protocol and they shall be offered Options 1 and 2. Those volunteer(s) electing Option 1 will only be considered under this provision where such volunteer(s) commits to remain with the converted store after receiving their transfer allowance for a minimum period of one year of active service. (16)

For clarity, in a converting store which has 40 full-time and 150 part-time employees an equivalent number of full-time and part-time employees must be converted.

No transfers shall be permitted to a store which has itself been announced for conversion in the next 12 months. (17)

An employee may elect to exercise whatever bumping rights they have under the terms of the conventional store agreement. However, they will only have these rights if there will be any stores remaining within their division one year after the date their store converts. Otherwise, the employee shall have no bumping rights. (18)

Where an employee has bumping rights as described above they may elect to exercise whatever bumping rights they have under the terms of the conventional store agreement subject to the following:

Such employees will have the following supplementary bumping rights.

i) If the employee has no bump to a conventional store within 40 kilometers of their current store, and there is one or more conventional stores within 40 kilometers of their store, the Employer will offer to absorb the employee at one of those conventional stores in their same position and rate of pay. No full-time employee shall be laid off as a result of the absorption of such an employee. (19)

ii) If the employee elects to bump into a conventional store which is more than 40 kilometers away and the travel distance from the employee's home store is greater than that currently travelled by the employee, the employee will be given relocation assistance. (20) The amount of the relocation assistance is outlined below:

Home Owner to Home Owner	- \$15,000
Home Owner to Renter	- \$12,500
Renter to Home Owner	- \$ 7,500
Renter to Renter	- \$ 5,000

An employee will be reimbursed for eligible expenses up to these maximum amounts.

14. You can maintain status quo by using your seniority rights under the collective agreement to bump to another Loblaws store as long as that store is not announced for conversion within 12 months.

15. If a full-time employee chooses to transfer out of a converting store to a nearby store, then that person must be off-set by another full-time employee. In such case, the company will consider full-time employee(s) who wish to volunteer to transfer to the converting store. Such employees will be offered Options 1 and 2. In this circumstance, those choosing Option 1 must commit to work in the converted store for a minimum of one year.

16. If a part-time employee chooses to transfer out of a converting store to a nearby store, then that person must be off-set by another part-time employee. In such case, the company will consider part-time employee(s) who wish to volunteer to transfer to the converting store. Such employees will be offered Options 1 and 2. In this circumstance, those choosing Option 1 must commit to work in the converted store for a minimum of one year.

17. For points 15 and 16 - please note that no transfer will be permitted to a store which has been announced for conversion.

18. There may be additional bumping rights for you when your store converts. You can maintain status quo by using your seniority rights under the collective agreement to bump to another Loblaws conventional store if any conventional stores exist within your division one year after your store converts. Otherwise, you will have no bumping rights.

19. The employer will offer to absorb you at your same position and rate of pay if there is at least one conventional store within 40 km of your existing store and if you do not have a bump available to you within 40 km.

20. If you choose to bump to a store more than 40 km away, and if the distance to that store is greater than what you currently travel to your existing store, you will receive relocation assistance.

These amounts may be applied to one of the following choices:

Choice A

Royal LePage Relocation Services (RLRS)- the package includes negotiated pricing on relocation services, relocation and expense/taxation counselling and real estate sales help. Further details are available from the Employer's relocation group.

Choice B

Expense reimbursement through the LCE Employee Services- the same relocation allotment is available to employees as with Option A. Employees can use the allotment to recover costs associated with their relocation expenses through providers of their choice. As with the RLRS agreement, discounted prices will be available through providers with whom Loblaw Companies has a negotiated corporate rate.

Note: Employees who elect to list with a realtor other than Royal LePage and still want to obtain taxation advice and other services under the RLRS agreement may do so, but will be required to complete a referral agreement with RLRS which states that a referral fee will be paid to RLRS. Copies of this agreement may be obtained from RLRS.

General

Conversion Rules (21)

The parties agree that the following additional rules will apply in the event of a conversion of a conventional store to Great Food.

- 1.** Should a part-time employee who elects at the time of conversion to retain the economic terms of the conventional agreement thereafter post into a full-time position in a Great Food store, then that employee will convert to the Great Food economic terms and will not be eligible for a transfer allowance.
- 2.** Should a part-time employee who elects at the time of conversion to retain the economic terms of the conventional agreement thereafter post into any position in a RCSS store, then that employee will convert to the RCSS economic terms and will not be eligible for a transfer allowance.
- 3.** Should a part-time employee, at the time of conversion, move into a full-time position, then that employee will convert to the Great Food economic terms, and will be eligible for a transfer allowance, based on the part-time conversion calculation.
- 4.** Should a full-time employee who elects at the time of conversion to retain the economic terms of the conventional agreement post to another position within any Great Food store that employee will continue to be paid based on the conventional agreement and will continue to be covered by the economic terms of the conventional agreement at the applicable rate for the new position.
- 5.** Should an employee, at any time, move to RCSS, that employee will convert to the RCSS economic terms and will not be eligible for a transfer allowance.
- 6.** Should an employee who elects at the time of conversion to retain the economic terms of the conventional agreement thereafter post into a full-time position in a conventional store (provided the store in question has not itself been announced for conversion within 12 months) then they will retain their economic terms.

Final Store

In the event that a conventional store is the last remaining conventional stores in an area, and that store is converted to a Franchise store or closed, interested employees will be absorbed into nearby previously converted stores covered by the same collective agreement. Employees being absorbed, shall have the same options available to them as would an employee in a store converting to Great Food. The Company shall have the right to balance full and part-time employees between stores within the area. (22)

21. Please review all points carefully as there are instances (Points 1, 2 and 5) where part-time employees no longer maintain conventional economics if they choose Option 2 at the time of conversion.

Please also note if you are part-time and change your employment status at the time of conversion (as outlined in Point 3), you are not eligible for Option 2.

22. You will be absorbed into a nearby converted store and have Options 1 to 5 available to you if your workplace is the last conventional store in an area and is converted to a franchise store or closed.

Benefits

Existing eligible full-time conventional employees who accept Option 1 and convert to GCFS will maintain their retiree benefits. These eligible employees who continue to work full-time beyond age 65 will revert to the company retiree benefits. Benefits will cease for their spouse and dependents when the employee turns 65. (23)

Part-time employees who are eligible for dependent drug coverage at Loblaws and convert to The Great Canadian Food Store will be grandfathered for dependent drug coverage and will continue to have coverage provided they meet the hours qualifier at the The Great Canadian Food Store. Ongoing eligibility will be based on meeting the hours qualifier.

Part-time Benefits Upon Conversion to Great Food / RCSS

The benefits of employees who accept a transfer allowance to the Great Food / RCSS terms will be the benefits provided for in the Great Food / RCSS appendices. The following shall apply:

Part-time Employees who have benefits at the time of conversion:

Part-time employees who have benefits at the time of conversion will have benefits until the end of the calendar year of conversion and will be required to re-qualify in the new calendar year based on the conventional hours qualifiers and all subsequent years the Great Food / RCSS qualifiers will apply. (24)

Part-time Employees who do not have benefits at the time of conversion:

Employees who have not qualified will be permitted to qualify initially for benefits under the conventional qualifiers. Beyond the first year of benefit coverage employees will be required to re-qualify based on the Great Food / RCSS hours qualifiers. (25)

Christmas Bonus

When a store converts to a Great Food Store on any date beyond July 1st employees will be entitled to a Christmas Bonus under the terms of the conventional agreement in that year provided that they continue to be actively employed up to and including the time of the payment. (26)

Bumps and Absorption

Where an employee is absorbed in a store and this results in a part-time employee(s) being scheduled for no hours for a four consecutive week period, they will be offered the option to transfer to the Loblaws Great Food Store which triggered the absorption and will be offered Options 1 to 5 or they may elect to exercise their bump under the conventional store agreement. The employer will also canvass, by Department, by seniority (in the Department in which the effected employee was absorbed) those part-time employees who wish to transfer to the Loblaws Great Food Store which triggered the absorption and they will be offered Options 1 to 5. (27)

Bumps

Any employee who is bumped by an affected employee shall have the options outlined in Options 1 to 5 (where applicable) made available to them. These rights pass along with any further bumps.

Absence at Time of Conversion

Employees who are absent from work due to sickness, disability, maternity leave or parental leave are eligible for Options 1 to 5. Such employee may elect:

- i) to have their Options held in abeyance pending their return to work; or
- ii) to exercise their Option at any point during their absence, subject to being cleared to return to work, where applicable. (28)

Footnotes & Points of Clarification

23. Keep in mind: If you are under 55 at the time of conversion, and accept the Transfer Allowance, you do not qualify for early retiree benefits. If you are 55 or over at the time of conversion, and accept the Transfer Allowance, you do qualify for early retiree benefits as outlined in the collective agreement.

24. PART-TIME EMPLOYEES WITH BENEFITS AT CONVERSION

You will continue to have benefits until the end of the calendar year of conversion. In the new year, you on have to requalify based on conventional hours qualifiers and in all subsequent years, you will be subject to the Great Food hours qualifiers.

25. PART-TIME EMPLOYEES WITHOUT BENEFITS AT CONVERSION

You will be permitted to qualify initially under the conventional qualifiers. Beyond the first year of benefit coverage, you will be subject to the Great Food hours qualifiers.

26. You will be entitled to a Christmas bonus under the terms of the conventional agreement in the year of conversion if your conventional store converts after July 1 and you continue to be actively employed up to and including the time of payment.

27. Part-time employees affected (as outlined) by others absorbed into their conventional store(s) will have entitlement to Options 1-5 as described.

28. You may hold your decision in abeyance of which option to select if you are absent from work as outlined herein at the time of conversion.

It is understood that:

- i) any payment owing shall be calculated as of the date of closure of the conventional store which triggered the Options; and
- ii) In the case of an employee who elects Option 5, the employee's home ownership/renter status shall be determined as of the date of the closure, but the employee's bump shall be done as of the date of return to work.

It is understood that these payments referred to shall be deemed to include any payment in the nature of termination pay or severance pay required at law or by any other provision of the collective agreement and shall have statutory deductions made.

Calculation

For the purpose of this letter, the calculation of a full-time week's pay shall be based on **37 hours per week times their current regular rate of pay as of the date of transfer.** (29)

For the purpose of this letter, the calculation of a part-time week's pay shall be based on the **previous 52 weeks average hours or the previous 12 weeks average hours or the average of the hours in the 12 weeks prior to a leave of absence commencing in the previous 52 weeks, whichever is the greater.** (30)

Part-time Availability

A part-time employee from a conventional store who had been regularly unavailable to work at a particular time or on a particular day of the week in the conventional store, because of legitimate reasons beyond personal preference, who transfers to a Great Food Store will not be required to make themselves available for work in the Great Food Store at the time or day notwithstanding the provisions of Article 7.01 of Appendix "G". For clarity, this declaration must be made at the time of transfer. The parties agree to meet to attempt to resolve any disputes with respect to the application of this letter. (31)

Loblaws Full-time and Part-time Transfer Options in connection with Letter of Understanding # 61 Options 1 and 2

The list of positions found below will be updated and customized by the parties at the time of conversion to ensure there is a matching position at The Loblaw Great Food store.

Current Full-time Position

The Great Food Store Job Offer

Grocery Mgr Vol. # 5	Grocery Mgr.
Grocery Mgr Vol. # 3	Assistant Grocery Dept. Mgr.
Produce Manager Vol. # 5	Produce Mgr.
Produce Manager Vol. # 3	Assistant Produce Dept Mgr
Meat Manager	Meat Mgr.
Assistant Meat Mgr.	Assistant Meat Dept. Mgr.
Service Mgr.	Service Dept. Mgr.
Bakery Mgr.	Bakery Dept. Mgr.
Assistant Bakery Mgr.	Assistant Bakery Dept. Mgr.
Lead Hand Baker Nights	Baker
Customer Service Mgr.	Customer Service Mgr.
Bookkeeper	Bookkeeper
Back-up Bookkeeper	Asst. Customer Service Mgr (Back-up Bookkeeper)
Floral Mgr.	Floral Mgr.

Footnotes & Points of Clarification

29. Full-Time Week of Pay = Rate of Pay (As of Date of Transfer) X 37 hours

30. Part-Time Week of Pay= Rate of Pay X the greater of:

Total Yearly Hours ÷ 52

OR

Total Hours in 12-week-period ÷ 12

OR

(Total Hours in 12-week-period prior to a Leave of Absence Starting in the Previous 52 weeks) ÷ 12

31. If you were regularly unavailable to work at certain time(s) or day(s), you may be eligible to carry this non-availability over to the converted store if you meet the criteria. You must advise the company of this at the time of transfer.

Positions List Continued on Page 10 >

Current Full-time Position Con't

Receiver (Days)
Receiver (Nights)
Night Crew Chief
Grocery-Produce Clerk
Grocery-Produce Clerk (Nights)
Analyst
General Merchandise Mgr.
Baker, Baker Decorator
Baker/Decorator
Baker, Baker Decorator (Nights)
Baker/Decorator (Nights)
Meat Cutter
Meat Cutter (Nights)
Cashier
Service Clerk
Meat Clerk
Bakery Service Clerk
Grocery Clerk
Produce Clerk
General Merchandise Clerk
Pharmacy Assistant

Current Part-time Position

Cashier
Service Clerk
Meat Clerk
Bakery Clerk
Grocery Clerk
Produce Clerk
General Merchandise Clerk
Front end Service Clerk
Photo Lab Clerk

The Great Food Store Job Offer Con't

Receiver
Receiver (Nights)
Night Crew Chief (Night Manager)
Grocery-Produce Clerk
Grocery- Produce Clerk (Nights)
Inventory Control Mgr
General Merchandise Mgr.
Baker (Scratch)
Baker (Scratch)
Baker (Scratch) (Nights)
Baker (Scratch) (Nights)
Meat Cutter
Meat Cutter (Nights)
Cashier
Service Clerk
Meat Clerk
Bakery Service Clerk
Grocery Clerk
Produce Clerk
Grocery or Produce Clerk
Pharmacy Assistant

The Great Food Store Job Offer

Cashier
Service Clerk
Meat Clerk
Bakery Clerk
Grocery Clerk
Produce Clerk
Position in Grocery or Produce
Front end Service Clerk
Position in Grocery or Produce

If no unionized position exists for a current full-time employee, then one shall be created on the same shift for that employee.

Examples and Worksheets

We have provided examples and worksheets to help you decide which option is best for you and your family.

Before making your decision, read this worksheet carefully. [Full-Time begins page 15.](#)

Members Who Work Part-Time

Example One: Alice

Alice is a part-time employee with 8.5 years of service. She has worked 6,705 hours and is earning \$11.50/hour when her store is converted to a Great Food store. She is considering Option 1- Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer – how much lump sum is she entitled to?

Step 1 Calculate Average Weekly Hours

First, Alice must calculate her average weekly hours for the last 52 weeks and the last 12 weeks. She finds the 12 weeks-calculation gives her a higher weekly average of hours with 18 per week.

Total # of hours in the past 52 weeks: 832 hours

832 hours ÷ 52 = 16 average hours/week

OR

Total # of hours in past 12 weeks: 216 hours

216 hours ÷ 12 = 18 average hours/week

Therefore, Alice will use the higher weekly average of 18 hours per week to calculate her gross lump sum.

Step 2 Calculate Gross Lump Sum

Secondly, Alice uses her average weekly hours to calculate the gross lump sum she is entitled to before applicable taxes are deducted.

18 average hours/week X \$11.50/hour = \$207 gross earnings per week

\$207/week X 3 weeks pay per year of service* = \$621 gross lump sum per complete year of service**

\$621 X 8 complete years of service = \$4,968 gross lump sum

for Option 1-Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer

* Calculations for Option 1-Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer are based on 3 weeks pay per year of complete service.

** Calculations of lump-sums are based on “complete” years of service.

Step 3 Calculate Wage Differential (if any)

Thirdly, Alice can check the **Great Food part-time wage grid on Page 14** to find out what her hourly wage will be if she accepts Option 1- Transfer Allowance. As her current rate of pay is \$11.50, Alice will slot into the next higher rate of pay in the Great Food part-time wage scale (\$12.59 - end rate for the part-time Great Food wage scale).

Wage difference from Alice’s conventional Loblaws store and the Great Food Wage grid:

Loblaws hourly wage rate:

\$11.50

Great Food hourly rate:

\$12.84 (effective July 3, 2011)

Difference: \$1.34

Alice would see her hourly wage increase by \$1.34 if she accepts Option 1- Transfer Allowance.

Example Two: Kumar

Alice's co-worker, Kumar, also has decisions to make. A high school student, Kumar has been working part-time at Loblaw's for three years and four months. He is earning \$10.35 when his store is announced for conversion. Kumar, who has accumulated 1,564 hours to date, plans to become full-time eventually. He is deciding between Option 1-Transfer Allowance and Option 2- Conventional Economics.

Step 1 Calculate Average Weekly Hours

First, Kumar must calculate his average weekly hours for the last 52 weeks and the last 12 weeks. He finds the 52 weeks-calculation gives him a higher weekly average of hours with 12 per week.

Total # of hours in past 52 weeks: 624 hours

$$624 \text{ hours} \div 52 = 12 \text{ hours per week}$$

OR

Total # of hours in past 12 weeks: 120 hours

$$120 \text{ hours} \div 12 = 10 \text{ hours per week}$$

Therefore, Kumar will use the higher weekly average of 12 hours/per week to calculate his gross lump sum.

Step 2 Calculate Gross Lump Sum

$$12 \text{ average hours/week} \times \$10.35/\text{hour} = \$124.20 \text{ gross earnings per week}$$

$$\$124.20/\text{week} \times 3 \text{ weeks pay per year of service}^* = \$372.60 \text{ gross lump sum per complete}^{**} \text{ year of service}$$

$$\$372.60 \times 3 \text{ complete years of service} = \$1,117.80 \text{ gross lump sum for Option 1-Transfer Allowance}$$

* Calculations for Option 1-Transfer Allowance are based on 3 weeks pay per year of complete service.

** Calculations of lump-sums are based on "complete" years of service.

Step 3 Calculate Wage Differential (if any)

Thirdly, Kumar can check the Great Food **part-time wage grid on Page 14** to find out what his hourly wage will be if he accepts Option 1-Transfer Allowance instead of Option 2- Conventional Economics. As his current rate of pay is \$10.35, Kumar will slot into the next higher rate of pay in the Great Food part-time wage scale (\$10.40).

By opting for the Transfer Allowance, Kumar will be placed on the Great Food wage scale and will start with 1,301 hours as associated with his new rate of pay (\$10.40).

Wage difference from Kumar's conventional Loblaw's store and the Great Food Wage grid:

Loblaw's hourly wage rate: Great Food hourly rate:

\$10.35

\$10.40

Difference: \$0.05

Kumar would see his hourly wage increase by \$0.05 if he accepted Option 1-Transfer Allowance and as such, the Great Food economics. He would continue to progress on the wage scale as he accumulated more hours.

Your Turn

Step 1 Calculate Your Average Weekly Hours

Calculate your average weekly hours for the last 52 weeks and the last 12 weeks and determine which is higher.

Total number of hours in the past 52 weeks: _____ hours
(B)

_____ hours ÷ 52 = _____ average hours per week
(B) (Y)

Total number of hours in the past 12 weeks = _____ hours
(A)

_____ hours ÷ 12 = _____ average hours per week
(A) (Z)

Is Y greater than Z? Then use Y to begin calculating your gross transfer allowance. Is Z greater than Y? Then use Z to start calculating your gross transfer allowance.

Step 2 Calculate Your Gross Lump Sum:

_____ average hours per week X \$ _____/hour = \$ _____
(Y or Z) (Your Hourly) (1=Gross Earnings Per Week)
(Rate of Pay)

\$ _____ X 3 = \$ _____
(1) (2= Gross Lump Sum Per Year of Service)

\$ _____/year of service X _____ complete years of service = \$ _____(3)

(3) – This is the approximate gross amount of your lump sum if you select
Option 1-Transfer Allowance
Option 3- Buyout
Option 4- Early Retirement Offer

Step 3 Calculate Your Wage Differential (if any)

Great Food Hourly Rate: \$ _____ *For those in the Front-end Service Clerk classification, the top rate is \$10.75/hour;

Minus Current Loblaws Hourly Rate: \$ _____

Difference: _____ (a “+” result means a raise) or (a “-” result means a wage decrease)

Notes: Check **Great Food part-time wage scale (page 14)** for the rate one step higher than your Loblaws rate of pay at time of conversion; If you are earning \$11.50 at Loblaws, you will be placed at the end rate of \$12.59 (which will increase to \$12.84 effective July 3, 2011) under the Great Food part-time wage scale; If there is no Great Food rate higher than your Loblaws rate, you too will be slotted at the end rate of the Great Food part-time wage scale; (E.g. if you are at the part-time end rate at Loblaws at \$14.75 effective July 3, 2011, you will be making \$12.84 effective July 3, 2011 under the Great Food economics if you opt for Option 1-Transfer Allowance).

Kumar’s Decision

After comparing Options 1 and 2, Kumar decides to opt for Option 1. While he likes the idea of maintaining his Loblaws wages, benefits, Christmas bonus and vacation entitlement with Option 2, Kumar knows he will no longer maintain these conventional economics if he, as a part-time employee, decided to pick Option 2 at the time of conversion and then is able to succeed in obtaining a full-time position at a Great Food store or RCSS (according to the Conversion Rules on Page 7).^{*} As such, Kumar opts for Option 1 which will provide him with an immediate \$0.05 hourly wage increase and a \$1,117.80 gross transfer allowance. Under the Great Food part-time wage scale, Kumar will also be able to get to the end rate (\$12.59 plus negotiated increases) once he works over 6,501 hours compared to the 8,751 hours (\$14.50 plus negotiated increases) required under the Loblaws agreement. If he opts for Option 2, Kumar’s hourly rate on the Loblaws progression would be \$11.50 once he has worked 6,501 hours, which is less than what he would be earning on the Great Food part-time wage progression.

^{*}Part-time workers who are thinking of choosing Option 2-Conventional Economics are strongly advised to thoroughly read Page 7 as there are instances where they will no longer maintain their conventional economics.

Alice's Decision

Alice picks Option 1-Transfer Allowance. As such, she will receive a lump sum payment of approximately \$4,968 less statutorily required deductions and a wage increase of \$1.34/hour (as outlined on Page 11 - Step 3) in the fall of 2011 when her store converts to a Great Food store.**

** Note: By opting not to take the conventional economics over to the Great food banner upon conversion, Alice made a decision to not continue on the conventional Loblaws wage progression which would get her to \$12, 12.50 and then the end rate of \$15 by June 30, 2013 if she worked enough hours. Under the Great Food progression, the maximum she will be earning by June 30, 2013 is \$13.09 and by June 29, 2014 is \$13.39. In addition, she is also agreeing to forgo the other economics listed in Option 2.

Part-Time Great Food Vacation Entitlement

Service Length	Vacation Entitlement
Less than 5 years of service	Employment Standard Act provisions apply
5 years or more of service	Entitled to 3 weeks vacation at 6 per cent vacation pay
10 years or more of service	Entitled to 4 weeks of vacation at 7 per cent vacation pay
15 years or more of service	Entitled to 4 weeks of vacation at 8 per cent vacation pay

Part-time Great Food Wage Scales

Minimum part-time rates of pay:

HOURS	Effective Oct 6, 2010	Effective July 3, 2011	Effective June 30, 2013	Effective June 29, 2014
0 - 300 hrs	\$10.25	\$10.25	\$10.25	\$10.25
301 - 650 hrs	\$10.30	\$10.30	\$10.30	\$10.30
651 - 1300 hrs	\$10.35	\$10.35	\$10.35	\$10.35
1301 - 1950 hrs	\$10.40	\$10.40	\$10.40	\$10.40
1951 - 2600 hrs	\$10.45	\$10.45	\$10.45	\$10.45
2601 - 3250 hrs	\$10.50	\$10.50	\$10.50	\$10.50
3251 - 3900 hrs	\$10.55	\$10.55	\$10.55	\$10.55
3901 - 4550 hrs	\$10.60	\$10.60	\$10.60	\$10.60
4551 - 5200 hrs	\$10.65	\$10.65	\$10.65	\$10.65
5201 - 5850 hrs	\$10.70	\$10.70	\$10.70	\$11.00
5851 - 6500 hrs	\$10.75	\$10.75	\$10.75	\$11.50
+6501 hrs	\$12.59	\$12.84	\$13.09	\$13.39

Minimum rates of pay for part-time scratch bakers*

HOURS	Effective Oct 6, 2010	Effective July 3, 2011	Effective June 30, 2013	Effective June 29, 2014
0 - 300 hrs	\$10.25	\$10.25	\$10.25	\$10.25
301 - 650 hrs	\$10.30	\$10.30	\$10.30	\$10.30
651 - 1300 hrs	\$10.35	\$10.35	\$10.35	\$10.35
1301 - 1950 hrs	\$10.40	\$10.40	\$10.40	\$10.40
1951 - 2600 hrs	\$10.45	\$10.45	\$10.45	\$10.45
2601 - 3250 hrs	\$10.50	\$10.50	\$10.50	\$10.50
3251 - 3900 hrs	\$11.00	\$11.00	\$11.00	\$11.00
3901 - 4550 hrs	\$11.50	\$11.50	\$11.50	\$11.50
4551 - 5200 hrs	\$12.00	\$12.00	\$12.00	\$12.00
5201 - 5850 hrs	\$12.50	\$12.50	\$12.50	\$12.50
5851 - 6500 hrs	\$13.00	\$13.00	\$13.00	\$13.00
+6501 hrs	\$15.90	\$16.15	\$16.40	\$16.70

Minimum rates of pay for part-time meat cutters**

HOURS	Effective October 6, 2010	Effective July 3, 2011	Effective June 30, 2013	Effective June 29, 2014
0 to 300	\$10.25	\$10.25	\$10.25	\$10.25
301 to 650	\$10.30	\$10.30	\$10.30	\$10.30
651 to 1300	\$10.35	\$10.35	\$10.35	\$10.35
1301 to 1950	\$10.40	\$10.40	\$10.40	\$10.40
1951 to 2600	\$10.80	\$10.80	\$10.80	\$10.80
2601 to 3250	\$11.50	\$11.50	\$11.50	\$11.50
3251 to 3900	\$12.20	\$12.20	\$12.20	\$12.20
3901 to 4550	\$12.90	\$12.90	\$12.90	\$12.90
4551 to 5200	\$13.60	\$13.60	\$13.60	\$13.60
5201 to 5850	\$14.30	\$14.30	\$14.30	\$14.30
5851 to 6500	\$15.00	\$15.00	\$15.00	\$15.00
+ 6501	\$17.90	\$18.15	\$18.40	\$18.70

Minimum part-time rates of pay for those hired before June 12, 1994

Effective Oct 6, 2010	Effective July 3, 2011	Effective June 30, 2013	Effective June 29, 2014
\$13.04	\$13.29	\$13.54	\$13.84

* For those seeking to access (and maintain) the scratch baker classification after October 6, 2010, they are required to meet the following definition: Baking from scratch (mixing and preparing raw ingredients) for more than 50 per cent of their time over a three-month period.

** For those seeking to access (and maintain) the meat cutter classification after October 6, 2010, they are required to meet the following definition: Processing primal (boxed or rail) meat cuts more than 50 per cent of their time over a three-month period.

NOTE: Those on the payroll and in these classification(s) as of October 6, 2010 are not required to meet the above definitions.

Members Who Work Full-Time

Example One: Meenu

Meenu is a full-time Produce Clerk and has been in this job classification for 4 ½ years. Prior to becoming full-time, she worked 5 1/3 years part-time in the produce department. She is considering Option 1-Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer - how much lump sum is she entitled to?

Step 1 Calculate Length of Service

Meenu's length of service for this calculation is five years from her part-time service and 4 years from her full-time service for a total of nine years of service.

Step 2 Calculate Gross Lump Sum

Meenu is at the end rate in her wage scale which is \$18.41/hour. Her hours per week are 37.

$$\begin{array}{rcccl} \$18.41 & \times & 37 & = & \$681.17 \text{ gross earnings per week} \\ \text{(HOURLY RATE)} & & \text{(HOURS)} & & \end{array}$$

$$\$681.17 \times 3^* = \$2,043.51 \text{ gross lump sum per complete year of service}$$

$$\$2,043.51 \times 9 \text{ complete years of service} = \$18,391.59 \text{ gross lump sum}$$

for Option 1-Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer

*Calculation for Option 1-Transfer Allowance, Option 3- Buyout or Option 4- Early Retirement Offer are based on 3 weeks pay per year of complete service.

Step 3 Calculate Wage Differential (if any)

At \$18.41 (which will increase to \$18.66 effective July 3, 2011) an hour, Meenu is at the end rate for her classification (Produce Clerk) under the Loblaws full-time wage scales. She checks the Great Food full-time wage scale and finds out there is no next higher rate of pay for her classification. As such, she will be at the end rate of \$18.35 (which will increase to \$18.60 effective July 3, 2011) for her classification under the Great Food full-time wage scale if she opts for Option 1- Transfer Allowance. NOTE: If you are in the wage progression, look to the next higher rate in your classification under the Great Food full-time wage scale that would give you a raise.

Wage Difference from Meenu's conventional Loblaws store and the Great Food Wage grid:

Loblaws hourly wage rate	Great Food hourly rate
\$18.41 (at October 2010)	\$18.35 (at October 2010)
Difference: -\$0.06	

Meenu would see her hourly wage decrease by \$0.06 if she accepted Option 1- Transfer Allowance.

Example Two: Joe

Meenu's friend, Joe, is a full-time receiver with six years of full-time service and five-years of part-time service. He is earning \$21.54 when his store is converted to a Great Food store. A new father, Joe is interested in working for the company for the long-term and is deciding between Option 1-Transfer Allowance or Option 2- Conventional Economics.

Step 1 Calculate Length of Service

Joe's length of service for this calculation is six years from his full-time service and 5 years from his part-time service for a total of 11 years of service.

Step 2 Calculate Gross Lump Sum

$$\begin{array}{rcccl} \$21.54 & \times & 37 & = & \$796.98 \text{ gross lump sum per week} \\ \text{(HOURLY RATE)} & & \text{(HOURS)} & & \end{array}$$

$$\$796.98 \times 3^* = \$2,390.94 \text{ gross lump sum per complete year of service}$$

$$\$2,390.94 \times 11 \text{ complete years of service} = \$26,290 \text{ gross lump sum for Option 1-Transfer Allowance}$$

*Calculation for Option 1-Transfer Allowance are based on 3 weeks pay per year of complete service

Joe Continued on Page 16 >

Step 3 Calculate Wage Differential (if any)

As Joe is not in a wage progression, his hourly rate at Loblaws is determined simply by looking at his classification (Receiver) under the Great Food full-time wage scales.

Wage difference from Kumar's conventional Loblaws store and the Great Food Wage grid:

Loblaws hourly wage rate:	Great Food hourly rate:
\$21.54 (at October 2010)	\$18.80 (at October 2010)
Difference: - \$2.74	

Joe would see his hourly wage decrease by \$2.74 if he accepted Option 1-Transfer Allowance.

Your Turn

Step 1 Calculate Your Length of Service

Complete Years of Service (Part-Time) : Y

Complete Years of Service (Full-Time) : Z

$$\frac{\quad}{(Y)} + \frac{\quad}{(Z)} = \frac{\quad}{\text{Your Length of Service}}$$

E.g. If you have worked for the company for 9.3 or 9.7 years, you would note below that you had 9 complete years of service.

Step 2 Calculate Your Gross Lump Sum

$$\frac{\$ \quad}{\text{(Your Hourly Rate of Pay)}} \times 37 \text{ hours/week} = \$ \quad \text{(1=Gross Earnings Per Week)}$$

$$\frac{\$ \quad}{(1)} \text{ /week gross} \times 3 = \$ \quad \text{(2= Gross Lump Sum Per Year)}$$

$$\frac{\$ \quad}{(2)} \text{ /year of service} \times \quad \text{complete years of service} = \$ \quad (3)$$

- (3) – This is the approximate gross amount of your lump sum if you select
- Option 1- Transfer Allowance
 - Option 3- Buyout
 - Option 4- Early Retirement Offer

Step 3 Calculate Your Wage Differential (if any)

What's your hourly rate? Fill in the blanks to see:

Great Food Hourly Rate: \$ _____

Minus Current Loblaws Hourly Rate: \$ _____

Difference: _____ (a "+" result means a raise) or (a "-" result means a wage decrease)

Please Note: If you are in a wage progression under the Loblaws full-time wage scales, first locate your classification under the Great Food full-time wage scale (Page 17 & 18). Within that classification, find the next higher rate of pay from what you are currently making. If you are not in a wage progression under the Loblaws system, just find your job classification under the Great Food full-time wage scales to determine what you will be making. If there is no Great Food rate higher than your Loblaws rate, you will be slotted at the end rate of the Great Food wage scale.

Joe's Decision

While Joe really likes the gross lump sum payment of \$26,290 that comes with Option 1- Transfer Allowance, he does not want to go over to the Great Food wage grid (where receivers are paid \$18.80 at October 2010). The differences in wages will amount to a reduction of approximately \$5,271.76 annually. As Joe wants to remain with the company for at least 10 years, he prefers the higher wages, the 12 sick days, vacation entitlement and annual Christmas bonus for the long-term. He too opts for Option 2.

Meenu's Decision

Meenu had considered accepting Option 1-Transfer Allowance. By accepting Option 1, she would be going onto the Great Food wage grid as explained under this option and would have only seen a \$0.06 /hour drop in pay. However, this option would have also required her to forgo Option 2's conventional economics. The latter included more vacation time as she accumulated service and better benefit coverage (At 40, Meenu is not yet eligible for the retiree benefits at the time of her store conversion as you need to be 55 or older at the time of conversion to be eligible and to carry it with you under Option 1).

While the lump sum was appealing and she sure could use the cash, Meenu decided it was in her long term interest to accept Option 2, take her Conventional economics with her and accept the Great Food non-economic provisions. Meenu also wanted to continue to have the ability to access the conventional vacation scale, annual Christmas bonus, 12 annual paid sick days, benefits and access to retiree benefits when she needed them. See Option 2 for more details (PAGE 4-5).

Full-Time Great Food Vacation Entitlement

Service Length	Vacation Entitlement
Less than 1 year of full-time service	Employment Standards Act provisions apply
1 year or more of full-time service but less than five years	Entitled to 2 weeks pay or 4 per cent whichever is greater.
5 years or more of full-time service but less than 10 years	Entitled to 3 weeks pay or 6 per cent whichever is greater
10 years or more of full-time service but less than 17 years	Entitled to 4 weeks pay or 8 per cent whichever is greater
17 years or more of full time service	Entitled to 5 weeks pay or 10 per cent whichever is greater

Full-Time Great Food Wage Scales

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:

	Effective October 6/2010	Effective July 3/2011	Effective June 30/2013	Effective June 29/2014
Start	\$788.40	\$788.40	\$788.40	\$788.40
12 months	\$814.00	\$814.00	\$814.00	\$814.00
24 months	\$839.60	\$839.60	\$839.60	\$839.60
36 months	\$893.20	\$903.20	\$913.20	\$925.20

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

	Effective October 6/2010	Effective July 3/2011	Effective June 30/2013	Effective June 29/2014
Start	\$624.80	\$624.80	\$624.80	\$624.80
12 months	\$669.60	\$669.60	\$669.60	\$669.60
24 months	\$714.40	\$714.40	\$714.40	\$714.40
36 months	\$787.60	\$797.60	\$807.60	\$819.60

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

	Effective October 6/2010	Effective July 3/2011	Effective June 30/2013	Effective June 29/2014
Start	\$634.80	\$634.80	\$634.80	\$634.80
12 months	\$679.60	\$679.60	\$679.60	\$679.60
24 months	\$724.40	\$724.40	\$724.40	\$724.40
36 months	\$797.20	\$807.20	\$817.20	\$829.20

Full-Time Wage Scales Continued on Page 18 >

Full-Time Great Food Wage Scales Continued

	Effective October 6/2010	Effective July 3/2011	Effective July 30/2013	Effective June 29/2014
MEAT DEPARTMENT**				
Asst. Meat Mngr.	21.69	21.94	22.19	22.49
Meat Cutter				
Start	11.36	11.36	11.36	11.36
6 months	12.95	12.95	12.95	12.95
12 months	14.54	14.54	14.54	14.54
18 months	16.13	16.13	16.13	16.13
24 months	20.88	21.13	21.38	21.68
Meat Cutter (Nights)				
Start	12.36	12.36	12.36	12.36
6 months	13.95	13.95	13.95	13.95
12 months	15.54	15.54	15.54	15.54
18 months	17.13	17.13	17.13	17.13
24 months	21.88	22.13	22.38	22.68
PRODUCE/GROCERY DEPT.				
Asst. Produce Mngr. Asst. Grocery Mngr. Asst. Night Mngr.	19.41	19.66	19.91	20.21
Jr. Asst. Produce Mngr.	18.80	19.05	19.30	19.60
Receiver	18.80	19.05	19.30	19.60
Receiver (Nights)	19.80	20.05	20.30	20.60
Analyst	18.80	19.05	19.30	19.60
Grocery-Produce, Deli, Meat, Cashier, Bakery Service Clerks Pharmacy Assistant**				
Start	10.00	10.00	10.00	10.00
6 months	11.30	11.30	11.30	11.30
12 months	12.60	12.60	12.60	12.60
18 months	13.90	13.90	13.90	13.90
24 months	18.35	18.60	18.85	19.15
** Pharmacy Assistant Wage Rate -- Outstanding Issue				
Clerk (Nights)				
Start	11.00	11.00	11.00	11.00
6 months	12.30	12.30	12.30	12.30
12 months	13.60	13.60	13.60	13.60
18 months	14.90	14.90	14.90	14.90
24 months	19.35	19.60	19.85	20.15

	Effective October 6/2010	Effective July 3/2011	Effective July 30/2013	Effective June 29/2014
BAKERY DEPT. (SCRATCH)*				
Asst. Bakery Mngr.	19.98	20.23	20.48	20.78
Baker				
Start	11.36	11.36	11.36	11.36
6 months	12.53	12.53	12.53	12.53
12 months	13.70	13.70	13.70	13.70
18 months	14.87	14.87	14.87	14.87
24 months	19.19	19.44	19.69	19.99
Baker (Nights)				
Start	12.36	12.36	12.36	12.36
6 months	13.53	13.53	13.53	13.53
12 months	14.70	14.70	14.70	14.70
18 months	15.87	15.87	15.87	15.87
24 months	20.19	20.44	20.69	20.99
Production Decorator				
Start	10.00	10.00	10.00	10.00
6 months	11.30	11.30	11.30	11.30
12 months	12.60	12.60	12.60	12.60
18 months	13.90	13.90	13.90	13.90
24 months	18.35	18.60	18.85	19.15
BAKERY DEPARTMENT (BAKE-OFF)				
Asst. Bakery Mngr.	19.41	19.66	19.91	20.21
Cake Decorator				
Start	10.00	10.00	10.00	10.00
6 months	11.30	11.30	11.30	11.30
12 months	12.60	12.60	12.60	12.60
18 months	13.90	13.90	13.90	13.90
24 months	18.35	18.60	18.85	19.15
CUSTOMER SERVICE DEPARTMENT				
Back-Up Bookkeeper	18.80	19.05	19.30	19.60

* For those seeking to access (and maintain) the scratch baker classification after October 6, 2010, they are required to meet the following definition: Baking from scratch (mixing and preparing raw ingredients) for more than 50 per cent of their time over a three-month period.

** For those seeking to access (and maintain) the meat cutter classification after October 6, 2010, they are required to meet the following definition: Processing primal (boxed or rail) meat cuts more than 50 per cent of their time over a three-month period.

NOTE: Those on the payroll and in these classification(s) as of October 6, 2010 are not required to meet the above definitions.

Questions?

Please Contact
Your Staff Representative



Don't have your reps' contact info?
Call 1-800-637-5936 to get their
email and direct line.

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