

COLLECTIVE AGREEMENT

BETWEEN



HOSPITAL EMPLOYEES' UNION

AND

SODEXO CANADA LTD.

**ABBOTSFORD REGIONAL HOSPITAL
AND CANCER CENTRE:**

October 1, 2020 – October 27, 2023

STARBUCKS:

October 1, 2020 – September 30, 2026

Note: underlined text is new language

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ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 The purpose of this Agreement is to set forth terms and conditions of employment affecting employees covered by the Agreement. The parties agree to foster and promote an environment free from harassment.

The parties are committed to promoting a safe and respectful work environment.

1.02 Human Rights Code

The Employer and the Union subscribe to the principles of the *Human Rights Code* of British Columbia.

1.03 No Discrimination for Union Activity

The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee for reason of membership or activity in the Union.

1.04 Personal and Sexual Harassment

- (1) The Union and the Employer recognize the right of employees to work in an environment free from sexual harassment, and the Employer shall take such actions as are necessary representing an employee engaging in sexual harassment in the workplace.
- (2) Harassment means any objectionable conduct or display by a person(s) that is directed at an employee and is disrespectful behaviour or misuse of power such as intimidation, threats, coercion, belittling or favouritism. It may be a single incident or a series of incidents. Personal harassment is:
- (3) Harassment of an individual or individuals on any of the prohibited grounds of discrimination under the *Human Rights Code* of British Columbia or for sexual orientation. Harassment includes discrimination based on: age, race, sex, national or ethnic origin, colour, religion, disability, marital status, family status or conviction of an offence for which a

pardon was granted.

- (4) Deliberate gestures, comments, questions, representations, bullying, or other behavior that ought reasonably to be known to be unwelcome by the recipient and which serves no legitimate work related purpose.
- (5) Examples of harassment are:
 - i) verbal abuse or threats;
 - ii) unwelcome remarks, jokes, innuendoes or taunting about a person's body, attire, age, marital status, ethnic or national origin, religion, sexuality, etc.;
 - iii) displaying of pornographic, racist or other offensive or derogatory pictures, cartoons or printed matter;
 - iv) practical jokes which cause awkwardness or embarrassment;
 - v) unwelcome invitations or requests, whether indirect, explicit or intimidating;
 - vi) leering or other gestures;
 - vii) unnecessary physical contact such as touching, patting, pinching or punching;
 - viii) physical assault; and
 - ix) bullying.
- (6) Sexual harassment means engaging in a course of vexatious comment or conduct of a sexual nature that is known or ought to be known to be unwelcome and shall include, but not be limited to:
- (7) Sexual solicitation or advance or inappropriate touching or sexual assault;
- (8) A reprisal, or threat of reprisal, which might reasonably be perceived as placing a condition of a sexual nature on employment by a person in authority after such sexual solicitation or advance or inappropriate touching is rejected.

1.05 Principle of Fair Treatment

The principle of fair treatment is a fundamental one and both the Employer and the Union do not and will not condone any improper behavior on the part of any person which would jeopardize an employee's dignity and well-being and/or undermine work

relationships and productivity.

1.06 Shared Responsibility

The Employer and the Union acknowledge a shared responsibility to:

- 1) prevent harassment;
- 2) promote a safe, abuse-free working environment;
- 3) uphold the philosophy of zero tolerance of harassment;
- 4) cooperate in identifying situations, reporting promptly, and disclosing information in order to facilitate investigations.

1.07 Policy

The Employer shall ensure a policy is maintained in accordance with this Article to address the issue of workplace harassment.

1.08 Attempt To Resolve

- 1) If an employee believes that they have been discriminated against or harassed, an employee should tell the alleged harasser to stop.
- 2) If the behavior does not stop at this point, or if the employee does not feel able to approach the alleged harasser directly, then the employee or the Union should file a formal complaint documenting the event(s) complete with time, date, location, names of witnesses and details for each event.
- 3) Upon receipt of any verbal or written formal complaint, the Employer shall attempt to resolve it through any means deemed appropriate in the particular circumstances of the complaint. The Employer must maintain written notes of their actions.
- 4) An employee allegedly being harassed by another employee, a supervisor or a contractor engaged by the Employer may register the complaint in writing to the District Manager, or designate, either directly or through the Union. The District Manager or designate, shall deal with the complaint with all

possible confidentiality and discretion.

The District Manager or designate, shall investigate the allegation and, if substantiated, take action appropriate to the offence.

Where the allegation was presented through the Union, the Employer shall notify the Union within fourteen (14) days of completing the investigation, whether or not the allegation was substantiated and indicate what action, if any, was taken.

Unresolved complaints of harassment may be initiated by the employee as a grievance at any step of the grievance procedure.

- 5) Harassment does not include actions occasioned through exercising in good faith the Employer's managerial/supervisory rights and responsibilities.

Allegations of harassment which are found to be in bad faith may be cause for discipline, up to and including dismissal.

ARTICLE 2 - RECOGNITION OF THE UNION

2.01 Recognition

Sodexo recognizes the Union as the exclusive bargaining agent for all employees of Sodexo for whom the Union has been certified or for whom the Union has been recognized as bargaining agent in retail food, patient food, housekeeping, portering and help desk operations at the Abbotsford Regional Hospital and Cancer Centre, 32900 Marshall Road, Abbotsford, British Columbia, V2S 0C2.

2.02 Dues and Assessments

- (a) The Employer shall deduct from the wages of each employee in the bargaining unit an amount equal to the regular dues payable to the Union by a member of the union. At the time of hire each employee shall provide, as a condition of continued

employment, the Employer with a written authorization to make such deductions.

- (b) The Employer shall deduct from each employee covered by this Collective Agreement, all union dues, assessments and initiation fees levied in accordance with the Union Constitution and/or Bylaws and owing by the employee to the Union and remit such money to the Union's provincial office.
- (c) Deduction shall be made each pay period.
- (d) The Union shall advise the Employer, in writing, of the amount of its regular dues. The amount so advised shall continue to be the amount to be deducted until changed by written notice to the Employer by the Union. Upon receipt of such notice the changed amount shall be the amount deducted.

2.03 Information and Dues Remitted to the Union

- (a) Union dues so deducted shall be remitted to the Union's Provincial Office no later than the 15th day of the month for the previous month's deductions. The Employer shall also provide the Union with a list of names of those employees from whose wages such deductions were made together with the amounts deducted from each employee and each employee's Social Insurance Number. The list will also include names of employees who have been hired and who have terminated from each worksite for the previous month. The parties will maintain the current practice for transmission of this information until such time as the Employer has the ability to provide this information in an electronic format.
- (b) Twice every calendar year, in April and October, the Employer shall provide to the Secretary Business Manager or their designate of the Union, a list of all employees at each worksite, their job titles, employee status, current seniority, telephone numbers, and addresses known to the Employer. Such information shall be provided in an electronic format, such as Microsoft Excel, to memberupdates@heu.org.

2.04 New Employees

At the time of hire, new employees will be advised that a Collective

Agreement is in effect.

The union chief shop steward or designate and new employee shall be given the opportunity to meet within regular working hours of the new employee without loss of pay, for fifteen (15) minutes during the first thirty (30) days of their employment.

2.05 Income Tax Receipts

The Employer shall supply each employee, without charge, a receipt for income tax purposes in the amount of the deductions paid to the Union by the employee in the previous calendar year. Such receipts shall be mailed to the employees prior to March 1st of the year following each taxation year.

2.06 Union Bulletin Boards

The Employer shall provide an agreed number of bulletin boards for the exclusive use of the Union, the site to be determined by mutual agreement between the Employer and the Union. The use of such boards shall be restricted to the business affairs of the Union. The Union designate is responsible for the posting of information.

The Company will provide, wherever reasonably possible, an on-site locking file cabinet for the sole use of the Union. It is understood the cabinet may be one level. The location of the filing cabinet will be mutually agreed to by the Employer and the Union.

2.07 Maintenance of Union Membership

- (a) All employees in the bargaining unit who are members of the Union shall maintain membership in the Union as a condition of employment.
- (b) The maintenance of membership will be subject to the applicable Labour Legislation.

2.08 Indemnification

The Union agrees to indemnify the Company and save it harmless from claims arising from terminations arising from this Article.

2.09 Exception to Grievance Procedures

In the event an employee is terminated pursuant to this section, the following contract provisions shall not be applicable to the employee:

- Grievance Procedure

2.10 Shop Stewards

- (a) The Union will have two (2) Shop Stewards for up to twenty-five (25) employees covered by this Agreement, with a maximum number of six (6) Shop Stewards.
- (b) The Employer will be kept advised of all Shop Steward appointments.
- (c) One (1) Shop Steward, or Union Committee member, shall be appointed by the Union as Chief Shop Steward at each worksite who may present or assist in the presentation of any grievance.

2.11 Union Representative Visits

The Union shall inform the Company when any representative of the Union intends to visit the worksite for the purpose of conducting union business. Such visits will not disrupt employees' working, without the supervisor's permission.

2.12 Badges and Insignia

Employees are permitted to wear pins with the HEU logo or Shop Steward badges.

ARTICLE 3 - DEFINITIONS

Spouse – a legal marriage under the authority of a marriage certificate or a common-law relationship where two people have cohabited as spousal partners for a period of not less than one year. For the purpose of this Agreement, an employee can have only one person designated as a spouse. It is incumbent on the employee to provide evidence of the spousal relationship as requested.

ARTICLE 4 - EMPLOYER RIGHTS

4.01 Subject to the provisions of this Agreement, the Union acknowledges that Sodexo Canada Ltd. has and retains the exclusive right and responsibility to manage its facilities as it sees fit, including but not limited to the following:

- (a) To hire employees and to direct the working forces, including the right to decide the number of employees needed by the Employer or required for any task, to organize and assign the work, to schedule shifts, to maintain order, discipline and efficiency of all operations.
- (b) To make and to alter from time-to-time rules and regulations to be observed by all employees. The parties agree to discuss rules and regulations at Union/Management committee meetings.
- (c) To discipline or discharge employees for proper cause.

4.02 Managers Excluded from Bargaining Unit Work

Management shall not perform work of the bargaining unit, except for the purposes of training, quality control purposes, occasional rest periods and meal breaks, or in cases of emergency when employees covered by this Agreement are not available, the performance of such work is time-sensitive, and provided that the performing of such work does not reduce the hours of work of any employee scheduled to work.

4.03 Volunteers

It is agreed that volunteers have a role in health care and are an important link to the community being served by Sodexo's clients. It is further agreed that the use of volunteers will not result in the lay-off of employees in the bargaining unit; nor will volunteers be used to fill established positions within the bargaining unit.

ARTICLE 5 - STRIKES AND LOCKOUTS

5.01 No Strike or Lockout

The Union agrees that there shall be no strike, walkout or other interruption of work by any employees or group of employees during the term of this Agreement and the Employer agrees that there shall be no lockout during the term of this Agreement.

ARTICLE 6 - UNION/MANAGEMENT COMMITTEE

6.01 Employer Committee

The Employer shall designate three (3) individuals to represent the Employer for labour relations purposes of whom one person shall be designated as chairperson. At all times the Employer shall keep the Union informed of the names of its designates.

6.02 Union Committee

The Union shall appoint and maintain a Committee comprising three (3) persons (from different work areas) who are employees of the Employer, and/or the Secretary Business Manager or their designate, which shall be known as the Union Committee. At all times the Union shall keep the Employer informed of the individual membership of the Committee.

6.03 Union/Management Committee Meetings

(a) The Union Committee and the Secretary Business Manager of the Union or their designate, shall, as occasion warrants, meet with the Employer for the purpose of discussing and negotiating a speedy settlement of any grievance or dispute arising between the Employer and the employee(s) concerned including issues of workload. Such meetings may discuss other issues relating to the workplace that affect the parties or any employee bound by this Agreement, including, but not limited to:

- 1) reviewing matters, other than grievances, relating to the maintenance of good relations between the parties;
- 2) correcting conditions causing misunderstandings;
- 3) dealing with matters referred to in this Agreement;

- 4) planning, training and skills upgrading for those employees affected by technological changes, new programs, and methods of operation, and general skills upgrading to enable employees to qualify for new positions being planned through future expansion or renovation.
 - 5) employee input for improvement in quality of services and operational efficiencies.
- (b) Grievances of a general/ policy nature may be initiated by a member of the Union Committee in step two of the grievance procedure outlined in Article 7.02 no later than thirty (30) days of the Union becoming aware of the issue.
 - (c) All Union/Management Committee meetings shall be held as promptly as possible on request by either party.
 - (d) The time spent by members of the Union Committee in the course of their employment shall be considered as time worked and shall be paid in accordance with the provisions of the Collective Agreement.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.01 Grievance Investigations

A shop steward or Union committee member shall obtain the permission of their immediate supervisor prior to leaving their work duties to undertake their Union responsibilities. Such permission will not unreasonably be withheld where operational requirements permit. Paid leave will be granted for:

- (a) Investigation of grievances and assisting any employee whom the shop steward represents in presenting a grievance in accordance with this Agreement.
- (b) attending meetings called by management;
- (c) investigation of employee complaints of an urgent nature.

The shop steward or Union committee member agrees to notify their supervisor on resuming their normal duties.

7.02 Grievance Procedure

For the purposes of this Agreement, a grievance is defined as:

- (a) a difference arising between the parties relating to the interpretation, application, administration, or alleged violation of the Agreement including any question as to whether a matter is arbitrable.
- (b) The dismissal, discipline or suspension of an employee bound by this Agreement. Disciplinary action grievable by the employee shall include written censures, letters of reprimand, and adverse reports or performance evaluation.

If an employee has a grievance, their grievance shall be settled as follows:

STEP ONE:

The employee, with or without a Shop Steward or Union Committee member (at the employee's option), shall first discuss the grievance with their immediate supervisor or department head within seven (7) calendar days of the occurrence of the grievance. The supervisor will respond within three working days of discussing the grievance with the employee. If the grievance is not settled at this step:

STEP TWO:

Then within seven (7) calendar days of the Step One meeting, the grievance shall be reduced to writing, signed by the employee and a Shop Steward or Union Committee member and shall be presented to the immediate supervisor or the department head by a Shop Steward or a Union Committee member. The parties will meet to discuss the grievance. Within seven (7) calendar days following the meeting, the supervisor or the department head shall give their written reply. If the grievance is not settled at this step,

STEP THREE:

Then within ten (10) calendar days of receiving the Step Two response, the Union Committee or its delegate, shall notify the Company in writing that the grievance will proceed to Step Three. The Company and Union will meet within twenty-one (21) calendar days of referral of the grievance to Step Three to discuss

the grievance. At this step of the grievance procedure, each party shall provide to the other a statement of facts and copies of all relevant documents. The findings or decisions of the Employer shall be presented to the Union in writing within seven (7) calendar days of the meeting. If the grievance is not settled at this step, either party may refer the grievance to arbitration under Article 7 or Article 8 within twenty-one (21) calendar days of the presentation of this decision.

The Employer agrees that their representatives at the Step 3 meeting have the authority to resolve the grievance.

7.03 Time limits

If the Union does not present a grievance within the prescribed time limits, the grievance will be deemed to have been abandoned. However, the Union shall not be deemed to have prejudiced its position on any future grievance. Time limits may be altered by mutual consent of the parties; however, the consent must be in writing.

7.04 Technical Objections to Grievances

The parties agree that a grievance should not be defeated because of a technical error other than time limitations in processing the grievance through the grievance procedure. To this end, the arbitration board has the power to allow all amendments that are consistent with the grievance and has the power to waive formal procedural irregularities in the processing of a grievance in order to determine the real matter in dispute.

7.05 Industry Troubleshooter

Where a difference arises between the parties relating to the dismissal, discipline, or suspension of an employee, or to the interpretation, application, operation, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, Jean Greatbatch, Irene Holden, Vince Ready, Glenn Sigurdson or a

substitute agreed to by the parties, shall by the mutual agreement of the parties:

- (a) investigate the difference,
- (b) define the issue in the difference, and
- (c) make written recommendations to resolve the difference within five (5) days of the date of receipt of the request, and for those five (5) days from that date, time does not run in respect of the grievance procedure.

In the event the parties are unable to agree on an Industry Troubleshooter within a period of thirty (30) calendar days from the date this Collective Agreement is awarded, either party may apply to the Minister of Labour for the Province of British Columbia to appoint such person.

The parties shall jointly bear the cost of the troubleshooter.

7.06 Expedited Arbitrations

- (1) Grievances for expedited arbitration shall be scheduled to be heard on the next available expedited arbitration date. Expedited arbitration dates shall be mutually agreed to by the parties.
- (2) The location of the hearing is to be agreed to by the parties but will be at a location central to the geographic area in which the dispute arose.
- (3) As the process is intended to be non-legal, lawyers will not be used to represent either party.
- (4) All presentations are to be short and concise and are to include a comprehensive opening statement. The parties agree to make limited use of authorities during their presentations.
- (5) Prior to rendering a decision, the arbitrator may assist the parties in mediating a resolution to the grievance.
- (6) Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.
- (7) The decision of the arbitrator is to be completed on the

- agreed to form and mailed to the parties within three (3) working days of the hearing.
- (8) All decisions of the arbitrators are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential value and shall not be referred to by either party in any subsequent proceeding.
 - (9) All settlements of proposed expedited arbitration cases made prior to hearing shall be without prejudice.
 - (10) The parties shall equally share the costs of the fees and expenses of the arbitrator.
 - (11) The expedited arbitrators, who shall act as sole arbitrators, shall be C. Sullivan; V.L. Ready; J. Dorsey; and J. Gordon. It is understood that the arbitrators shall be appointed on a rotating basis commencing with the first arbitrator named above.
 - (12) The expedited arbitrator shall have the same powers and authority as an arbitration board established under the provisions of Article 8 excepting Article 8.03.
 - (13) It is understood that it is not the intention of either party to appeal a decision of an expedited arbitration proceeding.

7.07 Right to Have a Steward Present:

The employee shall have the right to have Union representation present at any discussion with supervisory personnel where the supervisor intends to interview that employee for disciplinary purposes. The supervisor shall make every effort to notify the employee in advance of the purpose of the meeting in order that the employee may contact their shop steward, providing that this does not result in an undue delay of the appropriate action being taken. If an employee elects Union representation, then the meeting will not proceed until such representation is available, providing that the Union representative be available for participation in such investigatory interview within twenty-four (24) hours.

7.08 Past Discipline or Warning

With the exception of suspension of employment, notices

pertaining to discipline or warnings will be maintained on an employee's personnel file for a period not exceeding eighteen (18) months from the date it was issued, provided there has not been further infraction.

Notices pertaining to suspension of employment will be maintained on an employee's personnel file for a period not exceeding twenty-four (24) months from the date it was issued, provided there has not been further infraction.

7.09 Dismissal/Suspension for Alleged Cause

Employees dismissed or suspended for five (5) or more days for alleged cause shall have the right within ten (10) calendar days after the date of dismissal, or suspension, to initiate a grievance at Step Three of the grievance procedure.

ARTICLE 8 - ARBITRATION

8.01 Composition of Board

Should the parties fail to settle any difference, grievance, or dispute whatsoever, arising between the Employer and the Union, or the employees concerned, such difference, grievance or dispute, including any question as to whether any matter is arbitrable, but excluding renegotiation of the Agreement shall, at the instance of either party, be referred to the arbitration, determination and award of an Arbitration Board of one (1) member. Such Board shall be deemed to be a Board of Arbitration within the meaning of the *Labour Code* of British Columbia.

List of Arbitrators:

- Daniel Johnson
- Glenn Sigurdson
- Irene Holden
- Joan Gordon
- Nicolas Glass
- Rod Germaine
- Vincent L. Ready

The parties, by mutual agreement, may amend the list of arbitrators at any time.

It is understood that the arbitrators shall be appointed on a rotating basis commencing with the first arbitrator named above.

The decision of the said arbitrators made in writing in regard to any difference/s, shall be final and binding upon the Employer, the Union, and the employees concerned.

8.02 Authority of Arbitration Board

The Arbitration Board shall have the power to settle the terms of the question to be arbitrated.

8.03 Reinstatement of Employees

If the Arbitration Board finds that an employee has been unjustly laid off, suspended or discharged, the Board may order that their reinstatement be without loss of pay, and with all their rights, benefits and privileges which they would have enjoyed if the lay-off, suspension or discharge had not taken place. The arbitrator has the authority, however, to order reinstatement of the employee under such circumstances as they deem equitable in consideration of all the circumstances.

8.04 Expenses of Arbitration Board

Each party shall bear the expenses of the arbitrator appointed by such party and shall pay half of the expenses of the Chairperson and other expenses of the Board, unless paid by the Labour Relations Board of the Province of British Columbia.

ARTICLE 9 - DEFINITION OF EMPLOYEE STATUS

The status of all employees covered by this Agreement shall be defined under one of the following three definitions.

Regular Full-Time Employees:

A regular full-time employee is one who is regularly scheduled to work at least thirty-seven-and-a-half (37.5) hours per week.

Regular Part-Time Employees:

A regular part-time employee is one who is regularly scheduled to work less than thirty-seven-and-a-half (37.5) hours per week. Time worked as a casual will be added to their status as a part-time employee.

Casual Employees:

A casual employee is one who is not regularly scheduled to work but is employed to relieve vacancies for vacation, sick leave, education, maternity, union business and other time off regulated under the Collective Agreement in the regular schedule as required by the Company or to perform emergency or non-reoccurring or irregular short-term relief work as required by the Company.

ARTICLE 10 - PROBATIONARY PERIOD

10.01 For the first four-hundred-and-eighty-eight (488) hours of work with the Employer, or six (6) months, from the date of the first shift worked, whichever comes first, an employee shall be a probationary employee. By written mutual agreement between the Employer and the Union, the probationary period may be extended by thirty (30) calendar days provided written reasons are given for requesting such extension.

10.02 Upon completion of the probationary period, the initial date of employment shall be the anniversary date of the employee for the purpose of determining vacation and benefit entitlement. Seniority will be based on the number of hours worked.

10.03 Rejection During Probation

(a) A rejection during probation shall not be considered a dismissal. The test of just cause for rejection shall be the probationary employee's suitability for continued employment.

The Employer agrees that the factors used to address suitability must affect work performance.

- (b) Where an employee feels they have been aggrieved by the decision of the Employer to reject the employee during the probationary period, they may in accordance with Article 7 – Grievances, grieve the decision.

ARTICLE 11 - EVALUATION REPORTS, PERSONNEL FILE

11.01 Evaluation Reports

Where a formal evaluation of an employee's performance is conducted, the employee shall be provided with a copy to read and review. Employees shall have the right to comment in writing on any evaluation provided they do so within seven (7) calendar days and the employee shall sign agreement or disagreement in one of the spaces provided. No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the evaluation. The employee shall receive a copy of the evaluation report at the time of signing. Employees shall have the right to comment in writing on any evaluation.

11.02 Personnel File

The employee or the Secretary Business Manager of the Union or their designate, as the case may be, shall give the Employer four (4) business days' notice prior to examining the file. The Employer agrees to make every reasonable effort to provide access to the file at the earliest possible opportunity.

An employee, or the Secretary Business Manager of the Union or their designate, (or their designated representative), with the written authority of the employee, shall be entitled to review the employee's personnel file, in the office in which the file is normally kept, in order to facilitate the investigation of a grievance.

An employee may review and/or be provided with copies of any document in their file for personal reference.

The personnel file shall not be made public or shown to any other individual without the employee's written consent, except in the proper operation of the Employer's business and/or for the purposes of the proper application of this Agreement.

ARTICLE 12 - SENIORITY

Definition

Seniority shall be defined as the total accumulated hours, exclusive of overtime, calculated from the date the employee was hired under this Agreement. A maximum of 487.5 hours may be credited to an employee for each three (3) months period as of the last date of the payroll period immediately prior to January 1, April 1, July 1, and October 1 in each year. The seniority of each employee shall be entered in the registry in descending order of the most hours paid to the least.

12.01 Promotion, Transfer and Temporary Vacancies

In selecting the successful applicant(s) for postings, transfers of employees or temporary vacancies, seniority will be the deciding factor where certificates (if required) or equivalencies, skill and ability are relatively equal amongst the applicants.

Where permissible, the equivalents of certificates of qualifications will be considered.

12.02 Assessment Period

Following placement of the successful job applicant, they shall be considered in an assessment period for up to ten (10) working days and upon satisfactory completion of the assessment period will be confirmed in the position.

If unable to perform the duties of the new position or if the employee requests to be relieved from the position, the employee will be returned to their former position. Any other employee transferred or promoted as a result of the original job posting will also be returned to their former status.

12.03 Temporary Promotion or Transfer

An employee granted a temporary promotion, transfer or demotion shall return to their former job and pay rate without loss of seniority and accrued benefits when the temporary promotion, transfer or demotion terminates.

12.04 Military Service

It is understood service with the Armed Forces of Canada in time of war or compulsory military service does not constitute a break in the continuous service and shall not affect an employee's seniority rights.

12.05 Seniority Hours

The Employer agrees to provide to the Union the seniority hours and the date of hire of any employees covered by this Agreement. Such seniority hours and hire dates shall be subject to correction for error on proper representation by the Union.

12.06 Loss of Seniority

Seniority status, once acquired will be lost only for the following reasons:

- (a) voluntary resignation, or
- (b) retirement, or
- (c) discharged for just cause, or
- (d) is absent from work by reason of layoff for more than twelve (12) months, or
- (e) if a laid off employee fails to report for work of an ongoing nature within seven (7) days of the date of notification by registered mail.

12.07 Bridging of Service

If a regular employee terminates as a result of a decision to care for a dependent parent, spouse or child, and is re-employed, upon application they shall be credited with the length of service accumulated at time of termination for the purpose of benefits based on service seniority. The following conditions apply:

- (a) the employee must have been a regular employee for at least two years of service seniority at time of termination.
- (b) the resignation must indicate the reason for termination.
- (c) the break in service shall be for no longer than two (2) years.
- (d) the previous length of service shall not be reinstated until successful completion of the probationary period of employment.

Former employees who meet the conditions outlined above shall be considered an internal applicant when applying for re-employment.

ARTICLE 13 - JOB POSTINGS AND APPLICATIONS

13.01 Job Postings and Applications

The Employer agrees that all regular scheduled positions shall be posted for a period of ten (10) calendar days on designated bulletin boards and a copy of all such postings shall be provided to the Secretary Business Manager or their designate.

13.02 Information on Postings

- (a) All job postings shall indicate the following:
 - Date of posting and closing date of posting
 - Work days and days off (excluding float)
 - Pay rate
 - Hours of work
 - Start date of position
 - Start and Stop times (excluding float)
 - Required Qualifications
 - Worksite
 - Work area and job number (excluding float)
 - Summary of job description/job duties
 - Employees can be reassigned in accordance with the Collective Agreement (per Article 13.02 (c)).
- (b) The hours of work, including stop and start times, days off, duties and work area may be subject to change provided that the change is consistent with operational requirements, the

provisions of the Collective Agreement, and is not for arbitrary, discriminatory or in bad faith reasons.

- (c) The Employer may post regular float positions that are benefits eligible at work sites. A float position will work in a variety of work areas according to operational needs subject to Article 47 – Float Positions.
- (9) The Employer will post all vacancies in accordance with this Article. The Union shall be provided advance written notice of any decision to eliminate or alter the status of a position (i.e. full-time or part-time) prior to posting or any decision to not post and fill a vacancy. Upon written request, the parties will meet to consider input and alternatives proposed by the Union and discuss the impact of the change on existing employees.

13.03 Within three (3) calendar days of the successful applicant being notified, the Company will attempt to inform all applicants of the name of the successful applicant by posting the name of the successful applicant in the same manner in which the vacancy or new job was posted.

13.04 The Employer agrees to supply to the Union the names of all applicants for a vacancy or new position in the course of a grievance investigation, if so requested.

13.05 Temporary Vacancies less than 45 Days

- (a) Notwithstanding clause 13.01, if the vacancy is a temporary one of less than forty-five (45) calendar days, the position shall not be posted and instead shall be filled as follows:
 - i. In order of seniority, by employees at the worksite who have indicated their interest to work additional hours in writing, provided that they are trained and qualified to perform the work being assigned in the job classification for which they are registered.
 - ii. If the application of this paragraph requires the Company to pay overtime to the employee, the proposed move need not be made;

- iii. The Employer will make every effort to give preference to filling such vacancies as a single block of time. Part-time employees shall not have the right to accept another block of time if it interferes with their regular schedule.
- (b) Where operational requirements make it necessary, the Employer may make temporary appointments pending the posting and consideration of bargaining unit applicants pursuant to clause 12.01.

ARTICLE 14 - JOB DESCRIPTIONS

14.01 The Employer will draw up job descriptions for each classification for which the Union is the certified bargaining agent. Descriptions will contain the job title, qualifications and wage level of the job, a summary statement of the duties and the date prepared.

The said job descriptions shall be provided in writing to the Chief Shop Steward and Secretary Business Manager of the Union or their designate.

The Employer may alter existing job descriptions for legitimate operational reasons, provided the alteration is not for arbitrary, discriminatory, or in bad faith reasons.

Prior to implementing any changes in existing job descriptions, the Employer will provide advance notice to the Union. Upon request the parties will meet to consider input and alternatives proposed by the Union and to discuss the impact of the change on existing employees, provided it does not cause unnecessary delay.

14.02 Each regular employee shall be provided with a copy of the summary description for their classification.

14.03

(a) In the case of a newly created classification, or where an existing classification is changed to the extent that it becomes a new classification, the Employer will draft a new description

and meet with the Union to discuss appropriate remuneration. If an agreement cannot be reached the issue/s may be submitted to expedited arbitration. The arbitrator shall decide on the issues regarding the job description, based on the relationship of the new classification to existing classifications in the bargaining unit.

- (b) If an employee considers there has been a significant change to their classification, the employee may initiate a grievance in accordance with Article 7. The parties will meet at Step Three of the grievance procedure to review the grievance. If an agreement cannot be reached the issue/s may be submitted to expedited arbitration. The arbitrator shall decide on the issues regarding the job description, based on the relationship of the new classification to existing classifications in the bargaining unit.
- (c) Any decision to adjust the wage rate, either by the parties or the board, shall be retroactive to the date the complaint was filed.

ARTICLE 15 - CONTRACTING OUT

15.01 Layoff of Employees

The Employer agrees not to contract out any of the Employer's work presently performed by employees covered by this Agreement which would result in the laying off of such employees.

15.02 Exceptions

The Employer has the right to contract for services when:

- (a) The Employer does not have the equipment or facilities necessary to provide the required service; or
- (b) The Employer does not have employees who perform such work or are qualified in such work; or
- (c) An emergency occurs.

ARTICLE 16 - TECHNOLOGICAL CHANGE AND LOSS OF WORK

16.01 An employee shall be considered displaced by

technological change when their services are no longer required as a result of automation or replaced by equipment, or the mechanization or automation of duties which cause the displacement and/or layoff of an employee.

16.02 Where the Employer intends to introduce technological change which affects the job security of at least twenty percent (20%) of the workforce at the worksite, the Employer shall give no less than sixty (60) calendar days' notice in writing to the Union. Where less than twenty percent (20%) of the workforce at the worksite will be affected, the Employer will give no less than twenty (20) workdays' notice in writing to the Union.

16.03 The Employer and the Union shall, within two (2) weeks of the date of the notice, meet to review the effect of the change and what course of action is to be taken.

16.04 Where at least twenty percent (20%) of the work force at the worksite is affected, the Employer and the Union will meet in good faith and endeavor to develop an adjustment plan on which the technological change will be made and may include the following:

- (i) consideration of alternatives to the proposed measure, policy, practice or change, including amendments of provisions in the Collective Agreement;
- (ii) human resource planning and employee counseling and retraining;
- (iii) notice of termination;
- (iv) severance pay;
- (v) entitlement to pension and other benefits including early retirement benefits;
- (vi) a bipartite process for overseeing the implementation of the adjustment plan.

The parties agree that changes made to the Collective Agreement through the adjustment plan are enforceable.

16.05 Layoff – Reduction or Increase in Hours of Work

The Employer shall provide regular full-time and part-time employees the following written notice of layoff, or normal pay in lieu of notice for the below time periods. A copy of such notice shall be provided to the Secretary-Business Manager of their designate and Union Shop Steward.

- (a) An employee who has completed three (3) months' of service; no less than fourteen (14) days' notice;
- (b) An employee who has completed one (1) year of service but less than three (3) years' of service; no less than fourteen (14) days' notice;
- (c) An employee who has completed three (3) years of service or more; no less than twenty-one (21) days' notice plus one (1) additional week per year of service to a maximum of eight (8) weeks.
- (d) A reduction or an increase in the normal hours of work of a regular employee shall be considered a layoff.

16.06 The Employer will lay off employees in reverse order of seniority within the classification provided those retained have the certificates of qualifications (if required) and the ability to do the work. Where permissible, the equivalent of certificates of qualifications will be considered.

No new employees will be hired until all those qualified employees with recall rights have been given the opportunity to return to work and have failed to do so.

16.07 Layoff/Reduction or Increase in Hours – Two (2) weeks or less

A layoff of less than two (2) weeks, a regular employee may choose one of the following options:

- (i) Accept the layoff or reduction or increase in hours;

- (ii) Accept the layoff or reduction or increase in hours and be assigned available casual hours ahead of casual call in for work;
- (iii) Elect unpaid leave or take vacation entitlement earned.

16.08 Layoff/Reduction or Increase in Hours – Greater than two (2) weeks

A laid-off regular employee may, at their sole discretion, choose one of the following options:

- (i) Accept the layoff reduction or increase in hours.
- (ii) Accept a vacant position at the worksite.
- (iii) Displace the most junior employee at the worksite with the equivalent workdays, days off and hours of work in the job classification for which they have the certificates of qualification (if required) and the ability to do the work.
If a position is not available with the same number of hours equivalent work days, days off and hours of work (shift), the employee may displace the most junior employee at the worksite with either:
 - a) The same weekly hours within the job classification for which they have the required qualifications and ability to do the work;
 - Or
 - b) Fewer weekly hours but the same hours of work (shift).
- (iv) Be placed on the casual list. Employees who elect to be placed on the casual list shall not relinquish their recall rights, as described in clause 16.10.
- (v) Be placed on the recall list.

16.09 Temporary Closure or Reduction in Hours of Retail Food Service - Two (2) weeks Duration or less – Artichokes and Starbucks

- (1) The Union will be provided with no less than fourteen (14) days' notice of any temporary closure or temporary reduction of a retail food service for two (2) weeks duration or less. Temporary closures or temporary reductions do not require

section 54 notice of significant change. However, in the event of a mandated closure the Employer will immediately provide the Union with a copy of the mandate and employees will be provided with as much notice as possible under the circumstances.

- (2) Retail employees will be notified of a temporary closure or temporary reduction in hours of work in accordance with Article 18 – Scheduling Provisions.
- (3) When a temporary reduction in hours of work occurs, the Employer will make every effort to provide the available hours to employees in order of seniority, provided the employee is trained and qualified to do the work of the department.
- (4) Notwithstanding 16.09 (3) – a regular employee may, at their sole discretion, choose one of the following options:
 - i. Accept the layoff or reduction in hours.
 - ii. Accept the layoff or reduction in hours and be assigned available casual hours ahead of casual call in for work.
 - iii. Elect unpaid leave or take vacation entitlement earned.
- (5) All job postings in retail food services will indicate that Temporary Closures and/or Temporary reductions in hours of work occur pursuant to Article 16.09.

16.10 Recall Rights

- (a) Laid off employees shall retain recall rights for six (6) months.
- (b) Laid off employees shall be rehired at their worksite in the reverse order they were laid off provided they have the ability to perform the duties of the work to be performed.
- (c) An employee recalled to work in a different classification from which they were laid off shall have the right of returning to the previous classification they held prior to layoff should it become vacant within six (6) months of their return to work.
- (d) Laid off employees failing to report for regularly scheduled work within seven (7) days of the date of notification shall be considered to have terminated their employment. Employees required to give two (2) weeks' notice to another Employer shall be deemed to be in compliance with the seven (7) day provision.

(e) When a laid off employee bids for and is successful in obtaining a posted position, they shall have no further rights with regard to recall.

16.11 Bumping – General

- (a) In a layoff, the Employer shall supply to an employee and the Union designate a list of employees that may be bumped by the employee. An employee must exercise their bump option within five (5) days of receiving the lists.
- (b) The employee shall receive the rate of pay for the new position.

16.12 Notice of layoff shall not apply where the Employer can establish that the layoff results from an Act of God.

16.13 Group Termination

Employees shall be entitled to Group Terminations as outlined in Section 64 of the *Employment Standards Act*. Any changes, modifications to the Act will also apply.

ARTICLE 17 - TRAINING

17.01 Purpose of Training

The Employer and the Union agree to promote, wherever possible, the training, retraining or in-service sessions of employees to improve their job skills related to their employment.

The Employer is responsible for ensuring the quality, control, and documentation of employee training. The onsite management team will be accountable.

The initial and refresher training of employees shall be performed by supervisors or lead hands.

“Orientation” is defined as: a general introduction to the work area layout, area supply locations, and any procedures specific to the work area.

The orientation will provide guidance and familiarization to work routines, physical set up, hazards specific to the work area so an employee can employ their existing skills and abilities.

It is understood that an orientation may be performed by a co-worker, lead hand or supervisor.

17.02 It is understood that an employee will be adequately trained to perform the assigned work. Duties will not be assigned to any employee who has not been trained. Upon request to a manager or supervisor an employee will be provided with additional training in order to safely perform the work.

- Employees may access their training records upon request with forty-eight (48) hours' notice.
- An employee assigned to a co-worker will remain in the same work areas as the co-worker when operationally feasible.

17.03 Paid Training

Employees, when directed to attend compulsory training courses or in-service sessions pertaining to operations shall be paid in accordance with the provision of the Collective Agreement.

17.04 Training in Other Areas

After the probationary period is concluded, an employee may indicate in writing to the supervisor, areas of the operation where they request to be trained in. When the Employer decides such opportunities are available, the Employer will post in advance a notice to employees informing them of such opportunities. The Employer will train on the basis of seniority, employees who request training and who demonstrate an ability for the work. An employee must have completed the probationary period prior to requesting training pursuant to the Article.

The parties acknowledge that exceptional situations may occur in which the Employer is not able to post advance notice of a training opportunity. In such cases, the Employer will not be prohibited

from taking advantage of the opportunity to provide training. In such cases, the Employer will exercise every effort to provide as much advance notice as possible and will train on the basis of seniority, employees who request training and who demonstrate ability for the work.

17.05 Partial Paid and Unpaid Training

The Employer may grant leave to allow employees to take educational courses related to their employment and such leave may be without pay or with partial pay.

17.06 Union/Management Committee

The Union/Management Committee may, as required, review trends in training programs for the purposes of evaluating potential employee needs.

17.07 Required Certificates

The Employer will reimburse employees the certificate cost of a FOODSAFE Level 1 Refresher up to thirty-five dollars (\$35).

The Employer will reimburse employees for the annual cost of a health care CPR certificate.

The time spent by employees completing the course shall be considered as time worked and shall be paid in accordance with the provisions of the Collective Agreement.

ARTICLE 18 - SCHEDULING PROVISIONS

18.01

- (a) (i) The Employer shall arrange the times of all on-duty and off-duty shifts, including statutory holidays, and post these at least fourteen (14) calendar days in advance of their effective date.
- (ii) The Employer may alter the scheduled workdays and/or start and stop times of an employee without giving at least fourteen (14) calendar days advance notice, in emergency

- or circumstances beyond the Employer's control. In such cases, the shift(s) of the most junior qualified employee(s) will be amended without overtime owing, except in circumstances of less than ten (10) hours between shifts.
- (b) There shall be a minimum of ten (10) consecutive hours off-duty between the completion of one work shift and the commencement of the next.
 - (c) When it is not possible to schedule ten (10) consecutive hours off-duty between work shifts, all hours by which such changeover falls short of ten (10) consecutive hours shall be paid at overtime rates in accordance with Article 20.
 - (d) If a written request for a change in starting time is made by an employee which would not allow ten (10) consecutive hours off-duty between the completion of one work shift and the commencement of another, and such request is granted, then the application of paragraphs (b) and (c) of this section shall be waived for all employees affected by the granting of such a request provided they are in agreement.
 - (e) Employees may exchange shifts, provided the exchange does not result in overtime and occurs with the prior approval of the Employer. Such approval will not be unreasonably denied.

ARTICLE 19 - HOURS OF WORK

19.01 Continuous Operation

The work week shall provide for continuous operation Saturday at 12:00 a.m. through Friday at 11:59 p.m.

19.02 Hours of Work

- (a) The normal hours of work for regular full-time employees, exclusive of meal times, shall be at least thirty-seven-and-a-half (37.5) hours per week, and the work shift shall be at least seven-and-one-half (7.5) or an equivalent mutually agreed to by the Employer and Union.
- (b) Employees who are scheduled to be on-call during a meal period shall be paid for their meal period.
- (c) Employees shall not be required to work more than six (6)

consecutive shifts, and employees shall receive two (2) consecutive days off, unless otherwise mutually agreed.

19.03 Rest and Meal Periods

(a) Rest Periods

Employees working a shift seven (7) hours or more shall receive two (2), fifteen (15) minute, rest periods, one in each half of the shift. Employees working less than seven (7) hours shall receive one (1) rest period. Where there is mutual agreement between the Union designate and Employer designate, rest periods may be combined to meet employee and operational requirements.

(b) Meal Periods

All employees working more than a five (5) hour shift shall receive a one-half (1/2) hour unpaid meal period, no more, no less. The Employer shall attempt to schedule the meal period as close as possible to the middle of the shift.

(c) As described above, employees are entitled to the following rest and meal breaks:

Paid Hours	Meal Break	Rest Break
5 hours or less	None	1 paid 15 minutes
More than 5 hours but less than 7 hours	One half hour unpaid	1 paid 15 minutes
7 or more hours	One half hour unpaid	2 paid 15 minutes

ARTICLE 20 - OVERTIME

20.01 Employees requested to work in excess of the normal daily full shift hours as outlined in Article 19.02, or who are requested to work on their scheduled off duty days shall be paid:

(1) One-and-one-half times (1½) the employee's regular hourly rate for the first four (4) hours in excess of eight (8) hours per

day or forty (40) hours per week, and double-time (2x) thereafter. All overtime shall be authorized by the Manager or designate in advance.

- (2) A full-time employee who has worked their scheduled hours shall be paid at the rate of one-and-one-half times (1½ x) the employee's regular hourly rate for all hours on a scheduled day off.

20.02 Employees required to work on a scheduled day off shall receive the overtime rate as provided but shall not have the day off rescheduled.

20.03 If an employee works overtime on a statutory holiday which calls for a premium rate of pay as provided at Article 25, the employee shall be paid overtime at the rate of time-and-one-half (1-1/2) times the premium statutory holiday rate for all hours worked beyond eight hours (8) in that day.

20.04 Where possible, overtime pay shall be paid to the employee within eight (8) days after the expiration of the pay period in which the overtime was earned but no later than the second pay period following the date the overtime was earned.

20.05 When an employee works a minimum of one (1) hour of overtime immediately before or following their scheduled hours of work, an employee shall have a fifteen (15) minute break with pay. If the overtime extends to beyond two-and-one-half (2½) hours, the employee shall receive breaks in accordance with Article 19.03.

20.06 Only in cases of emergency may an employee be required to work overtime.

When an employee does not agree that an emergency exists, the employee shall work such overtime under protest and may file a grievance.

20.07 An employee required to work overtime shall be entitled to eight (8) clear hours between the end of the overtime work and the start of their next regular shift. If eight (8) clear hours of time off are not provided, overtime rates shall apply to all hours worked on the next regular shift.

20.08 Overtime shall be offered in order of hourly seniority. Up to four (4) hours of overtime shall be offered by seniority to employees at work or commencing their shift. Overtime over four (4) hours shall be offer by seniority to employees on days off.

20.09 A regular part-time employee working less than the normal hours per day, or the normal days per week of a full-time employee, and who is requested to work longer than their regular work day or work week, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the work day or work week of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the workday or work week of a full-time employee.

20.10 For the purposes of calculating weekly overtime, hours paid at overtime rates will not be used for calculating further overtime payments.

ARTICLE 21 - CALL-BACK TO WORK

Employees called back to work on their regular time off shall receive a minimum of two (2) hours' pay at the applicable rate whether or not they actually commence work.

These employees shall receive a transportation allowance based on the cost of taking a taxi from their home to the Employer's place of business and return or, if the employee normally drives their automobile to work an allowance of thirty-one cents (\$0.31) per kilometer from the employee's home to the worksite and return. The minimum allowance shall be ten dollars (\$10).

ARTICLE 22 - REPORTING PAY

22.01 Guaranteed Minimum Hours

Any employee, except those covered by Article 21, reporting for work at the call of the Employer, shall be guaranteed a minimum of:

- (a) four (4) hours pay at the employee's classified straight-time rate of pay if the employee commences work; or
- (b) two (2) hours pay at the employee's classified straight-time rate of pay if the employee does not commence work.

22.02 Weather Conditions Excepted

If the reasons for suspending work on any day is due to weather conditions, the minimum reporting pay shall be two (2) hours at the employee's classified straight-time rate of pay.

ARTICLE 23 - RELIEVING IN HIGHER AND LOWER-RATED POSITIONS

23.01 In the event of an employee relieving in a higher-rated job, the employee shall receive the hourly rate of the position they are relieving for any and all hours relieving.

23.02 In cases where an employee is required, during a scheduled shift, to transfer temporarily to a lower-rated job, such employee shall incur no reduction in wages because of such transfer.

ARTICLE 24 - TRANSPORTATION ALLOWANCE

24.01 An employee will not be required to use their own motor vehicle to conduct business of the Employer.

24.02 An employee who uses their own vehicle to conduct business on behalf of and at the request of the Employer shall receive an allowance of thirty-one cents (\$0.31) per kilometer. Minimum allowance shall be ten dollars (\$10).

ARTICLE 25 - STATUTORY HOLIDAYS

25.01 Statutory Holidays

- (a) Employees will be entitled to eleven (11) statutory holidays and such other holidays as may in future be proclaimed or declared by either the Provincial or Federal Governments:

New Year's Day	Labour Day
Family Day	<u>National Day of Truth and Reconciliation</u>
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
B.C. Day	

(b) **Pay Calculation**

Statutory holiday pay shall be based upon the average percentage of available full-time hours each such employee was paid in the thirty (30) calendar days immediately preceding the holiday. Average percentage is defined as hours worked and overtime hours multiplied by the overtime rate divided by 162.5 hours. (See example in Appendix "A").

If an employee is on annual vacation, or any other paid time off, the employees' paid days are counted as days worked and wages earned when calculating holiday pay.

- (c) Casual employees who have not completed thirty (30) calendar days service shall be eligible for a statutory holiday provided they have worked on fifteen (15) days prior to the Statutory Holiday.
- (d) The Employer agrees to make every effort to schedule public holidays or equivalent days off as additions to the employee's two (2) regularly scheduled days off per week so that employees will receive as many three-day breaks during each year as possible. Such days will be taken at a mutually agreed-to time between the Employer and employee.

25.02 Other Religious Observances

- (a) Employees who are members of non-Christian religion are entitled up to two days leave without pay per calendar year to observe spiritual or holy days. Such leave shall not be unreasonably withheld.
- (b) A minimum of two weeks' notice is required for leave under this provision. Where two weeks' notice is not given due to the unpredictable nature of the spiritual or holy day then as much notice as possible shall be provided.
- (c) Employees granted leave under this provision may utilize or reschedule unused vacation.

25.03 Employees who are required to work on a statutory holiday shall be paid at the rate of time-and-one-half (1-1/2 x) in addition to statutory holiday pay owing.

25.04 The Employer shall make every effort to schedule either Christmas Day or New Year's Day off for employees so requesting.

25.05 If a statutory holiday occurs within an employee's vacation period, an extra day's vacation will be allowed for each statutory holiday so occurring.

ARTICLE 26 - VACATIONS ENTITLEMENT

26.01 Annual Vacation Entitlement

The vacation earning/accrual year shall be from September 1st to August 31st each year, and the vacation year shall be September 1st to August 31st the year following.

All employees shall be credited for and granted vacations earned up to September 1st each year on the following basis:

- (a) Regular employees who were regular status less than twelve (12) months prior to September 1st shall receive a partial vacation based on continuous service to September 1st.

- (b) Ten (10) working days per year commencing in the first (1st) year of employment, paid at four percent (4%) of gross earnings in the previous year.
- (c) Twelve (12) working days per year commencing in the fifth (5th) year of employment, paid at four-point-eight percent (4.8%) of gross earnings in the previous year.
- (d) Fifteen (15) working days per year commencing in the sixth (6th) year of employment, paid at six percent (6%) of gross earnings in the previous year.
- (e) Seventeen (17) working days per year commencing in the ninth (9th) year of employment, paid at six-point-eight percent (6.8%) of gross earnings in the previous year.
- (f) Twenty (20) working days per year commencing in the eleventh (11th) year of employment, paid at eight percent (8%) of gross earnings in the previous year.
- (g) Twenty-five (25) working days per year commencing in the sixteenth (16th) year of employment, paid at ten percent (10%) of gross earnings in the previous year.

26.02 Vacation Period

- (a) All regular employees shall be required to submit their vacation requests in writing and the Employer will respond in writing.
- (b) Employees who want to take vacation during the months of March 1, April, May, June, July, or August 31 – Must submit a written request no later than January 15 preceding the vacation. The Employer will respond no later than February 1. Approval of such requests shall be based upon seniority subject to operational requirements.
- (c) Employees who want to take vacation during the months of September 1, October, November, December, January, February 28 – Must submit a written request no later than July 15 preceding the vacation. The Employer will respond no later than August 1. Approval of such requests shall be based upon seniority subject to operational requirements.
- (d) Approval for vacation requests submitted outside of the times stated above shall be done on a first come first serve basis

subject to operational requirements. The Employer will respond to such requests within fourteen (14) days.

26.03 Splitting of Vacation Periods

Annual vacation for employees shall be granted in one (1) continuous period but in cases of more than ten (10) days' vacation may, upon request from the employee, be divided as follows:

- (1) the Employer's approval shall not be unreasonably withheld, taking into consideration the employee's seniority and the operational requirements of the department; and
- (2) at least one (1) block of vacation shall be at least five (5) days in duration.

Changes requested in selected vacation periods for compassionate reasons shall be given careful consideration. Such changes shall not affect the selected vacation periods of other employees.

Vacation schedules, once approved by the Employer, shall not be changed other than in cases of emergency, except by mutual agreement between the employee and the Employer.

26.04 Vacation Pay

Upon receipt of fourteen (14) days' written notice, the Employer shall pay to the employee, on the payday immediately prior to the commencement of their vacation, an amount equivalent to their vacation being taken, up to the amount of vacation pay earned.

Once per calendar year employees may request, in writing, to be paid out any vacation accrual that has accumulated over and above the current year's entitlement. The current years' entitlement shall be based on the employee's regular status FTE.

26.05 Vacation Carry Over

Employees with more than ten (10) years of employment shall be permitted to carry a maximum of ten (10) accrued vacation from one year to the next, provided the employee has taken at least fifteen (15) days of vacation in the current vacation year. Any vacation carried over will become part of the following years' entitlement.

26.06 Vacation Entitlement Upon Dismissal

Employees dismissed for cause shall be paid their unused earned vacation allowance.

26.07 Reinstatement of Vacation Days – Sick Leave

In the event an employee is sick or injured prior to the commencement of their vacation, such employee shall be granted sick leave for the duration of sickness or illness and the vacation period so displaced shall be added to the vacation period if requested by the employee and by mutual agreement or shall be reinstated for use at a later date.

26.08 Vacation Credits Upon Death

Earned but unused vacation entitlement shall be made payable, upon an employee's death, to the employee's estate.

26.09 A single vacation period which overlaps the end of a vacation year shall be considered as vacation entitlement for the vacation year in which it commenced.

26.10 Casual Vacation Pay

Casual employees shall be paid a percent of their straight-time pay in lieu of paid vacation. The percent shall be set as per the entitlement found in Article 26.01.

ARTICLE 27 - BEREAVEMENT LEAVE

Bereavement leave of absence of three (3) days with pay shall be granted to a regular employee at the time of notification of death

upon application to the Employer in the event of a death of a member of the employee's immediate family. This shall include parent (or alternatively step-parent or foster parent), spouse, child, step-child, miscarried or stillborn child, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, legal guardian, ward and any person permanently residing in the employee's household as a member of their family. An additional two (2) consecutive days without pay may be granted to employees who are required to travel in order to attend the funeral.

Such bereavement leave shall be granted to employees who are on other paid leaves of absence including sick leave and annual vacations. When bereavement leave of absence with pay is granted, any concurrent paid leave credits used shall be restored.

Bereavement leave of absence with pay shall not apply when an employee is on an unpaid leave of absence.

One day of the above entitlement may be saved for use on the date of interment (including funeral, wakes, and other celebrations of life).

ARTICLE 28 - SICK LEAVE, W.C.B, RETURN TO WORK

28.01 Effective August 1st 2018, regular employees shall be entitled to eight (8) days of sick leave per year, accrued at the rate of point-six-seven (0.67) days per month. Part-time employees shall accrue sick leave days prorated to the hours paid. Any unused sick leave in any year shall be carried over for future use.

The maximum accumulation of sick leave credits in an employee's sick bank shall be ninety-seven-and-a-half (97.5) hours.

28.02 Sick leave with pay is only payable because of sickness and employees who are absent from duty because of sickness may be required to prove sickness. The Employer may request sick notes after three consecutive days' absence or after a demonstrated pattern of absence. The Employer will reimburse

employees for any costs associated with obtaining a doctor's note to a maximum of twenty-five dollars (\$25), if required by the Employer to prove sickness.

28.03 The Employer will ensure that all employees (regular status and casuals) shall receive a minimum of 5 paid days' sick leave per year as per the *Employment Standards Act*.

28.04 Sick leave shall be computed on the basis of scheduled workdays and all claims shall be paid on this basis. Sick leave deductions shall be in accordance to actual time off.

28.05 An employee may request sick leave pay to cover periods of actual time lost from work owing to sickness or non-work related accident. The Employer shall advise an employee the amount of sick leave available if requested. Should WorkSafe BC reject a claim of workplace injury the employee will be entitled to access accrued sick leave at the time of reporting.

28.06 Where medical and/or dental appointments cannot be scheduled outside the employee's working hours, sick leave with pay shall be granted.

28.07

- (a) Employees who are off because of sickness or non-work related accident shall at the expiration of paid sick leave benefits, be continued on the payroll under the heading of leave of absence without pay for a period of not less than one (1) month. Further leave of absence without pay shall be granted upon written request. The Employer's decision for further leave of absence without pay shall be in writing. The Employer may require medical information as to the expected date of return to work.
- (b) Employees on leave as per (a) above shall be considered as being on unpaid leave in accordance with Article 31.04, except that seniority shall continue to accrue on an employee's regular scheduled hours.

28.08 Workers' Compensation Benefits

- (a) Employees shall receive directly from the WorkSafe BC any wage loss benefits to which they may be entitled.
- (b) While an employee is in receipt of WorkSafe BC wage loss benefits, paid holidays, and vacation will not accrue. However unused vacation credits accrued in previous years shall not be lost as a result of this Article. In addition, Articles 34 and 35 will continue to apply to employees who are entitled to receive WorkSafe BC wage loss benefits.
- (c) The provisions of (b) shall also continue to apply to employees who are receiving WorkSafe BC benefits other than wage-loss benefits pursuant to Sections 29 or 30 (temporary benefits and/or partial temporary benefits) of the *Workers' Compensation Act*, so long as the employee is otherwise entitled to benefits under those Sections of the *Workers' Compensation Act*.
- (d) Employees qualifying for Workers' Compensation coverage shall be continued on the payroll and shall not have their employment terminated during the compensable period. Such employees shall be considered as being on an unpaid leave in accordance with Article 31.03 except that seniority shall continue to accrue based on regular hours.

Casual employees shall continue to accrue seniority based on the average hours worked by the employee in the six (6) months preceding the injury, excluding overtime hours. If the casual employee has worked less than six (6) months, then the average hours are based on actual hours worked, excluding overtime hours.

28.09 Transportation for Accident Victim

If an injured employee requires assistance, transportation to the employee's home shall be provided by the Employer.

28.10 Day of Injury

An employee who cannot complete the shift due to an injury at work shall be paid regular wages for the remainder of the shift.

28.11 Return To Work Programs

- (a) The parties recognize that prevention of injuries and rehabilitation of injured employees are equally important goals. The parties further recognize that return to work programs are part of a continuum of injury prevention and rehabilitation.
- (b) The Employer and the Union are committed to a safe return to work program that addresses the needs of each individual employee. Should an employee provide restrictions from a physician, such restrictions shall be incorporated into an established return to work program.
- (c) Return to work programs will be part of an approved rehabilitation plan.
- (d) The parties jointly recognize the importance of confidentiality and will ensure that full confidentiality is provided. The Employer shall not have contact with the employee's physician, without the employee's consent.
- (e) An employee has the right to request and receive the assistance of an on-site union representative or member of the Joint Health and Safety Committee at any step in the return-to-work program.
- (f) In addition to (d), prior to entry into a return-to-work program that is greater than seven (7) calendar days the Employer will advise the staff union representative and a meeting will be scheduled as promptly as possible. The Union may designate any one of the following to attend the meeting: an employee member of the Joint Health and Safety Committee, a shop steward or staff union representative. The parties shall discuss the planned program and its duration. The details of the return-to-work program will be confirmed in writing to the employee and the Union.

28.12 Workload

Where the absence of one or more employees may create a significant increase in the workload for other employees, the Employer will make every effort to resolve the matter by:

- Supervision will discuss duty priorities with the affected employee(s).
- Re-assigning work.
- Utilizing casual employees in accordance with the Collective Agreement.

Under no circumstances will the prioritizing of duties or the reassignment of work result in a significant increase in workload for other employees.

An employee who believes their workload is unsafe or excessive shall discuss the problem with their immediate supervisor.

If the problem is not resolved in this discussion the employee may seek a remedy by means of the grievance procedure.

ARTICLE 29 - EDUCATIONAL LEAVE

29.01 Leave of absence without loss of pay, seniority and all benefits shall be granted to employees whenever the Employer requests, in writing, that the employee take designated courses and/or examinations. The cost of the course and/or any examination fee and reasonable expenses incurred in taking the course and/or examination shall be paid by the Employer.

29.02 After three (3) years' continuous service, an employee may request an unpaid leave of absence to take educational courses subject to the following provisions:

- (a) The employee shall give the longest possible advance notice in writing. Where an employee requests an unpaid leave of absence in excess of four (4) calendar months, such employee

- shall make every effort to give two (2) calendar months' advance notice in writing of such request.
- (b) Every effort shall be made by the Employer to comply with such requests, providing that replacements to ensure proper operation of the department can be found.
 - (c) Notices granting such requests shall be given by the Employer in writing.

ARTICLE 30 - JURY DUTY

Any regular employee, who is required for jury selection, jury duty, or coroner's inquest or who is subpoenaed to serve as a witness in a court action, not being themselves a party to the proceeding), on a day when they would normally have worked, will be reimbursed by the Employer for the difference between the pay received in such duty and their regular straight-time hourly rate of pay for their regularly scheduled hours of work. The employee will be required to furnish proof of performing such service and such duty pay received.

The employee shall not be required to turn over allowances received for traveling and meals.

ARTICLE 31 - LEAVE UNPAID

31.01 Unpaid Leave

Requests by employees for unpaid leave of absence of less than or equal to two (2) weeks shall be made in writing to the worksite supervisor and may be granted at the Employer's discretion. The employee shall give at least seven (7) days' notice to minimize disruption of staff. The Employer shall make every reasonable effort to comply with the request. Notice of the Employer's decision shall be given in writing as soon as possible.

Requests from an employee for an extension to the two (2) weeks unpaid leave may be granted subject to operational requirements.

31.02 Unpaid Leave - After Two Years

After two years of continuous service, an employee may request, in writing, an extended unpaid leave of absence of up to forty-five (45) days, giving the longest possible advance notice. Every reasonable effort will be made to comply with such request providing that replacements to ensure proper operation of the Employer's business can be found. Notice of the Employer's decision shall be given in writing.

Requests from an employee for an extension to the forty-five (45) days unpaid leave may be granted subject to operational requirements.

31.03 Unpaid Leave - Affecting Seniority and Benefits

Any employee granted unpaid leave of absence shall continue to accumulate continuous service with the Company.

All seniority and benefits earned by the employee shall be maintained for unpaid leaves of absence granted for up to twenty (20) working days duration or less.

If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds twenty (20) working days in any year, the employee shall not accumulate either seniority or benefits from the twenty-first (21st) day of the unpaid leave to the last day of the unpaid leave. Seniority will begin to accumulate upon their return to work. Benefits will apply in accordance with the benefit provisions of the agreement.

Employees may pay the benefit premiums and retain benefits while on unpaid leaves of absence longer than twenty (20) working days.

Employees choosing to continue benefits shall, prior to the commencement of their leave, provide the Employer with post-dated cheques for the duration of their absence.

31.04 Unpaid Leave - Union Business

- (a) Leave of absence without pay shall be granted upon request for the reasons set out below unless it would unduly interrupt the Employer's operations or result in additional wage costs:
- (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated, to a maximum of twenty-one (21) days per occurrence;
 - (2) for elected or appointed representatives of the Union to attend to Union business which requires them to leave their general work area;
 - (3) members of the Provincial Executive of the Union shall be granted leave of absence to attend the regular meetings of such Executive;
 - (4) for employees elected to the Union Bargaining Committee.
- (b) Long term leave of absence without pay shall be granted to employees designated by the Union to transact Union business for periods of not less than twenty-one (21) days unless this would unduly interrupt the operation of the department. Such requests shall be made in writing sufficiently in advance to minimize disruption of the department. Employees granted such leave of absence shall retain all rights and privileges accumulated prior to obtaining such leave. Seniority shall continue to accumulate during such leave and shall apply to such provisions as annual vacations, increments and promotions.
- (c) When leave of absence without pay is granted pursuant to part (a) or (b), the leave shall be given with pay and the Union shall reimburse the Employer for salary and benefit costs, including travel time incurred, within sixty (60) days of receipt of the invoice. It is understood that employees granted leave of absence pursuant to this clause shall receive their current rate of pay while on leave of absence. Leave of absence granted under this clause shall include sufficient travel time. The pay and benefits received by the employee and reimbursed by the

Union under this Article shall be based on the number of hours to which the Union indicates, in writing, the employee is entitled.

This provision does not apply to employees on extended leaves of absence who are employed by the Union on a full-time basis.

- (d) The Union shall provide the Employer with reasonable notice to minimize disruption of the operation and shall make every reasonable effort to give a minimum of fourteen (14) days' notice prior to the commencement of leave under (a) or (b) above. The Employer agrees that any of the above leaves of absence shall not be unreasonably withheld.

31.05 Unpaid Leave Public Office

Employees shall be granted unpaid leave of absence to enable them to run for elected public office and if elected, to serve their term(s) of office subject to the following provisions:

- (a) Employees seeking election in a Municipal, Provincial or Federal election shall be granted unpaid leave of absence for a period up to ninety (90) calendar days.
- (b) Employees elected to public office shall be granted unpaid leave of absence for a period up to five (5) years.

31.06 Unpaid Leave in Conjunction with Vacation

In the event that an employee has requested an unpaid leave of absence in conjunction with a requested vacation, their request will be granted only after all other vacation requests have been awarded and will be subject to the provisions of Article 26.02.

ARTICLE 32 - MATERNITY AND PARENTAL LEAVE

32.01 Maternity Leave

- (a) An employee is entitled to maternity leave of up to seventeen (17) weeks without pay. The duration of the maternity leave of absence before confinement and subsequent to confinement

shall be at the option of the employee. Leave must begin on or before the date the baby is born. It cannot start earlier than 13 weeks before the expected birth date.

- (b) Pregnancy shall not constitute cause for dismissal.
- (c) Employees shall make every effort to give at least fourteen (14) days' written notice prior to the commencement of maternity leave of absence without pay, and employees shall give at least fourteen (14) days' written notice of their intention to return to work prior to the termination of the leave of absence.
- (d) If an employee is unable or incapable of performing their duties prior to the commencement of the maternity leave of absence without pay, the employee may be required to take unpaid leave of absence, or sick leave where appropriate.
- (e) The Employer may require the employee to provide a doctor's certificate indicating the employee's general condition during pregnancy along with the expected date of confinement.
- (f) Upon return to work, the employee shall continue in their former position without loss of any entitlements.

32.02 Parental Leave for Birth and Adopting Parents

- (a) Upon written request an employee shall be entitled to parental leave of up to sixty-two (62) consecutive weeks without pay (or sixty-one (61) consecutive weeks in the case of birth mother who takes maternity leave. The leave period may be extended by an additional five (5) weeks.
- (b) Upon written request, an employee shall be entitled to adoption leave of up to sixty-two (62) consecutive weeks without pay.
- (c) Such written request pursuant to (1) above must be made at least four (4) weeks prior to the proposed leave commencement date.
- (d) Leave taken under this clause shall commence:
 - (1) in the case of a mother, immediately following the conclusion of leave taken pursuant to Article 32.01 or following the adoption;
 - (2) in the case of the other parent, following the adoption or the

birth of the child must commence within seventy-eight (78) weeks period after the birth date or adoption of the child. The "other parent" is defined as the father of the child and/or spouse of the mother, including common-law spouse as defined by Article 3. Such leave request must be supported by appropriate documentation.

32.03 Seniority and continuous service will continue to accumulate during the full period of maternity and parental leave. The Employer shall maintain employee's benefit coverage during maternity and parental leave provided the employee maintains their share of the cost of the plan.

ARTICLE 33 - FAMILY RESPONSIBILITY LEAVE AND OTHER EMPLOYMENT STANDARDS LEAVES

Employees shall be entitled to Family Responsibility Leave and Compassionate Care Leave as outlined in Section 52 and 52.1 respectively of the current *Employment Standards Act*. Any changes, modifications, to the Act will also apply.

Family Responsibility Leave will not be counted as days of unpaid leave for purposes of the twenty (20) day maximum in Article 31.03.

An employee on approved Compassionate Care Leave shall continue to accumulate seniority hours during such leave and will be credited with their seniority hours upon return to work. Notwithstanding the foregoing it is understood that health care plan coverage shall be the responsibility of the employee, pursuant to Article 31.03 if such leave exceeds twenty (20) working days in any year.

Employment deemed continuous while employees are on any form of Employment Standard Leaves (including Jury duty) for the purpose of calculating seniority, annual vacation entitlement, medical or other plan beneficial to the employee. All benefits including medical benefits shall continue as if the employee was

not on leave.

The employee is entitled to all increases in wages and benefits the employee would have been entitled to had the leave not been taken.

All leaves required by applicable legislation regarding Leaves of Absences shall apply, including Leaves under the *Employment Standards Act* such as: Leaves respecting Domestic or Sexual Violence, personal illness and injury Leave, Maternity and Parental Leave, Leave respecting the Disappearance of a Child, and Leave respecting the Death of a Child. It is understood that the parties will abide by any leaves legislated during the life of this Agreement.

Employees are encouraged to consult the ESA website for the most up-to-date and comprehensive breakdown on job-protected leaves.

ARTICLE 34 - HEALTH CARE PLANS

34.01 Commencement of Coverage

Coverage under the provisions of this Article shall apply to regular full-time and regular part-time employees who work twenty (20) hours or more per week and shall commence on the first day of the calendar month immediately following the completion of the employee's probationary period.

34.02 Benefit Coverage and Premium Costs for Health Benefit Plans

Eligible employees shall be enrolled in the following benefits plans and it is understood that these benefit plans are administered, governed and adjudicated pursuant to the master contract held with the benefits provider and the parties are bound by its terms.

The Employer shall pay seventy percent (70%) of all Health Care Plan benefit premiums and the employee shall pay thirty percent

(30%) of all benefit premiums.

Effective June 1st 2018, the premium costs for the plan will be seventy-five percent (75%) Employer paid and twenty-five percent (25%) employee paid for BCMSP, Extended Health, Dental and Life Insurance.

Effective June 1st 2019, the premium costs for the plan will be eighty percent (80%) Employer paid and twenty percent (20%) employee paid for BCMSP, Extended Health, Dental and Life Insurance.

Employees are covered by the Group Benefit Plan Division 38 and a benefit booklet will be provided to each employee enrolled in the plans.

34.03 Eligible employees and dependents shall be covered by the BC Medical Services Plan.

34.04 Employees will be enrolled in the BC PharmaCare and drug formulary and provided with pay direct drug cards.

Reimbursement of eligible drugs and medicines are subject to PharmaCare low-cost alternative and reference-based pricing payment policies. There is no annual maximum on prescription drug claims.

Co-insurance reimbursement is 100%.

The dispensing fee is covered by BC PharmaCare and the maximum amount is currently \$9.10 and subject to review by BC PharmaCare. A dispensing fee in excess of the PharmaCare fee is paid by the employee.

34.05 Extended Health Benefits

All benefits will continue to the earlier of age 70, retirement or termination of employment including Group Life Insurance,

Accidental Death and Dismemberment, Health and Dental.

Vision Care \$250 every 24 months (eyeglasses or contact lenses).

Orthotic Inserts \$150 every 24 months.

Physiotherapist Unlimited.

Reimbursement for Cancer wigs \$500 per lifetime.

34.06 Dental Plan

Basic dental plan coverage is reimbursed at 90%.

Accidental coverage is 100%.

Major and Orthodontic Coverage is available.

Annual maximum for Basic and Major is \$1,500.

Lifetime Orthodontic Coverage is \$1,500 for dependent children.

ARTICLE 35 - LIFE INSURANCE (HOUSEKEEPING)

The Employer shall pay 70% of the premiums for the Group Life and Accidental Death and Dismemberment insurance plans.

Effective June 1, 2018, the Employer shall pay 75% of the premiums for the Group Life and Accidental Death and Dismemberment insurance plans.

Effective June 1, 2019, the Employer shall pay 80% of the premiums for the Group Life and Accidental Death and Dismemberment insurance plans.

The Plan shall provide basic life insurance in the amount of \$30,000 and standard 24-hour accidental death and dismemberment insurance.

ARTICLE 36 - WORK CLOTHING AND EMPLOYER PROPERTY

36.01 Uniforms

- (a) (i) The Employer shall supply uniforms including hair covering and aprons for employees who are required to wear same. The Employer shall replace uniforms as required due to wear and tear. Appropriate change rooms will be supplied when employees are required to change clothing at work. Where change rooms are not available the Employer shall discuss the matter with the client.
- (ii) The Employer shall pay sixty-five cents (\$0.65) per shift for the cleaning of uniforms.
- (iii) The Employer will supply each regular full-time employee with five (5) uniforms and part-time regular and casual employees with two (2) uniforms.
- (b) The Employer shall supply and maintain nametags for employees who are required to wear same.
- (c) The employee shall supply and wear certified slip resistant shoes.

36.02 Employees must return to the Employer property in their possession at the time of termination of employment. The Employer shall take such action as required to recover the value of articles, which are not returned.

36.03 Protective Clothing and Equipment

- (a) The Employer shall provide all employees working in any unsanitary or potentially hazardous job all necessary tools, protective clothing, and equipment required, including gloves, masks, and safety glasses.

The Employer will ensure adequate supplies are provided to employees to complete assigned work. Any shortage of supplies, protective clothing or equipment shall be immediately reported to the supervisor, who will take appropriate steps to correct the shortage.

- (b) All such clothing, tools and equipment shall be maintained and replaced at the Employer's expense.
- (c) All such clothing, tools and equipment shall comply with applicable WorkSafe BC regulations concerning same.

ARTICLE 37 - MORE FAVOURABLE RATES

No employee who is at present receiving a more favourable wage rate than is specified herein shall incur a reduction in such wage rate unless a reduction in such wage rate was negotiated.

ARTICLE 38 - PAY DAYS

38.01 Employees shall be paid by direct deposit every second Friday subject to the following provisions:

- (a) The statements given to employees with their pay cheques shall include the designation of statutory holidays paid, the listing of all adjustments including overtime, and an itemization of all deductions.
- (b) When a payday falls on a non-banking day, the pay cheque shall be given prior to the established payday
- (c) Annual vacation pay - see Article 26.
- (d) The Employer will make available to employees' information on their vacation and sick accruals on a quarterly basis.

38.02 Reconciling Deficient Pay

In the event an employee's pay is short of money owed for the pay period and, provided the employee has completed the requisite recording and approval of their own time card, the following shall apply:

- If the money owed is less than five (5) hours, the pay shall be added to the next pay period.
- If the money owed is five (5) hours or greater, the Employer will make every reasonable effort to correct the error and provide a manual cheque within four (4) business days.

ARTICLE 39 - VACCINATION, INOCULATION AND CRIMINAL RECORD CHECK

39.01 Vaccination and Inoculation

Any employee refusing, without sufficient medical grounds, to take medical or x-ray examination at the request of the Employer, or to undergo vaccination, inoculation and other immunization when required, may be dismissed from the service of the Employer. Where an employee is required by the Employer to take a medical or x-ray examination or undergo vaccination, inoculation or other immunization, the Employer shall provide reasonable expense and where necessary, reasonable time off with pay.

Where an employee is required by the Employer to take a medical or x-ray examination or undergo vaccination, inoculation or other immunization, it shall be at the Employer's expense and on the Employer's time.

In addition to the above, the Employer agrees to provide in-service training for all employees working with AIDS residents/clients.

39.02 The Employer agrees to take all reasonable precautions to limit the spread of infectious diseases among employees, including in-service seminars for employees, and the provision of Hepatitis B vaccine free of charge to those employees who may be exposed to body fluids or other sources of infection. In-service will include definitions of commonly encountered infectious diseases and precautions (standards, contact, airborne, blood borne); use of personal protective equipment (PPE) and cleaning and handling procedures.

39.03 Criminal Record Check

An employee shall, at the Employer's request and cost submit to a criminal record check. The Employer may terminate an employee should the criminal record check reveal a conviction(s) related to the employment of the employee for which application has been made or where the convictions(s) is contrary to a bona fide occupational requirement. The costs associated with the

required criminal record check every 5 years of employment, (*Criminal Record Review Act of BC*), shall be covered by the employee.

ARTICLE 40 - OCCUPATIONAL HEALTH AND SAFETY, TRAINING AND ORIENTATION

40.01 Occupational Health and Safety Committee

The Employer and the Union agree to cooperate in the promotion of safe working conditions, the prevention of accidents, the prevention of workplace injuries and the promotion of safe workplace practices. The parties agree that a Joint Occupational Health and Safety Committee shall be established. The Committee shall govern itself in accordance with the provisions of the Occupational Health and Safety Regulations made pursuant to the *Workers' Compensation Act*. The Committee shall have equal representation with each party appointing its own representatives.

In addition to persons appointed by the parties, either party may involve other employees of the facility who are neither members of the Bargaining Unit or Management, provided such is done by mutual agreement.

40.02 Employees who are members of the Committee shall be granted leave without loss of pay or receive straight-time regular wages while attending meetings of the Joint Committee.

The Committee's role in the workplace includes:

- The promotion of safe work practices;
- Assisting in creating a safe and healthy workplace;
- Reviewing procedures and recommending actions which will improve the effectiveness of the Occupational Health and Safety program;
- Promoting compliance with the WorkSafe BC Occupational Health and Safety Regulations; and

- Promptly investigating accidents.

40.03 Employees who are members of the Committee shall be granted leave without loss of pay or receive straight-time regular wages to participate in workplace inspections and accident investigations at the request of the Committee pursuant to the WorkSafe BC Industrial Health and Safety Regulations.

40.04 Training and Orientation

The Joint Occupational Health and Safety Committee may use the resources of WorkSafe BC to provide information to the Committee members in relation to their role and responsibilities. The Committee will discuss orientation or in-service sessions which are necessary for the safe performance of work, the safe use of equipment, safe techniques for lifting and the safe handling of materials and products. The Committee will encourage knowledge and compliance with the Occupational Health and Safety Regulations by all employees. The Employer will make available information, manuals, and procedures for these purposes.

40.05 Joint Health and Safety Committee

- (a) The Employer shall notify the Union on an ongoing basis, when a worker representative is required for the Committee.
- (b) The union shall elect or appoint worker representatives to the committee within thirty (30) days of notification in (a) above, and advise the Employer in writing of the names of the worker representatives.
- (c) If the Union is unable to elect or appoint a worker representative to the committee within the thirty (30) day timeline, the Employer will appoint the worker representative in order to comply with the legislative obligations. This worker will sit until such time as the union appoints/elects a worker representative.
- (d) When an employee resigns or is removed of their appointment as a Committee member, the Committee will advise the Employer and the Union in writing of the resignation.

- (e) The Committee shall determine the date of regular monthly meetings as outlined in the Committee's terms of reference. Such dates will be determined jointly by the Committee.
- (f) Every reasonable effort will be made to schedule meetings such that they accommodate the regular schedule of the majority of the members.
- (g) After each joint committee meeting the committee must prepare a report of the meeting and provide a copy to the Employer and post it within fourteen (14) days of the meeting.

40.06 Investigation of Accidents

The Occupational Health and Safety Committee shall be notified in a timely manner of each accident and injury involving an employee which has occurred since the last meeting of the Committee. The Committee may investigate the incident jointly, by one (1) representative of the Union and one (1) representative of the Employer and report to the Employer on the committee's findings and recommendations. In the event of a fatality, the Employer shall immediately notify the Union representative and the Bargaining Unit Chairperson.

40.07 Right to Refuse Work

No employee shall be disciplined for refusal to perform unsafe work as defined by WorkSafe BC.

ARTICLE 41 - PRINTING OF THE AGREEMENT

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement, and their obligations under it. For the term of this Collective Agreement, the Union shall print sufficient copies of the Agreement and the costs shall be shared equally between the parties.

In this Agreement including the printed form thereof, titles shall be descriptive only and shall form no part of the interpretation of the Agreement by the parties or an Arbitration Board.

ARTICLE 42 - VARIATIONS

The general provisions of this Agreement shall have application save and except where specific variations are provided in attachments to this Agreement.

ARTICLE 43 - FUTURE LEGISLATION

If any article, section, paragraph, clause or phrase of this Agreement is declared or held illegal, void or unenforceable by provincial, federal or other law, or by decision of any court, the remaining portions of this Agreement shall continue to be valid and in full force and effect and the parties shall immediately meet to review the effect of such change to this Collective Agreement and if necessary attempt to resolve the differences created by such change.

ARTICLE 44 - TERM OF THE AGREEMENT

44.01

- (a) The provisions of this Agreement, except as otherwise specified, shall come into force and effect on October 1, 2020 for both ARHCC and Starbucks.
- (b) This Agreement shall be binding and shall remain in effect until midnight October 27, 2023 for ARHCC, September 30, 2026 for Starbucks.
- (c) The present Collective Agreement shall remain in full force and effect until a new Collective Agreement is ratified or a strike or lockout occurs.

44.02 Notice to Bargain

- (a) This Agreement may be opened for collective bargaining by either party giving notice to the other party on or after June 1, 2026 but in any event not later than midnight June 30, 2026.
- (b) Where no notice is given by either party prior to June 30, 2026, both parties shall be deemed to have given notice under this Article on June 30, 2026.

44.03 It is agreed that the operation of subsections 2 and 3 of section 50 of the *Labour Relations Code* are excluded from this Agreement.

ARTICLE 45 - WAGE SCHEDULES, ATTACHMENTS AND ADDENDA, SHIFT PREMIUM

45.01 Employees shall be compensated in accordance with the applicable Wage Schedules, Attachments and Addenda appended to this Collective Agreement.

45.02 The indication in this Wage Schedule of a job and accompanying wage classification shall not bind the Employer to create such job if not already in existence.

45.03 Wage Schedule

The pay rates (including stated extras) as agreed to and hereinafter in this Schedule provided, shall be in effect during the term of the Agreement, from October 1, 2020 to October 27, 2023 for ARHCC, September 30, 2026 for Starbucks.

45.04

The night shift premium shall be one dollar (\$1) per hour.

Night shift will be defined as any shift in which the major portion occurs between 12:00 Midnight (2400 hours) and 8:00 a.m. (0800).

ARTICLE 46 - CASUAL ENTITLEMENT AND CALL IN PROCEDURE

46.01 The Employer may call in casual employees to perform work for the following reasons:

- (a) Relief work for regular employees on vacation, sick leave, education, maternity, union business and other time off regulated under the Collective Agreement;
- (b) Emergency relief.
- (c) Non reoccurring or irregular short-term work.

46.02

- (a) Where it appears that the position that is being filled by a casual employee will be in excess of forty-five (45) days, the position shall be posted and filled pursuant to Article 13.
- (b) A casual employee who is appointed to fill a position under 46.02 (a) shall not become a regular employee. A casual employee may become a regular employee only by successfully bidding into a permanent vacancy where there is no present regular incumbent. Upon completion of an assignment a casual employee shall be reverted to the casual list.
- (c) Following the casual filling the position for a period of six (6) months, the casual employee shall be eligible to be enrolled in the health care plans, with no additional waiting period. Premiums will be paid in accordance with the cost share as set out in Article 34. Coverage shall cease when:
 - (i) the regular incumbent return to the position or,
 - (ii) the casual employee works less than eighty (80) hours per month for three (3) months, or
 - (iii) the casual elects to withdraw from the benefit plans or fails to maintain the required payment.

46.03 Part-time regular employees may also register for casual work.

46.04

- (i) The Employer will set up a job classification registry for each department. Casual employees will register for work in job classifications for which they are trained and qualified to perform work.
- (ii) Employees called in as casuals will be called in to work in order of seniority provided that they are trained and qualified to perform the work being assigned in the job classification for which they are registered.
- (iii) Casuals will be assigned to work in the area and/or routine from which the vacancy arose provided that they are trained and qualified to perform the work being assigned.

46.05 Casual Availability (applies to part-time employees registered for casual work)

- a) Letter of Appointment/Minimum Hour Requirement:
- i. All casual employees shall receive a letter of appointment immediately upon recruitment clearly confirming their employment status and their classification. This letter shall also confirm the casual employee's days and times of availability for work of a casual nature. The letter shall specify that in order for the casual employee to maintain employment, the casual employee shall work a minimum of 375 hours over any fixed 12-month period, or a lower minimum annual hours as determined by the Employer.
 - ii. By January 1st 2018, casual availability shall be confirmed for current employees and include a minimum hour requirement over any fixed 12 month period. Except where the Employer and the casual employee mutually agree otherwise, the update shall require that the casual employee work a minimum of 375 hours over any fixed 12-month period.
 - iii. Except where a casual employee can demonstrate bona fide reason(s), the casual employee shall be removed from the casual list and their employment will end, if they fail to work the identified minimum number of hours applicable in Article 46.05 (Casual Availability). A casual employee shall be exempted from this requirement where the Employer has not offered the casual employee the minimum number of hours over the 12-month period.
 - iv. Mid-way through the 12-month period, a casual employee who has worked fewer than the minimum hours applicable under Article 46.05 (Casual Availability) will be notified of the number of casual hours worked.
- b) General Availability:
- The commitment to general availability specified by the casual employee may be subject to revisions. Such revisions will occur once per year or, if mutually agreed between the Employer and the employee, on a more frequent basis, subject

to operational requirements. When there are competing requests for revisions, the Employer will also apply seniority. Should a casual employee wish to increase their general availability they may do so at any time. The Employer will issue a revised letter of appointment to reflect approved changes to an employee's general availability. The Employer shall not unreasonably deny a request for change of availability.

c) Temporary Increases in Availability:

A casual employee may increase their availability, on a temporary basis, at any time throughout the year. The Employer shall not be required to provide a revised letter of appointment for temporary increases to an employee's availability.

d) Short-Term Unavailability:

Notwithstanding the above, casual employees shall provide monthly availability schedules in writing to the Employer no less than 14 days prior to the start of the month, indicating the days and times when they are not available. The Employer shall not refuse employees' requests for unavailability (subject to the paragraphs that follow) and shall not be obliged to call casual employees for those days and times on which they have indicated unavailability. Casual employees may revoke, in writing, their stated unavailability for the month, to be effective commencing three days after notification is received by the Employer.

If the employee's monthly availability over a three-month period (excluding June, July, August and spring break or Christmas break) is inconsistent with the availability specified in the employee's letter of appointment, the Employer and the Union shall meet to discuss the bona fides of the inconsistencies.

During June, July, and August, a casual employee's monthly availability shall be consistent with their letter of appointment,

approved current availability, or approved periods of unavailability. Approved periods of unavailability shall not exceed five weeks during this three-month period. Approved periods of unavailability shall be granted on the basis of seniority.

A casual employee's availability during either spring break or Christmas break shall be consistent with their letter of appointment or approved current availability. Requests for periods of unavailability will be considered by the Employer after regular employees' vacation periods are finalized. As such, approval of regular employees' vacation periods shall take priority over approval of casual employees' periods of unavailability.

46.05 For employees working a casual shift, there shall be a minimum of eight (8) consecutive hours off-duty between the completion of one work shift and the commencement of the next.

46.06 Seniority List – A master casual employee seniority list by department shall be revised and updated every three (3) months as of the last date of the payroll period immediately prior to January 1, April 1, July 1 and October 1 in each year (the "adjustment" dates).

The seniority of each employee shall be entered in the registry in descending order of the most hours worked to the least. Casual employees while on probation will be added to the registry or registries in the order that they are hired. Call in for work during the probationary period will be conducted in a fair manner.

For the purposes of call in to do casual work, seniority hours (excluding overtime hours worked) are reconciled at each adjustment date.

Within two weeks of each adjustment date the Employer shall send to the Union designate a revised copy of the casual seniority lists.

46.07 Call in procedure – All requests shall be recorded in a log which will show the job classification required to be done, the name of the employees requested to perform the work, whether the employee accepted or declined the call to work or failed to answer the call the date and time the Employer became aware of the vacancy.

In the event of a dispute the Union shall have reasonable access to these records and be entitled to make a photocopy of it at a mutually agreeable time.

All calls for filling shifts shall be recorded in a call-in log book. The call in log book shall contain:

- a) A copy of the current seniority list; and
- b) The current casual hours and overtime availability sheets.

The call-in log book shall record the following:

- a) Employee called;
- b) Shift left vacant;
- c) Date and time of call;
- d) Date and time the Employer became aware of the vacant shift; and
- e) Response to call (e.g. shift declined, no answer, shift accepted).
- f) Initial of supervisor or lead hand who called the employee.

46.08 Regular employees may transfer to casual status provided that the Employer requires additional casual employees.

46.09 The parties agree that all terms of the Collective Agreement will apply to casual employees except where modified by specific provisions.

46.10 After probation, training opportunities will be provided to casual employees in accordance with Article 17.04.

46.11 A casual employee who has worked an average of twenty (20) hours per week for thirteen (13) consecutive weeks shall have the option to be enrolled in the Company's Health and Welfare benefits plan in accordance with Article 34. Should a casual employee not maintain these hours of work, Health and Welfare benefits will cease.

46.12 A Starbucks casual employee may be scheduled in advance in accordance with the scheduling provisions in Article 18.

ARTICLE 47 - FLOAT POSITIONS

The Parties agree it may be operationally more efficient and cost effective to utilize regular status float positions for relief work as set out in the Casual Employees Addendum.

- a) The Employer may, at its sole discretion, establish regular float positions. Any such position shall be posted according to Article 13.02.
- b) Float pool employees shall be utilized only to relieve positions occupied by regular employees. However, where no such work is available, employees in float pool positions shall be utilized productively.
- c) The rate of pay shall be according to the job classification the Float position is covering. Employees hired at the "New Hire Retail Aide" wage rate shall be paid at that wage rate when working as a retail aide.
- d) An employee accepting a Float position must be willing and able to work in a variety of positions and shifts according to operational needs and may be pre-scheduled to fill vacancies or scheduled as they occur.
- e) Float pool employees are entitled to all the provisions of this Agreement except, it is understood that start and stop times may vary, therefore this position(s) will be exempt from Article 18.01 (a) (i) and (ii), (b), (c), and (d) – Scheduling Provisions.

APPENDIX A - RATES OF PAY

Classification	Current	Effective May 7, 2023
Food Services Department		
Dietary Aide	\$17.15	\$21.90
Dietary Clerk / Retail Aide	\$17.15	\$21.90
Cook 1	\$22.02	\$25.24
Cook II	\$20.21	\$24.83
Stores / Receivers	\$20.21	\$21.90
Housekeeping Services Department		
Housekeeping	\$17.15	\$21.90
Lead Hand	\$18.35	\$23.10
Porter	\$18.06	\$24.41
Help Desk Department		
Help Desk Attendant	\$17.61	\$22.46

Staff assigned to Lead Hand shall be entitled to a premium of \$1.20 for every hour worked in that capacity.

Probationary Period – 488 hours or six (6) months whichever occurs first.

Hospital Employees' Union / Sodexo Canada Ltd. at ARHCC: Oct 1, 2020 – Oct 27, 2023, Starbucks: Oct 1, 2020 – Sep 30, 2026

Starbucks	Starbuck's Barista	Starbuck's AST
Current Wage	\$14.80	\$15.55
Effective first full pay period following ratification (March 22, 2023)	\$16.51	\$17.26
June 1, 2023 Minimum Wage increase	\$16.75	\$17.50
Effective October 1, 2023 2% increase	\$17.09	\$17.85
Effective October 1, 2024 Minimum 2% increase *	\$17.43 **	\$18.21
Effective October 1, 2025 Minimum 2% increase *	\$17.78 **	\$18.57

* 2% increase or BC minimum wage % increase (whichever is higher).

** or BC minimum wage % increase.

Starbuck's AST to maintain a rate of \$0.75 higher than the Barista.

+ Tips will now be available to employees.

APPENDIX B

STATUTORY PAY CALCULATION EXAMPLES

Article 25.01 (b) and (c) – Statutory Holiday Not Worked

Notes:

A regular full-time day is 7.5 hours. All statutory holidays are also 7.5 hours.

Average hours for 30 calendar days = hours/week X 52 weeks ÷ 12 months (e.g. Full-time at 7.5 hours/day = 37.5 hours/week X 52 ÷ 12 = 162.5 hours)

All examples are based on \$15.60 per hour. See Appendix A Rates of Pay to confirm your regular rate.

Overtime hours are calculated at the premium rate they were earned at (i.e. 1½ or 2 X regular rate).

Standard calculation is:

(Total Paid Hours in 30 Days Prior) X 7.5 hours = Total Hours to be Paid

162.5 Hours _____ at Regular Rate__

EXAMPLE 1 – regular full time with no overtime

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
N/A	N/A	N/A	N/A	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	STAT

Regular hours worked in preceding 30 calendar days = **165 hours**
= **22 regular days worked**

No overtime worked in the 30 days preceding the stat

Calculation: 165 ÷ 162.5 X 7.5 = 7.6 paid hours

7.6 hours X \$15.60 = \$118.56

EXAMPLE 2 – Regular Full-Time with no Overtime (Stat on Monday)

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	0	STAT	N/A	N/A	N/A	N/A

Regular hours worked in preceding 30 calendar days = **150 hours**
 = **20 regular days worked**

No overtime worked in 30 days preceding the stat

Calculation: $150 + 162.5 \times 7.5 = 6.9$ paid hours

$6.9 \text{ hours} \times 15.60 = \107.64

EXAMPLE 3 – Regular Full-Time with Overtime (Stat on Monday)

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
0	0	7.5	7.5	7.5	7.5	7.5
0	7.5	7.5	7.5	7.5	7.5	7.5
0	0	7.5	7.5	7.5	7.5	7.5
0	7.5	7.5	7.5	7.5	7.5	7.5
0	0	STAT	N/A	N/A	N/A	N/A

Regular hours worked in preceding 30 calendar days = **150 hours**
 = **20 regular days.**

+ 15 hours overtime at $1 \frac{1}{2} \times$ worked in the 30 days preceding the stat = 22.5 hours

Calculation: $150 + 22.5 = 172.5 \div 162.5 \times 7.5 = 7.96$ paid hours

$7.96 \times 15.60 = \$124.18$

EXAMPLE 4 Regular Part-Time (5 Hours per day/5 days per week) with overtime

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
0	0	5	5	5	5	5
8	8	5	5	5	5	5
0	0	5	5	5	5	5
0	0	5	5	5	5	5
0	0	STAT	N/A	N/A	N/A	N/A

Regular hours in preceding 30 calendar days = **100 hours**

+ 15 hours additional straight-time = 15 hours

+ 1 hour at 1-1/2 x overtime worked in the 30 calendar days preceding the stat = **1.5 hours**

Calculation: $100 + 15 + 1.5 = 116.5 \div 162.5 \times 7.5 = 5.4$ paid hours

$$5.4 \times \$15.60 = \$84.24$$

EXAMPLE 5 – Casual with Overtime

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
0	0	0	0	0	0	0
0	12	12	0	0	12	0
0	0	7.5	7.5	7.5	0	0
0	7.5	7.5	0	0	7.5	7.5
0	0	STAT	N/A	N/A	N/A	N/A

Casual call in hours worked in preceding 30 calendar days (7 shifts X 7.5 hours) = **52.5 hours** and

(3 shifts X 8 hours) = 24 hours

+ 12 hours at 1-1/2 X overtime worked in the 30 calendar days preceding the stat = **18 hours**

Calculation: $76.5 + 18 = 94.5$ hours $\div 162.5 \times 7.5 = 4.36$ paid hours

$$4.36 \times \$15.60 = \$68.02$$

APPENDIX C

SUMMARY OF HEALTH CARE PLAN

Available to employees who work an average of twenty (20) or more hours per week.

BC Medical Plan	70% of the premium paid by the Employer. Effective June 1, 2018, 75% of the premium paid by the Employer. Effective June 1, 2019, 80% of the premium paid by the Employer.
Life and AD&D Insurance	\$30,000 coverage 70% Employer paid. Effective June 1, 2018, 75% Employer paid. Effective June 1, 2019, 80% Employer paid.
Dental Plan	Basic Prevention Coverage (reimbursement at 90%) Major and Orthodontic coverage (lifetime orthodontic is \$1,500 per child) Combined basic and major annual maximum is \$1,500. 70% Employer paid. Effective June 1, 2018, 75% Employer paid. Effective June 1, 2019, 80% Employer paid.
Extended Health Care including Hospitalization and Prescription Drugs	BC Pharmacare and Drug formulary (no annual maximum) Reimbursement at 100% 70% Employer paid. Effective June 1, 2018, 75% Employer paid. Effective June 1, 2019, 80% Employer paid.
Eye Exams	One (1) exam every 24 months
Vision Care	\$250 per dependent every 24 months

MEMORANDUM OF AGREEMENT #1

**SODEXO AT THE ABBOTSFORD REGIONAL HOSPITAL
AND CANCER CENTRE**

AND

HOSPITAL EMPLOYEES' UNION

Re: Sodexo at ARHCC Employees working at Starbucks

All provisions of the Collective Agreement apply unless otherwise stated below:

ARTICLE 4.02 – MANAGERS EXCLUDED FROM THE BARGAINING UNIT WORK

The Union recognizes the franchise agreement between Sodexo and Starbucks to have a provision for a working manager. In the event that the franchise agreement changes or this specific provision of the franchise agreement is altered, the Employer will inform the Union immediately in writing.

ARTICLE 9 – DEFINITION OF EMPLOYEE STATUS – STARBUCKS EMPLOYEES

The status of all employees covered by this Agreement shall be defined under one of the following five definitions:

Regular Full-Time Employees

A regular full-time employee is one who is regularly scheduled to work at least thirty-seven-and-a-half (37.5) hours per week. Regular full-time employees accumulate seniority based on the number of hours paid.

Regular Part-Time Employees

A regular part-time employee is one who is regularly scheduled to

work less than thirty-seven-and-a-half (37.5) hours per week. Regular part-time employees accumulate seniority on the numbers of hours paid. Time worked as a casual will be added to their status as a part-time employee.

Float Pool Employees

A float pool employee is one who is scheduled to work less than thirty-seven-and-a-half (37.5) hours per week but more than twenty (20) hours per week. A float pool employee may have variable shifts but will be scheduled in accordance with Article 18. Float pool employees accumulate seniority on the numbers of hours paid. Time worked as a casual will be added to their status as a regular part-time employee.

Flex Employees

A flex employee is one who is regularly scheduled. A flex employee may have variable shifts and hours but will be scheduled in accordance with Article 18. Flex employees accumulate seniority on the numbers of hours paid. Time worked as a casual will be added to their status as a regular part-time employee.

Casual Employees

A casual employee is one who is not regularly scheduled to work but is employed to relieve vacancies for vacation, sick leave, education, maternity, union business and other time off regulated under the Collective Agreement in the regular schedule as required by the Company or to perform emergency or non-reoccurring or irregular short term relief work as required by the Company. Casual employees accumulate seniority on an hourly basis.

ARTICLE 14 – JOB DESCRIPTIONS - STARBUCKS

14.01 It is understood that as part of the franchise agreement, Starbucks will provide job descriptions to the Employer.

Based on that job description the Employer will draw up job

descriptions for each classification for which the Union is the certified bargaining agent. Descriptions will contain the job title, qualifications and wage level of the job, a summary statement of the duties and the date prepared.

The said job descriptions shall be provided in writing to the Chief Shop Steward and Secretary Business Manager of the Union or their designate.

ARTICLE 18 – SCHEDULING PROVISIONS

18.01

- (b) There shall be a minimum of ten (10) consecutive hours off-duty between the completion of one work shift and the commencement of the next.
- (c) When it is not possible to schedule ten (10) consecutive hours off-duty between work shifts, all hours by which such changeover falls short of nine (9) consecutive hours shall be paid at overtime rates in accordance with Article 20.
- (d) If a written request for a change in starting time is made by an employee which would not allow ten (10) consecutive hours off-duty between the completion of one work shift and the commencement of another, and such request is granted, then the application of paragraphs (b) and (c) of this section shall be waived for all employees affected by the granting of such a request provided they are in agreement.

Starbucks – 36.01

- (a) (ii) – Uniforms – The Employer shall pay sixty-five cents (\$0.65) per shift for the cleaning of uniforms.

Probationary Period – 488 hours or six (6) months' whichever occurs first.

Probation rate of pay is \$0.50 per hour less than the prevailing classification rate.

Benefited positions:

- 2 full-time

- 2 float

Seniority will be calculated from date of hire based on hours paid.

Starbucks employees, upon request shall be added to a casual list in ARHCC Sodexo job classifications of their choice.


For the purpose of this Agreement, Article 46.05 Casual Availability shall not apply.

Signed by the Union:

Signed by the Employer:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: January 9, 2024

MEMORANDUM OF AGREEMENT #2

BY AND BETWEEN

**SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the “Employer”)**

AND

**HOSPITAL EMPLOYEES’ UNION
(Hereinafter referred to as the “Union”)**

Re: Electronic Call-In


Should the opportunity for electronic call-in become possible during the term of the agreement, the Union and Employer shall meet to discuss implementation.

Signed by the Union:

Signed by the Employer:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: January 9, 2024

MEMORANDUM OF AGREEMENT #3

BY AND BETWEEN

SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the "Employer")

AND

HOSPITAL EMPLOYEES' UNION
(Hereinafter referred to as the "Union")

Re: Pay Statements

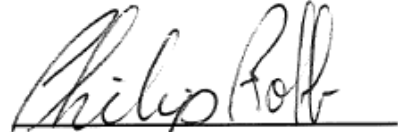
Sodexo Canada shall make every effort, when overhauling the payroll system, to include Vacation Accrual and Sick Leave Bank Accrual as an ongoing part of the information reported on the employee bi-weekly pay statements.

Signed by the Union:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining

Signed by the Employer:



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: January 9, 2024

MEMORANDUM OF AGREEMENT #4

BY AND BETWEEN

**SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the “Employer”)**

AND

**HOSPITAL EMPLOYEES' UNION
(Hereinafter referred to as the “Union”)**

Re: Article 31.04 (c) Unpaid Leave – Union Business

The Union is committed to reimbursing the Employer for salary and benefit costs, including travel time incurred, within sixty (60) days of receipt of the invoice.

The Union and the Employer shall convene a meeting within ninety (90) days of ratification to discuss possibilities for how to streamline and expedite the process.

Signed by the Union:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining

Signed by the Employer:



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: January 9, 2024

MEMORANDUM OF AGREEMENT #5

BY AND BETWEEN

SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the "Employer")

AND

HOSPITAL EMPLOYEES' UNION
(Hereinafter referred to as the "Union")

Re: ARHCC – Lump Sum Payment

In lieu of retro – lump sum payment of \$1,500 (prorated based on full-time hours) paid in the third pay period after ratification (employees need to be active at time of payment). Prorated for worked hours during the period of March 1, 2022 to February 28, 2023 (up to a maximum of 1,950 worked hours).

Signed by the Union:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining

Signed by the Employer:



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: January 9, 2024

MEMORANDUM OF AGREEMENT #6

BY AND BETWEEN

SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the "Employer")

AND

HOSPITAL EMPLOYEES' UNION
(Hereinafter referred to as the "Union")

Re: Starbucks – Lump Sum Payment

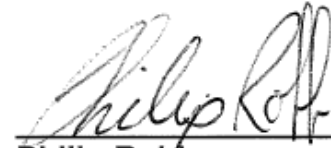
\$1,000 lump sum to active employees at the time of ratification (paid in the 3rd period after ratification). Prorated for worked hours during the period of March 1, 2022 to February 28, 2023 (up to a maximum of 1,950 worked hours).

Signed by the Union:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining

Signed by the Employer:



Philip Robb
Labour Relations Director,
Canada

Date: June 15, 2023

Date: Jan 9, 2024

MEMORANDUM OF AGREEMENT #7

BY AND BETWEEN

SODEXO CANADA LTD.
ABBOTSFORD REGIONAL HOSPITAL AND CANCER
CENTRE
(Hereinafter referred to as the "Employer")

AND

HOSPITAL EMPLOYEES' UNION
(Hereinafter referred to as the "Union")

Re: Starbucks – Tip Option

One year from the date of ratification the parties shall meet to review the inclusion of tips as part of the overall compensation package.

Tips shall be reported in a separate payroll line.

Signed by the Union:



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining

Signed by the Employer:



Philip Robb
Labour Relations Director,
Canada

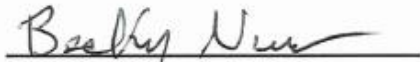
Date: June 15, 2023

Date: Jan 9, 2024

**SIGNED ON BEHALF OF
UNION:**



Janine Brooker
HEU Negotiator and Director
of Private Sector Bargaining



Becky Nusca
Negotiator



Diane Kleckner
Bargaining Committee



Karen Rohs
Bargaining Committee



Michelle Stefanuik
Bargaining Committee

June 15, 2023

Date Signed

**SIGNED ON BEHALF OF THE
THE EMPLOYER:**



Philip Robb
Labour Relations Director,
Canada



James Martin
Vice President, BC Health
Authorities



Steven Upson
District Manager

January 9, 2024

Date Signed