

9.) i) in the event a lump sum payment is provided in lieu of a wage increase, the parties agree that part-time employees shall receive lump sum payments on a pro rata basis using the following schedule:

over 30 hours - 100 % of the amount.  
18 - 29 hours - 66 % of the amount.  
12 - 17 hours - 33 % of the amount.  
0 - 11 hours - 17 % based on the average hours over the previous 13 week period.

ii) a) Any wage increase shall be applied to all of the employees in the classifications on the payroll on the date the increase is applicable.

b) If the above increase places an employee on an off rate, the employee shall remain at the off scale rate until his service takes him to the next higher rate in the scale.

c) The progression scales in the collective agreement shall be amended to provide one hundred percent (100%) of the wage increase being applied to the top rate, zero percent (0%) being applied to the start rate and the steps in the progression shall be pro-rated.

10.) All top rate increases in the Agreement or to top rated employees shall be the same.

11.) The term of the next collective agreement which shall be for a period of four (4) years.

In the event no agreement is reached on items one (1) to eight (8), either in direct negotiations or in mediation, then the current provisions of the Collective Agreement will prevail.

The parties agree in making their presentations and submissions to the selector to be bound by items nine (9), ten (10) and eleven (11).

#### ARTICLE 42 - PENSION

The Employer agrees to participate in and contribute to the Canadian Commercial Workers' Industry Pension Plan.

(a) Effective January 15, 1989, the Employer will pay fifty-three cents (\$.53) per hour for all hours paid.

Contributions, along with a list of employees for whom they have been made, the amount of the weekly contribution for each employee, and the number of hours worked or paid according to the above, shall be forwarded by the Employer within the twenty-one (21) days after the close of the Employer's four (4) or five (5) week accounting period. The employer agrees to pay interest at the rate established by the Trustees on all contributions not remitted as stipulated above.

*C, E,  
AUS*

ARTICLE 42 - PENSION

- 1 The Employer agrees to participate in and contribute to the Retail Clerks Industry Pension Plan.
  
- 2 (A) Effective Monday following ratification of the Collective Agreement, the Employer agrees to contribute, to the Retail Clerks Industry Pension Plan, fifty-three cents (53¢) per hour for all hours paid by the Employer to members of the bargaining unit (hours paid shall include hours worked, vacation, general holidays, sick days, jury duty, bereavement leave, paid time off for negotiations, etc.), up to a maximum of thirty-seven (37) hours per week.
  
- (B) The Employer agrees to sign a "Participation Agreement" and supply any other documents, forms, reports or information required by the Trustees of the Pension Plan.
  
- (C) Contributions, along with a list of employees for whom they have been made, the amount of the weekly contributions for each employee, and the number of hours worked or paid according to the above 2(A), shall be forwarded by the Employer within the fifteen (15) days after the close of the Employer's four (4) or five (5) week accounting period. The Employer agrees to pay interest at the rate established by the Trustees on all contributions not remitted as stipulated above.
  
- (D) The contribution provided for above shall be for the purpose of providing such pension benefits for eligible employees as shall be determined, from time to time, by the Trustees of the aforesaid Trust Fund pursuant to the terms of the Trust Agreement.

A large, stylized handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the bottom.A handwritten signature in black ink that reads "Clifford Evans".

LETTER OF UNDERSTANDING - MEAT PRODUCTION TRAINEES con't

Rates of Pay

# of hours	\$
0 - 520	9.25
521 - 1040	9.76
1041 - 1560	10.27
1561 - 2080	10.78

Signed this *12<sup>th</sup>* day of *January*

, 1989, at Vancouver, B.C.

FOR THE COMPANY

*[Signature]*  
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\_\_\_\_\_

FOR THE UNION

*[Signature]*  
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SIGNED THIS 12<sup>th</sup> DAY OF *January*, 1989 AT *Vancouver*

FOR THE COMPANY

*[Handwritten signature]*  
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FOR THE UNION

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APPENDIX "B" - Short Term RRSP Option  
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It is the desire of the Company and the Union to develop an optional severance package for employees who resign from their employment after working at least twenty-six hundred and one (2601) hours but not more than thirty-six hundred and forty (3640) hours.

Option 1.

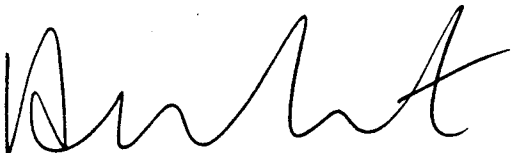
Employees who have worked twenty-four hundred and one (2401) hours will be notified that if they choose to resign prior to reaching the next level on the Wage Progression Schedule (2601), they will receive a RRSP in the amount of eighteen hundred dollars (\$1800.00).

Option 2.

Employees who have worked thirty-four hundred and forty-one (3441) hours will be notified that if they choose to resign prior to reaching the next level on the Wage Progression Schedule (3641), they will receive a RRSP in the amount of twenty-five hundred dollars (\$2500.00).

Employees exercising one of the above options shall provide the Employer with written notice two weeks prior to his last day of employment. The Employee may elect to take a lump sum instead of a RRSP. Lump sum payments will be taxable in the year in which it is received.

The Company shall record hours worked for the purposes of this program and will provide the Local Union President a current report within thirty days of a written request.



LETTERS OF UNDERSTANDING

1. The parties agree that the current roster of Departmental Supervisors includes the following:

Front End Supervisor, Deli Supervisor, Meat Supervisor, Fish Supervisor, Bakery Supervisor, Grocery Supervisor, Produce Supervisor, Apparel Supervisor, Beauty Supervisor, Hardware Supervisor, Horticulture Supervisor, Houseware Supervisor, Photo - Audio Supervisor, OTC Supervisor, Photo Lab Supervisor, Leisure Supervisor, Pharmacy Supervisor, Administration Supervisor, Data Supervisor, Costing Supervisor, Inventory Control Supervisor, Maintenance Supervisor, Repack Supervisor, Dry Goods Inbound Supervisor, Dry Goods Assembly Supervisor, Dry Goods Outbound Supervisor, Produce Distribution Supervisor, Meat Distribution Supervisor, Frozen Food & Dairy Distribution Supervisor, Controlled Environment Outbound Supervisor.

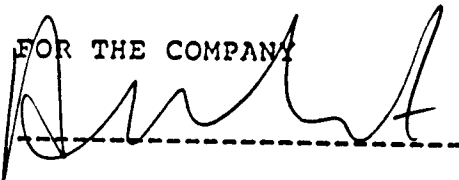
- 2.) The parties agree that Article 1.1 includes the following locations:

Extra Foods - Capri Shopping Centre at Kelowna.  
Extra Foods - Seven Oaks Shopping Centre at Clearbrook.  
Real Canadian Superstore - Metrotown  
Real Canadian Superstore - Grandview Highway at Rupert Street  
Real Canadian Superstore - Lougheed Highway at Schoolhouse Road  
Real Canadian Superstore - King George Highway at 74th Avenue  
Real Canadian Superstore and Distribution Centre - Southeast Marine and Prince Edward Street.

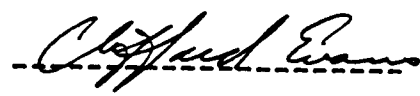
- 3.) The parties agree that bargaining unit employees employed at each location shall each constitute a separate seniority group for the purposes of Article 31.

Signed this 12<sup>th</sup> day of January, 1989,

FOR THE COMPANY

  
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FOR THE UNION

  
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LETTER OF UNDERSTANDING

In determining any adjustment in the rates of pay in this Agreement the Parties agree:

1. that any wage increase agreed to by the Parties, or awarded by an arbitrator shall not disrupt the comparative relationship in percentage terms that existed on the effective date of this Agreement between the compensation paid under this Agreement and that paid by its major competitors in unionized food retail and wholesale distribution.
  
2. that any wage increases agreed to or awarded by an arbitrator shall not decrease the monetary difference per hour between the top rates paid to specialists and the top rates paid to assistants as indicated in the Wage Appendix of this Agreement on the effective date of this Agreement.
  
3. that any wage increase shall be prorated on the scales on the basis of no increase to the start rates in the scales and 100 per cent of the agreed or arbitrated increase being applied to the top rates. If an increase placed an employee on an off scale rate the employee shall remain at the off scale rate until his service takes him to the next higher rate in the scale.

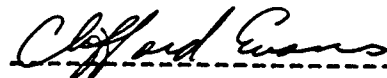
Signed this *12th* day of *January*, 1989,

FOR THE COMPANY



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FOR THE UNION



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APPENDIX "A"

1) General Merchandise and Office Specialists.

0 -	520 hours	\$ 7.50
521 -	1040 hours	\$ 7.94
1041 -	1560 hours	\$ 8.38
1561 -	2080 hours	\$ 8.82
2081 -	2600 hours	\$ 9.26
2601 -	3120 hours	\$ 9.70
3121 -	3640 hours	\$10.14
3641 -	4160 hours	\$11.08
4161 -	4680 hours	\$11.52
4681 +	hours	\$12.00

2) Service and Sales, Food Department and Distribution Centre Specialists.

0 -	520 hours	\$ 7.50
521 -	1040 hours	\$ 8.42
1041 -	1560 hours	\$ 9.34
1561 -	2080 hours	\$10.26
2081 -	2600 hours	\$11.18
2601 -	3120 hours	\$12.10
3121 -	3640 hours	\$13.02
3641 -	4160 hours	\$14.44
4161 -	4680 hours	\$15.36
4681 +	hours	\$16.40

3) Meat & Bakery Production Specialists.

0 -	520 hours	\$11.00
521 -	1040 hours	\$11.80
1041 -	1560 hours	\$12.60
1561 -	2080 hours	\$13.40
2081 -	2600 hours	\$14.20
2601 -	3120 hours	\$15.00
3121 -	3640 hours	\$15.80
3641 -	4160 hours	\$17.10
4161 -	4680 hours	\$17.90*
4681 +	hours	\$18.76*

\* applies only to Journeymen Production Specialists.

4) Departmental Assistants

0 -	520 hours	\$ 6.50
521 -	1040 hours	\$ 6.72
1041 -	1560 hours	\$ 6.94
1561 -	2080 hours	\$ 7.16
2081 -	2600 hours	\$ 7.38
2601 -	3120 hours	\$ 7.60
3121 -	3640 hours	\$ 7.82
3641 -	4160 hours	\$ 8.54
4161 -	4680 hours	\$ 8.76
4681 +	hours	\$ 9.00



LETTERS OF UNDERSTANDING

1.) Article 16.1

New employees will be classified according to previous comparable experience in a unionized chain food store.

2.) Grocery Department Assistants

It is understood that Grocery Department Assistants may replenish shelves provided the product has been previously stocked by specialists.

3.) Appendix "A"

The parties agree that Appendix "A" does not prevent the implementation of additional premiums or other incentives as determined by the Company from time to time.

4.) Employee Relations Committee

The parties agree to an Employee Relations Committee (E.R.C.) to address issues of concern to both employees and the Company. The meetings will be held quarterly at a store or otherwise mutually agreed location.

The committee will include up to six (6) bargaining unit employees or their designates. Subjects addressed may include health and safety, housekeeping and maintenance.

Issues that arise between meetings may be presented in writing to management or the union. The Company will reply in writing or determine that an additional E.R.C. meeting is necessary.

The existence of this committee will not affect employee's rights under Article thirty-two (32).

5.) Voluntary Training

Upon completion of the probationary period, employees will be paid for voluntary training hours at the starting rate in their classification.

6.) The parties agree that a second Supervisor may be appointed and excluded under Article 1 in those departments where the Company determines it necessary for the proper operation of the business.

Signed this 12<sup>th</sup> day of January, 1989,

FOR THE COMPANY



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FOR THE UNION



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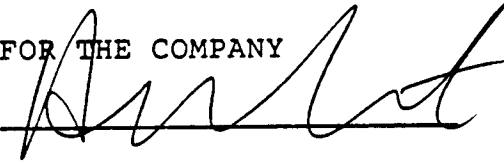
LETTER OF UNDERSTANDING - BAKERY PRODUCTION TRAINEES con't

Rates of Pay

# of hours	\$
0 - 520	9.25
521 - 1040	9.76
1041 - 1560	10.27
1561 - 2080	10.78

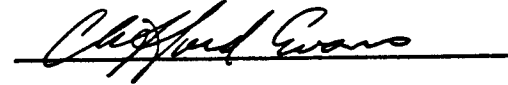
Signed this *12<sup>th</sup>* day of *January*, 1989, at Vancouver, B.C.

FOR THE COMPANY



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FOR THE UNION



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