

Memo *Draft 5*
Date: May 20, 2003
To: Mike Fraser
From: Kevin Corporon

Re: Loblaws, Zehrs, Fortinos - RCSS

Mike, I have put in "Italics" additional comments to the original points prepared by the company.

- Collective agreements for Loblaws, Zehrs and Fortinos Real Canadian Superstores to be finalized with the Local Unions
 - *Establish an appendix to the existing collective agreements, the locations can be severed at a later date by agreement of the parties if it is a better solution for the Bargaining Unit*

- Affected employees will have 3 options
 - elect a buy down to RCSS agreement Based on 3 weeks pay per year of service with a minimum amount to be determined (existing pension plan maintained)

- *No Maximum.*
- *Buy down to RCSS location i.e. appendix not a separate agreement.*
- *Buy down, buy out and retirement allowance moves with bump*
- *Employees move with their current rate to the new location (not exceeding the new end rate) and progress from there at the next progression interval of the new location appendix.*

- elect to sever employment based on 4 weeks pay per year of service
 - *Same minimum, no maximum.*

-employees electing to bump will not be required to relocate further than 40 kilometers from their home store provided an alternative store is available

- *If an employee does not have a bump within 40 kilometers, are they absorbed at a store within 40 kilometers at their current position/rate?*

-employees who wish to relocate will be offered a relocation package

for all employees in new appendix

? of partial year service - 15 days completed

- Early retirement option for the Loblaws and Zehrs full time employees
 - Clarify that this retirement option is offered to all full-time within the bargaining unit not just those at affected sites
 - Extend the retirement allowance to those who have chosen retirement since Jan. 1, 2003.
- Training and education fund payment of 500,000 for the next 3 years.
 - Clarify if this lump sum is provided to each local in addition to current Education Fund contributions. I.e. 175, 1977 currently receive cents per hour.
 - 1000A – new- 5 cents per hour in addition to current Lump sums

Additional issues to be discussed:

- The above applies to full-time and part-time employees.
- Workers electing the buy down option should have a one-time option of returning to the conventional banner within 6 months of their transfer, (persons choose this opportunity up front and their buy down money is held for them until they declare their final choice). – This supports sever-ability at a later date.
- Letter to confirm that the company will not propose wage or benefit concessions in the renewal collective agreements – 2006 > and that the renewed collective agreements will not contain wage or benefit concessions.
- Existing sites will continue to operate under the conventional collective agreements and not by the RCSS appendix or separate RCSS C/A regardless of renovations or rebuilds on the existing site now and into the future.
 - i.e. pure successor rights, rebuild or renovation on existing or abutting property or in the same mall. A new build – or new replacement at an alternative site is not a pure successor right.
- *except for 1200 Ontario st...*
List all current sites and confirm which are owned by the company, which are leased, which may have future

redevelopment as successor locations and which would have potential replacement considerations i.e. a new site build.

- Assistant department heads in non-food departments, should be in the Bargaining Unit consistent with the other departments. (There needs to be opportunities for General Merchandise workers to work toward) Also delete reference to full-time GM clerks being out of the B/U.
- Define rules regarding whether workers can be rehired at a conventional location once they have moved with a buy down.
- Amend the Erin Mills/Surveyors road Distribution Agreement - Recognition - to reflect the understanding in clear words that the collective agreement extends to any new NG/Loblaw Distribution Centre.
- Update Personal Assurance for all Full-Time as of date of this agreement.
- The timing of when retirement or other options will have to be determined since movement to fill vacancies will impact those directly affected as well as some employees at locations not being replaced.

- ✓ ○ Persons move with their seniority and accrued hours for benefit eligibility
- ✓ ○ Persons in new LSL-RCSS transfer a Post within those locations

Yiq. RCSS ?

Just RCSS

Wholesale Clubs.

III 68,000 are not for ^{Urban} City but ^{Medford, Cobourg} Rural
ect.

- 80,000 more for a new location change

3-4
30+1
unit-
300 km
net 400
need 100m

FT

Absorbed Locations some accommodation
~~get~~ to PT to go to new
location with Buy down
or C/A Bumping Rights
by Berman

✓ Pharmacy is in

Define H&W F.X. & PT
in the Agreement with Schedule "A"

* Those who are now eligible
for Benefits ~~can~~ would not qualify
for Fortino's Benefits
↳ Grandfather into existing Benefits
Plans