

RETAIL WHOLESALE UNION LOCAL 580
-AND-
DELMAS CO-OPERATIVE ASSOCIATION

Duration of Agreement

From: April 1st, 2002

To: March 31st, 2006

**RETAIL WHOLESALE UNION LOCAL 580
AND
DELMAS CO-OPERATIVE ASSOCIATION**

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THIS AGREEMENT entered into this 21st day of February, 2003

BETWEEN:

RETAIL WHOLESALE UNION LOCAL 580

(hereinafter referred to as the "Union")

OF THE FIRST PART;

AND:

DELMAS CO-OPERATIVE ASSOCIATION

Masset, British Columbia

(hereinafter referred to as the "Association")

OF THE SECOND PART;

WITNESSETH:

WHEREAS it is the intent and purpose of the parties hereto that this Agreement will promote and improve industrial and economic relationship between the employees and the Association and to set forth herein the basic agreement covering rates of pay, hours of work and conditions of employment to be observed between the Parties hereto:

ARTICLE I - DEFINITION

Section 1. The term "employee" as used in this Agreement includes all employees of the Association who are paid on an hourly or salaried basis except as specified in Section 2.

Section 2. The foregoing Section 1 of this Article I shall not apply to General Manager, Branch Manager, Assistant Branch Manager, Department Managers and Accountant and those excluded by the Labour Code of British Columbia.

Section 3. It is not the intention of the Association that the job of a Union member will be prejudiced or jeopardized by persons outside of the bargaining unit performing work within the bargaining unit. Such work to be kept to a minimum.

ARTICLE II - RECOGNITION

Section 1.

- (a) The Association recognizes the Union as the exclusive bargaining agent for the employees covered by this Agreement during the term of this Agreement and agrees to negotiate with the Committee selected by the Union on all matters relating to rates of pay, hours of work and other working conditions of employees covered by this Agreement.

- (b) The Association shall provide a reasonable number of Bulletin Boards; the number and location to be agreed upon between the Grievance Committee and the Association, for the purpose of posting union notices, copies of this Agreement and official papers.

Section 2. The Union recognizes the responsibility of its members to conscientiously perform their respective duties for the Association and that the employees will at all times carry out their individual responsibilities according to the methods, procedures and regulations established by the Association.

- (a) The management of the Association and the direction of the working force, including the right to plan, direct and control the Association's operations; to maintain discipline and efficiency of the employees and to require employees to observe Association rules and regulations; to hire; lay-off; or relieve employees from duties; to promote and transfer subject to the provisions of Article VI Seniority; suspend; and discharge employees for cause; are to be the sole right and function of the Association.

- (b) Management shall have the sole right to demote for proper cause. Demotions for other reasons shall be subject to the same principles as used for promotions in Article VI.
- (c) The parties agree that the foregoing enumeration of Management's rights shall not be deemed to exclude other functions not specifically covered in this Agreement.
- (d) The exercise of the foregoing rights shall not alter any of the specific provisions of this Agreement, nor shall they be used to discriminate against any member of the Union. It is further agreed that no member of the Union will be discriminated against for Union activity.

Section 3. The jobs presently being performed by employees in the bargaining unit shall not be contracted out until forty-five (45) days' notice of the Association's intention to do so is presented with a full and fair disclosure in writing to the Grievance Committee and a joint meeting is held between the Association Management and the Grievance Committee in order that suitable arrangements can be worked out to place the employee(s) in another job if necessary and wherever possible at a comparable rate.

ARTICLE III - UNION SECURITY

Section 1. All employees now members of the Union shall, as a condition of employment, remain members of the Union. All new employees shall become members of the Union upon completion of thirty (30) calendar days with the Company. All employees shall, as a condition of employment, pay Union dues.

Section 2. The Association agrees to deduct bi-weekly from the wages due to each employee, upon proper authorization from the employee affected, the monthly Union dues and initiation fees and/or assessments of such employee.

All union dues and initiation fees and/or assessments so deducted shall be remitted by the Association to the Secretary of the Union by month end.

The Association agrees to submit deductions and names in alphabetical order on forms supplied by the Union providing an explanation for each employee for whom deductions were not made, i.e.:

1. Employee laid off.
2. Retired.
3. Deceased.
4. Voluntary termination.
5. Discharged.

Section 3. An employee within the Bargaining Unit who accepts employment with the Association outside the scope of the Bargaining Unit shall be permitted to return to the Bargaining Unit to their previous position without loss of seniority during the first three (3) months after their promotion.

ARTICLE IV - HOURS OF WORK

Section 1.

- (a) The Association and the Union agree that the standard work day shall consist of eight (8) hours and the standard work week shall consist of forty (40) hours.
- (b) Hours of work are attached and known as Appendix "B" and shall be effective as set out in the Appendix.

Section 2. Time worked in excess of 8 hours per day and 40 hours per week shall be considered as overtime and overtime rates of pay shall be as follows: (salaried employees, pro rata hourly rate). It is understood that when overtime is necessary full time employees within the Department shall be given preference.

- (a) Time and one-half for the first three (3) hours after the regular shift and double time thereafter for the following days: Monday to Saturday inclusive. Employees may have consecutive days off (Saturday and Sunday or Sunday and Monday) by seniority and subject to business requirements.
- (b) Double time shall be paid for all work performed on employee's day off, and on the following statutory holidays or any others so proclaimed by the Provincial or Federal Governments.

New Year's Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
B.C. Day	Floater Day
Labour Day	

- (c) When a holiday mentioned in the above Sub-section (b) falls on a Sunday and is customarily observed on Monday, such Monday shall be considered a holiday under the terms of this Agreement.
- (d) If the Association elects to make Sunday a regular operating day, the Saturday/Sunday or Sunday/Monday requirement would be deleted and a premium of ten (10) percent of straight time shall be paid for hours worked on Sunday.

Section 3.

- (a) Employees shall be entitled to all statutory holidays specified in Section 2(b) of this Article without a deduction in pay, providing the employee qualifies by working his last regular scheduled work day before and his first regular scheduled work day after the holiday. If a statutory holiday falls on an employee's regular scheduled day off, the employee shall be entitled to an additional day off following the statutory holiday, at a time mutually agreed upon between Management and the Employee.

Section 4. Employees called into work and receiving less than four hours' work shall be paid for four hours' work. However, if four hours' work is not available at the regular job, an employee shall perform such relevant work for the remaining period of time as may be assigned to him.

Section 5.

- (a) It is understood that no one shall be called back after 6:30 p.m. for less than two hours' service or pay equivalent thereto.
- (b) Where the employer requires that the employee temporarily relocate to another community, the Association will reimburse the employee for lunch and/or dinner to a maximum of \$12.00 for lunch and \$20.00 for dinner upon the submission of appropriate receipts.

Section 6. Overtime rates shall not apply in the case of travel to and attendance at a training course. In this section, "travel" refers only to the time between one store centre to the other.

Section 7. All employees shall have a fifteen minute rest period approximately midway during each work period of three hours or more without a deduction in pay.

Section 8. All employees who are required to work between 10:00 p.m. and 6:00 a.m. shall receive a differential at the rate of twenty-five (25) cents per hour for each hour or part thereof worked in addition to their regular hourly rate. It is agreed that any employee whose shift includes four hours or more between 10:00 p.m. and 6:00 a.m. shall receive the differential for their full shift. Employees designated as Night Shelves shall receive the premium after 6:00 p.m.

Section 9. All overtime is to be on a voluntary basis and authorized by Management. Employees shall not unreasonably refuse to work when requested. The Association agrees to pay double time to employees when engaged in inventory taking when the store is closed. Inventory taking by all employees is mandatory in their home department.

Section 10. Employees selected to attend trade shows or conferences will be paid as if they are working a regular work-week. Extra time spent traveling will not be accumulated as time worked.

ARTICLE V - WAGES

Section 1. Wages, salaries and classifications of work are attached and known as Appendix "A" and shall be effective as set out in the Appendix. Payment shall be made every second Friday by way of electronic transfer of funds to the bank or credit union account designated by the employee, such designation to be made upon commencing employment with the Association.

Section 2. When an employee is temporarily removed from his/her regular work and placed on other work he/she shall be paid his/her regular rate of pay or the rate of the other work whichever is the greater. It is also agreed that regardless of age or sex, equal pay for equal work will prevail.

Section 3. When new job classifications are established or existing job classifications are changed by changes in the character of duties and responsibilities as deemed necessary or advisable by the Association, the Union shall be advised. A rate shall be set by the Association, or the Association shall furnish additional help to compensate for any additional labour involved. If, after a trial period of thirty (30) days, the Union deems the adjustment made by the Association to be unsatisfactory, the Union and the Association will at that time negotiate a mutually satisfactory rate.

Section 4. An employee required to temporarily relieve in a position out of the scope of this Agreement for three (3) or more consecutive working days shall receive sixty cents (\$0.60) per hour in addition to his regular hourly rate of pay, for all time so employed. The Association shall solely determine when an employee is required to relieve.

ARTICLE VI - SENIORITY

Seniority shall be defined as the length of continuous service with the Association.

Section 1. Lay-offs and Rehiring

- (a) There shall be two (2) seniority lists in each location, which shall include all classifications in that location, regardless of departments.

Length of service shall be the deciding factor governing lay-offs and rehiring after lay-offs except whereby mutual agreement between the Association and the Grievance Committee the senior employee does not have the capabilities to perform the work to be done. If mutual agreement is not reached under the above procedure, then the matter shall be referred to the Association's Labour Relations Representative and a Representative of the Union.

If mutual agreement is still not reached then the matter may be referred to the Grievance Procedure contained in this Agreement.

- (b) **Promotions** - Length of service shall be the governing factor in promotions providing the factors of being capable, merit and ability are relatively equal among those involved.

Promotions shall be made to those who are qualified or capable of being qualified with training within thirty (30) calendar days to perform the work to be done. In the event a senior applicant is not given a trial period, Management shall discuss the matter with the Grievance Committee prior to filling the job vacancy.

- (c) Part time employees shall be taken off the general seniority list and a separate list kept for these classifications. Part time employees shall be those working in peak periods to fill in for holidays or in positions where eight hours per day, or forty hours per week is not available. These part time employees shall be those for whom no regular job has been posted.

When a position is bulletined the part time employee shall be given consideration providing they have the necessary qualifications on the basis of part time seniority list, and subsection (b) of this section.

Upon being accepted for a posted job, the former part time employee's name and seniority (i.e. total of previous hours worked) shall be placed on the general seniority list. It is further understood that any employee who works an average of 36 hours or more per week for eight (8) consecutive weeks shall acquire the status of a full time employee.

An employee who fails to average 36 or more hours per week for twelve (12) consecutive weeks shall no longer retain the status of full time employee.

Section 2.

- (a) When a job vacancy occurs, notice will be posted for five (5) work-days simultaneously in all departments and locations.
- (b) Applications for such vacancy will be submitted in writing to the department manager.
- (c) Applications will be considered using the following criteria:
 - (i) merit and ability
 - (ii) previous training and experience
 - (iii) seniority within the Association
- (d) Employees who are on vacation while the job vacancy is posted will be considered provided they are senior to the person provisionally awarded the job and they submit an application in writing to the department manager within five days of their return.
- (e) Employees who are absent for longer than one month when a job vacancy is posted must contact the Association if they want to be considered for a job posting.

Section 3. Transfers

When an employee applies for and receives a transferred position, that employee has a period of thirty (30) days to successfully adapt to the new position. If for any reason the person is not capable of being trained or does not like the new position within the thirty (30) days, the employee will revert to their previous position, and will be ineligible for other job postings for a period of one year.

Section 4. Seniority shall be lost if an employee:

- (a) Voluntarily leaves the employ of the Association, or

- (b) Is discharged, or
- (c) Is absent without leave except in the case of sickness or accident for a period greater than three working days, or
- (d) Is laid off for a period in excess of twelve (12) months.
- (e) After a lay-off, after reasonable notice has been given, fails to report for work.
- (f) Fails to return to work on the completion of an authorized leave of absence, unless a satisfactory reason is given by the employee. Sickness shall be considered a satisfactory reason.

Section 5. The Association agrees to supply Seniority Lists, by location, of all employees covered by this Agreement to the Chairperson of the Grievance Committee bi-annually.

Section 6.

- (a) Leaves of Absence may be granted an employee without pay for a period not exceeding three (3) calendar months for good reason. An employee applying for such leave shall apply in writing at least two weeks prior to the date leave is desired to commence. The Association shall issue its decision in writing to the employee making the application. In special situations the Association may grant an extended leave without pay to an employee. The employee will not accumulate or lose seniority during such leave.
- (b) The maintenance of rights under any employee benefit plans shall be conditional upon any employee receiving leave of absence paying the full contribution during such leave of absence.

- (c) During peak business periods no more than one (1) employee shall receive leave of absence unless mutually agreed between the Association and the Union.

Section 7. Maternity Leave - Maternity and parental leave shall be given in accordance with the Employment Standards Act of B.C.

Section 8. Compassionate Leave - In the event of death in an employee's immediate family (father, mother, brother, sister, son, daughter, spouse, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law or grandparents) the employee will be granted up to four (4) working days leave with pay to attend the funeral or make arrangements for same, or up to six (6) working days leave with pay if the funeral is off the Islands.

In the event of the hospitalization of an employee's dependant child, that employee may apply to the General Manager for leave as set out above.

Section 9. If an employee is elected or appointed an official delegate to attend conventions or business meetings in connection with the affairs of the Union, he/she shall receive leave of absence without pay for a period sufficient to attend such conventions or meetings and additional time to cover traveling back and forth, providing application for such leave of absence is given with two (2) weeks' notice.

Section 10. Employees shall be regarded as probationers for the first forty-five (45) days actually worked. During this period, employees shall acquire no seniority or re-employment rights and may be laid off at the Employer's discretion. After said period of employment the names of such employees shall be placed on the Seniority List in the order of date of original hiring.

ARTICLE VII - VACATIONS

Section 1. Employees who have the following records of continuous service with the Association shall be entitled to the following vacations with pay:

- (a) **Those with less than one year** - provisions of the "Employment Standards Act" of British Columbia.
- (b) **Those with one year or more** - three weeks or 6% of gross earnings, as the case may be.
- (c) **Those with eight years or more** - four weeks or 8% of gross earnings, as the case may be.
- (d) **Those with fifteen years or more** - five weeks or 10% of gross earnings, as the case may be.
- (e) **Those with twenty-two years or more** - six weeks or 12% of gross earnings, as the case may be.

In each case, full-time employees shall be entitled to weeks of vacation as set out above, while part-time employees shall receive the appropriate percentage of gross earnings.

Section 2. For each statutory holiday occurring during the period of any annual vacation taken by an employee, the said annual vacation to which such employee shall be entitled with pay shall be increased by one working day with pay.

Section 3. Vacations shall be scheduled as early as possible in the New Year. The Association will prepare the schedule, on the basis of seniority, by April 1st of each year. Seniority is not a factor after April 1st of each year and remaining holidays are booked on an availability basis. The annual cut off date for all employees shall be established as at December 31, and vacations cannot be accumulated from one year to another.

Section 4. Employees leaving the employ of the Association shall be paid a vacation allowance in the amount of the following, either from the date of employment or the last vacation period, whichever may be applicable:

- (a) Less than one year - the provisions of the "Employment Standards Act", of British Columbia to apply.
- (b) One year or more - three weeks or 6% of gross earnings, whichever is greater.
- (c) Eight years or more - four weeks or 8% of gross earnings, whichever is greater.
- (d) Fifteen years or more - five weeks or 10% of gross earnings, whichever is greater.
- (e) Twenty-two years or more - six weeks or 12% of gross earnings, whichever is greater.

Section 6. An employee who works less than ninety (90%) percent of his annual regularly scheduled hours (excluding time absent due to vacation and statutory holidays), shall be entitled to a pro-rated annual vacation based on time actually worked calculated using the percentages listed in Section 1.

ARTICLE VIII - SAFETY AND HEALTH

Section 1.

- (a) The Association shall maintain adequate and clean lunch rooms, rest rooms and sanitary facilities for the use of their employees and shall pay proper attention to the elimination of conditions of employment which are a hazard to the safety and health of their employees.

- (b) The Union and Employees recognize their responsibility in assisting to maintain the above facilities in a clean and healthful state.
- (c) A bulletin board will be posted at the employee entrance for job postings and other notices to employees.

ARTICLE IX - GRIEVANCE PROCEDURE

Section 1. In case a grievance arises in the operation, an honest effort shall be made to settle the difference in the following manner.

Section 2. There shall be a Grievance Committee, consisting of three (3) employees designated by the Union, who actually are then in the employ of the Association and who will be afforded such time off as may be required to attend meetings with Management, held at the request of the Management or the Grievance Committee. Minutes of the meeting shall be kept, signed by both parties, one copy to be retained by the Association and one by the Union, and a copy to be posted on the Bulletin Board.

Section 3. The Union agrees to advise the Association of the names of members of the Grievance Committee in writing and also of any changes from time to time.

Section 4. The steps to be taken in the handling of any grievance shall be:

FIRST: Between the aggrieved employee, with the Shop Steward and the Department Manager. Any grievance which is not presented within thirty (30) calendar days of the event shall be forfeited and waived by the aggrieved party. Failing to reach a satisfactory settlement within twenty-four (24) hours, Step Two to be invoked.

- SECOND:** The grievance is to be written on proper grievance forms and presented by a member or members of the Grievance Committee to the General Manager or his designate; failing to reach a satisfactory settlement within forty-eight (48) hours, (Reply to be submitted in writing) Step Three to be invoked.
- THIRD:** Between the Representative of the Union, Grievance Committee and the General Manager of the Association or his designate. Failing to reach a satisfactory settlement within seventy-two (72) hours, (Reply to be submitted in writing) Step Four to be invoked.
- FOURTH:** The grievance shall be submitted to arbitration. The parties shall first endeavor to agree on a single Arbitrator and if the parties fail to agree the following provisions for a three person Arbitration Board will apply. The Union shall nominate one nominee and the Association shall nominate one. Nominations shall be made within forty-eight (48) hours of this step being taken. Thereafter, Step Five shall be invoked.
- FIFTH:** The nominees shall attempt to nominate an impartial arbitrator, who shall act as Chairperson of the Arbitration Committee. Failing to agree upon such impartial arbitrator within a further seventy-two (72) hour period, the Minister of Labour shall be requested to appoint such impartial arbitrator. In case of a grievance involving the interpretation or violation of this Agreement, the majority decision of the arbitration shall be final and binding on both parties to the Agreement.

Section 5. In the case of a grievance involving the dismissal of an employee, the first step of this Grievance Procedure may be omitted. Such grievances shall be submitted within thirty (30) days of the discharge.

Section 6. It is understood that any Board of Arbitration is not vested with the power to change, modify or alter this Agreement in any of its parts; the Board may, however, interpret the provisions of this Agreement.

ARTICLE X - DISCHARGE CASES

Section 1. In the event an employee be discharged or laid off from his or her employment, and he or she believes that they have been unjustly dealt with, such discharge or lay-off shall constitute a case arising under the method of adjusting grievances herein provided.

In the event it should be decided that an injustice has been dealt an employee, the Association shall reinstate such employee and pay full compensation for time lost, or any lesser settlement as may be agreed upon between the Association and the Union, or as may be determined by a Board of Arbitration.

ARTICLE XI - SICK LEAVE

Section 1. After one (1) month of employment an employee shall be entitled to one-half (1/2) day sick leave with pay for each month worked, such sick leave to be accumulative from year to year to a maximum of thirty-six (36) days.

Section 2. A Doctor's report (as prescribed by the Association April 18, 1996) proving illness or accident must be produced by the employee, if absence from work exceeds three consecutive days or after three (3) single days absence for a similar reason in any year. The Parties agree that the abuse of sick leave is a serious offense and will be subject to severe disciplinary action. At no time shall such sick leave exceed thirty-six (36) days.

ARTICLE XII - SEVERANCE PAY

Section 1. When employment is terminated by the Association for reasons other than those set forth under Section 2. below, the Association, in addition to accrued vacation pay, shall pay to all permanent employees:

One weeks' pay at the current rate for each completed year of service up to date of termination.

In the event of a store closure the Association will provide B.C. Medical benefit continuity for those affected for a period of three months.

Section 2. The above shall not apply when an employee resigns, retires or is discharged for cause.

ARTICLE XIII - GENERAL

Section 1. Employees who have completed their probationary period and up to one (1) years service when laid off shall receive one weeks' notice or one (1) week's pay in lieu of notice.

Employees who have completed one (1) years service or more shall receive two (2) weeks' notice or two (2) weeks' pay in lieu of notice.

The Association shall not be obligated to give any notice whatsoever or to give any pay in lieu thereof to any employee whose services are terminated for cause.

Section 2. Any rights and privileges of employees and the Association presently in effect but not specifically mentioned shall be continued and no changes shall be put into effect unless mutually agreed upon between the Association and the Union.

Section 3.

- (a) Employees shall be paid bi-weekly every second Friday.
- (b) The Association agrees to make available work smocks, and work coveralls.
- (c) The Association will provide two (2) uniforms for a new employee and one uniform or uniform items of equal value per year thereafter. One sweater will be provided to cashiers.

Section 4. Medical, Weekly Indemnity and Group Insurance

The Association shall make available to each employee, a Welfare Plan to provide:

- (a) The B.C. Medical Coverage or its equivalent. The Association will pay one hundred (100%) percent of the premium cost of same.
- (b) The Association, effective January 1st, 1983, will provide to all full-time employees Extended Health Care coverage with one hundred (100%) percent of the premium cost of same to be paid by the Association.

- (c) After three (3) continuous months employment, permanent employees shall be covered by the Long Term Disability Plan in accordance with the rules and regulations of the Plan. The Association shall pay the entire cost of premiums for such Plan.
- (d) After three (3) continuous months employment, permanent employees shall be covered by a Group Life Insurance Plan in accordance with the rules and regulations of the Plan. The Association shall pay the entire costs of premiums for such Plan. See Benefit Plan Brochure.

Section 5. The Association agrees to advance income to any employee who is disabled as a result of a work related incident until payment is received from the Workers' Compensation Board. The employee agrees to assign those Workers' Compensation Board payments to the Association. If the employee's Workers' Compensation claim is denied then the employee shall repay the amount of payments back to the Association.

ARTICLE XIV - JURY DUTY PAY

Section 1. An employee summoned to jury duty or subpoenaed as a witness shall be paid wages amounting to the difference between the amount paid them for jury service and the amount they would have earned had they worked on such days. Employees on jury duty shall furnish the Employer with such statements of earnings as the Courts may supply.

Section 2. Employees shall return to work within a reasonable period of time. They shall not be required to report if less than two (2) hours of their normal shift remains to be worked.

Total hours of jury duty and actual work on the job in one day shall not exceed eight (8) hours for purposes of establishing the basic work day. Any time worked on the employee's regular job in excess of the combined total of eight (8) hours shall be considered overtime and paid as such under the contract.

ARTICLE XV - LABOUR DISPUTES

It shall not be considered a violation of his or her employment that an Association employee shall refuse to handle any merchandise affected by labour dispute or cross any legally established picket lines.

ARTICLE XVI - DURATION OF AGREEMENT

Section 1. The Association and the Union mutually agree that this Agreement shall be effective from April 1st, 2002 to and including March 31st, 2006, and thereafter from year to year unless written notice of intent to amend or terminate is given by either party any time within four (4) months prior to the expiration of the Agreement. During such period of negotiations this Agreement shall remain in full force and effect.

DATED this 21st day of February, 2003.

SIGNED ON BEHALF OF
THE UNION
**Retail Wholesale Union
Local 580**

SIGNED ON BEHALF OF
THE COMPANY
**Delmas Co-Operative
Association**

L. Furst (signed)

G. Fahlman (signed)

P. Engel (signed)

R. Clarmont (signed)

S. Parsons (signed)

L. Holt (signed)

B. DeBeck (signed)
Provincial Representative

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 APPENDIX "A"
 WAGES AND CLASSIFICATIONS

Effective April 1, 2002

	Start	6 Mos	12 Mos	18 Mos	24 Mos		
Clerk-Cashier/ Bake-off/ Accounts Clerk/	\$ 9.86	\$11.49	\$13.11	\$14.73	\$16.35		
Head Cashier/General Clerk/File Maintenance Clerk							
Sr. Accounts Clerk	10.29	11.91	13.55	15.17	16.77		
Meat Cutter	12.90	14.28	15.67	17.05	18.42		
Produce Operator	12.90	14.28	15.67	17.05	18.42		
Meat Wrapper	9.86	11.49	13.11	14.73	16.35		
Student	8.00	9.16	10.52	11.89	13.27		
Shipper/ Receiver	9.86	11.49	13.11	14.73	16.35		
Night Stock- Lead Hand	15.41	--	--	--	--		
Start	207	414	621	828	1035	1242	
Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	
Casual	\$9.03	\$10.05	\$11.05	\$12.07	\$13.09	\$14.10	\$15.12

Note: for purposes of applying the above, 207 hours is equal to two months' service.

WAGES AND CLASSIFICATIONS (Cont.)

Effective April 1, 2003

	Start	6 Mos	12 Mos	18 Mos	24 Mos		
Clerk-Cashier/ Bake-off/ Accounts Clerk/	\$10.06	\$11.72	\$13.37	\$15.03	\$16.68		
Head Cashier/General Clerk/File Maintenance Clerk Sr. Accounts Clerk	10.50	12.15	13.82	15.47	17.11		
Meat Cutter	13.16	14.57	15.98	17.39	18.79		
Produce Operator	13.16	14.57	15.98	17.39	18.79		
Meat Wrapper	10.06	11.72	13.37	15.03	16.68		
Student	8.16	9.34	10.73	12.13	13.54		
Shipper/ Receiver	10.06	11.72	13.37	15.02	16.68		
Night Stock- Lead Hand	15.72	--	--	--	--		
	Start	207	414	621	828	1035	1242
	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.
Casual	\$9.21	\$10.25	\$11.27	\$12.31	\$13.35	\$14.38	\$15.42

Note: for purposes of applying the above, 207 hours is equal to two months' service.

WAGES AND CLASSIFICATIONS (Cont.)

Effective April 1, 2004

	Start	6 Mos	12 Mos	18 Mos	24 Mos		
Clerk-Cashier/ Bake-off/ Accounts Clerk	\$10.31	\$12.01	\$13.70	\$15.41	\$17.10		
Head Cashier/General Clerk/ File Maintenance Sr. Accounts Clerk	10.76	12.45	14.17	15.86	17.54		
Meat Cutter	13.49	14.93	16.38	17.82	19.26		
Produce Operator	13.49	14.93	16.38	17.82	19.26		
Meat Wrapper	10.31	12.01	13.70	15.41	17.10		
Student	8.36	9.57	11.00	12.43	13.88		
Shipper/ Receiver	10.31	12.01	13.70	15.40	17.10		
Night Stock- Lead Hand	16.11	--	--	--	--		
Start	207	414	621	828	1035	1242	
Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	
Casual	\$9.44	\$10.51	\$11.55	\$12.62	\$13.68	\$14.74	\$15.81

Note: for purposes of applying the above, 207 hours is equal to two months' service.

WAGES AND CLASSIFICATIONS (Cont.)

Effective April 1, 2005

	Start	6 Mos	12 Mos	18 Mos	24 Mos		
Clerk-Cashier/ Bake-off/ Accounts Clerk	\$10.57	\$12.31	\$14.04	\$15.80	\$17.53		
Head Cashier/General Clerk/ File Maintenance Sr. Accounts Clerk	11.03	12.76	14.52	16.26	17.98		
Meat Cutter	13.83	15.30	16.79	18.27	19.74		
Produce Operator	13.83	15.30	16.79	18.27	19.74		
Meat Wrapper	10.57	12.31	14.04	15.80	17.53		
Student	8.57	9.81	11.28	12.74	14.23		
Shipper/ Receiver	10.57	12.31	14.04	15.79	17.53		
Night Stock- Lead Hand	16.51	--	--	--	--		
	Start	207	414	621	828	1035	1242
		Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.
Casual	\$9.68	\$10.77	\$11.84	\$12.94	\$14.02	\$15.11	\$16.21

Note: for purposes of applying the above, 207 hours is equal to two months' service.

WAGES AND CLASSIFICATIONS (Cont.)

Apprentice Meat Cutter Wage Scale

Effective:	Apr. 1 2002	Apr. 1 2003	Apr. 1 2004	Apr. 1 2005
Start -				
65% of Meatcutter Top Rate	\$11.97	\$12.21	\$12.52	\$12.83
6 Months -				
70% of Meatcutter Top Rate	12.89	13.15	13.48	13.82
12 Months -				
75% of Meatcutter Top Rate	13.82	14.10	14.45	14.81
18 Months -				
80% of Meatcutter Top Rate	14.74	15.03	15.41	15.79
24 Months -				
85% of Meatcutter Top Rate	15.66	15.97	16.37	16.78
30 Months -				
90% of Meatcutter Top Rate	16.59	16.92	17.34	17.77
36 Months - Next Highest Wage Rate in Meatcutter Classification	17.05	17.39	17.82	18.27

Part Timers

As per classifications employed in with 520 hours equal to three months service.

As per classifications employed in with 1040 hours equal to six months service.

HOURS OF WORK

For all Employees except Meat and Produce Department.

8:00 a.m. - 5:00 p.m.
8:30 a.m. - 5:30 p.m.
9:00 a.m. - 6:00 p.m.
9:30 a.m. - 6:30 p.m.
10:00 a.m. - 7:00 p.m.
10:30 a.m. - 7:30 p.m.
11:00 a.m. - 8:00 p.m.
11:30 a.m. - 8:30 p.m.
12:00 noon - 9:00 p.m.
12:30 p.m. - 9:30 p.m.

Meat and Produce Department.

6:00 a.m. - 3:00 p.m.
7:00 a.m. - 4:00 p.m.
7:30 a.m. - 4:30 p.m.
8:00 a.m. - 5:00 p.m.
8:30 a.m. - 5:30 p.m.
9:00 a.m. - 6:00 p.m.
9:30 a.m. - 6:30 p.m.
10:00 a.m. - 7:00 p.m.
10:30 a.m. - 7:30 p.m.
11:00 a.m. - 8:00 p.m.

LETTER OF UNDERSTANDING

BETWEEN:

RETAIL WHOLESALE UNION LOCAL 580

(hereinafter referred to as the "Union")

OF THE FIRST PART;

AND:

DELMAS CO-OPERATIVE ASSOCIATION

Masset, British Columbia

(hereinafter referred to as the "Association")

OF THE SECOND PART;

Re: Part Time Employees

1. The Association will make available the B.C. Basic Medical Coverage to those part time employees (except students) who have worked 520 hours for the Association. The Association and the employee will each pay 50% of the premiums.
2. Eligibility will commence the first day of the month following the day the employee reaches 520 hours.
3. It is agreed that this benefit is provided to eligible employees at their option only.

4. Effective April 1, 1999, the Association will make available Extended Health Care coverage to those part-time employees (except students) who have worked 520 hours for the Association. The Association and the employee will each pay 50% of the premiums and point 2 and 3 of this Letter of Understanding shall apply.
5. Part time employees who have worked 520 hours for the Association will be entitled to one-half (1/2) day sick leave with pay for every 150 hours worked. All other conditions under Article XI shall apply.

DATED this 21st day of February, 2003.

SIGNED ON BEHALF OF
THE UNION
**Retail Wholesale Union
Local 580**

SIGNED ON BEHALF OF
THE COMPANY
**Delmas Co-Operative
Association**

L. Furst (signed)

G. Fahlman (signed)

P. Engel (signed)

R. Clarmont (signed)

S. Parsons (signed)

L. Holt (signed)

B. DeBeck (signed)

Provincial Representative

NOTES