

COLLECTIVE AGREEMENT

Between

COMPASS GROUP CANADA (HEALTH SERVICES) LTD.

dba

**MORRISON HEALTHCARE FOOD SERVICES and/or
MORRISON MANAGEMENT SPECIALISTS**

(Hereinafter referred to as the Employer)

and



HOSPITAL EMPLOYEES' UNION

(Hereinafter referred to as Union)

(BEACON HILL VILLA)

January 1, 2008 – December 31, 2010

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ARTICLE 1 - DEFINITIONS

1. **Objective Interpretation:** Where a specific definition of a word, or a phrase, is not expressly provided in this Agreement, such word, expression, term or phrase shall be interpreted objectively, not subjectively and according to common and normal grammatical usage.
2. **Time Span Reference:** References to days, weeks, months or years shall be understood to mean calendar days, weeks, months or years unless expressly provided in this Agreement.
3. **Specific Definitions:** The following specific definitions of words, expressions, terms or phrases have been agreed to by the parties, and shall be used to establish the intent and meaning of the language of this Agreement, unless a different definition is provided within the context of a particular article.
4. **Probationary Employee:** An employee who was hired into probationary status and who has not successfully completed the probationary period.
5. **Regular Employee:** An employee who works regularly scheduled shifts as assigned by Morrison on a continuing basis of more than an average of twenty (20) hours per week.
6. **Casual/Relief Employee:** An employee who works less than an average of twenty (20) hours/week.
7. **Spouse:** Two people who have cohabitated as spousal partners for a period of not less than one (1) year.

ARTICLE 2 - BARGAINING AGENCY

2.01 Recognition

Morrison recognizes the Union as the exclusive bargaining agent for its employees at the Beacon Hill Villa, 635 Superior Street, Victoria, British Columbia, pursuant to a Board Certification Order dated November 24, 2003.

2.02 Union Shop

All employees who are covered by the Union's Certificate of Bargaining Authority shall maintain membership in the Union as a condition of employment. Employees who are brought within the jurisdiction of the Union's Certificate of Bargaining Authority, including newly hired employees, shall become members of the Union by the first day of the third bi-weekly pay period after their initial date of employment in the bargaining unit. Upon receipt by Morrison of written

advice from the Union, employees who fail to maintain membership in the Union or the check-off of Union Dues, or an amount equal to Union Dues, shall be terminated by Morrison from their employment at the Beacon Hill Villa site.

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

Article 28.01 - Grievance Procedure

Article 28.03 - Arbitration

2.03 No Discrimination

a) Human Rights Code

Morrison and the Union subscribe to the principles of the Human Rights Code.

b) Union Activity

Morrison and the Union agree that there shall be no discrimination against any employee for past or present union membership or legitimate union activity.

c) Sexual Harassment

Morrison and the Union recognize the right of employees to work in an environment free from sexual harassment, and Morrison shall take such actions as are necessary with respect to any person employed by Morrison engaging in sexual harassment in the workplace.

Sexual harassment is defined as any comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome and shall include, but is not limited to:

Sexual solicitation or advances; inappropriate touching or sexual comments; or any threat which might reasonably be perceived as placing a condition on employment by a person in authority.

2.04 Union Check-Off

Morrison agrees to the monthly check-off of all Union Dues, Assessments, Initiation Fees, and written assignments of amounts equal to Union Dues.

The check-off monies deducted in accordance with the above paragraph shall be remitted to the Union by Morrison in a period not to exceed twenty-one (21) days after the date of deduction.

Morrison shall provide the Union's Provincial Office with a list of all employees hired, and all employees who have left the employ of Morrison (who shall be designated as terminated and shall include discharges, resignations, retirements and deaths) in the previous month along with a list of all employees in the bargaining unit and their employee status and the amount of dues or equivalent monies currently being deducted for each employee.

Morrison agrees to sign into the Union all new employees whose jobs are covered by the Certificate of Bargaining Authority.

Morrison shall supply each employee, without charge, a receipt in a form acceptable to Revenue Canada for income tax purposes, which receipt shall record the amount of all deductions paid to the Union by employees during a taxation year.

The receipts shall be mailed or delivered to employees prior to March 1st of the year following each taxation year.

Section 2 - 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, and provided that the performing of such work does not reduce the hours of work of any employee scheduled to work. It is also understood that the Unit Manager is a working Manager.

ARTICLE 3 - MANAGEMENT RIGHTS

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

- (i) To plan, direct and control operations, to schedule productions and other activities, to determine the products to be produced and the methods, processes and means of productions and other activities, to determine the location of operational facilities and the extent to which a facility or any part of the facility shall be operated.

- (ii) To hire, promote, demote, and lay-off employees and to discipline, suspend and discharge employees for proper cause.
- (iii) To direct the employees, including the right to decide on the number of employees needed by Morrison, or the number of employees required for any task at any time, to change the number of employees assigned to any task, to organize the work, to assign the work, to schedule shifts, to maintain order, discipline and efficiency in the operations.
- (iv) The selection of Excluded Management personnel shall be entirely a matter for Morrison's discretion.
- (v) To make and to alter from time to time rules and regulations to be observed by all Employees. The Union and affected employees shall be notified of any new or changed rule or regulation taking effect.

3.02 It is expressly understood that all management rights not specifically altered, limited, or eliminated by this Agreement shall remain the rights of Morrison.

3.03 This Article will not be used in a discriminatory manner against any person, employee or group of employees (including trade unions or their members) and management rights under this Article shall not be exercised in any way inconsistent with or contrary to any express terms or provisions of this Agreement.

ARTICLE 4 - STRIKES, LOCKOUTS, LEGAL PICKET LINES

4.01 No Strikes or Lockouts

During the term of this Agreement, there shall be no strike action by any bargaining unit employee, the Union or any person acting on behalf of the Union, whether or not such strike action has been authorized by the Union; nor shall Morrison lock-out bargaining unit employees.

4.02 Legal Picket Line

Refusal to cross or to work behind a picket line that is legally established pursuant to the Labour Relations Code of B.C. shall not constitute cause for discipline or dismissal. An employee who refuses to cross or work behind a picket line pursuant to this Article shall be considered to be absent without pay.

4.03 Force Majeure/Act of God

It is understood that events which result from Act of God, breakdown of operations, strike or labour dispute or for any reason beyond the control of Morrison, the provision of proper notice, scheduling and other similarly impacted items in this Agreement will not be complied with.

ARTICLE 5 - REPRESENTATION

5.01 Recognition and Rights of Stewards

The Employer agrees to the operation of a Shop Steward system which shall be governed by the following:

1. Shop Stewards may be appointed by the Union on the basis of two (2) Shop Stewards per work area for up to twenty-five (25) employees covered by the Agreements.
2. The Employer is to be kept advised of all Shop Steward appointments.
3. One (1) Shop Steward, or Union Committee member, shall be appointed by the Union as Chief Shop Steward. The Chief Shop Steward may present or assist in the presentation of any grievance.
4. A Shop Steward or Union Committee member shall be permitted to represent an employee's interest without loss of pay when such meetings are scheduled during the Shop Steward's or Union Committee Member's hours of work. The Shop Steward or Union Committee Member shall obtain the permission of his/her immediate supervisor or designate, prior to leaving their work duties to undertake their Union responsibilities. Such permission shall not be unreasonably withheld.

5.02 Access to Operation

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/manager's permission.

5.03 Bulletin Boards

Morrison shall provide space for one bulletin board for the posting of legitimate Union materials as approved for posting by the Steward or his/her alternate.

ARTICLE 6 - EMPLOYER-UNION RELATIONS

6.01 Labour-Management Committee

A Labour-Management Committee shall be established, consisting of two (2) representatives of the Union and two (2) representatives of Morrison. The Union shall appoint one (1) alternate representative. On the written request of any of its member(s), the Labour Management Committee shall meet at least once every two (2) months during the term of this Agreement, to discuss issues relating to the workplace that affect the Parties or any employee bound by this Agreement. The purpose of the Labour Management Committee is to promote the cooperative resolution of the workplace issues, to respond and adapt to changes in the economy, to foster the development of work-related skills and to promote workplace productivity. Employees shall receive their basic rate of pay for time spent in attendance at the Labour Management Committee.

6.02 Employee Attendance at Staff Meetings

- (a) Where an employee is directed by Morrison to attend a staff meeting or a committee meeting during his/her regular working hours, the employee shall be compensated at his/her regular hourly rate for the time spent in such attendance.
- (b) Where an employee is directed by Morrison to attend a staff meeting or committee meeting outside of normal working hours, he/she shall be credited with equivalent time off at his/her basic rate of pay.

ARTICLE 7 - JOB DESCRIPTIONS

Within thirty (30) days of ratification, Morrison shall draw up job descriptions for classifications listed in Appendix A. Morrison shall forward these descriptions to the Union and shall discuss these descriptions with the Union, at its request, provided such discussion does not unreasonably delay the finalization of the job descriptions. The final content of these job descriptions is the exclusive jurisdiction of Morrison and shall not be subject to the grievance procedure.

When a new bargaining unit classification is established by Morrison, or a substantial permanent change is made to an established classification, the new/changed job descriptions shall be presented in

writing to the Secretary-Business Manager, or his/her designate, and the Local Chairperson, and shall become the recognized job descriptions unless written notice of objection thereto is given by the Union within thirty (30) calendar days.

Where the Union objects, it shall provide specific details of its objections which shall be limited to whether:

- (a) The procedure whereby the job shall have been established has been followed;
- (b) The job description accurately describes the types of duties, level of responsibilities and required qualifications of the job;
- (c) The job is properly remunerated in relation to the existing wage schedule on the basis of internal relativity; and
- (d) Any qualifications established for the job are relevant and reasonable.

The parties shall meet to discuss the Union's objections. If the parties fail to resolve the Union's objections within fourteen (14) calendar days after such discussions were initiated, either party may refer the matter to arbitration under Article 28.

ARTICLE 8 - JOB POSTINGS AND APPLICATIONS

8.01 Job Postings and Applications

- (a) When Morrison intends to permanently fill a new regular job or a regular vacancy in the bargaining unit, it shall post a notice at the facility for a minimum of seven (7) calendar days, before being filled. Information in the posting shall include the salary, a summary of the duties involved, the required qualifications, experience, ability, and the commencement date. The posting shall also include information on the current start and quit times and normal days off.

All new jobs and vacancies that involve a regularly scheduled shift and are not relief jobs shall be posted under this provision.

New jobs and vacancies shall be filled in accordance with the criteria listed in Article 12.01.

- (b) Temporary vacancies of thirty (30) days or longer duration shall be posted and filled under Section (a) above.

- (c) Morrison shall also consider applications from those employees, with the required seniority, qualifications, experience, and ability who are absent from their normal places of employment because of sick leave, annual vacation, Union leave, compassionate leave, or other leave, and who have filled in an application form stating the jobs they would be interested in applying for should a vacancy or new job occur during their absence.
- (d) Where operational requirements make it necessary, Morrison may make temporary appointments pending the posting and consideration of Union personnel pursuant to this Article.
- (e) Two (2) copies of all postings shall be sent to a person designated by the Union within the aforementioned seven (7) calendar days.
- (f) Morrison shall, within three (3) calendar days, inform all applicants of the name of the successful applicant either in writing to each applicant or posting the name of the successful applicant in the same manner in which the vacancy or new job was posted.
- (g) Morrison agrees to supply to the Union the names of all applicants for a vacancy or new position in the course of a grievance investigation.

ARTICLE 9 - RELIEVING IN HIGHER AND LOWER-RATED POSITIONS

9.01 In cases where an employee is required, during a scheduled shift, to relieve in a higher rated job, the employee shall receive the hourly rate of the higher rated job for any and all hours worked after 2 hours.

If the employee is required to relieve in a higher rated position for one or more full shifts, they shall receive the higher rate for any and all hours worked.

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

ARTICLE 10 - LAYOFF, BUMPING, AND RECALL

10.01 Layoff

In the event it becomes necessary to lay-off employees, Morrison will lay-off in reverse order of Seniority within the bargaining unit, provided

that the remaining employees have the qualifications to perform the remaining job functions.

10.02 Bumping

In the event that an employee is laid off, the employee may either: exercise his/her seniority rights to displace a junior employee in a job classification which is equal to, or lower in, rate to his/her job classification, for which the employee has the required qualifications to perform the job.

10.03 Seniority Retention During Layoff

- (i) Seniority during lay-offs shall be retained for twelve (12) calendar months.
- (ii) A laid-off employee's seniority retention is reinstated upon properly reporting to work pursuant to a recall notice.

10.04 Recall

Employees will be recalled in order of Seniority provided that the employee has the qualifications to perform the required job functions. Morrison will contact the employee by telephone and give the employee a verbal Notice of Recall. If Morrison attempts but does not contact the employee by telephone, then Morrison will send a written Notice of Recall to the employee with a copy to the Union by registered mail or by courier to the employee at the employee's last known address.

The employee must reply to the call to work within four (4) calendar days of proof of delivery of call to work as in (a) above and report to work on a specified day.

It is the employee's responsibility to keep Morrison informed of his/her current telephone number and address during lay-off.

It is agreed that all employees shall, upon returning to employment within the required number of days of being notified by Morrison, retain all seniority rights.

ARTICLE 11 - SENIORITY

11.01 Definition

Seniority means the total of straight time hours paid during an employee's continuous, unbroken service with Morrison from date of hire into the bargaining unit.

11.02 Seniority Lists

It is agreed that upon request of the Union, the Seniority list will be supplied by Morrison setting out the names of the employees and accumulated Morrison unit hours worked for the purposes of Seniority. However, such request shall not be made or granted more than twice during each calendar year.

11.03 Loss of Seniority

An employee will lose all seniority and employment will be deemed to have terminated if the employee:

- (i) Voluntarily leaves the employ of Morrison;
- (ii) Is discharged by Morrison;
- (iii) Is laid off and is not recalled to employment within the recall period;
- (iv) Fails to return to work upon expiration of an authorized leave of absence without providing Morrison with a bona fide reason which prevented the employee from returning to work;
- (v) Fails to reply to a recall notice within four (4) calendar days of the recall notice;
- (vi) Is absent without leave and without a bona fide reason which prevented the employee from attending at work;
- (vii) Accepts a severance package.

ARTICLE 12 - PROMOTION

12.01 Promotion, Transfer, Release

In the promotion, transfer, or release of employees, efficiency, required qualifications (including initiative), and seniority shall be the determining factors. Each of the three determining factors will be accorded equal weight.

12.02 Qualifying Period

If a regular employee is promoted, voluntarily demoted, or transferred to a job, the classification for which the Union is the certified bargaining authority, then the promoted, voluntarily demoted, or transferred employee shall be considered a qualifying employee in his/her new job for a period of three (3) months.

In no instance during the qualifying period shall such an employee lose seniority to perquisites. However, if a regular employee has been promoted, voluntarily demoted or transferred and during the aforementioned three (3) month period is found unsatisfactory in the new position, then the promoted, voluntarily demoted or transferred employee shall be returned to his/her former job and increment step before the promotion, voluntary demotion or transfer took place, without loss of seniority, and any other employee hired, promoted, voluntarily demoted, or transferred because of the rearrangement of jobs, shall be returned to his/her former job and pay rate without loss of seniority and accrued perquisites.

An employee who requests to be relieved of a promotion, voluntary demotion, or transfer during the qualifying period in the new job shall return to the employee's former job without loss of seniority or perquisites on the same basis as outlined in paragraph (2) of this Section.

12.03 Temporary Promotion or Transfer

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

ARTICLE 13 - PROBATIONARY PERIOD

For the first five hundred and twenty (520) hours or six (6) months, whichever comes first, of continuous service with the Employer, an employee shall be a probationary employee. The probation period may be extended by mutual agreement of the parties, provided written reasons are provided. 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.

Rejection During Probation

A rejection during probation shall not be considered a dismissal for the purpose of Article 7.08. The test of just cause for rejection shall be a test of suitability of the probationary employee for continued

employment in the position to which they have been appointed, provided that the factors involved in suitability shall be related to work performance, including interpersonal relations.

ARTICLE 14 - TECHNOLOGICAL, AUTOMATION AND OTHER CHANGES

14.01 Preamble

This Article shall not interfere with the right of Morrison to make such changes in methods of operation as are consistent with the technological advances in the health care field.

The purposes of the following provisions is to preserve job security and stabilize employment and to protect as many regular employees as possible from loss of employment.

14.02 Definition of Displacement

Any employee shall be considered displaced by technological change when his/her services shall no longer be required as a result of a change in plant or equipment, as a result of a change in process or method of operation, as a result of economic constraints, or as a result of a reorganization of the workforce, or a component thereof.

14.03 Joint Consultation

1. At the time Morrison intends to introduce a measure; policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees, Morrison shall give notice to the Union at least sixty (60) days before the date on which the measure, policy, practice or change is to be effected.

After the notice has been given, Morrison and Union will meet in good faith and endeavour to develop an adjustment plan which may include any of the following:

- a) Consideration of alternatives to the proposed measure, policy, practice or change including amendments to the collective agreement;
- b) Human resource planning and employee counseling and retraining;
- c) Notice of termination;
- d) Severance pay;

- e) Entitlement to pension and other early retirement benefits;
- f) A bipartite process for overseeing the implementation of the adjustment plan.

If, after meeting, the parties agree to an adjustment plan, it is enforceable as if it were part of the collective agreement.

2. **Joint Consultation Committee**

The Committee shall comprise two (2) representatives designated by the Union and two (2) representatives designated by Morrison. There shall be no repercussions for employees participating in such activities; and the employees shall do without loss of pay. There will be access to information needed for informed participation.

ARTICLE 15 - SCHEDULING PROVISIONS

- 15.01**
- a) Morrison 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.
 - b) Morrison may temporarily alter the scheduled work days and/or start and stop times of an employee without giving at least fourteen (14) calendar days' notice, in the case of operational requirements reasonably beyond Morrison's control, such as the failure of an employee to report for a scheduled shift or other circumstances where no other employee is readily available to perform required work. In such cases, Morrison is not required to pay overtime rates to the employee. In no circumstances will Morrison unilaterally reduce the number of hours of the employee's regularly scheduled work shift that is being temporarily altered.
- 15.02**
- a) There shall be a minimum of ten (10) consecutive hours off-duty for regular employees between the completion of one work shift and the commencement of the next.
 - b) 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 17.
 - c) 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 a) and b) of this section shall be waived for all employees affected by the granting of such a request provided they are in agreement.

- 15.03** Operational requirement permitting, employees may exchange shifts with the approval of Morrison, provided that sufficient advance notice in writing is given and provided that there is no increase in cost to Morrison.

ARTICLE 16 - HOURS OF WORK

16.01 Continuous Operation

The work week shall provide for continuous operation Sunday through Saturday.

16.02 Hours of Work

- (a) The hours of work for each regular full time employee covered by this Agreement, exclusive of meal times, shall be thirty seven and one-half (37.5) hours per week, seven and one-half (7.5) hours per day, exclusive of meal breaks. This Clause does not constitute a guarantee of weekly hours of work.
- (b) Employees who are required to be on-call during a meal period shall have their meal period included within their scheduled shift.
- (c) Regular employees shall receive two (2) consecutive rest days off each work week excluding statutory holidays, otherwise the overtime rates shall be paid in accordance with Article 17.
- (d) The work week for purposes of calculating overtime shall be from 12:01 a.m. on Sunday to and including midnight the following Saturday.

16.03 Rest Periods

Employees working a full shift shall receive two (2) fifteen (15) minute rest periods, one in each half of the shift. Employees working less than a full shift shall receive one (1) rest period.

16.04 Meal Periods

All employees covered by this Collective Agreement working more than five (5) hour shift shall receive a one-half (1/2) hour meal period, no more, no less. Morrison shall attempt to schedule the meal period as close as possible to the middle of the shift.

16.05 Meal Allowance

Subject to availability and applicability, employees are allowed an amount of food and drink for personal consumption during their shift, to be paid for by the employee through an automatic payroll deduction of one dollar and fifty cents (\$1.50), including GST, for each shift worked until January 1, 2005, at which time the deduction shall increase to one dollar and seventy-five cents (\$1.75). A list of excluded food and drink items will be posted on the bulletin board. Employees who do not wish to avail themselves of such food and drink shall notify the Manager in writing. There is no obligation to consume such subsidized food and drink, and no payroll deduction shall be made in such circumstances.

ARTICLE 17 - OVERTIME

17.01 Employees who work more than eight (8) hours in a day or more than forty (40) hours in any week shall be paid overtime on the following basis:

(a) **Daily Overtime**

- (i) For the first three (3) hours of overtime worked in a day, time and one-half (1.5 x) the applicable basic rate, and
- (ii) During the balance of the overtime worked on that day, double time (2 x) the applicable basic rate.

(b) **Weekly Overtime**

- (i) During the first eight (8) hours of overtime worked in any week, time and one-half (1.5 x) the applicable basic rate, and
- (ii) During the balance of the overtime worked that week, double time (2 x) the applicable basic rate.

17.02 Overtime pay shall be paid to the employee, if possible, within eight (8) days after the expiration of the pay period in which the overtime was earned.

17.03 Overtime Scheduling

Subject to the operating needs of the business, Morrison will offer such overtime to senior employees on shift in the classification where overtime is required pursuant to seniority as defined in Article 11, provided the senior employees indicate in advance their availability for such overtime. For greater certainty, absent acceptance of the overtime offer, the most junior employee in the relevant classification shall perform the overtime.

The regular hours of work for employees not on a flexible work schedule/averaging agreement shall be eight (8) hours per day and forty (40) hours per week. Employees on regular hours of work will receive their rate and one-half for any hours worked over eight (8) hours per day and forty (40) hours per week and double straight time rates shall be paid for hours worked in excess of eleven (11) hours per day.

There shall be no duplication or pyramiding of overtime payment nor shall overtime hours paid for under this Article be used in computing the forty (40) hours per week.

ARTICLE 18 - STATUTORY HOLIDAYS

18.01 Entitlement

- (a) Regular employees, who have completed thirty (30) calendar days' service, will be entitled to the following statutory holidays, and such other holidays as may be in future proclaimed or declared by either the Provincial or Federal Governments:

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

- (b) Statutory holiday pay shall be based upon the average percentage of hours each such employee was paid in the thirty (30) calendar days immediately preceding the holiday.
- (c) Relief 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.

- 18.02** When a statutory holiday falls on a day when a regular employee is on his/her normal days off, the statutory holiday shall be re-scheduled for that employee at a mutually agreeable time. Such rescheduled

statutory holidays shall be taken not later than January 31st of the year following the year in which they originally occur.

- 18.03** Regular employees who are required to work on a statutory holiday shall be paid at the rate of time and one-half (1.5X) of their applicable basic rate for each hour worked, plus (+) the employee shall receive equivalent time off and pay in lieu of the holiday, to be taken at a mutually agreeable time.
- 18.04** Morrison shall make every effort to schedule either Christmas Day or New Year's Day off for regular employees so requesting.
- 18.05** Employees shall not be eligible for statutory holidays occurring during periods of unpaid leave, when they are laid off and On the recall list, and/or when they are in receipt of WCB payments for the days in question.
- 18.06** Regular employees, who are laid off after completing thirty (30) calendar days' service and who are recalled to employment during their recall period, shall be eligible for statutory holidays occurring immediately after the date of such re-employment. The rate of holiday pay to apply in such cases under section 15.01(b) shall be based upon the hours actually worked by the employee in the thirty (30) calendar day period immediately preceding the layoff.
- 18.07** Regular employees, who are laid off after completing thirty (30) calendar days' continuous service and who are not recalled to employment during their recall period, must complete thirty (30) calendar days' service in order to be re-eligible for statutory holidays.
- 18.08** In no case shall the application of this provision result in Statutory Holiday entitlements which are less than the entitlements under the *Employment Standards Act*.

ARTICLE 19 - ANNUAL VACATION

19.01 Entitlement

Employees shall be entitled to the following annual vacation:

- After twelve (12) consecutive months of employment 2 weeks, and after five (5) consecutive years of employment 3 weeks.

Employees with less than twelve (12) months of service as of September 1st shall receive a vacation in proportion to their completed months of service.

19.02 Vacation Period

All regular employees shall be required to submit their vacation requests in writing and the employer will respond in writing which includes posting the approved vacation schedule on the bulletin board.

19.03 Vacation Pay

Upon receipt of twenty one (21) days written notice, the employer shall pay to the employee, on the payday immediately prior to the commencement of his/her vacation, an amount equivalent to his/her vacation being take, up to the amount of vacation pay earned.

19.04 Vacation Entitlement on Dismissal

Upon termination of employment, an employee shall be entitled to pay in lieu of vacation corresponding to years of service as listed in Article 25.01.

19.05 Reinstatement of Vacation Days – Sick Leave

In the event an employee is sick or injured prior to the commencement of his//her 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.

19.06 Vacation Credits Upon Death

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

ARTICLE 20 - MATERNITY LEAVE AND/OR PARENTAL LEAVE

20.01 Maternity Leave

Pregnancy shall not constitute cause for dismissal:

- (a) A pregnant employee who requests maternity leave shall be entitled to:
 - (i) Eighteen (18) consecutive weeks of unpaid leave, unless the employee requests a shorter period, plus

- (ii) Up to an additional six (6) additional consecutive weeks of unpaid leave, if for reasons related to the birth or termination of the pregnancy, the employee is unable to return to work at the end of her maternity leave, plus
 - (iii) Parental leave pursuant to- Article 20.02(a)&(b), beginning immediately after the end of the maternity leave period(s), or at some other time mutually agreed between the Facility Manager and the employee. The Facility Manager shall not unreasonably deny such request.
- (b) If an employee is unable or incapable of performing her duties prior to the commencement of maternity leave of absence without pay, the employee may be required to take unpaid leave of absence.
 - (c) Medical complications of pregnancy, including complications during an unpaid leave of absence for maternity reasons preceding the period stated by the *Unemployment Insurance Act*, shall be covered by sick leave credits pursuant to Article 21, providing the employee is not in receipt of maternity benefits under the *Unemployment Insurance Act* or any wage loss replacement plan.

20.02 Parental Leave

- (a) An employee requesting parental leave under this section shall be entitled to up to twelve (12) consecutive weeks' unpaid leave beginning:
 - (i) In the case of a birth mother, as set out in Article 20.01 (a)(iii), or
 - (ii) In the case of a birth father, within the fifty-two (52) week period immediately following the birth, and
 - (iii) In the case of an adopting parent, within the fifty-two (52) week period immediately following the date the child is placed with the parent.
- (b) If the child has a medical condition requiring an additional period of parental leave, the employee is entitled to an additional five (5) consecutive weeks' unpaid leave, beginning immediately after the leave taken under subsection (a).

20.03 The combined maternity leave and parental leave entitlement that any employee may be entitled to under the above sections shall be thirty-two (32) weeks, plus any additional leave granted under sections 20.01 (a) (ii) and 20.02(b).

20.04 Employees make every effort to give fourteen (14) days' written notice to the Facility Manager prior to the commencement of maternity leave and/or parental leave of absence without pay under sections 20.01(a) and 20.02(a), respectively. Employees shall make every effort to give at least seven (7) days' written notice to the Facility Manager prior to commencement of maternity leave and/or parental leave under section 20.01(b) and/or 20.02(b), respectively. Employees shall give at least seven (7) days' notice of their intention to return to work prior to the termination of any maternity leave and/or parental leave of absence.

Morrison may require the employee to provide a doctor's certificate indicating the employee's general condition during pregnancy and the actual date of birth or the actual date of termination of a pregnancy; or in the case of parental leave, a doctor's certificate or other evidence proving the employee's entitlement to the leave.

- 20.05**
- a) Upon returning to work from maternity leave and/or parental leave under this Article, the employee shall continue in his/her former position, without loss of perquisites, provided such position still exists; or if such position no longer exists, in a comparable position.
 - b) Seniority and continuous service will continue to accumulate during the full period of maternity leave and/or parental leave under this Article. Morrison shall maintain its normal share of the premium costs for the employee's Health Care Plans for the full period of the maternity leave and/or parental leave under this section, provided the employee pays his/her share, if any.

20.06 Adoption Leave

An employee is entitled to Adoption/Parental Leave as per Art. 20.02.

ARTICLE 21 - SICK LEAVE

21.01 Sick Leave Entitlement

Regular employees shall be entitled to the following sick leave:

- Three (3) days in the first six (6) months of a calendar year
- Three (3) days in the second six (6) months of a calendar year.

The foregoing paid sick days are available in each six (6) month period but cannot be carried over to the next period and the days available in the two six (6) month periods may not be combined or otherwise taken concurrently.

21.02 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.

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

21.04 An employee may request sick leave pay to cover periods of actual time lost from work owing to sickness or accident. The employer shall advise an employee the amount of sick leave available if requested.

21.05 Where medical and/or dental appointments cannot be scheduled outside the employee's working hours, sick leave with pay shall be granted. All reasonable efforts will be made to schedule these appointments outside of work.

21.06 **Transportation for Accident Victim**

If an employee is injured at work and requires assistance, transportation to the employee's home shall be provided by the employer.

21.07 **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.

ARTICLE 22 - UNPAID LEAVE - UNION BUSINESS

(a) Short-term leave of absence without pay to a maximum of fourteen (14) days at one time shall be granted to employees designated by the Union to transact Union business including conventions and conferences unless granting such leave to any employee would unduly disrupt the operations of Morrison's business. The Union shall give at least seven (7) days' notice to minimize disruption to Morrison.

(b) Long-term leave of absence without pay shall be granted to employees designated by the Union to transact Union business for specific periods of not less than fourteen (14)

days unless granting such leave would unduly disrupt the operation of Morrison's business. Such requests shall be made in writing at least fourteen (14) days in advance to minimize disruption to Morrison's business. 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 and promotions.

- (c) Leave of absence without pay shall be granted to employees designated by the Union for the purpose of collective bargaining unless granting such leave to any employee would unduly disrupt operation of Morrison's business.

Seniority and all benefits shall accumulate during such leave.

- (d) Morrison shall continue to pay normal wages, and maintain the health benefits coverage, where applicable, of employees who are on unpaid leave under sub-section (a), (b) and (c) above, provided the Union reimburses Morrison for the wages and benefits involved within sixty (60) calendar days of being invoiced for such amounts by Morrison. This provision does not apply to employees on extended leaves of absence who are employed by the Union on a regular full-time basis.
- (e)
 - (i) Provided no less than seven (7) days' notice has been given, members of the Provincial Executive of the Union shall be granted leave of absence to attend the regular meetings of such Executive.
 - (ii) Where less than seven (7) days' notice is given, leave pursuant to this paragraph shall be subject to reasonable operational requirements.

ARTICLE 23 - BEREAVEMENT LEAVE

23.01 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, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, legal guardian or legal ward.

An additional two (2) days of unpaid leave may be granted to an employee for personal reasons if attendance at the funeral requires significant travel.

Compensable hours under the terms of this Section will be counted as hours worked for the purpose of qualifying for vacations or for statutory holidays, but will not be counted as hours worked for the purpose of computing overtime.

At the request of an employee and subject to Morrison's operational needs, Morrison may extend the unpaid bereavement leave or may provide an unpaid compassionate leave where the grounds for same are bona fide and verifiable.

ARTICLE 24 - JURY OR CROWN AND CORONER'S WITNESS DUTY

Any regular employee who is required to perform Jury Duty, Coroner's Duty or as a Crown Witness or Coroner's Witness on a day on which he/she would normally have worked will be reimbursed by Morrison for the difference between the pay received for Jury Duty, Coroner's Duty or as a Crown Witness or Coroner's Witness and his/her regular straight time hourly rate of pay for his/her regularly scheduled hours of work based on the employee's proof of pay for such duty. It is understood that such reimbursement shall not be for hours in excess of eight (8) or twelve (12) per day depending on the employee's regular schedule less the pay received for Jury Duty, Coroner's Duty or Witness Fees. The employee will be required to furnish proof of Jury Service and Jury Duty, Coroner's Duty or as a Crown Witness or Coroner's Witness pay received.

Hours paid pursuant to this section will be counted as hours worked for the purpose of qualifying for seniority, vacations and statutory holidays, but not for other purposes, including overtime computation.

ARTICLE 25 - UNPAID LEAVE OF ABSENCE - GENERAL AND PUBLIC OFFICE

a) **General**

An employee may request an unpaid leave of absence, which shall be in writing with a minimum of fourteen calendar days in advance. The granting of such requests by Morrison shall be subject to the proper operation of the business.

b) **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:

- (i) 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.

- (ii) Employees elected to public office shall be granted unpaid leave of absence for a period up to five (5) years.

ARTICLE 26 - BENEFIT PLANS

Employees who have completed the probationary period and are continually scheduled to work an average of twenty (20) or more hours per week are eligible for benefit coverage in accordance with Appendix B.

An eligible who has declined or opted out of benefit coverage may reapply for coverage after a twelve (12) month waiting period. The waiting period may be waived under special circumstances where permitted by and consistent with the Master Contract held with the benefits provider.

It is understood that Morrison is not itself obligated to provide benefits, other than paid sick days, pursuant to this agreement, but, with employees, to pay a portion of the premium for same pursuant to Appendix B to a benefit provider. The Benefits Plans are administered, governed, and adjudicated pursuant to the Master Contract held with the benefits provider and the parties are bound by its terms.

Morrison will provide each employee with a comprehensive summary of benefit plan coverage within twenty-eight (28) calendar days of the effective date of coverage.

Pension Plan

Effective June 1, 2005, Morrison will contribute to an RRSP, on a monthly basis, a maximum of one percent (1%) of an employee's gross earnings on a one-to-one basis (i.e., each dollar contributed by an employee will be matched by Morrison to a maximum of one percent (1%) of their monthly earnings).

Enrolment in the plan is optional. Employees who opt to enroll in the RRSP plan must enroll on an annual basis and commit to a one-year participation.

ARTICLE 27 - MISCELLANEOUS

27.01 Vaccination, Inoculation and Suitability

An employee, as a condition of employment, must show proof of vaccinations, inoculations and official suitability for work; with specific client groups. Any employee refusing, without sufficient medical grounds, to take medical or x-ray examination at the request of Morrison, or to undergo vaccination, inoculation and other immunization when required, may be dismissed from the service of Morrison. Where an employee is required by Morrison to take a medical or x-ray examination or undergo vaccination or inoculation or other immunization, it shall be at Morrison's expense and on Morrison's time provided time spent is reasonable. Morrison shall only require such medical examinations if required by the job or if there is reasonable expectation to make such a request.

27.02 Criminal Records Checks

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

27.03 Uniforms

Uniforms are to be supplied by Morrison and employees shall only wear the approved uniform. The uniforms are to be maintained in presentable fashion and will be replaced according to normal standard based upon normal usage. In addition, employees shall receive sixty-five (\$0.65) cents per shift worked for the laundering of their uniforms. Employees are expected to wear a clean, presentable uniform while at work.

27.04 Badges and Insignia

Employees will be permitted to wear Union Pins or Shop Steward badges.

27.05 Paydays

Employees shall be paid by the current direct deposit system every two weeks.

27.06 Saving Clause

In the event that present or future legislation renders null and void or materially alters any provisions of this Agreement, the following shall apply

- (i) The remaining provisions of the Agreement shall remain in full force and effect for the term of this Agreement.
- (ii) Morrison and the Union shall, as soon as possible, negotiate mutually agreeable provisions to be substituted for the provisions so rendered null and void or materially altered.
- (iii) If a mutual agreement cannot be struck as provided in (ii) above, the matter shall be arbitrated pursuant to Article 12 of this Agreement.

27.07 Occupational Health and Safety

- (i) The parties agree that a Joint Occupational Health and Safety Committee shall be established. The Joint Committee shall be governed in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the Worker's Compensation Act. The Joint Committees shall have equal representation, its members being appointed in outlined with the regulations.

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

- (ii) 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 and training.
- (iii) Employees who are members of the Joint 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 Joint Committee pursuant to the WCB Industrial Health and Safety Regulations.
- (iv) Employees on the Joint Committee shall be reimbursed for all necessary and reasonable expenses incurred by them to attend meetings of Joint Committees.
- (v) **Training and Orientation**

The Employer will provide orientation or in-service which is 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 Employer will also make readily available information, manuals and procedures for these purposes.

ARTICLE 28 - GRIEVANCE AND ARBITRATION PROCEDURES

28.01 Grievance Procedure

All grievances except grievances detailed in Section 3 below shall proceed as follows:

STEP 1

The employee shall take the difference to his Morrison manager with or without his/her Steward (at the employee's option) within seven (7) calendar days from the date the employee knew or reasonably should have known of the incident giving rise to the grievance.

STEP 2

Failing settlement at Step 1, the employee and his/her Representative shall within twenty-one (21) calendar days of the event giving rise to the difference, put the grievance in writing, including Articles allegedly violated and remedies sought, and meet with the applicable Morrison manager or designate and endeavour to settle the matter. The Morrison Manager shall respond to the grievance in writing within seven (7) calendar days of the Step 2 meeting.

STEP 3

Failing settlement at Step 2, the Union representative shall, within fourteen (14) calendar days of the employer's response in Step 2, meet with the Morrison applicable District Manager/Director or Morrison designate to discuss the grievance.

STEP 4

Where the matter is not settled at Step 3 within sixty (60) calendar days of the event giving rise to the difference, the grievance shall either:

- (i) By mutual agreement of the parties, be referred to an investigator for binding recommendations as provided in 28.02 below, or,

- (ii) Where there is no mutual agreement in (i) above, the grievance shall be referred to arbitration pursuant to section 28.04.

In the event of a Morrison grievance, it shall proceed directly to Step 3.

28.02 Investigator

In the event a grievance is referred to an investigator pursuant to 28.01, the Investigator shall be chosen from the following list:

1. B. Foley
2. J. Gordon
3. J. Hall
4. J. Korbin
5. D. Munroe
6. C. Taylor

The investigator chosen shall be the first investigator contacted who is able to confirm his/her availability to conduct the investigation and report binding recommendations in a reasonable time. The order in which the listed investigators are contacted shall be as follows:

- Alphabetically in the first investigation under this Article, thereafter,
- Alphabetically commencing with the first name following the investigator who last issued binding recommendations pursuant to this Article.

After an investigator has been retained, he/she will meet and hear the position of both sides, interview all relevant witnesses, consider all relevant evidence and render recommendations within twenty-one (21) calendar days of his/her appointment.

The investigator will be restricted to interpreting and applying the provisions of this agreement and will have no authority to alter, modify, subtract from or supplement the provisions in any way.

The Parties will bear an equal proportion of the fees and expenses of the investigator.

28.03 Dismissal, Suspension or Layoff

Notwithstanding 28.02, the following procedure shall be used to resolve a grievance arising from a suspension or discharge or lay-off:

- (i) Within seven (7) calendar days of the suspension or discharge or lay-off, the Union shall notify Morrison in writing of its grievance of same.
- (ii) Within fourteen (14) calendar days of Morrison's receipt of the Union's written grievance, officers of Morrison and the Union, or their appointees, shall meet to attempt to resolve the grievance.
- (iii) A failure to resolve the grievance shall result in the immediate submission of the grievance to arbitration before one of the mutually agreeable arbitrators in Art. 28.04.

28.04 Arbitration

- (i) The following list constitutes the arbitrators agreed to by the parties:
 - 1. B. Foley
 - 2. J. Gordon
 - 3. J. Hall
 - 4. J. Korbin
 - 5. D. Munroe
 - 6. C. Taylor
- (ii) The Arbitrator chosen shall be the first Arbitrator contacted who is able to render a decision within forty-five (45) days of the discharge, suspension or lay-off. The order in which arbitrators are contacted shall be as follows:
 - a) Alphabetically in the first arbitration under this Article; and thereafter
 - b) Alphabetically commencing with the first name following the Arbitrator who last rendered a decision pursuant to this Article.
- (iii) The Arbitrator shall render a decision within forty-five (45) days of the discharge, suspension, or lay-off. The arbitrator will be restricted to interpreting and applying the provisions of this Agreement and will have no authority to alter, modify, subtract from, or supplement the provisions in any ways.

- (iv) The Arbitrator will base his/her decision on evidence submitted by the Union and by Morrison's representatives, or their appointees.
- (v) The Arbitrator's decision shall be final and binding on both parties.
- (vi) The Parties will bear an equal proportion of the fees and expenses of the arbitration.

28.05 Time Limits

The time limits set out in 28.01 - 28.04 inclusive above may be extended by mutual agreement.

Such agreement shall not be unreasonably withheld.

28.06 Abandonment

If a grievance is not initiated or advanced to the next stage within the time limits stipulated, then the grievance shall be deemed to be abandoned, and all rights of recourse to the grievance procedure shall be at an end. The time limits may be extended by mutual consent of the parties.

ARTICLE 29 - AGREEMENT TERM

The term of this Agreement shall commence on the date that this Agreement is ratified by Morrison employees at Beacon Hill Villa, and from year to year thereafter, and shall expire at midnight, December 31, 2007. Either Party to this Agreement may, within four (4) months immediately preceding the date of the expiry of this Agreement by written notice, require the other Party to this Agreement to commence collective bargaining. Should either party give written notice aforesaid this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement (or increase or decrease the rate of pay of any employee for whom collective bargaining is being conducted or alter any other term or condition of employment) until:

- (i) The Union goes on strike, or
- (ii) Morrison locks out its employees.

The operation of subsections 50(3) and (4) of the British Columbia *Labour Relations Code* are excluded.

The Parties confirm that, by this Agreement, they are excluding the operation of subsections 50(2) and (3) of the British Columbia *Labour Relations Code*

CASUAL ADDENDUM

1. Casual/relief employees shall be called in to work in the order of their seniority provided that they are registered to work in a job classification applicable to the work required to be performed. A casual/relief employee shall be entitled to register for work in any job classification as per Article 7 in respect of which such employee meets the requirements of the classification.
2. Casual/relief employees shall accumulate seniority on the basis of the number of hours worked, and, for interpretation purposes, Article 13 will apply. The casual/relief employee will be paid at the rate of pay for the classification in which the casual/relief employee is working once called in.
3. The manner in which casual/relief employees shall be called to work shall be as follows:
 - (a) The Employer shall maintain both:
 - (i) a master casual/relief seniority list which shall include all casual/relief employees employed by the Employer listed in descending order of their seniority; and
 - (ii) a classification registry for each job classification in which casual/relief employees may be used. Each classification registry shall list those casual/relief employees who have been qualified to work in that job classification in descending order to hours worked
 - (b) The Employer shall call those casual/relief employees who are registered in the classification applicable to the work required to be performed. Each casual/relief employee must provide the Employer with one or two telephone numbers where the employee can be reached. The Employer shall commence the call-in process by calling the most senior employee in the applicable classification registry at the one or two telephone numbers provide by the casual/relief employee. In the event that voicemail, a pager, or an answering machine is reached, the Employer shall leave a message including the date and time of the call. If the employee does not respond to the Employer within three (3) minutes of the call being made, the Employer shall call the next most senior employee in the classification.
 - (c) All calls made by the Employer pursuant to paragraph (b) shall be recorded in a log book maintained for that purpose. The log will show the name of the casual/relief employee called, the date and time that the call was made, the job required to be performed and its time and date, whether the employee accepts or declines the work or fails to respond to the call, and the signature of the person who made the call. In the event

of a dispute, the Union shall have a reasonable access to the log book and shall be entitled to make copies of any of its pages.

- (d) If the casual/relief employee called fails to answer to call or declines the work assignment, the Employer shall then call the next most senior employee registered in the job classification and this process will be continued until a casual/relief employee is found who is ready, willing and able to perform the work assignment.
- (e) A casual/relief employee who accepts a work assignment shall be deemed to have the same obligation to fulfill the work assignment as a regular employee.

4. At the beginning of each month, each casual/relief employee shall provide the Employer with their projected availability for that month. If a casual/relief employee's availability changes during a particular month, the casual/relief employee will advise the Employer accordingly, however, if the casual/relief employee wishes to restrict his/her declared availability for that month, the casual/relief employee may only do so twice during the month.
5. Based on the casual/relief employee's availability, if the employee declines a work assignment more than three (3) times in a six (6) month period without a bona fide reason the employee will be removed from the casual/relief list. Employees may also be removed from the casual/relief list for just and proper cause.
6. The casual/relief list will be updated twice a year by the Employer.

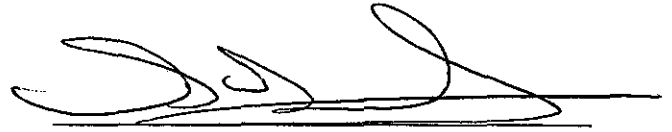
This casual addendum was awarded by Brian Foley on February 14, 2006.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION




David Seymour
Senior Director Labour Relations
Canada, CGC Ltd.

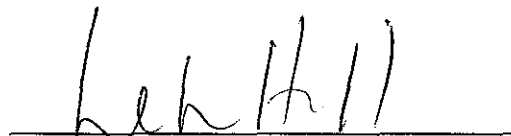


Susan Fisher
Coordinator of Organizing and
Private Sector Bargaining

Mr. Mike McDevitt
Director, Labour Relations
Western Canada



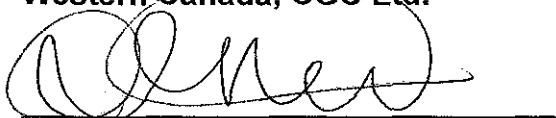
Noel Gulbransen
Bargaining Spokesperson



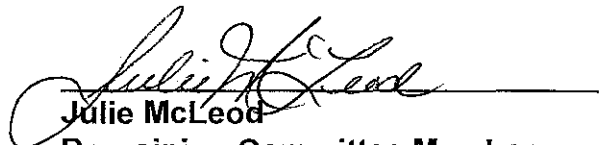
Leta Hill
Regional Vice-President
Western Canada, CGC Ltd.



Myrna Nava
Bargaining Committee Member



Brenda Kennedy
Human Resources Manager
Vancouver Island, CGC Ltd.



Julie McLeod
Bargaining Committee Member

DATE: July 6/2010

DATE: July 14/10

APPENDIX A

WAGES

Classification		Current	Dec 14/09	Jan 1/10
Cook	Start	14.50	14.95	15.40
	Post Prob.	16.52	16.97	17.42
Server	Start	9.75	10.20	10.65
	Post Prob.	11.21	11.66	12.11
House-keeping	Start	9.75	10.20	10.65
	Post Prob.	11.21	11.66	12.11
Laundry	Start	9.75	10.20	10.65
	Post Prob.	11.21	11.66	12.11
Lead Hand	Start	10.75	11.20	11.65
	Post Prob.	12.32	12.77	13.22

APPENDIX B – BENEFIT PLANS**Summary of Benefits**

BC Medical Plan	Premium 100% employer paid
Life and AD & D Insurance	Premium 100% employer paid \$25,000.00 coverage
Dental Plan	Basic Prevention Coverage Premium 100% employer paid
Extended Health Care including Hospitalization and Prescription Drugs	Semi-private coverage Natural Formulary Drugs with a \$2,000.00 per year maximum and an overall \$100,000.00 EHC lifetime maximum. Premium 100% employer paid
Vision Care	\$200.00 per Employee and each family member for every 24 months.
Paid Sick Days	Six (6) paid sick days per year (per Article 21)