

THIS AGREEMENT made this 5th day of October, A.D. 2016

BETWEEN: THE YOUNG CO-OPERATIVE ASSOCIATION
LIMITED

OF THE FIRST PART

AND: SASKATCHEWAN JOINT BOARD, RETAIL, WHOLESALE
AND DEPARTMENT STORE UNION

OF THE SECOND PART

A G R E E M E N T



Expires: June 30, 2020

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THIS AGREEMENT made and entered into this **5th** day of **October, 2016**.

BETWEEN:

YOUNG CO-OPERATIVE ASSOCIATION LIMITED, a body corporate, incorporated under the Co-operative Associations Act, with head office in the Village of Young, in the Province of Saskatchewan, hereinafter called the "Co-operative"

OF THE FIRST PART

AND:

SASKATCHEWAN JOINT BOARD, RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, hereinafter called the "Union"

OF THE SECOND PART

ARTICLE 1 - PURPOSE

In consideration of the mutual value of joint discussions on matters pertaining to employer-employee relations, the parties hereto agree that the purpose of this Agreement shall be:

1. To establish wage rates, hours of work, and other working conditions as outlined in the contract.
2. To provide a method for settlement of disputes and grievances of employees covered by this Agreement.
3. To promote an efficient operation and harmonious relations.

ARTICLE 2 - CLARIFICATION OF TERMS

1. In this Agreement, wherever the words "employee" or "employees" appear, it shall mean any person or persons covered by this Agreement.
2. Unless otherwise specifically provided for in this Collective Agreement, both parties agree that the terms and provisions of the relevant employment standards legislation, as amended, shall apply to employees covered by this Collective Agreement.

ARTICLE 3 - RECOGNITION

1. The Co-operative recognizes the Union as the sole collective bargaining agency for the employees covered by this Agreement.

2. The Union recognizes the responsibility of its members to perform faithfully and diligently their respective duties for the Co-operative and at all times carry out their individual responsibilities according to the regulations, methods and procedures established by the Co-operative.
3. The Union shall encourage employees to take out a membership in the Co-operative and to patronize the Co-operative with their purchases.

ARTICLE 4 - SCOPE

This Agreement shall cover all employees employed by the Young Co-operative Association Limited, in the Village of Young, in the Province of Saskatchewan, except the General Manager, Office Administrator, Assistant Manager and one (1) Management Trainee.

ARTICLE 5 - MANAGEMENT RIGHTS

1. The management of the Co-operative and the direction of the working force, including the right to plan, direct and control operations; to maintain the discipline and efficiency of the employees and to require employees to observe Co-operative rules and regulations; to hire, lay off or relieve employees from duties; to suspend, to demote, to transfer, to promote and discipline and to discharge employees for cause, are to be the sole right and function of the Co-operative.
2. The Co-operative shall be the sole judge of the merchandise to be handled in its operation.
3. The parties agree that the enumeration of management's rights set out in Clauses 1 and 2 above shall not exclude other functions not specifically set forth. The Co-operative, therefore, retains all rights not otherwise specifically covered in this Agreement.
4. In exercising the foregoing rights, the Co-operative shall act in good faith, and shall not evade or alter any of the provisions of this Agreement.
5. The Co-operative will not exercise its rights under this Article or any provision of the Collective Agreement to discriminate against any employee because of his/her activity in or for the Union.

ARTICLE 6 - UNION SECURITY

1. Every employee who is now or hereafter becomes a member of the Union shall maintain his/her membership in the Union as a condition of employment. Every new employee whose employment commences hereafter shall make application on the official Union membership application form within ten (10) calendar days of the date of employment,

and shall become a member of the Union within thirty (30) days of this date, and shall maintain his/her membership in the Union as a condition of employment.

2. If a document addressed to an employee involving a written reprimand, suspension or discharge is entered into an employee's file, the employee will be given a copy of such document at the time the document is placed in the file.
3. If an employee is subject to written discipline for cause, including suspension and discharge, the employee will have the right to have a Shop Steward present or, in the absence of a Shop Steward, another member of the bargaining unit of the employee's choice. This shall also include any discussion which could lead to written disciplinary action. A Shop Steward or Local Union Officer shall have the right to consult with a Staff Representative.
4. Written disciplines and suspensions, except for violence and harassment, **bullying, or major safety violations**, will not be used against an employee after two (2) years providing the employee has not been disciplined for the same or similar offense.
5. The Union shall have the right at any time to have the assistance of a Representative of the Retail Wholesale and Department Store Union when dealing or negotiating with the Co-operative. Such Representative shall have access to the Co-operative's premises in order to deal with any matters arising out of this Collective Agreement.
6. Management shall introduce new employees to a Union steward during orientation.

ARTICLE 7 - DUES CHECK-OFF

1. Upon receipt of a written request from any employee, the Co-operative shall deduct monthly union dues, assessments and initiation fees from the wages owed him/her. Such deduction shall be made on paydays and shall be remitted within fifteen (15) days of the end of each accounting period to the Secretary-Treasurer of the Saskatchewan Joint Board. Each month the Co-operative shall furnish the Union with a written list of:
 - (a) Names of employees from whom the deductions have been made.
 - (b) Names of employees who are hired, laid off or whose employment has been terminated within the past month.
 - (c) Home addresses of all new employees hired within the last month with the consent of the employees in question.
2. The Co-operative will include Union Dues deductions on the employee's T-4 Income Tax forms that are provided by the Co-operative.
3. Employees hired by the Co-operative shall be requested by management to fill in the Union application card on the day other employment documents are filled out.

ARTICLE 8 - SENIORITY

1. Seniority shall be defined as the length of an employee's continuous service with the Co-operative. New employees shall be on probation for a continuous working period of three (3) months or five hundred and twenty (520) hours, whichever is the greater, during which time they shall not acquire seniority. Upon completion of the probation period, seniority shall be established retroactive to the date on which the employee last entered the service of the Co-operative.
2. If a permanent employee is absent from work due to accident or illness, he/she shall continue to accumulate seniority providing such absence does not exceed six (6) months. If an employee is absent from work because of layoff or leave of absence, he/she shall retain his/her seniority accumulated prior to his/her layoff or leave of absence. If a probationary employee is absent from work, the duration of the absence shall be added to his/her probationary period.
3. Seniority shall be broken and all rights forfeited when:
 - (a) An employee is dismissed by the Co-operative for just cause.
 - (b) An employee voluntarily leaves the service of the Co-operative.
 - (c) An employee fails to report for work on recall after layoff.
 - (d) An employee has been out of the employ of the Co-operative for a period of twelve (12) months.
4. The Co-operative shall prepare and publish a seniority list in January and July every year. In addition to the date of hire, total hours worked will be shown for part-time employees.

ARTICLE 9 - LAYOFFS AND RECALLS

1. When reducing staff or recalling laid-off employees, seniority shall prevail provided the senior employee has the merit, ability and fitness as evaluated by the Co-operative to handle the work to be performed.
2. When the Co-operative recalls an employee who has been laid off, it shall notify such employee by registered letter addressed to the employee's last known address. The employee concerned must notify the Co-operative within five (5) days of the mailing of such letter stating his/her acceptance or refusal of the employment offered. If an employee fails to report for work within five (5) days of mailing of such notice but does report within thirty (30) days showing good cause for having failed to report within the five (5) days, he/she shall be notified of the next vacancy and his/her seniority shall be retained. Good cause shall be sickness or accident (as verified by the certificate of a medical practitioner) or insufficient travelling time. Failure or refusal to reply to recall notice shall cause all seniority rights to be forfeited and that employee shall be deemed to

have terminated his/her employment in accordance with Article 8 (3) unless the recall was for a period of thirty (30) days or less.

3. It shall be the responsibility of the employee to leave his/her current address with the Co-operative.

ARTICLE 10 - VACANCIES AND PROMOTIONS

1. Vacancies and new positions within the scope of this Agreement shall be posted on the bulletin board and employees shall be allowed five (5) working days in which to make written application for such vacancies or new positions. Any employee absent for those five (5) working days shall be notified of the vacancy or new position by the Co-operative and given opportunity to apply.
2. Vacancies and new positions within the scope of this Agreement shall be filled on the basis of merit, ability and fitness as evaluated by the Co-operative to perform the work satisfactorily. Where merit, ability and fitness are comparable and sufficient, the senior applicant will be selected.
3. An employee transferred or promoted to a new position shall be on a **trial** period of three (3) months. If it appears to the Co-operative that such employee is incapable of performing the duties satisfactorily, he/she may be required to revert to his/her former position before the expiration of three (3) months. Similarly, if the employee so wishes, he/she may revert to his/her former position during the **trial** period.

ARTICLE 11 - GRIEVANCE PROCEDURE

1. Any complaint, disagreement or difference of opinion between the Co-operative and the Union or the employees covered by the Agreement which concerns the breach, interpretation or application of the terms and provisions of this contract shall be considered a grievance. Any grievance which is not presented within ten (10) calendar days of the event shall be forfeited and waived by the aggrieved party.
2. An employee who feels he/she has been aggrieved within the terms of Article 11, Section 1 above may present a grievance.
3. All grievances shall be submitted in writing and shall set forth the issues and contentions of the aggrieved parties.
4. The procedure for adjustment of disputes and grievances will be as follows:
 - (a) By a discussion between the Shop Steward (with the employee present or absent at his/her option) and the Department Manager or General Manager. A written decision on the matter shall be given to the aggrieved party within seven (7) calendar days.

- (b) Failing agreement in subsection (a), the grievance shall be dealt with by the Grievance Committee of the Union and the General Manager or his/her duly appointed representative in the event of his/her absence for a period in excess of one (1) week. A written decision on the matter shall be given to the aggrieved party within seven (7) calendar days.
 - (c) If a satisfactory settlement cannot be reached then upon the request of either party, the matter shall be referred to the Board of Arbitration established as per Article 12.
5. After the completion of any step in Section 4, if the aggrieved party does not proceed to the next step within seven (7) calendar days, the grievance shall lapse and be deemed to be abandoned.
 6. The parties may agree to the appointment of a mediator in attempting to resolve the dispute.
 7. All negotiations with respect to disputes and grievances shall be dealt with during the regular working hours and no employee shall suffer any loss of pay for time spent in such negotiations.

ARTICLE 12 - BOARD OF ARBITRATION

1. The Board of Arbitration shall be composed of one Co-operative representative, one Union representative and one person acceptable to both the Union and the Co-operative who shall act as Chairperson. If agreement cannot be reached within ten (10) days in respect of the appointment of the Chairperson of the Board of Arbitration, the matter shall be referred to the Minister of Labour, Province of Saskatchewan, who shall be requested to appoint a Chairperson. If both parties agree, a single Arbitrator may be used as an alternative to the above. The single Arbitrator would be agreed upon or appointed in the same manner as a Chairperson.
2. No person shall serve on the Board of Arbitration or act as single Arbitrator if he/she is involved directly in the labour controversy under local consideration.
3. Grievances taken before the Board of Arbitration or the single Arbitrator shall be submitted in writing and shall specify clearly the nature of the grievance.
4. When the Board of Arbitration or the single Arbitrator has been formed in accordance with this Article, it shall meet and hear the evidence of both sides and render a decision.
5. The Board of Arbitration or the single Arbitrator, in reaching its decision, shall be governed by the provisions of this Agreement and the decision of a majority of the

Board, or of the single Arbitrator, shall be taken to be the decision of the Board and shall be final and binding on all parties concerned.

6. It is distinctly understood that the Board of Arbitration or the single Arbitrator is not vested with the power to change, modify or alter this Agreement in any of its parts. They may, however, interpret the provisions of this Agreement.
7. It is agreed that the expenses of the Chairperson of the Board of Arbitration, or the single Arbitrator, shall be borne equally by the Co-operative and the Union.

ARTICLE 13 - LEAVES OF ABSENCE

1. Any employee requesting a leave of absence must apply in writing, stating the reasons accompanied by sufficient documentation to evaluate the leave, to the General Manager, who, upon making his/her decision, will advise the employee in writing.
2. The maintenance of employee benefit plans during leave of absence, for which there is no pay, shall be conditional upon bylaws of the plans concerned and upon payment of the full cost by the employee.
3. Female employees, after at least twenty (20) weeks of employment during the fifty-two (52) weeks immediately preceding the day on which the requested leave is to commence, shall be granted a maternity leave of absence **without pay**. The duration of such leave shall be at the discretion of the employee and not to exceed an eighteen (18) week period. The employee shall give the Co-operative a minimum of four (4) weeks' notice prior to the start of such leave if the leave requested is in excess of six (6) weeks prior to the expected birth of the child. The employee shall be required to submit a certificate from a qualified medical practitioner certifying that she is pregnant and indicating the estimated date of confinement. The employee shall give the Co-operative a minimum of four (4) weeks' notice prior to the date she intends to resume employment. If the employee returns to work within six (6) weeks of the birth of the child, she shall be required to submit a medical certificate certifying her to be medically fit to work. Benefits will not accumulate or be paid during maternity leave but the employee's benefits held before such leave shall be reinstated upon her return to work. Seniority shall accumulate during the maternity leave. The Co-operative's obligation to guarantee employment shall cease if the employee is unable to return to work at the expiry of the scheduled maternity leave of absence.
4. Employees, after at least twenty (20) weeks of employment during the fifty-two (52) weeks immediately preceding the day on which the requested leave is to commence, shall be granted a parental leave of absence, without pay, by the Co-operative. Such leave shall not exceed thirty-seven (37) weeks and must be taken within one (1) year of the date the child is released from the hospital or from the date an adoptive child is placed in

the employee's home. Female employees who have availed themselves of the leave in Section 3 above are eligible provided the cumulative time off does not exceed fifty-two (52) weeks, provided the parental leave is taken consecutive to the maternity leave. Seniority shall accumulate during the parental leave. Applications for parental leave must be made at the same time when the application for maternity leave is submitted. The employee shall give the Co-operative a minimum of four (4) weeks' notice of the intent to take such leave.

5. Employees selected as delegates to attend labour conventions or business meetings in connection with the affairs of the Union, upon giving fourteen (14) days' notice, shall be granted leave of absence without pay for a period not to exceed two (2) weeks. The Co-operative reserves the right to limit the number of delegates to one (1).
6. Leave of absence without pay for collective bargaining shall be granted to two (2) employees with no more than one (1) from a department.
7. Special leave of absence with pay shall be granted for two (2) days and may be granted up to a maximum of five (5) working days in case of pressing emergency. Pressing emergency shall include death, serious accident or serious illness in the immediate family of an employee. Immediate family shall be confined to spouse, mother, father, mother-in-law, father-in-law, sister, brother, children, son-in-law, daughter-in-law, grandchildren, and common-law relationships of such employee. Proof of emergency and time involved may be required by the Co-operative. Unpaid leave of absence shall be granted in cases of sickness of members of an employee's immediate family. The length of such leave shall be at the discretion of the Co-operative. One (1) day's leave of absence with pay shall be granted to attend the funeral of a grandparent, brother-in-law or sister-in-law. An employee may apply for additional unpaid time if travel is required.
8. If thirty (30) days' notice is given to the Co-operative, one employee, selected by the Union to do union work, may be granted leave of absence without pay for a period of six (6) months during which time he/she shall not accumulate seniority but shall retain seniority accumulated prior to such leave. If mutually agreed, the leave may be of longer duration. The Co-operative has the right to refuse a request for such a leave if, in the opinion of the Co-operative, it will interfere in the efficient operation of the Co-operative or part thereof. Such a request for leave shall not be unreasonably denied.
9. Upon completion of two (2) years' service, an employee shall be entitled to one year's leave of absence without pay but with the maintenance of seniority rights for the purpose of educational upgrading or training. An employee granted leave under this section may be required to remain in the service of the Co-operative for one year after the completion of the leave of absence. The number of employees entitled to leave of absence may be limited to one (1) per department at any one time.

- 10. Employees shall be entitled to compassionate care leave without pay in order to care for their seriously ill child, step-child, parent or spouse for up to eight (8) weeks. If an employee requires further time, an application may be made by the employee to the General Manager. Seniority will continue to accumulate for employees for the portions of the leave covered by Employment Insurance.

ARTICLE 14 - STATUTORY HOLIDAYS

- 1. The following days shall be considered holidays for which there shall be no deductions in pay:

New Year's Day	Family Day	Good Friday
Victoria Day	Canada Day	Labour Day
Thanksgiving Day	Remembrance Day	Christmas Day
Boxing Day	Saskatchewan Day	

- 2. Statutory holidays shall be observed on days other than the calendar date when so proclaimed by federal, provincial or civic authorities.
- 3. When a statutory holiday falls in a full-time employee's workweek, the workweek shall be reduced by eight (8) hours or the number of hours proclaimed to be observed in respect of such a week and no employee shall suffer a reduction in take-home pay. Employees working in excess of the reduced hours of work for that week shall be paid, in addition to their regular rate of pay for the week, one and one-half (1 1/2) times for all such hours worked.
- 4. Part-Time Employees

Part-time employees shall receive pay for statutory holidays in accordance with provincial legislation.

ARTICLE 15 - ANNUAL VACATION

- 1. Vacations with pay at regular rates or a fraction of the employee's total earnings, whichever is the greater, shall be granted on the following schedule:
 - (a) Three (3) weeks (3/52nds) after one (1) year of service and after each subsequent year of service up to ten (10) years.
 - (b) Four (4) weeks (1/13th) after ten (10) years of service and after each subsequent year of service up to twenty (20) years.
 - (c) Five (5) weeks (5/52nds) after twenty (20) years of service and each subsequent year thereafter.

- (d) A sixth (6th) week (6/52nds) shall be provided after twenty (25) years of service and every five (5) years thereafter.

If an employee is absent without pay for a period in excess of four (4) weeks between May 1 and April 30, his/her vacation pay shall be computed on the basis of 3/52nds, 1/13th or 5/52nds, whichever is applicable, of his/her total wage as defined in the *Labour Standards Act*.

2. Vacations shall be granted between May 1 and October 31 unless otherwise mutually agreed upon between the Co-operative and the employee. Vacations cannot be accumulated from one year to another.
3. When a statutory holiday occurs during an employee's vacation, an extra day of vacation shall be granted if the holiday is one for which the employee would have received pay if he/she had been working.
4. If the employment of an employee is terminated, the Co-operative shall pay him/her for any vacation time he/she has earned.
5. The annual vacation cut-off for all employees shall be April 30. Employees with less than one (1) year of service shall be entitled to one and one-quarter (1 1/4) days' vacation for each completed month of service up to April 30 up to a maximum of three (3) working weeks.
6. A vacation list shall be submitted to the employees requesting them to indicate their preference as to vacation dates. Employees with the longest service with the Co-operative will have priority. However, both parties agree that the vacation schedule must be practical insofar as the operation of the business is concerned. The Co-operative, therefore, must make the final decision on such matters.
7. When vacation is taken, employees shall receive their vacation pay on normal paydays. Vacation pay for part-time employees shall be retained by the Co-operative and paid at their main holidays with the balance being paid out at the end of the vacation year.
8. Employees who are ill or disabled because of injury during their scheduled vacation and, as a result, are admitted to hospital for a period of at least one (1) day may elect to go on sick leave and, in such cases, will have the balance of the vacation rescheduled without disruption to current vacation schedules.

ARTICLE 16 - HOURS OF WORK

1. The basic workweek for full-time employees shall be forty (40) hours. A part-time employee who works an average of twenty-four (24) hours or more per week for any period of thirteen (13) consecutive weeks shall be considered a regular part-time

employee except hours worked for the purpose of vacation relief or to replace hours of other employees absent as a result of illness, Workers' Compensation or authorized leave of absence will not be used in the calculation to determine an employee's regular part-time status. Should a regular part-time employee work less than an average of twenty-four (24) hours per week for any period of thirteen (13) consecutive weeks, the employee shall lose his/her regular part-time status.

2. The Co-operative shall grant employees two (2) fifteen (15) minute paid rest periods per eight (8) hour workday. Part-time employees working less than a full shift but more than three (3) hours shall receive a rest period of fifteen (15) minutes within each three (3) hour work period.
3. Lunch periods are not to exceed one (1) hour.
4. There shall be no split shifts except in emergencies or as required for taking inventory.
5. The Co-operative shall draw up and post a working schedule of daily starting and quitting hours for all full-time and regular part-time employees no later than Friday of each week for the second following week. Twenty-four (24) hours' notice will be given of any change except in emergency cases. The schedule shall not be changed to avoid payment of overtime.
6. Senior employees shall be scheduled more hours in a week than those junior to them. This will not apply if an employee has restricted their hours.

ARTICLE 17 - OVERTIME PAY

1. All hours worked in excess of those outlined in Article 16 shall be considered as overtime hours and shall be paid for at the rate of one and one-half (1 1/2x) times the regular rate for the first four (4) hours and double (2x) time thereafter. All overtime must be previously authorized by the Co-operative.
2. Employees shall receive double the rate of pay for all hours worked on Sunday or the day given in lieu of Sunday. It is distinctly understood that any employee scheduled to work on Sunday will be paid at straight time provided a day off in lieu of Sunday is scheduled during that workweek.
3. Except as otherwise provided in this Agreement, employees shall not be required to take time off regular hours of work to avoid payment of overtime pay although an employee may agree to do so.
4. In computing overtime pay, all calculations shall be made to the nearest one-quarter (1/4) hour.

5. In the event overtime work is required, it shall be offered to employees in that department on the basis of seniority provided the senior employee is capable of performing the duties.

ARTICLE 18 - WAGE RATES AND CLASSIFICATIONS

1. Job classifications and wage rates covered by this Agreement shall be set out in Appendix "A".
2. Employees shall be paid by direct deposit every second Friday provided nothing outside of the control of the Co-operative interferes with the regular preparation or issuance of the pay. A detailed statement indicating rate of pay, overtime pay, hours worked and specific deductions shall be provided on that date.
3. Any employee assigned to temporarily fill a position in the scope of this Agreement paying a higher rate of pay shall receive the next highest step in the range of the temporary position in addition to his/her regular rate provided that such period is for three (3) days or more. An employee's rate will not be reduced if temporarily filling a position paying a lower rate of pay.
4. Any employee assigned temporarily to fill a position out of the scope of this Agreement shall receive not less than sixteen (\$16.00) dollars per day in addition to his/her regular rate of pay.
5. Discrepancies or disputes with respect to the amounts paid must be brought up by the employee to the manager within seven (7) days of the receipt of the pay statement. If the employee is not satisfied with the result, the grievance procedure may be used.

ARTICLE 19 - EMPLOYEE BENEFITS

1. The Co-operative's present policy (in accordance with the bylaws of the plans concerned) of providing full-time employees with group life insurance, superannuation, income guarantee insurance, sick leave, dental benefits and extended health care benefits shall be continued during the term of this Agreement.
2. Regular part-time employees shall be eligible for Group Life Insurance, Dental Insurance, Superannuation, Long Term Disability Insurance Benefits, and Extended Health Care Benefits in accordance with the bylaws of the plans concerned. Part-time employees (excluding students) shall accumulate sick leave credits and be eligible for this benefit on the same basis as full-time employees.
3. Sick leave credits, up to a maximum of twenty-four (24) hours per year, may be granted to an employee in respect of a sickness of a spouse or dependent children and parents. Employees will be eligible for such leave provided that:

- (a) The sickness is bona fide. A medical certificate may be requested.
- (b) The sickness requires the employee to be present personally. It will be the employee's responsibility to indicate the reasons.
- (c) Employees will be able to use a maximum of three (3) hours sick leave for a medical appointment. Appointments with a specialist out of town may require a full day.

ARTICLE 20 - OCCUPATIONAL HEALTH AND SAFETY

1. The Co-operative shall make provision for the safety and health of the employees during working hours.
2. The parties agree to the establishment of an Occupational Health and Safety Committee with no more than one representative from each location.
3. The Co-operative shall provide half the cost of safety boots to a maximum of one hundred and fifty (\$150.00) dollars per year to all employees who require same in accordance with Occupational Health and Safety. Such payment is eligible only upon the employee's submission of a proper receipt.

ARTICLE 21 - JURY AND WITNESS PAY

Employees summoned to jury duty or subpoenaed as a witness to a Court of Law shall be paid wages amounting to the difference between the amount paid them for jury or witness services and the amount they would have earned had they worked on such days. This does not apply if the employee is excused from jury duty or witness service for the rest of that day or days and fails to report back to work or if the jury duty occurs on the employee's scheduled day off.

ARTICLE 22 - MISCELLANEOUS

1. It is hereby agreed that during the life of this Agreement there shall be no strike, slowdown or work stoppage on the part of the Union nor shall there be a lockout on the part of the Co-operative.
2. The Union agrees not to call a meeting of its members who are employees of the Co-operative during any hours which will interfere with the normal operations of the Co-operative.
3. An authorized representative or executive officer of the Union shall be permitted, after notifying the manager, to talk with an employee regarding Union matters during regular working hours. The interview of such employee by the Union representative or

executive officer shall be carried on in a place provided for and designated by the Co-operative. Time taken for such an interview in excess of five (5) minutes shall not be on the Co-operative's time.

4. Rates of pay for any new positions that may be established by the Co-operative hereafter shall be subject to negotiations and a supplementary Agreement shall be executed between the Co-operative and the Union. The Co-operative shall have the right to establish a rate of pay to be paid until the regular position rate is agreed upon.

ARTICLE 23 - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, **2016** and shall remain in force until June 30, **2020** and thereafter from year to year but either party may, not less than **sixty (60)** days nor more than **one hundred twenty (120)** days before the expiry date of this Agreement, give notice in writing to the other party to terminate such Agreement or to negotiate a revision thereof.

IN WITNESS WHEREOF the parties hereto have caused these presents to be executed this **13th** day of **December, 2016**.

EXECUTED ON BEHALF OF THE
CO-OPERATIVE:

"Brent Mensch"

"Agnes Thompson"

EXECUTED ON BEHALF OF THE
UNION:

"Vivian Zerbin"

"Bernie Olynick"

APPENDIX "A"

Casual and part-time (including regular part-time) employees shall accumulate seniority for the purpose of applying Appendix "A" only. For the purpose of applying Appendix "A" to casual and part-time (including regular part-time) employees, 1040 hours' worked shall be equivalent to six (6) months.

Effective July 1, 2016

<u>Classification</u>	<u>Start</u>	<u>6 Mo.</u>	<u>12 Mo.</u>	<u>18 Mo.</u>	<u>24 Mo.</u>
Clerk	\$11.35	\$11.60	\$11.85	\$12.10	\$12.75
Senior Clerk	\$12.90	\$13.15	\$13.40	\$13.65	\$14.30

*Service Attendant - \$2.00 above the employee's current rate of pay, when designated by Management

Effective July 2, 2017

<u>Classification</u>	<u>Start</u>	<u>6 Mo.</u>	<u>12 Mo.</u>	<u>18 Mo.</u>	<u>24 Mo.</u>
Clerk	\$11.60	\$11.85	\$12.10	\$12.35	\$13.00
Senior Clerk	\$13.20	\$13.45	\$13.70	\$13.95	\$14.60

*Service Attendant - \$2.00 above the employee's current rate of pay, when designated by Management

Effective July 1, 2018

<u>Classification</u>	<u>Start</u>	<u>6 Mo.</u>	<u>12 Mo.</u>	<u>18 Mo.</u>	<u>24 Mo.</u>
Clerk	\$11.85	\$12.10	\$12.35	\$12.60	\$13.25
Senior Clerk	\$13.50	\$13.75	\$14.00	\$14.25	\$14.90

*Service Attendant - \$2.00 above the employee's current rate of pay, when designated by Management

Effective June 30, 2019

<u>Classification</u>	<u>Start</u>	<u>6 Mo.</u>	<u>12 Mo.</u>	<u>18 Mo.</u>	<u>24 Mo.</u>
Clerk	\$12.10	\$12.35	\$12.60	\$12.85	\$13.50
Senior Clerk	\$13.80	\$14.05	\$14.30	\$14.55	\$15.20

*Service Attendant - \$2.00 above the employee's current rate of pay, when designated by Management

LETTER OF UNDERSTANDING #1

BETWEEN:

YOUNG CO-OPERATIVE ASSOCIATION LIMITED

AND:

SASKATCHEWAN JOINT BOARD, RETAIL, WHOLESALE AND DEPARTMENT
STORE UNION

RE: UNIFORMS

The Co-operative agrees to supply all employees with complete uniforms (Co-operative shirt and pants) and replacement uniforms once per year or as needed at no cost to the employees. The cost of all optional Co-operative apparel (Uniform Program) shall be shared equally (50/50) by the Co-operative and the employees.

DATED this **13th** day of **December, 2016**.

EXECUTED ON BEHALF OF THE
CO-OPERATIVE:

"Brent Mensch"

"Agnes Thompson"

EXECUTED ON BEHALF OF THE
UNION:

"Vivian Zerbin"

"Bernie Olynick"

LETTER OF UNDERSTANDING #2

BETWEEN:

YOUNG CO-OPERATIVE ASSOCIATION LIMITED

AND:

SASKATCHEWAN JOINT BOARD, RETAIL, WHOLESALE AND DEPARTMENT
STORE UNION

RE: MINIMUM WAGE

In the event of minimum wage increases subsequent to the signing of this Agreement, the start rates of all classifications in the Collective Agreement shall be increased in order to maintain a minimum level of twenty-five (\$0.25) cents above minimum wage.

DATED this **13th** day of **December, 2016**.

EXECUTED ON BEHALF OF THE
CO-OPERATIVE:

"Brent Mensch"

"Agnes Thompson"

EXECUTED ON BEHALF OF THE
UNION:

"Vivian Zerbin"

"Bernie Olynick"