

THIS AGREEMENT made and entered into this 8th day of July, 2019.

BETWEEN: RETAIL WHOLESALE AND DEPARTMENT STORE  
UNION, LOCAL 568

OF THE FIRST PART

AND: COMPASS GROUP CANADA LTD.

OF THE SECOND PART

---

# AGREEMENT

---



Expires: August 18, 2022

# INDEX

Article 1	-	Purpose of Agreement.....	1
Article 2	-	Clarification of Terms.....	1
Article 3	-	Recognition.....	1
Article 4	-	Management Rights.....	2
Article 5	-	Scope.....	2
Article 6	-	Union Security.....	2
Article 7	-	Dues Check-Off.....	2
Article 8	-	Seniority.....	3
Article 9	-	Layoffs and Recalls.....	4
Article 10	-	Promotions and Vacancies.....	4
Article 11	-	Job Classification.....	4
Article 12	-	Hours of Work.....	5
Article 13	-	Overtime Pay.....	5
Article 14	-	Wage Rates and Classifications.....	6
Article 15	-	Annual Vacations.....	6
Article 16	-	Statutory and Special Holidays.....	7
Article 17	-	Grievance Procedure.....	8
Article 18	-	Board of Arbitration.....	9
Article 19	-	Leave of Absence.....	10
Article 20	-	Benefits.....	11
Article 21	-	Safety and Health.....	12
Article 22	-	Notice Board.....	12
Article 23	-	Miscellaneous.....	12
Article 24	-	Duration of Agreement.....	14
Appendix "A"	-	Wage Rates.....	15
Appendix "B"	-	Benefit Summary.....	16

THIS AGREEMENT made and entered into this **8th** day of **July, 2019**.

BETWEEN:                 RETAIL, WHOLESALE AND DEPARTMENT STORE UNION,  
Local 568, hereinafter referred to as the "UNION"

OF THE FIRST PART

AND:                       COMPASS GROUP CANADA LTD, hereinafter referred to as the  
"EMPLOYER"

OF THE SECOND PART

#### ARTICLE 1 - PURPOSE OF AGREEMENT

The purpose of this Agreement shall be to establish, through negotiations, terms and conditions of employment relating to rates of pay, hours of work, and other working conditions of employees and to provide a method for negotiating settlements of disputes, complaints and grievances of employees and to establish a harmonious relationship between the Employer and the Union. The parties agree that they will exercise all of their rights as provided in this Collective Bargaining Agreement in a fair and equitable fashion.

#### ARTICLE 2 - CLARIFICATION OF TERMS

In this Agreement, any words importing the masculine gender include female persons and any words importing the female gender include male persons. Wherever the words "employee" or "employees" appear, it shall mean any person or persons covered by this Agreement.

#### ARTICLE 3 - RECOGNITION

The Employer recognizes the Union as the sole collective bargaining agency for the employees covered by this Agreement and hereby consents and agrees to negotiate with the Union or its designated bargaining representatives on all matters relating to rates of pay, hours of work, working conditions, disputes, complaints and grievances of employees. The Employer agrees that the Union may have the assistance of a Representative of the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union in any negotiations or discussions between the parties to this Agreement. The Union agrees that the Employer may have the assistance of a Representative of its choice in any negotiations or discussions between the parties to this Agreement.

#### ARTICLE 4 - MANAGEMENT RIGHTS

Subject to all other provisions of this Agreement, the Employer shall have:

1. All rights to manage the business of the company, including the right to plan, direct and control the company's operation;
2. To maintain and improve efficiency of operation;
3. To hire, demote, promote, transfer, discipline, suspend, and lay off employees and discharge employees for cause.

#### ARTICLE 5 - SCOPE

This Agreement shall apply to all employees employed by Compass Group Canada Ltd. in cafeterias under contract with SaskTel in Regina, Saskatchewan, except the Cafeteria **Manager**.

#### ARTICLE 6 - UNION SECURITY

Every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of his employment.

#### ARTICLE 7 - DUES CHECK-OFF

The Employer shall deduct on the first pay day of each month, out of the wages due to each employee eligible for Union membership, the Union dues, assessments and initiation fees of each employee and shall remit same to the person designated by the Union on or before the 15th day of the following month. The Employer shall furnish the Union each month with a written list of:

1. Names of employees for whom the deductions have been made;
2. Names of all employees who are hired, laid-off, or who have terminated employment;
3. Home addresses of all new employees hired and any changes in home addresses of all other employees eligible for Union membership of which the Employer is aware.

## ARTICLE 8 - SENIORITY

1. Seniority shall be established from the date an employee enters the service of the Employer. The Employer shall prepare a seniority list setting out the employee's length of service and job classification. After being approved by the Union, the list shall be posted in a conspicuous place accessible to all employees. The seniority list shall be amended as may be necessary and brought up to date every three (3) months thereafter.
2. If an employee is absent from work due to accident, illness or lay-off, he shall continue to accumulate seniority for a period of one year. After the period of one year, the employee shall retain his seniority but shall not further accumulate seniority.
3. Seniority and employment shall be forfeited in the event of any one of the following occurrences:
  - (a) When he quits voluntarily;
  - (b) When he is discharged and not reinstated under the grievance or arbitration procedure;
  - (c) When he fails to report to work as scheduled at the expiration of an authorized leave of absence, vacation or suspension without providing a good and sufficient reason to the Employer;
  - (d) When he fails to report to work or contact the Employer following a layoff within seven (7) calendar days after being notified by registered mail at the employee's last known address, unless the employee can give good and sufficient reason in writing for such failure to report in the time prescribed.
4. New employees shall be on probation for a period of sixty (60) working days during which time they may be laid off or dismissed without reference to seniority and the Employer shall be under no obligation to rehire such employees. The probationary period may be extended by mutual agreement between the Union and the Employer. All new employees are required to attend the Food Safety Training Course instructed by Compass Group Canada Ltd.
5. Seniority shall be administered on a bargaining unit wide basis unless otherwise provided in this Agreement.

#### ARTICLE 9 - LAYOFFS AND RECALLS

1. When reducing staff, senior employees, ability being sufficient to perform the job to be filled, shall be retained. Employees laid off on account of reduction in staff shall be returned to service in order of seniority, provided that they possess sufficient ability to perform the job to be filled.
2. Employees shall leave their address with the Employer and with the Union and notify both parties of any changes of address thereafter. Employees shall report for work following a layoff within seven (7) calendar days after being notified by registered mail at the employee's last known address unless the employee can show good and sufficient reason for such failure to report in the time prescribed. An employee who can demonstrate good and sufficient reason for failing to report to work and does not return to work shall be allowed to retain seniority and will be notified of the next vacancy.

#### ARTICLE 10 - PROMOTIONS AND VACANCIES

1. All vacancies and new jobs or positions shall be filled on the basis of seniority provided the employee possesses sufficient ability to perform the job to be filled.
2. All vacancies, new jobs or positions shall be posted on the bulletin board and employees shall be allowed seven (7) calendar days in which to make written application for such vacancies, new jobs or positions.
3. An employee promoted to a new job shall be allowed a period of thirty (30) working days to train for the new job. If within the said training period, the Employer, after consultation with the Union, decides the employee is not suitable to the new job and cannot adapt himself to the new work, he shall revert to his former position without loss of seniority, pay or other rights or privileges.
4. An employee promoted to a new job shall, during the training period, be paid the rate he was receiving in his previous job classification. After completing the thirty (30) working day training period, he shall receive the higher rate of pay applicable to the new job retroactive to the first day he filled the vacancy.

#### ARTICLE 11 - JOB CLASSIFICATION

1. Any new classifications or positions that may be established hereafter shall be subject to negotiation and a supplementary agreement shall be executed between the Employer and the Union pertaining to the classification, title and rate of pay applicable thereto, but otherwise all of the provisions of this collective agreement shall apply to such new classifications or positions.

2. On each day an employee who is required to temporarily perform the duties of a higher paid classification in excess of four (4) hours shall have his rate adjusted to the next highest step in the salary range of the position being filled retroactive to and including the first hour that he performed the duties and he shall not be paid less than fifteen cents (\$.15) per hour above the employee's present salary.

#### ARTICLE 12 - HOURS OF WORK

1. The current hours of work arrangement shall continue for the term of this Agreement. Changes to the schedule shall be the subject of negotiation between the parties. Employees shall be scheduled to work based on seniority and availability provided the employee has sufficient ability to perform the work required.
2. All employees shall be allowed thirty (30) minutes per day for a meal and all employees who are required to work for a period of two hours beyond 5:00 p.m. shall be given an evening meal. The Employer will not charge employees for meals provided pursuant to this Article.
3. The regular hours of work for all employees shall be scheduled between 6:00 a.m. and 5:00 p.m. except the Pastry Cook whose regular hours of work shall be between 5:00 a.m. and 5:00 p.m. The Employer agrees to post regular work schedules two weeks in advance and shall in all cases attempt to notify employees forty-eight (48) hours in advance of any changes to the starting time.
4. Employees shall be entitled to one paid fifteen (15) minute coffee break for every three (3) hour period that they are required to be at work.

#### ARTICLE 13 - OVERTIME PAY

1. (a) Subject to Sections (b) and (c), overtime shall be paid for at the rate of time and one-half the employee's regular rate of pay for all hours worked in excess of eight (8) hours per day or forty (40) hours per week, whichever is the greater excess.
- (b) When any holiday or holidays provided for in Article 16 occur and are observed as such within an employee's work week, the forty (40) hours shall be reduced by eight (8) hours for each full day holiday and four (4) hours for each half (1/2) day holiday, provided further that in calculating the hours worked, no account will be taken of any time such employee may be required to work on a Saturday, Sunday, or Statutory or special holiday.

- (c) Work performed on days of rest, that being Saturday or Sunday, shall be paid for at the rate of time and one-half of the employee's regular rate of pay.
2. All overtime shall be voluntary and shall only be worked upon authorization by the Employer.
  3. In the event overtime is authorized, seniority will be recognized when the Employer requests that overtime be performed provided that the senior employee possesses the ability to perform the job to be filled.

#### ARTICLE 14 - WAGE RATES AND CLASSIFICATIONS

1. Job classifications and wage rates for such classifications shall be as set out in Appendix "A" annexed to and forming part of this Agreement and shall be effective as of the effective date of this Agreement.
2. Payment of wages shall be made on the Employer's time on every second Friday and will cover the two (2) week period ending on the preceding Friday. A completely itemized statement indicating rates of pay, overtime pay, hours of work and specific deductions shall be provided to the employee.
3. The Employer agrees to recognize the principle of equal pay for equal work regardless of the age or sex of the employee.

#### ARTICLE 15 - ANNUAL VACATIONS

1. Employees with one (1) or more year's continuous service shall be entitled to three (3) weeks' vacation leave. Vacation pay will be computed on the basis of six percent (6%) of gross earnings.
2. Employees with eight (8) years continuous service or more shall be entitled to four (4) weeks' vacation leave with pay. Vacation pay will be computed on the basis of eight percent (8%) of gross earnings.
3. Employees with sixteen (16) years continuous service or more shall be entitled to five (5) weeks' vacation leave with pay. Vacation pay will be computed on the basis of ten percent (10%) of gross earnings.
4. Employees with twenty-four (24) years continuous service or more shall be entitled to six (6) weeks' vacation leave with pay. Vacation pay will be computed on the basis of twelve percent (12%) of gross earnings.
5. Employees with less than one (1) year's continuous service shall be entitled to vacation pay on the basis of six percent (6%) of gross earnings.



6. Vacation time requested is subject to approval from Management. The approved vacation time, number of work days granted off, may exceed the current vacation pay accrued. In this case, the amount of vacation pay will be limited to the current vacation accrual balance for that employee. The days off that exceed the current accrued vacation pay would then be days off without pay.
7. Between April 15th and May 15th of each year, for the purpose of scheduling of annual vacation leave, a vacation list shall be circulated, upon which employees shall indicate their preference as to vacation dates and the duration of such vacation. In the event of conflict of dates between two (2) or more employees which cannot be resolved, seniority shall establish the right of choice.
8. When a holiday occurs during an employee's annual vacation, the employee may choose an extra day's vacation or an extra day's pay in lieu of an extra day of vacation if the holiday is one for which the employee would have received pay had he been working. The employee will receive the entitled statutory pay for that day. Pay will not be deducted from their vacation pay accrual for a statutory holiday.
9. Employees shall receive their vacation pay per the regular pay period schedule in which vacation is taken.
10. If the employment of an employee is terminated any time from the commencement date of his employment, the Employer shall pay the employee any annual holiday pay accrued to his credit as arrived at in paragraph one, two, three, or four of this Article. This clause does not apply to an employee who has been terminated for cause and has not been reinstated through the grievance and arbitration procedure.
11. Vacation entitlement shall accumulate for all employees between January 1<sup>st</sup> and December 31<sup>st</sup> of the following year. Vacation time accumulated shall be taken within the following year as described above.

#### ARTICLE 16 - STATUTORY AND SPECIAL HOLIDAYS

1. The following days shall be considered and observed as statutory and special holidays:

New Year's Day	Family Day	Good Friday
Victoria Day	Canada Day	First Monday in August
Labour Day	Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day	

2. Any employee who is not required to work due to a statutory or special holiday being observed on a regular work day, shall be paid 100 percent of the sum to which he would be entitled as wages for that day, exclusive of overtime, were that day not a holiday.
3. Any employee who is required to work on any day observed as a statutory or special holiday shall, in addition to the above, be paid at the rate of one and one-half times his regular rate of pay for each hour or part thereof he is required to work on a statutory or special holiday.

#### ARTICLE 17 - GRIEVANCE PROCEDURE

1. The parties agree that there shall be no lockout by the Company and no work stoppage, strike or slowdown by the Union during the term of this Agreement. All disputes and grievances will be settled in accordance with the procedures outlined below.
2. Should an employee or the Union feel that any provision of this Agreement has been violated or that any disciplinary actions taken are unfair, a grievance may be dealt with as follows:
  - (a) It is recognized that employees should attempt to rectify problems or grievances with their immediate supervisor when they occur. However, failure to reach agreement or to bring the matter to the attention of the immediate supervisor will not prejudice the employee's right to proceed with a grievance under this Article. The matter shall be discussed at a meeting between the Shop Steward, the grievor if he so desires, and the employee's Supervisor, who shall render a written decision on the Grievance within three (3) working days from the date of such a meeting.
  - (b) If a satisfactory settlement is not reached under 2(a) above, then the grievance shall be reduced to writing and referred to the Manager and the Grievance Committee of the Union. Such a meeting shall take place within seven (7) days from the date the grievance was referred to the Manager, and the Manager shall render a written reply to the Grievance Committee within seven (7) days of the date of the meeting.
  - (c) If a satisfactory settlement is not reached under 2(b) above, then upon request of either party, the grievance shall be referred to a Board of Arbitration established in accordance with Article 18 of this Agreement. Such a referral must be made within ten (10) days of the receipt of the written reply by the Manager.

3. In the discussion of complaints, disputes and grievances and collective bargaining negotiations, employees may at any time be accompanied by a Representative of the Union.
4. Negotiations with respect to complaints, disputes, grievances and agreements shall be dealt with during regular working hours and no employee or employee's representative shall suffer any loss of pay. The Union shall consider reasonable requests from the Employer to meet outside regular working hours.
5. Should an employee be penalized, laid off, recalled, promoted, demoted, transferred or discharged and it is later established through the grievance procedure that such penalty, layoff, recall, promotion, demotion, transfer or discharge was unfair or not in accordance with the provisions of this Agreement, he shall immediately be returned to his proper status in all respects and shall be compensated for all wages lost at his proper rate of pay.
6. In the absence of the authorized agent or agents of the Employer at any step of the grievance procedure, it shall be permissible for the Union to proceed with the next higher step of the grievance procedure.

#### ARTICLE 18 - BOARD OF ARBITRATION

1. The Arbitration Board referred to in step 2 (c) of the immediately preceding Article shall be composed of one (1) Employer representative, one (1) Union representative and the two representatives so selected shall, within fourteen (14) days of the appointment of the second of them, appoint a third person who shall act as Chairperson. If the respective representatives fail to agree upon the appointment of the third arbitrator, the Chairperson of the Saskatchewan Labour Relations Board will then be asked to appoint such third arbitrator. If either party fails to name its appointee to a Board within fourteen (14) days of being notified that the dispute is to be referred to a Board of Arbitration, the Chief Justice of the Court of Queen's Bench for the Province of Saskatchewan shall be asked to name such appointee and the person so named shall be deemed to be the appointee of the party that failed to name his appointee.
2. No person shall serve on the Board of Arbitration if he is involved directly in the labour controversy under local consideration.
3. Grievances taken before the Board of Arbitration shall be submitted in writing and shall specify clearly the nature of the grievance and shall specify which articles of this Agreement have allegedly been violated. This specification of articles violated shall not prevent the Union from using the entire Collective Agreement to present its case; such specification shall serve merely as an outline of the violation.

4. When the Board of Arbitration 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, in reaching its decision, shall be governed by the provisions of this Agreement. A decision of a majority of the Board shall be taken to be the decision of the Board and shall be final and binding on all parties concerned and the parties agree that they will accept the decision as final and binding.
6. It is distinctly understood that the Board of Arbitration is not vested with the power to change, modify, or alter this Agreement in any of its parts. The Board may, however, interpret the provisions of this Agreement.
7. The Employer and the Union shall each bear its own expense with respect to the preparation and presentation of the matter to the Board of Arbitration, including the cost of their respective appointees to the Board, and both parties shall share equally the fees of the Chairman of the Board of Arbitration.
8. Nothing in this Article shall prohibit the parties from agreeing to a single Arbitrator. Should the parties agree to a single Arbitrator all relevant clauses in Article 18 shall apply.

#### ARTICLE 19 - LEAVE OF ABSENCE

1. Employees selected to attend Labour Conventions or to serve in any capacity on any other official Union business shall be granted leave of absence without pay, but with accumulation of seniority, and without discrimination or loss of any other rights or privileges.
2. Special leave of absence with pay not to exceed three (3) days and with accumulation of seniority, and without discrimination or loss of any other rights or privileges shall be granted in case of emergency. Such emergency shall include death, serious accident or serious illness in the employee's immediate family (this includes common-law relationships). Immediate family shall include spouse, parents, brother, sister, children, grandparents, grandchildren, mother-in-law, father-in-law, sister-in-law, brother-in-law, or any relative residing in the employee's household. Employees shall be granted an additional two (2) days leave for out-of-province travel. Any further leave may be granted on a case-by-case basis with these instances being deducted from the employee's sick leave entitlement.
3. Special leave of absence without pay and without loss of seniority may be granted at the discretion of the Employer for valid reasons. Application for leave under this section must be made in writing.

4. Employees shall be granted leave of absence without pay and without loss of seniority for maternity purposes. Employees on maternity leave shall have their seniority preserved and shall continue to accumulate seniority for a period of twelve (12) months from the date leave commenced. Employees may be required to take leave of absence three (3) months prior to giving birth. To qualify for leave of absence, employees shall supply the Employer with a medical certificate indicating the probable date of birth. Employees shall advise the Employer two (2) weeks in advance of returning to work.

## ARTICLE 20 - BENEFITS

### 1. Sick Leave

- (a) Employees shall earn sick leave at the rate of one-half (1/2) day for each month an employee is employed. Employees who work less than full time shall be entitled to their pro-rata share.
  - (b) Sick leave shall be cumulative to a maximum of six (6) days. Should an employee use a sick day(s) they shall continue to accrue, upon their return to work, in accordance with 20.01 (a) above until the maximum is reached.
  - (c) It shall be the duty of every employee who is absent due to illness, or for any reason, to notify the Manager before the hours of duty commence or as soon as possible thereafter.
  - (d) The Employer may require a medical certificate as proof of illness. The Employer shall pay for all such medical certificates in the event the doctor tenders a bill.
2. Employees requiring time off for medical, dental and optical appointments shall be allowed time off with pay, not more than ten (10) times per year, of up to two (2) hours for each appointment. Requests for extension of hours for a particular appointment will be reviewed on a case-by-case basis. Such time will be deducted from an employee's accumulated sick leave. The Employer may require a certificate as proof the employee attended such appointment. Employees will make reasonable effort to schedule such appointments on scheduled days off.
  3. The Employer shall provide, at no cost to eligible employees, benefits as set out in Appendix "B" of this Agreement.

4. Registered Retirement Savings Plan

The Employer shall contribute fifty (\$.50) cents per regular hour worked on behalf of all non-probationary employees to an R.R.S.P. This amount shall be matched by the employee.

ARTICLE 21 - SAFETY AND HEALTH

1. The Employer shall make provisions as are reasonably practical for the safety and health of its employees during working hours. The Union may from time to time bring to the attention of the Employer recommendations for improvements in conditions of work and such recommendations shall be subject to negotiation between the Employer and the Union.
2. The Employer shall provide one first-aid kit and shall keep it properly supplied.
3. Any special uniforms or equipment that may be required by the employees in the performance of their duties shall be supplied without cost to the employees.
4. The Employer agrees to supply each employee with three (3) uniforms per year. In addition, the Employer will make an annual payment to each employee of one hundred dollars (\$100.00) per year with payment to be made on October 1<sup>st</sup> of each year.
5. Employees who terminate employment must return three (3) uniforms, laundered and pressed. In the alternative, the Employer shall have the authority to deduct seventy-five dollars (\$75.00) per uniform to a maximum of two hundred and twenty-five dollars (\$225.00) from any final pay or entitlement of the employee and the Union on behalf of its members agrees that such deduction may be made.

ARTICLE 22 - NOTICE BOARD

The Employer agrees to furnish and install one (1) suitable notice board in a place accessible to the employees.

ARTICLE 23 - MISCELLANEOUS

1. The Employer shall give employees written notice, or pay in lieu of notice, in case of lay off or discharge except for just cause as follows:
  - (a) After three (3) months' service and up to one year of service, one (1) week's written notice or pay in lieu of notice.

- (b) After one (1) year of service and up to three (3) years of service, two (2) weeks' written notice or pay in lieu of notice.
  - (c) After three (3) years' service and up to five (5) years' service, four (4) weeks' written notice or pay in lieu of notice.
  - (d) After five (5) years' service and up to ten (10) years' service, six (6) weeks' written notice or pay in lieu of notice.
  - (e) After ten (10) years' service, eight (8) weeks' notice or pay in lieu of notice.
2. Employees shall not be discriminated against in any manner because of Union membership, race, colour, creed, craft, age, sex, religious or political beliefs.
  3. Employees will not be asked to enter into any verbal or written agreement which may conflict with this Agreement.
  4. In the event of permanent closure of the cafeteria or automation causing employees to lose employment, the employees shall be provided notice or pay in lieu thereof, in addition to that provided under Article 23(1) above, in accordance with the following: for each two (2) years of service up to ten (10) years of continued service; one (1) week's notice or severance pay for each two (2) years of service.
  5. If the Employer receives a gratuity in respect of any banquet or similar function, it shall be divided pro rata based on the hours worked on such banquet or similar function among all employees involved in such banquet or similar function, including kitchen and cleaning staff. No part of the gratuity shall be retained by the Employer.
  6. Notice of three (3) months shall be given to the Union of any anticipated technological changes in the Employer's operation which will affect any significant number of employees as per the *Saskatchewan Employment Act*.
  7. No employee shall be disciplined or discriminated against in any manner as a result of his refusal to cross a legal picket line but no employee shall be entitled to be paid for time not worked as a consequence of such refusal to cross a picket line.
  8. Except to the extent modified by this Agreement, the parties agree that all terms and conditions of employment shall be governed by the provisions of the *Saskatchewan Employment Act* as amended from time to time.

ARTICLE 24 - DURATION OF AGREEMENT

This Agreement shall be effective as of August 19, 2019 and shall remain in force until August 18, 2022 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 such Agreement, give notice to the other party, in writing, to terminate such Agreement or to negotiate a revision thereof.

Signed this 25th day of July, 2019.

SIGNED ON BEHALF OF  
THE UNION:

SIGNED ON BEHALF OF  
THE EMPLOYER:

*“Dwayne Lutz”*

*“Alia Azim Garcia”*

*“Bernie Olynick”*

*“David Seymour”*



APPENDIX "A"

The following job classifications and minimum wage rates shall apply to all employees covered by this Agreement:

<u>Classification</u>	<u>August 19, 2019</u>	<u>August 19, 2020</u>	<u>August 19, 2021</u>
Food Service Attendant	\$13.50	\$13.75	\$14.05
Cook/Pastry Cook	\$15.00	\$15.25	\$15.55

- Employees employed for fifteen (15) years or more shall receive a premium of 12% over the top rate of the classification they are filling.
- Employees who use their own vehicles for Compass Group Canada Ltd. business will be paid the current Personal Compass Group Canada Ltd. Car Mileage rate on a quarterly basis.

APPENDIX "B"  
Benefit Summary

## Eligibility

Hours 30  
Months 3

## Drug Cards

Yes

## Travel Cards

Yes, 60 days, 65 years

## Cost Share

100% Company Paid for ALL benefits

## 1. BASIC LIFE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT

• Benefit Formula	• \$10,000
• Termination	• Age 65 or earlier retirement

## 2. SHORT TERM DISABILITY

• Benefit Formula	• 66 2/3% of weekly earnings
• Weekly Maximum	• EI Max
• Benefit Payable	• 1 <sup>st</sup> day accident; 4 <sup>th</sup> day sickness
• Benefit Period	• 15 weeks
• Termination	• Age 65 or earlier retirement

## EXTENDED HEALTH BENEFIT

1. MAJOR MEDICAL BENEFIT  Yes  No

		Unit →	ALL
a) Annual Deductible Applicable			N/a
b) Co-payment			100%
c) Schedule of Benefits			
Psychologist	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit**
Chiropractor	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit
Naturopath	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit
Podiatrist or Chiropodist	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit
Speech Therapist	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit
Physiotherapy	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		\$15/visit

Osteopaths	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	\$15/visit
Massage Therapy	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	\$15/visit
Private Duty Nursing	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	\$5,000 per calendar year
Medical Equipment	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	covered
Medical Prosthesis	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	covered
Medical Supplies	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	covered
Ambulance Services	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	covered
Hearing Aids	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	Unlimited
Orthotics	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	Unlimited
Orthopedic shoes Custom made	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	Combined with Orthotics maximum
Orthopedic Modifications	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	Combined with Orthotics maximum
Eye Exams	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	\$80 every 2 years
d) Survivor Benefit	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	2 years
e) Benefit Maximum Age (Termination)			Retirement
f) Dependent Age			21
g) Student Age			26
h) Overall Lifetime Health Maximum (includes Drugs)			Unlimited

\*\*\$15/half hour for psychotherapy and test, \$18/hour for family therapy, \$6/hour for group therapy

### 1. VISION BENEFIT

a) Glasses Maximum	\$250/every 24 months
b) Contact Lenses Coverage	Included
c) Laser Surgery Benefit	Included
d) Vision co-insurance	100%
e) Benefit Maximum Age	Age 99
f) Dependent Age	21
g) Student Age	26

### 2. DRUG BENEFIT Yes No

\*\*Reimbursement Plan\*\*

	Unit →	All
a) Plan Type		Prescription Drugs
b) Co-Payment		100% after annual deductible
c) Annual Deductible		\$25 Single/\$25 Family
d) Per Individual Maximums		Nil
e) Benefit Maximum Age		Retirement
f) Dependent Age (In Quebec, must be 18)		21
g) Student Age (In Quebec, must be 26)		26

### 3. HOSPITALIZATION BENEFIT Yes No

Unit →	All
a) Semi Private Accommodation	Covered
b) Hospitalization Coinsurance	100%
c) Convalescent/Chronic Hospital	Excluded after age 65
d) Benefit Maximum Age	Retirement
e) Dependent Age	21
f) Student Age	26
g) Lifetime Maximum	\$50,000

#### 4. OUT OF COUNTRY COVERAGE

Unit →	All
• Emergency Out of Country Coverage	• 60 day plan to age 65 or earlier retirement

#### 5. DENTAL BENEFIT

a) Annual Dental Single Deductible	N/A
b) Annual Dental Family Deductible	N/A
c) Recall Frequency: <u>6</u> months	Yes
d) Fee Guide Year	Current
e) Fee Guide Based on province of employee residence	Yes
f) Level 1: Basic Restorative; Coinsurance percentage	90%
g) Level 2: Periodontics & Endodontics; Coinsurance percentage	90%
h) Annual Maximum; Level 1 & 2 Combined	unlimited
i) Survivor Benefit	2 years
j)Benefit Maximum Age	Age 99
k) Dependent Age	21
l) Student Age	26
m) TMJ Lifetime Maximum	\$1,000

This Benefit Summary is prepared as information only and does not, in itself, constitute a contract. The exact terms and conditions of your group benefits plan are described in the Policy/Plan Documents held by Compass Group. In the event of a discrepancy between this Benefit Summary and the Policy/Plan Documents, the terms of the Policy/Plan Documents will prevail.