

This Agreement entered into this 17th day of June, 2021.

BETWEEN: PIONEER CO-OPERATIVE ASSOCIATION LIMITED
OF THE FIRST PART

AND: RETAIL, WHOLESALE AND DEPARTMENT STORE UNION
LOCAL 950
OF THE SECOND PART

AGREEMENT



Expiry Date: August 31, 2024

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THIS AGREEMENT made and entered into this 17th day of **June, 2021**.

BETWEEN: PIONEER CO-OPERATIVE ASSOCIATION LIMITED, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the "Co-operative",

OF THE FIRST PART,

AND: RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, LOCAL 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the "Union",

OF THE SECOND PART.

ARTICLE 1 - PURPOSE

The Co-operative and the Union mutually agree that the purpose of this Agreement shall be:

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

ARTICLE 2 - UNION 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 Management.
3. The Co-operative and the Union shall encourage employees to take out a membership in the Pioneer Co-operative Association Limited and to patronize the Co-operative with their purchases.

ARTICLE 3 - SCOPE

This Agreement shall cover all employees employed by the Pioneer Co-operative Association Limited in or in connection with its place of business located in the City of Swift Current and Branches located in Gull Lake, Tompkins, Kyle, Stewart Valley and Hodgeville, in the Province of Saskatchewan, except those in the Plumbing and Heating Department and those filling the following classifications:

Administration

CEO
 Controller
 Retail Controller Supervisor
 Division Manager (3)
 Office Manager (2)
 Human Resources Manager
 Human Resources Advisor (2)
 Payroll Advisor (2)
 Credit Supervisor
 Executive Assistant (2)
 Accountant
 Health & Safety Coordinator
 Logistics Manager

Southside

Grocery Manager
 Pharmacy Manager
 Gas Bar Manager

Agro/Agronomy Centre

Petroleum Manager
 Fertilizer Manager
 Crop Supplies Manager
 Assistant Crop Supply Manager
 General Merchandise Manager
 Warehouse Manager
 Agronomists (5)
 Tire Manager
 Assistant Agro Centre Manager

Feed Manager**Ag Equipment Sales Rep**

Management Trainee under a joint contract with Federated Co-operatives Limited for training managers and except a person having and regularly exercising authority to employ or discharge employees or regularly acting on behalf of management in a confidential capacity.

ARTICLE 4 - CLARIFICATION OF TERMS

It is agreed that throughout this Agreement, wherever the words "employee" or "employees" appear, it shall mean any person or persons covered by this Agreement.

ARTICLE 5 - MANAGEMENT'S RIGHTS

1. The management of the Co-operative and the direction of the working force, including the right to plan, direct and control retail operations; to maintain the discipline and efficiency of the employees

Wheatland Mall

Grocery Manager
 Assistant Grocery Manager
 Meat Manager
 Bakery Manager
 Produce Manager
 Pharmacy Manager
 Pharmacists (5)
 Deli Manager
 Assistant Fashion Manager
 Fashion Manager
 Assistant Hardware Manager
 Flooring Manager
 Building Materials Manager
 Assistant Building Materials Manager
 Project Manager
 Gas Bar Manager
 Assistant Service Station Manager

Branches

Gull Lake Farm Centre Manager
 Gull Lake Store Manager
 Tompkins Gas Bar Manager
 Kyle Agro Manager
 Kyle Store Manager
 Stewart Valley Agro Manager
 Hodgeville Store Manager

and to require employees to observe the Co-operative rules and regulations; to hire, layoff, or relieve employees from duties; and to suspend, demote, transfer, promote and discipline and discharge employees for just cause, are to be the sole right and function of the Co-operative. It is understood that the meaning and intent of "sole rights and functions of the Co-operative" shall not abridge an employee's rights to the grievance procedure.

2. The Co-operative shall be the sole judge of the merchandise to be handled in its places of business.
3. The parties agree that the enumeration of management's rights set out in Clauses 1 and 2 shall not exclude other functions not specifically set forth. The Co-operative, therefore, retaining 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 specific provisions of this Agreement. The Co-operative will not exercise its rights under this Article or any other provisions of this 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 and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of his/her employment, apply for and maintain membership in the Union as a condition of employment.
2. When an employee receives a written reprimand that is to be entered into an employee's file, is being suspended or discharged, the employee shall have the right to have a Shop Steward present, or in the event a Shop Steward is not available, another member of the bargaining unit.
3. Employees may review their personnel files upon request at a place and time designated by the Co-operative.
4. 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.
5. Written reprimands and suspensions will be removed from an employee's file after **two (2)** years providing the employee has not been disciplined for the same or similar offense. This Section will not apply to disciplines for violence, harassment or bullying.
6. New employees shall be introduced to a shop steward at the orientation session and be provided with a union information package.

ARTICLE 7 - DUES CHECKOFF

Upon request in writing of any employee and upon request of the Union, the Co-operative shall deduct the Union dues, assessments and initiation fees out of the wages due to each employee and shall remit same to the person designated by the Union on or before the 20th day of each month. The Co-operative shall furnish the Union each month with a written list of:

1. Names of employees from whom the deductions have been made.
2. Names of employees whose employment has been terminated.
3. Names and addresses of all employees who have been hired and dates hired.
4. Names of full-time employees who have been laid off for one (1) month or more.
5. In order that the Co-operative is in a position to furnish up to date information to the Union, employees must notify the payroll department of the Co-operative of any change in name and/or address.

ARTICLE 8 - LEAVE OF ABSENCE

1. If an employee is elected or appointed as an official delegate to attend conventions or business meetings in connection with the affairs of the Union, he/she shall, on giving the Co-operative at least seven (7) days of notice, be granted such leave of absence without pay as may be necessary to enable him/her to attend such meetings or conventions. The number of delegates shall be limited to six (6) at any one time, and only one (1) from any one (1) department.
2. The Co-operative agrees to grant necessary time off without pay and without discrimination to not more than one (1) employee designated by the Union, for a maximum of six (6) months or longer period as may be mutually agreeable, to attend a Labour Convention, or to serve in any capacity on any other official Union business, provided that notification is given the Co-operative in sufficient time to secure a relief worker for the job involved.
3. Upon completion of two (2) years' service, an employee shall be entitled to one (1) year's leave of absence without pay provided such education or training would be directly beneficial to the Co-operative 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 (1) year after the completion of the leave of absence. The number of employees entitled to leave of absence may be limited to three (3) at any one (1) time, and no more than one (1) from any one (1) department.
4. The maintenance of employee benefit plans during leave of absence exceeding seven (7) days, 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.
5. A female employee who has been employed for thirteen (13) consecutive weeks by the Co-operative immediately preceding the day on which the requested leave is to commence shall be granted a maternity leave of absence without pay. The employee must make application for such leave at least four (4) weeks prior to the start of such leave, together with a certificate from a qualified medical practitioner certifying that she is pregnant and indicating the estimated date of birth. Duration of such leave shall be at the discretion of the employee and shall not exceed an **nineteen (19)** week period. The employee shall give the Co-operative a minimum of four (4) weeks notice in advance of the date she wishes to return to work. The Co-operative's obligation to

guarantee employment shall cease if the employee does not return to work at the expiration of the **nineteen (19)** week period or the **seventy-one (71)** week period as outlined in section 6 below.

6. Any employee who has been employed for thirteen (13) consecutive weeks by the Co-operative immediately preceding the day on which the requested leave is to commence shall be granted a parental leave of absence without pay. The employee must make application for such leave at least four (4) weeks prior to the start of such leave. Such leave shall not exceed **seventy-one (71)** weeks and must be taken within one (1) year of the date the child is released from the hospital or from the date an adopted child is placed in the employee's home. Female employees who have availed themselves of the leave in Section 5 above are eligible provided the cumulative time off does not exceed **seventy-eight (78)** weeks and is taken consecutive to the maternity leave.
7. Employees on maternity and parental leave will continue to accumulate seniority only for the purposes set out in this Agreement. Where an employee works less than twenty (20) days in the four (4) weeks preceding the commencement of the leave, seniority shall accumulate at the rate of 1/20th of the total hours worked in that four (4) week period for each day of the leave (excluding weekends). In all other cases, an employee accumulates seniority at the rate of eight (8) hours for each day of the leave (excluding weekends).
8. Any new employee hired from outside the Co-operative to replace an employee on parental or maternity leave shall be hired for a fixed term, and shall not be entitled to a notice of termination or layoff upon the completion of that fixed term. Seniority shall only accumulate for the purposes of wages and benefits as outlined in Article 19 and for the purpose of filling vacancies which may be posted within one (1) month of the completion of the fixed term.
9. Special leave of absence with pay shall be granted up to a maximum of five (5) working days in cases of pressing emergency for full-time and regular part-time employees. Pressing emergency shall be confined to death, serious accident, or serious illness in the immediate family of the employee. Immediate family of the employee shall mean spouse, common-law spouse, mother, father, sister, brother, children, stepchildren, mother-in-law and father-in-law. One (1) day's leave of absence with pay may be granted to attend the funeral of a grandparent, grandchild, son-in-law or daughter-in-law.
10. Sick leave credits, up to a maximum of twenty-four (24) hours per year, may be used by 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.

ARTICLE 9 - SAFETY AND HEALTH

1. The Co-operative shall make provisions for the safety and health of its employees during working hours. The Union may, from time to time bring to the attention of the Co-operative, recommendations for improvements in conditions of work and such recommendations shall be

subject to discussion between the Co-operative and the Union. Employees interested in taking the St. John's Ambulance Course shall have the opportunity to do so. The cost of the course will be paid by the Co-operative on completion of the course by the employee.

2. Where required, the Co-operative will contribute **seventy-five percent (75%)** of the price, up to one hundred and twenty-five dollars (\$125.00), towards the price of safety shoes or boots, upon provision of a receipt. This subsidy shall be limited to once per year. The subsidy is only applicable to those employees who have completed their probation period. It is also understood that the safety shoes will be purchased from the Co-operative if possible.

ARTICLE 10 - SENIORITY

1. Seniority is defined as the length of an employee's service with the Co-operative.
2. For new employees hired on a regular, casual or permanent part-time basis, seniority shall commence to accumulate from the date they first entered the service of the Co-operative.
3. Seniority of an employee shall be considered broken and all rights forfeited when:
 - (a) an employee voluntarily leaves the service of the Co-operative or,
 - (b) is dismissed for cause, or
 - (c) fails to report back to work when recalled after layoff, or
 - (d) an employee is laid off and not recalled for a period in excess of twelve (12) months.
4. Upon request, the Co-operative shall make available to the Union the date that any employee last entered the service of the Co-operative.
5. New employees shall be on probation for a period of five hundred and twenty (520) hours, to a maximum of five (5) months, during which time they may be laid off or dismissed without reference to seniority. Seniority shall be established from the date an employee last entered the service of the Co-operative. In all cases where a probationary employee is absent from work, the duration of the absence shall be added to the employee's probationary period. In all such cases the Union will be advised in writing.
6. The Co-operative shall prepare a seniority list in January and July of each year setting out the employee's seniority and job classification. A copy of the list shall be provided to the Union and the list shall be posted in conspicuous places accessible to employees.

ARTICLE 11 - PROMOTIONS AND VACANCIES

1. In the event of reduction in staff and in the rehiring of laid off employees, seniority shall prevail provided the senior employee has the merit and ability as determined by the Co-operative to handle the work to be performed. Promotions and vacancies shall be filled on the basis of seniority, provided the senior employee has comparable and sufficient merit, ability and fitness. The Co-

operative, in determining merit, ability and fitness, shall act in good faith and shall not discriminate in any manner.

2. With respect to any new positions, or any vacancies, notice of such positions or vacancies shall be posted in places accessible to all employees. A period of seven (7) calendar days shall be given to employees in which to make application for all such positions in writing.
3. Whenever an employee's rate, prior to promotion, is within the range of the new classification, his/her rate shall not be reduced and after promotion, the employee shall be paid his/her regular semi-annual increases until the top of the range is reached.
4. A copy of job postings shall be supplied to the Chief Shop Steward.

ARTICLE 12 - LAYOFFS AND RECALLS

1. In the event of layoff or dismissal (except for just cause), the Co-operative shall give notice as follows:
 - (a) After three (3) continuous months' service and up to one (1) year of continuous service, one (1) weeks' written notice or pay in lieu of notice.
 - (b) After one (1) year of continuous service and up to three (3) years of continuous service, two (2) weeks' written notice or pay in lieu of notice.
 - (c) After three (3) years of continuous service and up to five (5) years of continuous service, four (4) weeks' written notice or pay in lieu of notice.
 - (d) After five (5) years of continuous service and up to ten (10) years of continuous service, six (6) weeks' written notice or pay in lieu of notice.
 - (e) After ten (10) years of continuous service, eight (8) weeks' written notice or pay in lieu of notice.

"Layoff" shall mean the temporary termination by the Co-operative of the services of an employee for a period exceeding six (6) consecutive days.

For the purposes of this section, pay in lieu of notice shall be at regular rates exclusive of overtime.

In the event Labour Standards legislation provides for more notice than set out above, the legislation shall prevail.

2. When recalling an employee who has been laid off on account of a reduction in staff, the Co-operative will notify such employee by registered letter to the employee's last known address. If residing in Swift Current, the employee must notify the Co-operative within two (2) days of the receipt of the letter, stating acceptance or refusal of the employment offer. If residing outside Swift Current, the time limit shall be five (5) days. If the employee fails to report within the prescribed time but reports within thirty (30) days, showing sickness or accident, or insufficient travelling time

for having failed to report, he/she shall be notified of the next vacancy and his/her seniority retained. Having another job will not be accepted as cause for failure to report.

ARTICLE 13 - JOB CLASSIFICATIONS AND WAGE RATES

1. Job classifications and wage rates for such classifications shall be set out in Appendix "A" of this Agreement.
2. An employee who is assigned to fill temporarily a classification paying a higher rate for more than two (2) days shall receive a minimum of ten dollars (\$10.00) per day, in addition to his/her regular rate of pay, for each day worked in the higher rated classification. The said rate to be effective from the first day he/she is so employed. In case of an out-of-scope position being filled for more than two (2) days, employees shall be paid sixteen dollars (\$16.00) per day to a maximum of eighty dollars (\$80.00) per week, in addition to their regular pay.
3. Employees shall be paid twice in each accounting period (presently thirteen [13] accounting periods per year), thus payment will be made bi-weekly on alternate Fridays to a cut off date of no more than one (1) week prior to that pay day. Pay shall be either an advance of approximately 50% the first two (2) weeks and an itemized statement on the last half pay cheque, or an itemized statement every two (2) weeks, depending on accounting procedures being employed by the Co-operative.
4. Classification titles and rates of pay applicable thereto for any new classifications or 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.

ARTICLE 14 - HOURS OF WORK

1. The basic work week for regular full-time employees shall be five (5) consecutive eight (8) hour days, whenever possible.
2. A schedule of daily hours will be posted at least one week before the period described in the schedule. A minimum of forty-eight (48) hours' notice shall be given to full-time and regular part-time employees whenever and wherever possible in the event of a change in the employee's daily hours of work.
3. In city store departments and offices, lunch periods shall not exceed one and one-half (1½) hours. Building Materials, Petroleum, Service Stations and Farm Supply lunch periods shall not exceed one (1) hour.
4. In the branches, lunch periods shall not exceed one and one-half (1½) hours.
5. If split shifts are necessary, employees will receive seventy-five cents (\$.75) per hour in addition to their regular rate of pay for all hours worked after 6:00 p.m., except in cases where overtime is applicable.

ARTICLE 15 - OVERTIME PAY

1. All hours worked over those as outlined in Article 14 shall be considered as overtime hours and shall be paid for at the rate of time and one-half (1½) for the first four (4) hours overtime worked in any one (1) day. Overtime will only apply after eight (8) hours worked in any one (1) day or forty (40) hours worked in any one (1) week.
2. Double the regular rate of pay shall be paid for all hours worked after four (4) hours' overtime in any one (1) day and for all hours worked on Sunday when such day is not a regular working day of the employee.
3. Overtime shall be performed only after authorization by the Co-operative.
4. All overtime shall be voluntary with the exception of that required during the taking of inventory or emergency. Such overtime is to be discussed with the Shop Stewards and shall be performed only after authorization by the Co-operative.
5. Employees shall not be required to take time off regular working hours in lieu of overtime worked.
6. Regular full-time employees within the department shall be given the first opportunity to work such overtime. In the event overtime work is performed for inventory taking, full-time employees within the department shall be given the first opportunity to work such overtime but the Co-operative is not obligated to consider employees from other departments.
7. As provided by the *Labour Standards Act and Regulations*, hours worked by employees in the occupation of an oil truck driver in excess of forty (40) hours per week shall accumulate to the credit of such oil truck driver unless cancelled in the manner prescribed by the *Act*.

Overtime shall be paid to Driver Salesmen when called back from home on emergency delivery.

8. Employees in the Bakery shall be paid a premium of seventy-five cents (\$.75) per hour for all hours worked between the hours of 9:00 p.m. and 5:00 a.m.

ARTICLE 16 - REST PERIODS

1. Employees shall be granted two (2) fifteen (15) minute rest periods per day, one (1) in the forenoon and one (1) in the afternoon.
2. Part-time employees working a regular daily shift shall be entitled to rest periods on the same basis as full-time employees, but if employed for less than a full shift, they shall receive a rest period within each work period of three (3) hours.

ARTICLE 17 - STATUTORY HOLIDAYS

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

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other days proclaimed as holidays by Federal, Provincial or Civic authorities, providing such holidays are observed by the majority of retail businesses in the city.

2. In those departments where employees are not scheduled to work on a Sunday, should any holiday fall on a Sunday, the following Monday shall be observed as a paid holiday if so proclaimed by Federal, Provincial or Civic Government.
3. Should any employee be required to perform work on any of the above mentioned holidays, he/she shall receive in addition to his/her holiday pay, one and one-half (1½) times the regular rate for all hours worked.
4. When a holiday or holidays as set out in Clause 1 of this Article falls in any week, the work week 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 shall be paid in accordance with Article 15. In calculating the time worked by an employee in any such week, no account shall be taken of any time worked by him/her on the statutory holiday.

It is agreed, however, that in the event of two (2) holidays falling within the same week, time off for the second holiday may be granted within thirty (30) days of such holiday, in lieu of payment of overtime.

5. Part-time employees shall be paid statutory or proclaimed holiday pay based on that provided by provincial legislation.

ARTICLE 18 - ANNUAL VACATIONS

1. Annual vacations shall be taken during the period from May 1 to **April 30** unless otherwise mutually agreed upon between the Co-operative and the employee, and brought to the attention of the Union. Such vacations shall be taken on the following basis:
 - (a) after one (1) year of service – three (3) weeks' vacation with pay computed at 3/52 of his/her total earnings;
 - (b) after ten (10) years of service – four (4) weeks' vacation with pay computed at 1/13 of his/her total earnings;
 - (c) after twenty (20) years of service – five (5) weeks' vacation with pay computed at 5/52 of his/her total earnings;
 - (d) after twenty-five (25) years of service – six (6) weeks' vacation with pay computed at 3/26 of his/her total earnings.
2. A vacation list shall be submitted to the employees requesting them to indicate their preference as to vacation dates. It is agreed that 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 where arrangements of the vacation schedule may jeopardize the operation of the business.

3. When a holiday occurs during an employee's vacation, an extra day's vacation shall be granted if the holiday is one for which the employee would have received pay had he/she been working. If granting an extra day's vacation will hamper operations or interfere with the arrangements of vacation schedules, an extra day's pay in lieu of an extra day's vacation, in accordance with Article 17 of this Agreement, shall be given if agreed upon between the Co-operative and the employee.
4. When employment of an employee is terminated, the Co-operative shall pay in addition to all other amounts due the employee, all vacation time earned but not taken by the employee.
5. For all employees, the annual cut off date for vacation pay shall be April 30 of each year.
6. Full-time and regular part-time employees who are ill or disabled because of injury during their scheduled vacation and as a result are hospitalized for twenty-four (24) hours or more, 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 19 - EMPLOYEE BENEFITS

Section 1

Employees' accident compensation, sick leave, group life insurance, dental and long term disability coverage are provided for in the Personnel Policy of the Co-operative, and it is understood that none of these will be curtailed during the life of this Agreement. Accordingly, the following employee benefit plans and terms will be in effect during this period.

Section 2 - Employee's Accident Compensation

When an employee is injured or contracts any industrial disease in the performance of his/her duties during working hours, and compensation is approved by the Workers' Compensation Board, the Co-operative agrees to pay to such employee the difference between the Workers' Compensation Board payment and the employee's regular rate of pay for a period of one (1) month from date of injury. At the end of the one (1) month period, the Co-operative agrees to pay such employee the difference between the Workers' Compensation Board payments and employee's regular rate of pay, but the employee's portion shall be charged against the employee's sick leave credits until the employee's accumulated sick leave credits are exhausted, then the Co-operative's share of payment shall cease.

Section 3 - Sick Leave

- (a) After ninety (90) days of continuous employment, full time employees shall accumulate sick leave with pay on the basis of one (1) working day for each month of employment. Unexpended sick leave shall be credited to the employee and shall accumulate from month to month and year to year to a maximum of twenty-two (22) days. Employee to receive credit for the probationary three (3) months.

The Co-operative reserves the right, in the event of an application for sick leave, to require a medical certificate.

- (b) Part-time employees, after working five hundred and twenty (520) hours and qualifying under Article 19, Section 8, shall accumulate sick leave with pay on the basis of eight (8) hours for each one hundred and seventy-three (173) hours of service. Unexpended sick leave shall be credited to the employee and shall accumulate from month to month and from year to year to a maximum of twenty-two (22) days.
- (c) An employee who is eligible for sick leave pay, in order to obtain pay for the time not worked, must if possible inform his/her Department Manager during the first day of his/her absence, and also must sign an absentee card on the first day of his/her return to work.
- (d) Extension of sick leave with pay will be at the discretion and authority of the General Manager.
- (e) Annual holidays due must be used up before the employee becomes entitled to any extension of sick leave benefits.

Section 4 - Group Benefits

The Co-operative's present policy (in accordance with the bylaws of the plans concerned) of providing Group Life Insurance, Dental, Long Term Disability, and Extended Health Care shall apply during the term of this Agreement. The premiums shall be shared on a 50/50 basis by the eligible employees and the Co-operative.

Section 5 – Co-operative Superannuation Society

The total contributions of the Co-operative to pensions shall not be decreased below the present level until it becomes a matter of negotiation.

Effective August 28, 2011, the level of contribution will be six percent (6%) of salary. It is understood that the employee's minimum contribution will be equal to the Co-operative's contribution on their behalf.

Section 6

Casual and part time employees become regular part time employees for inclusion in benefit programs only such as Co-op Superannuation, Sick Leave, Group Life Insurance, Dental Insurance and Long Term Disability, after they have worked twenty-four (24) hours for thirteen (13) consecutive weeks, provided it is in accordance with the bylaws of such Plans and all eligible employees in this category participate in the Plan.

ARTICLE 20 - NOTICE BOARDS

The Co-operative agrees to furnish and install notice boards in suitable locations and accessible to the employees for the purpose of posting notices of interest to the employees.

ARTICLE 21 - UNION REPRESENTATIVES VISITS

An authorized representative of the Union or executive officer of the Union (employee of Pioneer Co-op) on his/her own time shall be permitted, after notifying the General Manager or his/her authorized representative, to talk with an employee regarding Union matters during regular working hours. The interview of such an employee by the Union representative shall be carried on in a place provided for and authorized 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.

ARTICLE 22 - ADJUSTMENT OF GRIEVANCES

1. (a) 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.
- (b) 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.
2. Any complaint, disagreement or difference of opinion between the Co-operative, the Union, or the employees covered by the Agreement, which concerns the interpretation or application of the terms and provisions of this contract, shall be considered a grievance. It is understood that the foregoing will not limit an employee's right under the Saskatchewan *Employment Act* to present a grievance.
3. An employee, the Union or the Co-operative may present a grievance. Any grievance which is not presented within fourteen (14) calendar days, or in the case of dismissals, within ten (10) calendar days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party. In case of payroll grievances, the fourteen (14) days would apply after receiving the final pay cheque statement for each accounting period.
4. All grievances shall be submitted in writing and shall clearly set forth the issues and contentions of the aggrieved parties.
5. The procedure for adjustment of disputes and grievances shall be as follows:
 - (a) **The submission of a grievance in writing shall be emailed to the Human Resource Manager or their appointed delegate. Within seven (7) days a grievance meeting shall be scheduled between the Human Resource Manager or their appointed delegate and the Union Representative or their appointed delegate. The Human Resource Manager or their appointed delegate shall then render a decision within five (5) working days.**
 - (b) The Union will reply to the Co-operative's proposal for settlement of grievances within fourteen (14) calendar days, otherwise the grievance will be considered withdrawn.
 - (c) If a satisfactory settlement cannot be reached, then upon request of either party, the matter shall be referred to the Board of Arbitration established by Article 23.

6. All negotiations with respect to disputes and grievances shall be dealt with during regular working hours and no employee or employee's representative shall suffer any loss of pay.
7. The Co-operative agrees to pay for the equivalent of eighty (80) hours of time spent negotiating a collective bargaining agreement.
8. The parties may agree to the appointment of a mediator to assist in resolving the dispute or grievance.

ARTICLE 23 - ARBITRATION

1. The Board of Arbitration shall be composed of one (1) Co-operative representative, one (1) Union representative and one (1) person acceptable to both the Union and the Co-operative who shall act as Chairperson. If agreement cannot be reached within seven (7) days in respect to the appointment of the Chairperson of the Board of Arbitration, the matter shall be referred to the Minister of Labour, who shall appoint a Chairperson.

The parties may also agree to the use of a single Arbitrator. 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 if he/she 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.
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 within fourteen (14) days after it has completed its hearing and investigations.
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.
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. 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 24 - DURATION OF AGREEMENT

This Agreement shall be effective from **September 1, 2020**, and shall remain in force until **August 31, 2024** and thereafter from year to year, but either party may not less than sixty (60) days, nor more than one hundred and twenty (120) days before the expiry date of the said Agreement, give notice in writing to the other party to terminate the said Agreement or to negotiate a revision thereof.

SIGNED ON BEHALF OF THE
UNION:

“Shaynee Modien”

“Pat Thorburn”

“Sheila Foyston”

“Ron Rosvold”

“Cory Jorgenson”

SIGNED ON BEHALF OF THE
CO-OPERATIVE:

“Larry Kozun”

“Uli Cartman”

“Teresa Reiersen”

“Karla Clifton”

APPENDIX "A" WAGES Schedule 1
PIONEER CO-OP
FOR EMPLOYEES HIRED BEFORE JUNE 1, 1997

Classifications	9/01/20	9/01/21	9/01/22	9/01/23
Office				
Office Clerk I	19.14	19.43	19.72	20.06
Office Clerk II	19.22	19.51	19.80	20.15
Office Clerk III	19.85	20.15	20.45	20.81
City Store				
Clerk I (NF)	19.41	19.71	20.00	20.35
Clerk II (NF)	19.80	20.10	20.40	20.76
Clerk III (NF)	20.40	20.71	21.02	21.39
Clerk I (F)	19.41	19.71	20.00	20.35
Clerk II (F)	19.80	20.10	20.40	20.76
Clerk III (F)	20.40	20.71	21.02	21.39
Maintenance Clerk	20.40	20.71	21.02	21.39
Bakery				
Wrapper	19.14	19.43	19.72	20.06
Bakery Production Assistant	19.80	20.10	20.40	20.76
Baker I	22.23	22.57	22.90	23.31
Service Station				
Gas Bar Attendant II	19.64	19.93	20.23	20.59
Gas Bar Attendant III	19.92	20.22	20.52	20.88
Building Materials				
Yard Attendant	20.01	20.31	20.62	20.98
Driver I	19.80	20.10	20.40	20.76
Labourer	19.72	20.01	20.32	20.67
Agro/Agronomy Centre				
Agro Clerk I	19.52	19.81	20.11	20.46
Agro Clerk II	19.87	20.17	20.47	20.83
Agro Clerk III	20.48	20.79	21.10	21.47
Branches				
Clerk I	19.41	19.71	20.00	20.35
Clerk II	19.80	20.10	20.40	20.76
Clerk III	20.40	20.71	21.02	21.39

APPENDIX "A" WAGES Schedule 2 (page 1)
EFFECTIVE SEPTEMBER 1, 2020 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Casual and part-time help shall accumulate seniority for the purpose of applying the wage appendix only. For the purpose of applying the wage appendix to casual and part-time, it is agreed that 1040 hours shall be equivalent to six (6) months.

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Office</u>									
Office Clerk I	12.88	13.43	13.96	14.51	15.04	15.57	16.12	16.66	18.28
Office Clerk II	13.51	13.96	14.42	14.90	15.35	15.81	16.27	16.73	18.37
Office Clerk III	14.13	14.58	15.03	15.49	15.91	16.37	16.83	17.29	18.95
Accounting Clerk	15.35	16.21	17.05	17.92	18.76	19.63	20.47	21.34	22.14
<u>City Store</u>									
Clerk I (NF)	12.88	13.46	14.05	14.64	15.21	15.80	16.38	16.96	18.57
Clerk II (NF)	13.51	14.05	14.61	15.15	15.68	16.25	16.78	17.33	18.96
Clerk III (NF)	14.13	14.66	15.19	15.74	16.27	16.81	17.35	17.88	19.53
Clerk I (F)	12.88	13.46	14.05	14.64	15.21	15.80	16.38	16.96	18.57
Clerk II (F)	13.51	14.05	14.61	15.15	15.68	16.25	16.78	17.33	18.96
Clerk III (F)	14.13	14.66	15.19	15.74	16.27	16.81	17.35	17.88	19.53
Pharmacy Assistant	15.35	16.23	17.09	17.99	18.85	19.74	20.60	21.50	23.42
Liquor Supervisor	19.60	20.38	21.19	22.04	22.91				
Dairy Supervisor	14.42	15.02	15.59	16.20	16.76	17.36	17.96	18.54	20.13
Deli Supervisor	14.42	15.02	15.59	16.20	16.76	17.36	17.96	18.54	20.13
Meat Cutter I	18.41	19.34	20.29	21.21	22.14				
Meat Cutter II	19.04	19.98	20.92	21.85	22.79				
Maintenance Clerk	13.51	14.13	14.72	15.35	15.96	16.60	17.21	17.82	19.47
<u>Bakery</u>									
Wrapper	12.88	13.43	13.97	14.52	15.07	15.60	16.18	16.71	18.30
Bakery Production Assistant	13.51	14.03	14.61	15.13	15.68	16.23	16.78	17.32	18.95
Baker I	18.41	19.34	20.29	21.21	22.14				
Baker II	19.04	19.98	20.92	21.85	22.79				
<u>Service Station</u>									
Gas Bar Attendant I	12.88	13.24	13.56	13.91	14.23	14.60	14.93		
Gas Bar Attendant II	13.18	13.79	14.32	14.88	15.46	16.00	16.55	17.11	18.76
Gas Bar Attendant III	13.51	14.05	14.63	15.17	15.74	16.29	16.85	17.42	19.05
Gas Bar Supervisor	14.42	15.02	15.59	16.20	16.76	17.36	17.96	18.54	20.13
Tire Technician I	17.29	18.35	19.39	20.44	21.50				
Tire Technician II	19.07	20.27	21.46	22.65	23.83				
Tire Technician III	21.92	23.49	25.08	26.68	28.29				
	1st Year	2nd Year	3rd Year	4th Year	Journey Man				
Mechanic I	16.28	19.54	22.78	27.67	32.56				
Mechanic II	19.64	23.58	27.49	33.39	39.29				

APPENDIX "A" WAGES Schedule 2 (page 2)
EFFECTIVE SEPTEMBER 1, 2020 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Building Materials</u>									
Yard Attendant	14.13	14.62	15.10	15.58	16.10	16.60	17.07	17.57	19.19
Driver I	13.51	14.05	14.61	15.15	15.68	16.25	16.78	17.33	18.96
Labourer	12.88	13.52	14.14	14.74	15.39	16.00	16.63	17.25	18.84
Yard Supervisor	14.42	15.40	16.36	17.33	18.29	19.25	20.22	21.20	22.14
Sr. Home Consultant	14.72	15.74	16.75	17.77	18.77	19.78	20.81	21.82	22.79
Estimator	20.27	22.06	23.83	25.62	27.42				
Driver II	17.81	18.74	19.69	20.61	21.57				
Driver III	22.01	22.96	23.89	24.85	25.80				
<u>Agro/Agronomy Centre</u>									
Agro Clerk I	12.88	13.47	14.06	14.66	15.22	15.83	16.41	17.01	18.66
Agro Clerk II	13.51	14.03	14.61	15.13	15.67	16.22	16.76	17.31	18.97
Agro Clerk III	14.13	14.65	15.18	15.72	16.26	16.78	17.32	17.85	19.53
Agro Supervisor	14.42	15.40	16.36	17.33	18.29	19.25	20.22	21.20	22.14
Agro Sales Supervisor	19.87	21.62	23.36	25.12	26.88				
Warehouse Supervisor	19.87	21.62	23.36	25.12	26.88				
Custom Sprayer Supervisor	18.79	19.28	20.20	20.81	21.42				
Fertilizer Supervisor	20.27	22.06	23.83	25.62	27.42				
Driver III	22.01	22.96	23.89	24.85	25.80				
<u>Petroleum</u>									
Petroleum Driver I	22.01	22.96	23.89	24.85	25.80				
Petroleum Driver II	22.35	23.96	25.58	27.21	28.86				
<u>Branches</u>									
Clerk I	12.88	13.46	14.05	14.64	15.21	15.80	16.38	16.96	18.57
Clerk II	13.51	14.05	14.61	15.15	15.68	16.25	16.78	17.33	18.96
Clerk III	14.13	14.66	15.19	15.74	16.27	16.81	17.35	17.88	19.53
Liquor Supervisor	19.60	20.38	21.19	22.04	22.91				
Petroleum Driver I	22.01	22.96	23.89	24.85	25.80				

APPENDIX "A" WAGES Schedule 3 (page 1)
EFFECTIVE SEPTEMBER 1, 2021 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Casual and part-time help shall accumulate seniority for the purpose of applying the wage appendix only. For the purpose of applying the wage appendix to casual and part-time, it is agreed that 1040 hours shall be equivalent to six (6) months.

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Office</u>									
Office Clerk I	13.07	13.63	14.17	14.73	15.26	15.80	16.36	16.91	18.56
Office Clerk II	13.72	14.17	14.63	15.12	15.58	16.05	16.51	16.98	18.64
Office Clerk III	14.35	14.80	15.25	15.72	16.15	16.62	17.08	17.55	19.23
Accounting Clerk	15.58	16.45	17.31	18.19	19.04	19.92	20.78	21.66	22.47
<u>City Store</u>									
Clerk I (NF)	13.07	13.66	14.26	14.86	15.44	16.04	16.63	17.22	18.85
Clerk II (NF)	13.72	14.26	14.83	15.38	15.91	16.49	17.03	17.59	19.24
Clerk III (NF)	14.35	14.88	15.42	15.98	16.51	17.06	17.61	18.15	19.82
Clerk I (F)	13.07	13.66	14.26	14.86	15.44	16.04	16.63	17.22	18.85
Clerk II (F)	13.72	14.26	14.83	15.38	15.91	16.49	17.03	17.59	19.24
Clerk III (F)	14.35	14.88	15.42	15.98	16.51	17.06	17.61	18.15	19.82
Pharmacy Assistant	15.58	16.47	17.35	18.26	19.14	20.04	20.91	21.82	23.77
Liquor Supervisor	19.89	20.69	21.51	22.37	23.26				
Dairy Supervisor	14.63	15.24	15.82	16.44	17.01	17.62	18.23	18.82	20.43
Deli Supervisor	14.63	15.24	15.82	16.44	17.01	17.62	18.23	18.82	20.43
Meat Cutter I	18.68	19.63	20.59	21.53	22.47				
Meat Cutter II	19.32	20.28	21.23	22.17	23.13				
Maintenance Clerk	13.72	14.35	14.94	15.58	16.20	16.84	17.46	18.08	19.77
<u>Bakery</u>									
Wrapper	13.07	13.63	14.18	14.74	15.30	15.83	16.42	16.96	18.58
Bakery Production Assistant	13.72	14.24	14.83	15.36	15.91	16.47	17.03	17.58	19.23
Baker I	18.68	19.63	20.59	21.53	22.47				
Baker II	19.32	20.28	21.23	22.17	23.13				
<u>Service Station</u>									
Gas Bar Attendant I	13.07	13.44	13.77	14.12	14.45	14.82	15.15		
Gas Bar Attendant II	13.37	13.99	14.53	15.10	15.69	16.24	16.80	17.37	19.04
Gas Bar Attendant III	13.72	14.26	14.85	15.40	15.98	16.53	17.10	17.68	19.33
Gas Bar Supervisor	14.63	15.24	15.82	16.44	17.01	17.62	18.23	18.82	20.43
Tire Technician I	17.55	18.62	19.68	20.75	21.82				
Tire Technician II	19.35	20.57	21.78	22.99	24.19				
Tire Technician III	22.25	23.85	25.46	27.08	28.71				
	1st Year	2nd Year	3rd Year	4th Year	Journey Man				
Mechanic I	16.52	19.83	23.12	28.08	33.05				
Mechanic II	19.93	23.93	27.91	33.90	39.87				

APPENDIX "A" WAGES Schedule 3 (page 2)
EFFECTIVE SEPTEMBER 1, 2021 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Building Materials</u>									
Yard Attendant	14.35	14.84	15.33	15.81	16.34	16.84	17.33	17.84	19.48
Driver I	13.72	14.26	14.83	15.38	15.91	16.49	17.03	17.59	19.24
Labourer	13.07	13.73	14.36	14.96	15.63	16.24	16.88	17.51	19.13
Yard Supervisor	14.63	15.64	16.61	17.59	18.57	19.54	20.52	21.52	22.47
Sr. Home Consultant	14.94	15.98	17.00	18.03	19.05	20.08	21.12	22.14	23.13
Estimator	20.57	22.39	24.19	26.00	27.83				
Driver II	18.07	19.02	19.98	20.92	21.89				
Driver III	22.34	23.31	24.25	25.22	26.19				
<u>Agro/Agronomy Centre</u>									
Agro Clerk I	13.07	13.67	14.27	14.88	15.45	16.07	16.66	17.27	18.94
Agro Clerk II	13.72	14.24	14.83	15.36	15.90	16.46	17.01	17.57	19.25
Agro Clerk III	14.35	14.87	15.41	15.96	16.50	17.03	17.58	18.11	19.82
Agro Supervisor	14.63	15.64	16.61	17.59	18.57	19.54	20.52	21.52	22.47
Agro Sales Supervisor	20.17	21.95	23.71	25.50	27.29				
Warehouse Supervisor	20.17	21.95	23.71	25.50	27.29				
Custom Sprayer Supervisor	19.08	19.57	20.50	21.12	21.74				
Fertilizer Supervisor	20.57	22.39	24.19	26.00	27.83				
Driver III	22.34	23.31	24.25	25.22	26.19				
<u>Petroleum</u>									
Petroleum Driver I	22.34	23.31	24.25	25.22	26.19				
Petroleum Driver II	22.69	24.32	25.96	27.62	29.29				
<u>Branches</u>									
Clerk I	13.07	13.66	14.26	14.86	15.44	16.04	16.63	17.22	18.85
Clerk II	13.72	14.26	14.83	15.38	15.91	16.49	17.03	17.59	19.24
Clerk III	14.35	14.88	15.42	15.98	16.51	17.06	17.61	18.15	19.82
Liquor Supervisor	19.89	20.69	21.51	22.37	23.26				
Petroleum Driver I	22.34	23.31	24.25	25.22	26.19				

APPENDIX "A" WAGES Schedule 4 (page 1)
EFFECTIVE SEPTEMBER 1, 2022 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Casual and part-time help shall accumulate seniority for the purpose of applying the wage appendix only. For the purpose of applying the wage appendix to casual and part-time, it is agreed that 1040 hours shall be equivalent to six (6) months.

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Office</u>									
Office Clerk I	13.27	13.84	14.38	14.95	15.49	16.04	16.60	17.16	18.84
Office Clerk II	13.92	14.38	14.85	15.35	15.82	16.29	16.76	17.23	18.92
Office Clerk III	14.56	15.02	15.48	15.95	16.39	16.87	17.34	17.81	19.52
Accounting Clerk	15.82	16.70	17.57	18.46	19.33	20.22	21.09	21.98	22.81
<u>City Store</u>									
Clerk I (NF)	13.27	13.87	14.48	15.08	15.67	16.28	16.88	17.47	19.13
Clerk II (NF)	13.92	14.48	15.05	15.61	16.15	16.74	17.29	17.85	19.53
Clerk III (NF)	14.56	15.11	15.65	16.22	16.76	17.32	17.87	18.42	20.12
Clerk I (F)	13.27	13.87	14.48	15.08	15.67	16.28	16.88	17.47	19.13
Clerk II (F)	13.92	14.48	15.05	15.61	16.15	16.74	17.29	17.85	19.53
Clerk III (F)	14.56	15.11	15.65	16.22	16.76	17.32	17.87	18.42	20.12
Pharmacy Assistant	15.82	16.72	17.61	18.53	19.42	20.34	21.23	22.15	24.13
Liquor Supervisor	20.19	21.00	21.84	22.71	23.61				
Dairy Supervisor	14.85	15.47	16.06	16.69	17.26	17.88	18.50	19.10	20.73
Deli Supervisor	14.85	15.47	16.06	16.69	17.26	17.88	18.50	19.10	20.73
Meat Cutter I	18.96	19.93	20.90	21.86	22.81				
Meat Cutter II	19.61	20.59	21.55	22.51	23.48				
Maintenance Clerk	13.92	14.56	15.17	15.82	16.45	17.10	17.73	18.35	20.06
<u>Bakery</u>									
Wrapper	13.27	13.84	14.39	14.96	15.52	16.07	16.67	17.21	18.86
Bakery Production Assistant	13.92	14.46	15.05	15.59	16.15	16.72	17.29	17.84	19.52
Baker I	18.96	19.93	20.90	21.86	22.81				
Baker II	19.61	20.59	21.55	22.51	23.48				
<u>Service Station</u>									
Gas Bar Attendant I	13.27	13.64	13.97	14.33	14.67	15.04	15.38		
Gas Bar Attendant II	13.57	14.20	14.75	15.33	15.92	16.48	17.06	17.63	19.33
Gas Bar Attendant III	13.92	14.48	15.07	15.63	16.22	16.78	17.36	17.95	19.62
Gas Bar Supervisor	14.85	15.47	16.06	16.69	17.26	17.88	18.50	19.10	20.73
Tire Technician I	17.81	18.90	19.98	21.06	22.15				
Tire Technician II	19.64	20.88	22.11	23.33	24.55				
Tire Technician III	22.58	24.20	25.84	27.49	29.14				
	1st Year	2nd Year	3rd Year	4th Year	Journey Man				
Mechanic I	16.77	20.13	23.47	28.50	33.54				
Mechanic II	20.23	24.29	28.32	34.40	40.47				

APPENDIX "A" WAGES Schedule 4 (page 2)
EFFECTIVE SEPTEMBER 1, 2022 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Building Materials</u>									
Yard Attendant	14.56	15.06	15.56	16.05	16.58	17.10	17.59	18.10	19.77
Driver I	13.92	14.48	15.05	15.61	16.15	16.74	17.29	17.85	19.53
Labourer	13.27	13.93	14.57	15.19	15.86	16.48	17.13	17.77	19.41
Yard Supervisor	14.85	15.87	16.86	17.85	18.85	19.83	20.83	21.85	22.81
Sr. Home Consultant	15.17	16.22	17.25	18.30	19.34	20.38	21.44	22.47	23.48
Estimator	20.88	22.73	24.55	26.40	28.25				
Driver II	18.34	19.31	20.28	21.24	22.22				
Driver III	22.67	23.66	24.61	25.60	26.58				
Agro/Agronomy Centre									
Agro Clerk I	13.27	13.88	14.49	15.11	15.68	16.31	16.91	17.53	19.22
Agro Clerk II	13.92	14.46	15.05	15.59	16.14	16.71	17.26	17.83	19.54
Agro Clerk III	14.56	15.09	15.64	16.20	16.75	17.29	17.84	18.39	20.12
Agro Supervisor	14.85	15.87	16.86	17.85	18.85	19.83	20.83	21.85	22.81
Agro Sales Supervisor	20.47	22.28	24.07	25.88	27.69				
Warehouse Supervisor	20.47	22.28	24.07	25.88	27.69				
Custom Sprayer Supervisor	19.36	19.86	20.81	21.44	22.07				
Fertilizer Supervisor	20.88	22.73	24.55	26.40	28.25				
Driver III	22.67	23.66	24.61	25.60	26.58				
Petroleum									
Petroleum Driver I	22.67	23.66	24.61	25.60	26.58				
Petroleum Driver II	23.03	24.69	26.35	28.03	29.73				
Branches									
Clerk I	13.27	13.87	14.48	15.08	15.67	16.28	16.88	17.47	19.13
Clerk II	13.92	14.48	15.05	15.61	16.15	16.74	17.29	17.85	19.53
Clerk III	14.56	15.11	15.65	16.22	16.76	17.32	17.87	18.42	20.12
Liquor Supervisor	20.19	21.00	21.84	22.71	23.61				
Petroleum Driver I	22.67	23.66	24.61	25.60	26.58				

APPENDIX "A" WAGES Schedule 5 (page 1)
EFFECTIVE SEPTEMBER 1, 2023 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Casual and part-time help shall accumulate seniority for the purpose of applying the wage appendix only. For the purpose of applying the wage appendix to casual and part-time, it is agreed that 1040 hours shall be equivalent to six (6) months.

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Office</u>									
Office Clerk I	13.50	14.08	14.63	15.21	15.76	16.32	16.89	17.46	19.17
Office Clerk II	14.16	14.63	15.11	15.62	16.09	16.57	17.05	17.53	19.25
Office Clerk III	14.82	15.28	15.75	16.23	16.68	17.16	17.64	18.12	19.86
Accounting Clerk	16.09	16.99	17.88	18.78	19.67	20.57	21.46	22.37	23.21
<u>City Store</u>									
Clerk I (NF)	13.50	14.11	14.73	15.35	15.95	16.56	17.17	17.78	19.47
Clerk II (NF)	14.16	14.73	15.32	15.88	16.44	17.03	17.59	18.16	19.87
Clerk III (NF)	14.82	15.37	15.92	16.50	17.05	17.62	18.19	18.74	20.47
Clerk I (F)	13.50	14.11	14.73	15.35	15.95	16.56	17.17	17.78	19.47
Clerk II (F)	14.16	14.73	15.32	15.88	16.44	17.03	17.59	18.16	19.87
Clerk III (F)	14.82	15.37	15.92	16.50	17.05	17.62	18.19	18.74	20.47
Pharmacy Assistant	16.09	17.01	17.92	18.86	19.76	20.69	21.60	22.54	24.55
Liquor Supervisor	20.54	21.36	22.22	23.10	24.02				
Dairy Supervisor	15.11	15.74	16.34	16.98	17.57	18.20	18.83	19.43	21.10
Deli Supervisor	15.11	15.74	16.34	16.98	17.57	18.20	18.83	19.43	21.10
Meat Cutter I	19.29	20.28	21.27	22.24	23.21				
Meat Cutter II	19.96	20.95	21.93	22.90	23.89				
Maintenance Clerk	14.16	14.82	15.43	16.09	16.73	17.40	18.04	18.68	20.41
<u>Bakery</u>									
Wrapper	13.50	14.08	14.64	15.22	15.80	16.35	16.96	17.51	19.19
Bakery Production Assistant	14.16	14.71	15.32	15.86	16.44	17.01	17.59	18.15	19.86
Baker I	19.29	20.28	21.27	22.24	23.21				
Baker II	19.96	20.95	21.93	22.90	23.89				
<u>Service Station</u>									
Gas Bar Attendant I	13.50	13.88	14.22	14.58	14.92	15.31	15.65		
Gas Bar Attendant II	13.81	14.45	15.01	15.59	16.20	16.77	17.35	17.94	19.67
Gas Bar Attendant III	14.16	14.73	15.34	15.90	16.50	17.08	17.66	18.26	19.97
Gas Bar Supervisor	15.11	15.74	16.34	16.98	17.57	18.20	18.83	19.43	21.10
Tire Technician I	18.12	19.23	20.33	21.43	22.54				
Tire Technician II	19.99	21.25	22.49	23.74	24.98				
Tire Technician III	22.97	24.63	26.29	27.97	29.65				
	1st Year	2nd Year	3rd Year	4th Year	Journey Man				
Mechanic I	17.07	20.48	23.88	29.00	34.13				
Mechanic II	20.59	24.71	28.82	35.01	41.18				

APPENDIX "A" WAGES Schedule 5 (page 2)
EFFECTIVE SEPTEMBER 1, 2023 FOR EMPLOYEES HIRED AFTER JUNE 1, 1997

Classification	Start	After 6 Mth	After 12 Mth	After 18 Mth	After 24 Mth	After 30 Mth	After 36 Mth	After 42 Mth	After 48 Mth
<u>Building Materials</u>									
Yard Attendant	14.82	15.33	15.83	16.33	16.87	17.40	17.90	18.42	20.12
Driver I	14.16	14.73	15.32	15.88	16.44	17.03	17.59	18.16	19.87
Labourer	13.50	14.18	14.83	15.46	16.14	16.77	17.43	18.08	19.75
Yard Supervisor	15.11	16.15	17.15	18.16	19.18	20.18	21.19	22.23	23.21
Sr. Home Consultant	15.43	16.50	17.56	18.62	19.68	20.73	21.81	22.87	23.89
Estimator	21.25	23.12	24.98	26.86	28.74				
Driver II	18.67	19.65	20.64	21.61	22.61				
Driver III	23.07	24.07	25.04	26.05	27.05				
<u>Agro/Agronomy Centre</u>									
Agro Clerk I	13.50	14.12	14.74	15.37	15.96	16.60	17.20	17.83	19.56
Agro Clerk II	14.16	14.71	15.32	15.86	16.43	17.00	17.57	18.14	19.88
Agro Clerk III	14.82	15.36	15.91	16.48	17.04	17.59	18.15	18.71	20.47
Agro Supervisor	15.11	16.15	17.15	18.16	19.18	20.18	21.19	22.23	23.21
Agro Sales Supervisor	20.83	22.67	24.49	26.33	28.18				
Warehouse Supervisor	20.83	22.67	24.49	26.33	28.18				
Custom Sprayer Supervisor	19.70	20.21	21.17	21.81	22.45				
Fertilizer Supervisor	21.25	23.12	24.98	26.86	28.74				
Driver III	23.07	24.07	25.04	26.05	27.05				
<u>Petroleum</u>									
Petroleum Driver I	23.07	24.07	25.04	26.05	27.05				
Petroleum Driver II	23.43	25.12	26.81	28.52	30.25				
<u>Branches</u>									
Clerk I	13.50	14.11	14.73	15.35	15.95	16.56	17.17	17.78	19.47
Clerk II	14.16	14.73	15.32	15.88	16.44	17.03	17.59	18.16	19.87
Clerk III	14.82	15.37	15.92	16.50	17.05	17.62	18.19	18.74	20.47
Liquor Supervisor	20.54	21.36	22.22	23.10	24.02				
Petroleum Driver I	23.07	24.07	25.04	26.05	27.05				

LETTER OF UNDERSTANDING #1

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART,

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART.

RE: PART-TIME VACATION PAY

Vacation pay for part-time employees shall be retained by the Co-operative. Part-time employees may apply for their vacation pay twice during the vacation year with the balance being paid at the end of the vacation year. The employee will give written notice one (1) week prior to the start of the annual vacation. This provision shall be optional for casual and student employees.

SIGNED ON BEHALF OF THE
UNION:

SIGNED ON BEHALF OF THE
CO-OPERATIVE:

“Shaynee Modien”

“Larry Kozun”

“Pat Thorburn”

“Uli Cartman”

“Sheila Foyston”

“Teresa Reiersen”

“Ron Rosvold”

“Karla Clifton”

“Cory Jorgenson”

LETTER OF UNDERSTANDING #2

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART

RE: STUDENT CLASSIFICATION

There will be a Student classification, subject to the following:

1. “Student shall be defined as a full-time student, which means a person who is registered for at least sixty percent (60%) of a full course load as:
 - (a) a pupil within the meaning of *The Education Act*; or
 - (b) a student at a university, a regional college, private vocational school or the Saskatchewan Institute of Applied Science and Technology.
2. Students are not eligible for benefits.
3. Students are not subject to a minimum length of shift while in regular attendance during the school term.
4. Students shall be paid the starting wage for the classification in which they are hired. Thereafter, the students shall be entitled to incremental increases on the same basis as casual or part-time employees.
5. Students shall cease to be classified as Students on September 2nd in the year in which they graduate.

SIGNED ON BEHALF OF THE UNION:

SIGNED ON BEHALF OF THE CO-OPERATIVE:

“*Shaynee Modien*”

“*Larry Kozun*”

“*Pat Thorburn*”

“*Uli Cartman*”

“*Sheila Foyston*”

“*Teresa Reiersen*”

“*Ron Rosvold*”

“*Karla Clifton*”

“*Cory Jorgenson*”

LETTER OF UNDERSTANDING #3

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART

RE: PETROLEUM DRIVER SALES REPRESENTATIVE COMMISSION

The Co-op will pay the Petroleum Driver Sales Representative a commission on litres delivered by her/him at a rate of one-tenth (\$0.001) cent/litre paid every four (4) weeks. Statutory deductions as well as Union dues will be deducted from this commission.

“*Shaynee Modien*”

“*Larry Kozun*”

“*Pat Thorburn*”

“*Uli Cartman*”

“*Sheila Foyston*”

“*Teresa Reiersen*”

“*Ron Rosvold*”

“*Karla Clifton*”

“*Cory Jorgenson*”

LETTER OF UNDERSTANDING #4

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART

RE: PLUMBING AND HEATING DEPARTMENT

1. The sales floor positions of the Plumbing and Heating Department will be amalgamated into the Home Centre. The following current floor employees will remain as excluded from the bargaining unit until such time as he/she leaves the employ of the Co-operative at which time replacements will become members of the bargaining unit:
Wayne Targerson **and** Della Farnsworth.
2. All new hires of sales floor staff will be considered members of the bargaining unit.
3. All other positions in the Plumbing and Heating Department will remain excluded from the bargaining unit.

SIGNED ON BEHALF OF THE
UNION:

SIGNED ON BEHALF OF THE
CO-OPERATIVE:

“Shaynee Modien”

“Larry Kozun”

“Pat Thorburn”

“Uli Cartman”

“Sheila Foyston”

“Teresa Reiersen”

“Ron Rosvold”

“Karla Clifton”

“Cory Jorgenson”

LETTER OF UNDERSTANDING #5

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART

RE: RATES OF PAY FOR NEW HIRES

1. The rates of pay upon hiring shall be at the start rates of the various job classifications. New employees having comparable experience or their related competencies exceeding the recruitment requirements for the position, shall be paid the appropriate rate of pay on their wage scale, based on these factors. The 24 month scale will normally be considered the maximum starting rate at the Co-operative’s discretion. The parties may agree to exceed the 24 month credit where there is merit. The Union will be provided all relevant information regarding the situation by the Co-operative.
3. The Union agrees to deal with requests for increases exceeding the 24 month credit in an expeditious manner.
3. The Co-operative will provide the Union, on a quarterly basis, with names, rates and classifications of those hired above the start rates.

SIGNED ON BEHALF OF THE
UNION:

SIGNED ON BEHALF OF THE
CO-OPERATIVE:

“*Shaynee Modien*”

“*Larry Kozun*”

“*Pat Thorburn*”

“*Uli Cartman*”

“*Sheila Foyston*”

“*Teresa Reiersen*”

“*Ron Rosvold*”

“*Karla Clifton*”

“*Cory Jorgenson*”

LETTER OF UNDERSTANDING #6

BETWEEN: Pioneer Co-operative Association Limited, a body corporate, incorporated under the *Co-operative Association Act*, with head office in the City of Swift Current, in the Province of Saskatchewan, hereinafter called the “Co-operative”,

OF THE FIRST PART

AND: Retail, Wholesale and Department Store Union, Local 950, affiliated with the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, hereinafter called the “Union”,

OF THE SECOND PART

RE: SCHEDULING AND OVERTIME

The parties hereby agree as follows:

1. A “day” shall be considered as a calendar day and not a twenty-four period in regards to scheduling when overtime is payable.
2. Employees are entitled to a period of eight (8) consecutive hours of rest between shifts, as per the *Saskatchewan Employment Act*.

SIGNED ON BEHALF OF THE
UNION:

“*Shaynee Modien*”

“*Pat Thorburn*”

“*Sheila Foyston*”

“*Ron Rosvold*”

“*Cory Jorgenson*”

SIGNED ON BEHALF OF THE
CO-OPERATIVE:

“*Larry Kozun*”

“*Uli Cartman*”

“*Teresa Reiersen*”

“*Karla Clifton*”