

# COLLECTIVE AGREEMENT

- BETWEEN -

Regina Exhibition Association Limited



- AND -

Saskatchewan Joint Board, Retail, Wholesale and  
Department Store Union



April 1, 2022 to March 31, 2023

This Agreement entered into this 17<sup>th</sup> day of February, 2022.

BETWEEN: Regina Exhibition Association Limited, Regina, Saskatchewan,  
Hereinafter referred to as the "Employer"

OF THE FIRST PART

AND: Saskatchewan Joint Board, Retail, Wholesale and Department Store Union  
Hereinafter referred to as the "Union"

OF THE SECOND PART

Terms & Conditions:

1. Extend the current CBA between RWDSU and the Regina Exhibition Association Limited (REAL) by one year – new term April 1, 2022 to March 31, 2023
2. Increase all in-scope wages by 2.5%, effective April 1, 2022. (See attached).
3. Apply the practice of the "B List" and allow for employees who submit late availabilities to be placed on the end of the call-in list once the existing scheduling order has been exhausted as per Article 7. Employee names will be placed on the list in order of seniority and employees will only be contacted based on what was submitted on the availability form. Late availability forms will only be accepted until the 15<sup>th</sup> of the month. This practice will be applied to all applicable work units.
4. All other terms and conditions would remain the same.

Signed this 17<sup>th</sup> day of February, 2022.

**Signed on behalf of the Employer**

*Roberta Engel, Vice President Corporate Services*

**Signed on behalf of the Union:**

*Bernie Olynick, Staff Representative  
Dean Colbow, Chief Shop Steward  
Stuart McKay  
Greg Stirr  
Jennie Brown  
"Dwayne Prokopetz  
Sharon Robertson*

**APPENDIX "A" – WAGE SCHEDULE**

Effective April 1, 2021 (2%)				Effective April 1, 2022 (2.5%)				
JOB CLASSIFICATION	Start Rate	520 Hours	1040 Hours	Start Rate	520 Hours	1040 Hours		
Planner Grounds & Conversions	\$19.20	\$22.57	\$24.93	\$19.68	\$23.13	\$25.55		
Supervisor Event Delivery	\$15.46	\$18.46	\$20.24	\$15.84	\$18.92	\$20.75		
Labourer Facilities and Event Delivery	\$12.76	\$14.19	\$14.47	\$13.08	\$14.54	\$14.83		
Operator Event Delivery	\$12.76	\$18.13	\$18.46	\$13.08	\$18.58	\$18.92		
Planner Fixed Assets & Maintenance	\$27.08	\$29.18	\$31.16	\$27.76	\$29.91	\$31.94		
Electrician	\$33.31	\$35.30	\$37.29	\$34.14	\$36.18	\$38.23		
Carpenter	\$33.31	\$35.30	\$37.29	\$34.14	\$36.18	\$38.23		
Painter	\$24.62	\$26.53	\$28.33	\$25.24	\$27.20	\$29.04		
Unlicensed Trade I	\$14.18	\$18.78	\$20.89	\$14.53	\$19.25	\$21.41		
Unlicensed Trade II	\$22.35	\$24.23	\$26.06	\$22.91	\$24.84	\$26.71		
Unlicensed Trade Lead	\$24.62	\$26.53	\$28.33	\$25.24	\$27.20	\$29.04		
Facility Engineer Technician 4	\$24.62	\$26.53	\$28.33	\$25.24	\$27.20	\$29.04		
Facility Engineer Technician 3	\$23.49	\$25.38	\$27.20	\$24.07	\$26.01	\$27.88		
Facility Engineer 2	\$22.35	\$24.23	\$26.06	\$22.91	\$24.84	\$26.71		
Facility Engineer 1	\$21.22	\$23.10	\$24.93	\$21.75	\$23.67	\$25.55		
Supervisor Facilities	\$17.92	\$21.26	\$23.37	\$18.36	\$21.79	\$23.95		
	Year 1	Year 2	Year 3	Year 4	Year 1	Year 2	Year 3	Year 4
Apprentice Trade	\$22.37	\$26.11	\$29.84	\$33.56	\$22.93	\$26.77	\$30.59	\$34.07
Arena Operator	\$12.76	\$18.13	\$18.46		\$13.08	\$18.58	\$18.92	
Arena Operator Supervisor	\$15.46	\$18.27	\$20.24		\$15.84	\$18.73	\$20.75	
Custodial Supervisor	\$15.46	\$18.27	\$20.24		\$15.84	\$18.73	\$20.75	
Custodian	\$12.76	\$14.19	\$14.47		\$13.08	\$14.54	\$14.83	
Custodial Lead	\$14.09	\$16.45	\$17.43		\$14.44	\$16.86	\$17.87	
Supervisor Security	\$15.46	\$18.27	\$20.24		\$15.84	\$18.73	\$20.75	
Ground Patrol	\$15.46	\$18.27	\$20.24		\$15.84	\$18.73	\$20.75	
Security Officer	\$12.76	\$14.19	\$14.47		\$13.08	\$14.54	\$14.83	
Special Event Security	\$15.84	\$15.84	\$15.84		\$16.23	\$16.23	\$16.23	
Supervisor Parking	\$14.18	\$17.17	\$18.93		\$14.53	\$17.60	\$19.40	
Parking Attendant	\$12.76	\$13.79	\$14.06		\$13.08	\$14.13	\$14.41	
Box Office Supervisor	\$16.79	\$19.64	\$23.78		\$17.21	\$20.13	\$24.37	
Box Office Lead	\$14.75	\$17.24	\$19.08		\$15.12	\$17.68	\$19.56	
Box Office Cashier	\$12.76	\$14.43	\$14.72		\$13.08	\$14.79	\$15.09	
Box Office Lead TM	\$16.76	\$19.24	\$21.07		\$17.18	\$19.72	\$21.60	
Box Office Cashier TM	\$14.75	\$16.43	\$16.78		\$15.12	\$16.85	\$17.20	
Host/Hostess	\$12.76	\$14.19	\$14.47		\$13.08	\$14.54	\$14.83	
Host/Hostess Lead	\$12.86	\$16.86	\$17.18		\$13.18	\$17.28	\$17.61	
Catering Server	\$13.63	\$14.18	\$14.45		\$13.97	\$14.53	\$14.81	
Catering/Bar Lead	\$14.09	\$16.46	\$17.43		\$14.44	\$16.87	\$17.87	
Catering Supervisor	\$15.46	\$18.27	\$20.24		\$15.84	\$18.73	\$20.74	
Catering Bartender	\$13.63	\$14.60	\$15.81		\$13.97	\$14.96	\$16.21	

Effective April 1, 2021 (2%)				Effective April 1, 2022 (2.5%)		
JOB CLASSIFICATION	Start Rate	520 Hours	1040 Hours	Start Rate	520 Hours	1040 Hours
Premium Services Attendant	\$13.63	\$14.18	\$14.45	\$13.97	\$14.53	\$14.81
Premium Services Server	\$14.99	\$15.60	\$15.90	\$15.36	\$15.99	\$16.30
Premium Services Bartender	\$14.99	\$16.06	\$17.39	\$15.36	\$16.46	\$17.82

Chef de Partie	\$24.17	\$26.27	\$28.37	\$24.77	\$26.93	\$29.08
Cook 3	\$21.22	\$21.88	\$22.32	\$21.75	\$22.43	\$22.88
Cook 2	\$13.63	\$16.32	\$18.00	\$13.97	\$16.73	\$18.45
Cook 1	\$13.63	\$14.21	\$15.36	\$13.97	\$14.56	\$15.75
General Helper	\$13.63	\$14.18	\$14.45	\$13.97	\$14.53	\$14.81

Concession Counter Attendant	\$13.63	\$14.18	\$14.45	\$13.97	\$14.53	\$14.81
Concession Cook	\$13.63	\$14.23	\$15.36	\$13.97	\$14.58	\$15.75
Concession/Bar Lead	\$14.09	\$16.46	\$17.43	\$14.44	\$16.87	\$17.87
Concession Supervisor	\$15.46	\$18.27	\$20.24	\$15.84	\$18.73	\$20.74
Baker/Cook	\$13.63	\$15.62	\$17.43	\$13.97	\$16.01	\$17.87
Concession Bartender	\$13.63	\$14.60	\$15.81	\$13.97	\$14.96	\$16.21
Commissary Clerk	\$13.63	\$14.18	\$14.45	\$13.97	\$14.53	\$14.81
Commissary Lead	\$14.09	\$16.45	\$17.43	\$14.44	\$16.86	\$17.87
Commissary Supervisor	\$21.22	\$21.88	\$22.32	\$21.75	\$22.43	\$22.88

Guest Services Representative	\$13.52	\$15.98	\$18.93	\$13.86	\$16.38	\$19.40
Corporate Office Receptionist	\$13.52	\$15.98	\$18.93	\$13.86	\$16.38	\$19.40
Human Resource Receptionist	\$13.52	\$15.98	\$18.93	\$13.86	\$16.38	\$19.40
Admin 1 - Student	\$13.52	\$15.98	\$18.93	\$13.86	\$16.38	\$19.40
Admin Assistant 2 - FED	\$14.18	\$17.11	\$21.43	\$14.53	\$17.54	\$21.96
Admin Assistant 2 - F&B	\$14.18	\$17.11	\$21.43	\$14.53	\$17.54	\$21.96
Corporate Office Administrator	\$14.18	\$17.11	\$21.43	\$14.53	\$17.54	\$21.96
Scheduler - FED	\$14.18	\$17.11	\$21.43	\$14.53	\$17.54	\$21.96
Scheduler - F&B	\$14.18	\$17.11	\$21.43	\$14.53	\$17.54	\$21.96
Admin Assistant 3	\$14.18	\$17.38	\$22.69	\$14.53	\$17.82	\$23.25
League Coordinator	\$14.80	\$18.02	\$23.41	\$15.17	\$18.47	\$24.00
Accounts Receivable Administrator	\$16.84	\$21.27	\$23.96	\$17.27	\$21.80	\$24.56
Accounts Payable Administrator	\$16.84	\$21.27	\$23.96	\$17.27	\$21.80	\$24.56
Compensation & Benefits Administrator	\$16.84	\$21.27	\$23.96	\$17.27	\$21.80	\$24.56
Human Resource Coordinator	\$16.84	\$21.27	\$23.96	\$17.27	\$21.80	\$24.56
Guest Experience and Operational Support Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Payroll Administrator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Box Office Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Sales Account Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Sport and Rec Program Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Agriculture Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
QCX Major Special Events Coordinator	\$19.70	\$22.83	\$28.85	\$20.20	\$23.41	\$29.57
Marketing & Graphic Design Coordinator	\$23.29	\$26.35	\$31.52	\$23.87	\$27.01	\$32.31
Marketing & Communications Coordinator	\$23.40	\$26.48	\$29.55	\$23.99	\$27.14	\$30.29

**Bi-Weekly Wage Rates**

Brand Storyteller	\$2,424.26	\$2,525.93	\$2,829.36	\$2,484.87	\$2,589.08	\$2,900.09
Marketing and Communications Strategist	\$2,424.26	\$2,525.93	\$2,829.36	\$2,484.87	\$2,589.08	\$2,900.09

**LOU #10**

Dave Chevrier	\$14.18	\$17.79	\$20.23	\$14.53	\$18.23	\$20.74
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