

COLLECTIVE AGREEMENT

-Between-

BRITCO PORK INC.

22940 Fraser Highway

Langley, B.C.

V2Z 2T9

(“the Company”)

- and -

**THE ASSOCIATION OF BRITCO
PORK INC. EMPLOYEES**

(“the Union”)

December 11, 2009 to December 10, 2014

Index

ARTICLE 1 - Purpose.....	1
ARTICLE 2 - Recognition	1
ARTICLE 3 - Union Security	1-2
ARTICLE 4 - Management Rights	2
ARTICLE 5 - Hours of Work and Overtime	3-6
ARTICLE 6 - Seniority	6-8
ARTICLE 7 - Wages	8
ARTICLE 8 - Vacations	9
ARTICLE 9 - Holidays	10-11
ARTICLE 10 - General	11-13
ARTICLE 11- Grievance and Arbitration	14-15
ARTICLE 12 - Safety and Health	15-16
ARTICLE 13 - Benefits	16-17
ARTICLE 14 - Duration of Agreement	18
APPENDIX A - Departments and Job Classifications.....	20-22
APPENDIX B - Wage Rates and Annual Wage Adjustments.....	23-24
APPENDIX C - Monthly Attendance Bonus	25
APPENDIX D - R.R.S.P.....	26

Article 1 - PURPOSE

- 1.01 The Company operates a meat processing facility, which requires a skilled work force and a flexible and efficient operation to meet the competitive demands of a market-driven industry.
- 1.02 This Agreement is intended to establish terms and conditions of employment beneficial to the employees, to provide a harmonious method by which to resolve differences promptly and without interruption of work and to enable the Company to operate the plant efficiently and profitably.

Article 2 - RECOGNITION

- 2.01 The Company recognizes the union as the exclusive bargaining agent of the employees in the bargaining unit as described in the certification issued by the Labour Relations Board.

Article 3 - UNION SECURITY

- 3.01 The Company will obtain from each new employee the necessary union membership applications. All employees shall become and remain members in good standing of the Union as a condition of employment.

UNION DUES

- 3.02 Union dues shall be payable by all employees. The Company will deduct from each employee's pay the amounts of Union dues established by the Union.

Dues shall be deducted bi-weekly for the 26 pay periods of each year. Deductions shall be forwarded to the Treasurer of the Union not later than three business days following the pay date, together with a printed statement listing names of employees for whom deductions were made.

INFORMATION

- 3.03 The Company shall supply a bulletin board for use of the Union for the posting of notices of official Union business, such notices to be first approved by the Company.
- 3.04 The parties agree to provide each employee with a copy of the agreement.
- 3.05 Each month the Company shall provide the Union with a list of current employees and their addresses.

Article 4 - MANAGEMENT RIGHTS

- 4.01 The Union recognizes and agrees that, except as specifically abridged or modified by this agreement, all of the rights which the Company has prior to the signing of this agreement are retained solely by the Company.
- 4.02 Without limiting the generality of the foregoing, the Company reserves the sole and exclusive right to operate and manage the business in all respects, including the right to hire employees; to direct and schedule the work force; to promote, demote, transfer and lay off employees; to discipline and dismiss employees for just and reasonable cause; to make, publish, revise and enforce reasonable rules and regulations governing the conduct of employees and the operation of the business; to assign to jobs; to increase or decrease the working forces; and to determine the products to be handled, subject only to the provisions of this Agreement.

Article 5 - HOURS OF WORK AND OVERTIME

HOURS OF WORK

5.01 The normal work week shall be 8 hours per day, 40 hours per week, Monday to Friday. However, the Company may establish regular work weeks of Tuesday to Saturday or Wednesday to Sunday if required to meet business needs.

5.02 Regular starting times for shifts shall be determined by the Company, in order to operate the plant efficiently, but there shall be regular schedules providing for regular steady shifts, not swing shifts. Every employee will be provided with a written form detailing their start time and work week schedule.

5.03 Flexible Work Shifts

(a) The Company may implement Flexible Work Shifts consisting of rotating shifts of either ten or twelve hour days for employees in the Maintenance Department. Articles 5.09 MEAL BREAK, 5.10 REST PERIODS, and 5.05 and 5.06 OVERTIME will not apply to employees on Flexible Work Shifts.

(b) Overtime for employees on a Flexible Work Shifts shall be paid as follows:

1. One and one-half times the employee's regular hourly rate:
 - i) After ten hours for shifts with ten hour work days,
 - ii) After twelve hours for shifts with twelve hour work days
 - iii) For time worked on the employee's first scheduled day off in a shift.
2. Two times the employee's regular hourly rate for time worked on a Statutory Holiday, or on the employee's second day off in a shift.

(c) Employees on Flexible Work Shifts will be entitled to three paid rest periods each shift as follows:

- i) A fifteen minute rest period approximately one-quarter into the shift
- ii) A thirty minute rest period approximately mid-shift

iii) A twenty minute rest period approximately three-quarters into the shift.

(d) If an employee on a Flexible Work Shift is expected to work more than one hour beyond the end of a shift, a paid 15 minute rest period shall be provided. In addition, if an employee on a Flexible Work Shift works overtime such that the employee is working more than five hours since the rest period referred to in (c) iii) above, then a further 15 minute paid rest period will be provided and the Company will either provide a meal, or pay a \$6.00 meal allowance.

5.04 No employees shift or start time shall be changed without at least twenty-four (24) hours prior notice. In the event that an employees shift or start time must be changed without 24 hours prior notice, time and one-half shall be paid for hours worked outside of the existing shift or start time.

OVERTIME

5.05 Overtime shall be paid at one and one-half times the employee's regular hourly rate in the following cases:

- a) Before or after eight hours on a regular scheduled work day.
- b) After 40 hours in a regularly scheduled work week.
- c) For time worked on a Saturday, except where the time falls within the employee's regularly scheduled work week.

5.06 Overtime shall be paid at two times the employee's regularly hourly rate in the following cases:

- a) After 11 hours worked on a regularly scheduled work day.
- b) After 48 hours worked in a regularly scheduled work week.
- c) For time worked on a Sunday, or a statutory holiday, except where that time falls within the employee's regularly scheduled work week.

DISTRIBUTION OF OVERTIME

- 5.07
- a) When overtime is necessary in any job, the overtime shall be assigned to the employee who was performing the job in the regular hours preceding the overtime period.
 - b) If the job requiring overtime was not occupied in the regular hours

prior to the overtime period, or if there is more than one employee occupying similar jobs where overtime is required, the senior qualified employee in that department shall have the first opportunity to work the overtime. If in this process a sufficient number of employees do not volunteer, then the Company shall assign the overtime to qualified employees in reverse order of seniority, first in the department and then in the plant.

For the purposes of this article, qualified, means able to do the job without instruction or supervision.

BANKED OVERTIME

5.08 Employees will be allowed to bank a maximum of 80 (cumulative) hours, at their regularly hourly rate, of overtime per calendar year. The Company will, subject to the requirements of the business, grant time off to employees, which will be paid out of the employee's banked overtime. Upon 2 weeks notice, the employees may request to be paid out all monies in his overtime bank, to be included in their next payroll cheque. In any event, all employees' banked overtime balances will be reduced to zero, by payment on their payroll cheque at each calendar year end, or when they leave the Company.

MEAL BREAK

5.09 (a) A meal break, without pay shall be provided not more than 5 hours after the start of a shift. Employees required to work more than 5 hours without a meal break shall be paid one and a half times their regular hourly rate for all time worked in excess of 5 hours until a meal break is taken.

(b) If an employee is expected to work more than one hour beyond the end of the shift, a paid 15 minute rest period shall be provided. In addition, if the employee works overtime such that the employee is working more than 5 hours since the first meal break referred to in (a) above, then a further 15 minute paid rest break shall be provided and the Company will either provide a meal, or pay a \$6.00 meal allowance.

REST PERIODS

5.10 a) A 15 minute rest period will be given twice each shift, before lunch and after lunch, subject to the production schedule, provided each work period is not more than two and one half hours. It is agreed that except in cases of personal necessity, employees shall not ask for additional time off during the day.

(b) Maintenance and Sanitation shall receive two half-hour rest periods each shift. The first rest period shall be unpaid and the second rest period shall be paid. The paid rest period shall only be payable for shifts of at least six hours. In the event that a shift is more than three hours but less than six hours and a paid rest period has not been taken, the employee shall receive 15 minutes of pay.

REPORTING PAY

5.11 Unless the employee has been previously notified not to report to work, an employee reporting for work at a scheduled starting time and finding no work, or if less than 4 hours work is available, shall be paid 4 hours at the applicable rate,

CALL BACKS

5.12 An employee called back to work after leaving the plant following a regular shift, shall be paid a minimum of 4 hours at the applicable overtime rates.

Article 6 - SENIORITY

6.01 Seniority is defined as the length of an employee's service at Britco Pork Inc., calculated from the first day of employment, once the employee has completed the probationary period and provided the employee's seniority was not broken, in which case seniority shall be calculated from the date the employee returned to work following the last break in seniority.

PROBATION

- 6.02 New employees shall be on probation and shall not acquire any seniority or entitlement to benefits until they have accumulated 60 days worked.
- 6.03 During the probationary period, an employee may be dismissed on grounds of unsuitability. The suitability of a probationary employee shall be determined by the Company; however the Company shall not act in a manner which is arbitrary, discriminatory, or in bad faith.
- 6.04 Upon satisfactory completion of the probationary period, an employee's seniority shall be calculated from the first day of employment in accordance with Article 6.01

TRANSFERS

- 6.05 The Company may transfer employees temporarily from one job classification to another in order to operate the plant efficiently, provided that if an employee is asked to perform work in a higher paid job classification for more than 4 hours, the higher job rate will be applied for all such work. If the temporary work is lower rated, the employee shall continue to be paid the employee's regular rate, unless the transfer was at the employee's request.

LAYOFF AND RECALL

- 6.06 Probationary employees shall be laid off first; then employees with the least seniority, provided the remaining employees have the necessary skills and qualifications to do the work.
- 6.07 The last employee laid off shall be the first employee recalled when work is available, provided the employee has the necessary skills and qualifications to do the work. (Note: It is the obligation of the employee to keep the Company advised of their current address and phone number.)

LOSS OF SENIORITY

6.08 Seniority shall be lost and an employee's employment terminated if the employee:

- a) Resigns, or is dismissed for cause;
- b) Fails to report to work when recalled or cannot be located after reasonable effort on the part of the Company. Reasonable effort shall be telephone calls and if necessary, a letter delivered to the employee's last know residence and if within two working days after delivery of notice the employee fails to report to work;
- c) Has been laid off for a period longer than six months; or
- d) Is absent without leave for more than 3 working days unless a reasonable explanation for the absence is provided.

6.09 Absence from work because of sickness, occupational or non-occupational accident, or leave of absence shall not break an employee's seniority rights. After such absences, the employee shall return to their previous position, or one of equal rating provided the employee is able to perform the work.

Article 7 - WAGES

7.01 Employees shall be classified and paid according to the schedule of wages and classifications in Appendix "A" and "B". Any current employees being paid a rate higher than their classification will be red-circled until the correct wage rate for their classification meets or exceeds their red-circled rate. New employees who have the required skills, ability and experience may be paid more than the start rates specified.

PAY PERIODS

7.02 Employees shall be paid every two weeks by payroll deposit, and shall be provided with an information stub disclosing details of all deductions.

Article 8 - VACATIONS

8.01 An employee shall be eligible for vacation with pay after completing one year of continuous service. Vacation entitlement shall be as follows with pay at the applicable percentage of annual gross earnings:

After 1 year	10 days	4 per cent
After 4 years	15 days	6 per cent
After 10 years	20 days	8 per cent
After 20 years	25 days	10 percent
After 25 years	30 days	12 percent

8.02 Vacation shall be granted by the Company bearing in mind the requirements of the business, but on the basis of seniority. The Company shall post the vacation calendar by January 31, upon which employees shall mark their preferences. The senior employee shall make his selection within 2 weeks, failing which the next most senior employee shall have the first choice and so on until all employees have indicated their preference. The schedule will be finalized by March 31 and posted with no bumping after March 31.

8.03 If a statutory holiday falls within an employee's scheduled vacation, the vacation will be extended by one day, either at the beginning or the end of the vacation; or the employee may select to take an alternate day off at another time, by mutual agreement.

8.04 Vacation shall not be carried over from year to year.

8.05 Employees whose service with the Company terminates before the end of any vacation year shall receive vacation pay in accordance with the percentages set out in Article 8.01.

8.06 Vacation pay shall be paid out once per year. Vacation pay earned in the previous year shall be paid out by separate cheque or payroll deposit with a covering statement of deductions no later than fourteen business days after the employee's seniority date.

Article 9 - HOLIDAYS

9.01 Statutory holidays recognized by the Company are:

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

and any other general holiday proclaimed by the federal or B.C. government. Holidays falling on weekends shall be observed on the Friday or Monday in accordance with the requirements of the business and after consultation with the Union.

9.02 Employees who have completed their probationary period and have earned wages in the payroll week containing the statutory holiday named in 9.01 shall be eligible for statutory holiday pay.

9.03 An employee shall not be eligible for statutory holiday pay if absent on the scheduled work day immediately prior or after the holiday unless the employee received permission from the Company to be absent, or was absent due to sickness or other good cause arising from circumstances beyond his control. In such cases, the Company may require valid evidence to support the employee's claim.

9.04 (a) All employees who have completed one full year of service are eligible for a General Floating Statutory Holiday. This holiday must be taken within one year of the employee's seniority date or the eligibility is lost.

(b) All employees who would otherwise have been entitled to a Remembrance Day Statutory Holiday as per article 9.01 shall be entitled to a Floating Statutory Holiday in lieu of the Remembrance Day Statutory Holiday. This holiday must be taken in the 12 month period following November 11th or the eligibility is lost.

(c) There is to be no carryover of Floating Statutory Holidays. However, if an employee is prevented from taking an earned Floating

Statutory Holiday because of compensable accident, sickness, or an approved leave of absence then the holiday(s) will be carried forward to the next year.

(d) Employees must submit a signed and dated Floater Request Form at least 14 days in advance of the requested day off. The Floating Statutory holidays are to be scheduled by mutual agreement between the Company and the employee; however a sincere effort will be made to grant the time requested by the employee. It is mutually understood that the Company must ensure adequate staffing levels before approving a request for a Floating Statutory Holiday.

(e) The Company agrees to approve requests for the date of November 11th for the Remembrance Day Floating Statutory Holiday to a maximum number of 10% of any department. Notwithstanding this commitment, the Company will make every reasonable effort to approve all requests for this date, subject to the requirements of the business. If the Company is unable to approve all requests for November 11th, seniority will prevail.

Article 10 - GENERAL

BEREAVEMENT LEAVE

10.1 When an employee who has completed the probationary period attends the funeral or memorial service for an immediate relative, he shall receive 8 hours pay at his regular rate for the day of the funeral or memorial service and two other days immediately before or after the funeral or memorial service provided such payments are made only in respect of absence from work on a regular work day.

Immediate relative is wife, husband, daughter, son, mother, father, sister, brother, mother-in-law, father-in-law, stepmother, stepfather, brother-in-law, sister-in-law, grandparents, grandchildren and stepchildren.

In case of grandparents-in-law, son-in-law and daughter-in-law, the employee is entitled to day of the funeral or memorial service only.

Time off must be taken at the time of the bereavement.

PARENTAL LEAVE

10.02 Maternity and parental leave will be granted in accordance with the Employment Standards Act.

LEAVE OF ABSENCE

10.03 The Company may grant a leave of absence without pay for good and sufficient reason, providing this does not interfere with the requirements of the business or the vacation choices of other employees. The leave must be requested in writing and approved by the Company in writing and will not be granted to permit an employee to obtain other employment.

JURY/WITNESS DUTY

10.04 An employee who has completed the probation period and serves on jury duty, or who is summonsed as a witness in a court proceeding, shall be paid the difference between the employee's regular straight-time pay and pay for such duty, provided the employee would otherwise have worked on such days.

KNIVES, TOOLS AND BOOTS

10.05 The Company will continue its practice of supplying necessary knives, tools and boots, but employees shall be responsible for sharpening knives.

10.06 Drivers who have completed the probationary period will be provided with a Boot Allowance of \$75 per year. Boots must be examined and must pass Company safety standards before the allowance will be paid.

10.07 Should any employee quit or be terminated within 6 months of receiving Boot Allowance, one half of the allowance will be repayable on a prorated basis starting from the date the allowance was paid

10.08 Maintenance Department personnel are required to provide their own basic tools and shall be entitled to a Tool Allowance of \$110 per year.

The Tool Allowance will be payable one year after the employee registers his tool kit with the Maintenance Manager, and in each succeeding year thereafter.

NOTIFICATION

- 10.09 Employees shall notify the Company at once of changes of address or telephone number, temporary or permanent. Failure of the employee to do so will relieve the Company of any responsibilities it may have under this agreement.
- 10.10 Laundry service for work clothing supplied by the Company shall be maintained at no cost to the employee.
- 10.11 The Company will reimburse employees for renewal of necessary licenses required in the performance of their duties, including reimbursement of regular wages lost if they are required to write exams during scheduled working hours.
- 10.12 An employee who suffers an injury while at work during regular working hours which requires medical or hospital attention shall not sustain any loss of regular pay for that day provided the employee first reports to the first aid attendant and is given permission to leave the plant.
- 10.13 Upon expiration of one year from the date of the occurrence upon which a disciplinary entry or adverse reference to an employee's conduct was entered in the employee's personal file (two years in the case of suspensions), the Company will be precluded from using such entry or reference in any disciplinary action provided the employee has not received further discipline during the one year period (two years in the case of suspensions).

Article 11 - GRIEVANCE AND ARBITRATION

11.01 An earnest effort will be made to settle all grievances or potential grievances promptly in the following manner:

STEP ONE

The employee, with or without a member of the Union committee, shall first speak with their supervisor or the production manager and they will do their best to resolve the differences.

STEP TWO

In the event a resolution is not reached, the grievance shall be placed in writing and given to the plant manager within 3 working days of the Step One meeting.

A meeting shall be scheduled within 3 working days between the plant manager, or designate, and one or more members of the Union committee (with or without the griever).

STEP THREE

Should the grievance not be resolved at the Step Two meeting, then the Union or the Company may refer the grievance to arbitration. If a Grievance is not taken to arbitration within 14 days of the Step Two meeting, the Grievance is deemed to have been abandoned.

TIME LIMITS

11.02 Grievances must be filed and dealt with promptly. Any grievance, which is not filed within 14 calendar days of the event giving rise to the grievance, or of the date on which the griever should have known of the grievance, shall be deemed to be abandoned.

ARBITRATION

- 11.03 The parties shall agree upon a single arbitrator and if no agreement is reached on a name within 15 calendar days, either party may request the Arbitration Bureau to name an arbitrator.
- 11.04 The arbitrator shall arrange a hearing, conduct the arbitration, and endeavour to render a decision within 30 days of the hearing
- 11.05 The decision of the arbitrator shall be final and binding. The arbitrator has no power to alter or amend the collective agreement.
- 11.06 The cost of the arbitrator shall be paid equally by the Company and the Union.

UNION REPRESENTATION

- 11.07 When an employee is suspended, dismissed or given written discipline, the Company shall ensure that a member of the Union committee is present, provided a member is present at the time in the plant.

JOINT CONSULTATION

- 11.08 On the request of either party, the parties shall meet at least once every 2 months until this agreement is terminated, for the purpose of discussing issues relating to the workplace that affect the parties or any employee bound by this agreement, as required by S.53 of the Labour Relations Code. The purpose of this committee is to promote the co-operative resolution of workplace issues, to respond and adapt to changes in the economy, to foster development of work related skills, and to promote workplace productivity.

Article 12 - SAFETY AND HEALTH

- 12.01 The Company shall make reasonable provision for the safety and health of all employees during the hours of their employment. Protective equipment and safety devices required by the WorkSafe

B.C., or health authorities, shall be provided by the Company and shall be worn or used by the employees.

12.02 The parties shall establish and maintain a joint safety committee in accordance with WorkSafe B.C. regulations. One company committee member and one Union committee member shall be involved in accident investigations.

Article 13 - BENEFITS

13.01 Benefit coverage under the Company benefits program is subject to the terms and conditions of the plans or insurance policies. Any disputes regarding the payment of benefits are a matter between the employee and the insurance carrier, and are not subject to the grievance and arbitration articles of this collective agreement. A booklet describing the benefit plans will be provided to all eligible employees.

13.02 Employees are eligible for coverage under the plan after completion of the probationary period.

13.03 It is not intended that an employee receive wage loss payment from more than one source for the same period, which exceeds 100% of normal wages. It is understood that in those situations, the insurance carrier may recover amounts in excess of 100% in accordance with the subrogation provisions of the plan.

13.04 Long Term Disability, Life Insurance and Accidental Death and Dismemberment plans are provided for all eligible employees. Participation in these plans is a condition of employment. The Company will pay 100% of the cost of providing the Life insurance and Accidental Death and Dismemberment Plans. Employees will pay 100% of the premium cost of the Long Term Disability Plan.

13.05 Participation in the Extended Health (including Vision), and Dental plan is voluntary. Employee's wishing to participate will pay 25 % of the premium costs for these plans.

- 13.06 The Company shall pay 100% of the premiums required for coverage under the British Columbia Medical Services Plan (MSP) for all eligible employees. This provision is subject to the condition that coverage for the employee and the employee's family is not available through the employee's spouse's plan at another place of employment.
- 13.07 Employees away from work for any reason are required to forward the required premiums for the benefit plans. In the event that premium contributions are more than three pay periods in arrears the employee's benefit coverage may be cancelled.
- 13.08 Benefits shall continue for all employees on approved leaves or extended disability for a period of 12 months from the date the absence from work commenced.

ABUSE OF BENEFITS


- 13.09 Misrepresentation in connection with any of the benefits shall be grounds for discipline, including dismissal.

Article 14 -DURATION OF AGREEMENT


- 14.01 This agreement shall take effect as of the 11th day of December 2009 and shall remain in force until the 10th day of December 2014 and from year to year thereafter, provided that written notice to commence collective bargaining may be given by either party within 90 days of December 10th, 2014, or the 10th day of December in any year thereafter.
- 14.02 During any period of negotiations following notice to commence collective bargaining, this agreement shall remain in full force and effect.
- 14.03 The operation of section 50(2) and (3) of the Labour Relations Code are specifically excluded.

DATED AT LANGLEY, B.C. THIS 11th DAY OF DECEMBER 2009.

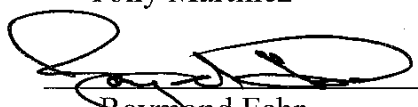
FOR THE COMPANY:



Greg Whalley

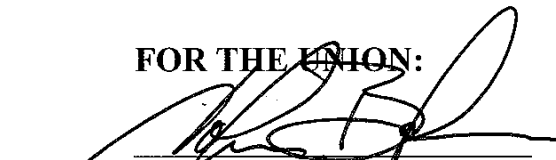


Tony Martinez

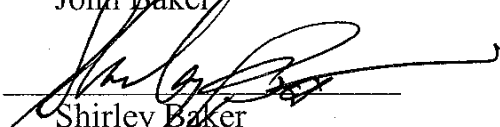


Raymond Fehr

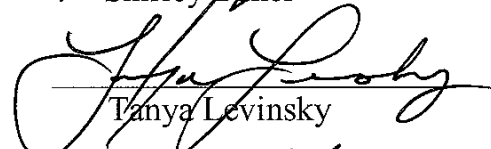
FOR THE UNION:



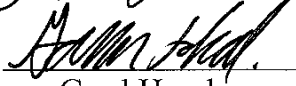
John Baker



Shirley Baker



Tanya Levinsky



Gord Hood

APPENDIX A

DEPARTMENTS AND JOB CLASSIFICATIONS

a) The Company recognizes the value of a skilled and motivated workforce. Whenever possible, employees will be provided with the opportunity to acquire training and skills in job classifications of interest to them.

(b) When the Company determines a need for additional employees in any job classification, it shall, subject to the needs of the business, present these opportunities to existing employees who:

1. Have expressed to the plant manager that they are interested in working in that job classification.
2. Have accepted temporary transfers to jobs in that job classification in order to acquire or improve the required skills, and to demonstrate their willingness and ability to learn the required duties.
3. All of the above being equal, seniority shall prevail in assigning the job.

(c) On the Job Training

When an employee agrees to on the job training for a higher rated job classification, the employee may be paid at a rate that is less than the posted rate. The employee's wages shall progressively increase to the posted rate as the employee acquires the required skills. In the event that the employee ultimately fails to qualify, they will be reassigned to a job classification where they are fully qualified.

PORK KILL DEPARTMENT

Level 1 Skilled Meat Cutter (Kill Floor)

Employees must be qualified as a level 2 employee (kill floor), **and** be able to perform all of the following jobs at line speed.
Gam, open brisket/pull tongue, splitting saw, held rail, head boning, head skinning, drop bung, gut.

Level 2 Semi-Skilled Meat Cutter (Kill Floor)

Employees must be able to perform at least 3 of the following jobs at line speed.

stick hogs, shave hogs, break heads, stick wound removal, offal harvest, heart- valve harvest.

Level 3 Kill Floor Duties - General

drover, stun/shackle, toenail removal, burner, bung gun, hog scale/probe, leaf lard removal, scrape/stamp carcasses, push carcasses, offal cleaning, packer/scale operator.

Level 4 Kill Floor labourer.

PORK CUT DEPARTMENT

Level 1 Skilled Meat Cutter (Pork Cut)

Employees must be qualified as a level 2 employee (Pork Cut), **and** be able to perform all of the following jobs at line speed. Lift neck bones, trim loins and butts, bone all primal and sub-primal pork cuts to specification.

Level 2 Semi-Skilled Meat Cutter (Pork Cut)

Employees must be able to perform at least three of the following jobs at line speed. jowl removal/dunseth blade, remove hind leg, bone picnics, bone buckeyes, staged boning,

Level 3 Pork Cut General

Weigh/push carcasses, tail and flank removal, band saw, skinner, loin puller operator, jowl trim, back fat trim, whizard knife, pull side ribs, scale operator, stack boxes, COV & CVP machine, Injector,

Level 4 Pork Cut labourer.

Shipping

Proficient at and licensed to operate lift trucks, high lift, forklift.

Sanitation

WHMIS trained, trained in cleaning procedures and chemical usage.

Drivers

Driver 1 Class 1 license

Driver 2 Class 5 license with air ticket

Maintenance

Certified Tradesmen (in trades required by the Company)

4TH Class Power Engineer

Maintenance Helper

Certified Tradesmen with a combination of experience, skills, and certifications may be paid at rates in excess of the posted rate.

Quality Assurance

Knowledge of Company HACCP plan. Trained in Food Safe and Quality Assurance practices.

Job Rotation

All employees are required to acquire skills in all jobs in their classification in order to facilitate job rotation.

APPENDIX B -WAGE RATES

A. Start Rate

All new employees shall be paid a start rate equal to the greater of:

- a) \$10.50 per hour
- b) \$3.00 per hour less than the job classification into which they have been hired.

Employees will progress to the wage rate of their job classification over a two-year period. Increases will be made every six months in an equal amount. Progression to the job classification rate is to be earned at work; absence from work due to layoff, leave of absence, or absences due to sickness or accident totaling more than 240 hours will not count as time worked for purposes of wage progression.

B. Year End Bonus

All employees who have completed their probationary period as of December 15 in any year of this contract shall receive a Year End Bonus payable on the last business day before December 25th. The payment shall be the sum of two parts.

Part 1: Fixed Rate Bonus

A dollar amount equal to the sum of the employee's regular and overtime earnings as at the end of pay period 25, multiplied by 1.25%

Part 2: Discretionary Bonus

A discretionary bonus may be paid to employees based on the performance of the Company and the employee's contribution to the Company's success. The criteria used to determine this discretionary bonus will include:

- Workmanship and attention to detail
- Cost saving initiatives
- Creative problem solving, and efforts to improve quality
- Teamwork and cooperation
- Attention to workplace safety, and food safe practices

C. Wage Adjustment

	Pay Period 25 2009	Pay Period 25 2010	Pay Period 25 2011	Pay Period 25 2012	Pay Period 25 2013
Level 1	\$18.00	\$18.00	\$18.14	\$18.14	\$18.27
Level 2	\$16.25	\$16.25	\$16.37	\$16.37	\$16.49
Level 3	\$13.75	\$13.75	\$13.85	\$13.85	\$13.96
Level 4	\$11.50	\$11.50	\$11.59	\$11.59	\$11.67
Shipping	\$16.25	\$16.25	\$16.37	\$16.37	\$16.49
Sanitation	\$14.50	\$14.50	\$14.61	\$14.61	\$14.72
Driver 1	\$19.00	\$19.00	\$19.14	\$19.14	\$19.29
Driver 2	\$18.00	\$18.00	\$18.14	\$18.14	\$18.27
Certified Tradesmen	\$24.50	\$24.50	\$24.68	\$24.68	\$24.87
4th Class Power eng.	\$19.00	\$19.00	\$19.14	\$19.14	\$19.29
Maintenance Helper	\$16.50	\$16.50	\$16.62	\$16.62	\$16.75
Quality Assurance	\$13.75	\$13.75	\$13.85	\$13.85	\$13.96
Lead Hands	\$19.50	\$19.50	\$19.65	\$19.65	\$19.79

APPENDIX C - MONTHLY ATTENDANCE BONUS

An attendance bonus of \$40 per pay period will be paid to all employees. To qualify, employees must have perfect attendance for the pay period – no absenteeism or lateness.

Vacations, approved leaves of absence and absences while on a WorkSafe B.C. claim will be prorated.

Probationary employees will qualify the first month after completion of their probationary period.

APPENDIX D - R.R.S.P.

If an employee elects to participate in the RRSP, the Company will match the contribution of the employee every pay period according to follow table and the following conditions:

<u>Company Service</u>	<u>Company Contribution per pay period</u>	<u>Maximum per year</u>
12 to 36 months	\$23.10	\$600.00
36 to 60 months	\$33.00	\$858.00
60 to 84 months	\$40.70	\$1,058.20
84 months plus	\$50.60	\$1,315.60

To be eligible for matching payments, employees must have completed one year's service, and must be actively at work during the pay period. If an employee withdraws cash from the RRSP, they will be ineligible for the matching payment for 2 years.

