

Memorandum of Agreement

-between-

**Compass Group Canada Ltd.  
CHARTWELLS  
At  
Langara College Cafeteria**

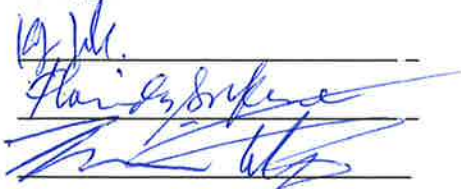
-and-

**Canadian Union of Public Employees  
Local 15**

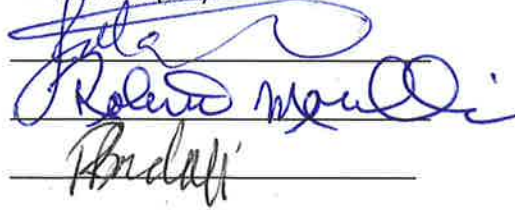
- 1) The parties agree that the following document, including the attached Agreed Items as of March 31, 2016, constitutes full and final settlement of all matters in dispute between them in regards to negotiation of the Collective Agreement between the parties that expired March 31, 2016.
- 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.
- 3) Unless a matter is specifically indicated as becoming effective on another date, all provisions of this memorandum shall become effective on the date of ratification. All matters will be retroactive where such retroactivity is specifically referenced in this Memorandum.
- 4) This agreement shall be effective from April 1, 2015-March 31, 2019
- 5) The Union agrees to unanimously recommend this settlement for ratification as full and final settlement of all matters in dispute.

Agreed to and signed at Vancouver, BC this 31<sup>th</sup> day of March 2016

For the Union

  
\_\_\_\_\_  
\_\_\_\_\_

For The Company

  
\_\_\_\_\_  
\_\_\_\_\_

## **Article 2- Union Membership and Dues**

2.1.10 Add new: Once per year, on or about January 1, the Employer shall provide an updated seniority list to the Union and make such list available to the Employees upon request.

## **Article 6- Hours of Work, Scheduling and Overtime**

6.4.2 Change 22 hours to 2 ½ hours (housekeeping)

6.4.5 b) change 2 hours to ½ hour (housekeeping)

## **Article 9- Statutory Holidays**

9.1.1 Add Family Day

9.1.2 Floater Days

Amend as follows:

Provided an employee has at least one (1) year of continuous service, and has received approval in advance from Management as the day to be taken, then:

One (1) floater day will be added to the named days above.

All requests for the floater day shall be in writing and must be made at least two (2) weeks prior to the schedule being posted.

The Floater day must be used during the fiscal year (October 1 to September 30) unless agreed to in writing between the Employee and Manager.

## **Article 13- Paid Sick Days**

13.7.5 An employee may be required to produce a note from a medical practitioner for any illness, certifying that they were absent due to illness.

Any medical certificate required by the Employer to justify a period of absence due to illness shall be reimbursed up to the amount of twenty five (25) dollar by the Employer upon proof of payment.

13.7.7 If at the end of the calendar year an employee has used no sick days in the previous year, he or she will be entitled to one (1) additional "floater day" in the following year, as set out in Article 9.1

## **Article 15- Other Matters**

### **15.1.5 Add new:**

**Shoe Allowance:** Employees who have passed their probation shall receive an allowance for CSA approved, non-slip shoes of up to twenty five (\$25.00) each year starting September 1, 2016. Such allowance will be on a reimbursement basis and employees shall produce an original receipt in order to collect payment.

### **Work Clothes, Safety Equipment, Tools**

**Not to be included in the CBA:** The Employer shall make available a jacket or sweater for employees required to perform work that exposes them to cold conditions such as freezers or coolers.

### **Letters of understanding**

Do not renew: specific to the last round of bargaining

**Appendix "A"**

Amend as follows:

<b>1-Apr-15</b>		
<b>Classification</b>	<b>Start Rate</b>	<b>After 12 Months</b>
<b>General Help</b>	<b>\$11.96</b>	<b>\$13.21</b>
<b>Cashier/Specialty Server</b>	<b>\$13.19</b>	<b>\$14.44</b>
<b>Baker/Short Order</b>	<b>\$13.24</b>	<b>\$14.49</b>
<b>Cook</b>	<b>\$16.32</b>	<b>\$17.60</b>

<b>1-Apr-17</b>		
<b>Classification</b>	<b>Start Rate</b>	<b>After 12 Months</b>
<b>General Help</b>	<b>\$12.26</b>	<b>\$13.51</b>
<b>Cashier/Specialty Server</b>	<b>\$13.44</b>	<b>\$14.69</b>
<b>Baker/Short Order</b>	<b>\$13.54</b>	<b>\$14.79</b>
<b>Cook</b>	<b>\$16.57</b>	<b>\$17.85</b>

<b>1-Apr-18</b>		
<b>Classification</b>	<b>Start Rate</b>	<b>After 12 Months</b>
<b>General Help</b>	<b>\$12.61</b>	<b>\$13.86</b>
<b>Cashier/Specialty Server</b>	<b>\$13.79</b>	<b>\$15.04</b>
<b>Baker/Short Order</b>	<b>\$13.89</b>	<b>\$15.14</b>
<b>Cook</b>	<b>\$16.92</b>	<b>\$18.20</b>