

COLLECTIVE AGREEMENT

Between

ARAMARK CANADA LTD.

Vancouver Refreshment Services
(hereinafter referred to as “the Employer”)

And



**UNITED FOOD AND COMMERCIAL WORKERS UNION,
LOCAL NO. 247**

Chartered by the United Food and Commercial
Workers International Union, AFL-CIO, CLC
(hereinafter referred to as “the Union”)

FIRST PRINTING

Errors and Omissions Excepted

TERM OF AGREEMENT

April 8, 2019 - April 7, 2022

Dear Member:

This is your Union Collective Agreement. It represents the progress and efforts of many years of negotiations. Please read it and make sure you are receiving the benefits to which you are entitled.

Only by insisting on your rights, and refusing to let anyone abrogate them, can the Agreement be kept strong and meaningful. Any abuse of the Collective Agreement tends to undermine and weaken it.

Let's respect the Agreement; let's keep it strong and meaningful.

Make full use of your Shop Stewards.

SUZANNE HODGE

President

DAN GOODMAN

Secretary-Treasurer

CONTENTS

ARTICLE 1 - DEFINITION	2
1.01 (A) EMPLOYEE.....	2
(B) PROBATIONER.....	2
(C) SENIORITY	2
(D) OVERTIME.....	2
1.02 EMPLOYEES OUTSIDE THE BARGAINING UNIT	3
1.03 NUMBER AND GENDER	3
ARTICLE 2 - RELATIONSHIP	3
2.01 BARGAINING AGENT.....	3
2.02 NO DISCRIMINATION	4
2.03 BULLETIN BOARDS	4
2.04 NO STRIKE OR LOCKOUT.....	4
2.05 WORK PERFORMED - MEMBERS OF THE BARGAINING UNIT	4
2.06 UNION REPRESENTATIVE	5
ARTICLE 3 - MANAGEMENT FUNCTIONS	5
3.01 MANAGEMENT FUNCTIONS	5
ARTICLE 4 - UNION SHOP AND DEDUCTION OF DUES.....	7
4.01 CONDITIONS OF EMPLOYMENT	7
4.02 DEDUCTION OF DUES	7
4.03 INDEMNIFICATION FROM LIABILITY.....	8
ARTICLE 5 - SHOP STEWARDS	9
5.01 UNION NOTIFICATION	9
5.02 EMPLOYMENT DUTIES	9
5.03 NO LOSS OF PAY.....	9
ARTICLE 6 - GRIEVANCE PROCEDURE	10
6.01 (A) DEFINITION OF GRIEVANCE	10
6.07 MONETARY SETTLEMENTS	12

ARTICLE 7 - ARBITRATION.....	12
ARTICLE 8 - SENIORITY	14
8.01 SENIORITY LIST	14
8.02 LOSS OF SENIORITY.....	14
8.03 NOTICE OF EMPLOYMENT CHANGES	15
ARTICLE 9 - LAYOFF AND RECALL	16
9.01 LAYOFF AND RECALL PROCEDURES.....	16
9.02 LAYOFF NOTICES TO UNION OFFICE	16
9.03 LAYOFF NOTICE TO EMPLOYEES	16
ARTICLE 10 - JOB POSTING.....	17
10.01 VACANCIES POSTED.....	17
10.02 LENGTH OF SERVICE.....	18
10.03 SUBMITTED APPLICATIONS.....	18
10.04 SELECTION OF APPLICATIONS WITHIN TWO WEEKS	18
10.05 TRIAL PERIOD ON POSTED JOB.....	18
ARTICLE 11 - DISCIPLINE AND DISCHARGE	19
11.01 DISCIPLINARY NOTICES.....	19
11.02 PAYMENT OF MONIES OWING	19
11.03 DISCHARGE SUBJECT TO GRIEVANCE PROCEDURE	20
11.04 TIME LIMITS.....	20
11.05 DISCHARGE CASES.....	20
11.06 DISCIPLINARY INTERVIEWS	20
ARTICLE 12 - LEAVE OF ABSENCE	21
12.01 LEAVE OF ABSENCE	21
12.02 LEAVE WHEN APPOINTED TO UNION OFFICE	22
12.03 LEAVE TO ATTEND LABOUR CONVENTIONS.....	22
12.04 COMPANY TO RECEIVE NOTICE REGARDING UNION LEAVE	22
12.05 (A) MATERNITY LEAVE	23
(B) PARENTAL LEAVE:	24
(D) BENEFITS DURING MATERNITY OR PARENTAL LEAVE	26

12.06	BEREAVEMENT LEAVE	26
12.07	JURY DUTY	27
12.08	PATERNITY LEAVE	28
12.09	EDUCATION LEAVE	29
ARTICLE 13 - STATUTORY HOLIDAYS		29
ARTICLE 14 - ANNUAL VACATION		31
ARTICLE 15 - HOURS OF WORK AND OVERTIME.....		35
15.01	NORMAL WORK DAY AND WORK WEEK	35
15.02	CONSECUTIVE DAYS OFF	36
15.03	STARTING TIMES AND LUNCH PERIODS	36
15.04	OVERTIME - STANDARD HOURS OF WORK.....	36
15.05	OVERTIME - STANDARD WORK DAY	37
15.06	OVERTIME - SATURDAY AND SUNDAY	37
15.07	OVERTIME PROCEDURES	38
15.08	BANKED OVERTIME.....	38
15.09	MINIMUM DAILY PAY.....	39
15.10	ALARM RESPONSE	39
15.11	REST PERIODS.....	39
15.12	EXTRA SHIFT	40
15.13	OVERNIGHT TRAVEL	40
ARTICLE 16 - HEALTH AND WELFARE		41
16.01	HEALTH AND WELFARE BENEFITS.....	41
16.02	GROUP INSURANCE	41
16.03	DENTAL	42
16.04	WAGE CONTINUATION	42
(A)	SICK DAY ENTITLEMENT	42
(B)	SHORT TERM DISABILITY	42
(C)	LONG TERM DISABILITY.....	43
16.05	MEDICAL SERVICES PLAN	43
16.06	PENSION PLAN	43
16.07	PREMIUM REDUCTION	43

16.08	VISION CARE	44
ARTICLE 17 - WAGES.....		44
17.01	EMPLOYEES TEMPORARILY PLACED ON ANOTHER JOB	44
17.02	JOB CLASSIFICATION	45
17.03	WAGES PAID BI-WEEKLY.....	45
17.04	SCHEDULE A	45
17.05	TRAINING ALLOWANCE	46
ARTICLE 18 - SEVERANCE PAY		46
18.01	SCALE OF SEVERANCE PAY	46
18.02	SEVERANCE PAY UPON RESIGNATION	46
18.03	SEVERANCE PAY UPON RETIREMENT.....	46
ARTICLE 19 - LABOUR DISPUTES		47
19.01	LABOUR DISPUTES.....	47
ARTICLE 20 - SAFETY AND HEALTH.....		47
20.01	PROVISIONS FOR SAFETY AND HEALTH	47
20.02	SAFETY COMMITTEE AND FIRST AID.....	47
ARTICLE 21 - UNIFORMS		48
21.01	UNIFORMS PROVIDED.....	48
21.02	UNIFORMS REQUIRED.....	48
21.03	UNIFORMS TERMINATING EMPLOYMENT	48
21.04	UNIFORM CARE AND MAINTENANCE	49
21.05	SHOE ALLOWANCE	49
ARTICLE 22 - GENERAL.....		50
22.01	HANDLING OF MONIES	50
22.02	CONFLICT OF INTEREST.....	50
22.03	PYRAMIDING.....	51
22.04	EMPLOYMENT STANDARDS ACT.....	51
22.05	VERBAL AGREEMENT WITH EMPLOYER	51
22.06	TIME OFF TO VOTE.....	52

22.07	RETURN TO WORK AFTER DISABILITY OR COMPENSATION	52
22.08	HARASSMENT	52
ARTICLE 23 - DURATION OF AGREEMENT		53
ARTICLE 24 - HEALTH AND SAFETY		54
24.01	PROMOTION OF SAFE WORK HABITS	54
24.02	EMPLOYEE SAFETY	54
24.03	EMPLOYER RESPONSIBILITIES	54
24.04	EMPLOYEE RESPONSIBILITIES.....	55
APPENDIX "A"		57
WAGES	57
REFRESH PLUS-VENDING & OCS.....		57
CSA	57
WAREHOUSE	57
LEAD SERVICE.....		57
SERVICE TECH.....		57
JUNIOR SERVICE TECHNICIAN/ RELIEF REFRESH PLUS.....		58
ROUTE SALES REPRESENTATIVE (R.S.R).....		58
APPENDIX "B"		60
1. EXPEDITED ARBITRATION		60
LETTER OF UNDERSTANDING #1		64
RE: RELIEF EMPLOYEES.....		64
LETTER OF UNDERSTANDING #2		66
RE: ALCOHOL AND DRUG ABUSE		66
LETTER OF UNDERSTANDING #3		67
RE: ROUTE SALES REPRESENTATIVE (R.S.R.)		67
LETTER OF UNDERSTANDING #4		69
RE: DRIVERS' ABSTRACTS		69
LETTER OF UNDERSTANDING #5		70

RE: GRANDFATHERED PREMIUMS..... 70

LETTER OF UNDERSTANDING #6 71

RE: CURRENT R.S.R. EMPLOYEES..... 71

LETTER OF UNDERSTANDING #7 72

RE: DOMESTIC VIOLENCE..... 72

COLLECTIVE AGREEMENT

BETWEEN

ARAMARK CANADA LTD.,

Vancouver Refreshment Services
(hereinafter referred to as "the Employer")

- and -

**UNITED FOOD AND COMMERCIAL WORKERS UNION,
LOCAL 247,**

Chartered by the United Food and Commercial Workers
International Union, AFL-CIO, C.L.C.
(hereinafter referred to as "the Union")

WHEREAS the general purpose of this Agreement is to establish mutually satisfactory relations between the Employer and its employees at the described unit and to provide guidelines for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions for all employees who are subject to the provisions of this Agreement.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1 - DEFINITION

1.01 (A) EMPLOYEE

The term "employee" as used in this Agreement includes all employees of the Employer as defined herein who are paid on an hourly basis, except as specified in Article 1.02.

(B) PROBATIONER

Employees shall be considered to be probationary employees until they have worked sixty (60) days. During the probationary period they will not be entitled to seniority and may be terminated by the Employer by reason of being unsuitable for further employment. The reasons for termination shall be made known to the Union upon request.

(C) SENIORITY

The term "seniority" shall mean the length of continuous service from the last date of hire with the Employer within the bargaining unit.

(D) OVERTIME

For the purpose of Article 15.07 overtime shall mean:

- (i) Hours worked beyond the standard work day.
- (ii) Hours worked beyond the standard work week.

1.02 EMPLOYEES OUTSIDE THE BARGAINING UNIT

The foregoing Article 1.01 of this Article shall not apply to those employees excluded by the Labour Code of British Columbia.

1.03 NUMBER AND GENDER

Whenever the male gender is used it shall also apply to the female gender and whenever singular is used it shall also apply to plural and vice versa.

ARTICLE 2 - RELATIONSHIP

2.01 BARGAINING AGENT

The Employer recognizes the Union as the exclusive Bargaining Agent for employees and categories of employees referred to in the certificate of bargaining authority held from time to time by the Union and agrees to negotiate with the Union and/or an appointed Representative looking toward a peaceful and amicable settlement of any differences that may arise between the Employer and the Union.

2.02 NO DISCRIMINATION

There shall be no discrimination against any employee because of Union activities.

2.03 BULLETIN BOARDS

The Employer will make space available on the bulletin boards for the purpose of posting notices of Union meetings, the seniority list, and a copy of the Collective Agreement. All other material is to be authorized by the manager prior to posting.

2.04 NO STRIKE OR LOCKOUT

The Employer agrees that there shall be no lockout of employees, complete or partial during the term of this Agreement, and the Union agrees that there shall be no strike or slowdown either complete or partial while this Collective Agreement is in effect.

2.05 WORK PERFORMED - MEMBERS OF THE BARGAINING UNIT

No work shall be performed within the bargaining unit by persons outside the bargaining unit except in the event of an emergency or for the purpose of training and/or instructions, product testing and development, and in cases due to absenteeism or immediate need. The Shop Steward will be informed of the reasons or

conditions that would cause Management to perform the work.

2.06 UNION REPRESENTATIVE

A duly authorized Representative(s) of the Union upon request to and agreement by management, shall have access to the plant during working hours for the purpose of assessing whether this Agreement is being properly observed. Such visitations shall not interfere with the scheduled activities of the location.

ARTICLE 3 - MANAGEMENT FUNCTIONS

3.01 MANAGEMENT FUNCTIONS

The Union acknowledges and agrees that the Employer shall continue to reserve all the rights, power, and authority to manage its operation and business and to direct the working forces except as otherwise abridged or surrendered by the expressed provisions of this Agreement. Without restricting the generality of the foregoing, the exercise of such rights by the Employer shall include:

- (a) To maintain order, discipline, and efficiency;
- (b) To hire, direct, discharge, classify, transfer, lay-off, recall, and suspend or otherwise discipline

employees except at a claim by an employee that he/she has been discharged or disciplined without reasonable cause, or improperly classified, transferred, laid off, or recalled may be the subject of a grievance and dealt with in accordance with the grievance procedure as set out in Article 6;

- (c) To make, enforce, and revise from time to time rules and regulations relating to discipline, safety, and the general conduct of the employees. In this regard, the Employer will advise the Union of any new rules at least five (5) working days prior to the implementation of such new rules;
- (d) To determine the number of personnel required from time to time, the standards of performance of employees, the schedules of work, schedules of vacations, the services to be performed, the methods, procedures, machinery, and equipment in connection therewith, and the extension, limitation, curtailment, or cessation of operation.

3.02 The Employer agrees that these functions will be exercised in a manner not inconsistent with the other provisions of this Agreement.

ARTICLE 4 - UNION SHOP AND DEDUCTION OF DUES

4.01 CONDITIONS OF EMPLOYMENT

Upon completion of thirty (30) days service with the Employer, all employees shall, as a condition of employment, become and remain active members of the Union. It is agreed that the Employer shall distribute a Union application form for membership, such forms to be forwarded to the Union office when completed and signed.

The Employer agrees to provide each new employee, at the time of employment, with material outlining to the employee, their responsibility in regard to Union membership as supplied by the Union and to provide the Union, in writing, with the name, address and mobile phone number of each employee to whom they have presented the material, along with the employee's date of hire, contents of the material to be such that it is acceptable to the Employer.

4.02 DEDUCTION OF DUES

Upon the request in writing of any employee, the Employer agrees to deduct each month, out of the wages due to such employee, the monthly Union Dues, Assessments, and any special levies of such employee, such Union Dues deducted to be indicated on the

employee's T-4 Slip. All Union Dues and special levies so deducted shall be remitted by the Employer to the Secretary-Treasurer of the Union before the first day of the month following the month in which the deductions were made, if possible, but in no event later than the tenth (10) day following the month in which the deductions were made.

Any changes to the union dues formula must be forwarded to the Labour Relations Department. A minimum of thirty (30) days is required to make any changes.

4.03 INDEMNIFICATION FROM LIABILITY

The Union shall indemnify and save the Employer harmless from any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Employer in making the deductions provided for in Article 4.

It is the responsibility of the employee to maintain active membership as outlined in the International Constitution and the Local Union Policy.

4.04 The Union will provide copies to the Employer, and the Employer shall provide all new employees with a copy of the current collective agreement.

ARTICLE 5 - SHOP STEWARDS

5.01 UNION NOTIFICATION

The Union shall keep the Employer notified in writing of the name of the stewards and the effective date.

5.02 EMPLOYMENT DUTIES

It is understood that the steward has his/her regular work to perform and if it is necessary to serve a grievance during working hours, he/she will not leave his/her work without first obtaining permission from their supervisor. When returning to his/her regular work he/she will so advise his/her Superior.

5.03 NO LOSS OF PAY

In accordance with the understanding of Clause 5.02 above, the steward will be compensated for reasonable time spent during his/her working hours in processing of grievances up to a maximum of one (1) hour in any one (1) week.

ARTICLE 6 - GRIEVANCE PROCEDURE

6.01 (A) DEFINITION OF GRIEVANCE

A grievance is a difference arising out of the interpretation, application, operation or any contravention or alleged contravention of this Agreement.

(b) It is the mutual desire of the parties that complaints of employees shall be adjusted as quickly as possible and it is generally understood that an employee has no grievance until he/she has first given his/her immediate supervisor an opportunity of adjusting the complaint.

6.02 If an employee has any complaint or question which he/she wishes to discuss with the Employer the employee may alone, or with the assistance of his/her steward, discuss the matter with the employee's immediate supervisor.

6.03 If such complaint or question is not settled to the satisfaction of the employee concerned, the following steps of the grievance procedure may be invoked. Time constraints in the grievance procedure extended by mutual agreement.

STEP #1: Grievances must be submitted to the Employer within ten (10) working days of the alleged occurrence said to have caused the grievance. The General Manager or his/her designated representative shall give his/her reply in writing within ten (10) working days

STEP #2: If such reply is not satisfactory, the union may forward the grievance in writing to the Regional Manager or his/her designated representative within five (5) days of the Step #1 reply. The Regional Manager or his/her designated representative shall reply within five (5) days.

6.04 If the grievance is not settled, either party may submit the grievance to Arbitration as outlined in Article 7 or Letter of Understanding #1.

6.05 Policy grievances between the Employer and the Union shall be reduced to writing and submitted at Step #1 of the grievance procedure.

6.06 In determining the time limits in this clause, Saturdays, Sundays, and Statutory Holidays shall be excluded.

6.07 MONETARY SETTLEMENTS

The Employer will make every attempt to pay out monetary grievances by the next pay period, but this does not preclude the parties from making other arrangements in dealing with the grievance.

ARTICLE 7 - ARBITRATION

- 7.01 The Parties agree that Expedited Arbitration as defined in Appendix C may be used as an alternative to the arbitration procedures noted in the Collective Agreement.
- 7.02 Request for arbitration must be submitted within ten (10) days after the grievance was dealt with as outlined in Step #2 of the grievance procedure.
- 7.03 When either party requests that a grievance be submitted to arbitration they shall make such request in writing addressed to the other party to this Agreement. This notice shall contain the name of the nominee to the Arbitration Board of the party requesting arbitration. The recipient of the notice shall within five (5) days after receiving the notice advise the other party of the name of its nominee to the Arbitration Board. The two (2) nominees shall within a

period of fifteen (15) days select a chairperson. If they are unable to agree upon a chairperson they may request the Labour Board to appoint a chairperson.

- 7.04 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 7.05 Each of the parties shall bear the expense of their nominee and shall jointly bear the expense of the chairperson.
- 7.06 No matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure.
- 7.07 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement or alter, modify, or amend any part of this Agreement.
- 7.08 The parties may mutually agree that a sole arbitrator shall be appointed in place of the Board of Arbitration. The sole arbitrator shall have the same powers as the Board of Arbitration and the parties shall jointly bear the expense of the sole arbitrator.

ARTICLE 8 - SENIORITY

8.01 SENIORITY LIST

There shall be a seniority list for the bargaining unit which shall indicate the name, classification and the most recent date of hire by the Employer.

The Employer shall forward a seniority list to the Union every six (6) months.

8.02 LOSS OF SENIORITY

An employee shall lose seniority and be deemed terminated if the employee:

- (a) voluntarily quits or resigns;
- (b) is discharged;
- (c) fails to return to work upon completion of an authorized leave of absence, unless a reason satisfactory to management is given by the employee;
- (d) has been out of employment of the Employer for a period of six (6) consecutive months or longer without leave of absence, or;

- (e) fails to signify his/her willingness to return to work within three (3) days after being recalled or fails to report for work within five (5) days after agreeing to a recall;
- (f) is absent from work for three (3) days or more without having obtained an authorized leave of absence;
- (g) fails to return to work following an illness or accident after the Employer has been notified by the employees doctor or Workers' Compensation that the employee is able to return to work.

It is agreed that employees laid off are subject to recall providing they keep the Employer informed of their current address and telephone number. The Employer shall forward a registered letter to the last known address, and if the employee fails to report for work, such employee shall forfeit all seniority rights.

8.03 NOTICE OF EMPLOYMENT CHANGES

Names of employees covered by this Agreement hired, transferred or discharged and of employees who have left the employ of their own accord, shall be submitted to the Union Office as changes occur.

ARTICLE 9 - LAYOFF AND RECALL

9.01 LAYOFF AND RECALL PROCEDURES

In the event of a reduction in the work force, the most junior employee within the classification shall be the first to be laid off, provided the employees retained within the classification have the qualifications and ability to perform the remaining work.

When deemed necessary, the Employer will deliver an appropriate training to assist employees with integration into an alternative classification.

An employee who is transferred to a new classification as a result of a layoff shall be paid the rate for the job to which he/she is transferred.

9.02 LAYOFF NOTICES TO UNION OFFICE

A written copy of all placements, notifications of layoffs and actual layoffs shall be forwarded to the Union office. The Employer will advise the Union when laid off employees have regained regular employment.

9.03 LAYOFF NOTICE TO EMPLOYEES

One (1) week's notice or pay in lieu of notice, shall be given to employees (other than probationary employees) should any layoffs which is greater than

one (1) week become necessary, but an employee may be discharged for cause without notice and with wages to date of discharge.

9.04 The affected employee(s) may exercise one of the following options:

(a) Accept the lay-off

OR

(b) Bump the least senior employee provided they have the qualifications, skills, and ability and can meet the job description requirements to perform the available work with a short familiarization period.

Each employee receiving a notice of lay-off will have two (2) working days to inform management in writing of their choice of (a) or (b).

ARTICLE 10 - JOB POSTING

10.01 VACANCIES POSTED

All vacant and all new positions shall be posted on the bulletin board for a period of five (5) working days.

10.02 LENGTH OF SERVICE

Length of service shall be the governing factor in job awards, providing the employee has the skill, ability and qualifications necessary to perform the job.

10.03 SUBMITTED APPLICATIONS

All applications must be submitted to the immediate supervisor in writing.

10.04 SELECTION OF APPLICATIONS WITHIN TWO WEEKS

Unless there are unforeseen circumstances the Employer's decision on the posted position shall be made known within two (2) weeks from the date of posting.

10.05 TRIAL PERIOD ON POSTED JOB

Employees who receive posted job awards as outlined in Article 10 will be on trial for a period not exceeding forty-five (45) days worked. When circumstances require an extension to the trial period, it shall be extended by up to a maximum of forty-five (45) days worked, by mutual agreement. In the event that an employee does not demonstrate his/her ability to perform the work to the Employer standards, or is dissatisfied with the job award, the employee shall be transferred back to his/her former position and rate of

pay. The resulting vacancy shall be posted. The employee holding the incumbent's position on the reversion shall also return to his/her previous position.

- 10.06 An employee who is promoted out of the bargaining unit will retain his/her seniority for one (1) month. If the employee returns to the Bargaining Unit within that period he/she shall be transferred back to his/her former position and rate of pay. The employee holding the incumbent's position on the reassertion shall also return to his/her previous position.

ARTICLE 11 - DISCIPLINE AND DISCHARGE

11.01 DISCIPLINARY NOTICES

Disciplinary notices against employees shall be stricken from the employees' record eighteen (18) months from the date of issue, providing that no other instance of disciplinary action has been recorded during that period of a same or similar nature.

11.02 PAYMENT OF MONIES OWING

Any discharged employee must be paid in full all wages owed to him/her by the Employer, included earned vacation pay, if any, as soon as possible from the date of discharge.

11.03 DISCHARGE SUBJECT TO GRIEVANCE PROCEDURE

A claim by an employee that he/she has been discharged from his/her employment without reasonable cause, shall be considered a grievance to be submitted in writing as Step 2, in accordance with Article 6 of this Collective Agreement, within five (5) days from the date of discharge.

11.04 TIME LIMITS

In determining the time limits of this Article, Saturdays, Sundays, and Statutory Holidays shall be excluded.

11.05 DISCHARGE CASES

If an employee is discharged, laid off, or suspended from employment and such employee alleges that he/she has been unjustly dealt with, such discharge, layoff, or suspension shall constitute a matter to be taken up under the method of adjusting grievances herein provided.

11.06 DISCIPLINARY INTERVIEWS

1) An employee who is called into a meeting that could reasonably result in a written warning or more serious discipline will be advised of her/his right to have a Union Steward present. Any written

discipline arising from said meeting will be provided to the Union and the employee.

- 2) If a difference arises between the Employer and an employee, or between the Employer and the Union, concerning the interpretation, application, operation or any alleged violation of the agreement, the employee(s) shall continue work in accordance with the agreement until the difference is settled.

ARTICLE 12 - LEAVE OF ABSENCE

12.01 LEAVE OF ABSENCE

A request by an employee for leave of absence without pay and for good reason will receive full consideration by the Employer and may be granted providing the employee has completed one (1) year full-time service, the period of leave not to exceed three (3) months. Application for such leave shall be made in writing at least four (4) weeks prior to the date the leave is desired to commence, and copies of said application shall be given to the supervisor and the Union. The Employer's decision therein will be binding and copies shall be forwarded to the employee and the Union. An employee receiving more than twenty (20) working

days as leave of absence will qualify for holiday pay calculated on a percentage basis only.

12.02 LEAVE WHEN APPOINTED TO UNION OFFICE

The Employer will grant leave of absence without pay to employees who are appointed to Union office for a period up to, and including, one (1) year. Further leave of absence may be granted by mutual consent. The employees who obtain this leave of absence shall return to the Employer within thirty (30) calendar days after the completion of the term of employment with the Union.

12.03 LEAVE TO ATTEND LABOUR CONVENTIONS

The Employer will grant leave of absence without pay to employees who are elected as Representatives to attend Labour conventions and Union conventions, in order that they may carry out their duties on behalf of the Union.

12.04 COMPANY TO RECEIVE NOTICE REGARDING UNION LEAVE

In order for the Employer to replace the employee with a competent substitute, it is agreed that before the employee receives this leave of absence, as set forth in Article 12.02 and Article 12.03 above, the Employer will be given due notice in writing; in the case of Article

12.02, two (2) months, and in the case of Article 12.03 fourteen (14) calendar days.

12.05 (A) MATERNITY LEAVE

An employee, upon her written request for maternity leave, is entitled to a leave of absence without pay for a period of up to seventeen (17) consecutive weeks, of which eleven (11) weeks may be taken prior to delivery. If requested, the employee will provide a doctor's certificate indicating the employee's general condition and predicted delivery date.

The employee must notify the Employer in writing four (4) weeks prior to their intention to commence the leave and provide a planned date of return. The employee shall make every effort to give at least four (4) weeks written notice of their intention to end the leave and the planned date of return.

In accordance with applicable provincial legislation, the employee will provide the requisite written notice and will return to their job, or a comparable position following maternity leave.

(B) PARENTAL LEAVE:

1. An employee who requests parental leave under this section is entitled to:
 - a. for a birth mother who takes leave within one year of the birth of a child and in conjunction with Maternity leave taken under Article 12.05(a) - up sixty-one (61) weeks of unpaid leave beginning immediately after the end of the leave taken under Article 12.05(a), for a total possible combined leave of seventy-eight (78) weeks/eighteen (18) months.
 - b. for a birth mother who does not take a leave under Article 12.05(a) in relation to the birth of a child - up to sixty-two (62) weeks of unpaid leave beginning after the child's birth and within seventy-eight (78) weeks after that event.
 - c. for a birth father or co-parent- up to sixty-two (62) weeks of unpaid leave beginning after the child's birth and within seventy-eight (78) weeks after that event.

- d. for an adopting parent - up to sixty-two (62) weeks of unpaid leave beginning after the child's birth and within seventy-eight (78)) weeks after the child is placed with the parent.
2. If certified by a licensed medical practitioner that the child requires an additional period of parental care, the employee is entitled to up to five (5) additional weeks of unpaid leave, beginning immediately after the end of the leave taken under subsection 1 above.
3. The employee is required to give the Employer four (4) weeks' advance notice in writing of their intention to take a leave under subsection 1 (a) (b) (c). The Employer may request this notice be accompanied by a medical practitioner's certificate or other evidence of the employee's entitlement to the leave.
4. Benefit entitlement for the above leaves shall be as required by the B.C. Employment Standards Act.

- (c) Employees who elect to take consecutive maternity and parental leave will only be required to submit one (1) written request for the combined leave.

(D) BENEFITS DURING MATERNITY OR PARENTAL LEAVE

Employees wishing to continue their health and welfare benefits during their maternity or parental leave will be required to pay their portion of the health and welfare premiums during the leave. Failure to do so will result in the benefits being discontinued.

12.06 BEREAVEMENT LEAVE

- (a) In the event of death of a spouse, father, mother, or child the employee shall be entitled to five (5) days' leave with pay at the time of the bereavement.
- (b) In the event of death of a brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchild or a relative living in the household of the employee, the Employer will grant up to three (3) days' paid leave at the time of the bereavement.

- (c) This leave will be granted to attend the funeral and such time off must be taken at the time of bereavement. The leave may be extended with the agreement of the Employer, by using vacation and unpaid leave of absence.
- (d) It is understood that satisfactory proof of death may be required by the Employer in the above cases.
- (e) It is understood that payment will not be made where the employee is on vacation, scheduled days off, absent due to illness or accident, or on a leave of absence.

12.07 JURY DUTY

Each employee who is summoned to and reports for jury duty or is subpoenaed as a material witness, as prescribed by applicable law (subject to the eligibility requirements set out below), shall be paid by the Employer the difference between the employee's regular straight time hourly wage rate (that is, his/her regular hourly wage rate, but excluding shift premium) for the number of hours up to the hours of regular working day that he/she otherwise would have been scheduled to work and daily jury duty fee paid by the Court (not including travel allowances or

reimbursement of expenses). In order to receive payment under this Article, an employee must meet all of the following eligibility requirements:

- (a) The employee shall have given proper notice to the Employer that he/she has been summoned for jury duty.
- (b) The employee shall furnish satisfactory evidence to the Employer that he/she reported for or performed jury duty on the days for which he/she claims payment.
- (c) The employee would otherwise have been scheduled to work for the Employer on the day for which he/she claims payment.

12.08 PATERNITY LEAVE

An employee about to become a father shall be entitled to an unpaid leave of absence of up to two (2) days at the time of birth of the child. If the employee has to leave work he shall be paid for his remaining scheduled hours for that day. The employee may use one (1) week's vacation at his option.

12.09 EDUCATION LEAVE

An employee with two (2) years of continuous service may request an unpaid leave of absence for up to one (1) year to attend a recognized educational institution. The leave shall be requested in writing four (4) weeks prior to the beginning of the leave. The employee shall be informed in writing of the employer's decision within a reasonable period of time from the date of submission. Proof of registration shall be required.

ARTICLE 13 - STATUTORY HOLIDAYS

13.01 All employees shall be granted the following holidays provided the employee has been employed thirty (30) days and has earned wages on fifteen (15) of the last thirty (30) calendar days before a general holiday occurs:

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

and all other public holidays proclaimed by the Federal or Provincial Governments.

Earned wages will be interpreted in accordance with the Employment Standards Act and includes, for example, paid vacation.

- 13.02 To be eligible for holiday pay, an employee must work the regularly scheduled work day immediately preceding such holiday and the regularly scheduled work day immediately following such holiday unless absent due to vacation, approved leave of absence, certified illness or lay-off not exceeding one (1) week's duration prior to or following the holiday.
- 13.03 Holiday pay shall be equivalent to the employee's current hourly rate times the number of hours he/she would have worked on such a day had it not been a holiday.
- 13.04 (a) If an employee is requested by the Employer to work on any of the holidays, and if he/she is otherwise qualified to be paid for that holiday, he/she will be paid at time and one-half his/her regular rate for the hours worked, plus his/her holiday pay.
- (b) If an employee is requested by the Employer to work on any of the foregoing holidays, and is not

otherwise qualified to receive pay for such day, he/she will be paid at his/her regular hourly rate for the hours worked.

- 13.05 Should a holiday occur during an employee's annual vacation and he/she would have otherwise been qualified for payment for that day, he/she will be given an additional day's pay in lieu thereof, or, at the Employer's option, one additional day of vacation.
- 13.06 Where a holiday falls on a non-working day for an employee, the Employer shall give the employee a regular working day off with pay to be scheduled during the month following the holiday.

ARTICLE 14 - ANNUAL VACATION

- 14.01 The vacation year shall be January 1 to December 31 each year.

Employees are eligible for paid vacation after twelve (12) months of service. On January 1st following their first full year they will be entitled to ten (10) days of vacation that they have accrued. Twelve (12) months after their start date, they are eligible to receive a prorated amount of vacation days based on time

accrued at one (1) day per month to be used within the calendar year.

Examples of hire dates:

April 2019 Will be eligible for nine (9) days of vacation as of April 2020 to be taken as of April 2020 – Dec 31 2020, then will have ten (10) days as of January 1, 2021.

June 2019 Will be eligible to take six (6) days of vacation from June 2020 – December 31, 2020 and then will have ten (10) days as of January 1, 2021.

Sept 2019 Will be eligible for four (4) days of vacation as of Sept 2020 – December 31, 2020 and then will have ten (10) days as of January 1, 2021.

Anniversary years:

When an employee reaches a 5, 10, 15 or 30-year service milestone, they will receive a prorated amount of the additional week of vacation time for the remainder of the calendar year. January 1st of the following calendar year they will be eligible for the

extra week of vacation in its entirety, e.g., July 1 = 2.5 additional days of vacation to be taken that year.

14.02 Vacations with pay and payment for such vacations shall be granted on the following basis:

- (a) If an employee has less than one (1) year of service, they will accrue one (1) day per month of service up to a maximum of ten (10) days with vacation pay of four percent (4%).
- (b) After one (1) year of continuous service; two (2) weeks' vacation with vacation pay of four percent (4%) of gross earnings in the preceding twelve (12) months.
- (c) After five (5) years of continuous service; three (3) weeks' vacation with vacation pay of 6 percent (6%) of gross earnings in the preceding twelve (12) months.
- (d) After ten (10) years of continuous service; four (4) weeks' vacation with vacation pay of eight percent (8%) of gross earnings in the preceding twelve (12) months.

- (e) After fifteen (15) years of continuous service; five (5) weeks' vacation with vacation pay of ten percent (10%) of gross earnings in the preceding twelve (12) months.
- (f) After thirty (30) years of continuous service: six (6) weeks' vacation with vacation pay of twelve percent (12%) of gross earnings in the preceding twelve (12) months.

14.03 Vacations are not cumulative from year to year and no employee may elect to receive pay in lieu of his/her vacation period.

14.04 Vacation periods shall be scheduled at times mutually agreeable to the Employer and the employees. Such periods must be requested and granted prior to November 1st in each year.

14.05 Vacation periods shall be scheduled at times mutually agreeable to the Employer and the employees. Requests for vacation will be submitted in writing by October 1st of each year and granted in writing prior to November 1st of same. In the event that an employee does not submit their request by October 1st their vacation will be scheduled subject to availability after

the scheduling of vacation request received by October 1st.

The Employer in arranging the vacation schedule shall recognize the seniority and preference of employees. The Union and the Employer agree that the vacation scheduling will then be arranged so as to ensure that a sufficient number of employees are always on duty in order to maintain the required degree of service.

14.06 It is understood between the parties that the Employer may require an employee to defer any vacation entitlement over two (2) weeks at a convenient time.

14.07 Employees will receive their vacation pay on the pay cheque preceding the date upon which they are scheduled to begin their vacation, unless otherwise requested in writing three (3) weeks prior to the vacation start date.

ARTICLE 15 - HOURS OF WORK AND OVERTIME

15.01 NORMAL WORK DAY AND WORK WEEK

The normal work week shall be considered as forty (40) hours, and the normal work day as eight (8) hours per day. It is understood that this shall not constitute a

guarantee of the hours of work per day or of days of work per week or for any period whatsoever.

15.02 CONSECUTIVE DAYS OFF

Provided it is a five (5) day operation, all employees working a forty (40) hour work week will be scheduled two (2) consecutive days off which are Saturday and Sunday.

15.03 STARTING TIMES AND LUNCH PERIODS

There shall be a definite starting time for each employee and the said starting time shall remain the same throughout the week, unless unforeseen circumstances necessitate a change. With the exception of lunch and rest periods, daily hours of work shall be consecutive and the unpaid lunch period shall not exceed sixty (60) minutes. Work schedules will be posted by Thursday noon for the following week. If a new notice is not posted, then the former schedule of hours shall apply.

15.04 OVERTIME - STANDARD HOURS OF WORK

Time worked in excess of the standard hours of work as herein specified shall be considered as overtime and overtime rates of pay shall be as per Article 15.05 and 15.06.

15.05 OVERTIME - STANDARD WORK DAY

Time and one-half (1 ½x) shall be paid for all hours worked in excess of:

- (a) eight (8) hours in a day, and;
- (b) forty (40) hours in a week, but excluding from the calculation, hours worked in excess of eight (8) hours in a day.

Double time (2x) shall be paid for all hours worked in excess of:

- (1) ten (10) hours in a day, and;
- (2) forty-eight (48) hours in a week, but excluding from the calculation, hours worked in excess of eight (8) hours in a day.

15.06 OVERTIME - SATURDAY AND SUNDAY

All hours worked on Saturdays and Sundays shall be paid at the rate of one and one-half times (1 ½x) the regular hourly rate of pay.

15.07 OVERTIME PROCEDURES

Overtime which can be scheduled in advance will be offered in accordance with seniority provided the employee is qualified to do the work. If no qualified employee is willing to perform the work, it will be assigned by the Employer to the least senior employee.

For overtime which cannot be scheduled in advance, it will be assigned to:

- (a) The employees on shifts in the classification.
- (b) Employees in all other classifications qualified to do the work.

15.08 BANKED OVERTIME

When the Employer requests an employee to work overtime, the Employer will inform the employee prior to the work being performed, whether the overtime will be paid, or the overtime hours worked will be banked and taken as paid time off.

If the Employer wishes the employee to take paid time off, the Employer will provide the employee with at least three (3) days advance notice as to when time off will be taken.

15.09 MINIMUM DAILY PAY

An employee will receive three (3) hours pay if he/she reports to work, but no work is available due to circumstances beyond the Employer's control. An employee who commences work will receive four (4) hours pay. If four (4) hours work is not available at the regular job, an employee shall perform such work for the remaining period of the time that is assigned to him/her at no reduction in the rate of pay. However, if four (4) hours work is not available at the regular job the employee will only be paid for time worked, if he/she does not wish to work four (4) hours.

15.10 ALARM RESPONSE

An employee called out to respond to the alarm system being triggered will receive three (3) hours' pay at his/her regular rate.

15.11 REST PERIODS

Employees covered by this Agreement shall have a ten (10) minute rest period, morning and afternoon and after each two (2) hours' worked on overtime, providing such overtime exceeds the two (2) hour period, with the times at which such rest periods shall be taken to be subject to the approval of the Employer. A ten (10) minute rest period is to be taken at the end

of a regular shift prior to overtime being worked, if such overtime will be two (2) hours or more.

15.12 EXTRA SHIFT

Should the Employer require an afternoon or evening shift, the Union and the Employer shall meet to arrange provisions and rates of pay to govern any shift different than what is currently provided for.

15.13 OVERNIGHT TRAVEL

For work that involves overnight travel, the Employer will offer the assignment by rotation to employees who have the ability and are qualified to do the work. The rotation schedule will be established each calendar year listing employees by seniority. If the employee next in the rotation declines the overnight travel, the Employer will offer the assignment to the most senior employee, and thereafter in decreasing order of seniority, provided the employee has the ability to perform the normal requirements of the job. If no senior employee wishes to accept the assignment, the Employer will assign the overnight travel to the most junior employee who has the ability and is qualified to do the work.

ARTICLE 16 - HEALTH AND WELFARE

16.01 HEALTH AND WELFARE BENEFITS

The following benefits are provided for full-time eligible employees effective the first of the month following three (3) months of employment, subject to the terms and conditions of the carrier.

16.02 GROUP INSURANCE

The Employer contributes fifty percent (50%) of the monthly billed premium for the following Group Insurance Plan:

- (1) Life Insurance double the employee's annual salary.
- (2) Accidental Death and Dismemberment (A.D.&D.) - up to the value of the life insurance.
- (3) Extended Health Plan twenty-five dollars (\$25) deductible per year with one hundred percent (100%) co-insurance.
- (4) A card for direct payment of prescription expenses as provided for by the carrier.

16.03 DENTAL

The Employer pays seventy percent (70%) of dental premiums. The Dental Plan is described in the Employee Benefit Booklet.

16.04 WAGE CONTINUATION

(A) SICK DAY ENTITLEMENT

Paid sick days are based on a calendar year. Unused days are not carried forward into the next calendar year. Sick days are earned on the basis of service: less than ninety (90) days, no sick days; more than ninety (90) days and less than one year - six (6) days; more than one (1) year - twelve (12) days: effective April 7, 1991, for two (2) years and over fifteen (15) days.

Employees may be required to submit satisfactory proof to the Employer of any illness or non-occupational accident after the first two (2) one (1) day absences in each calendar year.

(B) SHORT TERM DISABILITY

The Employer pays one hundred percent (100%) of the Short-Term Disability Plan paying two-thirds (2/3) of salary to the EI maximum. The plan is one to five to seventeen (1-5-17). Benefits start

effective the first (1st) day of accident or hospitalization or on the fifth (5th) day of illness and continue up to seventeen (17) weeks. Hospitalization shall include Day Surgery for significant surgeries.

(C) LONG TERM DISABILITY

The Employer contributes fifty percent (50%) of the monthly billed premium for a Long-Term Disability Plan which pays two-thirds (2/3) of salary to four thousand and five hundred dollars (\$4,500) per month.

16.05 MEDICAL SERVICES PLAN

The Employer will pay the cost of the monthly billed premiums for the Provincial Health Insurance Plan.

16.06 PENSION PLAN

The Employer provides a Pension Plan as described in the Employee Benefit Booklet. All employees covered by this Agreement shall join the Employer's Pension Plan in accordance with the regulations of such plan.

16.07 PREMIUM REDUCTION

In the event that any Employer paid premiums for benefits covered under this Collective Agreement are

subsequently reduced and/or eliminated for any reasons, such premium reduction and/or elimination shall be the sole property of the Employer.

16.08 VISION CARE

The Employer pays a vision care benefit of up to two hundred dollars (\$200) every two (2) years. The Vision Care benefit is described in the Employee Benefit Booklet.

Effective January 1, 2020, vision exams will be covered for up to one hundred dollars (\$100.00) every two (2) years.

16.09 The Employer shall continue to offer the Health and Welfare Plan to all eligible employees effective Date of Ratification and on the same basis and with the same plan benefits. The Employer may change insurance carriers provided it does not cancel or reduce the level of benefits in any way unless otherwise agreed to with the Union.

ARTICLE 17 - WAGES

17.01 EMPLOYEES TEMPORARILY PLACED ON ANOTHER JOB

When a temporary job is available for a full shift or more, at a higher rate of pay, seniority shall prevail in

the filling of such classification provided the employee is qualified to perform the work to be done. The employee receiving the job shall be paid his/her rate or the full rate of the job whichever is greater; however, if the employee receiving the temporary job is not qualified, he/she shall receive the start rate for the job.

17.02 JOB CLASSIFICATION

Before new job classifications are established the Union shall be advised. A rate shall be set by the Employer. If, after a trial period of thirty (30) days the Union deems the adjustment made by the Employer to be unsatisfactory, the dispute shall be settled pursuant to the Grievance Procedure herein provided.

17.03 WAGES PAID BI-WEEKLY

Employees covered by this Agreement shall be paid on a Wednesday on a bi-weekly basis.

17.04 SCHEDULE A

Schedule "A" wages form part of this Collective Agreement.

17.05 TRAINING ALLOWANCE

Employees who are required by the Employer to do training will receive twenty-five cents (25¢) per hour of actual training.

ARTICLE 18 - SEVERANCE PAY

18.01 SCALE OF SEVERANCE PAY

When employment of an employee is terminated by the Employer for reasons other than those set out in Article 18.02 below, the Employer in addition to accrued vacation pay shall pay an employee the following:

- (a) After three (3) months of service - one (1) week's pay for every year of service, to a maximum of eleven (11) weeks.

18.02 SEVERANCE PAY UPON RESIGNATION

The above shall not apply where an employee retires, resigns, or is discharged for just cause.

18.03 SEVERANCE PAY UPON RETIREMENT

Upon retirement and application for pension an employee will be paid a maximum of two (2) weeks' severance pay.

ARTICLE 19 - LABOUR DISPUTES

19.01 LABOUR DISPUTES

The Employer agrees that in the event of a legal strike amongst the employees of a concern with which the Employer is doing business, it will not require or in any way force or compel members of the Union to service such a strike-bound firm by crossing any legally established picket line(s). In any event, it is agreed that the Employer will not require employees to cross any legal picket line at any of the Employer's places of business operations or employment.

ARTICLE 20 - SAFETY AND HEALTH

20.01 PROVISIONS FOR SAFETY AND HEALTH

The Employer shall continue to make reasonable provisions for safety and health of its employees during the hours of their employment.

20.02 SAFETY COMMITTEE AND FIRST AID

A Health and Safety Committee shall be formed, comprising of two bargaining unit members and two members of management. The Committee shall meet bi-monthly. Minutes from the meeting shall be posted

on the Union Bulletin Board and given to the Shop Steward.

There will be at least one (1) First Aid Attendant in the workplace.

ARTICLE 21 - UNIFORMS

21.01 UNIFORMS PROVIDED

Upon being hired Customer Service Representatives will be supplied with approved Employer uniforms and/or protective clothing as soon as practically possible following their date of hire, but not later than the end of his/her probationary period. Replacements shall be made on an as-required basis at the discretion of management.

21.02 UNIFORMS REQUIRED

Customer Service Representatives are required to wear the appropriate Employer approved uniform and/or protective clothing in the performance of their duties.

21.03 UNIFORMS TERMINATING EMPLOYMENT

If an employee terminates his/her employment with the Employer for any reason within six (6) months from

the date of hire, the cost of such uniforms shall be deducted from the monies owed to him/her.

21.04 UNIFORM CARE AND MAINTENANCE

Customer Service Representatives are responsible for the care and maintenance of their uniform. In recognition of this, the Employer will provide each Customer Service Representative with a three dollar (\$3) per week allowance for uniform care and maintenance. In addition, the Employer will reimburse the CSR for the cost of dry-cleaning any supplied article of clothing that specifically requires dry-cleaning (jackets). Other articles of clothing that may require special cleaning must be brought to the Employer's attention prior to getting such cleaning done.

21.05 SHOE ALLOWANCE

Customer Service Representatives shall be entitled to a shoe allowance of one hundred and fifty dollars (\$150.00) per year. Employees shall be required to provide a receipt prior to receiving the allowance. Footwear must comply with dress code and safety standards.

ARTICLE 22 - GENERAL

22.01 HANDLING OF MONIES

All employees who are responsible for handling monies and assets shall not be liable for loss due to theft, burglary or robbery, providing proper security measures have been taken by the employee concerned.

22.02 CONFLICT OF INTEREST

It is understood, and agreed, that no employee shall engage in any additional employment outside the Employer which would involve a conflict of interest between that employment and his/her employment with the Employer. Any breach of this provision shall be grounds for immediate discharge.

Conflict of interest shall be defined as:

- (1) Any employment in a capacity of which the nature of work is the same or similar to his/her work at ARAMARK Coffee.
- (2) Employment which infringes upon his/her ability and/or availability to perform assigned duties.

22.03 PYRAMIDING

The provisions of the Collective Agreement shall not be interpreted in such a manner as to allow or provide any duplication or pyramiding of premiums or benefits provided for under the terms of this Agreement.

22.04 EMPLOYMENT STANDARDS ACT

This Collective Agreement incorporates as contractual terms all of the provisions of Parts 1, 2, 3, and 5 of the Employment Standards Act, 1980 S.B.C., Ch. 10.

The provisions of the Employment Standards Act incorporated into the Collective Agreement by this Section are minimum requirements. Where other provisions of this Collective Agreement provide benefits superior to the Employment Standards Act benefits, the superior benefits apply.

22.05 VERBAL AGREEMENT WITH EMPLOYER

No employee shall be asked to make any written or verbal agreement with the Employer covering hours of work, wages or working conditions during the life of this Agreement contrary to the terms of the Agreement set herein.

22.06 TIME OFF TO VOTE

The Employer agrees that he/she will fully comply with any law requiring that employees be given time off to vote.

22.07 RETURN TO WORK AFTER DISABILITY OR COMPENSATION

If an employee is eligible for Workers' Compensation or sick leave and short-term disability, he/she shall be returned to the payroll only upon certification of fitness to return to work by the Workers' Compensation Board or a qualified medical practitioner.

22.08 HARASSMENT

- (a) The parties subscribe to the principles of the Human Rights Code of British Columbia.
- (b) Consistent with the Human Rights Code, the Employer and the Union recognize the rights of all Company Employees to work in an environment free of harassment. Where an allegation of harassment has been received by the Employer, it will be investigated in accordance with the Employer's Policy and involve the Union in accordance with the Collective Agreement. The Employer shall take all actions as are

necessary, with respect to a person engaging in harassment at the workplace.

22.09 Upon notification by either party, the Union and Management agree to meet to discuss concerns. In all cases the requesting party shall make every effort to advise the other in writing a minimum of fifteen (15) working days in advance that they are convening a meeting, and provide an agenda with a description of the matters to be discussed.

ARTICLE 23 - DURATION OF AGREEMENT

This Agreement shall be for the period from and including April 8, 2019 to and including April 7, 2022 and from year to year thereafter, subject to the right of either party to the Agreement, within four (4) months immediately preceding April 7, 2022, or any subsequent anniversary date thereafter to require the other party to this Agreement, in writing, to commence Collective Bargaining to conclude a revision or renewal of this Agreement.

Should either party give notice as outlined above, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement, or increase or decrease the rate of pay of any employee for whom Collective Bargaining is being conducted, or alter any other term or condition of employment until:

- (1) The Union gives notice of strike in compliance with the Labour Code of British Columbia, or;
- (2) The Employer gives notice of lock out in compliance with the Labour Code of British Columbia.

ARTICLE 24 - HEALTH AND SAFETY

24.01 PROMOTION OF SAFE WORK HABITS

The parties of this Agreement agree to cooperate in the promotion of safe work habits and working conditions.

The parties further agree to adhere to the provisions of the Provincial Workers Compensation Act and related Provincial Regulations.

24.02 EMPLOYEE SAFETY

The Employer and employees recognize the need for a safe and healthful workplace and agree to take appropriate measures in accordance with legislated responsibilities.

24.03 EMPLOYER RESPONSIBILITIES

The Employer will comply with the Employer responsibilities as set out in the Provincial Workers


Compensation Act as set out in *General Responsibilities of the Employer*.

24.04 EMPLOYEE RESPONSIBILITIES

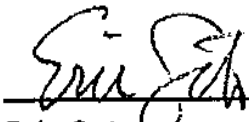
The Employee will comply with the Employee responsibilities as set out in the Provincial Workers Compensation Act as set out in *General Responsibilities of the Workers*.

SIGNED THIS _____ DAY OF _____, _____.

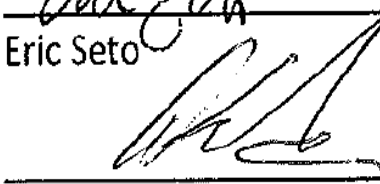
ON BEHALF OF THE UNION
UFCW LOCAL 247



Dean Patriquin

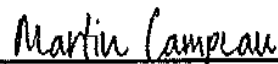


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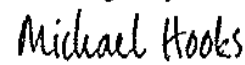


Vik Narayan


ON BEHALF OF THE EMPLOYER
ARAMARK CANADA LTD.

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Martin Campeau

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Michael Hooks

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Steven Leonoff

APPENDIX "A"

WAGES

1. Wages:

Wage Increases in each year of Collective Agreement.

YEAR 1: 2.5%

YEAR 2: 2.5%

YEAR 3: 2.5%

		April 5, 2018	April 8, 2019	April 8, 2020	April 8, 2021
REFRESH PLUS- VENDING & OCS	Start	\$ 22.90	\$23.47	\$24.06	\$24.66
	Year 1	\$ 23.55	\$24.14	\$24.74	\$25.36
	Year 2	\$ 24.03	\$24.63	\$25.25	\$25.88
CSA	Start	\$ 22.90	\$23.47	\$24.06	\$24.66
	Year 1	\$ 23.55	\$24.14	\$24.74	\$25.36
	Year 2	\$ 24.03	\$24.63	\$25.25	\$25.88
WAREHOUSE	Start	\$ 21.27	\$21.80	\$22.35	\$22.91
	Year 1	\$ 21.88	\$22.43	\$22.99	\$23.56
	Year 2	\$22.30	\$22.86	\$23.43	\$24.01
LEAD SERVICE	Start	\$ 25.81	\$26.46	\$27.12	\$27.79
	Year 1	\$ 26.30	\$26.96	\$27.63	\$28.32
	Year 2	\$ 26.66	\$27.33	\$28.01	\$28.71
SERVICE TECH	Start	\$ 23.59	\$24.18	\$24.78	\$25.40
	Year 1	\$ 24.16	\$24.76	\$25.38	\$26.02
	Year 2	\$ 24.65	\$25.27	\$25.90	\$26.55

		April 5, 2018	April 8, 2019	April 8, 2020	April 8, 2021
JUNIOR SERVICE TECHNICIAN/ RELIEF REFRESH PLUS	Start	\$ 23.25	\$23.83	\$24.43	\$25.04
	Year 1	\$ 23.83	\$24.43	\$25.04	\$25.66
	Year 2	\$ 24.33	\$24.94	\$25.26	\$26.20

ROUTE SALES REPRESENTATIVE (R.S.R)		
Up to 6 Months Employment	April 8, 2019	\$1388 per pay period OR Weekly base of \$333.13 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00
	April 8, 2020	\$1,422.70 per pay period OR Weekly base of \$341.45 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00
	April 8, 2021	\$1458.27 per pay period OR Weekly base of \$349.99 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00

ROUTE SALES REPRESENTATIVE (R.S.R)

After 6 Months Employment	April 8, 2019	Weekly base of \$333.13 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00
	April 8, 2020	Weekly base of \$341.45 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00
	April 8, 2021	Weekly base of \$349.99 + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00

APPENDIX “B”

1. EXPEDITED ARBITRATION

- (a) A party to a collective agreement may refer a difference respecting its interpretation, application, operation or alleged violation, including a question as to whether a matter is arbitrable, to the director for resolution by expedited arbitration.

- (b) No difference may be referred to the director under this Article unless
 - (i) the grievance procedure under the Collective Agreement has been exhausted, and
 - (ii) the application is made within forty-five (45) days of the completion of the steps of the grievance procedure preceding a reference to arbitration.

- (c) No difference under the Collective Agreement may be referred to the director under this Article if
 - (i) the difference has been referred to arbitration under the Collective Agreement by the party who wishes to refer it under this Article, or

- (ii) the time, if any, stipulated in or permitted under the Collective Agreement for referring the difference to arbitration has expired.
- (a) If a difference is referred to the director within the time periods specified in this Article, the director
 - (i) shall appoint an arbitrator to hear and determine the matter arising out of the difference.
 - (ii) shall fix the date on which the hearing by the arbitrator will commence, which date must be within twenty-eight (28) days after the day on which the difference was referred to the director, and
 - (iii) may, if a party so requests and the other party agrees, appoint a settlement officer to assist the parties in settling the grievance before the hearing.
- (b) If a settlement officer is appointed under Article 1(d), the settlement officer shall, within five (5) days after the appointment or within such further time as the director may allow,
 - (i) inquire into the difference,

- (ii) endeavour to assist the parties in settling the difference, and
 - (iii) report the director on the results of the inquiry and the success of the settlement effort.
- (c) If the parties are unable to settle the difference, the arbitrator appointed under Article 1(d) shall proceed to hear and determine the matter arising out of the difference and shall, subject to Article 1(g), issue a decision within twenty-one (21) days after the conclusion of the hearing.
- (d) If jointly requested to do so by the parties to the difference, the arbitrator appointed under Article 1(d) shall, if possible, issue an oral decision within one day after the conclusion of the hearing and shall issue written reason within the time specified in Article 1(f).
- (e) An arbitrator appointed under Article 1(d) has all the power and jurisdiction of an arbitrator appointed under this Code or the collective agreement between the parties to the difference.
- (f) This section applies to every party to the Collective Agreement and every person bound by a Collective

Agreement, despite any provision in the Collective Agreement.

- (g) The other provisions of the Part apply to an arbitration under this Article, with the modifications necessary to accommodate appointments and expedited processes under this Article.

LETTER OF UNDERSTANDING #1

RE: RELIEF EMPLOYEES

The Parties agree that the Employer may employ relief employees to cover vacation periods, leave of absences, and/or medical leaves throughout the year. These employees shall be employed for a temporary period of up to 3 months, and as such shall not be entitled to any benefits in the Collective Agreement. They shall not accrue seniority for the purposes of the Collective Agreement during the period of their temporary employment.

Relief employees shall not take the work of other bargaining unit members other than as relief employees. It is understood the use of relief employees is not intended to bypass normal hiring or recall.

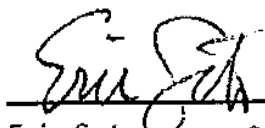
If a relief employee is hired as a regular employee the employee shall have to complete a probationary period as defined in the Collective Agreement upon hire as a regular employee. If the relief employee is hired as a regular employee, their seniority shall date back to the date they were originally hired. The rate of pay for relief employees shall be seventeen dollars (\$17) per hour.

Renewed this 16th day of October, 2019.

**ON BEHALF OF THE UNION
UFCW LOCAL 247**



Dean Patriquin

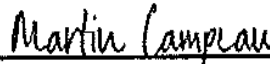


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Vik Narayan

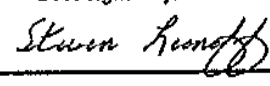
**ON BEHALF OF THE EMPLOYER
ARAMARK CANADA LTD.**

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Martin Campeau

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Michael Hooks

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Steven Lebnoff

LETTER OF UNDERSTANDING #2

RE: ALCOHOL AND DRUG ABUSE

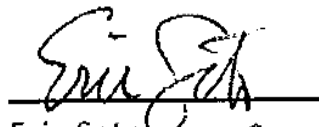
The Employer and Union recognize that alcohol and drug abuse have a serious negative impact on both the Employer and the employee. The Employer agrees to make every reasonable effort to assist an employee with alcohol and drug related problems to overcome their dependency, provided the employee is willing to recognize the problem and accept assistance. The Union will assist by referring the member to professional counseling.

Renewed this 16th day of October, 2019.

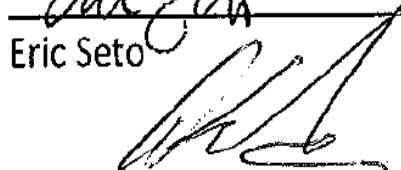
ON BEHALF OF THE UNION
UFCW LOCAL 247



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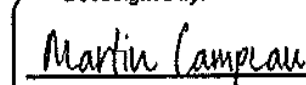


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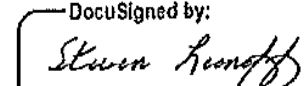
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LETTER OF UNDERSTANDING #3

RE: ROUTE SALES REPRESENTATIVE (R.S.R.)

The Employer shall maintain a job classification called Route Sales Representative (R.S.R), formerly called “Customer Sales and Service Representative (C.S.S.R.)”. The classification will remain in force for the remainder of the current Collective Agreement between ARAMARK Canada Ltd. (Refreshment Services Division) and the UFCW Local 247. The Employer will grandfather Jeff Stephenson and provide the wage structure outlined in the letter of understanding. The Employer will provide the same wage structure to Rick Yonge if he transfers into the R.S.R. classification during the term of the current Collective Agreement.

R.S.R. Route will have an average of 25 stops per day.

R.S.R. to count their van inventory at minimum weekly.

R.S.R. to complete daily check-in with Supervisor.

WAGES:

New R.S.R.’s Refer to Appendix “A”

Current R.S.R.’s \$1,460.00 per pay period or

Weekly base of \$285.00* + 7% of route gross profit (margin) on amount up to \$7000 and 9% on amount above \$7000.00

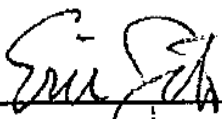
*Please refer to RSR wage table in Appendix A for yearly increases to the weekly base.

Renewed this 16th day of October, 2019.

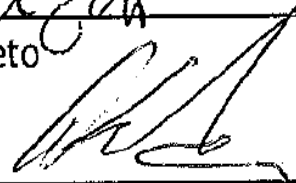
ON BEHALF OF THE UNION
UFCW LOCAL 247



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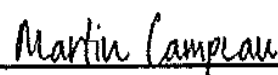


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Vik Narayan

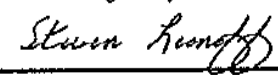
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Michael Hooks

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Steven Lebnoff


LETTER OF UNDERSTANDING #4

RE: DRIVERS' ABSTRACTS

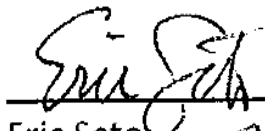
Each new employee who may have driving responsibilities shall provide the Employer with a copy of their Driver's Abstract. A clean abstract is a condition of employment. After employment, each employee shall provide the Employer with a current abstract every six months. Any changes to the employee's driving record must be reported to the Employer immediately. Failure to do so is considered to be just cause for termination.

Renewed this 16th day of October, 2019.

ON BEHALF OF THE UNION
UFCW LOCAL 247



Dean Patriquin

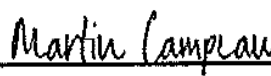


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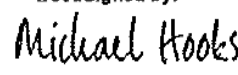


Vik Narayan

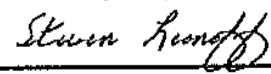
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Michael Hooks

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LETTER OF UNDERSTANDING #5

RE: GRANDFATHERED PREMIUMS

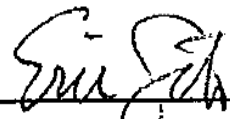
Rick Yonge is entitled to a grandfathered premium of \$0.68 per hour.

Renewed this 16th day of October, 2019.

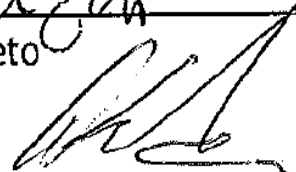
ON BEHALF OF THE UNION
UFCW LOCAL 247



Dean Patriquin

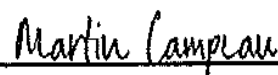


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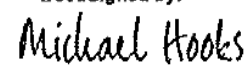


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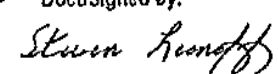
ON BEHALF OF THE EMPLOYER
ARAMARK CANADA LTD.

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Michael Hooks

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Steven Leonoff

LETTER OF UNDERSTANDING #6

RE: CURRENT R.S.R. EMPLOYEES

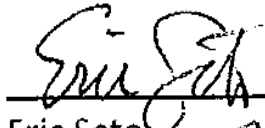
If a vacancy arises for an hourly position, current R.S.R. EMPLOYEES (Greg Lee and Jeff Stephenson), at Date of Ratification, will have priority in application for the job posting.

Renewed this 16th day of October, 2019.

ON BEHALF OF THE UNION
UFCW LOCAL 247



Dean Patriquin




Eric Seto




Vik Narayan

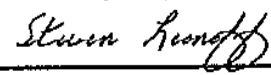
ON BEHALF OF THE EMPLOYER
ARAMARK CANADA LTD.

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LETTER OF UNDERSTANDING #7

RE: DOMESTIC VIOLENCE

The Employer recognizes that workplace violence can stem from incidents of domestic violence.

The Employer and the Bargaining Agent recognize that violence includes incidents of domestic violence entering the workplace. Domestic violence is any form of violence between intimate partners. The violence can be physical, sexual, emotional, or psychological abuse, including financial control, stalking and harassment. It occurs between mixed or same sex intimate partners, who may or may not be married, common law, or living together. It can also continue to happen after a relationship has ended. It can be a single act of violence, or a number of acts that form a pattern of abuse.

Should employees experience incidents of domestic violence which could affect the employee's presence and/or performance in the workplace, employees are encouraged to notify their supervisors and/or managers as soon as possible. Managers and supervisors are encouraged to offer measures of support and provide assistance where possible, such as referral to community services, and the Employer's Policy on Workplace Violence.

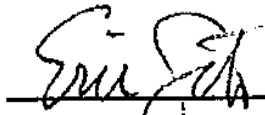
The Employer may grant the Employee access to their leave provisions in situations of Domestic Violence, in addition, employees are encouraged to seek a leave of absence without pay as needed to deal with matters related to domestic violence, such requests will not be unreasonably withheld. Requests submitted under the terms of Article 12.01 will be treated as confidential by the Employer. Employees seeking access to leave provisions may be required by the Employer to provide documentation to support such absences.

Renewed this 16th day of October, 2019.

**ON BEHALF OF THE UNION
UFCW LOCAL 247**



Dean Patriquin

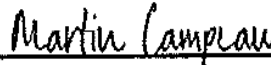


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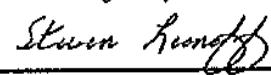
**ON BEHALF OF THE EMPLOYER
ARAMARK CANADA LTD.**

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Martin Campeau

DocuSigned by:


Michael Hooks

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Steven Lebnoff

ALPHABETICAL INDEX

A

Alarm Response	39
ALCOHOL AND DRUG ABUSE	
LOU #2	66
ANNUAL VACATION	
Article 14.....	31
ARBITRATION	
Article 7.....	12

B

Banked Overtime	38
Bargaining Agent.....	3
BENEFITS DURING MATERNITY OR PARENTAL LEAVE.....	26
Bereavement Leave	26
Bulletin Boards.....	4

C

Company to Receive Notice Regarding Union Leave	22
Conditions of Employment	7
Conflict of Interest	50
Consecutive Days Off	36
Current R.S.R. EMPLOYEES	
LOU #8	71

D

Deduction of Dues	7
Definition of Grievance	See
DEFINITIONS	
Article 1.....	2

Dental	42
Discharge Cases	20
Discharge Subject to Grievance Procedure.....	20
Disciplinary Notices	19
DISCIPLINE AND DISCHARGE	
Article 11	19
Disiplinary Interviews	20
Domestic Violence	
LOU #9.....	72
DRIVERS' ABSTRACTS	
LOU #5.....	69
DURATION OF AGREEMENT	
Article 23	53
E	
EDUCATION LEAVE	29
EMPLOYEE RESPONSIBILITIES for Health and Safety	55
EMPLOYEE SAFETY.....	54
Employee, definition	2
Employees Outside the Bargaining Unit.....	3
Employees TemporaRlly Placed on Another Job.....	44
EMPLOYER RESPONSIBILITIES for Health and Safety	54
Employment DutieS.....	9
Employment Standards Act	51
Expedited Arbitration	
Appendix "B"	60

Extra Shift	40
F	
First Aid.....	47
G	
Gender	3
GENERAL	
Article 22	50
GRANDFATHERED PREMIUMS	
LOU #6	70
Grievance, Definition	10
Group Insurance	41
H	
Handling of Monies.....	50
Harassment.....	52
HEALTH AND SAFETY	
Article 24	54
HEALTH AND WELFARE	
Article 16	41
Health and Welfare Benefits ..	41
HOURS OF WORK AND OVERTIME	
Article 15	35
I	
Indemnification From Liability ..	8
J	
Job Classification.....	45
JOB POSTING	
Article 10	17
Jury Duty.....	27

L	
LABOUR DISPUTES	
Article 19.....	47
LAYOFF AND RECALL	
Article 9	16
Layoff and Recall Procedures .	16
Layoff Notice to EMPLOYEES..	16
Layoff Notices to Union Office	16
Leave of Absence	21
LEAVE OF ABSENCE	
Article 12.....	21
Leave to Attend Labour	
Conventions	22
Leave When Appointed to Union	
Office.....	22
Length of Service, Job Awards	18
Long Term Disability	43
Lunch Periods	36
M	
Management Functions	5
MANAGEMENT FUNCTIONS	
Article 3	5
Maternity Leave	23
Medical Services Plan.....	43
Minimum Daily Pay	39
Monetary Settlements of	
Grievances	12
N	
No Discrimination.....	4
No Strike or Lockout.....	4
Normal Work Day and Work	
Week.....	35

Notice of Employment Changes 15

O

Overnight Travel 40
Overtime 2
Overtime - Saturday and Sunday 37
Overtime - Standard Hours of Work 36
Overtime - Standard Work Day 37
Overtime Procedures 38

P

PARENTAL Leave 24
Paternity Leave 28
Payment of Monies Owing, discharged employee 19
Pension Plan 43
Premium Reduction 43
Probationer, definition 2
Pyramiding 51

R

RELATIONSHIP
Article 2 3
RELIEF EMPLOYEES
LOU #1 64
Rest Periods 39
Return to Work After Disability or Compensation 52
ROUTE SALES REPRESENTATIVE (R.S.R.)

LOU #3 67

S

SAFE WORK HABITS 54
SAFETY AND HEALTH
Article 20 47
Safety and Health, Provisions .47
Safety Committee 47
Selection of Applications Within Two Weeks 18
SENIORITY
Article 8 14
Seniority List 14
Seniority, definition 2
Seniority, Loss of Seniority 14
SEVERANCE PAY
Article 18 46
Severance Pay Upon Resignation 46
Severance Pay Upon Retirement 46
Severance Pay, Scale 46
SHOE ALLOWANCE 49
SHOP STEWARDS
Article 5 9
Short Term Disability 42
Sick Day Entitlement 42
Starting Times 36
STATUTORY HOLIDAYS
Article 13 29
Stewards, No Loss of Pay 9
Submitted Applications 18

T

Time Limits, Grievance
 Procedure20
Time Off to Vote52
Training Allowance46
Trial Period on Posted Job18

U

Uniform Care and Maintenance
 49

UNIFORMS

 Article 2148
Uniforms Provided48
Uniforms Required48
Uniforms Terminating
 Employment48
Union Notification of Shop
 Stewards9
Union Representative5

**UNION SHOP AND DEDUCTION
OF DUES**

 Article 4 7

V

Vacancies Posted..... 17
VACATION . See Annual Vacation
Verbal Agreement With
 Employer 51
Vision Care 44

W

Wage Continuation 42
WAGES
 Article 17 44
Wages Paid Bi-Weekly..... 45
WAGES, Appendix "A" 57
Work Performed - members of
 the bargaining Unit 4

NOTES

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