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EFF.	97	02	01
TERM.	00	01	31
No. of EMPLOYEES	110		
NUMBER OF EMPLOYEES	LP		

COLLECTIVE AGREEMENT

February 1st, 1997 - January 31st, 2000

BETWEEN: **THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY -**
(hereinafter called "the Company")

OF THE FIRST PART

AND: **UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898**
(hereinafter called "the Union")

S. Yamamura.

OF THE SECOND PART

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ARTICLE 1 INTRODUCTION**1.01 PURPOSE**

The purpose of **this Agreement** is to set forth and establish the terms and conditions of employment for those employees who come w&n the scope of **this Agreement**, so that stable and harmonious relationships may be established and maintained between the Company and the Union, to the mutual benefit of the Parties to **this Agreement**.

1.02 GENDER REFERENCES

All articles and clauses referred to **in** this Agreement apply equally to both male and female employees.

ARTICLE 2 DURATION AND INTEGRITY OF AGREEMENT**2.01 DURATION**

- (a)** **This Agreement** shall be for the **period from** and including February 1st, 1997 to and including January 31st, 2000. Thereafter, the Agreement shall continue **in** full force and effect from year to year subject to the **right** of either Party to serve notice to commence bargaining as **provided** for **in** the Labour Relations Code.
- (b)** During the **period** when negotiations are **being** conducted between the Parties for the renewal of **this Agreement**, the present Agreement shall continue **in** full force and effect until:
 - (i)** the Union commences a legal **strike**; or
 - (ii)** the Company commences a legal lockout; or
 - (iii)** the Parties enter into a new or further Agreement.
- (c)** During the continuation **period provided in (b)** above, neither Party shall attempt to take any action or make any changes **in** the terms and conditions of employment, which would be **inconsistent with** the express terms of **this Agreement**.
- (d)** Notice to commence collective bargaining must be **in** written form.

2.02 THE EFFECTIVE DATE

Unless **otherwise** specified **herein** or in the matters signed off on _____, the provisions of this Collective Agreement will be effective from the date of ratification of these recommendations.

2.03 LABOUR RELATIONS CODE - SECTION 50(2) AND (3) EXCLUDED

The operation of Section 50(2) and (3) of the Labour Relations Code of **British** Columbia **is** hereby excluded.

2.04 STRIKES AND LOCKOUTS

(a) The Union agrees during the term of this Agreement there will be no strike. The **Company** agrees that during the term of the Agreement there will be no lockout. For the purpose of this Article, a strike is defined as a cessation of work, a **refusal to work** or to continue to **work** by employees in combination or in concert or in accordance **with** a common **understanding**, or a **slow** down or other **concerted** activity on the part of employees that is designed to or does restrict or limit production or **services**, but does not include:

- (i) a cessation of work permitted under section 63 (3), or
- (ii) a cessation, **refusal**, omission or act of an employee that occurs as a **direct** result of and for no other reason than picketing that is permitted by or under the Labour Relations Code.

ARTICLE 3 UNION RECOGNITION

3.01 RECOGNITION OF EXCLUSIVE BARGAINING AGENT

(a) The Company **recognizes** the Union as the sole and exclusive bargaining agent for all employees, employed at or from its store at #240 and #300 - 1320 West **Trans** Canada Highway, **Kamloops, BC** except persons excluded by the Certification granted by the Labour Relations Board. It is agreed that persons excluded are in the following positions:

- (i) Store Manager
- (ii) Human Resources/Operations Mgr.
- (iii) Merchandising Manager
- (iv) Selling Supervisors
- (v) Restaurant Supervisor
- (vi) Loss Prevention Sup.
- (vii) Office Supervisor

The Parties agree that any changes or additions to the above positions must meet the test for confidential or managerial exclusion if they are to be excluded from the bargaining unit.

3.01 (b) For the purpose of **this Agreement**, the terms "*employee*" or "*employees*" shall be **understood** to mean those persons employed by the Company for whom the Union is the **recognized** bargaining agent in (a) above.

3.02 PERFORMANCE OF BARGAINING UNIT WORK

The Company agrees not to change current practices of **overlap** between management and employees **if such change would** have the effect of **laying off bargaining unit employees with** seniority rights. For the purpose of **this** clause, a layoff **shall** be defined as commencing the week following a **period** of two (2) consecutive weeks **during** which an employee **is** not scheduled to work.

3.03 UNION REPRESENTATIVES

Provided permission is granted beforehand, the Company agrees that access to its premises **will** be granted to members of the staff of the Union when **dealing** or negotiating **with** the Company, as well as for the purpose of investigating and assisting **in** the settlement of a grievance. Union Staff Representatives shall notify the Human Resources/Operations Manager or her designate in advance **of** their intentions and their purpose of entering and they shall agree on a mutually convenient time and shall not interfere **with** the operation of the facility. Such permission **will** not be unreasonably withheld.

ARTICLE 4 UNION SECURITY

4.01 MEMBERSHIP

Each employee shall, as a condition of her hiring or continued employment:

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- (i) **authorize** the Company in writing to deduct union dues from her pay. The **authorization shall** be in a form provided to the Company by the Union; and
 - (ii) **become a member** of the Union and maintain **membership**.

4.02 CHECK-OFF: PROCESS AND PROCEDURES

- (a) The Company agrees to deduct from each employee who has **authorized** such deduction, an amount equivalent to the monthly dues provided for in the International Constitution of the United Steelworkers of America.
- (b) The dues so deducted shall be remitted, along with a completed **USWA R115 Form** (a summary of the dues calculations made for the month, each month), within two (2) weeks after the end of the month payable to:

International Secretary-Treasurer
United Steelworkers of America
Unit D Box 34223
Vancouver, B.C.
V6J 4N1
- (c) The monthly remittance shall be accompanied by a statement showing **the** names of **each** employee from whose pay deductions have been made and the total amount deducted for the month. Such statements shall also **list** the names of the employees from whom no deductions have **been** made and the reasons why.
- (d) Duplicates of the **R115 Form** [Article 4.02(b)] and the employee deduction statement [Article 4.02(c)] shall be forwarded monthly as follows:

United Steelworkers of ~~A~~merica
 1 - 352 Seymour Street
 Kamloops, B.C.
 V2C 2G2

- 4.02 (e) Such deduction shall appear on the employee's annual statement of Remuneration (~~T4~~ slip).
- (f) The Union agrees to **indemnify** and save the Company harmless against **all** claims or other forms of **liability** that may arise out of, or by reason of deductions made or payments in accordance **with this** Article.

ARTICLE 5 UNION STEWARDS

5.01 SHOP STEWARDS

- (a) The Union **is** entitled to **appoint** or elect from among the employees three **(3)** Shop Stewards.
- (b) The Union **will** advise the Company in **writing** of the names of the employees so appointed or elected. The Company shall not be **required** to **recognize** Stewards until such **time** as it has been **notified in writing** of **their** appointments or elections by the Union.
- (c) The Shop Steward's **first** obligation **is** the fulfilment of her responsibilities as an employee. During her **working** hours, the Shop Steward is not entitled to engage **in** Union **activities** other than the necessary **involvement in** the reporting and resolution of grievances.
- (d) The functions of Shop Stewards are to **consider**, investigate and attempt to settle grievances. **If, in** the course of investigating a **grievance**, a Steward **requires time** to **fulfill** her duties, she must notify her supervisor and the supervisor shall arrange a mutually satisfactory time for such investigation.
- (e) ^{102/49} The **time which is** spent by Shop Stewards during their regular working hours **in** reporting and resolving grievances, or **in** attending meetings, shall be considered to be time worked.
- (f) Shop Stewards shall not be **discriminated** against **or** disciplined for the proper performance of their duties on behalf of the Union.

5.02 GRIEVANCE CHAIRPERSON

- (a) The Shop Stewards may elect from their ranks one **(1)** person who will be the **Grievance** Chairperson.
- (b) Normally, **it will** be the Grievance Chairperson who **will** be **recognized** by the Company as the official spokesperson on behalf of the Union, **with** provision by the Union of a designated alternate **in** the event of **absence**.
- (c) The **Grievance** Chairperson, or alternate, will be involved **in** the adjustment or resolution of grievances which progress beyond the first step of the grievance procedure.

5.03 MANAGEMENT AND UNION STEWARDS MEETINGS

- (a) Upon request, Company representatives will meet **with** the Shop Stewards on a **bi-monthly basis**, to review common concerns that may **arise** including the operation and application of the Collective Agreement, and to ensure joint input so that the Company **is** able to maintain and improve itself **in** a highly competitive market.
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- (b) No more than three **(3)** Stewards will be permitted to attend **such** meetings **without** loss of pay, but there must be no resulting overtime or other premium costs to the Company.
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- (c) Minutes shall be kept as a record of the matters **discussed** during these meetings.
- (d) Where the Parties agree there are no problems **it** will not be necessary to convene the meeting.

ARTICLE 6 HEALTH AND SAFETY**6.01 HEALTH AND SAFETY COMMITTEE**

The Company agrees to maintain a Health and Safety Committee. The Health and Safety **Committee** shall be comprised of three **(3)** employees selected by the Union and three **(3)** people selected by the Company. There shall be two **(2)** co-chairpersons: one **(1)** Union representative and the other a Company representative. The Committee shall function in accordance with the Workers' Compensation Board's, Industrial Health and Safety Regulations.

6.02 SAFETY RULES

The **Company** and **employees** are to comply **with** established safety rules. The Union and the Company will undertake to promote safety education among employees in an **effort** to reduce **accidents** and industrial disease.

6.03 INJURY AT WORK

Where an employee is injured at work, and as a result cannot complete the balance of her shift and has reported such injury to the Company, she shall be sent home and **paid** for the balance of her shift at her regular hourly rate.

6.04 PROTECTIVE EQUIPMENT

The Company shall provide an adequate supply of the following protective equipment, at no cost to the employees, for employees required by the Company to use it:

- (i)** eye protection
- (ii)** ear protection
- (iii)** air filter masks
- (iv)** rubber gloves

6.05

The Company agrees to provide ~~gloves~~ without cost to employees in the shipping and receiving department. In addition, once per annum commencing February 1, 1998, the **Company** agrees to pay employees in the shipping/receiving department the following:

- Full time employees: up to forty dollars (\$40.00)
- Regular **Partime & Auxillary** Employees: up to twenty-five dollars (\$25.00) toward ~~the~~ purchase of safety footwear, subject to the production of a receipt.

ARTICLE 7

MANAGEMENT'S RIGHTS

7.01

The Union **recognizes** and agrees that except as specifically abridged, delegated, granted, or modified by this Agreement, all of the rights, powers, and authority which the **Company** had prior to the signing of this Agreement are retained **solely** and exclusively by the Company and remain without limitation within the rights of management, provided that management rights under **this** Article shall not be exercised in any way inconsistent with or in violation of any terms or provisions of this **Agreement**.

ARTICLE 8

SENIORITY

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The Parties **recognize** that job opportunity and security shall increase in proportion to length of service. It is therefore agreed that in all cases of **vacancy, transfer**, layoff and recall from layoffs, senior employees **shall be entitled to preference** in accordance with the provisions of this Collective Agreement.

8.02

DEFINITIONS

(a)

For the purpose of this **Agreement**, seniority of an individual will be defined as the length ~~to~~ service with the Company since the most recent date of hire.

8.02 (b) For the purpose of this Agreement, date of hire will be defined as the first **(1st)** day worked.

8.03 SENIORITY LISTS

(a) On May **1st** and November **1st** of each calendar year, **seniority lists** shall be posted. The seniority list shall contain the following **information:**

- (i)** the employee's name;
- (ii)** length of service from the most recent date of hire.

(b) The seniority **list** shall be posted by the Company for a minimum of thirty **(30) days**. Any **objection** to the accuracy of a posted seniority list must be lodged with the **Company** during the thirty **(30)** days in which the list is posted. Thereafter, the posted list will be deemed to be valid and correct for all purposes of this Agreement.

(c) At the time of posting, a copy of the seniority list shall be forwarded to the United Steelworkers of America: 1 - **352** Seymour Street, **Kamloops, BC V2C 2G2**.

(d) New employees shall **have** their seniority calculated and maintained by the Company separately until **added** to the existing list as provided in this Article.

8.04 ACCRUAL OF SENIORITY

Seniority shall accrue during:

- (a)** all approved leaves of absence;
- (b)** time lost as a result of a compensable illness or **injury** for which the employee receives wage loss replacement benefits from the Workers' Compensation Board;
- (c)** leaves in **accor**-lance with Maternity and Parental leave provisions as per the Employment Standards Act.

8.05 MAINTENANCE OF SENIORITY

- (a) Seniority shall be accrued **during** non-occupational illness or injury for a period of up to one **(1)** year; after which the employee's seniority shall be maintained but shall not further accrue for the balance of the illness or **injury**; and
- (b) An employee **returning** to work where **seniority** has been maintained but not accrued, shall **have her** anniversary date moved by the same amount of **time** that **seniority** was not accruing.

8.06 SENIORITY LOST

Seniority shall be lost if the employee:

- (a) Receives severance pay **in** accordance **with this** Agreement;
- (b) Resigns or retires;
- (c) Is discharged for **just** and reasonable cause and **is** not reinstated under the **Grievance Arbitration procedure**;
- (d) IS absent from work **in excess** of three **(3)** days **without** approval, unless **it** was not reasonably possible for the employee to contact the Company to request such approval;
- 10E1 (e) IS on layoff for more than **six (6)** consecutive months; or
- (f) Does not return to work on the date specified following an approved leave of absence other than medical.

8.07 LOSS OF SENIORITY

When an **employee loses seniority**, the employee's right to continued employment shall cease. In the event of **re-employment**, the employee shall serve a probationary **period**. Upon successful completion of the probationary **period**, the employee's **seniority** shall be calculated from the employee's most recent date of hire.

8.08

PROBATIONARY EMPLOYEES

All **employees** are on probation for **their** first sixty-five (65) days worked, or **six (6) calendar** months, whichever Occurs first. During the probationary period, a probationary employee may be discharged by the Company for any reason. Upon successful completion of the probationary period, an employee shall be entitled to seniority **dating** from the employee's first day of work as a probationary employee. Probationary employees do not acquire any seniority rights under this **Agreement**.

8.09

CATEGORIES OF EMPLOYEES

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(a)

A regular full time employee **will** be scheduled thirty-seven and one-half (37 ½) hours per week.

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(b)

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A regular part-time employee works fewer than thirty-seven and one-half (37 ½) hours per week but is guaranteed a minimum of nine hundred and seventy-five (975) hours per year from September to August.

(c)

An **auxiliary** employee works up to an average of twenty (20) hours per week but not more than nine hundred and seventy-five (975) hours from September to August.

ARTICLE 9

PROCEDURES FOR FILLING VACANCIES

9.01

VACANCIES & NEW POSITIONS

(a)

All vacant or new regular positions shall be posted **for at least seven (7)** calendar days. Such postings shall state the required qualifications, whether the position is full or part-time, current **shift** schedule, and department.

(b)

Auxiliary employees who **wish** to **fill** vacancies **in** other work areas are required to **fill** a request for transfer form. The Company will, **when a auxiliary** vacancy arises, award the job to the senior auxiliary employee who has requested the transfer.

9.02 NAME OF SUCCESSFUL APPLICANT

- (a) The name of the successful applicant for any position posted in accordance with this Article will be posted within five (5) calendar days of the decision on all ~~it is in board~~ where it will remain for seven (7) calendar days.
- (b) The Company may fill vacancies on a temporary basis pending the completion of the posting process.

9.03 SELECTION CRITERIA

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The successful applicant will be determined on the basis of seniority, and the qualifications to do the work. When, in the judgment of the **Company, two (2)** or more applicants are for all-intents and purposes equal, the **applicant** having the greater seniority will be selected.

For the purposes of the Collective Agreement, "qualifications" shall be defined as an employee's skill, **ability**, experience, special relevant retail knowledge, productivity and suitability to do the work.

Whenever the Company selects the junior employee on the basis of "**suitability**" and/or "**productivity**" as expressed in the definition of "**qualifications**" above, the Company shall by letter advise the Union and the applicant who was not **awarded** the job of the reasons for its **decision**.

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If the Union is not satisfied with ~~the~~ reasons and explanation provided by the Company with respect to the application of "**suitability**" and/or "**productivity**", the **Union** may follow the regular grievance procedure, or may **refer the matter to a "Special Arbitrator" within ten (10)** days following receipt of the letter of explanation from the Company. The "**Special Arbitrator**" shall first endeavour to mediate a resolution of the difference and shall, **failing** settlement, arbitrate the matter in as **expeditious** and informal a manner as s/he **considers** advisable and shall decide the matter and issue his/her Award/Decision within ten (10) days following the Referral by the Union.

The "**Special Arbitra tor**" shall convene a meeting/hearing at such times and places suitable to the "**Special Arbitrator**" without regard to the convenience of the Parties or their representatives/agents. The "**Special Arbitrator**" shall determine if the Company has acted reasonably in

concluding that the junior employee should be awarded the job rather than the senior employee, having regard to the reasons and explanation provided by the Company to the Union and the senior employee as aforesaid.

The "*Special Arbitrator*" shall be either Merv Chertkow or Ken Albertini, both **willing** to assist the **Parties** in accordance **with** this **Article** or, failing their ability or **willingness** to serve as "*Special Arbitrator*", such other person as shall be named by the Minister of **Labour** of the Province of British Columbia. **Any decision** of the "*Special Arbitrator*" shall be **non-precedential** in terms of the application of this Article.

ARTICLE 10 LAY OFF AND RECALL PROCEDURES

10.01 LAYOFF

(a) It is **understood** that employees' hours of work **within categories**, departments and classifications may fluctuate according to the Company's business cycles; in this regard, hours of work are assigned to **employees with** the most seniority **within specific** departments pursuant to Clause 11.06. It is also understood that relatively short term layoffs (that is, of eight (8) **weeks'** duration or less) may occur due to the **nature** of the retail business. When such short term **layoffs** occur in a classification in a department, the following procedure will apply **within** the specific department and classification:

- (i) the Company **will** lay off **auxiliary** employees beginning **with** the employee **with** the least seniority and continue until all **auxiliary** employees are **laid** off, if necessary;
- (ii) if the **layoff** continues, regular part-time employees **will** be laid off beginning **with** the **employees with** the least seniority and continue until all part-time employees are laid off, if necessary;
- (iii) if the **layoff** continues, regular full-time employees **will** be laid off beginning **with** the employee **with** the least seniority.

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10.01(b) Notwithstanding (a) above, when a layoff exceeds eight (8) weeks)and providing the employee has twelve (12) months of seniority), or where an employee is displaced from her job as a result of the closure of a department or a restructuring of the workforce, she shall be re-assigned on the following basis:

- (i) to a vacancy in her current employment category provided she has the qualifications pursuant to Clause 9.03 to do the job;
- (ii) if there is no vacancy pursuant to (i), to the job held by the most junior employee that she can displace, within her current employment category, provided she has the qualifications pursuant to Clause 9.03 to do the job;
- (iii) if there is no job within her current employment category pursuant to (ii), to the job held by the most junior employee in any employment category that she can displace, provided she has the qualifications pursuant to Clause 9.03 to do the job; or
- (iv) elect to be laid off.

Note: Prior to taking any action pursuant to 10.01 (b), the Company will consult with the Union on the procedures to be followed.

10.02 RECALL

When a recall from layoff occurs, the Parties agree to the following procedure subject to the employee's qualifications pursuant to Clause 9.03 to do the job:

- (a) If the layoff was eight (8) weeks or less, return to work in accordance with Clause 10.01 (a); or
- (b) If the layoff was more than eight (8) weeks, return to work in accordance with Clause 10.01 (b).

10.03 CONTACT POINT

An employee who has been laid off and **wishes** to be recalled must **insure** that the Company has a current phone number and address for the purpose of recall. **Failure** on the **part** of the employee to **provide this information** may **result** in the employee forfeiting her recall rights.

10.04 NOTICE OF RECALL

- (a) The Company agrees that recall notification will be by registered mail. Any employee failing to **report** for duty **within five (5) calendar days** from the **time** of receipt of such notification, shall be considered to have **resigned without** notice.
- (b) On notification of recall the Company and employee shall arrange a mutually acceptable return date **within** a one (1) week time frame.

ARTICLE 11 HOURS OF WORK

11.01 STORE! HOURS

The Company reserves the **right** to schedule hours of operations, employees' hours of work, length of and **time** of **shifts**, rest **periods**, lunch **periods**, and **overtime** work, subject to the **provisions** set **out below**.

11.02 OVERTIME

- (a) The normal work week for regular full-time employees shall consist of thirty-seven and one-half (**37 ½**) **hours** per week and the **normal** work day for **such** employees shall consist of seven and one-half (**7 ½**) hours per **shift** exclusive of an unpaid meal **period**. The work week shall consist of **five (5)** days.
- (b) Any hours worked in excess of seven and one-half (**7 ½**) hours in a day and thirty-seven and one-half (**37 ½**) hours in a week, but excluding from the calculation hours worked **in** excess of seven and one-half (**7 ½**) **hours in** a day, shall be compensated at time and one-half (**1 ½**) the

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employee's regular straight time hourly rate. Any hours worked in excess of eleven (11) hours in a day and forty-eight (48) hours in a week, but excluding from the calculation hours worked in excess of eleven (11) hours in a day, shall be compensated at double (2x) the employee's regular straight time hourly rate.

11.02(c) There shall be no duplication or pyramiding of hours worked for the purpose of computing overtime.

11.03 WEEK

For the purpose of this Article "week" means the period between midnight on Saturday and midnight on the following Saturday.

11.04 SHIFT HOURS

Four (4) hour shifts shall be the minimum shift in any one day.

11.05 LENGTH OF SHIFTS

The Company is obligated to schedule shifts in a department in the following order: regular full-time employees' shifts; regular part-time employees' shifts; and auxiliary employees' shifts.

11.06 ASSIGNMENT OF WEEKLY SCHEDULE OF SHIFTS BY SENIORITY

- (a) Within categories of employees, departments and classifications, the Company must offer and assign the weekly schedules of shifts with the greatest number of hours to employees with the most seniority. If a senior employee declines the assignment, the assignment shall again be offered and made on a seniority basis. For the purpose of this Article the following work areas are considered to be departments:

(i) Ladies wear;

(ii) Jewellery and accessories;

(iii) Shoes;

(iv) Cosmetics;

(v) Mens wear;

- (vi) Children's wear;
- (vii) Luggage, gallery, seasonal and sporting goods;
- (viii) Electronics, major appliances and furniture;
- (ix) China;
- (x) **Linen** and housewears;
- (xi) Candy, toys and stationery;
- (xii) Office;
- (xiii) Shipping **and receiving**;
- (xiv) Basics;
- (xv) Marketing;
- (xvi) visual **Presentation**;
- (xvii) Loss Prevention;
- (xviii) Restaurant & Malt Stop.

Nothing **in** this Article shall **restrict** the Company's tight to require an employee to work in another department during the employee's **shift**.

11.06(b)

Extra **Shift Availability List**

Where an extra shift is available in a department and employees in the department axe not **available** to work it, the Company shall follow the procedure set out below:

- (i) **employees** wh0 are **interested** in extra shifts must sign the *Extra Shift Availability List* which till be kept in the office and posted in the staff lounge;
- (ii) only regular part-time employees and auxiliary employees, who axe passed their probationary **period**, are eligible for extra **shifts** pursuant to this provision;
- (iii) extra shifts worked pursuant to this provision shall not result in overtime rates **being** paid;
- (iv) consistent **with efficiency** of operation **within** each department and classification, the extra shift shall be offered to the most senior employee in the classification who has the qualifications and ability to do the work and who is on a scheduled day off; and

802

- 11.06(b) (v) **under** no circumstances shall an extra **shift** be offered to an employee if it will result in that employee working **more** than **thirty-seven** and one-half (**37 ½**) hours in a week.

11.07 MEAL BREAKS AND REST PERIODS

- (a) Employees who work seven (**7**) hours or more per day shall receive one (**1**) hour unpaid meal **period**, and one (**1**) fifteen (**15**) minute paid rest periods in each completed half (**½**) shift.
- (b) Employees who work five (**5**) hours or more, but less than seven (**7**) hours per day, are entitled to one-half (**½**) hour or two (**2**) fifteen (**15**) minute paid rest **periods**.
- (c) Employees who work four (**4**) **hours** or more, but less than five (**5**) **hours**, shall receive one (**1**) fifteen (**15**) minute rest period.
- (d) The Company **will schedule** meal and rest periods as near as practicable to the midway point of the shift.
- (e) The Parties agree that the unpaid meal **period** time referred to above may be reduced to one-half (**½**) hour by mutual agreement of the employee and management.

11.08 WORK SCHEDULES

- (a) **A work schedule shall be posted on Wednesday of each week for the following week for the information of all scheduled employees.**

The work schedule shall contain the following information for each scheduled employee:

- (i) employee's name;
- (ii) days off; and
- (iii) starting and stopping times.

11.08(b) It is ~~the~~ **Company's** responsibility to keep the work schedule up to date and to ensure that any changes axe **clearly** noted. It **is** the **responsibility of every scheduled** employee to check the posted work schedule fox changes.

(c) In the event that the **Company** changes the next scheduled **shift** of an employee who **is** not at work because of a scheduled absence, the **Company will** be responsible for **notifying the** employee of the change.

(d) The employees agree there **will** be no stitching of shifts **without** the **approval** of their immediate **supervisor**.

11.09 The hours of work clauses axe not to be construed as a guarantee of hours.

ARTICLE 12 PAID HOLIDAYS

12.01 The **Company** shall observe the following ^{12A/10 yrs} Statutory holidays:

- ◆ New Years' Day ◆ Good Friday
- ◆ -Victoria Day ◆ Canada Day
- ◆ B.C. Day ◆ Labour Day
- ◆ Remembrance Day ◆ Thanksgiving Day
- ◆ **Christmas** Day ◆ Boxing Day

12.02 ELIGIBILITY

Once an **employee** has worked fox an Employer for **thirty (30)** calendar days, the employee **is** entitled to Statutory Holidays **with** pay.

12.03 STATUTORY HOLIDAY PAY

(a) An employee **with** a regular schedule of hours who has worked at least fifteen **(15)** of the **thirty (30)** calendar days **prior** to a Statutory **Holiday** **is** entitled to a regular day's pay for the holiday.

- 12.03(b) An employee who has worked irregular hours on at least fifteen (15) of the thirty (30) days prior to a Statutory Holiday is entitled to an average day's pay for the holiday. This amount is calculated by dividing the employee's total wages, excluding overtime, earned in the thirty (30) days period by the number of days worked.
- (c) An employee who has worked fewer than fifteen (15) of the thirty (30) days prior to a Statutory Holiday is entitled to pro-rated Statutory Holiday pay. This amount is calculated by dividing the employee's total wages, excluding overtime, earned in the thirty (30) days period by fifteen (15).
- (d) If an employee is on annual vacation, the employee's vacation days and vacation pay are counted as days worked and wages earned when calculating Statutory Holiday pay.

12.04 WORKING ON A STATUTORY HOLIDAY

- (a) An eligible employee who works on a Statutory Holiday must be paid time and a half (1 1/2x) for the first eleven (11) hours and double time (2x) after eleven (11) hours. The employee must also be given an alternate day off with pay. The employee may credit the wages for the alternate day off to his or her time bank, if the employee has one.
- 905 / 11 (D)*
- (i) The employer must schedule the alternate day off:
- before the employee's annual vacation,
 - before the date the employment terminates, or
 - within six (6) months of the Statutory Holiday if the wages were credited to the employee's time bank, whichever is earliest.
- (ii) An employee not eligible for the Statutory Holiday who works on the holiday may be paid as if it were a regular work day, and is not entitled to an alternate day off.

12.05 STATUTORY HOLIDAY ON A DAY OFF

Where a Statutory Holiday falls on a non-working day for an eligible employee, the employee must be given an alternate day off with pay. This day off must be scheduled and paid as outlined above.

ARTICLE 13 WAGE RATES

13.01 The Company agrees to pay and the Union agrees to accept the job classifications and hourly rates set forth in Appendix "A" which is attached to and forms part of this Agreement.

13.02 TEMPORARY TRANSFERS

If the Company temporarily transfers an employee to a different job and the wage rate of the job is less than the wage rate of the employees regular job, she shall be paid her regular wage rate during the period of such transfer.

13.03 It is agreed that the Company has the right to create new job classifications, not specifically set out in the attached Appendix of this Agreement. In such circumstances, the Company will set a rate for that new classification and advise the Union. The Union and the Company will discuss the new classification and rate.

602

ARTICLE 14 ANNUAL VACATIONS

14.01 ANNUAL VACATIONS

(Subject to the letter between the parties dated _____ in respect of Annual Vacations)

(a) All Regular employees (Regular Full-time and Regular Part-time) shall receive two (2) weeks vacation with pay after the completion of one year of regular service.

1402

1282/1

14.01 (b)

Employees with less than **twelve (12)** months are entitled to one (1) day of vacation with pay for each completed month of service to September 1st, up to a **maximum** of ten (10) days.

12B3/4 (c)

In the calendar year in which an employee's 4th anniversary of Regular service occurs and thereafter, an employee shall receive an additional week of vacation with pay - a total of three (3) weeks for Regular staff.

(d)

12B4/10

In the calendar year in which an employee's 10th anniversary of Regular service occurs and thereafter, an employee shall receive a further additional week's vacation with pay - a total of **four (4)** weeks for Regular staff.

(e)

12B5/15

In the calendar year in which an employee's 15th anniversary of Regular service occurs and thereafter, an employee shall receive a further additional weeks vacation with pay - a total of five (5) weeks for Regular staff.

(f)

12B6/20

In the calendar year in which an employee's 20th anniversary of Regular service occurs and thereafter, an employee shall receive a further additional weeks vacation with pay - a total of **six (6)** weeks for Regular staff.

(g)

Auxiliary employees vacation entitlement will be as per Employment Standards - 4% vacation pay and 6% vacation pay after five (5) years of consecutive service.

14.02

VACATION SCHEDULING PREFERENCE BY SENIORITY

The Company has the **right to schedule** vacations, taking into account the operational requirements of the Company. Regular full-time, regular part-time and **auxiliary** employees have preference in respect to annual vacations within their department according to their seniority provided they file applications before March 1st of each year for vacations to be taken in that year. Employees **with** less than two (2) weeks vacation entitlement must take their entitlement at one time. Employees with four (4) weeks or more vacation entitlement must take their entitlement in at least two (2) periods, no period being greater

than three weeks. An employee must take at least one (1) week of vacation at any one time. In **special** circumstances and upon **written** request to the Regional Human Resources Manager, four (4) weeks of vacation may be scheduled; **permission** in **this** regard **will** not be unreasonably withheld.

14.03 **Auxiliary** employees **will** receive any annual vacation pay to which they are entitled **with their** regular pay cheques for each pay **period**.

14.04 When an employee's service terminates and she has not had her annual vacation or received vacation pay, the Company shall pay to the **employee**, in addition to other monies due her, the appropriate percentage of vacation pay pursuant to Article **14.01** (a).

ARTICLE 15 LEAVE OF ABSENCE

15.01 GENERAL LEAVE

- (a) | 2#3 Employees may be granted leaves of absence without pay for sufficient reason at the discretion of the Company.
- (b) An employee granted a leave of absence shall be considered having quit if she does not **return** to work on the date stated for return except in an emergency beyond the employee's control.

15.02 UNION LEAVE

- (a) Upon ten (10) days notice **in writing** to the Company, an employee who has been elected or appointed by the Union to attend Union functions **shall** be granted a leave of absence without pay for this purpose. With **the Company's** permission, up to three (3) employees may be on leave at any one time. Such leaves are not to exceed one (1) week.

105
LT LP

15.02(b)

104
LT

The Company **will** grant one (1) employee leave of absence **without** pay for up to two (2) months to do work for the **Union**. During absence under **this** clause, an employee's seniority continues to accumulate. She **will return** to work at the job she left.

(c)

Leaves of absence **without** pay shall be granted to members of the Union selected by the Union to do negotiations **with** the Company.

15.03

BEREAVEMENT LEAVE

(a)

1203
SP

In the event of the death of a member of her immediate family, a regular full- **time** and a regular part-time employee **will** be granted up to **five (5)** consecutive days leave of absence **with** pay commencing **with the date of death and** concluding **with** the day following the funeral. An employee may also request additional unpaid **leave**. Such requests till not be unreasonably denied.

(b)

"Immediate family" shall be **understood** to include the employee's mother, father, son, daughter, sister, brother, spouse, father-in-law, mother-in-law, grandparents, **grandchildren**, step-parents, step-children and foster-children. Common-law relationships till be **recognized** as above.

15.04

JURY OR WITNESS DUTY

An **employee called** to **jury** duty or subpoenaed as a **witness** (provided neither the employee nor the Parties to **this** Agreement axe litigants) shall be **paid** fox each day of **service** on which she was scheduled to work, the difference between hex regular straight **time** rate and the payment she receives for service. The employee will present proof of service and of the amount of pay received.

15.05

MATERNITY AND PARENTAL LEAVES

Employees shall be granted all **benefits** contained in the Employment Standards Act, as amended from time to time, for maternity and parental leave.

15.06

FAMILY LEAVE

12 D4
SNP

An employee is entitled to up to five (5) days of unpaid leave per employment year to meet responsibilities related to the care, health or education of any member of the employee's "*immediate family*". "*Immediate family*" means the spouse, child, parent guardian, sibling, grandchild or grandparent of an employee and any person who lives with the employee as a member of the employee's family.

ARTICLE 16

PROCEDURE FOR SETTLING DISPUTES

16.01(a)

The Parties agree that it is desirable that any complaints or grievances should be adjusted as quickly as possible. Employees are therefore urged to try to settle their complaints with their supervisor as soon after they originate as possible. An employee has no grievance until such time as she has brought the situation to the attention of her supervisor and the supervisor has had an opportunity to resolve it.

(b)

The Company is willing to meet its employees, or their representatives, for the purpose of discussing grievances or complaints with the object of reaching a satisfactory solution. Such meetings shall be held at a mutually agreeable time. The time which is spent by employees during their regular working hours attending such meetings shall be considered to be time worked.

16.02(a)

If an alleged violation of this Agreement affects more than one (1) employee, the Union may sign and file the grievance on behalf of the employee(s) specifying the alleged violation of the Agreement and, if identifiable, specifying name and department. Such grievance shall be presented at Step 2.

(b)

A grievance submitted by the Company or by the Union shall be in writing and shall be submitted at Step 3 within ten (10) days of the event giving rise to the grievance.

16.02(c)

Should a dispute **arise** between the Company and any employee regarding the application, operation, interpretation or alleged **violation** of this Agreement, **including** any question as to whether a **matter is arbitrable**, an earnest effort shall be made to settle the **dispute in** the following manner:

Step One

Within ten (10) days after the alleged grievance has arisen, or **within ten (10) days from the time** the employee should reasonably have known of the occurrence of the event, the employee and her Shop Steward may **present the grievance in writing** to her **supervisor**. The **supervisor** shall reply **in writing within three (3) days**. **Failing** a satisfactory settlement, the employee may process the grievance to Step 2.

Step Two

Within five (5) days from the time settlement could have been made in the **previous Step**, the employee, accompanied by the Grievance Chairperson, may present the grievance **in writing** to the Human Resources/Operations Manager. The Human Resources/Operations Manager shall **reply in writing within five (5) days** of presentation of the **grievance** under Step 2. **Failing** a satisfactory settlement at **this** stage, the **employee may process the grievance to Step 3**.

Step Three

Within ten (10) days from the time settlement could have been made **within the time limits** of the **previous Step**, the Grievance **Chairperson** and/or Staff Representative or designates thereof, **may** take the matter up **with the Store Manager and/or his designate**. **Prior to submission to the Manager, there shall be a written statement outlining the nature of the grievance, the remedy sought and the section or sections of the Agreement which are alleged to have been violated. The Manager shall reply in writing within five (5) days** of the presentation of the grievance under Step 3. **Failing** a satisfactory settlement at **this** stage, the matter must be referred to arbitration **within thirty (30) calendar days** from the **date settlement could have been made in Step 3**.

- 16.03 Time limits may be extended by mutual agreement between the Company and the Union.
- 16.04 If either Party fails to act within any of the time limits, or within an agreed upon extension, it will be deemed that **Party** has abandoned its position and that **the position of the** other Party has been established, except in a case where the Union or the Company withdraws the grievance.
- 16.05(a) Any **agreement** between the Company and the Union shall be final and binding upon the Company, the Union and the employee(s) concerned.
- (b) Answers shall be **given** in writing to the Union on a first, second and third stage grievance and shall be sent to the **grievor**, the Shop Steward **involved** and the Grievance Chairperson.
- 16.06 If it is not practical to **follow** the steps in the grievance procedure **because** some **department** may have no Company or Union representative or the Company or Union representative is not available, then by mutual consent the next step may be proceeded to.
- 16.07 The grievance procedure shall be **carried** out on the Company's property or at such other place or time as the Union and the Company shall mutually agree upon.
- 16.08 If it is necessary for a Shop Steward or other employee(s) to take time off **during** working **hours** in connection **with** a **grievance**, she must notify her supervisor and they must arrange a mutually satisfactory time. Time off shall not be unreasonably withheld.
- 16.09 **PURSUANT TO SECTION 103 OF THE B.C. LABOUR RELATIONS CODE.**
- (a) At any time following completion of Step **3** and prior to the appointment of an arbitrator **pursuant** to this Article and where a difference **arises** between the

Parties **relating** to the dismissal, discipline, or suspension of **any** employee, or to the interpretation, application, operation, or alleged violation of this **Agreement**, including any question to whether a matter is **arbitrable**, during the term of the Collective Agreement, Judy **Korbin** or **Merv Chertkow**, or a substitute agreed to by the Parties, shall at the request of either party:

- (i) investigate the difference;
- (ii) define the issue in the difference; and
- (iii) make **written recommendation to resolve the difference within five (5) days** of the date of receipt of the request; and for **those five (5) days** from that day, time does not run in respect of the grievance **and/or Arbitration Procedure**.

16.09(b)

If mutually agreed, the recommendations shall become a decision binding upon the Parties and all others affected.

ARTICLE 17 ARBITRATION

17.01

Either Party must **within thirty (30) calendar days** of the completion of Step **3** of the grievance procedure outlined in Article **16**, **notify the** other Party in writing of its desire to **submit to arbitration an unsettled** grievance relating to the **application, operation, interpretation or alleged violation** of this Agreement, including any question as to whether the matter is **arbitrable**.

17.02(a)

Should the Parties mutually agree to submit the matter to a single Arbitrator, then **within seven (7) days** following such notice, the Parties till agree upon a mutually acceptable single Arbitrator.

(b)

Failing mutual agreement to refer the matter to a single Arbitrator, then, **within ten (10) days** the Parties shall appoint their respective nominees to the Board of Arbitration and they shall select a mutually acceptable Chair.

- 17.03 The Arbitrator or Arbitration Board shall hear and determine the difference or allegation and shall **within** a maximum of thirty (30) days following arbitration **render** a **decision**.
- 17.04 The Parties shall jointly bear the costs of the Chair. Each of the Parties shall bear the expenses of the respective nominees to the Board of Arbitration and any witnesses called by it. No costs of arbitration shall be awarded to or against either Party.
- 17.05 ^{??} Arbitration procedures shall be expedited by the Parties.
- 17.06 At arbitration, the Parties may have the assistance of the employee(s) **concerned** and any necessary witnesses.
- 17.07 An Arbitrator or Arbitration Board named **in** -accordance **with this** Article shall be governed by the provisions of **this** Agreement and, subject only to the provisions of Article 13, Sub-section 13.03 shall not have the right to add to, delete **from**, to change, or make any **decision** contrary to the provisions of **this Agreement**. The decision of the Arbitrator shall be final and binding on both Parties. Except as otherwise **provided in this** Agreement, no Arbitrator may **award** retroactively beyond ten (10) days preceding the date of the written grievance.

ARTICLE 18 GENERAL PROVISIONS

- 18.01 The Company **will** consult at the local level **with** the Union **in** advance of **eliminating** or reducing any benefit or practice **which** currently **applies** to employees **in** the bargaining unit but **is** not specifically dealt **with in** this Collective Agreement. The Company **will** generally only take such action on a Company-wide **basis** and not just **with** respect to the particular employees **in this** bargaining unit.
- 18.02 DUTY TO ACCOMMODATE
- ⇒ The Company and the Union **recognize** that they have a duty to accommodate **in** accordance **with** the provisions of the Human Rights Act.

18.03 COMPANY RULES

The **Company** may make and alter reasonable workplace rules, to be observed by all employees. Changed rules shall be communicated to the Union and the employees prior to implementation.

18.04 HUMANITY FUND

For the purpose of international aid and development, the Company agrees to deduct on an annual basis on pay period twenty-six (26), the amount of one cent (.01¢) per hour from the wages of all employees in the bargaining unit as of the date of the deduction, for all hours worked by that employee during the preceding year. The amount so deducted shall be payable to the "*Steelworkers* Humanity *Fund*" and forwarded to:

Steelworkers Humanity Fund
234 Eglinton Avenue E., 7th Floor
Toronto, Ontario
M4P 1K7

The **Company** shall also advise in writing both the Steelworkers Humanity Fund at the aforementioned address and the Local Union that such payment has been made, the amount of such payment and the names of all employees in the bargaining unit on whose behalf such payment has been made.

It is understood and agreed that participation by any employee in the bargaining unit in the program of deductions set forth above may be discontinued by any employee in the bargaining unit after the receipt by the Company and the Local Union of that employee's written statement of her desire to discontinue such deductions from her pay which may be received during the four (4) weeks following ratification of the Agreement or at any time thereafter.

18.05 TERMINATION PAY

1. A Notice Period (or Pay in Lieu of Notice) as per Employment Standards.

AND

2. (a) For up to five **(5)** years of service:
one **(1)** week of Termination Pay for every year of complete service
- (b)** More **than five (5)** years of service:
five **(5)** weeks for the first five **(5)** years of service, plus one point five **(1.5) weeks** per completed year of service for each subsequent year up to a maximum of thirty **(30)** weeks in total.

It is understood that an employee who receives Termination Pay will lose her seniority and her employment will be terminated for all purposes.

18.06(a) Employees required to wear uniforms by the Company shall have them supplied, laundered and **kept** in repair without cost to the employee.

(b) The Company will continue to supply blouses and shirts to restaurant and Malt Stop employees at no cost to the employee as long as the black and white program or any other uniform program is in effect.

(c) It is agreed that employees in **the Cosmetic** department will be supplied uniforms by the Cosmetic Company when required at no cost to the employee. The Parties agree that employees will launder and maintain their uniforms. The **Company will** pay for any alterations when required.

(d) Where an employee's personal clothing becomes **soiled** or damaged at work by circumstances beyond the control of the employee, the Company will be responsible for **the cleaning, repair or replacement** Of the item.

18.07 No **employee** shall be asked to make a written or verbal agreement with the Company regarding hours of work, wages or working conditions contrary to the terms of this Agreement.

18.08(a) NOTICE REQUIRED

Employees are required to attend work regularly. When unable to attend the employee must contact her supervisor as far in advance as possible of her scheduled starting **time**, giving the reason she is unable to attend work, the date of her expected return, and the details as to where she can be contacted during her absence. If the employee cannot contact her supervisor, she must contact a Manager at the store prior to **the** employee's scheduled starting time. If the supervisor or a Manager is not available, the employee will **leave** a message and indicate where she can be contacted.

(b) REASONS FOR ABSENCE

An employee may be required by the Company to substantiate the reasons for any **absence**.

(c) MEDICALS

The Union acknowledges that the Company may require medical **information** about an employee in **order** to administer the Company's benefit plans for eligible employees, meet its duty to accommodate, and ensure that employees who are returning to work from **illness** or injury are fit to work safely.

In **such** cases, the Company reserves its right to require an employee to be examined by an independent medical expert. Medical information may be obtained by **the Regional** Human Resources Manager and will be treated as strictly confidential. The **Kamloops** Store Manager will receive a certificate from the medical expert indicating whether, and if possible, when an employee is fit to return to work and whether the **employee** has any restrictions on the return to work.

Any fee charged by the medical expert to which an employee is referred by the **Regional** Human Resources Manager will be paid by the Company and the employee will be **reimbursed** in these circumstances for any reasonable travel costs associated with attending at the office of such medical expert. It is understood that employees will not suffer any loss of wages **arising** from application of this clause.

18.09 BULLETIN BOARDS

The Company shall ~~make~~ available places in mutually agreeable locations for the purpose of posting notices regarding meetings and other similar Union matters. All such notices must be signed by a Union ~~officer~~. A portable bulletin board may be used at the staff entrance before store opening on days that the Union wants to announce meetings. A copy of the Collective Agreement will be posted on the Union bulletin boards.

18.10 COLLECTIVE AGREEMENTS

The Company and the Union will jointly share the cost of printing the Collective Agreement subject to a maximum contribution by the Company of five hundred dollars (\$500.00).

ARTICLE 19 INSURANCE BENEFITS

19.01 It is *agreed* that ~~the~~ application of the Company benefits shall continue in respect to the employees in conformity with their general application throughout the Company. While the application of such benefit plans may be the subject of a **grievance**, it is understood that the benefits plans are not part of the Collective Agreement, and are not themselves subject to the grievance procedure or arbitration.

19.02 The Company will ensure that each employee in the bargaining unit is provided an outline of the insurance benefits.

19.03 The Company will consult with the Union before introducing changes to the insurance benefit package.

ARTICLE 20 COMMISSION SALES

20.01 Commission policies for the **Kamloops** Store, other than those fixed for the duration of this Collective Agreement by its terms, will be applied in conformity with **their general** application throughout the region.

Commission sales associates must abide by the guidelines established in the Commission Manual or Commission Manuals established by the Company for the region as a whole.

Commission Rates:

The Company will pay commissions at the following rates:

20.01 (1) Cosmetic Department:

Three percent (3%) plus hourly rate

(2) Big Ticket Areas:

11A1.2

(i) Furniture: Six percent (6%)

(ii) Major Appliances: Six and one-half percent (6.5%)

All commission sales associates will receive one percent (1%) commission on all other merchandise.

20.02 Details of the commission policies will be distributed by the Company to all employees affected.

20.03 The Company will consult with the Union at the local level in advance of making any changes in the current commission policies in the region.

ARTICLE 21 TECHNOLOGICAL CHANGE

21.01 4A Where the Company intends to introduce new technological equipment that shall result in decreased staff hours or layoff, the matter shall be discussed with the Union in advance to review the implementation process and discuss any other implications.

APPENDIX "A"

WAGE RATES

Wage Rates: **Effective February 1, 1997**

1. Scales **will** not be adjusted for 1997.
2. Employees at the approved job **rate will** receive a **1.5% increase**.
3. **Employees** above **scale**, who are **within 10%** of the job rate **will** receive **1.5% increase**.
4. Employees above scale, who are more than **10% above** the job rate **will** receive **1.0%**
5. **This** does not apply to Big Ticket Commission Associates.

Wage Rates: **Effective February 1, 1998**

1. Scales **will not be** adjusted for 1998 (other than probationary rate)
2. Employees **at** or above job rate **will receive an adjustment** of 1.5% of the Job **rate** added to **their** hourly rate.
3. This does not **apply** to Big Ticket **Commission** Associates.
4. Any Probation rate that **is \$7.00** per hour to go to **\$7.15**.

Wage Rates: **Effective February 1, 1999**

- I. Job rate to be increased by **1,000 hours**. This **will** be **1% over current** job rate.
2. AU employees at or **above** job rate as of **February 1, 1999** to receive **1% adjustment on their current rate**.

WAGE RATES CURRENT THRU 1999
WAGE RATES EFFECTIVE FEB. 1 OF YEAR

FULL TIME STATUS

NAME	CURRENT	97	98	99
MARILYN MOSKWA	14.70	14.85	15.04	15.19
BEN SPAGNUT	20.14	20.34	20.55	20.76
SHERRY BALOGH	LTD			
ELIZEBETH SHYMKO	15.43	15.58	15.78	15.94
JOANNE PIAZZA	12.20	12.38	12.55	12.68
LOIS WHITE	16.73	16.90	17.09	17.26
ELIZABETH ROWAND	13.85	14.06	14.25	14.39
MARILYN STRUTZ	13.60	13.80	13.99	14.13
PATRICIA OLSON * FA PREMIUM	13.92	14.12	14.31	14.45
GINA PAGNOTTA	11.30	11.47	11.64	11.76
IONE ZWARICH	11.30	* .20	11.64	11.76
DICK WELLER	11.36			
KAREN DEAN	LTD			
LAVON MCLEOD * FA PREMIUM	11.70	11.87	12.04	12.16
DAVID HOUSE	14.79			
STEVE BELL	10.98			
JAMES ELLISON	9.29			
AIDA TAIT	11.30	11.47	11.64	11.76
GARTH SALMON	10.21			

* Figure represents amount per hour increase based on job class and rate – Feb. 1, of year.

WAGE RATES CURRENT THRU 1999
WAGE RATES EFFECTIVE FEB. 1 OF YEAR

REGULAR PART TIME STATUS

NAME	CURRENT	97	98	99
JOAN REILLY	14.00	14.21	14.41	14.55
DONNA SHEA	13.51	13.71	13.90	14.04
LYNDA JENKINS	13.00	13.20	13.39	13.52
SUZY JOLY	12.87	13.06	13.25	13.38
JUDY COLLINS	12.45	12.64	12.82	12.95
DIANA MARTENS	12.87	13.06	13.25	13.38
CHRIS JAMESON	11.64	11.81	11.97	12.09
NARINDER DHILLON	12.87	13.06	13.25	13.38
GLORIA HRYCEWICH	12.87	13.06	13.25	13.38
FINA SIRIANNI	12.87	13.06	13.25	13.38
RITA HODGE	12.99	13.12	13.28	13.41
FAYE FOLK	12.87	13.06	13.25	13.38
BARB LUCIW	12.87	11.08	12.87	13.00
DORISE TUPHOLME	12.87	13.06	13.25	13.38
PENNY WILSON	12.87	13.06	13.25	13.38
CATHY SIMPSON * FA PREMIUM	13.27	13.46	13.65	13.78
YVONNE DUNCAN	10.92	11.08	11.24	11.35
JOAN MACDONALD	10.92	11.08	11.24	11.35
TRUDY BUDD	12.87	13.06	13.25	13.38
MARJORIE LEAVITT	12.87	13.06	13.25	13.38
LEANNA KAZAKOFF	12.87	11.08	13.25	13.38
AMBER LARSON	12.87		13.06	13.19
JENNIFER ANDREWS	12.87	13.06	13.25	13.38
KATHY SZILAGYI	12.02			12.14
DONNA OLFREY	12.87			13.00
RUTH RILEY-LAHODA	12.87	13.06	13.25	13.38
JOANNE GRACE	12.87			13.00
MAE ERICKSON	12.87		13.06	13.19
KAREN BOOSE	10.91			
MARLENE EVANS	11.30	11.47	11.64	11.76
MONIQUE ANDRES	11.33			
CAROLINE WESSEL	9.10			
SUSAN BROOKS	11.33			
GRANT KRASNIKOFF	9.92			

* Figure represents amount per hour increase based on job class and rate – Feb. 1 of year.

LONNIE GABER	13.08	13.21	13.37	13.50
ALICE HUGHES	13.33	13.46	13.62	13.76
TAMME FOSSETT	12.58	12.71	12.87	13.00
JEAN SHEELEY	12.10	12.22	12.38	12.50
MAJORIE HARDING	11.18	11.35	11.51	11.63
ROSE COMEAU	10.82	10.98	11.14	11.25
PAT HUYGHEBAERT	12.74	12.87	13.03	13.16
JIM SMITH	10.92	11.08	11.24	11.35
PAT MOFFETT	10.92			11.03
HELEN GILBERT	11.64	11.81	11.97	12.09
MARIE FABBRO	10.92		11.08	11.19
ANN ROBINS	10.92	11.08	11.24	11.35
JUDY HYDE- ORICHOWSKI	10.92		11.08	11.19
MARY HUBER	10.92	11.08	11.24	11.35
KATHY RICHARDSON	11.38			
DORIS BRENNER	10.92			11.03
DEBRA BEBEK	10.92	11.08	11.24	11.35
SHEENA FROMENT	9.92			
MARY ANN DAUK	10.46	10.62	10.78	10.89
LYNN ELLSAY	10.92			
SHARON PHELPS	9.92			
SANGEETA SPOLIA	10.35			
GINA CANONICO	9.28			
LEAH DUCHARME	9.92			
KAMAL HEER	10.35			
JENNY ORDOG	7.75			
DORIS ROSVOLD	9.92			
CATHERINE PILE	9.28			
BARB SMITH	10.21			
DEBORAH BIRD	9.28			
BRIGITTA VOGEL	9.28			
TRACY OLSON	9.28			
KAREN OLSON	9.28			
NORA LYN HEALEY	8.42			
ANDREA HANSEN	8.42			
DALJIT KANG	8.42			
GRACE TURNER	9.28			
PATRICIA MCFAYDEN	8.42			
MARIA HAVLENA	9.26			

TERRIE CARNIELLO	8.42			
JOAN RICHMOND	8.42			
BRANDE SAMSON	8.42			
DANIEL BOSE	9.28			
MICHAEL GHAG	8.42			
SHIRLEY THOMPSON	8.42			
ILONA MCQUILLAN	7.75			
MATT JARVIS	9.28			
ANNE FRIESEN	8.42			
MADALINA CARPINO	8.42			
DARREN CLARK	7.75			
JOANNE PINETTE	7.75			
MARY ONUFREYCHUK	7.75			
CHERYL INGRAM	7.75			
NADINE LANGLEY	8.51			
SAMUEL DABNER	7.75			
JENNIFER STALZER	7.75			
BALJINDER DHAMI	7.75			
DARALEIGH IRVING	7.75			
ANDREA ROSS	7.75			
PING BEATON	7.75			
CYNTHIA VAN HOECK	7.75			
ANNE WALSTEN	7.75			
DONNA LEE	7.75			
SUKVINDER MANN	7.75			
DAVID WEST	7.15			
BARBARA POWELL	7.15			
BIMY MEHTA	7.15			
JOAN DYCK	7.15			
KAREN MCPHEE	7.15			
CYNTHIA REA	7.15			
CHRISTINA REID	7.15			
NICOLE QUAYLE	7.15			
ANNA RELKOV	7.15			

KAMLOOPS

DEPARTMENT: **SALES**

EFFECTIVE DATE: **FEBRUARY 1997**

LOCATION: **1106**

DATE REVISED: **FEBRUARY 1997**

REPLACES SCHEDULE: **FEBRUARY 1996**

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
GENERAL WORKER (Non-Cash Trained)	SA112		7.07 13,787					
SALES ASSOCIATE (Non-Commission)	SA100	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
DEPARTMENT HEAD (Non-Commission)	SA102		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	
COSMETICIAN (BASE + 3% COMMISSION)	SA103		7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	
COSMETICS SIGN. With Line responsibility	SA104		8.39 16,361	9.10 17,745	9.81 19,130	10.49 20,456	11.30 22,035	
ADRIEN ARPEL ESTHETICIAN (BASE + 3% COMMISSION)	SA315		8.75	9.42 18,369	10.28 20,046	10.92 21,294	11.46 22,347	
IN-STORE MARKETER	SA109	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
HIGH TICKET DRAW RATE Straight Comm Against	SA107		7.75 15,113	8.42 16,419	10.21 19,910			

OR UP TO **75%** OF LAST YEAR'S EARNINGS

KAMLOOPS

DEPARTMENT: **SUPPORT**

LOCATION: **1106**

EFFECTIVE DATE: **FEBRUARY 1997**

DATE REVISED: **FEBRUARY 1997**

REPLACES SCHEDULE: **FEBRUARY 1996**

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
FOODSERVICES I cash/mall stop/dishroom/floor	RS150	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	-
FOODSERVICES II foodpreparation/kitchen	RS149	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
FOOD SERVICES SECTION HEAD	RS151		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	-
DEPT.STOCKPERSON DOCKHAND/REC.HELPER	MM120 MM125	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
STORE RECEIVER	MM128		10.82 21,099	11.52 22,464	12.17 23,732	12.81 24,980	13.45 26,228	14.23 27,749

KAMLOOPS

DEPARTMENT: **LOSS PREV'N/ VISUAL PRES'N**

LOCATION: **1106**

EFFECTIVE DATE: **FEBRUARY 1997**

DATE REVISED: **FEBRUARY 1997**

REPLACES SCHEDULE: **FEBRUARY 1996**

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
LOSSPREVENTION I Store LP Operator	LP180		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765
VISUAL PRES'N HELPER	VM138	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
VISUAL PRESENTATION I Store Display Person	VM140		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765
VISUAL PRESENTATION II VP Co-Ordinator	VM141		MINIMUM 12.30 23,985	JOB RATE 15.53 30,284	MERIT MAX 18.45 35,978			

KAMLOOPS

DEPARTMENT:

CLERICAL

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1997

DATE REVISED:

FEBRUARY 1997

REPLACES SCHEDULE:

FEBRUARY 1996

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
JUNIOR Stock Auditor Item Record Clerical	BO190	7.07 13,787	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
INTERMEDIATE Cash Office Clerk & Switchbd Opr., Sales Audit Clerk	BO191	7.77 15,152	8.51 16,595	9.26 18,057	10.21 19,910	10.91 21,275	11.38 22,191	12.02 23,439
GENERAL Human Resources Clerical Basis Co-ordinator	BO192 BO307	8.53 16,634	9.36 18,252	10.18 19,851	11.23 21,899	12.01 23,420	12.53 24,434	13.22 25,779

PREMIUMS

0.40/HR

Designated first-aid
with Industrial First-aid certificate

KAMLOOPS

DEPARTMENT:

SALES

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1998

DATE REVISED:

FEBRUARY 1998

REPLACES SCHEDULE:

FEBRUARY 1997

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
GENERAL WORKER (Non-Cash Trained)	SA112		7.15 13,943					
SALES ASSOCIATE (Non-Commission)	SA100	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
DEPARTMENT HEAD (Non-Commission)	SA102		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	
COSMETICIAN (BASE + 3% COMMISSION)	SA103		7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	
COSMETICSSIGN. With Line responsibility	SA104		8.39 16,361	9.10 17,745	9.81 19,130	10.49 20,456	11.30 22,035	
ADRIENARPEL ESTHETICIAN (BASE + 3% COMMISSION)	SA315		8.75	9.42 18,369	10.28 20,046	10.92 21,294	11.46 22,347	
IN-STORE MARKETER	SA109	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
BIG TICKET DRAW RATE Straight Comm Against	SA107		7.75 15,113	8.42 16,419	10.21 19,910			
OR UP TO 75% OF LAST YEAR'S EARNINGS								

KAMLOOPS

DEPARTMENT:

SUPPORT

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1998

DATE REVISED:

FEBRUARY 1998

REPLACES SCHEDULE:

FEBRUARY 1997

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
FOOD SERVICES I cash/malt stop/dishroom/floor	RS150	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	
FOOD SERVICES II food preparation/kitchen	RS149	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
FOOD SERVICES SECTION HEAD	RS151		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	
DEPT.STOCKPERSON DOCKHAND/REC.HELPER	MM120 MM125	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
STORE RECEIVER	MM128		10.82 21,099	11.52 22,464	12.17 23,732	12.81 24,980	13.45 26,228	14.23 27,749

KAMLOOPS

DEPARTMENT: **LOSS PREV'N/ VISUAL PRES'N**

LOCATION: **1106**

EFFECTIVE DATE: **FEBRUARY 1998**

DATE REVISED: **FEBRUARY 1998**

REPLACES SCHEDULE: **FEBRUARY 1997**

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
LOSS PREVENTION I Store LP Operator	LP180		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765
VISUAL PRES'N HELPER	VM138	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
VISUAL PRESENTATION I Store Display Person	VM140		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765
VISUAL PRESENTATION II VP Co-Ordinator	VM141		MINIMUM 12.30 23,985	JOB RATE 15.53 30,284	MERIT MAX 18.45 35,978			

KAMLOOPS

DEPARTMENT:

CLERICAL

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1998

DATE REVISED:

FEBRUARY 1998

REPLACES SCHEDULE:

FEBRUARY 1997

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS
JUNIOR Stock Auditor Item Record Clerical	BO190	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294
INTERMEDIATE Cash Office Clerical, Switchbd Opr., Sales Audit Clerk, Big Ticket	BO191	7.77 15,152	8.51 16,595	9.26 18,057	10.21 19,910	10.91 21,275	11.38 22,191	12.02 23,439
GENERAL Human Resources Clerical Basics Co-ordinator	BO192 BO307	8.53 16,634	9.36 18,252	10.18 19,851	11.23 21,899	12.01 23,420	12.53 24,434	13.22 25,779

PREMIUMS

0.40/HR

Designated first-aid
with Industrial First-aid certificate

KAMLOOPS

DEPARTMENT:

SALES

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1999

DATE REVISED:

FEBRUARY 1999

REPLACES SCHEDULE:

FEBRUARY 1998

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS	6000 HOURS
GENERAL WORKER (Non-Cash Trained)	SA112		7.15 13,943	7.22 14,079					
SALES ASSOCIATE (Non-Commission)	SA100	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
DEPARTMENT HEAD (Non-Commission)	SA102		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	13.00 25,350	
COSMETICIAN (BASE + 3% COMMISSION)	SA103		7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	10.56 20,592	
COSMETICS SIGN. With Line responsibility	SA104		8.39 16,361	9.10 17,745	9.81 19,130	10.49 20,456	11.30 22,035	11.41 22,250	
ADRIEN ARPEL ESTHETICIAN (BASE + 3% COMMISSION)	SA315		8.75	9.42 18,369	10.28 20,046	10.92 21,294	11.46 22,347	11.57 22,562	
IN-STORE MARKETER	SA109	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
BIG TICKET DRAW RATE Straight Comm Against	SA107		7.75 15,113	8.42 16,419	10.21 19,910	OR UP TO 75% OF LAST YEAR'S EARNINGS			

KAMLOOPS

DEPARTMENT:

SUPPORT

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1999

DATE REVISED:

FEBRUARY 1999

REPLACES SCHEDULE:

FEBRUARY 1998

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS	6000 HOURS
FOOD SERVICES I cash/malt stop/dishroom/floor	RS150	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.46 20,397	10.56 20,592	-
FOOD SERVICES II food preparation/kitchen	RS149	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
FOOD SERVICES SECTION HEAD	RS151		9.91 19,325	10.63 20,729	11.33 22,094	12.04 23,478	12.87 25,097	13.00 25,350	-
DEPT.STOCKPERSON DOCKHAND/REC.HELPER	MM120 MM125	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
STORE RECEIVER	MM128		10.82 21,099	11.52 22,464	12.17 23,732	12.81 24,980	13.45 26,228	14.23 27,749	14.37 28,022

58

KAMLOOPS

DEPARTMENT: **LOSS PREV'N/ VISUAL PRES'N**

LOCATION: **1106**

EFFECTIVE DATE: **FEBRUARY 1999**

DATE REVISED: **FEBRUARY 1999**

REPLACES SCHEDULE: **FEBRUARY 1998**

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS	6000 HOURS
LOSS PREVENTION I Store LP Operator	LP180		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765	12.83 25,019
VISUAL PRES'N HELPER	VM138	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
VISUAL PRESENTATION I Store Display Person	VM140		9.05 17,648	9.71 18,935	10.48 20,436	11.18 21,801	11.88 23,166	12.70 24,765	12.83 25,019
VISUAL PRESENTATION II VP Co-Ordinator	VM141		MINIMUM 12.30 23,985	JOB RATE 15.69 30,596	MERIT MAX 18.45 35,978				

KAMLOOPS

DEPARTMENT:

CLERICAL

LOCATION:

1106

EFFECTIVE DATE:

FEBRUARY 1999

DATE REVISED:

FEBRUARY 1999

REPLACES SCHEDULE:

FEBRUARY 1998

POSITION	CODE	PROBATION	START	1000 HOURS	2000 HOURS	3000 HOURS	4000 HOURS	5000 HOURS	6000 HOURS
JUNIOR Stock Auditor Item Record Clerical	BO190	7.15 13,943	7.75 15,113	8.42 16,419	9.28 18,096	9.92 19,344	10.35 20,183	10.92 21,294	11.03 21,509
INTERMEDIATE Cash Office Clerical, Switchbd Opr., Sales Audit Clerk, Big Ticket	BO191	7.77 15,152	8.51 16,595	9.26 18,057	10.21 19,910	10.91 21,275	11.38 22,191	12.02 23,439	12.14 23,673
GENERAL Human Resources Clerical Basics Co-ordinator	BO192 BO307	8.53 16,634	9.36 18,252	10.18 19,851	11.23 21,899	12.01 23,420	12.53 24,434	13.22 25,779	13.35 26,033

PREMIUMS

0.40/HR

Designated first-aid
with Industrial First-aid **certificate**

**LIST OF EMPLOYEES PAID OUTSIDE
SALARY RANGE
BY CATEGORY / YEAR**

FULL TIME

NAME	1997	1998	1999
MARILYN MOSKWA	X	X	X
BEN SPAGNUT	X	X	X
ELIZEBETH SHYMKO	X	X	X
JOANNE PIAZZA	X	X	X
LOIS WHITE	X	X	X
ELIZABETH ROWAND	X	X	X
MARILYN STRUTZ	X	X	X
PAT OLSON	X	X	X
IONE ZWARICH	X	X	X
LAVON MCLEOD	X	X	X
AIDA TAIT	X	X	X

LIST OF EMPLOYEES PAID OUTSIDE
SALARY RANGE
BY CATEGORY / YEAR

REGULAR PART-TIME

NAME	1997	1998	1999
JOAN REILLY	X	X	X
DONNA SHEA	X	X	X
LYNDA JENKINS	X	X	X
SUZY JOLY	X	X	X
JUDY COLLINS	X	X	X
DIANA MARTENS	X	X	X
CHRIS JAMESON	X	X	X
NARINDER DHILLON	X	X	X
GLORIA HRYCEWICH	X	X	X
FINA SIRIANNI	X	X	X
RITA HODGE	X	X	X
FAYE FOLK	X	X	X
DORISE TUPHOLME	X	X	X
PENNY WILSON	X	X	X
CATHY SIMPSON	X	X	X
YVONNE DUNCAN	X	X	X
JOAN MACDONALD	X	X	X
TRUDY BUDD	X	X	X
MARJORIE LEAVITT	X	X	X
LEANNA KAZAKOFF		X	X
AMBER LARSON	-	X	X
JENNIFER ANDREWS	X	X	X
RUTH RILEY-LAHODA	X	X	X
MAE ERICKSON		X	X
MARLENE EVANS	X	X	X

LIST OF EMPLOYEES PAID OUTSIDE
SALARY RANGE
BY CATEGORY / YEAR

AUXILLIARY

NAME	1997	1998	1999
LONNIE GABER	X	X	X
ALICE HUGHES	X	X	X
TAMME FOSSETT	X	X	X
JEAN SHEELEY	X	X	X
MARJORIE HARDING	X	X	X
ROSE COMEAU	X	X	X
PAT HUYGHEBAERT	X	X	X
JIM SMITH	X	X	X
HELEN GILBERT	X	X	X
MARIE FABBRO	-	X	X
ANN ROBINS	X	X	X
JUDY HYDE-ORICHOWSKI	-	X	X
MARY HUBER	X	X	X
DEBRA BEBEK	X	X	X
MARY ANN DAUK	X	X	X

GRANDFATHERED / ⁵⁶HOLIDAY ENTITLEMENT

3E
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FULL TIME STATUS

NAME	SEN, DATE M/D/Y	RPT/FT DATE M/D/Y	CU R. C.A.	B A Y POLI CY	GR. FATH ER WKS.	NEXT HOL. INC.
MARILYN MOSKWA	07/01/73	07/01/73	6	6	0	.
BEN SPAGNUT	10/01/73	10/01/73	6	6	0	.
SHERRY BALOGH	03/15/74	09/01/74	LTD	-	-	-
ELIZEBETH SHYMKO	06/14/79	06/14/79	5	5	0	6-1999
JOANNE PIAZZA	06/10/80	08/17/81	5	5	0	6-2001
LOIS WHITE	03/16/81	06/07/81	5	5	0	6-2001
ELIZABETH ROWAND	06/15/81	06/15/81	5	5	0	6-2001
MARILYN STRUTZ	06/15/81	07/30/81	5	5	0	6-2001
PAT OLSON	06/22/81	07/30/81	5	5	0	6-2001
GINA PAGNOTTA	07/13/81	04/10/94	5	5	0	6-2014
IONE ZWARICH	10/31/82	05/17/87	5	4	1	6-2007
DICK WELLER	07/28/86	02/23/87	4	4	0	-
KAREN DEAN	09/28/87	09/28/87	LTD	-	-	-
LAVON MCLEOD	04/08/89	04/08/89	3	3	0	4-1999 5-2004 6-2009
DAVE HOUSE	02/07/90	02/07/90	3	3	0	4-2000
STEVE BELL	08/25/96	02/13/91	3	3	0	4-2001 5-2006 6-2011
JAMES ELLISON	11/27/91	11/27/91	3	3	0	-
AIDA TAIT	03/02/93	03/02/93	3	3	0	4-2003 5-2008 6-2013
GARTH SALMON	11/09/96	05/18/97	2	2	0	3-2000 4-2006 5-2012 6-2017

3 /

GRANDFATHERED/ HOLIDAY ENTITLEMENT

REGULAR PART TIME STATUS

NAME	SEN. DATE M/D/Y	RPT/FT DATE M/D/Y	CU R C.A.	B A Y POLI CY	C R FATH ER WKS.	NEXT HOL. INC.
JOAN REILLY	09/01/76	06/01/78	6	6	-	
DONNA SHEA	11/19/79	09/26/88	5	4	1	6- 2008
LYNDA JENKINS	06/15/81	10/03/88	5	4	1	6- 2008
SUZY JOLY	06/15/81	05/22/88	5	4	1	6- 2008
JUDY COLLINS	06/16/81	08/15/93	5	3	2	6- 2013
DIANAMARTENS	08/16/83	04/07/96	5	3	2	6- 2016
CHRIS JAMESON	11/21/83	04/10/94	5	3	2	6- 2014
NARINDER DHILLON	11/28/83	10/01/85	5	4	1	6- 2005
GLORIA HRYCEWICH	02/04/85	06/01/86	4	4	0	5- 2001 6- 2006
FINA SIRIANNI	07/18/85	10/24/93	4	3	1	5- 2008 6- 2013
RITA HODGE	09/04/85	01/12/86	4	4	0	5- 2001 6- 2006
FAYE FOLK	11/28/85	06/12/89	4	3	1	5- 2004 6- 2009
BARB LUCIW	10/05/88	04/10/94	4	3	1	5- 2009 6- 2014
DORISE TUPHOLME	11/23/88	08/27/95	4	3	1	5- 2010 6- 2015
PENNY WILSON	08/19/89	01/05/97	3	3	0	4- 1999 5- 2012 6- 2017
CATHY SIMPSON	08/29/89	04/22/90	3	3	0	4- 1999 5- 2005 6- 2010
YVONNE DUNCAN	09/01/89	04/10/94	3	3	0	4- 1999 5- 2009 6- 2014
JOAN MACDONALD	10/10/89	04/10/94	3	3	0	4- 1999 5- 2009 6- 2014
TRUDY BUDD	10/19/89	06/20/93	3	3	0	4- 1999 5- 2008 6- 2013
MARJORIE LEAVITT	10/27/89	09/09/90	3	3	0	4- 1999 5- 2005 6- 2010
LEANNA KAZAKOFF	09/05/90	06/22/92	3	3	0	4- 1999 5- 2007 6- 2012
AMBER LARSON	03/27/91	02/02/97	3	3	0	4- 2001 5- 2012 6- 2017

GRANDFATHERED/ HOLIDAY ENTITLEMENT**REGULAR PART TIME STATUS**

NAME	SEN. DATE M/D/Y	RPT/FT DATE M/D/Y	CUR. C.A.	RAY POLICY	GR. FATHER WKS.	NEXT HOL. INC.
JENNIFER ANDREWS	09/23/91	07/17/94	3	3	0	4- 2001 5- 2009 6- 2014
KATHY SZILAGYI	07/10/92	09/19/93	3	3	0	4- 2002 5- 2008 6- 2013
RUTH RILEY-LAHODA	06/19/93	06/19/93	3	3	0	4- 2003 5- 2008 6- 2013
JOANNE GRACE	08/24/93	02/02/97	3	3	0	4- 2003 5- 2012 6- 2017
MAE ERICKSON	08/24/93	03/27/94	3	3	0	4- 2003 5- 2009 6- 2014
KAREN BOOSE	10/06/93	05/12/96	3	3	0	4- 2003 5- 2009 6- 2016
MARLENE EVANS	08/03/95	08/03/95	2	2	0	3- 1999 4- 2005 5- 2010 6- 2015
CAROLINE WESSEL	10/07/97	10/07/97	2	2	0	3- 2001 4- 2007 5- 2012 6- 2017
GRANT KRASNIKOFF	08/06/96	05/17/98	2	2	0	3- 2000 4- 2006 5- 2013 6- 2018
DONNA OLFREY	10/15/92	05/31/98	3	3	0	4- 2002 5- 2013 6- 2018
SUE BROOKS	06/15/96	07/12/98	2	2	0	3- 2000 4- 2006 5- 2013 6- 2018
MONIQUE ANDRES	08/24/95	04/05/98	2	2	0	3- 1999 4- 2005 5- 2013 6- 2018

GRANDFATHERED/ HOLIDAY ENTITLEMENT

AUXILLIARY STATUS

NAME	SENIOR- ITY DATE	CUR. VAC. PAY %	BAY POLICY %	HOL. PAY % GRAND.	Next% Inc. GRAND.
LONNIE GABER	09/28/72	12 %	6%	12%	N/A
ALICE HUGHES	09/29/76	12%	6%	12%	N/A
TAMME FOSSETT	07/06/81	10%	6%	10%	N/A
JEAN SHEELEY	07/20/81	10%	6%	10%	N/A
MARJORIE HARDING	11/21/83	10%	6%	10%	N/A
ROSE COMEAU	02/06/84	8%	6%	8%	N/A
PAT HUYGHEBAERT	12/04/84	8%	6%	8%	N/A
W.J. SMITH	10/19/85	8%	6%	8%	N/A
PAT MOFFETT	09/11/86	8%	6%	8%	N/A
HELEN GILBERT	11/26/86	8%	6%	8%	N/A
MARIE FABBRO	09/28/87	8%	6%	8%	N/A
ANN ROBINS	12/05/87	8%	6%	8%	N/A
JUDITH HYDE-ORICHOWSKI	05/04/88	8%	6%	8%	N/A
MARY HUBER	12/03/88	6%	6%	6%	8% - 1998
KATHY RICHARDSON	12/03/88	6%	6%	6%	8%- 1999
DORIS BRENNER	06/09/89	6%	6%	6%	8%- 1999
DEBRA BEBEK	10/10/89	6%	6%	6%	8%- 1999
SHEENA FROMENT	05/15/90	6%	6%	6%	8%- 2000
MARY ANN DAUK	07/06/90	6%	6%	6%	8%- 2000
LYNN ELLSAY	09/09/91	6%	6%	6%	8%- 2001
SHARON PHELPS	11/18/91	6%	6%	6%	8%- 2001
SANGEETA SPOLIA	10/13/92	6%	6%	6%	8%- 2002
GINA CANONICO	11/05/92	6%	6%	6%	8%- 2002
LEAH DUCHARME	07/07/93	6%	6%	6%	8%- 2003
KAMAL HEER	08/07/93	6%	6%	6%	8%- 2003
JENNY ORDOG	09/24/93	6%	6%	6%	8%- 2003
DORIE ROSYOLD	09/27/93	6%	6%	6%	8%- 2003
CATHERINE PILE	07/29/94	6%	4%	6%	8%- 2004
BARB SMITH	08/13/94	4%	4%	-	6%- 1998 8%- 2004
DEBORAH BIRD	09/14/94	4%	4%	-	6%- 1998 8%- 2004
BRIGITTA VOGEL	09/16/94	4%	4%	-	6%- 1998 8%- 2004

Name	SENIOR- ITY DATE	CUR. VAC. PAY %	BAY POLICY %	HOL PAY% GRAND.	NEXT % Inc. GRAND.
TRACY OLSON	07/17/95	4%	4%	.	6%-1999 8%-2005
KAREN OLSON	07/17/95	4%	4%	-	6%-1999 8%-2005
NORA LYN HEALEY	07/17/95	4%	4%	-	6%-1999 8%-2005
ANDREA HANSON	07/17/05	4%	4%	-	6%-1999 8%-2005
DALJIT KANG	07/18/95	4%	4%	-	6%-1999 8%-2005
GRACE TURNER	07/18/95	4%	4%	-	6%-1999 8%-2005
PATRICIA MCFAYDEN	11/02/95	4%	4%	-	6%-1999 8%-2005
MARIA HAVLENA	04/12/96	4%	4%	-	6%-2000 8%-2006
TERRIE CARNIELLO	04/13/96	4%	4%	-	6%-2000 8%-2006
JOAN RICHMOND	05/19/96	4%	4%	-	6%-2000 8%-2006
BRANDE SAMSON	06/29/96	4%	4%	-	6%-2000 8%-2006
DANIEL BOSE	08/02/96	4%	4%	-	6%-2000 8%-2006
MICHAEL GHAG	09/12/96	4%	4%	-	6%-2000 8%-2006
SHIRLEY THOMPSON	10/05/96	4%	4%	-	6%-2000 8%-2006
ILONA MCQUILLAN	10/05/96	4%	4%	-	6%-2000 8%-2006
MATHEW JARVIS	11/10/96	4%	4%	-	6%-2000 8%-2006
BARBARA BROWN	11/15/96	4%	4%	-	6%-2000 8%-2006

LETTER OF UNDERSTANDING #1

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: SHOPPERS

The Parties agree that the use of Shoppers is beneficial to both the Company and the employees when their reports are not subject to abuse or misunderstanding.

Accordingly, it is agreed that Shoppers may be used to ensure customer service is assured. However, the oral or written Shopping Reports prepared by a Shopper can only be used in an advisory capacity to promote improved customer service, and not for any disciplinary purposes whatsoever, except where a copy of any such Shoppers Report is provided to the Union within forty-eight (48) hours following the incident which is the subject of the said Shoppers Report in which case the oral and documentary evidence of the Shopper can be adduced in evidence before an arbitrator with responsibility to adjudicate a matter where the oral or written Report of the Shopper is relevant.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of AUGUST, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

[Signature of Rae Warburton]
Rae Warburton

[Signature of Heidi Romeike]
Heidi Romeike

[Blank line]

[Blank line]

THE UNION

[Signature of Stephen Hunt]
Stephen Hunt

[Signature of Elizabeth Shymko]
Elizabeth Shymko

[Signature of Elizabeth Rowand]
Elizabeth Rowand

[Signature of Cathleen Simpson]
Cathleen Simpson

LETTER OF UNDERSTANDING #2

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: ARTICLE 11

The Company shall endeavour to schedule full time employees for no more than five (5) consecutive days, except by mutual agreement between the employee and management.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

THE UNION

[Signature of Rae Warburton]
Rae Warburton

[Signature of Stephen Hunt]
Stephen Hunt

[Signature of Heidi Romeike]
Heidi Romeike

[Signature of Elizabeth Shymko]
Elizabeth Shymko

[Blank line for signature]

[Signature of Elizabeth Rowand]
Elizabeth Rowand

[Blank line for signature]

[Signature of Cathleen Simpson]
Cathleen Simpson

LETTER OF UNDERSTANDING #3

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UN-ION 898
(hereinafter called "the Union")

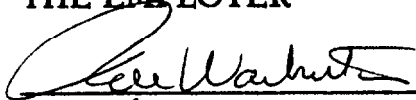
RE: ARTICLE 11.02

It is understood between the Parties that a regular full-time employee who is required to work on Sunday as part of her normal work week shall be paid for the hours worked by that employee that day or for seven and one-half (7 1/2) hours, whichever is more.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

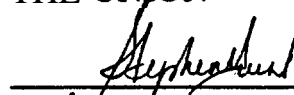


Rae Warburton

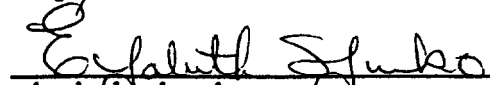


Heidi Rome&e

THE UNION



Stephen Hunt



Elizabeth Shymko



Elizabeth Rowand



Cathleen Simpson

LETTER OF UNDERSTANDING #4

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND **TRADING** INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION **898**
(hereinafter called "the Union")

RE: SECTION 103

The Parties agree to discuss any grievance that either Party is recommending referral to Section 103 of the Labour Relations Code.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.


SIGNED ON BEHALF OF :

THE EMPLOYER


THE UNION



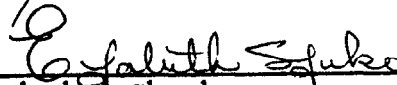
Rae Warburton



Stephen Hunt



Heidi Romeike



Elizabeth Shymko



Elizabeth Rowand



Cathleen Simpson

LETTER OF UNDERSTANDING #5

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS
OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 898
(hereinafter called "the Union")

RE: SEXUAL OR RACIAL HARASSMENT

1. The Company and the Union agree to subscribe to the principles of the Human Rights Act of British Columbia, which Act prohibits harassment in the form of discrimination because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, age or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.
2. The Company acknowledges its duty to provide a workplace which is free from sexual and racial harassment. The Union will not tolerate or condone behaviour which constitutes sexual or racial harassment by any of its members.
3. The Company and the Union agree that retaliation or threats of retaliation against a person because that person complains or has complained or is named or was named in a complaint of sexual or racial harassment, gives evidence or otherwise assists in respect of a complaint constitute prohibited harassment for the purposes of this Letter of Understanding.
4. An employee who complains of sexual or racial harassment by virtue of the alleged conduct of an employee within or outside of the bargaining unit will report such harassment to management and management will be provided a reasonable opportunity to have the matter resolved.

3A⁵¹

Where the complaint is not resolved by management to the satisfaction of the employee, the employee may refer the complaint to an outside investigator who will investigate the complaint, resolve it with the agreement of the affected employees or provide the Company and the Union with a report of the investigation.

6. This process is intended to be strictly confidential so far as permitted within the prescriptions of law and the requirements of due process.

Letter of Understanding
Re Sexual or Racial Harassment
Page 2

- 7. An employee may seek the assistance of a Union representative during any part of the procedure.
- 8. If, in the investigator's opinion, the complaint is without merit or is not a properly grounded complaint pursuant to this Letter of Understanding, she may refuse to commence a formal investigation, or otherwise bring the complaint to a conclusion.
- 9. The investigation shall be completed within thirty (30) days following the commencement of the formal investigation stage. Once the investigation has been completed, the investigator's report will be discussed by the investigator with the complainant, the Union, the alleged harasser and the Company.
- 10. The investigator will submit a written report with any recommendations to the Company and the Union. The recommendations will not include discipline or discharge for anyone. With the exception of any proceedings external to the Collective Agreement, the investigator's report will not be referred to by either the Union or the Company.
- 11. The investigator agreed to by the Parties is Moira Francis.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

Rae Warburton
Rae Warburton

Heidi Romeike
Heidi Romeike

THE UNION

Stephen Hunt
Stephen Hunt

Elizabeth Shymko
Elizabeth Shymko

Elizabeth Rowand
Elizabeth Rowand

Cathleen Simpson
Cathleen Simpson

LETTER OF UNDERSTANDING #6

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: Commission Sales Training

The Parties agree that it is important to ensure that employees in commission sales areas receive product knowledge training. Therefore the Company agrees to send employees to courses so that they are able to increase sales and their commissions.

7A/p The Parties further agree that employees will receive up to seven and one-half (7.5) hours for each day of training, and the Company will pay all costs associated with the training courses (hotel, travel, per diem, etc). The Company will determine which courses will be attended.

7B In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

[Signature of Rae Warburton]

Rae Warburton

[Signature of Heidi Romeike]

Heidi Romeike

THE UNION

[Signature of Stephen Hunt]

Stephen Hunt

[Signature of Elizabeth Shymko]

Elizabeth Shymko

[Signature of Elizabeth Rowand]

Elizabeth Rowand

[Signature of Cathleen Simpson]

Cathleen Simpson

LETTER OF UNDERSTANDING #7

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: Transferred Staff

The Parties agree that for the purpose of this Agreement the seniority date for all employees will be their first day of hire.

For Bay staff that are transferred from other Bay stores or from Management, the Parties further agree that for seniority purposes they will be considered as new employees and their first day in the bargaining tit will be their first day worked for calculation of seniority.

The Parties also agree that benefits such as pensions and vacations may be carried from other Bay locations to the Kamloops Store.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER
Rae Warburton

Heidi Romeike

Empty signature lines for the Employer.

THE UNION
Stephen Hunt

Elizabeth Shymko

Elizabeth Rowand

Cathleen Simpson

LETTER OF UNDERSTANDING #8

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: Commission Sales Deficit

This letter will serve to confirm the Company's commitment to forgive the deficit of any commission sales employee upon her termination of employment.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

Rae Warburton (signature)

Heidi Rome & e (signature)

(signature line)

(signature line)

THE UNION

Stephen Hunt (signature)

Elizabeth Shymko (signature)

Elizabeth Rowand (signature)

Cathleen Simpson (signature)

LETTER OF UNDERSTANDING #9

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the Union")

RE: Article 13.03 - Creation of New Job Classifications

The Parties agree that if this Article is applied and there is a disagreement between the Parties regarding the wage rate of the new job, Rae Warburton and Stephen Hunt will meet to resolve the disagreement.

In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of, 1998

SIGNED ON BEHALF OF :

THE EMPLOYER

Rae Warburton (signature) Rae Warburton

Heidi Romeike (signature) Heidi Romeike

(blank signature lines)

THE UNION

Stephen Hunt (signature) Stephen Hunt

Elizabeth Shymko (signature) Elizabeth Shymko

Elizabeth Rowand (signature) Elizabeth Rowand

Cathleen Simpson (signature) Cathleen Simpson

LETTER OF UNDERSTANDING #10

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 898
(hereinafter called "the Union")

RE: Management Making Sales In Commission Departments

This letter will confirm the commitment made at bargaining to ensure that an equitable system of distributing sales made by management personnel is instituted in the Kamloops Store.

The Parties agree to meet and resolve any problems associated with management making sales in commission areas.


In witness whereof the Parties hereto have executed the Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER

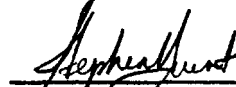


Rae Warburton



Heidi Rome & e

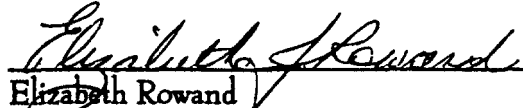
THE UNION



Stephen Hunt



Elizabeth S hymko



Elizabeth Rowand



Cathleen Simpson

LETTER OF UNDERSTANDING #11

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS
OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 898
(hereinafter called "the Union")

RE: Annual Vacations

As part of the 1997-2000 Collective Agreement and enforceable, the Parties agree that those employees who were hired by the Bay prior to February 1, 1997, will receive their weekly vacation entitlement in accordance with the Annual Vacation provisions in the preceding Collective Agreement, to a maximum of four (4) weeks.

In addition, those employees who receive four (4) weeks, five (5) weeks, or six (6) weeks in respect of Annual Vacation entitlement, on the date of execution of the 1997 - 2000 Agreement, will have their Annual Vacation entitlement frozen at that level, or at the level as per Company Policy, whichever is greater, or until such time as the Company Policy exceeds the frozen vacation level. At that time employees will receive vacation entitlement as per the Company Policy.

Vacation pay for Regular Full-time and Regular Part-time employees who are at 4,5,6, weeks of vacation levels will be paid weekly based on the following:

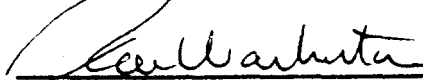
Regular Full-time employees will be paid their weekly rate they are at, at the time of their vacation. Commission Associates will be paid their non-productive rate while on vacation (which is calculated on the previous calendar year's gross earnings).

Regular Part-time will be paid their weekly vacation entitlement which is based on the previous calendar year's gross earnings.


In witness whereof the Parties hereto have executed the Letter of Understanding on the
5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER



Rae Warburton




Heidi Romeike

THE UNION



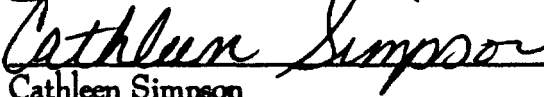
Stephen Hunt



Elizabeth Shymko



Elizabeth Rowan



Cathleen Simpson

LETTER OF UNDERSTANDING #12

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 898
(hereinafter called "the Union")

RE: Article 6.05 - Safety Boots

Outside the Collective Agreement the Company agrees that the following employees will have their **Boot Allowance** of up to fifty dollars (\$50.00) per year grand-fathered during the life of this Agreement:


Ben Spagnut
Grant Krasnikoff
David West

Dan Bose
Matthew Jarvis
Sam Dabner

In witness whereof the Parties hereto have executed this Letter of Understanding on the 5th day of August, 1998.

SIGNED ON BEHALF OF :

THE EMPLOYER




Rae Warburton

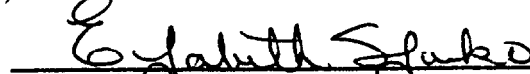


Heidi Romeike


THE UNION



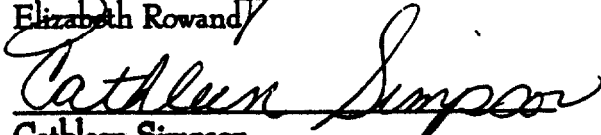
Stephen Hunt



Elizabeth Shymko



Elizabeth Rowand



Cathleen Simpson

LETTER OF COMMITMENT


BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS
OF ENGLAND TRADING INTO HUDSON'S BAY
(hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA,
LOCAL UNION 898
(hereinafter called "the Union")

RE: CONTRACTING *OUT*

This is to **confirm** that before any department or specific service **is** contracted out at the **Kamloops Store, local management will consult with the Union a reasonable period in advance of the date on which the contracting out is to occur.** The Company will provide the Union with its reasons for **contracting out** the **specific department** or service and will **give consideration** to **any** alternatives the Union may propose.

SIGNED ON BEHALF OF **THE COMPANY**



Rae Warburton
Regional Human Resources Manager
Western Region

Nov 12, 98
Date

MEMORANDUM OF AGREEMENT

BETWEEN: THE GOVERNOR AND COMPANY OF ADVENTURERS OF ENGLAND TRADING INTO HUDSON'S BAY (hereinafter called "the Company")

AND: UNITED STEELWORKERS OF AMERICA, LOCAL UNION 898 (hereinafter called "the union")

The parties to this Memorandum have reached agreement upon the terms and conditions which will constitute a new Collective Agreement between the Parties, subject to ratification of the Memorandum by the Union membership.

The term of Agreement will be specified in the attached document including various Letters of Understanding.

Signed this 5th day of Aug 1998

SIGNED ON BEHALF OF :

THE EMPLOYER

[Signature of Rae Warburton]

Rae Warburton

[Signature of Heidi Romeike]

Heidi Romeike

THE UNION

[Signature of Stephen Hunt]

Stephen Hunt

[Signature of Elizabeth Shymko]

Elizabeth Shymko

[Signature of Elizabeth Rowand]

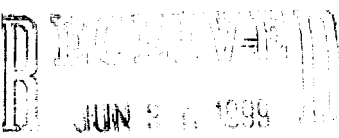
Elizabeth Rowand

[Signature of Cathleen Simpson]

Cathleen Simpson

INDEX

	PAGE
ARTICLE 1	
Introduction .....	.
<i>Purpose</i> .....	.
<i>Gender References</i> .....	. 2
ARTICLE 2	
Duration And Integrity Of Agreement .....	. 2
<i>Duration</i> .....	.
<i>The Effective Date</i> .....	. 3
<i>Labour Relations Code</i> .....	.
<i>Strikes And Lockouts</i> .....	.
ARTICLE 3	
Union Recognition. .....	. 3
<i>Recognition Of Exclusive Bargaining Agent</i> .....	. 3
<i>Performance Of Bargaining Unit Work</i> .....	. 4
<i>Union Representatives</i> .....	. 4
ARTICLE 4	
Union Security .....	.
<i>Membership</i> .....	. 5
<i>Check-Off: Process And Procedures</i> .....	. 5
ARTICLE 5	
Union Stewards .....	. 6
<i>Shop Stewards</i> .....	.
<i>Grievance Chairperson</i> .....	. 7
<i>Management And Union Stewards Meetings</i> .....	. 7
ARTICLE 6	
Health And Safety .....	. 8
<i>Health and Safety Committee</i> .....	. 8
<i>Safety Rules</i> .....	. 8
<i>Injury At Work</i> .....	. 8
<i>Protective Equipment.</i> .....	. 8
<i>Gloves and Safety Footwear</i> .....	.
ARTICLE 7	
Management Rights .....	. 9
ARTICLE 8	
Seniority .....	.
<i>Definitions</i> .....	.
<i>Seniority Lists</i> .....	. 10


 JUN 2 1999