

Collective Agreement

Between:

**Sobeys West ^{ENN}
Edmonton, Alberta
(Hereinafter Referred To As The "Company")**

And:

**Teamsters Local Union 987 Of Alberta
Miscellaneous Employees
(Hereinafter Referred To As The "Union")**

Expires As Of The
15th Day of March, 2004

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Article No. 1 – Bargaining: Agency

- 1.0** The Union shall be the sole Bargaining Agent for the graded office employees of the Employer, (excluding those in a supervisory capacity with the right to hire and fire, those in a confidential capacity with knowledge of labour relations, the Assistant Advertising Manager, all Information Services Technical staff, Internal Auditors, Procurement Manager, Retail Supervisor, and two (2) Senior Buyers) employed at ~~the~~ Corporate Office, Data Centre **and** Edmonton Division.
- 1.1** Notwithstanding the fact that some clerical employees are located in the Warehouse proper and may be involved in a minor way in Warehouse activities, the Employer recognizes that they should fall under the jurisdiction of this Collective Agreement.

Article No. 2 – Security

- 2.0** Upon request from the employee, the Employer agrees to deduct and pay to the Secretary-Treasurer of the Union **on** or before the fifteenth (15th) day of each month, out of wages due to each Bargaining Unit employee, the Union dues and initiation fees of such employee.
- 2.1** In the case of new employees, the written request shall be required as a condition of continued employment, **after** the first (1st) thirty (30) days of employment. The Company will obtain Application for Membership from new employees at the time of hire.

Article No. 3 – Basic Work Week

- 3.0** The basic work week for all employees governed by this Contract shall be thirty-seven and one-half (37½) hours per week.
- 3.1** Overtime shall be paid on the basis of time **and** one-half (1½×), for hours worked **up** to four (4) hours overtime. All time worked in excess of that during the employee's basic work week shall be paid at double time (2×), or equivalent time off shall be given in lieu of, provided the Employer and employee mutually agree. The Company shall make its best effort to provide as much notice **as** possible for overtime work. An employee may turn down overtime provided there is adequate coverage by a junior employee.
- 3.2** All employees, with the exception of Computer Operators shall receive two (2) consecutive days off of which, one (1) shall be Saturday or Sunday. Work performed **on** a sixth (6th) consecutive day shall be paid at the overtime rate of time **and** one-half (1½×). Work performed **on** the seventh (7th) consecutive day shall be paid at the overtime rate of double time (2×). Any change of an employee's shift shall be done on the basis of seniority. Should a substantial shift change be required, the Company shall provide the employee with a minimum of ten (10) working days notice. It is understood "substantial" is defined as a change in the start and finish time of a shift by one (1) hour or more.

- 3.3 All work performed on a general holiday shall be paid at time and one-half (1½×) the regular hourly rate plus a **sum** that is at least equal to the average daily wage of the employee. Computer Operators working a basic work week of thirty-four (34) hours shall be considered full-time employees. Computer Operators shall receive eight point five (8.5) hours general holiday pay for each week in which a general holiday occurs. For the purpose of calculating vacation each week of vacation shall be paid at thirty-four (34) hours.
- 3.4 Afternoon and night **shift** premium of sixty-five (\$0.65) cents per hour will be paid for all hours worked when **shifts** commence after 12:00 noon and before 6:00 a.m.
- 3.5 Overtime may only be performed with due authorization of the responsible Department Executive.
- 3.6 Employees called back to work having proceeded home, or employees called in on a normal rest day must be paid for a period of at least four (4) hours at **an** overtime rate, if a lesser period is worked.
- 3.7 Traveling time outside normal working hours shall be paid **as** straight time or time off in lieu of.

Article No. 4 – Management Rights

The Union acknowledges that is the exclusive right of the Employer to operate and manage the business of the Employer in all respects. Without limiting the generality of the foregoing, the Employer reserves all rights not specifically restricted or limited by the provision of the Collective Agreement including the right to:

- a) Maintain order, discipline and efficiencies;
- b) From time to time, make rules and regulations to be observed;
- c) Direct the working force and create new classifications and work units and determine the number employees, if any, needed from time to time, in any work unit or classification and to determine whether or not a position will be continued or declared redundant;
- d) Hire, promote, transfer, lay-off, and recall employees; or demote, discipline, and discharge for just cause;
- e) Designate and change the hours of operation of the operation and the hours of work of each employee.

The parties agree that the foregoing enumeration of Management's rights shall not be deemed to exclude other functions not specifically set forth. The Employer therefore retains all rights not otherwise specifically covered in this Agreement. The exercise of the foregoing rights shall not alter any of the specific provisions of this Agreement, nor shall they be used to discriminate against an employee solely because they are a member of the Union, for serving on a Union Committee or reporting a violation of the Collective Agreement.

Article No. 5 -- Promotions and Transfers

- 5.0** The Employer agrees to promote existing employees, merit and ability being acceptable. However, should two **(2)** internal candidates be of equal merit and ability, then Bargaining Unit seniority shall govern.
- 5.1** When an employee is assigned to back up another position and that position becomes vacant, then the assigned back up shall be given the first **(1st)** opportunity to fill the position subject to Article 11 of this Agreement and provided that the assigned back up is capable of performing a significant portion of the duties required of the vacant position.
- 5.2** When a vacancy occurs and there is no assigned back up for the position, then employees within the department who have applied for the vacancy and have the required merit and ability, shall be given **an** opportunity to fill the vacancy.
- 5.3** Should the foregoing process not generate an appropriate candidate, the vacancy shall be filled by the senior employee who has applied for the vacancy and has the required merit and ability.
- 5.4** When **a** new job classification, not covered by this Contract are introduced, the Employer will consult with the Union to establish a suitable and appropriate grade.
- 5.5** If **an** employees responsibilities in the current job function substantially changes (Increases or Decreases) the job grade and rate will be reviewed and changed by mutual agreement. The Company shall review with the employee changes to duties prior to any significant changes being made. In the event that the Union is not satisfied with such grading, the Grievance Procedure as provided hereinafter may be invoked. New positions covered by the Bargaining Unit certification shall be communicated to the Union and negotiated into or out of the Bargaining Unit.
- 5.6** All vacant Bargaining Unit positions shall be posted on all Bargaining Unit office notice boards for at least three **(3)** working days before outside solicitation is made, A copy of such postings, with open and close dates, will be delivered to the Union Stewards. Corporate Office personnel will be notified of the posting the same day it is posted and will communicate **the** posting immediately to all other Bargaining Units of the Union. All job postings will be kept **on** file with the name of the successful candidate for review by the Union.
- 5.7** Until final selection is made, the vacant position may be filled with temporary staff. Wherever possible, non-graded office positions will be posted on the same basis, All temporary positions that will be of two **(2)** months duration or longer will be posted. **An** applicant for a temporary position may be turned down if the assignment causes unreasonable operational disruptions.

- 5.8** The Employer agrees to post the name of the successful candidate on all Company notice boards in the Bargaining Unit within three (3) working days of the naming of the successful candidate. The successful candidate will be paid at the applicable higher rate of pay from the time the position is awarded to the employee, provided the employee can perform the job without assistance,
- 5.9** Employees performing the significant duties of another position as well as their own will receive the relief pay of two (\$2.00) dollars per hour. If an employee is moved to another position for the purpose of relief and that position is a higher grade, the employee shall receive a premium of two (\$2.00) dollars per hour or the actual higher grade, whichever is greater, for all hours so worked.
- 5.10** For the purpose of Article 5, Article 7, and Article 9, Department shall be defined as Accounting, Accounts Payable, Advertising, Clerical, Costing, Credit, Data Processing, Information Services, Payroll, Print Shop, Procurement, Retail Accounting, and Secretarial by location.
- 5.11** Employees are encouraged to communicate their interest in other functional areas in writing. Where operationally possible the Employer will attempt to provide these employees with experience in these other areas through WCB, LTD and maternity leave. Temporary relief positions will be posted in accordance with Article 5.

Article 6 – Group Insurance and Sick Pay

- 6.0** The Employer will provide the group life, health, dental, and optical plans to all full-time employees at least to the level that was in effect immediately prior to the commencement date of this Contract. Effective the first (1st) full month following the installation of the Sobeys Group Insurance Plan the Alberta Health Care premium shall be paid by the Employer.

Pension: Effective upon the installation of the new Company payroll system all employees who qualify shall be enrolled in the Sobeys Pension Plan as a condition of employment.

The existing pension plan benefit in the case of the defined benefit option or the total Company contributions to date in the case of defined contribution option shall be held for retirement or as otherwise required by the appropriate pension Legislation. No additional Company contribution or additional benefit shall be made to the existing plan. Employees who participate in the defined contribution option shall be able to continue to manage both the employee and the Company contributions until retirement or as otherwise required by the appropriate pension Legislation.

The Employer will make available brochures outlining said benefits to all members. It is understood and agreed that any changes to the aforementioned plans will be made only if deemed necessary by mutual consent. All members are to be advised in writing of any such changes and their affect at least thirty (30) days prior to any change made or put into effect.

- 6.1** Any employee averaging thirty (30) hours per week over a thirteen (13) week period shall be entitled to group insurance benefits only, retroactive to the beginning of the thirteen (13) week period.
- 6.2** All regular full-time employees shall receive sick leave at the rate of one-half (½) day per calendar month worked, to a maximum of twelve (12) days.
- 6.3** The Employer may require certification of medical and dental appointments. Time so spent at these appointments shall be paid at a regular time provided the time is made up or paid from sick pay. The employee's preference as to form of payment shall be considered. Abuse of this provision will result in loss of pay for all such time or other discipline.

Article No. 7 – Vacations

- 7.0** Effective the date of ratification all employees will revert to the Corporate Vacation Policy with provision that current vacation entitlements are not adjusted and any individual within twelve (12) months be entitled to any additional vacation entitlement they might **have had under** the previous vacation entitlement schedule. Thereafter they will revert to the Corporate Vacation Policy.
- 7.1** Those who have completed one (1) full year of continuing service by their anniversary date, will be granted two (2) weeks (ten (10) working days) vacation with pay. **An** employee may be allowed to take one (1) week (five (**5**) working days) vacation after the completion of six (6) months continuous service; in which case, the entitlement after one (1) year of continuous service is one (1) week (five (**5**) working days).
- 7.2** Those who have completed three (3) years of continuous service by their anniversary date, will be granted three (3) weeks (fifteen (15) working days) vacation with pay.
- 7.3** Those who have completed eight (8) years of continuous service by their anniversary date, will be granted four (**4**) weeks (twenty (20) working days) vacation with pay.
- 7.4** Those who have completed sixteen (16) years of continuous service by their anniversary date, will be granted five (**5**) weeks (twenty-five (**25**) working days) vacation with pay.
- 7.5** Those who have completed twenty-three (**23**) years continuous service by their anniversary date, will be granted six (6) weeks (thirty (30) working days) vacation with pay.
- 7.6** Except on leaving or termination, no employee may receive cash in lieu of vacation.
- 7.7** All employees are required to take the vacation requirements of the Employment Standards Act without exception. Employees who are unable to schedule this part of their vacation will be assigned vacation dates by the Employer.
- 7.8** Employees with vacation entitlement in excess of the requirements of the Employment Standards Act must take this vacation within twelve (12) months of their entitlement date.

Vacations not taken twelve,(12) months after the individual's anniversary date will forfeit all outstanding vacation unless otherwise mutually agreed.

- 7.9** When a general holiday occurs on **an** employee's vacation, the employee will be entitled to **an** extra day's vacation to be taken at a time mutually agreeable to the Employer and the employee. If granting an extra day of vacation will hamper operations or interfere with the arrangements of vacation schedules, **an** extra day of pay may be given in lieu of **an** extra day of vacation, by mutual agreement.
- 7.10** Prime-time vacation shall be granted in the months of May through September.
- 7.11** Vacation will be administered by providing each employee within a department a choice of **two (2)** weeks vacation on the basis of seniority. Any additional vacation entitlement will be chosen on the same basis of seniority only after all employees have made their first (1st) choice by the deadline. If **granting an** extra day of vacation will hamper operations or interfere with the arrangements of vacation schedules, **an** extra day of pay may be given in lieu of **an** extra day of vacation by mutual agreement.
- 7.12** For the purpose of vacation choice within department, date of hire shall govern.
- 7.13** The Employer retains the right to limit the number of individuals on vacation in any department. These limits shall not apply to employees working in positions and on desks within a department which have separate functions and that the scheduling of such employees to concurrent weeks of vacation will not interfere with the operation.
- 7.14** All employees within a department are required to make their first **two (2)** weeks' choice before February 1st of the calendar year and any subsequent choice by March 1st of the calendar year.
- 7.15** Vacation choices not made or any unreasonable length of time taken to make a choice will result in a loss of seniority for vacation purposes. Any fraction of entitlement not chosen in any employees vacation year may be scheduled by the Employer.
- 7.16** Employees leaving on vacation will not be required to work overtime on their last day of work prior to proceeding on vacation.
- 7.17** Vacation and sick leave shall not accrue for periods of unpaid leave of absence.

Article No. 8 – General Holiday .

8.0 The following will be paid holidays for which there shall be no deduction of pay:

New Year's Day	Labour Day	Family Day
Thanksgiving Day	Good Friday	Remembrance Day
Victoria Day	Christmas Day	Canada Day
Boxing Day	Civic Day	

8.1 And any other such days that may, during the life of the Contract, become recognized public holidays.

8.2 Employees absent without the Employer's consent or without a doctor's certificate on the day before or the day following a general holiday will not be paid for that holiday.

8.3 When a general holiday falls on a day of rest (Saturday or Sunday) and another day is given in lieu thereof, the other day shall also be given under this Contract.

Article No. 9 – Lay-offs

9.0 For the purpose of lay-off, Bargaining Unit seniority shall govern, merit and ability being acceptable.

9.1 An employee who no longer has a position can bump the employee with less overall seniority in any department provided that they are capable of doing the work required, with no more than a ten (10) day position orientation and it will be up to Management to decide whether the employee has the skill required to perform the work. Should it be the case that Management decides the employee does not have the skill required to perform the work, the employee can bump another employee with less overall seniority, in any department, provided that they are capable of doing the work required, with no more than a further ten (10) day position orientation. This process shall be for the original bumping process and one (1) other position and orientation period only.

9.2 A list of employees laid off within a department will be kept and when work becomes available again, then the last person laid off will be the first one recalled.

9.3 Any employee laid off will be offered an opportunity to return to work in order of seniority, provided merit and ability are acceptable and provided twelve (12) months have not elapsed.

9.4 Laid off employees shall be able to bid on any subsequent postings and shall be considered for such postings in accordance with Article 5.

9.5 Laid off employees shall be recalled from lay-off to the first (1st) position they qualify for, or can qualify for in a reasonable orientation period, prior to the Company hiring from outside.

- 9.6 The Employer has the right to transfer from any branch any employee who is already in the organization's service, without that employee suffering a loss of seniority. Where the transfer is from a Division outside the scope of this Collective Agreement, the employee will not be granted seniority for the purpose of this Article **and** paragraph 7.13, but will be granted continuous service for all other purposes in this Collective Agreement.
- 9.7 Any employee who is terminated due to permanent closure of a Department or Division shall receive severance pay in the amount of one (1) weeks pay at the employee's regular hourly rate of pay for each completed year of employment with the Company to a maximum of twenty (20) weeks pay.

Article No. 10 – Bereavement Leave

- 10.0 In the event of a death of a current immediate family member who is a spouse (including common law spouse), child or parent, **an** employee will be granted five (5) days paid bereavement leave.
- 10.1 In the event of a death of a current immediate family member who is the employee's or current spouse's brother, sister, grandparent, common-law **spouse's** children and parents, or who is the employee's guardian or spouse's parents, will be granted three (3) days paid bereavement leave.
- 10.2 Additional consideration shall be given up to a maximum of two (2) days where travel requirements exist or where the employee is responsible for **making** funeral arrangements for a family member who is not a spouse (including common-law spouse), child or parent.
- 10.3 **An** employee may supplement bereavement leave with vacation or unpaid leave of absence.

Article No. 11 – Probation Employees

- 11.0 A probationary period of thirty (30) working days shall be served by all new employees. Employees found unsatisfactory during the probation period may be dismissed on four (4) hours notice, or pay in lieu thereof. Employees dismissed during the probationary period shall not have recourse to the Grievance Procedure.
- 11.1 Newly promoted employees will serve a thirty (30) working day test period during which time training, if required, will take place. All decisions with regard to the nature and method of training will be the sole right of the Employer. Employees not passing the thirty (30) day test period will be returned to their former position. Employees wishing to return to their former position may do so provided the request is made before the thirtieth (30th) working day of the test period. Repeated requests for return to former positions after promotions may restrict an employee's promotability.

- 11.2 Notwithstanding the above, new employees or promoted employees, may require a longer test period due to the nature of the position. **This** test period may be extended by the Employer where circumstances warrant. **This** longer period shall not exceed three (3) calendar months. Employees having their test period extended beyond the thirty (30) days shall be advised in writing as to the reasons for such extensions.
- 11.3 Promoted employees shall receive the new position pay rate **from** the beginning of this test period.

Article No. 12 – Return to Work

- 12.0 If an employee is ill or injured or **has** Employer approved leave of absence, they will be returned to their grade and classification when they are physically able to return, provided twelve (12) months have not elapsed.
- 12.1 Employees sick or on leave of absence must notify the Personnel Department and the Department Head when they are ready to return to work.
- 12.2 **Any** employee on vacation or Workers' Compensation or any other leave of absence shall be given the privilege of submitting a written application for any position posted while away on vacation during the first three (3) days of his/her return to work, provided the period of compensation or other leave of absence was not in excess of fourteen (14) days from date of posting the position.
- 12.3 Modified work will be offered to individuals **returning from** Workers' Compensation, provided operational requirements are met and they can physically perform the work.

Article No. 13 – Special Leaves

- 13.0 The Employer agrees to grant maternity and adoption benefits in accordance with the provisions of Division 10 of the Employment Standards Code of Alberta as amended.
- 13.1 Subject to operational requirements, the Employer may determine to grant **up to six** (6) months unpaid leave.

Article No. 14 – Strikes or Lockouts

- 14.0 There will be no strikes, lockouts or stoppages during the **term** of this Contract pending settlement of a dispute in accordance with the Grievance Procedure outlined hereafter.

Article No. 15 – Joint Labour Management Committee

- 15.0 The Employer shall establish a Joint Labour Management Committee with Representatives of the Union which shall meet once each quarter or as required, or within forty-eight (48) hours at **a** call of the Union or the Employer. This committee shall consist of the General Manager (or the appropriate designate) and whatever Department Heads they require, the Union Steward or Union Agent, and whatever other employees the parties may request.

- 15.1 Any discussions of matter affecting employees governed by this Contract ~~will~~ be conducted between the Employer and the authorized Representative of the Union.
- 15.2 Disposal of such matter shall be summarized in writing signed by the Representative of the Employer and the Union.
- 15.3 The accredited Representative of the Union may visit the office and work sites of the employees within the Bargaining Unit; however, no Union business will be discussed on Company time. The Union Representative will notify the Employer of any visit to the work site.

Article No. 16 – Discipline and Discharge

- 16.0 The Employer reserves the right subject to the Grievance Procedure to discharge or discipline for just cause. The Employer reserves the right to discharge with notice as set out in Article 17.
- 16.1 A copy of all employees warning letters or notices of discipline shall be provided to the employee and the Union. All disciplinary action must be explained in detail. Matters of discipline will not be disclosed to anyone but the employee and the Union.
- 16.2 Disciplinary measures shall be appropriate to their cause and to the principles of progressive discipline,

Article No. 17 – Notice of Termination

- 17.0 Any record of discipline which has been placed on an employee's personnel file shall be destroyed after one (1) year has elapsed, provided there is no reoccurrence of the disciplined work behavior during that time.
- 17.1 Any employee discharged with notice shall receive the following notice or pay in lieu of notice:
- a) One (1) week, if the employee has been employed by the Employer for more than three (3) months, but less than two (2) years;
 - b) Two (2) weeks, if the employee has been employed by the Employer for two (2) years or more, but less than four (4) years;
 - c) Four (4) weeks, if the employee has been employed by the Employer for four (4) years or more, but less six (6) years;
 - d) Five (5) weeks, if the employee has been employed by the Employer for six (6) years or more, but less than eight (8) years;
 - e) Six (6) weeks, if the employee has been employed by the Employer for eight (8) years or more, but less than ten (10) years;
 - f) Eight (8) weeks, if the employee has been employed by the Employer for ten (10) years or more.

Article No. 18 – Grievance Procedure

18.0 Any contravention or alleged contravention of this Agreement or any difference **as** to the interpretation, application or operation of this Agreement shall be considered a grievance. Any employee, the Union Steward, the Employer or the Union Agent may present a grievance. Any grievance which is not presented in writing by either party within thirty (30) days shall be considered abandoned.

Step I Resolution of the grievance will first (1st) be attempted through a meeting between the employee and the immediate Supervisor. If a satisfactory settlement cannot be reached then;

Step II The employee shall take the matter up with the Supervisor's Manager together with a Union Steward or Agent, if requested. If a satisfactory settlement cannot be reached then;

Step III The grievance shall be submitted in writing to the General Manager or Vice President and a meeting will be held between the General Manager or Vice President, the grievor, the Employer's Labour Representative, and the Union Steward or Union Agent. If satisfactory settlement *cannot* be reached the grievance may be referred to Arbitration according to Step IV. Both parties may elect grievance mediation.

Step IV Board of Arbitration:

All grievances **as** to the interpretation, application, or operation, or any alleged violation of this Agreement that cannot be settled by Representatives of the Employer and the Union via the Grievance Procedure, shall be submitted to the Board of Arbitration. The Board shall be composed of one (1) person acceptable to both the Employer and the Union who shall act as Chairman. It is agreed that the expense of the impartial Chairman shall be equally borne by the **Union** and the Employer. In the event that the **Union** and the Employer cannot agree on the Arbitrator, the Arbitrator shall be appointed by the Alberta Labour Relations Board, Both parties may elect a single Arbitrator.

18.1 Notwithstanding the above Procedures, the grievor may request the involvement of the Union Steward, Union Agent or the Company's Labour Relations Representative at any stage of the grievance.

Article No. 19 – Training and Education

19.0 The Employer shall provide training for employees in computer programs which are required to perform their job functions. Other courses not directly related to their job functions will be considered if they have value in the employees future career with the Company. Prior written approval must be obtained from the President or appropriate Vice President.

Article No. 20 – Cleanliness and Dress

- 20.0** The Employer agrees to maintain safe, sanitary and in a working condition all washrooms. Lunchrooms and work areas will be maintained in a clean and freshly painted (where required) condition. The Union undertakes that its members will present themselves for work in a groomed and clean condition suitably dressed for work. Jeans or sweat suits of any nature will not be considered acceptable dress.
- 20.1** Effective one (1) year from date of ratification, the Employer will supply suitable clothing at all work stations where dirty conditions exist, such as Division or Data Records Room, Division Mail and Computer Rooms and the Corporate Office Print Shop. Clean, tidy jeans will no longer be considered part of suitable dress for those persons employed in these areas.

Article No. 21 – Pay Rates

- 21.0** The following represents the minimum amounts payable in each classification during the term of this Contract.
- 21.1** All employees governed by the current graded structure shall remain in that graded structure for purposes of promotions and transfers. No current employee shall be terminated for the sole purpose of replacing them with a “New Hire” individual.
- 21.2** Lay-offs that occur from current graded positions will retain that grade for at least six (6) months after which time it will be graded as the “New Hire” pay scale.

Article No. 22 – New Pay Rates

- 22.0** Employees on record as of December 31, 1999, will receive the following signing bonus to be paid on the first (1st) full pay period following the date of ratification:
- Full-time and regular part-time – eight hundred (\$800.00) dollars.
 - Part-time – four hundred (\$400.00) dollars.

Effective the first (1st) full pay period following date of ratification all employees will move to the appropriate rate on the following scale. The rate shall be based on experience hours calculated from hire date to date of ratification.

Grade 1		Year 2	Year 3	Year 4	Year 5
0	975	\$9.91	\$10.11	\$10.36	\$10.62
976	1950	\$10.03	\$10.23	\$10.49	\$10.75
1951	2925	\$10.15	\$10.35	\$10.61	\$10.88
2926	3900	\$10.27	\$10.48	\$10.74	\$11.01
3901	4875	\$10.39	\$10.60	\$10.86	\$11.13
4876	5850	\$10.51	\$10.72	\$10.99	\$11.26
5851	6825	\$10.63	\$10.84	\$11.11	\$11.39
6826	7800	\$10.75	\$10.97	\$11.24	\$11.52
7801		\$10.87	\$11.09	\$11.36	\$11.68

Grade 2		Year 2	Year 3	Year 4	Year 5
0	975	\$10.45	\$10.66	\$10.93	\$11.20
976	1950	\$10.61	\$10.82	\$11.09	\$11.37
1951	2925	\$10.77	\$10.99	\$11.26	\$11.54
2926	3900	\$10.93	\$11.15	\$11.43	\$11.71
3901	4875	\$11.09	\$11.31	\$11.59	\$11.88
4876	5850	\$11.25	\$11.48	\$11.76	\$12.06
5851	6825	\$11.41	\$11.64	\$11.93	\$12.23
6826	7800	\$11.57	\$11.80	\$12.10	\$12.40
7801		\$11.73	\$11.96	\$12.26	\$12.60

Grade 3		Year 2	Year 3	Year 4	Year 5
0	975	\$11.30	\$11.53	\$11.81	\$12.11
976	1950	\$11.47	\$11.70	\$11.99	\$12.29
1951	2925	\$11.64	\$11.87	\$12.17	\$12.47
2926	3900	\$11.81	\$12.05	\$12.35	\$12.66
3901	4875	\$11.98	\$12.22	\$12.53	\$12.84
4876	5850	\$12.15	\$12.39	\$12.70	\$13.02
5851	6825	\$12.32	\$12.57	\$12.88	\$13.20
6826	7800	\$12.49	\$12.74	\$13.06	\$13.38
7801		\$12.66	\$12.91	\$13.24	\$13.62

Grade 4		Year 2	Year 3	Year 4	Year 5
0	975	\$11.81	\$12.05	\$12.35	\$12.66
976	1950	\$12.05	\$12.29	\$12.60	\$12.91
1951	2925	\$12.29	\$12.54	\$12.85	\$13.17
2926	3900	\$12.53	\$12.78	\$13.10	\$13.43
3901	4875	\$12.77	\$13.03	\$13.35	\$13.68
4876	5850	\$13.01	\$13.27	\$13.60	\$13.94
5851	6825	\$13.25	\$13.52	\$13.85	\$14.20
6826	7800	\$13.49	\$13.76	\$14.10	\$14.46
7801		\$13.73	\$14.00	\$14.35	\$14.81

Grade 5		Year 2	Year 3	Year 4	Year 5
0	975	\$12.69	\$12.94	\$13.27	\$13.60
976	1950	\$13.09	\$13.35	\$13.69	\$14.03
1951	2925	\$13.49	\$13.76	\$14.10	\$14.46
2926	3900	\$13.89	\$14.17	\$14.52	\$14.89
3901	4875	\$14.29	\$14.58	\$14.94	\$15.31
4876	5850	\$14.69	\$14.98	\$15.36	\$15.74
5851	6825	\$15.09	\$15.39	\$15.78	\$16.17
6826	7800	\$15.49	\$15.80	\$16.19	\$16.60
7801		\$15.89	\$16.21	\$16.61	\$16.99

22.1 The following represents the amounts payable in each classification during the term of this Contract.

All employees hired before February 12, 1994, will receive two percent (2%) rate increase on the next full pay period following date of ratification.

All employees hired before February 12, 1994, will receive two percent (2%) rate increase on the next full pay period following the Contract anniversary date, 2001.

All employees hired before February 12, 1994, will receive two point five percent (2.5%) rate increase on the next full pay period following the Contract anniversary date, 2002.

All employees hired before February 12, 1994, will receive a two point five percent (2.5%) rate increase on the next full pay period following the Contract anniversary date, 2003.

Article No. 23 – Technological Change

23.0 Prior to introducing technological change which would result in reassignment, relocation, transfer, reclassification, lay-off, or demotion of employees, the Company will provide as much notice as possible to the Union. The Company will include the Union in the training process when new technology is being introduced. In the case of technological change, the Company will provide job training necessary to perform their jobs.

Article No. 24 – Duration, Termination and Amendments

24.0 This Agreement shall become operative March 17, 1999, and terminate March 15, 2004, for the Corporate Office, Data Centre, and Edmonton Division.

Proposals for Amendments to **this** Contract shall be submitted by either or both parties no less than sixty (60) days before the last date of this Contract. Such proposals must be in writing.

This Collective Agreement shall continue in force and effect until a new Collective Agreement has been executed, **an** impasse has been reached, or strike or lockout notice serviced.

SIGNED at Edmonton, Alberta, this 14, day of FEBRUARY, ~~1999~~²⁰⁰²

On Behalf of the Company



Gerry Hayes

Anne Bird

Doug Doornenbal

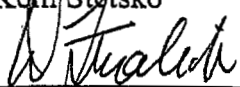
On Behalf of the Union



Tanya Koetze



Kelli Stetsko



David Froelich

Letter of Understanding

Re: Testing

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“The Company is committed to conducting tests on specific skills. (i.e., keypunching, typing). This interviewing process will be conducted on a consistent manner with all applicants”.

For the Company



Gerry Hayes

Anne Bird

Doug Doornenbal

For the Union



Tanya Koetze



Kelli Stetsko



David Froelich