

Collective Agreement

Between

McKesson Canada Corporation

and

Miscellaneous Employees Union, Teamsters Local No. 987

January 20, 2011

to

May 31, 2012

13685 (02)

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COLLECTIVE AGREEMENT

BETWEEN: McKesson Canada Corporation, Calgary, Alberta, hereinafter referred to as the “Company”

AND: Miscellaneous Employees Union, Teamsters Local Union No. 987, of Alberta with Head Office in the City of Calgary, Alberta, hereinafter referred to as the “Union”

PURPOSE

The above mentioned parties have entered into this agreement at Calgary, Alberta, for the purpose of effecting collective bargaining between the Company and the Union, respecting the terms and conditions of employment. It is the desire of both parties to co-operate and work harmoniously together in promoting their mutual interest and efficient operation of the Warehouse.

NOW THIS AGREEMENT WITNESSETH

ARTICLE NO. 1 – SCOPE

1.01 This Agreement shall apply to all of the Employees of the Company described as a unit of Employees under a Certificate issued by the Alberta Labour Relations Board, namely:

“All Employees of the Company employed in its warehouse at 4440 - 78 Avenue S.E., Calgary, Alberta excluding all office staff, sales representatives, buyers and stocktakers, pharmacists and all supervisory employees employed as such.”

ARTICLE NO. 2 – MANAGEMENT RIGHTS

2.01 The Union acknowledges that it shall be the exclusive right of the **Company** to manage the affairs of his business and to direct his working forces in all respects, unless otherwise provided within the content of this Agreement. Without limiting the generality of the foregoing, the **Company** reserves all rights not specifically restricted or limited by the provisions of this Agreement including the right to:

- a) Maintain order, discipline and efficiency.
- b) Determine qualifications of any employee to perform any work.
- c) Determine quality standards.
- d) Designate the work to be performed by any member.

- e) Designate the time or times any employee is to work.
- f) Hire, discharge, transfer, promote, demote or discipline employees and require employees to observe Company rules and regulations, subject to the terms of this Agreement.

ARTICLE NO. 3 – UNION RECOGNITION

- 3.01 Upon receipt of written authorization in a form satisfactory to the Company, the Company will deduct, from the employee's pay on his first pay in each calendar month during the term of this Agreement, the amount of the Union Dues. The Union will advise the Company, in writing, of the amount of the Union Dues, authorized by the employees in keeping with the Constitution and By-Laws of the Union.
- 3.02 The Company will transmit the total sum of the amounts so deducted along with a list of the names and the amounts deducted to the Financial Secretary of the Union on or before the 15th day of the following calendar month.
- 3.03 Subject to the provisions of this Article, it shall be a condition of employment that any employee who on the date hereof was a member of the Union in good standing or who becomes a member after that date, shall maintain such membership as a condition of employment.
- 3.04 A new employee hired after signing of this Agreement shall become a member of the Union within thirty (30) calendar days following his date of hire.
- 3.05 Employee Union members shall be considered to have maintained membership in the Union in good standing so long as they pay the regular Union dues uniformly required of all members of the Local Union.
- 3.06 Employees who do not become members of the Union shall have deducted from their wages each month a sum equivalent to the regular monthly dues currently being paid by employee members of the Union. Such deductions shall be made on the first pay day of each such employee, in each calendar month during the term of this Agreement. Upon receipt of written authorization signed by the employee, the Company will deduct the initiation fee from the pay of the employees joining the Union, and such deduction will be made from the employee's pay in the pay period next following the week in which the authorization is received by the Company. The total amount so deducted will be transmitted to the Financial Secretary of the Union in the same manner as described under Section 2 above.
- 3.07 Union Officers may visit the premises, but shall not enter the warehouse until permission has been granted by the Company. However, Union business will not be conducted on the Company's time. Where permission is refused the reason for refusal shall be given to the

particular Union Officer.

- 3.08 The Company agrees to provide the Union with information distributed to the employees regarding workplace policies and regulations. The Company agrees to provide the Union with the information at least seven (7) days before it is distributed to the employees.

ARTICLE NO. 4 – MUTUAL INTEREST

- 4.01 The Union agrees that it will further the interest of the Company at all times to the limit of its ability.
- 4.02 There shall be no changes made to any of the terms or conditions of this Collective Agreement during its lifetime, unless such changes are specifically agreed to between the Union and the Company and recorded in writing.
- 4.03 Where the masculine pronoun is used herein, it shall mean and include the feminine pronoun where the context applies.

ARTICLE NO. 5 – CHECK-OFF

- 5.01 During the term of this Agreement, the **Company** agrees to deduct monthly dues and initiation fees as are specifically authorized by the employees in writing, which authorization shall be forwarded to the **Company**.
- 5.02 The Company agrees to remit once each month to the person designated by the Union to receive same Initiation Fees and Union Dues, together with a written statement of the names of the Employees from whom the deductions were made, and the amount of each deduction by the 15th day of the following month.

ARTICLE NO. 6 – SENIORITY

- 6.01 All new employees shall be considered to be on probation for the first ninety (90) days. Having completed their probationary period each employee shall be entered on the Seniority List with seniority backdated to the last date of hire. The probationary employee may be laid off or discharged by the Company without recourse to the Grievance Procedure.
- 6.02 Seniority shall determine promotions only where as between two or more employees merit and ability are, in the opinion of the Company, equal.

- 6.03 An employee shall lose all seniority rights, and his employee status with the Company shall be canceled in all respects, if he:
- a) voluntarily leaves the Company;
 - b) is justifiably discharged;
 - c) is laid off by the Company for a period exceeding twelve (12) consecutive calendar months;
 - d) fails to return to within five (5) days after notice of available work has been sent by registered mail to his last known address on record with the Company;
 - e) fails to return to work following the expiration of an approved leave of absence;
 - f) is absent without leave.
- 6.04 An employee who is promoted or transferred to a position outside the bargaining unit will maintain his seniority, but not accrue seniority for ninety (90) calendar days. The Company or the employee has the right to revert the employee to his previous position in the bargaining unit at any time during the ninety (90) calendar day period.

ARTICLE NO. 7 – LEAVES

BEREAVEMENT

- 7.01 Leave of absence with pay will be permitted in the event of death in the immediate family (i.e. father, mother, spouse, common-law spouse, child, step child, brother, sister, father-in-law, mother-in-law, grandchild or grandparent) up to a maximum of three (3) days. Where, in the opinion of the Company further leave is warranted to suit particular circumstances, such leave will be granted.

JURY DUTY

- 7.02 Any full time employee required to serve on Jury Duty on his scheduled working days shall be paid the difference between the amount of Jury pay and that which he would have normally earned on the particular day.

PERSONAL

- 7.03 Reasonable personal leave of absence without pay requested in advance (in writing) may be granted to employees requesting same.
- 7.04 All personal leaves of absence shall be in writing and signed in triplicate by the Company and the employee. One (1) copy shall be retained by the Company, one (1) copy shall be given to the employee and one (1) copy shall be forwarded to the Union. All leaves of absence shall be without pay and benefits, but no loss of seniority rights shall result therefrom.

ARTICLE NO. 8 – SHOP STEWARDS

8.01 There shall be elected from the Bargaining Unit three (3) Shop Stewards. The Union may appoint an alternate shop steward to fill in, the case of absence. The Union will advise the Company in writing the name of the designated person.

ARTICLE NO. 9 – GRIEVANCE AND ARBITRATION

9.01 In the event that a dispute arises between the **Company** and the Union or the **Company** and one or more employees, regarding the interpretation, application or alleged violation of this Agreement, such dispute shall be settled without stoppage of work or lockout by way of one of the following procedures of settlement as applicable:

By the Employee(s)

Step 1

The Employee or Employees concerned, with or without a Shop Steward in attendance, shall first seek to settle the dispute in discussion with their immediate supervisor or manager.

Step 2

If the dispute is not resolved satisfactorily in Step 1, it then becomes a grievance. This grievance shall then be reduced to writing, setting forth:

- a) the nature of the grievance and the circumstances out of which it arose;
- b) the section or sections of the Agreement infringed upon, or claimed to have been violated;
- c) the remedy or correction the Company is requested to make.

The written grievance shall be submitted in this form to the Distribution Centre Manager within five (5) working days of the act causing the grievance. The Distribution Centre Manager shall make known his decision to the grievor within five (5) working days of receipt of the grievance.

Step 3

In the event that the reply in Step 2 is unsatisfactory to the grievor or the Union, the grievance may be submitted to the Manager of Human Resources within five (5) days of receipt of the decision of the Distribution Centre Manager. The Manager of Human Resources shall make known his decision to the grievor within five (5) working days of receipt of the grievance.

Step 4

In the event that the reply in Step 3 is unsatisfactory to the grievor or the Union, the grievance may be submitted by either party to arbitration within seven (7) days of receipt of the decision of the Manager of Human Resources. Arbitration proceedings shall be in accordance with the provisions of the applicable sections of the *Alberta Labour Relations Code*.

By the Union or Company

In the event that either the Company or the Union on their own behalf wish to process a grievance, such grievance shall be submitted in writing by the Company to the Union Business Agent or by the Union to the Manager of Human Resources. The grievance shall be submitted within ten (10) days of the act causing the grievance.

The party in receipt of the grievance must make known its decision regarding the grievance to the other party within ten (10) days of receipt. In the event that the grievance is not resolved at this time either party may submit the grievance to Arbitration within seven (7) days of the rendering of the decision. The Arbitration proceedings shall be in accordance with those applicable sections of the *Alberta Labour Relations Code*.

- 9.02 The time limits expressed in the foregoing shall be exclusive of Saturdays, Sundays and Statutory Holidays and normal time off.
- 9.03 a) In the event the initiator of the grievance fails to follow the procedure and time limits established in this Article, the grievance shall be deemed to be abandoned.
- b) Where the recipient of the grievance fails to respond within the time limits prescribed, the grievance shall advance to the next step.
- 9.04 The Board of Arbitration shall not be vested with the power to change, add to, delete or amend the terms of this Agreement.

ARTICLE NO. 10 – NO STRIKE OR LOCKOUT

- 10.01 The Union agrees that there shall be no strike, stoppage of work or slow down during the life of this Agreement. The Company agrees that there shall be no lockout during the life of this Agreement.

ARTICLE NO. 11 – HOURS OF WORK

- 11.01 The regular hours of work shall be eight (8) per day and forty (40) per week for all employees. The foregoing shall not constitute a guarantee of hours per day or per week, but

merely form a basis for the calculation of overtime.

- 11.02 Normally, the regular day-shift hours shall be between **7:00 a.m. and 5:30 p.m.**, the regular **afternoon shift-shift hours shall be between 3:00 p.m. and 12:00 a.m.** and the regular night shift hours shall be between **9:30 p.m. and 6:00 a.m.** The Company reserves the right to adjust the starting and quitting time on any shift plus or minus two (2) hours for any employee or groups of employees. The Company also reserves the right to establish other shifts or cancel existing shifts. The Company agrees to continue the present policy of granting coffee breaks.
- 11.03 Any employee reporting for work on any shift and not having been told on the previous shift not to report, shall be guaranteed a minimum of four (4) hours work in the first half of the shift at his regular rate of pay. If requested by the Company, he shall perform a minimum of four (4) hours of such available work as the Company may assign.
- 11.04 All time worked beyond eight (8) hours per day or forty (40) hours per week shall be paid for at the rate of time and one-half (1½) the regular rate of pay. All time worked beyond ten (10) hours per day shall be paid for at double the regular rate of pay. Overtime worked on Sunday will be paid for at double the regular rate of pay however regular shifts commencing on Sunday will be paid for at the regular rate of pay. Employees required to work overtime will be notified at least **two (2)** hours before the end of the shift.
- 11.05 The parties acknowledge that when overtime is required to be worked in excess of the regular hours of work as referenced in Article 11.02, overtime will be offered on the following basis:
1. to qualified employees, by seniority, who place their names on the biweekly overtime availability list. This list will be completed on the Friday prior to the start of the new pay period.
 2. to the employee who normally performs the work to be done.
 3. by seniority to the qualified employees in the warehouse.
 4. if there are not sufficient volunteers for overtime work, the junior employees who are capable and qualified to perform the work will do so.

Except in the care of an emergency or any other unforeseen circumstance, the Company will notify the employees prior to the end of their last break before any overtime on their shift. At minimum, employees will be notified at least two (2) hours before the end of the shift.

If any employee is unable to work overtime at the end of their scheduled shift, they shall inform their supervisor at the commencement of their shift. Provided that the company is able to secure a sufficient number of volunteers to meet the overtime requirement, the employee's request will be accommodated.

11.06 All employees required to work on shifts which commence on or after 6:00 p.m. or before 6:00 a.m. on any day shall receive a shift premium of one dollar and five cents (\$1.05) for all hours worked on such shift, including overtime hours. It is understood that the shift premium will not be increased for overtime hours worked.

All employees required to work on shifts which commence on or after 3:00 pm or before 6:00 pm on any day shall receive a shift premium of seventy-five cents (\$0.75) commencing date of ratification, eighty-five cents (\$0.85) commencing June 1, 2011 for all hours worked on such shift including overtime hours. It is understood that the shift premium will not be increased for overtime hours worked.

11.07 If in excess of two (2) hours of overtime is to be worked, one (1) fifteen (15) minute paid break shall be granted. The fifteen (15) minute paid break shall be taken upon completion of the employee's regular shift and prior to the commencement of the overtime shift. In the event that non-scheduled overtime equal to or greater than two (2) hours is required, a meal allowance of eight dollars (\$8.00) shall be paid.

11.08 During periods of inventory, night shift employees who are directed to call in to work on their scheduled day off, may be eligible to receive one hour of standby pay at their regular base rate of pay (excluding all forms of premium pay), provided the following conditions are met:

- The employee must call into work between the hours of 3:00 p.m. and 4:00 p.m. or as otherwise directed by the designated supervisor.
- The employee must speak directly to the designated supervisor.
- The employee must be available and able to report for work as directed by the designated supervisor.

ARTICLE NO. 12 – VACANCIES AND PROMOTIONS

12.01 The Company agrees to post a notice on both the lunch room and time clock bulletin boards for five (5) working days inviting applications for newly created jobs or vacancies in a permanent position for all jobs above Warehouseman 1. When an employee is absent, another employee may submit an application to a posted vacancy on the employee's behalf, providing the employee has made the request.

12.02 The Company shall notify the successful applicant within then (10) days of its decision.

ARTICLE NO. 13 – ANNUAL VACATIONS

- 13.01 a) The vacation year shall be from May 1st to April 30th of the following year.
b) On **February 1st** of each year the Company shall post a list upon which the employees

shall indicate their vacation preference. All employees shall give their preference of vacation at the latest by **March 1st**. On April 15th, the Company will post the final vacation schedule. The choice of vacation periods will be granted by seniority and shift. An employee has the right to take a maximum of two (2) weeks consecutive vacation during Prime Time (June 1 through August 31). An employee may take more than two (2) weeks vacation outside of Prime Time.

13.02 Vacation entitlement is earned during each vacation year of continuous service, and taken in the following vacation year.

13.03 a) Those employees with less than one (1) year of service prior to May 1st of each year, one (1) day for each calendar month of service as of May 1st, to a maximum of ten (10) days.

b) Those employees with one (1) year of service and less than four (4) years, prior to May 1st of each year, two (2) weeks annual vacation.

c) Those employees with more than four (4) years service prior to May 1st of each year, three (3) weeks annual vacation.

d) Those employees with more than eight (8) years of service prior to May 1st of each year, four (4) weeks annual vacation.

e) Those employees with more than fifteen (15) years of service prior to May 1st of each year, five (5) weeks annual vacation.

13.04 In order to be eligible for the benefits stipulated herein, an employee must have worked ninety percent (90%) of the employee's normal scheduled hours of work in the vacation year. Employees, who work less than ninety percent (90%) of such a normal schedule, shall receive vacation with pay on a pro-rata basis in the ratio of the number of normal hours worked as to ninety percent (90%) of the normal schedule for the vacation year.

ARTICLE NO. 14 – NAMED HOLIDAYS

14.01 For all full time employees, the following named holidays shall be recognized as paid holidays:

New Year's Day

Alberta Family Day

Good Friday

Victoria Day

Canada Day

Civic Holiday (1st Monday in August)

Labour Day

Thanksgiving

Remembrance Day

Christmas

Boxing Day

14.02 To qualify for a named holiday with pay, the employee must:

- a) work his scheduled shift immediately prior to and immediately following the particular holiday, except where the employee is on a Company approved leave or where the employee is absent from work due to illness and a physician's certificate is immediately presented to the Company, and
- b) work on the holiday when scheduled or required to do so.

14.03 Employees shall not be entitled to named holiday(s) with pay which fall during a period of leave of absence, except where the Company waives this requirement.

14.04 The Company maintains the right to continue the current practice of observing statutory holidays on dates other than those proclaimed by the appropriate government jurisdiction.

When work is performed on the observed holiday, fulltime employees required to work on any of the above holidays shall be compensated for such work at time and one-half (1 ½), **his regular rate for the first four (4) hours and two (2) times, his regular rate, for the remainder of his shift**, plus the pay for the holiday.

14.05 Upon the completion of six (6) months continuous employment, each employee shall be entitled to one day of paid holiday each year in addition to those named holidays set out in Article 14.01. It is understood that this holiday must be scheduled at least one week in advance and taken on a date acceptable to the Company.

ARTICLE NO. 15 – HEALTH & BENEFITS

15.01 After three (3) months service with the Company an employee shall accrue sick leave credits at the rate of one-half (½) day per month for the first year of service and three-quarter (¾) day per month for the second year of service and one (1) day per month thereafter up to a maximum of thirty (30) days and up to a maximum of thirty-five (35) days commencing June 1, 1999. An employee who is absent from work by reason of illness or injury may be required to submit a medical certificate as proof of illness. Proof of illness will not be requested unless there is a negative trend in an employee's attendance or if absenteeism exceeds plant average, or as required in article 14.02. The Company will bear the burden of proof in demonstrating a negative trend. The Company, at its discretion, can require an employee to attend a medical physician appointed by the Company.

Upon request, the Company will provide an employee with a record of their remaining sick

leave credits.

- 15.02 When an employee returns from sick leave or disability the Company will endeavour to return the employee to his/her former position and rate of pay, if in the opinion of the Company, the employee is capable of performing the job assigned.
- 15.03 When an employee on compensation is directed by the Workers Compensation Board or his physician to return to work, the Company will place that employee in his posted position.
- 15.04 a) The Company shall pay eighty percent (80%) of the cost of a McKesson Canada Supplementary Health Care Plan for all full time employees covered by this Agreement.
- b) Reimbursement for prescription drugs shall be one hundred (100%) percent for generic drugs and seventy-five (75%) percent for brand drugs where a generic substitution is available. If a generic substitution is unavailable or the physician specifies no generic substitution, reimbursement for the brand drug shall be one hundred (100%) percent of the plan maximum.**
- 15.05 The Company agrees to maintain a Dental Care Plan. The Company agrees to pay eighty percent (80%) of the premium for this coverage.
- 15.06 The Company shall pay **eighty percent (80%)** of the cost of a McKesson Canada Long Term Disability Insurance Plan for all full time employees covered by this Agreement.
- 15.07 The Company shall pay eighty percent (80%) of the cost of the premium for Alberta Health Care for all full time employees covered by this Agreement.
- 15.08 The Company shall pay eighty percent (80%) of the cost of the premium for Life Insurance for all full time employees covered by this Agreement.
- 15.09 All employees shall be allowed seventy-five dollars (\$75.00) in one calendar year or one hundred and fifty dollars (\$150.00) in two calendar years towards the purchase of safety footwear (CSA approved). Such Company approved footwear shall be a condition of employment and must be worn on duty at all times. Employees must present a receipt and the footwear for reimbursement.**

ARTICLE NO. 16 – TEMPORARY EMPLOYEES

- 16.01 Except as specifically provided hereinafter, the provisions of this Agreement shall not apply to temporary employees.
- 16.02 Article 1, Article 2, Article 3, Article 4, Article 8, Article 9, Article 10, Article 17 and

Article 18 will apply to temporary employees.

16.03 To qualify for a named holiday with pay, temporary employees must:

- a) work their scheduled shift immediately prior to and immediately following the particular holiday, except where such requirement is waived by the **Company**, and
- b) work on the holiday when scheduled or required to do so.

16.04 Temporary employees required to work on any of the named holiday(s) referred to in Article 14.01 shall be compensated for such work at one and one-half (1½) their regular rate for all hours worked, plus the pay for the holiday.

16.05 Temporary employees shall be paid in addition to their earnings, four percent (4%) of their earnings at the basic rate of pay in lieu of vacation.

16.06 All time worked beyond eight (8) hours per day or forty (40) hours per week shall be paid for at the rate of one and one-half (1½) the regular rate of pay.

ARTICLE NO. 17 – RATES OF PAY AND CLASSIFICATIONS

17.01 The following rates of pay shall apply to the classifications named hereunder for the duration of this Agreement.

Warehouseman I

This classification shall include but not be limited to: Packer, Replenisher, Shipping Helper, Receiving Helper, Order Picker, Line Starter and Checker.

Warehouseman II

This classification shall include but not be limited to: Assembler and Returns Clerk.

Warehouseman III

This classification shall include but not be limited to: Receiver, Shipper, Leadhand, Forklift Operator, OPR Operator, and Case Good Picker/Replenisher.

HOURLY RATES OF PAY

Warehouseman I 2010

Start Rate	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months
\$14.73	\$15.38	\$16.04	\$16.70	\$17.36	\$18.01	\$18.67

Warehouseman I 2011

Start Rate	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months
\$15.17	\$15.84	\$16.52	\$17.20	\$17.88	\$18.56	\$19.23

	June 1, 2010	June 1, 2011
Warehouseman II	\$19.09	\$19.66
Warehouseman III	\$20.10	\$20.70
Foreman	\$20.97	\$21.60

Temporary Assignments

In the event an employee is designated to relieve another employee in a higher classification on a temporary basis, and the relief period extends four (4) hours or more, that employee shall be paid at a rate equal to the rate in the classification in which he relieves for the full period of the temporary assignment. When an employee is being trained in a higher classification, they will receive their regular rate of pay.

Day Shift vacancies, known to be in excess of six (6) weeks, that require filling, will be offered to night shift employees as a temporary assignment.

- 17.02 The Company will continue its current practice of pay periods and issuance of pay stubs. Upon request, the Company will provide an employee with a record of the information used to calculate hours paid.

ARTICLE NO. 18 – DURATION OF AGREEMENT

18.01 This Agreement shall be effective as of January 20, 2011, and shall remain in force and effect through May 31, 2012, and from year to year thereafter, unless either party notifies the other, in writing, within ninety (90) days immediately preceding such expiration date, of its desire to amend this Agreement.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals the day and year first above written.

McKesson Canada Corporation

Miscellaneous Employees,
Teamsters Local Union 987
of Alberta

(Roy Cleveland)

(John Taylor)

(Deborah Loewen)

(Pat Pope)

(Cheryl Meller)

(Andrew Braden)

(Jaroslaw Kowalewski)

LETTERS OF UNDERSTANDING

Hours of Work

BETWEEN:

McKesson Canada Corporation

- and -

Miscellaneous Employees Teamsters
Local Union 987 of Alberta

The Union and the Company both understand the changing needs of our business. In consideration of this, both parties recognize that a change in the current hours of work and shift start and end times and the introduction of a seven-day work schedule may be a necessity in order to maintain a viable operation in Calgary.

Should any of these practices be necessary during the life of this collective agreement or beyond, the parties will discuss the introduction and agree how best these practices can be implemented. If a shift is created outside of the normal hours in article 11.02, the Company recognizes that vacancies will be filled in accordance with current practice and article 5.02. A new shift is not created if the Company exercises their right under article 11.02 to adjust starting and quitting time by two (2) hours.

Roy Cleveland
Manager, Human Resources
McKesson Canada

John Taylor
Business Agent
Miscellaneous Employees,
Teamsters Local Union 987 of Alberta

LETTERS OF UNDERSTANDING

Part Time Employees

BETWEEN:

McKesson Canada Corporation

- and -

Miscellaneous Employees Teamsters
Local Union 987 of Alberta

The parties agree to the following language regarding part time employees:

1. Except as specifically provided hereinafter, the provisions of the Collective Agreement shall not apply to part time employees.
2. Article 1, Article 2, Article 3, Article 4, Article 5, Article 8, Article 9, Article 10, Article 17 and Article 18 will apply to part time employees.
3. To qualify for a named holiday with pay, part time employees must:
 - a) work their scheduled shift immediately prior to and immediately following the particular holiday, except where such requirement is waived by the Company, and
 - b) work on the holiday when scheduled or required to do so.
4. Part time employees required to work on any of the named holiday(s) referred to in Article 14.01 shall be compensated for such work at one and one-half (1 ½) their regular rate for all hours worked, plus the pay for the holiday.
5. Part time employees shall be paid in addition to their earnings, at the basic rate of pay in lieu of vacation, as per Article 13.03 prorated based on number of hours worked.
6. All time worked beyond eight (8) hours per day of forty (40) hours per week shall be paid at the rate of one and one-half (1 ½) the regular rate of pay.

7. Part time employees shall receive shift premium in accordance with Article 11.05.
8. Part time employees shall receive overtime breaks and meal allowance in accordance with Article 11.06.
9. Seniority for part time employees will be separate and distinct from seniority for full time employees. Seniority for part time employees shall be commence from the most recent date of hire but shall accumulate only on the basis of hours actually worked. Seniority for part time employees shall only have application when a full time position is to be filled.
10. All part time employees shall be considered to be on probation until the completion of 480 hours of employment. An employee shall be entered on the part time seniority list upon completion of their probationary period.

Roy Cleveland
Manager, Human Resources
McKesson Canada

John Taylor
Business Agent
Miscellaneous Employees,
Teamsters Local Union 987 of Alberta