



COLLECTIVE AGREEMENT

BETWEEN

ARAMARK CANADA LTD.

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 229-3**

**DONALD GORDON CONFERENCE
CENTRE EMPLOYEES**

JULY 1ST, 2021 TO JUNE 30, 2024

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LAND ACKNOWLEDGEMENT

Aramark Canada and the CUPE Local 229 (the "Parties") acknowledge that Queen's University in the City of Kingston is situated on territory traditionally shared between the Anishinaabe and Haudenosaunee peoples. The Parties acknowledge the Indigenous Members of CUPE Local 229 and their community that still today live, travel and work alongside us and will work together to ensure that the Indigenous Members of CUPE Local 229 are recognized and respected within our agreements.

Aramark Canada tánon ne CUPE Local 229 (the "Parties") ratiien:tere's ne Queen's University tsi nón:we nikanónhsote ne tsi kaná:taien ne Kingston tsi Onkvehón:we Anishinaabe tánon Haudenosaunee raonatenatá:ke. Ne Parties ronwatiien:tere's ne Ronnonkvehón:we ne ronatiá:tare ne CUPE (Ratirista'kehró:non), Local 229 tánon ne raotinakeráhsera, shé:kon ne ón:wa nikahá:wi's ratiná:kere skátne ionkwaió'te oh naiáwen'ne ne Onkvehón:we ne ronatiá:tare ne Members of CUPE Local 229 ronwatiien:teres tánon ronwatikweniénstha tsi ki' ní:ioht tsi ionkwatirihwahserón:ni.

Aramark Canada miinwaa CUPE Local 229 (the "Parties") nsadwaamdaanaawaa sa wi Gimaakwe Shpi-kinoomaagewgamig manpii eteg Gchi-oodenaang Kingston ezhnikaadeg temgak omaa akiinsing gaa-maadookiivaad ingiw Nishnaabeg miinwaa Haudenosaunee'ag. Nsadwaabmaa'aan dash gonda "Parties" ezhnikaazjig ne'en sa Nishnaaben debendaagzijig omaa CUPE, Local 229 ezhnikaadeg miinwaa gwa doodewiniwaa nongwa bimaadiziwag , babaayaawag miinwaa da wiiji-nokiimdiwag wii-mino-ganoowaamjigaazvaad Nishnaabeg debendaagzijig omaa CUPE Local 229 ezhnikaadeg, wiinsadwaabmindwaa miinwaa wii-minaadendmindwaa manpii sa gdiininaakodiwiniminaan.

PREAMBLE

It is the purpose of both Parties of this Agreement:

- (a) To maintain and improve harmonious relations and settle conditions of employment between the Employer and the Union;
- (b) To recognize the mutual value of joint discussions in all matters pertaining to working conditions;
- (c) To encourage efficiency in operations;
- (d) To promote the morale, well-being and security of all employees in the bargaining unit of the Union.

ARTICLE 1 – DEFINITION

- 1.1 The term "employee" whenever used in this Agreement means all employees employed by Aramark Canada Ltd. at the Donald Gordon Conference Centre in the City of Kingston, save and except Managers, and Chefs, and persons above such rank.

ARTICLE 2 – RECOGNITION

- 2.1 The Company recognizes the Canadian Union of Public Employees and Its Local 229, hereinafter referred to as the Union as the exclusive bargaining agent of the employees defined herein, in respect of wages, hours of work and other working conditions.
- 2.2
 - (a) The Company shall deduct from each pay of each employee such dues and assessments as may be assessed from time to time by the Union and communicated to the Employer in writing. Such dues shall be remitted to the Secretary-Treasurer of the Union by the thirtieth (30th) day of the month following the deduction, together with a list of the names, addresses and phone numbers of employees on whose behalf union dues have been deducted. The above list will also indicate the regular hours worked, wages paid, and dues deducted during the period for each employee and a total shall be indicated for each of these items.
 - (b) These dues shall be accepted by the Union as the regular monthly dues of those employees who are or shall become members of the Union and the dues deducted from the pay of non-members of the Union shall be treated as their payment towards the expense of maintaining the bargaining unit.
 - (c) The Union shall indemnify and save the Company harmless from any claims and from any form of liability as a result of such deductions in accordance with the foregoing authorization, and the Union will refund direct to all employees from which wrongful deductions were made.

2.3 No Other Agreements

No employee shall be required or permitted to make any agreements with the Employer, or his/her representatives, which may conflict with the terms of this Collective Agreement.

2.4 Correspondence

All correspondence between the parties arising out of the agreement or incidental thereto shall pass to and from the General Manager and the President of the Union with a copy sent to the Vice President.

2.5 Potential Employees

During the interview process, the employer will advise potential employees that a union collective agreement is in effect and will inform them of the conditions of employment set out in the articles dealing with Union Security and Dues.

New Employees

On commencing employment in a position within the bargaining unit, the employee's immediate supervisor or other representative of the employer will introduce the new employee to their Union Steward or Representative, as designated by the Union.

A representative of the Union will be given an opportunity to meet privately with each new employee during the first month of employment to acquaint them with the structure, benefits, and duties of union membership. A maximum of thirty (30) minutes will be allowed for this purpose within regular working hours and without loss of pay for either employee.

Should more time be required for this meeting for a bonafide reason, the Union may request a second meeting of which that request will not be unreasonably denied.

Orientation

Where the employer conducts staff orientation sessions, the union will be provided thirty (30) minutes during such session to make a presentation about membership in the Union. The employer will leave the room during the union presentation.

The Union will provide the employer with copies of materials used in such session and will not disparage the employer during the presentation.

Notification of New Hires

The Union shall be notified of the full name, position and employment status (e.g., full-time, part-time, temporary), start date and work location of all employees hired into the bargaining unit prior to their first day of employment.

2.5 Continued

Regular Staff Meetings

The employer shall provide the union with five (5) days' or as much as reasonably possible notice of scheduled general staff meetings to allow the union sufficient time to prepare brief union announcements to be communicated at said general staff meetings.

Access to Work-Site

Official representatives of the Union shall, after giving notice to the Company, be permitted to enter the premises at all reasonable times, during the course of normal working hours to meet with employees during their meal and other scheduled breaks, whether paid or unpaid, to attend to the business of the Union such as ensuring that the terms of this Agreement are being implemented.

It is understood that such visits shall not unduly interfere with the Company's operations. When a representative of the union is on-site for the purpose of doing the business of the union, they will be required to sign in and out at the front desk of the Donald Gordon Conference Centre in compliance with the Company's health & safety procedures.

ARTICLE 3 - NO DISCRIMINATION OR HARASSMENT

The parties agree that allegations of discrimination and harassment should be dealt with in a timely manner. Therefore, allegations of discrimination and harassment will be investigated on a timely basis. Upon mutual agreement, a qualified external third party may be utilized to conduct the investigation. The Parties shall share the costs and both be provided with the results in full.

- 3.1 The Employer and the Union agree that they will not discriminate against any employee, or intimidate, threaten, coerce or restrain any employee because of membership or non-membership, past or present in the Union.

The parties are committed to creating and maintaining a working environment that is founded on the fair treatment of all members of the Company. Therefore, the parties do not condone behaviour that is contrary to the *Human Rights Code*, Workplace and Sexual Harassment Policy, Workplace Violence Policy or the Occupational Health and Safety Act.

The employer shall take all necessary and reasonable steps to provide a workplace free of harassment and violence, including domestic violence.

In cases of harassment, the employee being harassed has the right to discontinue contact with the alleged harasser without incurring any penalty, pending determination of the grievance. In cases where the harassment may result in the transfer of an employee, it shall be the harasser who is transferred. The employee who is being harassed will not be transferred against his/her will.

3.2 Sexual Harassment

The Company recognizes that no employee shall be subject to sexual harassment. In this spirit, it agrees to notify all members of its commitment to this principle. Reference to sexual harassment shall be as defined in the Human Rights Code.

3.3 Where it is appropriate and necessary to transfer an employee in cases where sexual harassment has been determined to have occurred, it shall be the harasser who is transferred, and the victim shall not be transferred against his/her will. Nothing in this Article is intended to limit the Employer's ability to respond to harassment by imposing other remedies or penalties.

3.4 Harassment in the workplace is defined as engaging in a course of vexatious comment or conduct against another person or persons in the workplace that is known or ought to reasonably be known to be unwelcome. It includes objectionable acts, comments or displays that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat.

3.5 Harassment is not properly discharged supervisory responsibilities including performance evaluation, disciplinary action, day-to-day management of the operation, or conduct that does not interfere with a climate of understanding and respect for the dignity and work of Aramark employees.

3.6 The Employer agrees that information and training regarding harassment and discrimination is essential and will work with the Union to ensure bargaining unit members are provided with appropriate information and training on the contents of the harassment policies and programs as well as legislation pertaining to the matters of harassment and discrimination.

3.7 The parties agree that allegations of discrimination and harassment should be dealt with in a timely manner. Therefore, allegations of discrimination and harassment will be investigated on a timely basis.

3.8 If an allegation(s) pursued under the grievance procedure is against the person who would normally deal with the first step of such a grievance, the next level of supervision will hear the grievance.

3.9 Domestic Violence

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

3.9 Continued

The Company agrees to recognize that employees sometimes face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. For that reason, the Company agrees that an employee who is in an abusive or violent situation will not be subject to discipline if the absence or performance issue can be linked to the abusive or violent situation. The Company shall provide five (5) paid days, as per the Employment Standards Act for employees in situations of domestic violence. An employee is not entitled to this leave if the employee committed the domestic or sexual violence. Additional absences, which are not covered by sick leave or disability insurance, will be granted as absent with permission without pay. Requests submitted under the terms of this article will be treated as confidential by the Company.

If the Company becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the Company shall take every precaution reasonable in the circumstances for the protection of the worker. (OH&SA S32.0).

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.1 The Union recognizes and acknowledges that it is the exclusive function of the employer to:
- (i) maintain order, discipline and efficiency;
 - (ii) hire, discharge, layoff, direct, classify, transfer, promote, demote and suspend or otherwise reasonably discipline any employee provided that it is not done in an arbitrary, discriminatory or bad faith manner, and a claim that any such employee has been discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinafter provided; and
- 4.2 The Company has the right to make and alter reasonable rules and regulations to be observed by employees provided that these rules and regulations shall not be inconsistent with the provisions of this Agreement and are made known to both the Union and the employees in writing with as much notice as possible before they are introduced.

ARTICLE 5 – JOB SECURITY

- 5.1 Persons whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except as required to provide relief during breaks or in an emergency situation. It is specifically recognized that all events and operating hours of the Company, will be scheduled and staffed only by bargaining unit personnel except as required to provide relief during breaks or in an emergency situation. It is also further and specifically recognized that supervisors and other non-bargaining unit personnel will not perform bargaining unit work, including while bargaining unit employees are on layoff and awaiting an opportunity of recall.

ARTICLE 6 – GRIEVANCE PROCEDURE

6.1 Any complaint, disagreement, or difference of opinion between the Employer and the Union, or between the Employer and an employee covered by this Collective Agreement which concerns the interpretation, application, operation or alleged violation of the terms and provisions of this Collective Agreement, may be considered as a grievance.

6.2 If there occur grievances, complaints, disputes and differences arising between the Company and the employees as to the interpretation, application or non-application of the provisions of this Agreement, an earnest effort shall be made to settle such differences in the following manner:

(a) **Complaint:** An aggrieved employee shall meet with the Manager to resolve the matter and may be accompanied by his/her steward. If the alleged grievance is not settled within forty-eight (48) hours, it may be carried to step (b).

(b) The written grievance shall be submitted to the General Manager within ten (10) days of the occurrence giving rise to the grievance or within ten (10) days of the time the Employee should reasonably have been aware of the occurrence giving rise to the grievance and the General Manager shall give his/her written decision within a five (5) days period. The grievor and the steward will attend this meeting. Replies to the grievances will be sent to the Union with a copy to the grievor.

6.3 **Group Grievance**

The Company will recognize a group grievance as one which affects more than one employee with respect to whom the issues and facts are substantially the same.

6.4 **Policy Grievance**

Any difference arising directly between the Union and the Employer involving the interpretation or alleged violation of this Agreement which cannot otherwise be dealt with under this Article because of the inability or refusal of an employee to submit a grievance, or where the grievance affects a group of employees, or a department, or the Company as a whole, may be submitted by the Union in writing at the step as stated in Article 6.2 (b) of the Agreement.

Failing satisfactory solution within the time limit as stated in Article 6.2 (b), such grievances may be referred to Arbitration.

6.5 **Discharge Grievances**

A claim by an employee that he/she has been discharged will be dealt with at Step 6.2(b) above of the grievance procedure, provided the grievance is submitted within ten (10) calendar days after the discharge occurs.

(i) Such grievances may be resolved by confirming the discharge, or by re-instating the employee with full compensation, or by any other arrangement which is just and equitable in the opinion of the conferring parties.

6.5 Continued

(ii) It is agreed that the stewards and the Union Representative will be notified immediately of the dismissal of any employee in the bargaining unit.

6.6 Any disciplinary action recorded on the employee's record shall be removed after an elapsed period of twelve (12) months from the time of the incident provided no further discipline of a similar nature has taken place.

6.7 The employee shall be notified in writing by the Employer, with full disclosure of the reasons for the disciplinary action, grounds for action, and/or penalty, with a copy to the Union Steward.

6.8 **Representative of the Canadian Union of Public Employees**

The Union shall have the right, at any time, to be assisted by a Representative of the Canadian Union of Public Employees and/or the President or Vice-President of the Local as designated by the Local.

6.9 All time spent to complete grievance meetings with the employer shall be considered time worked. Such time shall include 30 minutes before the beginning of the meeting with the employer.

6.10 The Company will schedule grievance meetings during the regular work hours of both the aggrieved employee and the steward unless it is not possible to do so.

6.11 Whenever the Employer asks any employee that is to attend a meeting regarding the application of discipline, or the investigation of a potential disciplinary matter, as long as the employee is the subject of the investigation, the Employer shall ensure that union representation will be arranged unless the employee elects to forego said representation.

If the Employee foregoes representation, the Employer will document this in writing and informs the union.

6.12 With as much notice as possible and before the meeting happens, the Company will advise the Union of the nature and content of the meeting.

6.13 The Company will schedule such meetings during the regular work hours of both the employee and the Union Representative unless it is not possible to do so.

6.14 In the event the Company has a grievance, the Company and/or designate shall file the grievance in writing within ten (10) days of the circumstances giving rise to a grievance. The Union shall meet with the Company and/or designate within ten (10) days of the receipt of such grievance. In the event the Union do not provide redress satisfactory to the Company, the Company and designate may process the grievance to arbitration in accordance with the arbitration provisions as set out in this Agreement, with the necessary changes being made.

6.15 The time limits specified herein may be extended by mutual consent.

6.16 **Mediation**

Once the Union or Employer has processed a grievance to arbitration, both parties may within forty (40) days agree to use the services of a mutually agreeable Mediator to assist the parties in resolving the grievance. The Grievor(s) will attend the mediation meeting at the request of Union. Time spent in attendance at mediation during an employee's regular working hours shall be without pay. The parties will jointly, in equal shares, bear the expenses of the Mediator. Any mutually agreeable resolution reached by the parties through such mediation shall be binding upon the parties. In the event that no mutually agreeable resolution is reached, the grievance will proceed to arbitration.

ARTICLE 7 – ARBITRATION

7.1 Where a difference arises between the Parties relating to the interpretation, application or administration of this Agreement, including any questions as to whether a matter is arbitrable or where an allegation is made that this Agreement has been violated, either of the Parties may, after exhausting the grievance procedure established by this Agreement, and within two (2) months of the completion of step 6.2(b) of the grievance procedure, notify the other Party in writing of its desire to submit the difference or allegation to arbitration.

7.2 Timelines to refer grievances to arbitration may be extended by mutual agreement.

7.3 The Parties agree to select a sole arbitrator by mutual agreement, failing which either Party may request that an appointment be made by the Minister of Labour for Ontario.

7.4 Notwithstanding the foregoing either Party may make application for an expedited hearing pursuant to the provisions of the Ontario Labour Relations Act, 1995.

7.5 The Arbitrator shall hear and determine the difference of allegation and shall issue a decision, and the decision shall be final and binding upon the Parties and upon any employee affected by it.

7.6 Each Party shall pay its own costs, and the fees and expenses of the Arbitrator shall be shared equally by the Parties.

ARTICLE 8 - STRIKES AND LOCK-OUTS

8.1 During the term of this Agreement, there shall be no lock-out by the Company nor shall there be any strike (either complete or partial), slow-down, or other such concerted activity by the Union or employees. There shall be no strike or lock-out as long as this Agreement continues to operate. "Strike" and "lock-out" shall be as defined in the Ontario Labour Relations Act.

- 8.2 Should a strike occur during the term of this Agreement, the Union shall advise its members to abide by the Agreement.

ARTICLE 9 - HOURS OF WORK

- 9.1 All employees shall be scheduled on the basis of forty (40) hours per week, eight (8) hours per day, including a one-half (1/2) hour paid meal or lunch / dinner break. This shall be the maximum hours of work to be paid at straight time rates of pay, however it shall not be construed as a guarantee of either a minimum or maximum of hours of work per day or per scheduled period. Schedules will be posted to provide employees with as much advance notice as possible and in no case will such notice be less than at least five (5) consecutive days in advance of the scheduled work week. Schedules will be offered by seniority and will be selected beginning with the most senior. Changes to the posted schedules may not be made without at least 48 hours' notice to the affected employee.
- 9.2 All authorized hours worked in excess of eight (8) hours per day, or in excess of forty (40) hours per week, shall be paid at the rate of one and one-half (1½) times the regular hourly rate. In computing hours of work for purposes of overtime, sick leave with pay, bereavement leave, and paid statutory holidays shall be considered as time worked.
- 9.3 The Parties agree that employees will, whenever possible, notify their manager with as much notice as possible in the event that the employee is unable to attend work. Where the employee has given notice of inability to attend work, the Company shall not call the employee back to discuss scheduling, staffing difficulties, or other work related matters, unless failing to call would result in a disadvantage to the employee.
- 9.4 All employees shall be entitled to:
- one fifteen (15) minute paid break for scheduled shifts greater than three (3) hours;
 - one fifteen (15) minute paid break and thirty (30) minutes paid lunch for scheduled shifts greater than five (5) hours;
 - two fifteen (15) minute paid breaks, one in each half of the shift, and thirty (30) minute paid lunch for scheduled shifts of eight (8) hours (inclusive of lunch);
 - should the Employer require an Employee to work during their break, they may return and restart the break when available.
- 9.5 When the Employer needs additional staff, they will call available and qualified staff by seniority beginning with the most senior.
- 9.6 An employee reporting for work by instruction of the Company and at the commencement of his/her scheduled work day, but for whom no work is available, will be offered a minimum of three (3) consecutive hours' employment in other work at his/her regular hourly rate or, at the Company's option, shall be entitled to three (3) hours' pay at his/her regular hourly rate. This guarantee shall not apply in the event that the operations of the Company are affected by a labour dispute, fire, electrical failure, major mechanical failure or other major occurrence beyond the control of the Company. This guarantee shall not apply in the case of an employee who has been absent from his/her scheduled work and who has failed to inform the Company of his/her intention to return and the date thereof.

- 9.7 Any employee called in to work outside his/her scheduled shift hours, other than those immediately before or immediately after (with or without a mealtime break) his/her scheduled shift, shall be given at least three (3) consecutive hours' work or paid for three (3) hours' time at his/her regular hourly rate.
- 9.8 No shift of less than three (3) hours will be scheduled.
- 9.9 Any employee who is entitled to paid overtime in accordance with this Article, or to compensation for premium pay as set out in Article 13, may elect time off or a portion thereof in lieu of payment. An employee may accumulate time off up to a maximum of three (3) weeks at any one time. The time off will be taken at a time which is mutually convenient to the individual and the Company.
- 9.10 Employees will, whenever possible, notify their supervisor with as much notice as possible but not less than one (1) hour before their shift starts, in the event that the employee is unable to attend work. Where the employee has given notice of inability to attend work, the Company shall not call the employee back to discuss scheduling, staffing difficulties, or other work related matters, unless failing to call would result in a disadvantage to the employee.

ARTICLE 10 – SENIORITY

- 10.1 For the purposes of this Article, service shall mean the service as an employee as defined in Article 1 - Definition.
- 10.2 Seniority is based on an employee's total length of unbroken service. A break in service is defined as an absence of greater than thirty (30) consecutive days.
- 10.3 No employee shall be transferred to a position outside the bargaining unit without the employee's consent. An employee who accepts a position outside the bargaining unit or who ceases to be an employee as defined in Article 1, but who remains in the employ of the Company at Donald Gordon Conference Centre, shall retain credit for his/her accumulated seniority, and shall be entitled to such seniority if he/she subsequently resumes a status as an employee under this Agreement within a six (6) month period.
- 10.4 If there is a break or breaks in an employee's service, his/her seniority shall be based on his/her length of unbroken service which shall have accumulated since his/her last rehiring by the Company.
- 10.5 A break in an employee's service with the Company shall be deemed to have occurred:
- (a) If he/she leaves the employ of the Company;
 - (b) If he/she is discharged for just cause and not reinstated through the grievance procedure, including an instance where an employee is absent from work without notice to the Company for three (3) consecutive working days and subsequently fails to provide the Company with a reasonable explanation for his/her absence and failure to give notice;

- 10.5 (c) If he/she is laid off because of lack of work and is not recalled within two (2) years.
- (d) If the employee is absent from work for three (3) consecutive working days without proper notification to the Employer unless a reasonable explanation is provided by the employee.
- (e) If a State of Emergency is declared by the government and/or any other shutdown, which results in a layoff and employees are not recalled within two (2) years, the Employer agrees to meet with the Union to discuss Article 10.5 (c) of the collective agreement.

- 10.6 (a) A new employee shall be on probation until he/she has completed sixty (60) days of work for the Company. Thereafter, his/her length of service shall be calculated from his/her date of hiring.

Employees, at the discretion of management, may be removed from probationary status earlier than sixty (60) working days.

No employee will be required to serve more than one (1) probationary period.

- (b) An employee who is rehired within a one (1) year period shall not be regarded as a probationary employee nor shall they be required to have a trial period as described in Article 11.1 (e). Length of service shall be calculated from date of rehiring.
- (c) A probationary employee shall have all rights under the terms of this Agreement, except where such employee is discharged by the Company during this period; it shall not be open to review under the grievance procedure set out in this Agreement and/or arbitration. Any employee who has completed their sixty (60) days of probation may be dismissed but only for just cause.

- 10.7 The Company will provide up-to-date seniority lists to the Union and will also post the lists in all work locations by the 1st of January, April, and October.

The list will also indicate the employee's work site unit and employment status (such as full-time, part-time, temporary, seasonal, casual), and if the employee is on a leave of absence.

The employer will provide to the Union a list of all the employees in the bargaining unit. The list will include each employee's name, job title/classification, home mailing address, home telephone number (and other available personal telephone numbers, such as cellular numbers), and, if available, personal e-mail. The list shall be provided in March and September of each year.

When two (2) or more members of the Bargaining Unit have the same seniority date, the employer will forward the names and addresses of the employees and the positions awarded to the Union. The Union shall draw the names of the employees by lot at a regular or special meeting of the Union. The employee whose name is chosen earlier shall be deemed to have greater seniority. The Union will advise the employer of the outcome and the employer shall be entitled to rely upon the results as provided.

ARTICLE 11 - PROMOTIONS AND STAFF CHANGES

- 11.1 Whenever a new job is created or when a vacancy occurs, notice shall be posted on the same boards and at the same time as the work schedules, for five (5) full working days. Any employee may apply for the posted job, subject to the following conditions:
- (a) Each posting shall contain a brief description of the duties of the job, the qualifications required, the classification, shift, and wage rate.
 - (b) Each application must be submitted in writing during the five (5) day posting period;
 - (c) Subject to the foregoing, vacancies shall be filled on the basis of seniority provided that the employee meets the qualifications and can demonstrate the ability to perform the normal duties of the posted job (any employee who is in a full-time position at the date of ratification, will not require formal qualifications, e.g., Red Seal, Gold Seal).
 - (d) In the event that no employee bids for a posted job during the five (5) day posting period, or should no applicant meet the posted requirements for the job, the Employer may fill the position from sources outside the bargaining unit;
 - (e) Successful applicants under this section shall have a trial period of sixty (60) days of work to familiarize themselves with the new job, during which time they shall have the option of returning to their former position within the bargaining unit. The Employer may, during this trial period, return the employee to his/her former position where the employee is incapable of performing the job.
- 11.2 Temporary transfers within the same classification or temporary promotions for periods in excess of ten (10) working days will be selected according to Article 11.1.

Temporary transfers between classifications of less than ten (10) consecutive working days shall be filled at the Company's discretion. Seniority, qualifications, skill(s), and ability to perform the work required shall be governing factors. Employees shall have the option to decline the temporary transfer provided they are not the least senior and/or they are the only qualified employee. The rate of pay shall be the higher rate between the two (2) positions.

ARTICLE 12 - LAY-OFF AND RECALL

- 12.1 In the event of a permanent lay-off, the following provisions shall apply:
- (a) The Employer will lay-off the most junior employee(s) in the classification in the unit to be affected by the lay-off.
 - (b) The Employer will give the Union and the employee(s) affected thirty (30) days advance notice of such permanent lay-off. The employee(s) affected by the permanent lay-off will be entitled to exercise his/her seniority in accordance with this Article. At the same time, the Union will be provided with an updated seniority list.

- 12.1 (c) Notices to individual employees will include the identity of junior positions in all classifications with a copy of the job description and the hours of work.
- (d) Each employee receiving a notice of lay-off will have five (5) working days from the thirty (30) days in sub-section (b) above to identify a position into which they wish to bump. Each position shall be a comparable position within the bargaining unit.
- (e) The employee will be entitled to bump into a position held by a more junior employee in any other job classification provided that the senior employee affected by the lay-off has the ability to do the job. Employees will be entitled to a thirty (30) day trial period if there is any question or dispute regarding the ability to do the available work. This subsection does not permit an unqualified employee to bump into a position requiring formal qualifications.
- (f) Once a job has been identified, the employee affected by the lay-off will be given five (5) working days from the thirty (30) days in sub-section (b) above to decide whether to accept the position or to accept the lay-off.
- (g) Any employee affected by the displacement by a senior employee, as above, will be offered these same rights commencing with sub-section (b) above.
- 12.2 No new employee will be hired and no person who is not a member of the bargaining unit will be scheduled to perform the duties of a laid off employee providing the employee on lay-off is willing and able to perform the available work.
- 12.3 Employees who are to be laid off for an extended period due to lack of work shall be given at least ten (10) working days' advance written notice. Such notice shall not apply in circumstances where the laid off employee is given an opportunity of recall to available work which is not expected to extend beyond ten (10) working days. The Employer will make every effort to give the affected employees as much notice as possible.
- 12.4 Recall to work shall be made commencing with the most senior employee on lay-off and continuing from the top to the bottom of the seniority list.
- 12.5 The General Manager will confer with the Stewards and the Vice President at least fourteen (14) days prior to any lay-off to discuss the lay-off in relation to the seniority and the skills of the employees involved.
- 12.6 In the event of periods of work shortage consisting of five (5) or more workdays in a seven (7) day period, records of employment will be issued to employees requesting same. Employees may use vacation banks at this time if they choose. The Employer shall give at least ten (10) days' notice of any such work shortage period.

ARTICLE 13 – PREMIUM PAY

- 13.1 Any employee required to perform work in a lower job classification will be paid at their normal rate for all hours worked.
- 13.2 A shift premium of one dollar (\$1.00) per hour shall be paid for all employees who work night shifts between 11:00 p.m. and 7:00 a.m.

ARTICLE 14 – UNIFORM AND CLOTHING ALLOWANCE

- 14.1 The Employer agrees to provide:

Employees who work over twenty-four (24) hours per week on a regular basis:

- 3 sets of uniforms for new employees
- 3 sets of uniforms for all employees when new uniforms are introduced
- 2 sets of uniforms each year to existing employees

Employees who work twenty-four (24) hours or less per week on a regular basis:

- 2 sets of uniforms for new employees
- 2 sets of uniforms for all employees when new uniforms are introduced
- 1 set of uniforms each year to existing employees

Effective from the date of ratification, the Employer agrees to reimburse employees who require safety shoes for performing their duties, up to one hundred dollars (\$100.00) every year for the purchase of safety shoes upon proof of purchase through the Employer approved supplier.

The quality and design shall be discussed between the Company and the Union. The uniforms will be available in September of each year.

In addition, the Employer will provide work gloves, rain wear and appropriate footwear, to employees who require these items to perform his/her duties. As well, the Employer will provide a parka for outdoor use to those employees who require it to perform his/her duties.

The Employer shall also supply one (1) pair of safety shoes for all newly hired employees. Newly hired employees shall choose their preferred safety shoes from the list of available options as provided by the Employer. Any employee who does not pass their probationary period, will have the monies deducted from their final pay.

ARTICLE 15 - STATUTORY HOLIDAYS AND PERSONAL DAYS

- 15.1 Each employee shall be granted a day off with pay, at his/her regular daily rate, on each of the following statutory holidays:

| | |
|----------------|------------------|
| New Year's Day | Civic Holiday |
| Family Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Christmas Day |
| Victoria Day | Boxing Day |
| Canada Day | |

Should the Province of Ontario proclaim Truth and Reconciliation Day as a statutory holiday under the Act, the Employer will recognize the day as a paid holiday.

- 15.2 Payment for the holiday will be made only if the employee works one (1) or more days during the full week immediately preceding, or one (1) or more days during the week immediately succeeding the day on which the holiday is observed by the Company. If the employee is absent for one (1) or both of the qualifying work days referred to above due to verified illness, death in his/her immediate family, jury duty, or because he/she has received prior or subsequent permission from the Company to be absent, the holiday will be paid.
- 15.3 Should the day of observance of any of the holidays enumerated above fall within the period when an employee is absent on a paid vacation, the employee affected shall receive an extra day's vacation with pay in lieu of payment for the statutory holiday.
- 15.4 An employee who is required to work on any of the statutory holidays enumerated above shall, provided that he/she is eligible to receive payment for such holiday, be paid for the time worked at two (2) times his/her regular hourly rate for the hours worked, plus one (1) day off at a mutually convenient time with pay in lieu of holiday pay.

Such resulting lieu time shall not exceed five (5) days in a calendar year and any unused time will be paid at the end of the next pay period unless scheduled as time off. Lieu time is also to be used prior to any Vacation entitlements.

- 15.5 Any employee who is scheduled to work on a statutory holiday may request the day off work by applying to the Manager within twenty-four (24) hours of becoming aware of the posting of the work schedule. Such request will be granted where in the opinion of the Company it is considered practical to do so. The Company will consider all such requests in order of the employees' relative seniority.

Such requests will not be unreasonably denied.

- 15.6 All Employee(s) who work twenty-four (24) hours or less per week on a regular basis are eligible for three (3) non-cumulative paid personal days per calendar year.

ARTICLE 16 – VACATIONS

16.1 Employees will be granted, each year, paid vacations on the following basis:

- (a) Vacations with pay shall be computed on the basis of length of continuous service with the Employer as of the original date of employment in each year.
- (b) Vacation allowances are determined in accordance with the following table:

| <u>Continuous Service as of the Original Date of Employment</u> | <u>Vacation Pay</u> |
|---|---------------------|
| Less than 2 years | 4% |
| After attaining 2 years | 6% |
| After attaining 10 years | 8% |
| After attaining 17 years | 10% |

16.2 Vacation pay shall be calculated on the gross pay received for the pay period, less any vacation pay. Full-time employees will be paid vacation pay at the time vacation is taken. Full-time employees shall have the option to request vacation payout throughout the year. Part-time employees will be paid vacation on each pay.

16.3 Vacation time may be taken annually by employees in accordance with the following table:

| <u>Continuous Service as of the Original Date of Employment</u> | <u>Vacation Time</u> |
|---|---|
| Less than 2 years | 2 weeks |
| After attaining 2 years | 3 weeks |
| After attaining 10 years | 4 weeks |
| After attaining 17 years | 5 weeks |
| After attaining 25 years | One (1) day per year to thirty (30) years |

ARTICLE 17 - BEREAVEMENT PAY

17.1 An employee shall be granted leave with pay on the occasion of the death of a member of the family or a close relative as defined below:

Wife, husband, common-law partner, same-sex partner, mother, father, step-mother, step-father, brother, sister, step brother, step sister, grandparents, child, step child, foster child, mother-in-law, father-in-law and grandchild – five (5) days.

All other relatives - three (3) days.

One (1) of the days above may be deferred for up to twelve (12) months from date of death for a future memorial service.

- 17.2 Additional time off may be granted if requested to an employee, without pay, when travel is required to attend the funeral of those mentioned above.
- 17.3 Bereavement entitlement will not be extended to employees who are absent from work while on STD, LTD, WSIB.
- 17.4 When a death in the immediate family happens while on vacation, the above days shall be regarded as bereavement and those vacation days affected shall be rescheduled with the employee's manager.

ARTICLE 18 - BULLETIN BOARDS

- 18.1 The Union shall be provided with and permitted the use of bulletin boards for the posting of notices concerning meetings of the Union and other Union business. The Union agrees that it will not distribute or post any pamphlets, advertising or political material, or any other kind of literature at or on any other location on the Employer's property, except as provided above.

ARTICLE 19 - SICK LEAVE

- 19.1 It is mutually agreed that sick leave with pay at the employee's regular rate of pay shall be granted as follows:

- (a) After six (6) months of continuous service an employee will receive a credit of five (5) days' sick leave, and at the end of twelve (12) months of service (a further six (6) months) there shall be a further credit of five (5) days. Each year thereafter, on the anniversary of employment, there shall be a further credit of ten (10) days.
- (b) The unused portion of sick leave in any one year of service shall accumulate from year to year up to a maximum of one hundred and fifty (150) working days. Normally, an employee will not be required to produce a medical certificate for absences due to illness of less than three (3) consecutive days. However, in the event an abuse of sick leave is reasonably suspected, the Employer may give notice that an employee will be required to submit a medical certificate for subsequent absences due to illness. The Employer shall pay for the cost of this certificate.

Where required, a medical certificate shall set out that an employee has been attended to by his/her physician for the illness, and also provide the doctor's estimate of the number of days the employee is required to be absent from work. In cases of actual abuse, the Employer reserves the right to administer appropriate discipline.

- (c) Whereby virtue of the local board of health food service regulations, a part-time or regular employee is required to be absent from work because of a non-disabling communicable or contagious disease, such employees may choose to receive their full regular pay for the unavoidable period of absence from the job, such pay to be deducted from their earned accumulated sick leave.

For clarity, sick days are for full-time only. Payment for medical certificates applies to both full-time and part-time.

- 19.2 The Company shall maintain a list of the total unused portion of sick leave for each employee. Employees may request a copy of their own sick leave balance from the Company at any time, which will be provided within a reasonable time.
- 19.3 Where employees are unable to schedule doctor appointments outside working hours, they will be granted paid time from the employee's accrued sick time. If the employee has not accrued sick time, they may use their paid rest breaks and unpaid rest breaks.
- 19.4 Compassionate Leave – Employees will be permitted to use up to three (3) days sick leave per year for compassionate reasons. This leave will be used to attend to unusual and unforeseen circumstances that may take place. Requests for compassionate leave shall not be unreasonably denied.

ARTICLE 20 – RETIREMENT

- 20.1 Where an employee retires from the Company, they may be returned and retain their seniority provided it is within six (6) months of their retirement.
- 20.2 As soon as an employee makes the employer aware of an employee's proposed retirement date, the Employer will notify the Union, in writing to the President and Recording Secretary, of the name and proposed retirement date.
- 20.3 An employee who retires shall receive ninety percent (90%) of that portion of his/her sick leave with pay which, as of the date of his/her retirement, has not been used for the purposes outlined in Article 19. For the purposes of this Article, early retirement shall not mean retirement caused by the replacement of the Company by another food service contractor.
- 20.4 Effective ratification the Company will establish a voluntary matching RRSP of up to four and one-half percent (4.5%) of earning for each employee choosing to participate in the plan. Effective July 1, 2023, this will be increased to five percent (5%).

ARTICLE 21 – EMPLOYEE BENEFIT PLANS

- 21.1 Benefit contributions will be prorated over the academic year. Employees will maintain their contributions from September to April of each year. Employee benefits will remain intact, while on summer layoff.

Employees who are off work as a result of a valid WSIB claim, any LOA defined in the collective agreement, or any LOA as defined in the Employment Standards Act of Ontario, will continue to be in receipt of benefits provided the employee maintains their portion of the premiums during the time period they are off work.

The Employer shall provide the following benefit plans as specified in the current group insurance booklet for employees:

- (a) The Employer to pay the payroll tax to cover O.H.I.P.;

- 21.1 (b) (1) \$25,000 Life Insurance and \$25,000 A.D. & D.
- (2) Extended Healthcare - includes surgical breakthrough benefits and major medical coverage;
- (3) Prescription drug expenses; with a drug card; ninety percent (90%) reimbursement;
- (4) The Employer shall provide a Vision Care Plan of three hundred dollars (\$300.00) per twenty-four (24) month period;
- (5) Paramedical Services at one hundred percent (100%) reimbursement to a maximum of:
- (i) psychologist, speech therapist –five hundred dollars (\$500.00) per person per year;
 - (ii) chiropractor, podiatrist, naturopath, osteopath, massage therapist, acupuncturist – five hundred (\$500.00) dollars combined maximum per person each year;
 - (iii) physiotherapist – 100% of all reasonable costs as needed.
- (6) Hearing Aids - one thousand (\$1000.00) dollars every 4 years
- (7) Custom fitted orthopaedic shoes – 1 pair each calendar year.
Orthotics – five hundred (\$500.00) dollars per twenty-four (24) month period for inserts.

Employer to pay sixty-five percent (65%) effective July 1, 2022, and seventy percent (70%) effective July 1, 2023 of the premium cost of items in (b) (1-7).

- (8) Semi Private Hospital room
- (9) Provide for a basic Dental Plan – sixty percent (60%) Employer paid premiums.

Coverage is eighty-five percent (85%) reimbursement with a fifteen hundred dollar (\$1,500.00) annual cap based on the ODA fee schedule one year prior to date treatment is rendered.
- (10) Employee Assistance Plan (Lifeworks)
- (c) Any benefit changes made in the above plans during the term of this Agreement will automatically become a part of this Agreement. In no event shall the above benefit plans be reduced.
- (d) The Union and each member shall be provided with a copy of all benefit plans and any amendments to the plans.
- (e) All benefit changes, if required, shall commence on the first day of the month following date of ratification.

ARTICLE 22 - PAYMENT OF WAGES AND ALLOWANCES

- 22.1 The pay period shall be each fourteen (14) days, beginning Saturday morning at 12:01 a.m. unless the employee is on the 11:00 p.m. to 7:00 a.m. shift in which case the full shift will be credited to the Friday.

The Company agrees to direct deposit employees' earnings into their bank account in a manner consistent with the current practice.

Pay Stubs shall include hours worked. Paper copies available upon request.

Any overpayment will be recovered by the Company through payroll deductions beginning the first pay following knowledge of the error. The Company, Union and employee may agree to an alternative method of reimbursement of the sum owed.

- 22.2 In the event that an employee's pay has a shortage of three (3) hours pay or more, the Company shall rectify the shortage within three (3) working days from the time of notification. This will be applicable when such shortage has been created by a Company error or negligence.

22.3 **Monthly Gratuity**

On June 1st and December 1st in each year, the employer will pay to each employee their share of the gratuity collected in the previous three (3) month period. A new employee will receive a pro-rated amount for the period they have worked in that three (3) months. Each month the employer will provide a list of all events and amounts of gratuity paid on them by the thirtieth (30th) day.

If a client specifically directs a gratuity to an employee or group of employees, said employee or employees shall receive the gratuity in its entirety and they will not be shared as per the above.

22.4 **Parking**

Employees shall be permitted parking space on the property of Donald Gordon Conference Centre when parking is available.

22.5 **Meal Plan**

All employees, except those who work twenty-four (24) hours or less, shall be enrolled in the Employers meal plan. The cost is per meal. All items within the meal plan shall be consumed at Donald Gordon Conference Centre. A meal and a beverage list of included items will be established by the Employer. A meal will be provided for every shift. Dietary concerns will be honoured. July 1, 2020 - \$2.25 plus applicable taxes

ARTICLE 23 - UNION MANAGEMENT COMMITTEE

- 23.1 It is agreed that a committee will be established of up to three (3) regular members each from Union and Management which shall meet monthly to discuss matters of mutual concern, to apprise the other of problems, concerns, and suggestions related to the operations and the work force all with the aim of promoting better understanding between the parties. Both parties by mutual consent will have the right to invite guests to meetings who can contribute constructively to items on the agenda.
- 23.2 Agendas of matters for discussion will be exchanged by the Union and the Employer at least five (5) days prior to the meeting.
- 23.3 This committee shall not have the power to add to, amend or delete any part of the collective agreement.
- 23.4 The committee shall be chaired by co-chairs, one selected from the union and one from management, who will alternate monthly meetings. Minutes will be taken by the chairperson not chairing each month and distributed for all members and management to see after the committee has approved them. The co-chair may use an alternate member of the Union Management Committee to take the minutes.

ARTICLE 24 - LEAVES OF ABSENCE

- 24.1 Leave of absence without pay may be granted to employees elected or appointed to represent the Union at Union conventions or seminars. Such time shall not exceed twenty-five (25) working days for any one individual or fifty (50) days for the Bargaining Unit in any calendar year.

The Company will continue to pay the employee provided he/she has been scheduled to work, when on an approved leave of absence for Union business as provided in this Article. The Company will bill the Union in order to recover the cost of the employee's regular wages only, during the period of the leave of absence. Such billing shall be done within thirty (30) days of the employee's return to work. The Union shall forward payment within thirty (30) days of receipt of the billing. All past due invoices greater than thirty (30) days will be subject to an interest penalty of one 1% per month.

24.2 Personal Leave of Absence

The Employer shall not unreasonably refuse an employee's request for a personal leave of absence. In the event that a personal leave of absence exceeds thirty (30) continuous calendar days, the employee will be required to pay the full premiums for all employee benefits and his/her seniority shall be adjusted by the full period of the leave.

24.3 Pregnancy and Parental Leave

- (a) Pregnancy leave will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be thirteen (13) weeks of continuous service.
- (b) The employee shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return.
- (c) The employee shall reconfirm her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Employer at least two (2) weeks in advance thereof.
- (d) On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer's Supplementary Unemployment Benefit (SUB) Plan, an employee who is on pregnancy leave as provided under this Collective Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit as noted below. Receipt by the Employer of the employee's employment insurance bi-weekly pay remittance shall constitute proof that she is in receipt of Employment Insurance pregnancy benefits.

The supplement, subject to maximum allowable SUB payment under Employment Insurance legislation, shall be equal to the difference between the payments received from the Employment Insurance Commission and seventy (70%) percent of the employee's regular straight time pay for a maximum of fifteen (15) weeks, minus any statutory deductions, to be paid by the Employer. The supplement payment will begin in the first pay period following receipt by the Employer that the employee is in receipt of Employment Insurance pregnancy benefits.

An employee who is on pregnancy leave as provided under this Collective Agreement and who is subject to the Employment Insurance waiting period, will receive payments for this period equivalent to seventy (70%) percent of the regular straight time pay for the employee's classification which she was receiving on the last day worked prior to the commencement of the pregnancy leave.

Notwithstanding the foregoing, the top up entitlements for an employee who elects to receive a lower employment insurance benefit spread over a longer period of time as may be permitted by the *Employment Insurance Act (Canada)* will not cumulatively exceed the Employer's obligation without such election.

- (e) Subject to any changes to the employee's status, which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former duties, on the same shift, in the same classification and at the current rate of pay.
- (f) Credits for service and seniority shall accumulate while an employee is on pregnancy leave.

- 24.3 (g) The Employer will continue to pay its share of the contributions of the subsidized employee benefits, including RRSP, if any, in which the employee is participating while the employee is on pregnancy leave.
- (h) Credits for service and seniority shall accumulate while an employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been.
- (i) Subject to any changes to the employee's status, which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former duties, on the same shift, in the same classification, and at the current rate of pay.

Parental Leave

- (a) Parental leaves will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service.
- (b) An employee, who qualifies for parental leave, other than an adoptive parent, shall give written notification of at least two (2) weeks in advance of the date of the commencement of such leave and the expected date of return.
- (c) For the purposes of this Article, parent shall be defined to include a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his/her own.
- (d) AN employee who is an adoptive parent shall advise the Employer as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.

An employee who is an adoptive parent may extend the parental leave for such greater time as may be required by the adoption agency concerned to a maximum total of six (6) months.

An employee shall reconfirm their intention to return to work on the date originally approved in subsection (b) above by written notification received by the Employer at least two (2) weeks in advance thereof.

- 24.3 (e) On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer's Supplemental Unemployment Benefit (SUB) Plan, an employee who is on parental leave as provided under this Collective Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit as noted below. Receipt by the Employer of the employee's employment insurance bi-weekly pay remittance shall constitute proof that they are in receipt of Employment Insurance benefits.

The supplement, subject to maximum allowable SUB payment under Employment Insurance legislation, shall be paid the difference between the payments received from the Employment Insurance Commission and seventy percent (70%) of the employee's regular straight time pay for a maximum of ten (10) weeks, minus any statutory deductions, to be paid by the Employer. The supplement payment will begin in the first pay period following receipt by the Employer that the employee is in receipt of Employment Insurance parental benefits.

An employee who is on parental leave as provided under this Collective Agreement and who is subject to the Employment Insurance waiting period, will receive payments for this period equivalent to seventy percent (70%) of the regular straight time pay for the employee's classification which they were receiving on the last day worked prior to the commencement of the parental leave.

Notwithstanding the foregoing, the top up entitlement for an employee who elects to receive a lower employment insurance benefit spread over a longer period of time as may be permitted by the Employment Insurance Act (Canada) will not cumulatively exceed the Employer's obligation without such election.

- (f) Subject to any changes to the employee's status, which would have occurred had they not been on parental leave, the employee shall be reinstated to their former duties, on the same shift, in the same classification, and at the current rate of pay.
- (g) Credits for service and seniority shall accumulate while an employee is on parental leave.
- (h) The Employer will continue to pay its share of the premiums of the subsidized employee benefits, including RRSP, if any, in which the employee is participating while the employee is on parental leave
- (i) Credits for service and seniority shall accumulate while an employee is on parental leave on the basis of what the employee's normal regular hours of work would have been.

24.4 Jury or Witness Duty

Employees shall be granted leave of absence to serve as a subpoenaed witness or for jury duty. The Employer will pay the difference between the employee's normal scheduled pay and jury duty/witness payments to a maximum of ten (10) days. The Employer shall not deduct any payment that might have been received for carrying out such duties.

24.5 Union Negotiation Committee Leave

Three (3) employees of the bargaining unit who have been elected or appointed to represent the Union on the Negotiation Committee shall be granted two (2) days leave of absence, without loss of normal scheduled pay, prior to the initial negotiations meeting for renewal of this agreement for the purpose of meeting to finalize the proposals to the Employer.

ARTICLE 25 - ABSENCE FOR UNION DUTIES

25.1 No individual employee or group of employees shall undertake to represent the Union at meetings with the Company without the proper authorization of the Union. In order that this may be facilitated, the Union shall keep the Company informed at all times as to the names of its officers, stewards, and members who may be appointed or elected from time to time to any committee or the position of a local Union representative.

25.2 Similarly, the Company will supply the Union with the names of its administration personnel with whom the Union may be required to discuss matters of mutual concern as well as the names of all managers as they may occur and change from time to time.

All time spent by Union Representatives in meetings with the Employer is time worked.

25.3 Company approval of absence with pay will normally be granted for such absence from duties if it involves joint meetings between Union and Management and the normal functions of the Union officers and provided it will not result in an unreasonable disruption of work.

ARTICLE 26 - GENERAL PROVISIONS

26.1 Disciplinary notations will be removed from employee's record one (1) year from the date of issue providing no further disciplinary incidents of the same nature have occurred.

26.2 Bonding

Any employee handling cash on behalf of the Company will be bondable. The Company is responsible for all costs and arrangements of bonding.

An employee handling cash shall not be financially responsible for shortages, except in the case of criminal negligence, but may be subject to appropriate disciplinary action.

26.3 Access Personnel Record

An employee shall have the right to have access to and to review his/her personnel record on a semi-annual basis or within one (1) day of written request from the employee.

ARTICLE 27 - HEALTH AND SAFETY

27.1 The Union and the Employer shall establish a joint Health and Safety Committee in accordance with the Ontario Occupational Health and Safety Act.

A first aid kit as approved by the Workplace Safety and Insurance Board shall be supplied by the Employer and placed in appropriate locations at the workplace.

No employee shall be required to work on any job or operate any piece of equipment until he/she has received training and instructions.

Transportation from the place of work to the nearest physician or hospital for employees requiring medical care as a result of a work accident shall be at the expense of the Employer.

The Employer will provide at no cost to members of the Health and Safety committee First Aid and CPR certification courses. All time spent in such courses is time worked.

27.2 The Employer agrees to provide employees with the necessary information, forms, and to post regulations in order to allow an employee to file for compensation with the Workplace Safety and Insurance Board.

27.3 The Company shall provide copies of the Collective Agreement in booklet form to the Union in the quantity requested by the Union following signing of this Agreement.

27.4 Respectful Workplace

The Employer and the Union recognize their joint obligation to:

- (i) Provide and maintain a safe and healthy workplace;
- (ii) Support and promote an environment that is free of disruptive workplace conflict and disrespectful behaviour, and;
- (iii) Comply with all duties and responsibilities under the Occupational Health and Safety Act as may be amended from time to time.

27.5 The Parties agree that the Employer has a responsibility to inform employees about known unsafe working conditions or those which ought reasonably to be known. The Parties agree that employees have the right to refuse to perform unsafe work in accordance with the Occupational Health & Safety Act. The Parties agree that employees shall participate in the Joint Health and Safety process as outlined in Article 27.1 of this Collective Agreement.

27.6 The Employer and the Union recognize the importance of the emotional wellbeing of employees and such issues shall be discussed at Labour Management meetings as the need arises.

27.7 **Violence In The Workplace**

The Employer agrees that they will assess the workplace(s) for risks of violence that may arise on an ongoing basis through the Joint Health and Safety Committee and make recommendations with the aim of preventing and reducing risk.

The Employer agrees that they shall provide workers with information and instruction that is appropriate on the contents of the policy and program with respect to workplace violence.

If the Employer becomes aware, or sought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the Employer shall take every precaution reasonable in the circumstances for the protection of the worker.

27.8 **Worker Safety Risks**

Where a worker or manager becomes aware that providing services to a client poses a safety risk that may expose the worker to physical injury, the worker or manager will discuss the safety risk and develop a worker safety plan which may include co-teaming and/or other supports.

ARTICLE 28 - ELIGIBILITY

28.1 All Employee(s) who work more than twenty-four (24) hours per week on a regular basis are eligible for the following Articles.

- (i) Article 19 - Sick Benefits
- (ii) Article 20 - Retirement Plan
- (iii) Article 21 - Employee Benefit Plan

28.2 All new Employee(s) who are eligible under Article 28.1, shall be enrolled in the above mentioned Articles after the mandatory three (3) month waiting period.

ARTICLE 29 – TECHNOLOGICAL CHANGES

29.1 Should technological, change make it necessary for an employee to acquire additional or greater skills to perform the duties of his/her position or a new position created by the changes made, the affected employee will receive the required on the job training or, if the employer deems necessary, training elsewhere at the expense of the employer.

- 29.2 An employee who is displaced from his/her regular position because of technological change will suffer no reduction in his/her normal earnings and will remain employed in a position covered by this Collective Agreement. The employee who is displaced will be considered automatically before posting any vacancy if the employee has the minimum required qualifications. The employee shall have the right to refuse to accept the first position offered under this Article. However, following one such refusal, the employee must accept the next vacant position for which he/she is qualified.
- 29.3 The employer will report to the Union/Management Committee the specific steps which will be taken to protect the employees concerned from any adverse effects of the changes at least two months prior to any of the changes being incorporated.

ARTICLE 30 – DURATION AND TERMINATION

- 30.1 This agreement shall remain in force and effect from 1st of July, 2021 until 30th of June, 2024 and shall continue from year to year thereafter unless either Party gives notice in writing to the other Party within the period of ninety (90) days prior to expiration of this Agreement of its intention to bargain revisions to this Agreement.
- 30.2 Within fifteen (15) working days of receipt of such notice by one Party, the other Party is required to enter into negotiations for revisions of the Agreement, and both Parties shall thereupon enter into such negotiations in good faith and make every effort to consummate a revised or new Collective Agreement.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**


Paula Piccitelli (Jan 4, 2022 10:58:57)


Paula Piccitelli (Jan 4, 2022 10:58:57)



Lisa Brancombe (Jan 4, 2022 11:43:57)



Steven Cronin (Jan 5, 2022 10:48:57)



John Kerr (Jan 4, 2022 10:48:57)


Jinty Crosswell (Jan 5, 2022 11:55:57)

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**


Philip Lewis (Jan 4, 2022 10:58:57)


J. Lewis (Jan 4, 2022 10:58:57)


J. Lewis (Jan 4, 2022 10:58:57)

SCHEDULE "A" WAGES

| CLASSIFICATION | Current Rate | July 1, 2021 |
|-----------------------|---------------------|---------------------|
| First Cook | \$21.18 | \$21.71 |
| Prep Cook | \$18.80 | \$19.27 |
| Porters | \$18.17 | \$18.62 |
| Front Desk | \$15.42 | \$15.81 |
| Bartender | \$15.42 | \$15.81 |
| Waitstaff | \$15.42 | \$15.81 |
| Housekeeping | \$15.42 | \$15.81 |
| Dishwasher | \$15.42 | \$15.81 |

July 1, 2022

| CLASSIFICATION | Start Rate | Year 2 | Year 3 |
|-----------------------|-------------------|---------------|---------------|
| First Cook | \$21.19 | \$21.60 | \$22.25 |
| Prep Cook | \$19.17 | \$19.55 | \$20.13 |
| Porter | \$18.70 | \$19.06 | \$19.63 |
| Front Desk | \$16.60 | \$16.92 | \$17.43 |
| Bartender | \$16.60 | \$16.92 | \$17.43 |
| Waitstaff | \$16.60 | \$16.92 | \$17.43 |
| Housekeeping | \$16.60 | \$16.92 | \$17.43 |
| Dishwasher | \$16.60 | \$16.92 | \$17.43 |

January 1, 2023

| CLASSIFICATION | Start Rate | Year 2 | Year 3 |
|-----------------------|-------------------|---------------|---------------|
| First Cook | \$21.19 | \$21.60 | \$22.25 |
| Prep Cook | \$19.54 | \$19.91 | \$20.51 |
| Porter | \$19.21 | \$19.58 | \$20.17 |
| Front Desk | \$17.77 | \$18.12 | \$18.66 |
| Bartender | \$17.77 | \$18.12 | \$18.66 |
| Waitstaff | \$17.77 | \$18.12 | \$18.66 |
| Housekeeping | \$17.77 | \$18.12 | \$18.66 |
| Dishwasher | \$17.77 | \$18.12 | \$18.66 |

SCHEDULE "A" WAGES-Continued

July 1, 2023

| CLASSIFICATION | Start Rate | Year 2 | Year 3 |
|----------------|------------|---------|---------|
| First Cook | \$21.83 | \$22.25 | \$22.92 |
| Prep Cook | \$20.48 | \$20.88 | \$21.51 |
| Porter | \$20.30 | \$20.69 | \$21.31 |
| Front Desk | \$19.48 | \$19.85 | \$20.45 |
| Bartender | \$19.48 | \$19.85 | \$20.45 |
| Waitstaff | \$19.48 | \$19.85 | \$20.45 |
| Housekeeping | \$19.48 | \$19.85 | \$20.45 |
| Dishwasher | \$19.48 | \$19.85 | \$20.45 |

January 1, 2024

| CLASSIFICATION | Start Rate | Year 2 | Year 3 |
|----------------|------------|---------|---------|
| First Cook | \$21.83 | \$22.25 | \$22.92 |
| Prep Cook | \$20.84 | \$21.25 | \$21.89 |
| Porter | \$20.81 | \$21.22 | \$21.85 |
| Front Desk | \$20.65 | \$21.05 | \$21.68 |
| Bartender | \$20.65 | \$21.05 | \$21.68 |
| Waitstaff | \$20.65 | \$21.05 | \$21.68 |
| Housekeeping | \$20.65 | \$21.05 | \$21.68 |
| Dishwasher | \$20.65 | \$21.05 | \$21.68 |

June 30, 2024

| CLASSIFICATION | Start Rate | Year 2 | Year 3 |
|----------------|------------|---------|---------|
| First Cook | \$21.83 | \$22.25 | \$22.92 |
| Prep Cook | \$20.84 | \$21.25 | \$22.00 |
| Porter | \$20.81 | \$21.22 | \$22.00 |
| Front Desk | \$20.65 | \$21.05 | \$22.00 |
| Bartender | \$20.65 | \$21.05 | \$22.00 |
| Waitstaff | \$20.65 | \$21.05 | \$22.00 |
| Housekeeping | \$20.65 | \$21.05 | \$22.00 |
| Dishwasher | \$20.65 | \$21.05 | \$22.00 |

SCHEDULE "A" WAGES-Continued

It is understood that one thousand, three hundred and fifty (1,350) hours worked as part-time employee is equivalent to one (1) year full-time service.

Notwithstanding the forgoing, the seniority date under no circumstances predate the original date of hire.

All employees over the wage grid will be Red Circled at their wage rates of June 27, 2015. Red Circled Employees will receive a lump sum of 1.5% on actual time worked paid monthly until the Schedule 'A' matches or exceeds their Red Circled rate.

LETTER OF UNDERSTANDING - RE: JOINT JOB EVALUATION

Between

ARAMARK – DONALD GORDON CONFERENCE CENTRE

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 229.3**

The parties herein agree that they will enter into a joint job evaluation process for the purposes of establishing internal equity in the bargaining unit by implementing and maintaining an internal equity wage schedule(s) that is pay equity compliant. The parties agree to meet prior to February 28, 2023 to begin the process of establishing the committee and training. The parties agree that they may use the CUPE Job Evaluation Tool to achieve internal equity and that the results will be implemented upon completion of the process.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**




Paula Picciotti
Paula Picciotti (2019, 2021, 2022)


Lisa Branscombe
Lisa Branscombe (2019, 2021, 2022)

[Signature]
[Signature] (2019, 2021, 2022)

John Kerr
John Kerr (2019, 2021, 2022)

Judy Crosswell
Judy Crosswell (2019, 2021, 2022)





LETTER OF UNDERSTANDING - RE: BENEFITS AND VACATION CONTINUANCE

Between

ARAMARK – DONALD GORDON CONFERENCE CENTRE

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 229.3**

All Employees at ratification who have benefits with the employer shall continue with benefits regardless of the hours of work scheduled.

All Employees at ratification who have greater vacation pay percentage and/or greater vacation time than allocated in Article 16 herein will continue to maintain them.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**


Jan Nemundrak (Jan 4, 2022 10:55 EST)



Paula Piscitelli
Paula Piscitelli (Jan 9, 2022 09:11 EST)



Lisa Branscombe
Lisa Branscombe (Jan 4, 2022 11:35 EST)



Steven Lombardi
Steven Lombardi (Jan 5, 2022 10:58 EST)


John Kerr
John Kerr (Jan 6, 2022 09:08 EST)


Jinty Crosswell
Jinty Crosswell (Jan 5, 2022 10:55 EST)







LETTER OF UNDERSTANDING - RE: EMERGENCY RESPONSE

Between

**ARAMARK CANADA LTD.
Donald Gordon Conference Centre**

and

CANADIAN UNION OF PUBLIC EMPLOYEES

AND ITS LOCAL 229.3

This Letter of Understanding operates during a period in which both of the following conditions are satisfied:

1. One or more diseases has been designated by regulation to be a "designated infectious disease" for the purposes of section 50.1 of the Employment Standards Act, 2000; and
2. The Government of Ontario has declared a state of emergency pursuant to the Emergency Management and Civil Protection Act which has not been terminated or disallowed that is;
 - a) in relation to the same disease(s) which is the subject of the designation referred to above; or
 - b) in relation to either the whole province of Ontario or is in relation to that part of the province of Ontario in which the Employer carries on operations.

If this Letter of Understanding has come into operation, it shall immediately cease to operate when any of the above conditions are no longer satisfied.

The parties agree to:

1. The Employer agrees to schedule JH&S Committee meeting within twenty-four (24) hours of this Letter of Understanding coming into operation. The Employer shall prepare an Emergency Plan and review it with the JHSC. The frequency of the JH&S Committee meetings shall be determined by the committee.
2. The Employer shall ensure that the JHSC is informed with all relevant information as it pertains to the state of emergency and is actively involved during this time. Without limiting the duties under the Occupational Health and Safety Act (OHSA), the employer shall:
 - a) provide and maintain workplaces, equipment, processes, devices and will take all reasonably necessary steps to ensure worker health and safety;
 - b) inform its employees of any circumstance relating to their work which may endanger their health or safety, as soon as it learns of the said situation;

-2-

2.
 - c) inform employees adequately regarding the risks relating to their work, and provide appropriate training and supervision so that the employees have the skills and knowledge necessary to safely perform the work assigned to them;
 - d) provide the equipment, material and devices necessary to prevent injury or illness, except where the Collective Agreement provides for employee allowances to cover the cost of personal protective clothing, and ensure that employees use the said equipment, material and devices on the job;
 - e) ensure that the necessary investigations, inspections and assessments are carried out, and co-operate with any health and safety committee established in accordance with this article, when there are situations liable to endanger the health or safety of employees;
 - f) take, without delay, all the measures necessary to prevent or correct a situation liable to endanger the health and safety of employees, or liable to compromise the environment, as soon as this situation is brought to its attention;
 - g) consult with the JHSC on the development and implementation of measures and procedures to be put into effect or the health and safety of the employees;
 - h) review in consultation with the JHSC, changes to existing measures and procedures in light of new information or a change in the circumstance that may affect the health and safety of employees; and
 - i) prepare a pandemic plan in consultation with the JHSC. The pandemic plan will not include any reasonably undue risks.
3. The Employer shall develop an emergency plan which shall include but not be limited to the following items:
 - a) Anticipated decrease or increase in the workforce and identifying required procedure identified in the Collective Agreement;
 - b) Redeployment strategies to avoid layoffs, if possible;
 - c) Obligations and entitlements of employees when/if working from outside of the office, i.e., working from home if applicable;
 - d) Accommodation required for employees who may be at greater risk and/or who care for someone who is at greater risk and/or who have family responsibilities;
 - e) Continuation of all employees' service, seniority, during the period this Letter of Understanding is in effect;
 - f) Ensuring that at any break in service as a result of the state of emergency as defined above is deemed to be an authorized leave for the RRSP buy back and if the employee elects to purchase their portion, the employer will match.

4. The Employer agrees to consider applying for any and all government subsidy programs available, including but not limited to a supplemental unemployment benefit (SUB) and if the Employer decides not to apply, it will review those reasons with the Union.
5. The parties agree that this Letter of Understanding is without prejudice or precedent to any other matter(s) between them.
6. The parties agree that any conflict between the Collective Agreement and this Letter of Understanding, this Letter of Understanding prevails.
7. The parties agree that any dispute on the interpretation or implementation of this Letter of Understanding shall be resolved through the grievance and arbitration procedure outlined in the collective agreement.
8. The parties agree that this Letter of Understanding forms part of the Collective Agreement.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**



Paula Piscitelli
Paula Piscitelli (Jan 4, 2022 10:29:45 ET)



Lisa Branscombe
Lisa Branscombe (Jan 4, 2022 11:35:57)



John Kerr
John Kerr (Jan 4, 2022 10:48:37)


Jinty Crosswell
Jinty Crosswell (Jan 4, 2022 10:58:51)

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**


I. P. ...


I. P. ...


I. P. ...

LETTER OF UNDERSTANDING - RE: COVID-19 - VACCINATIONS

Between

**ARAMARK CANADA LTD.
(Donald Gordon Conference Centre)**

and

CANADIAN UNION OF PUBLIC EMPLOYEES

AND ITS LOCAL 229.3

The parties agree that COVID-19 vaccinations may be beneficial for employees.

Upon a recommendation pertaining to a facility or a specifically designated area(s) thereof from the Medical Officer of Health or in compliance with applicable provincial legislation, or Client requirements or Aramark policies, the following rules will apply:

- a) The Employer recognizes that employees have the right to refuse any recommended or required vaccination.
- b) If an employee refuses to take the recommended or required vaccine required under this provision due to personal choice, she or he will be reassigned unless reassignment is not possible, in which case he or she will be placed on an unpaid leave for three (3) months. If an employee is placed on unpaid leave, she or he can use banked lieu time or vacation credits in order to keep her or his pay whole. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees. At the conclusion of the three (3) month leave, should the employee continue to refuse to be vaccinated, the employee's status will be reassessed and discussed with the union.
- c) If an employee refuses to take the recommended or required vaccine because it is medically contra-indicated or for a bona fide religious reason, and where a medical certificate or certificate from a clergy is provided to this effect, she or he will be reassigned, unless reassignment is not possible, in which case the employee will be placed on unpaid leave until it is safe to return to the workplace. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees.

If the full cost of the vaccine is not covered by some other source, the Employer will pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during an employee's working hours. If scheduling doesn't permit this, the employee will be paid her regular salary to travel and receive the vaccination.

- d) This article shall be interpreted in a manner consistent with the *Ontario Human Rights Code*.
- e) Once vaccinations have occurred, the employer agrees to continue all reasonable safety and infection protocols to ensure employee safety as it related to Covid-19.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**



Mark Scatena
(Jan 4, 2022 10:51:52)

Paula Piccitelli
Paula Piccitelli (Jan 9, 2022 09:28:12)


Lisa Branscombe
Lisa Branscombe (Jan 4, 2021 11:35:15)

Steven Leonoff
Steven Leonoff (Jan 5, 2023 10:39:15)


John Kerr
John Kerr (Jan 4, 2022 10:49:15)

Jenny Crosswell
Jenny Crosswell (Jan 5, 2022 12:11:15)

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**



John F. Smith



LETTER OF UNDERSTANDING - RE: RETIREMENT / CONTINUED EMPLOYMENT AND SICK BANK / SENIORITY

Between

**ARAMARK CANADA LTD.
(Donald Gordon Conference Centre)**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 229.3**

Whereas the Parties wish to avoid any grievances with the interpretation of Articles 6 and 11 of the Collective Agreement;

And Whereas the Employer recognizes the value of retaining full-time employees for part-time status after retirement:

The Parties agree as follows:

- Upon retiring it is the employee's responsibility to make known to the employer their interest in beginning a part-time position by entering into employment with new terms and conditions.
- This is not a continuation of their full-time employment and the rights therein.
- Once the retiree has made their intent to return part-time known, the employee will meet with the union and unit manager to discuss this option.
- This does not prohibit posting for future full-time positions as per the Collective Agreement.

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**


Jan Mohandatta (Jan 4, 2023 10:35 EST)


Paula Piccitelli (Jan 9, 2023 09:21 EST)


Lisa Brancombe (Jan 9, 2023 11:35 EST)


Steven Leonoff (Jan 8, 2023 10:10 EST)


John Kerr (Jan 9, 2023 10:40 EST)


Dixie Crosswell (Jan 9, 2023 12:18 EST)







LETTER OF UNDERSTANDING - RE: ALTERNATIVE LAYOFF PROCEDURE

Between

**ARAMARK CANADA LTD.
(Donald Gordon Conference Centre)**

and

CANADIAN UNION OF PUBLIC EMPLOYEES

AND ITS LOCAL 229.3

WHEREAS a State of Emergency is declared and results in a loss of Food Service Opportunities at the Donald Gordon Conference Centre and limits the Employers ability to provide normal and consistent levels of hours;

AND WHEREAS both Parties wish to respect both the Collective Agreement and the Seniority Rights of Employees while addressing this issue.

NOW THEREFORE, the Parties agree as follows:

- 1. The Employer Is to notify the Union of impending layoffs, the location, and affected classifications as soon as is reasonably possible.**
- 2. When requested by the Union, Article 12 a) in the Unit 3 Collective Agreement (Donald Gordon Centre) shall be deferred until the following procedure (commonly referred to as Ask down, Order up) has been followed:**
 - The option of layoff to the affected Employees will be offered to the most senior first, provided the least senior employees have the qualifications, skills and ability to perform the work that is required;**
 - Said Employee can choose to accept the layoff, or remain and exercise their Seniority Rights beginning with subsection b) of the above Articles, or accept the layoff as per the Collective Agreement;**
 - If a layoff is selected, the Employee shall receive their Record of Employment denoting the shortage of available work;**
 - This process will continue through descending Seniority until the reasonably required number of layoffs have been reached;**
 - If the offer process reaches the most Junior Employee and no layoffs have been requested, the layoff process will be applied normally as outlined in the above applicable Articles.**

Signed this: 7th day of December, 2022.

**SIGNED ON BEHALF OF
ARAMARK-DONALD GORDON
CONFERENCE CENTRE**


Jan Pichard (Jan 4, 2023 10:55 EST)


Paula Piscitelli (Jan 9, 2023 09:24 EST)


Lisa Branscombe (Jan 9, 2023 11:35 EST)


Steven Lashon (Jan 5, 2023 12:38 EST)


John Kerr (Jan 4, 2023 07:46 EST)


Jinty Creswell (Jan 5, 2023 13:58 EST)

**SIGNED ON BEHALF OF
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 229.3**







