



COLLECTIVE AGREEMENT

June 1, 2023– May 31, 2026

BETWEEN:

CANRIM PACKAGING LTD.

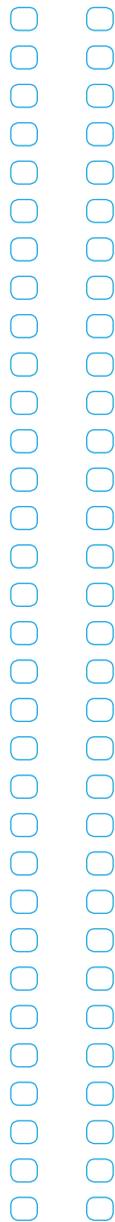
(Hereinafter called the “Company”)

AND:

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 2 BRANCH LOCAL 300
(SEIU LOCAL 2 BRANCH LOCAL 300)**

(Hereinafter called the “Union”)

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COLLECTIVE AGREEMENT

June 1, 2023– May 31, 2026

BETWEEN:

CANRIM PACKAGING LTD.

(Hereinafter called the “Company”)

OF THE FIRST PART

AND:

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 2 BRANCH LOCAL 300
(SEIU LOCAL 2 BRANCH LOCAL 300)**

(Hereinafter called the “Union”)

OF THE SECOND PART

Made and entered into at Kelowna, in the Province of
British Columbia, on the 1st day of June 2023.

In consideration of the mutual terms and covenants
hereinafter contained, it is hereby agreed as follows:

**ARTICLE 1
DEFINITION**

1.01 Wherever herein the expression “employees,
journeymen, help or men/women” is used, it shall mean
the personnel in all departments of the Company other
than office, clerical, salaried supervisory personnel and
those excluded by the Labour Relations Code of British
Columbia.

ARTICLE 2

BARGAINING AGENCY AND RECOGNITION

2.01 Only members in good standing of Local 300 shall be employed in all departments of the Company, save those employees coming within the exceptions set forth in Article 1.01.

2.02 Permit Cards

Should the Union at any time be unable to furnish competent help when requested by the Company, the Company shall be permitted to hire other persons temporarily on permit cards if such employment does not cause layoff to the regular Union members.

All such extra help must obtain a permit card from the Union before going to work. A permit card is good for one month only but may be renewed monthly.

2.03 Company Rules

Except insofar as there is any conflict between the terms of this Agreement and the rules of the Company, the employees shall observe the said rules and comply with the lawful instructions of management.

2.04 Union Activity

(a) No employee shall be discriminated against or discharged for his/her activity as a Union member, or for serving on a committee or doing any other work in the interest of the Union. Members shall be granted the necessary time off for such work without pay provided notice is given to the

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Company and the time required for such work is not unreasonable. The Company will pay the members for such time off on their regular pay dates and be reimbursed by the Union.

(b) Members of the Union committee (maximum three employees) shall not be required to work on any day that collective bargaining negotiations with the Company are held to discuss the renewal of this Agreement.

The Company agrees to pay the Union Committee members eight hours pay at their current rates for each full negotiation day (eight hours). However, the maximum cost of this provision to the Company shall be eighty hours pay for each of the three employees.

(c) Employees who are off on union business shall be considered working in their department for the purposes of overtime eligibility and therefore eligible for weekend overtime, provided they have indicated to management that they are interested in working any potential overtime and provided a contact telephone number prior to leaving for union business.

2.05 Union dues

(a) The Company shall deduct from the pay of each employee covered by this Agreement a sum in the amount of the current Union dues.

A written list of the employees' names and the relative amounts so deducted shall be submitted by the Company to the Union Financial Secretary not later than the twelfth of the month following the month in which they are deducted.

The Union will notify the Company of the amount

of the established dues to be deducted and will further notify the Company thirty days in advance of any change with respect to the amount of dues to be deducted.

The amount of dues deducted during the year will be indicated on T4 or appropriate form with the T4.

(b) Notwithstanding Article 2.05 (a), there shall be no financial responsibility on the part of the Company for dues of an employee unless there are sufficient unpaid wages of that employee in the Company's hands

2.06 The Company shall deduct from the employee's pay the amount equivalent to the initiation fee established by the Union's General Executive Board after the employee has completed 60 shifts. This deduction shall be from the first cheque at the employee's new rate. There is no financial responsibility on the part of the Company for an employee's initiation fee in the event there are insufficient unpaid wages to cover the fee. The Company will provide a list of the employee's names to the Union office with a statement of dues and initiation fees deducted.

2.07 No employee covered by this Agreement shall, individually or collectively, be required or permitted to make a written or oral agreement with the Company or its representatives which may conflict with the terms of this Agreement or a statute of the Province of BC or Canada.

ARTICLE 3 SENIORITY

3.01 Definition of Seniority

(a) Seniority is defined as the length of an employee's employment with the Company, calculated from the date he/she was first employed with the Company.

(b) In the event that the employee loses his/her seniority and subsequently resumes employment, subject to the provisions of the Agreement, his/her seniority shall be calculated from the date that he/she resumed employment with the Company.

3.02 Loss of Seniority

An employee will lose his/her seniority and cease to be an employee of the Company for any of the following reasons:

1. Discharge for just cause.
2. Voluntary resignation of the employee.
3. Retirement in accordance with the Company's retirement policy.
4. Failure to return to work within five working days from the date of original notice to do so sent to the last address as shown by Company records. Copy of such notice to be given to the Union.
5. Continuous lay-off for a period exceeding one calendar year.
6. If he/she accepts gainful employment while on a granted leave of absence.
7. If he/she fails to return to work within three working days from any leave of absence, or if an employee is unable to do so, submit satisfactory evidence to the Company for such inability; or
8. If he/she accepts a position with the Company

outside of the bargaining unit, he/she will lose his/her seniority if he/she does not return to the bargaining unit within ninety (90) shifts. Union members cannot apply for the same position more than two times.

9. If he/she fails to return to work when recalled on five or more occasions in any twelve-month period unless agreed to by the Company.

10. If he/she is absent from work for five consecutive working days without having received prior permission from the Company, where that is possible to do so.

11. Notwithstanding (5) above, if an employee with less than one year of seniority is laid off for thirteen consecutive weeks.

3.03 Loss of Benefits

(a) In the event that an employee loses seniority, all employment benefits shall cease immediately.

(b) Employees on layoff, Short- or Long-Term Disability, or Work Safe BC shall be provided benefit coverage as stated in Article 11.03

3.04 New Employees

(a) New employees shall be hired in accordance with Letter of Understanding No. 2 and Letter of Understanding No. 3.

(b) Casual employees shall be deemed to be on a trial basis for the first forty-five (45) days worked from the date they started with the Company. Such trial period shall be for the purpose of determining the employee's suitability for employment. Thereafter they shall receive the benefit package as detailed in Article 3.05 until such time as they achieve the full-time benefit qualifying period of

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having worked 132 shifts. Regular status means the employee has worked 132 shifts and qualifies for benefits in accordance with Article 11. Days worked shall accrue towards regular status. During the regular status period he/she shall be paid the job rate specified herein (i.e.: casual, trades).

(c) Trades and Quality Control receive Full benefits after 45 shifts as specified in Article 11.01(a)Benefits.

3.05 Casual Employees

(a) Casual employees shall be entitled to benefits only as set out in this Article, upon successful completion of their trial period:

- (i) MSP and Extended Health Plan;
- (ii) Group Life and A.D.&D. - \$25,000;
- (iii) After forty-five (45) days worked, three (3) sick days per year, pro-rated in the employee's first and last years of employment according to the number of months worked in those years; after ninety (90) days worked, five (5) paid sick days which includes the three (3) prorated sick days per year as stated above not to exceed a total of five (5) paid sick days.

Boot Allowance of \$100.00 per calendar year;

- (iii) Statutory holiday pay prorated in accordance with the following formula providing the employee is not absent without the Company's permission on the last workday scheduled for said employee prior to the Statutory holiday.

No. of days worked X eight hours pay
The 20 previous working days

(iv) Dental allowance of \$1,000.00 per family, per year (Plan A only).

(v) One day of bereavement leave for day of funeral, on the same basis as Article 8.04.

(vi) Up to five days of jury duty pay on the same basis as Article 8.03.

(b) Casual employees shall qualify for full benefits when they have accumulated 132 days worked in any 12 consecutive months, (this period shall be referred to as the “benefit qualifying period”). However, after 45 days worked, they are eligible for a “mini benefits” package in accordance with Article 3.05(a) above.

(c) Casual employees who do not work a total of thirty full or part shifts in a twelve-month period shall lose their seniority and cease to be an employee of the Company.

(c) Casual employees who do not work a total of thirty full or part shifts in a twelve-month period shall lose their seniority and cease to be an employee of the Company.

3.06 Procedure Regarding Layoffs

Step 1 Should it become necessary to reduce the regular working force, all permit card help must be laid-off before any Union members shall be laid-off.

Step 2 If further reduction of staff is necessary, then firstly casual Union employees and secondly regular status Union employees shall be laid off in order of their seniority as defined in Article 3.01.

The last member hired shall be the first member to be laid-off and so on, in that order, providing the more senior employee has the necessary skills and training and able to perform the duties required in a satisfactory manner.

No employee of the Company other than a member of the Union shall do the work of a journeyman, except in the case of an immediate emergency involving loss of property or product.

When staff is augmented after layoff, members shall be returned to work on the basis of seniority, the member with the greatest seniority being returned first and so on, in that order, providing the more senior employee has the necessary skills and training and able to perform the duties required in a satisfactory manner.

The Company shall make every effort to schedule employees in a manner that respects seniority in any situation where a senior employee would otherwise be laid off.

When an employee is recalled and arrives for work after the normal start time for the position for which he/she has been recalled, he/she shall be given the option of completing a full shift providing there is work available.

3.07 Severance Pay

(a) A regular employee who has been or is expected to be laid off for a period of twelve consecutive months due to lack of work or technological change may take his/her severance allowance at any time during his/her layoff, or he/she may wait the full twelve months and take his/her severance when he/she loses his/her seniority but in any event, he/she ceases to be an employee upon

- receipt of the severance package.
- (b) Severance payments shall not be made:
 - (i) to employees who have not completed their probationary period.
 - (ii) to employees who are discharged for just cause.
 - (iii) to employees who voluntarily resign.
 - (iv) to employees who are retiring on pension.
 - (v) in the event of closing due to Acts of God, public enemy, war, or disaster beyond the control of the Company.
 - (vi) to permit card holders.
 - (vii) to employees who lost seniority pursuant to 3.02(9) (10) or (11).
- (c) Severance pay shall be paid as outlined in the following table:

| Seniority | Days of Pay |
|-------------------------|-------------|
| 1 but less than 2 years | 15 days |
| 2 but less than 3 years | 20 days |
| 3 but less than 4 years | 25 days |
| 4 but less than 5 years | 30 days |
| 5 but less than 6 years | 35 days |
| 6 but less than 7 years | 40 days |
| Up to 15 years and | 85 days. |

- Sixteen years and up at the rate of **ten (10)** days pay per year of seniority to a maximum of two hundred sixty (**260**) days.
- (d) The weeks of severance pay, plus earned vacation and sick leave entitlement, will not exceed the number of weeks remaining to the employee's normal retirement date.

3.08 Job Postings, Selection, Training and Trial Period

- (a) Whenever a job vacancy, new job, or spare posting is created in any department of the Company's operations, the Company shall post a standard notice on the bulletin board in each department for at least five calendar days soliciting the names of employees who wish to apply to fill such vacancy.
- (b) The standard application form to be used for posting on the bulletin boards shall specify the type of job vacancy, outline of the work required, length of training/familiarization period as mutually agreed between the Union and the Company, and, wherever possible, the approximate conditions of temperature and humidity to which the employee will be exposed.
- (c) A copy of said notice shall be given to a member of the Union Committee prior to the date of posting.
- (d) All said postings to be dated, numbered and processed in order.
- (e) Any job vacancy, which the Company intends to fill shall be posted within five days of becoming vacant or available. The successful applicant shall commence the training period within twenty days of the position being awarded providing there is a suitable replacement available and the position is active.
- (f) Vacancies for full time postings, new jobs or spare postings shall be filled by the most senior suitable applicant who has the capabilities and willingness to do the job. Notwithstanding anything contained herein to the contrary, promotions to better paid

jobs or to other jobs at the same rate of pay shall be based upon an initial trial period of up to thirty working days.

(g) At the outset of the training period, the successful applicant will undergo a familiarization period of up to 15 days. The length of the familiarization period varies depending on complexity of the position. The familiarization period is part of the training process. The purpose of the familiarization period is to provide the employee with an overview of the position.

(h) After 15 days of training or working in the new position, the employee will have committed to the position and no longer has the option of returning to his/her former position. After an additional 15 days (if he/she is still in training) he/she may still be returned to his/her former position in the event the Company determines that he/she is not suitable for the new position. This determination will be made in good faith and is subject to the grievance process. After that time, the employee will be placed in general labour if he/she does not pass the training or trial period. These timelines may be extended by mutual consent of the Company and the Union.

(i) During the training period, the employee will continue to earn the base rate received in his/her previous position. Upon completion of the training period and commencement of the trial period, the employee will receive the base rate applicable for the new position. When the employee successfully completes the trial period and is posted in the new position, he/she will receive the base rate for the new position. The



parties agree that this article does not apply to employees hired in trades or quality control.

(j) Notification of the successful applicant shall be announced within five days of removal date of said posting.

(k) In the event differences arise which cannot normally be settled as to which of the applicants should be given a trial to fill the posted vacancy, the matter shall, within three days after the said differences arise, be dealt with under the Grievance Procedure, starting with Step 2 of Article 9.04.

(l) Notwithstanding anything contained herein, it is understood and agreed that promotions to better paid jobs or to other jobs at the same rate of pay, shall be based on the employee's seniority, willingness, initiative and, if necessary, his/her capability to do the work. Nothing in this section contained shall abrogate the right of any grievance if an employee feels that he/she has been discriminated against as a result of any such promotion.

(m) Notices of appointments to vacancies and/or newly created positions shall be posted on the bulletin board for ten calendar days so as to allow qualified employees on W.C.B., sick leave, leave of absence or vacation an opportunity to apply for these positions within five working days of their return.

(n) It is understood and agreed that employees being trained shall be supernumerary to the regular workforce unless operational requirements do not allow, their training period shall be on a consecutive basis, rather than on an intermittent

basis. This will be done with the mutual agreement of the parties and will not be unreasonably denied.

(o) Notwithstanding the foregoing, the Company may temporarily assign any employee to do any job up to sixty (60) consecutive shifts. This can be extended past sixty (60) consecutive shifts for illness, injury, or emergency if both parties agree.

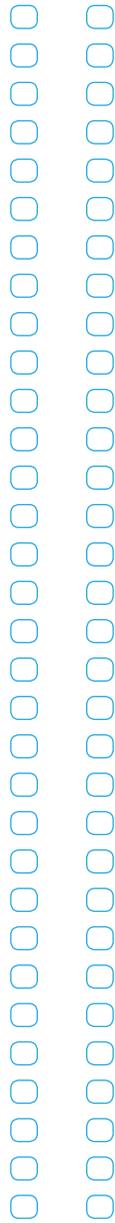
(p) In the event an employee who holds a posting is ill or injured to the extent that he/she is off work in excess of one year, the Company and Union, shall make a determination whether or not to repost said posting, based upon expected return to work date, for an interim basis, on the understanding that should the employee recover and return to work, his/her original posting would take precedence.

(q) Employees who successfully complete their training and trial period shall be required to maintain their posting for twenty-four (24) months after the end of the trial period. Thereafter they shall be permitted to bid off their position. It is understood however that they may be required to remain on their posting until such time as a suitable replacement has been trained.

3.09 Seniority Respecting Overtime

(a) Subject to the efficient operation of the Company, it is agreed that in the event it is necessary to work overtime in any department, employees shall be acquired in the order of their seniority within the department to do such overtime work.

(b) For the purposes of allocating overtime, employees working in the Department concerned



who are capable of doing the work required will be asked first in order of their seniority. If sufficient volunteers are not obtained, then Plant wide on a seniority and capability basis. For the purpose of the above, satellite warehouses if utilized shall be considered as a separate department.

(c) In the event it is necessary to work overtime at the end of a shift for the purpose of finishing off job assignments, cellar blends or production runs, and the overtime is initially refused by all capable employees on shift, the Company shall have the right to order the most junior capable employees on shift to work such overtime up to a maximum of one hour. However, if the overtime required is expected to last more than two hours and there are capable employees on layoff, the Company shall recall said employees rather than ordering employees to work the overtime.

(d) The following groups shall be recognized as “departments” whenever the word is used throughout this Agreement. New departments that may be established by the Company and which fall under the jurisdiction of the certification shall be added to the departments listed below

1. Maintenance Department
 - Engineering Section
 - Electrical Section
 - Maintenance Shop Section
 - Changeover Mechanics Section

2. Wine Department

3. Packaging Department

period.
Unused banked hours at September 1st in any contract year shall be cashed out on the next pay period on a separate deposit. However, employees shall be permitted to cash out their accumulated bank time at any time during the contract year. Payment will be made on the next regular pay period after a written request is made. Time off shall be taken by mutual agreement and shall be paid at the current rate of the classification worked when the hour was banked.

4.03 Saturday Overtime

- (a) For all work performed up to ten (10) hours on Saturday, the premium rate of double time shall be paid (minimum four hours at double time).
- (b) All work performed over ten (10) hours on Saturday shall be considered overtime and shall be paid for at the rate of double time the prevailing Saturday rate for the employee concerned, and if the prevailing Saturday rate is a premium rate, then at double time the said premium rate.

4.04 Sunday Overtime

- (a) For all work performed up to **ten (10)** hours on Sunday, the premium rate of double time shall be paid (minimum four hours at double time).
- (b) All work performed over ten (10) hours on Sunday shall be considered overtime and shall be paid for at the rate of double time the prevailing Sunday rate for the employee concerned and if the prevailing Sunday rate is a premium rate, then at double time the said premium rate.

4.05 Shift Scheduling

- (a) Confirmed shift schedules shall be posted by 4:00 pm on Thursday for work in the following week. This will be accompanied with a tentative second week schedule. Thereafter, any changes in the posted shifts require at least twenty-four hours notice otherwise the change shall be paid for at the premium rate of double time for all hours worked on the first shift, unless such change was caused by unscheduled employee absenteeism.
- (b) In the event that production requirements are such that the Company needs to schedule an additional shift of less than one week’s duration (e.g. full week of days plus two production shifts on afternoons) and in order to accommodate seniority employees are scheduled to change from afternoons to days, the Employer will not be required to pay the premium referred to in Article 4.02(e). However, the employee may elect to take the first day as a layoff to ensure compliance with the twelve-hour provision referred to therein, providing he/she advises the Company by the end of his/her shift.
- (c) The Company shall be permitted, providing prior notice of at least fourteen (14) calendar days is given to the Union, to schedule employees during the harvest period for a maximum of ten (10) consecutive weeks, with the following schedule.
- (d) Where shift work is required all employees will be rotated on an equitable basis where operations permit.

Harvest Shift Schedule: Three (3) on four (4) off; four (4) on three (3) off and opposite.

| | Days 1-4 | Days 5-8 | Days 9-12 | Days 13-16 | Days 17-20 |
|--------|----------|----------|-----------|------------|------------|
| Team 1 | Work | Work | Off | Off | Work |
| Team 2 | Off | Off | Work | Work | Off |
| Team 3 | Work | Off | Work | Off | Work |
| Team 4 | Off | Work | Off | Work | Off |

Day Shift: 6:30am-3:00pm
 Night Shift: 3:30am-1:00pm

4.06 Lunch Break - Rest Periods – Meal Allowance

- (a) Lunch break - all employees shall be allowed an unpaid one-half hour off for the mid-shift meal. This half hour shall be included in the working hours as stipulated above. Employees working five (5) consecutive hours are entitled to a meal break that lasts at least thirty (30) minutes. If an employee works or is required to be available for work during a meal break the meal break is counted as time worked by the employee.
- (b) Rest Periods - Each employee is entitled to two (2) inclusive fifteen (15) minute rest periods, one in each half of their shift. Those employees who are working the twelve 12 hour shifts as outlined in the Harvest Work schedule in 4.05 (c) shall be entitled to four (4) inclusive twenty-minute (20) rest periods, two in each half of their shift.
- (c) Employees required to work at least one hour of overtime will be entitled to an additional fifteen (15) minute inclusive rest period to be taken at the



end of the overtime period or added to their hours worked.

Where unscheduled overtime is in excess of two hours the employer will schedule a rest period at the end of two hours in conjunction with a meal allowance.

- (d) Meal Allowance. Where an employee is required to work overtime in excess of two hours, the Company shall either pay a meal allowance of \$20.00 or, if practical provide a suitable meal. The meal will be furnished at the most practical time and in conjunction with a rest period.
- (e) Working Through Breaks. In order to maximize productivity, the Company may schedule breaks so as to operate packaging and warehouse continuously, provided sufficient positions and trained employees are available.

4.07 Reporting To Work

- (a) Employees must be notified before quitting time if they are not to report for work the next day. If they are not notified and report for work, then they shall be paid for the whole day.
- (b) Employees called for work for less than half a day shall receive not less then one-half day’s wages.
- (c) Employees who request permission to leave early or who agree to leave early because of a temporary reduced departmental workload shall be paid for the time worked only. In the event that more than one employee makes such a request, seniority shall be the governing factor in receiving the Company’s approval.

4.08 Sick Leave Effective December 1, 2023

(a) Each regular employee shall be entitled to ten (10) days sick leave a year with pay at regular straight-time wages. Each new regular employee hired, upon completion of the probation period, shall be entitled to five (5) days sick leave a year in the first year of employment.

(b) Current regular employees who were not actively employed for 1,056 hours in the previous sick plan year (December 1 to November 30) shall have their entitlement pro-rated in the following manner but not less than five days:

$$\frac{\text{No. of hours worked}}{1,056} \times 10$$

(c) “Actively employed” and “hours worked” means straight time hours worked, paid vacation, paid holidays, paid leave of absence and up to one thousand hours of absence on WorkSafe BC.

(d) Upon termination of employment for other than just cause, an employee shall be entitled to a cash pay-out of unused sick leave pro-rated to the number of months worked in that sick plan year.

(e) Employees who have unused sick leave on November 30th shall be entitled to a cash pay-out of such unused sick leave at their regular straight time rate, paid on the pay period end date closest to November 30th. Sick leave is not cumulative from year to year.

(f) Employees who are absent from work on November 30th shall not re-qualify for sick leave until they have returned to work in the new



(g) sick plan year for a minimum of one shift. In the event an employee becomes ill or injured during a paid vacation such that he/she would otherwise be eligible for Short Term Disability Benefits, he/she may elect to cancel his/her remaining vacation time and apply for coverage under the Short-Term Disability Plan providing:
(i) The Company is immediately notified of the employee’s intention and the necessary forms are submitted as soon as possible; and
(ii) The Company is reimbursed by the employee the vacation pay received for those days covered by the Short Term Disability Plan.
Unused vacation entitlement occurring as a result of the foregoing shall be rescheduled at a time mutually agreed upon between the Company and the employee.

(h) The Company reserves the right to request a Doctor’s certificate covering any sickness claim. If required, a proper certificate must be provided confirming that the employee was unable to work. Notes merely stating the employee consulted a doctor will not be accepted. The costs of such forms, as well as any forms relating to STD, LTD, WorkSafe BC(not paid by WorkSafe) shall be reimbursed by the Company (to a maximum \$75.00 per calendar year). Any FAF requested by the Employer shall be reimbursed by the Company.

(i) Any proven misuse, abuse or misrepresentation of his/her Sick Leave Benefit by an employee during the life of his Agreement shall render such employee permanently ineligible to receive the benefits of this section for the duration of the

Agreement and may be sufficient grounds for dismissal.

(j) It is understood that an employee cannot collect full Sick Benefit under this section on any day for which he/she is paid his/her regular full wage or salary rate by the Company, or for which he/she receives Workers' Compensation payments or Short-Term Disability payments from the Welfare Plan under Article 11 hereof.

(k) Any employee who is recalled from layoff and fails to report for work due to illness may be required to produce a Doctor's certificate to be eligible for sick leave pay.

(l) Employees may elect to use sick leave to supplement Short Term Disability or Work Safe BC payments in accordance with the present practice.

4.09 Harvest Work

(1) There shall be a pre-harvest meeting between management and the Plant Committee to discuss plans for the Harvest period. The Harvest schedule shall cover a period not to exceed **ten (10)** weeks from the first day of implementation.

(a) The harvest operation, comprising of fruit crush, fermentation and pressing, shall be an extension of the cellar department. Harvest work will be filled by employees holding positions in the Cellar or may be assigned to other employees who have signed the harvest posting.

(b) The seniority lists will be posted ninety (90) days prior to the anticipated start of harvest,

employees will be asked to indicate;

- i. Willingness to work during harvest in the position of Harvest Intern as part of the regular cellars department shift rotation, or;
- ii. Willingness to work during harvest in the position of ICB, or;
- iii. Willingness to work during harvest in the position of Harvest General Labourer, or;
- iv. Willingness to work during crush in the position of Harvest General Labourer in case of layoff only.

Harvest postings shall be filled in seniority order. If the postings do not secure the required number of employees to fill the remaining positions, the company will assign the remaining positions to employees by reverse order of seniority.

(c) Shift schedules for the Harvest crew have been arranged to handle the incoming grape supply quickly and efficiently to reduce the possibility of spoilage.

(d) When there is a shortage of harvest work during the shift, employees scheduled on the harvest crew shall work their scheduled hours:

- i. Assigned alternate work if available, or;
- ii. At the option of the Company, assigned to other plant cleanup duties, or;
- iii. Exercise their seniority to bump back into their regularly scheduled position, providing the employee has clean work wear.

- (e) Harvest cellar overtime shall be offered:
 - i. First to employees holding regular cellar postings;
 - ii. Second to employees awarded harvest cellar postings in accordance with 4.09 B (i) above.
 - iii. Third to employees who have indicated a willingness to work and are capable of performing the work in a competent manner as indicated in 4.09 B (ii) (iii) above in seniority order.

(f) Employees who sign up for the harvest schedule in accordance with 4.09 (B) and are trained for those positions, shall be required to fill those positions during harvest for the term of this Collective Agreement.

(g) Overtime during harvest
 If an employee is working in Cellars during harvest, the employee will retain their seniority in their original department for the purpose of overtime. In such occurrences, the company may choose to, but is not obligated to, bridge the hours between the start of overtime in their original department and the end of the employees shift in Cellars.

If an employee requests overtime and there is a gap between the end of their shift in cellars and the start of the OT shift, this shall not constitute the provisions of a callout. Subject to the efficient operation of the company, overtime will be offered by seniority to capable posted employees whether the employee is working in the department at the time or employees are working outside their original department where the overtime is available.

ARTICLE 5 WAGES

5.01 Wages

(a) Wages shall be paid every second Thursday at not less than the following rates:

Group 1

| | EFFECTIVE JUNE 1/22 | EFFECTIVE JUNE 1/23 | EFFECTIVE JUNE 1/24 | EFFECTIVE JUNE 1/25 | |
|---------------------|------------------------|------------------------|------------------------|------------------------|-----------|
| Engineer | 37.83 | 41.16 | 42.39 | 43.45 | 1 Ticket |
| Electrician | | | | | |
| Carpenter | | 41.69 | 42.94 | 44.01 | 2 Tickets |
| Millwright | | | | | |
| Machinist | | 42.22 | 43.49 | 44.58 | 3 Tickets |
| Changeover/Mechanic | | 42.75 | 44.03 | 45.13 | 4 Tickets |

Group 1 A

| | EFFECTIVE JUNE 1/22 | EFFECTIVE JUNE 1/23 | EFFECTIVE JUNE 1/24 | EFFECTIVE JUNE 1/25 |
|-----------------|------------------------|------------------------|------------------------|------------------------|
| Quality Control | 37.83 | 40.10 | 41.30 | 42.33 |

Tier 1 Group 2

| | EFFECTIVE JUNE 1/22 | EFFECTIVE JUNE 1/23 | EFFECTIVE JUNE 1/24 | EFFECTIVE JUNE 1/25 |
|----------------------------|------------------------|------------------------|------------------------|------------------------|
| Stockperson | 33.81 | 35.84 | 36.92 | 37.84 |
| Cellarman | | | | |
| Shipper/Fork Lift Op. | | | | |
| Cleanup Person | | | | |
| Packaging Machine Operator | | | | |
| General Labour | | | | |

**Tier 2
Group 2**

| | EFFECTIVE JUNE 1/22 | EFFECTIVE JUNE 1/23 | EFFECTIVE JUNE 1/24 | EFFECTIVE JUNE 1/25 |
|----------------------------|------------------------|------------------------|------------------------|------------------------|
| Stockperson | 27.98 | 29.66 | 30.55 | 31.31 |
| Cellarman | | | | |
| Shipper/Fork Lift Op. | | | | |
| Cleanup Person | | | | |
| Packaging Machine Operator | | | | |
| Lab Tech* | | | | |

Group 3

| | | | | |
|----------------|-------|-------|-------|-------|
| General Labour | 23.32 | 24.72 | 25.46 | 26.10 |
|----------------|-------|-------|-------|-------|

Group 4

| | | | | |
|-------------|-------|-------|-------|-------|
| Casual Help | 18.04 | 21.50 | 22.15 | 22.70 |
|-------------|-------|-------|-------|-------|

*Lab Technician(s) can only be utilized between April 15th and December 31st for vacation relief and harvest.

Effective June 1, 2023, June 1, 2024 and June 1, 2025 each employee in Classification Tier 2, Group 2 and Group 3 shall receive a lump sum of \$1000.00.

The employer agrees to maintain 16 of the Tier 1 Group 2 employees. Upon termination, resignation, or retirement of any of the Tier 1 Group 2 employees, the most senior Tier 2 employee shall be moved up into the Tier 1 Group 2 classification.

5.02 Cost of Living Bonus

(a) A triggered C.O.L.A. will be implemented if the inflation rate exceeds 6% during each year that this contract is in effect. For each .4 increase

in the Consumer Price Index for Canada (1992 =100) beyond the 6% figure, wages will be increased by \$0.01.

- (b) There will be one C.O.L.A. adjustment date, being the first full calendar week following the C.P.I. issued on or about June 1 of each year.
- (c) C.O.L.A. adjustments shall be considered as an “add-on” on all hours worked only and shall not be deemed part of the employee’s standard hourly wage rate for the purpose of calculation of overtime, pension contribution, nor any other benefits provided for in this Agreement.

5.03 First Aid Attendant

There shall be an Expression of Interest posted for employees to sign up for a First Aid Attendant. Suitable candidates will be selected based on business needs. There shall be First Aid Attendants who shall receive a premium for all hours worked in this capacity based on the level of Ticket held in accordance with the following schedule:

| | |
|---------|-----------------|
| Level 1 | \$0.50 per hour |
| Level 2 | \$0.75 per hour |
| Level 3 | \$1.00 per hour |

In the event the regular attendants are sick, on vacation, etc., the senior employee holding a valid ticket shall be the First Attendant.

Employees who are required to obtain, maintain, or upgrade industrial first aid tickets shall be compensated at his/her straight time hourly rate for all hours lost (not to exceed eight hours per day), while attending the Company-approved course.

An Employee who holds a Level 3 First Aid ticket that wishes to maintain their ticket, shall be compensated at his/her straight time hourly rate, for hours lost attending the Company approved course. This shall not exceed eight (8) hours per day and equivalent to the same time as required for a Level 2 First Aid Ticket.

It is agreed that the employee holding the highest level of ticket on each shift shall be the designated attendant for that shift.

5.04 Rate Protection

The present higher wages of any employee shall not be reduced. For clarity, it is understood and agreed that when any employee in a lower category is required to do any part of the work embodied in higher categories listed in this Article, he/she shall be paid the wage rate for such higher category as per Article 3.08.

If an employee, having been classified in a higher category is required at any time to perform work embodied in a classification in a lower category, his/her own rate of pay shall not be reduced from that established in the higher category.

For the purpose of determining the rate for vacation pay, an employee will be paid at the higher classification only if he/she has worked six hundred hours at that higher classification in the previous calendar year.

5.05 Premiums

| | |
|---|---------------------------------------|
| Afternoon shift | \$0.85 per hour |
| Graveyard shift | \$1.50 per hour |
| Harvest twelve (12) hour shift | 6:00 am to 6:00 pm \$3.50 per hour |
| Harvest twelve (12) hour shift | 6:00 pm – 6:00 am \$4.50 per hour |
| Electrical Field Safety Representative (EFSR) | \$1.50 per hour |

5.06 Job Change/Creation

Before the labour of employees is increased by changes in operation, manufacturing methods or speed up of equipment or new jobs are created as deemed necessary or advisable by the Company, a classification and a rate for such jobs will be established as agreed upon between the Union and the Company.

In the event the parties fail to agree on a rate, a rate shall be set by the Company, or the Company will consider providing additional help if a material increase in the workload has resulted. After a trial period of thirty days, the Union may enter a request for a new rate which, if not settled to the satisfaction of the Union, may be settled through the Grievance Procedure. The rate so established shall be retroactive to the original date of change.

Employees whose position has been eliminated due to lack of work, technological changes or method of production changes, or the reduction of or closing of a department, and where that employee(s) will no longer be required to perform work in that classification, shall return to their

former department and displace the junior employee in that department, providing they are willing and able to perform the work. If the operating procedures have changed as a result of HACCP and the employee has the requisite skill set, but he or she has not signed the Standard Operating Procedure for his or her old position, he or she will be given the opportunity to be trained on SOPs in order to displace the junior employee. The person affected displaces the junior person in the plant as per Article 3.06 providing he/she can do the work as assigned. Employees affected are to receive the assigned job rate after 90 working days.

**ARTICLE 6
STATUTORY HOLIDAYS**

6.01 The following shall be considered as Statutory Holidays on which employees shall not be required to work:

New Year’s Day, Good Friday, Easter Monday, Victoria Day, Canada Day, B.C. Day, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, December 24th, Christmas Day, Boxing Day, December 31st.

When a Statutory Holiday falls within an employee’s day off, the first working day prior to, or following the said Statutory Holiday shall be classed as the holiday on which employees shall not be required to work and shall be paid for at their regular rates.

Work performed on the aforementioned Statutory



Holidays or on the above-arranged day(s), shall be paid at double time.

Those employees who are working the twelve (12) hour shift during harvest, and work on a Statutory Holiday will receive eight (8) hours regular pay for the Statutory holiday and double time for all hours worked on the Statutory holiday.

Any employee on Short Term Disability or Workers’ Compensation will receive supp-up pay based at 25% of a day’s wages for all Statutory Holidays which occur in the first twenty-six weeks of disability. Thereafter, entitlement for Statutory Holidays shall cease until such time as the employee recovers and returns to work.

An employee shall be paid for the above-mentioned Statutory Holidays at his/her current pay rate provided he/she has:

- (a) Worked at least forty regular hours during the one hundred sixty regular hours immediately preceding the day on which the said holiday is observed, and:
- (b) Has not been absent without permission on the last workday scheduled for him/her prior to the holiday and the first day scheduled for him/her after the said holiday.
- (c) Regular status employees who would otherwise qualify for Statutory Holiday pay except that

they have suffered a layoff immediately following the observance of a Statutory Holiday as defined herein, shall be deemed to have been available in accordance with (b) above and shall receive said pay on the next pay day providing a reasonable expectation of recall exists. In the event that recall is unlikely, payment shall be made in accordance with the Employment Standards Act.

(d) All other employees shall be paid in accordance with Article 3.05.

(e) Only approved sick leave, Short Term Disability, Work Safe BC, paid vacation and actual hours worked shall be considered as days worked.

ARTICLE 7 VACATIONS

7.01 Vacation Entitlement

(a) All employees in the service of the Company for one year or longer shall be granted two weeks' vacation per year with full pay.

(b) For the purpose of allocating vacation, employees in each section will be granted vacation in order of seniority.

7.02 Vacation Schedule

Employees shall continue to accrue holiday entitlements in accordance with the following formula:

1 year – 2 weeks,

4 years – 3 weeks,

>4 years – 3 weeks plus 1 day for each complete year of service beyond 4 years to a maximum combined total of 7weeks, or 35 vacation days.

7.03 Qualifying Time

(a) For this purpose, service shall mean an employee must have worked 1,056 hours in each twelve-month anniversary period. Prior to achieving the 1,056-hour plateau in each twelve-month period, employees shall receive vacation pay in accordance with the following formula:

$$\frac{\text{No. of hours Worked}}{1,056 \text{ hours}} \times \text{Basic Entitlement} = \text{Vacation Pay}$$

Statutory Holidays, Vacations for which the employee is paid, and up to 1000 hours while in receipt of WorkSafe BC benefits shall be considered as days worked.

8.06 Leave of Absence Without Pay

Leave of Absence will be granted to employees on request subject to approval of the Union and the Company provided the leave can be operationally accommodated. Any such leave granted will be in writing by the Company with one copy to the employee and one copy to the Union.

During such leave, employees will be required to carry their own medical and dental benefits after a period of two months, if they wish such coverage to continue. It is understood and agreed that employees must return to work for at least one shift in order to re-qualify for full benefit coverage once the Leave has ended. No more than four employees, two from large departments, one from small departments, shall be permitted to be off on Leave at any one time unless mutually agreed.

Any suspected abuse of a leave of absence shall be discussed between the Union and Management and if such leave is being abused it may be cancelled by mutual agreement.

When an employee requests a leave in excess of twenty working days, all accumulated bank time and vacation entitlement must be taken prior to the leave being granted.

8.07 Paid Union Education Leave of Absence

Upon written application by an officer of the Union, the Company agrees to grant an educational leave of absence, without loss of regular pay. No more than a total of fifteen working days shall be available in any one year to all union members. Such educational leave will be arranged between the Union and the Company to minimize disruption of the Company's operations.

8.08 Safety Committee

There shall be an elected Safety Committee recognized by the Company and the Union.

It is agreed that a meeting of one member of the Union from each department and one representative from the Company from each department will take place once a month. Committee Alternates for the Union will be drawn as necessary from the First Aid Representatives. Alternates from the Company will be assigned by the Company

8.09 Disciplinary Record

Disciplinary records in an employee's personnel file will not be relied upon for future disciplinary action after a period of eighteen months from the date of issuance providing no further discipline occurs for a similar infraction during that period.

8.10 Tuition Fees

Employees will be eligible for refund of tuition costs (including prescribed textbooks) of educational courses provided that:

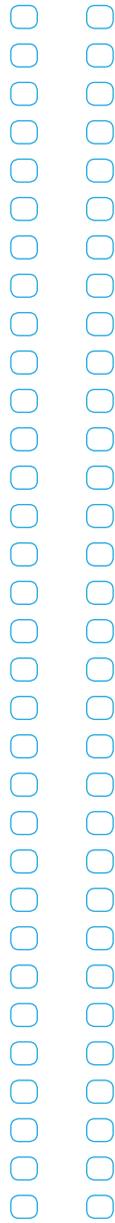
- (a) The course is given by a recognized school and is approved by the Manager as a contribution to the development of the employee.
- (b) The course is likely to contribute to the employee's performance or advancement within the Company.
- (c) The employee offers proof of successful completion of the course.
- (d) The maximum refund to the employee in any one calendar year will be \$500.00 for any full-term course and \$250.00 for any half-term course.

8.11 Technological Improvement or Changes

If improvements or changes in production methods or processes, which are technological improvements or changes, including the method of shipping, receiving or handling of materials or products, the closing of a department or plant, or part of a department, the Company shall give the Union thirty days written notice of such improvements or changes. Such notice shall describe the nature of such improvements or changes, specify the approximate number of employees to be affected by such improvements or changes, and state the expected date of implementation.

8.12 Functional Capabilities Evaluation

If the Company requires the employee to attend a functional capacities evaluation or independent medical examination, the Company shall pay for the full cost of such an assessment.



**ARTICLE 9
GRIEVANCE PROCEDURE**

9.01 A Shop Steward, who shall be a regular employee of the Company, shall be elected by the Union and recognized by the Company.

9.02 In case any grievance arises in any or all departments of the Company operations, an honest effort shall be made to settle the differences as described below.

9.03 There shall be a Grievance Committee consisting of up to three employees designated by the Union, who are actually then in the employ of the Company, and who will be afforded such reasonable time off as may be required to attend meetings held at the request of the Management or the Grievance Committee.

The Union agrees to advise the Company of the names of the members of the Grievance Committee and Shop Steward in writing, and also of any changes from time to time.

9.04 The steps to be taken in the handling of any grievance shall be:

Step 1: Grievances to be commenced within 30 days of incident that causes the grievance or within 30 days of the date that the grievor knew or reasonably ought to have known of the incident causing the grievance. The aggrieved employee shall notify a member of the Grievance Committee who shall immediately request time off from his/her foreman in order to take up the matter if the case is urgent. If the case is not extremely urgent, it

shall be taken up at the end of the shift. The member of the Grievance Committee, with or without the aggrieved person, shall take up the matter with the employee's immediate supervisor who shall give his/her answer within five days.

Step 2: Failing Settlement in Step 1, and within five (5) days of the immediate Supervisor's answer, the grievance report shall be submitted to the Department Manager by the Grievance Committee member. The Department Manager shall place his/her answer in writing on the form provided and return same to the Grievance Committee member within five (5) days.

Step 3: Failing Settlement in Step 2, and within five (5) days of the Department Manager's answer, the Grievance Committee along with a representative of the Union, and representatives of the Company, along with the Director of Operations, shall attempt to reach a satisfactory settlement. Failing to do so within three days, Step 4 may be invoked.

Step 4: Failing settlement in Step 3, either party may give written notice to the other that they wish the matter to be arbitrated. The grieving party shall nominate three (3) arbitrators. Within fifteen (15) days thereafter, the other party shall write stating either the acceptance of one of the other party's nominees or nominating three (3) other arbitrators. This process will be repeated until an arbitrator is chosen. If they are unable to agree on an arbitrator, either party may then request the Labour Board for the Province of B.C. to assist them in selecting an arbitrator.

9.05 Any of the time limits contained in this article may be extended by request in writing by either party.

9.06 (a) No matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure.

(b) The arbitrator shall not be authorized to make any decision which will alter, modify or amend any part of this Agreement.

(c) The proceedings of the arbitration will be expedited by the parties hereto and the decision of the arbitrator will be final and binding upon the parties hereto.

(d) The parties will jointly bear the expenses, if any, of the arbitrator.

9.07 Policy Grievances may be submitted at Step 3. A Policy Grievance is defined as a dispute between the Union and the Company concerning the interpretation, application, operation or alleged violation of the Agreement, including whether or not a matter is arbitrable. Dismissals may also be instituted at Step 3.

**ARTICLE 10
SECURITY OF PRINCIPLES**

10.01 Wherever practicable, the Company shall endeavour to see that all materials used by the Company shall be materials which are processed by Canadian Union Labour in respect to their manufacture and subsequent wholesaling and handling

10.02 Strike and Lockout

There shall be no lockout on the part of the Company and likewise there shall be no strike on the part of the employees or the Union during the term of this Agreement. There shall be no sympathetic strikes staged by the Union while this Agreement is in force and effect, provided the Company shall not request or require its employees to handle, process or deliver goods coming from, belonging to, or for delivery to any establishment at which a strike or lockout is in progress, and it shall not be a violation of this Agreement for employees to refuse to handle, process or deliver such goods, or to refuse to cross an established bonafide picket line. Notwithstanding anything contained herein, the Union will provide skeleton crews to operate Plant Services and to protect the Company’s property and products during any form of labour disturbance which may arise.

10.03 Union Label

The Company shall be entitled to the use of the Union Label during the term of this Agreement provided the Company strictly lives up to the terms of this Agreement.

10.04 Contracting Out

There will be no contracting out of bargaining unit work without prior notification to the Union.

**ARTICLE 11
BENEFITS**

11.01(a) Effective July 1, 2023, the company shall pay the premiums for insurance policies or plans to provide the following benefits to employees who have qualified:

| Prescription Drugs | Extended Health | Dental/Preventive | Restorative | |
|-------------------------------------|--|--|--------------------------------|------------|
| 80% co-pay up to generic equivalent | 80% co-pay Semi-private Hospital with \$25 deductible per year | 100 % (current year’s schedule) | 80 % (current year’s schedule) | |
| \$2.00 deductible per prescription | \$50,000 lifetime max Vision \$400 / 24 month max at 100% | recall - every 6 months <u>Combined Max of \$2500 per calendar year</u> | | |
| Orthodontic | Paramedical | Life & AD&D | STD | LTD |
| 50% | 80% co-pay \$2,000/year combined* | Calculated | 66.67% | 66.67% |
| Adults & Children | \$3,000/year combined | at 1.5X | up to 26 weeks | maximum of |
| lifetime max | mental health** | base wages max of | | \$5,000 |
| \$3,000/person | | \$120,000 | | |

* Paramedical includes: acupuncturist, physiotherapist, occupational therapist, registered massage therapist, chiropractor, osteopath, naturopath, podiatrist or chiropodist, speech language pathologist
** Mental health benefit includes: psychologist, social worker (MSW), family therapist, psychotherapist, clinical counsellor or psychiatrists

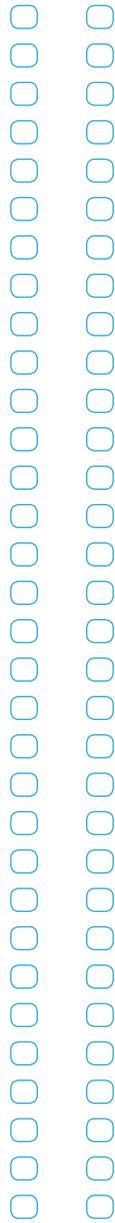
(b) Short Term Disability benefits due to sickness or accident will calculate at 66.67% of the employee’s current wage rate. Maximum Short-Term Disability period eligible is 26 weeks. Benefits payable commencing on the fourth day of illness and from the first day of accident will be paid to the employee by the carrier. If an employee, through no fault of his/her own, is experiencing a delay of more than one complete

pay period in obtaining payment, the Company will make a payroll advance provided acceptable arrangements for reimbursement have been made.

(c) Long Term Disability. Should the disability continue beyond the twenty-six weeks covered by Short Term Disability, the Long-Term Disability Plan will commence on the twenty-seventh week and will continue until recovery or regular retirement whichever comes first. The Long-Term Disability Plan will provide the payment of 66.67% of wages (wage rate at the end of Short-Term Disability times forty hours), to a maximum of \$5000, and include a standard offset clause integrating payments such as Canada Pension Plan and Workers Compensation benefits.

(d) Eyeglasses (Employees and dependants - immediate family). Expenses incurred relative to the purchase of prescribed lenses and frames or contact lenses may be claimed upon presentation of a receipted bill up to a maximum of \$400.00 every twenty-four months. The employee shall have the option of applying this benefit towards the cost of laser surgery should the employee so wish providing proof of surgery is given to the Company.

(e) Hearing Aids. Expenses incurred relative to the purchase of hearing aids for employees and dependants (immediate family) up to the age of sixty-five, when prescribed, to a maximum of up to \$500.00 per person per four-year period, with the ability to submit receipts in instalments. Coverage not to include repairs or maintenance.



11.02 The cost of this Plan shall be on a non-contributory basis with the Company contributing not less than 100%.

11.03 Benefit coverage shall not continue when an employee is not actively employed, except:

i. Benefits to continue in full force and effect for the first ninety days of layoff.

ii. Employees who are on WorkSafe BC, Short Term Disability or long-term disability shall have their benefits reduced after thirty months of disability to:

(iii) Life insurance and A.D.&D. shall continue at the levels in effect at the date the disability commenced.

(iv) (d)Basic medical coverage (MSP).

Dental coverage reduced to Plan A with annual maximum of \$1,000.00.

**ARTICLE 12
PENSION PLAN AND POST RETIREMENT
HEALTH CARE SPENDING ACCOUNT**

12.01 Defined Contribution Plan

- (a) Employees of Andres Wines Ltd. who transferred to Canrim from Port Moody on or about January 1, 2006 shall continue to be eligible for and covered by the Andres Wines Ltd. defined contribution pension plan or such comparable plan as may be agreed to by the Union.
- (b) All new employees hired at Canrim after December 29, 2005 and those identified in the Consent Order of the Labour Relations Board shall be covered by the Andres Wines Ltd. defined contribution plan or such comparable plan as may be agreed to by the Union, upon becoming eligible for admission to the plan.
- (c) Complete details of the defined contribution plan shall be provided to the Union and become part of this Agreement
- (d) Contributions to the Plan shall be based upon the employee's annual gross pay (straight-time wages and overtime wages).

Employees hired on or before May 31, 2013 are grandfathered and contributions shall be as follows:

| | OPTION A | | OPTION B | |
|--|-----------|-----------|-------------------|-----------|
| | Employee | Employer | Employee | Employer |
| Employees hired on or before May 31, 2013 with less than 10 years' service | 1 percent | 5 percent | 6 percent or more | 6 percent |
| Employee hired on or before May 31, 2013 with more than 10 years' service | 2 percent | 6 percent | 4 percent or more | 8 percent |

Contributions for employees hired on or after June 1, 2013 shall be as follows:

Employee 1 to 6%(or more) with the company to match employee contributions up to a maximum of 6%.

- (e) The Plan is mandatory upon employees as to participation.
- (f) Each participating employee shall have full vesting rights after two years employment and participation re the Company's contributions made on his/her behalf.

12.02 Defined Benefit Plan

- (a) Employees of Canrim Packaging Ltd. as at and prior to December 29, 2005 (as more specifically identified in the Consent Order of the Labour Relations Board) shall continue to be eligible

for and covered by the existing defined benefit plan known as the Calona Wines Limited Trusteed Retirement Plan as amended and restated effective June 1, 1982 including amendments up to December 29, 2005, and the Company shall continue to fund this Plan for those eligible employees.

- (b) Each employee covered by this Plan shall be provided with a description of the Plan in a separate booklet.
- (c) The Company agrees to supply the Union with a copy of the Pension Plan information that is submitted to Canada Revenue Agency as required.
- (d) The Company will make every effort to provide pension statements by the end of the first quarter following the close of the Plan year.
- (e) The parties to strike a pension review committee comprised of two representatives from the Union and two representatives from management, which will meet quarterly to review the pension document and the pension fund. The pension actuary shall attend as required.
- (f) The Company shall provide the Union with a letter stating that the Company will not remove any cash from the fund resulting from any actuarial surplus and in the event of Plan wind-up, said surplus would be divided between the active and retired members in relation to their years of credited service. The foregoing shall in no way

prevent the Company from taking “contribution holidays” either required or permitted under the relevant pension legislation.

12.03 The Company shall contribute \$150.00 semi-annually towards the cost of basic medical coverage for employees retiring between the age of 60 and 65 with twenty or more years service. Such contributions shall cease at age 65.

12.04 Post Retirement Health Care Spending Account

(a) Upon retirement all eligible employees will be registered in a health care spending account (HCSA). The amount available in the account will be up to \$1500.00 for couples or \$750.00 for single employees per calendar year.

(b) To be eligible to be registered in a HCSA, the employee must be at minimum age 55 and have a minimum of 10 years’ service at the time of retirement and must have retired from active employment or while on worker’s compensation benefits.

(c) The HCSA will be implemented as of the eligible employee’s retirement date. The amount of the HCSA will be prorated for the balance of the calendar year in which the retirement took place.

(d) Contributions to the HCSA will cease on January 1 of the calendar year after the employee turns 75 years of age. For example, if an eligible retired employee were to turn 75 on September 9, 2025, the HCSA will close effective January 1, 2026.

ARTICLE 13
DURATION OF THE AGREEMENT

13.01 This agreement shall be in full force and effect from June 1, 2023, until and including May 31, 2026 and thereafter from year to year unless either party serves notice of termination, or that changes are desired therein, on the other Party hereto within four months prior to the close of the 31st day of May 2026 or if such notice has not been served, then within four months prior to the 31st day of May in any year subsequent thereto.

The parties agree to exclude s.50(2) of the Labour Relations Code.

13.02 During any period when collective bargaining negotiations are being conducted between the parties to amend this agreement, the present agreement shall continue in full force and effect until:

- (a) The Union commences a lawful strike; or
- (b) The Company commences a lawful lockout; or
- (c) The parties enter into a new or amended agreement.

Effective the 1st day of June 2023

FOR THE COMPANY

FOR THE UNION

Ben Bryant

Raj Dhaliwal

Gord Jack

Steve Farthing

Rob Pringle

Jason Boulton

Lucy Blewiss

Rick Paulger

Dobriila Braunstein

Regan Laraway

Garnett Zimmerman

LETTER OF UNDERSTANDING #1
between
CANRIM PACKAGING LTD.
and
BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300

Alternate Shift Schedules

Notwithstanding the provisions of Article 4, the Company may implement the following weekly schedules as an alternative to the regular work week outlined in the Collective Agreement under the following conditions:

1. Packaging Department

(a) The Company may implement a four-day workweek based on ten-hour shifts on either the day shift, afternoon shift or both. The shifts worked would be consecutive and the department would be scheduled as Monday to Thursday. Employees would be notified of the implementation of the four-day workweek when the schedule is posted on the preceding Monday. When the four-day workweek is not scheduled, the usual shift schedule will resume.

The four-day workweek scheduling would be limited to the packaging department and related support positions, including cellars, or as identified and agreed upon between the parties. With respect to breaks, there will be a 10-minute relaxed rest break; a half-hour off for the meal break; and a 25-minute relaxed rest break on the 10-hour shift

to compensate for the extended workday. Normal start times may be backed up by two hours by agreement between the parties without incurring the night shift premium contained in Article 5 of the Collective Agreement.

(b) Non-production shifts shall continue to be scheduled on the 5 x 8 hour, Monday to Friday basis as per article 4.01. It is understood that the afternoon shift shall commence when day shift ends.

2. Maintenance Department

In addition to the regular workweek contained in Article 4 of the Agreement, the Company may institute a weekend work force, Friday to Sunday or Saturday to Monday with four consecutive days off, for special projects and or capital expenditures or to augment the normal weekly maintenance duties.

Such shifts would be limited to day shift and would consist of either:

(a) 3 x 12 hours with one additional paid lunch break or

(b) 3 x 11 hours with one additional rest period.

Selection of either (a) or (b) shall be by mutual agreement between the Company and the maintenance employees. Compensation for either option to be forty hours per week.

(c) Paid leave provisions contained in the Collective Agreement would be applied on the principle of “a day is a day and a week is a week” except that sick leave shall be converted to hours and drawn down accordingly. Stats shall be observed in accordance with Article 6.

(d) It is clearly understood that the implementation of this provision shall not result in:

- (i) any employee being required to work more than two consecutive weekends at any one time, or:
- (ii) any employee being required to work more than thirteen weekends in any calendar year, or;
- (iii) any employee being required to work a long weekend.

3. Quality Department

In addition to the shift start time listed in Article 4.01 (c) the Company may alter the afternoon shift start time by up to 2.5 hours earlier with the mutual agreement of the employee.

4. Friday Shifts

In addition to the shift start time listed in Article 4.01 (c) the Company may alter the afternoon shift start time on a Friday by up to 2.5 hours earlier with the mutual agreement of the employee.

5. Reduced Workload

In the case of reduced work load in a addition to the shift start time listed in Article 4.01 (c) the Company may alter the afternoon shift start time by up to 2.5 hours to facilitate the completion of an eight (8) hour shift with the mutual agreement of the employee.

LETTER OF UNDERSTANDING #2
between
CANRIM PACKAGING LTD.
and
BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300

Designation of New Employees

1. At the end of the assignment for which they were hired, the Company shall have the right to designate employees hired under this Letter as general labour without regards to Articles 3.01, 3.02, and 3.06. Such new employees shall be designated in the order they appear on the Company seniority list in the year in which they are designated. Once designated all of the provisions of the collective agreement shall apply to these employees and the terms of this Letter no longer apply to them.
2. Those not designated shall be deemed permanently laid off and shall lose all seniority and all rights under the collective agreement.
3. This Letter of Understanding does not apply to employees hired as trades or quality control.
4. All employees hired under this letter will have 4% of gross earnings held in a vacation pay bank, which will be paid out as a lump sum at the end of the assignment upon layoff, unless the employee is designated, at which point, the vacation pay will be applied to his or her vacation pay entitlement as a regular full time employee.

LETTER OF UNDERSTANDING #3
between
CANRIM PACKAGING LTD.
and
BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300

Plant Hiring Procedures

1. Prior to hiring new employees, the Company shall notify the Union to provide the names of union members available for hire. The Company will assess the suitability of those members available for hire according to the following criteria:
 - (a) Education / Qualifications. Should have Grade 12 or equivalent education (i.e. GED, post secondary courses, etc.). Candidates being considered for specific position (i.e. Trades) must possess the minimum qualifications as outlined in the job descriptions.
 - (b) Must pass a physical fitness assessment arranged and paid for by the Company.
 - (c) Must pass a mechanical aptitude / dexterity test and psychological profile test arranged and paid for by the Company.
 - (d) Previous employment history and reference checks must demonstrate that the candidate is suitable for employment by the Company. The Company may, at its discretion, waive any or all of the above criteria, and the Union acknowledges that it is the exclusive right of the Company to determine the suitability of candidates for employment.If a member fails to pass the above criteria,

the Company will provide the Union with the reason(s) in writing.

2. Should the Union, at any time, be unable to furnish suitable union help when requested by the Company, the Company shall be permitted to hire other persons. Those other persons will be hired under the following procedure:

(a) A list of potentially suitable candidates will be provided to the Union by the Company. This list will be composed from applications for employment previously received by the Company and the Union. This list will be the "Call In" list.

(b) The Company will recruit exclusively from this list for a period of fifteen days. Any suitable union members becoming available for hire during this fifteen-day period will not be considered for employment until the fifteen days has expired. They will be added to the top of the new revised call-in list on day sixteen, at which point a new fifteen-day period shall commence. Any exception to the above must be mutually agreed to by the Company and the Union.



LETTER OF UNDERSTANDING #4

between

CANRIM PACKAGING LTD.

and

**BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300**

Trades Rates

1. The following interprovincial trades tickets are specified for the purposes of ticket premiums:

Power Engineer 5th to 1st class

Millwright

Industrial Line Mechanic

Machinist

Stainless Steel Welding/Pipefitting

Electrician and/or Electrical Engineer

Refrigeration and Air Conditioning Mechanic

Instrumentation and Control Technician

LETTER OF UNDERSTANDING #5
between
CANRIM PACKAGING LTD.
and
BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300

Postings

1. An employee can only hold one full-time posting. General employees may hold only one spare posting.
2. Spare postings will indicate what department supervisor the general employee will report to.
3. The Company will make reasonable efforts for training for spare positions to be supernumerary and consecutive. In the event that supernumerary training does not happen, and the spare position trainee works in a scheduled position, he or she will receive the regular rate for the position.
4. It is understood that whenever a job vacancy for a full time posting becomes available, it will be offered in seniority order, to those employees who currently hold the spare posting for that job classification. If no one accepts the bid, it shall be filled in accordance with Article 3.08 (a).
5. The spare posting vacancy shall be filled in accordance with Article 3.08.



LETTER OF UNDERSTANDING #6
between
CANRIM PACKAGING LTD.
and
BREWERY, WINERY AND DISTILLERY
WORKERS, LOCAL 300

Day Shift for Plant Committee

It is hereby agreed that the Company will assign the Plant Chairman and up to 2 plant committee members to day shift work subject to the following:

1. Provided it is practicable and can be accommodated at no extra operational cost to the department concerned, and:
2. Such requests do not result in counterproductive effects of complaints and grievances from employees who may be required to increase their shift work as a result.

Notwithstanding the foregoing, the provisions within this letter may be cancelled by either party upon sixty (60) days written notice.

LETTER OF UNDERSTANDING #7
Between
CANRIM PACKAGING LTD.
And
BREWERY, WINERY AND DISTILLERY
WORKERS LOCAL 300

Retirement Benefits

Every Canrim Packaging Limited employee who retires from the Company with a minimum age of 55 years or more, shall be eligible to apply for and receive, at their choice one of the three (3) retirement plans offered through the ascension group and “We Consults Benefits” without being subject to pre-existing conditions or a medical test. Employees must register within sixty (60) days of retirement. The premiums will be the employee’s responsibility.