

COLLECTIVE AGREEMENT

between

(Cascadia Liquor (Quadra) Inc., Cascadia Liquor Eagle Creek Inc.,
Cascadia Liquor (Colwood) Inc. and Cascadia Liquor (Uptown) Inc.)

– and –

**Service Employees International Union,
Local 2, Branch Local 300**



Effective Date: June 15, 2024

Expiry Date: June 14, 2027

TABLE OF CONTENTS

ARTICLE 1 – PURPOSE	1
ARTICLE 2 – UNION RECOGNITION	1
ARTICLE 3 – MANAGEMENT RIGHTS	2
ARTICLE 4 – UNION DUES	2
ARTICLE 5 – NO STRIKE, NO LOCKOUTS	3
ARTICLE 6 – UNION STEWARDS	4
ARTICLE 7 – DISCIPLINE	5
ARTICLE 8 – GRIEVANCE PROCEDURE	5
ARTICLE 9 – PROBATIONARY PERIOD	7
ARTICLE 10 – SENIORITY	7
ARTICLE 11 – LAY-OFF, RECALL, AND REDUCTION OF HOURS	9
ARTICLE 12 – VACANCIES	10
ARTICLE 13 – TRAINING	10
ARTICLE 14 – WAGES	11
ARTICLE 15 – HEALTH AND WELFARE	13
ARTICLE 16 – SCHEDULING	13
ARTICLE 17 – HOURS OF WORK AND OVERTIME	14
ARTICLE 18 – HOLIDAYS AND SICK/ PERSONAL DAYS	15
ARTICLE 19 – VACATION	16
ARTICLE 20 – LEAVE OF ABSENCE	17
ARTICLE 21 – SAFETY	18
ARTICLE 22 – CONTRACTING OUT	19
ARTICLE 23 – DISCRIMINATION AND HARASSMENT	19
ARTICLE 24 – GENERAL	20
ARTICLE 25 – DURATION	20
MEMORANDUM OF SETTLEMENT	21

COLLECTIVE AGREEMENT

between

(CASCADIA LIQUOR (QUADRA) INC., CASCADIA LIQUOR EAGLE CREEK INC.,
CASCADIA LIQUOR (COLWOOD) INC. AND CASCADIA LIQUOR (UPTOWN) INC.)

(hereinafter called "Company" or "Employer")

and

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

(hereinafter called "Union")

ARTICLE 1 – PURPOSE

- 1.01 The purpose of this Agreement is to maintain a harmonious relationship between the Employer and the Employees, to provide an amicable method of settling differences and misunderstandings which might arise.
- 1.02 Where the masculine or singular pronoun is used herein, it shall mean and include the feminine or the plural pronoun where the context so requires.

ARTICLE 2 – UNION RECOGNITION

- 2.01 The Employer recognizes the Union as the exclusive bargaining agent for all Cascadia Liquor Store employees at 2670 Fifth Street, Victoria BC, 23 Helmcken Rd #130, Victoria BC, 2244 Sooke Rd, Victoria BC #107-108 and 3671 Uptown Boulevard #101, Victoria BC.
- 2.02 Only members in good standing of the SEIU Local 2- Branch Local 300 shall be employed in the Bargaining Unit.

- 2.03 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.
- 2.04 When an employee is booked off by the Union for Union business, the Employer shall continue to pay their wage rate and shall be reimbursed by the Union within thirty (30) days. The union shall give at least ten (10) calendar days notice of this leave to the employer.
- 2.05 No Employee shall be asked to make a written or verbal agreement and/or contract with the Employer inconsistent with, or at variance with the terms of this Agreement.

ARTICLE 3 – MANAGEMENT RIGHTS

The Union acknowledges that the Employer has the sole and exclusive right to supervise, manage and control the Company's operations, except as expressly limited in writing by this Collective Agreement. Without limiting the generality of the foregoing, this includes the right to hire, manage, schedule, transfer, promote, demote, layoff, suspend or otherwise discipline or discharge an Employee for just cause, subject to the right of the Union to lodge a grievance in a manner prescribed within this Collective Agreement.

ARTICLE 4 – UNION DUES

- 4.01 Within five (5) days calendar of signing this agreement all employees shall become union members. All new employees shall be required to become and remain members of the union.
- 4.02 All employees in the month following their month of hire shall pay union dues as established by the union. The employer shall include application cards in the employee hiring packages and shall forward the information to the union.
- 4.03 All employees shall be required to sign an authorization for dues deductions. A copy of this authorization shall be forwarded to the union. The union shall notify the employer of the amount of the established dues and applicable assessments to be deducted and

shall further notify the employer sixty (60) calendar days in advance of any change with respect to the amount of dues to be deducted.

4.04 The employer agrees to remit union dues by no later than the fifteenth (15th) calendar day following the end of the month in which income was earned by the employees. The employer agrees to submit the following information with their remittance of union dues:

- a) Employee name
- b) Work Location
- c) Hourly wage
- d) Hours worked
- e) Union dues
- f) Social Insurance Number
- g) Seniority date (date of hire)

4.05 The employer shall provide the union with the following information, provided it is available, every six (6) months:

- a) Employee name
- b) Home address
- c) Phone number(s)
- d) Email address

4.06 The Employer shall indicate the amount of Union dues paid by employees on their T-4 slips.

ARTICLE 5 – NO STRIKE, NO LOCKOUTS

5.01 In accordance with Section 57(1) and (2) of the British Columbia Labour Relations Code, the Union shall not permit or encourage any strike, slowdown, or stoppage of work and the Employer shall not lock out during the term of the Collective Agreement.

ARTICLE 6 – UNION STEWARDS

- 6.01 The Employer recognizes the right of the Union to elect or appoint one or more Stewards for each store location.
- 6.02 A Steward shall be granted reasonable time off, without loss of wages, to assist an Employee in the investigation or presentation of a grievance where such a grievance must reasonably be dealt with during the Steward's working hours. This clause is not to be used for collective bargaining (including preparation), attending arbitrations, or other union related activities. A Steward shall first obtain permission of their manager before leaving work to perform their duties as a Steward. Such permission shall not be unreasonably withheld.
- 6.03 The Employer acknowledges the right of the Union to appoint or elect up to two (2) employees per store location, to serve as members of the negotiating committee. The employer will be reimbursed by the union as per Article 2.04.
- 6.04 The Employer shall grant the union access to the employer's workplace provided seventy-two (72) hours written notice is given to the employer and the union's presence does not disrupt the normal course of operations and the business itself.
- 6.05 The Employer shall provide fifteen (15) minutes paid time for one Steward to orientate any new employees and provide them with a copy of the Collective Agreement.
- 6.06 Bulletin Board
- The Employer shall provide the Union with a bulletin board for posting notices at all store locations covered by this agreement. The employer will have discretion to remove non-union related content or content that is deemed inappropriate. The employer will use reasonable judgement in its application of this discretion.

ARTICLE 7 – DISCIPLINE

- 7.01 The Employer shall not dismiss or discipline an Employee bound by this Agreement except for just and reasonable cause.
- 7.02 The Employer shall copy the Union office on all correspondence to Employees relating to discipline or notice of lay off.
- 7.03 The Employer shall offer and make a Steward available to an employee during any meeting in which a written warning, suspension, or discharge is to be given to an employee.
- 7.04 All Employees shall be given a copy of any discipline, prior to this information being placed in their file.
- 7.05 An Employee may review their file for personal reference with seven (7) calendar days' notice.
- 7.06 The Employer shall provide an electronic copy of an Employee's complete discipline history within five (5) business days of receipt of written notice request from the Union. Any discipline issued to an Employee shall be void and removed from the Employee's file after a period of twenty-four (24) months from the date of discipline. All discipline removed, pursuant to this section, shall not be relied upon in any manner for progressive discipline or at arbitration.
- 7.07 The employer shall utilize video surveillance in accordance with applicable legislation.

ARTICLE 8 – GRIEVANCE PROCEDURE

- 8.01 When there is a dispute regarding the interpretation, application, operation or alleged violation of this Agreement, the Union, or the employer, may advance a grievance in accordance with this procedure. When the employer advances a grievance, the same steps will be followed with the roles of employee and employer being reversed.

8.02 The purpose of this Article is to provide an orderly procedure for the resolution and disposition of grievances.

Step 1

- a) As an informal step, an Employee is encouraged to make an earnest effort to resolve the issue directly with the supervisor to whom the Employee reports. The Employee may choose to be accompanied by a Steward.

Step 2

- a) Failing satisfactory settlement at step 1, the grievance may be reduced to writing within ten (10) calendar days of response in Step 1 and submitted to the Employer.
- b) Upon receipt of such grievance the Employer shall issue a written response within ten (10) calendar days.
- c) The Union shall have the right to file a grievance on behalf of a member, group of members or a policy grievance directly with the Employer.

Step 3

- a) Failing satisfactory settlement at Step 2, the grievance shall be submitted to the Employer head office and a meeting to discuss the grievance shall be arranged between the Grievor, Steward, Union Business Agent and Employer Representatives at a mutually agreed to time and date.
- b) A formal response shall be issued by the Employer to the Union's Business Agent within ten (10) calendar days of the above-noted meeting.

8.03 Union, Discharge and Employer Grievances

The Union or the Employer may initiate a policy or group grievance directly into step 2. A grievance relating to termination of an Employee shall be commenced at Step 2.

8.04 Arbitration

- a) Where a grievance has been referred to arbitration it shall be settled by a single Arbitrator to mutually agreed by the parties. If mutually agreement cannot be reached, either party may request that the Ministry of Labour appoint a single arbitrator.
- b) Each party shall share equally the expenses of the Arbitrator.
- c) The Arbitrator shall have all the powers of an Arbitrator described in the British Columbia Labour Relations Code, but for greater certainty, will not have the power to substitute any new provisions to this Agreement or to otherwise render any decision inconsistent with the terms of this Agreement.

ARTICLE 9 – PROBATIONARY PERIOD

9.01 All Employees shall serve as probationary Employees until they have completed ninety (90) calendar days. If they are retained when they have completed their probationary period, their names shall be placed on the appropriate seniority list and their seniority shall date back to their date of hire.

9.02 New employees shall be familiarized with available training manuals, product knowledge sheets, and basic cash register procedures.

ARTICLE 10 – SENIORITY

10.01 When employees move between unionised stores, as per Article 2.01 and work at other unionised stores they shall maintain their original seniority date and continue to accrue seniority at the

unionised work location and maintain all entitlements under the collective agreement.

No employee shall be permanently moved between stores without the employee's agreement. However, it is understood that from time-to-time and as per current practice an employee may be moved to address short-term staffing needs and the employer will seek out employees willing to transfer voluntarily before directing any employee for a short-term transfer.

10.02 There shall be one seniority list which includes all Employees. Seniority for the purpose of the list shall be calculated and displayed by the Employee's start date with the Employer.

10.03 Seniority List

A seniority list shall be provided to the Union and posted at the worksite every six (6) months, on the first week of January and on the first week of July of each year.

10.04 Seniority shall be maintained and continue to accrue during a period of:

- a) Sick leave, vacation, bereavement leave and approved leave of absence
- b) Any Employee on a WCB claim
- c) Union leave
- d) Jury duty
- e) Maternity / Parental leave
- f) Lay-off less than twelve (12) months

10.05 Loss of Seniority and Employment

An Employee shall lose his/her seniority as of the end of the shift on the last day worked, and her/his or employment shall be deemed terminated in the event the Employee:

- a) is discharged for just cause and not reinstated through the Grievance Procedure;

- b) voluntarily resigns his/her employment or abandons his/her position;
- c) is on layoff for more than one (1) year; or
- d) upon recall from layoff, fails to return to work within fourteen (14) calendar days of recall

10.06 Employees shall be responsible for notifying the Company of any changes in address, phone number and email address.

ARTICLE 11 – LAY-OFF, RECALL, AND REDUCTION OF HOURS

11.01 When the employer chooses to downsize staffing levels, employees shall be laid off by classification in reverse order of seniority.

11.02 When the employer chooses to downsize staffing levels, by reducing hours across all stores to avoid layoffs, employees shall have their hours reduced by classification in reverse order of seniority. For added clarity, this language is not applicable to the normal fluctuation of hours that occurs from time to time – e.g., seasonal reductions and ad hoc reductions based on normal business cycles.

The Employer shall provide the Union and affected Employees shall be provided with a minimum of seven (7) days' notice of lay-off.

11.03 Recall

- a) Employees shall be recalled by classification, in the order of seniority.
- b) Recall notice will be by telephone, email or, if no direct contact is made with the Employee, by registered mail to the Employee's last known address.
- c) Employees shall be responsible for notifying the Company of any changes in address, phone number and email address.

ARTICLE 12 – VACANCIES

12.01 When a vacancy occurs, the vacant position shall be posted at the worksite. Employees shall have five (5) business days from the date the vacancy is posted to make application for the vacancy.

12.02 Posting

When filling posted vacancies, qualifications, experience, and skills as set out in the job posting shall be the Employer's primary considerations. When these factors are equal among applicants for the position, the applicant with the most seniority (as applicable by store) shall receive preference. All internal candidates shall be given preference prior to the Employer considering external candidates.

12.03 All job postings shall contain the following, and may contain additional information as determined by the employer:

- a) Required qualifications, if any
- b) Desirable qualifications
- c) Likely shift time
- d) Likely hours of work and days of work
- e) Estimated date to take effect
- f) Whether permanent, seasonal, or temporary
- g) Pay rate

Where the vacancy is not filled with an applicant from within the work location or another unionized work location, the Company shall communicate the posting to all persons on the lay-off recall list first by telephone and, if unsuccessful, by registered mail.

ARTICLE 13 – TRAINING

13.01 Employees who are required by statute to hold a 'serving it right' certificate in order to be employed. As long as it is a requirement to possess a 'serving it right' certificate the employee will be paid sixty-five dollars (\$65) upon successful renewal of the certificate.

ARTICLE 14 – WAGES

- 14.01 Employees shall be paid on the 8th and the 23rd days of each month. In the case of a statutory holiday, employees shall be paid prior to the holiday.

Pay statements are emailed electronically to employees concurrent with the pay period in which they are paid.

Wage Schedule

(tips are not included in the wage scale below)

Position	June 15, 2024	June 15, 2025 (3.125%)	June 15, 2026 (3.0%)
Sales Associate	SA	SA	SA
Start – 12 months	\$19.38	\$19.99	\$20.59
1 year	\$20.08	\$20.71	\$21.33
2 year	\$20.87	\$21.52	\$22.17
3 year	\$21.67	\$22.35	\$23.02
4 year	\$22.50	\$23.20	\$23.90
5 year	\$23.30	\$24.03	\$24.75
Supervisor	Supervisor	Supervisor	Supervisor
Start – 12 months	\$20.38	\$21.02	\$21.65
1 year	\$21.09	\$21.75	\$22.40
2 year	\$21.83	\$22.51	\$23.19
3 year	\$22.69	\$23.40	\$24.10
4 year	\$23.50	\$24.23	\$24.95
5 year	\$24.30	\$25.06	\$25.81

Receiver	Receiver	Receiver	Receiver
Start – 12 months	\$20.50	\$21.14	\$21.77
1 year	\$21.15	\$21.81	\$22.46
2 year	\$22.00	\$22.69	\$23.37
3 year	\$23.00	\$23.72	\$24.43
4 year	\$24.00	\$24.75	\$25.49
5 year	\$24.80	\$25.58	\$26.35

14.02 Tips and Tipping

All tips, paid in cash, debit, and/or any other method, received at a work location shall be evenly divided amongst bargaining unit members from that location, proportionally according to hours worked at that location. Tips shall be paid every pay period. The employer shall provide access to the 'daily logs' respecting tip distribution to employees.

14.03 Premiums

First Aid Premium

When an employee holds a valid industrial first aid certificate, they shall receive an additional fifty cents (\$0.50)/hour provided that an Industrial First Aid Attendant is required by the Employer or WorkSafe BC legislation. The Employer shall cover the cost of training and wages. The Scheduled First Aid attendant, should they ever be required, shall receive the premium for their entire shift. Only one employee per shift per location will be paid this premium. The most senior employee on shift will get the premium.

Keyholder Premium

As per Cascadia policy, Keyholders, whose duties involve opening and closing a store when directed by the employer or designate, excluding supervisors and receivers, will be compensated with an additional \$0.50/hour for their entire shift.

Clothing / Uniform

As per Cascadia policy employees will be paid \$0.10/hour worked for uniforms and are expected to provide uniforms as required by corporate policy.

ARTICLE 15 – HEALTH AND WELFARE

All employees who qualify, shall be entitled to the employer's extended health and dental benefit plan under the current Manulife Plan (Class D Hourly Employees) The employer shall solely bear the expense of the plan. The employer shall maintain coverage at the same or superior levels as currently specified in the plan throughout the duration of this agreement. Employees qualify by working twenty-four (24) hours per week and have accumulated six hundred and twenty-four (624) hours of work.

ARTICLE 16 – SCHEDULING

16.01 Scheduling Principles

- a) For the purpose of scheduling, each calendar year shall be divided into three periods, January to April, May to August, September to December. All employees shall be required to complete a Scheduling Availability Form documenting their availability for scheduling for each period.
- b) Employees hired during any of the above periods, shall complete the Scheduling Availability Form and if approved, their availability shall remain for the balance of the period in which they were hired. The Employer shall only schedule the Employee to work during their stated availability for the duration of the period and shall not schedule the Employee on days where they have stated they are not available.
- c) The availability registered on the Scheduling Availability Form, shall remain in force during the period and remain in force until replaced by another Scheduling Availability Form.

- d) Any changes to an Employee's Scheduling Availability Form must be mutually agreed to by the Employee and Employer. Availability does not guarantee scheduled hours of work.
- e) Any employee who fails to file a new Scheduling Availability form for the next period shall be assumed to have registered the preferences they selected for the previous four-month period. Three weeks in advance of the new period, the Employer shall provide employees with a new Scheduling Availability Form to register their availability for the next period. The new Form shall be due four (4) weeks in advance of issuing the schedule for the first week of the next period.

16.02 Exchanging Shifts

An employee, having reached agreement with another employee, may ask for permission from the Employer to exchange shifts with that other employee. The request should be made with sufficient notice for the employer to accommodate the shift exchange. The employer will not unreasonably refuse a request for a shift change. Employees must be qualified to work the shift and will be paid at the employee's regular rate of pay.

ARTICLE 17 – HOURS OF WORK AND OVERTIME

17.01 When any Employee is required to report to work, they shall be paid a minimum of two (2) hours wages if there is no work available or if there is less than two (2) hours of work available.

17.02 Meal Periods and Breaks

- a) An Employee working a shift of more than five (5) hours shall be entitled to a paid meal break of thirty (30) minutes.
- b) Employees working a shift of five (5) hours or less shall receive one paid (15) minute break. This fifteen (15) minute break cannot be added to the thirty (30) minute break in 17.02 (a).

17.03 Overtime

- a) Employees shall be paid the daily overtime rate of time-and-a-half (1.5X) their normal hourly rate after eight (8) hours during a scheduled shift, and double time (2X) their hourly rate after twelve (12) hours during a scheduled shift.
- b) Employees shall be paid the weekly overtime rate of time-and-a-half (1.5X) for any hours worked more than forty (40) hours in the same week.
- c) Employees who are working and capable of performing the overtime work required, shall be offered, in order of seniority, the overtime work available.

ARTICLE 18 – HOLIDAYS AND SICK/ PERSONAL DAYS

18.01 The recognized General Holidays with pay for this Agreement shall be:

New Year's Day	Family Day
Good Friday	Canada Day
Victoria Day	Labour Day
BC Day	Truth and Reconciliation Day
Thanksgiving Day	Christmas Day
Remembrance Day	

and all other holidays as may be declared by the Provincial government.

18.02 Employees must have worked 12 (twelve) shifts in the preceding thirty (30) calendar days in order to receive General Holiday pay as articulated in Article 18.01.

18.03 Employees who qualify as per 18.02 and are required to work on any of the Holidays specified in 18.01 above shall be paid at the rate of one and one-half times (1 1/2) their regular rate of pay for all hours worked and shall also additionally receive General Holiday pay as articulated in Article 18.01.

- 18.04 Upon completion of probation, Employees shall be entitled to five (5) paid sick days per calendar year.

ARTICLE 19 – VACATION

- 19.01 Upon being hired and up to 5 years of employment, employees shall be paid vacation pay of four (4%) percent of their gross wages.
- 19.02 Upon completion of twelve (12) months of employment, each employee shall be entitled to a vacation of two (2) weeks. The amount of pay for such vacation shall be four (4%) percent of the gross wages of the employee in the previous twelve (12) months of employment.
- 19.03 For the purpose of calculating vacation entitlement and pay, the vacation year shall be the Employee's anniversary date.
- 19.04 Employees who have completed five (5) years of employment or more shall be paid six (6%) percent of their gross wages.
- 19.05 Employees who have completed eight (8) years of employment or more shall be paid eight (8%) percent of their gross wages.
- 19.06 Vacation pay shall be a separate line item and/or by separate cheque.
- 19.07 Employees must submit a vacation request for approval from the employer no less than thirty (30) calendar days in advance of their requested vacation days.
- 19.08 If an employee is granted vacation leave, the employee shall receive a written or electronic notice confirmation that their vacation days have been approved within ten (10) days of the employee making the request as per 19.07.

- 19.09 Vacation pay shall be paid to each Employee at the end of each pay period or Employees may elect to bank their vacation pay and be paid when they take their vacation.

ARTICLE 20 – LEAVE OF ABSENCE

20.01 Leave for Union Business

With three (3) week's notice the employer shall grant an employee leave for union leave. The length of the leave shall be limited to no more than one (1) month. Provided the employer's ability to schedule is not impacted no more than two (2) employees per store may be on leave at the same time.

- 20.02 Pregnancy and parental leave shall be granted in accordance with the British Columbia *Employment Standards Act*. The terms of this Agreement shall continue to apply as long as the employee on pregnancy or parental leave is employed with the employer.

- 20.03 Any employee requiring time off to attend a citizenship ceremony to become a Canadian citizenship shall be entitled to one (1) paid day pro-rated to the average hours worked in the prior four (4) weeks.

20.04 Bereavement Leave

Employees shall be granted three (3) days of paid bereavement leave in the event of the death of the following family members: mother, father, spouse, child, sister, brother, grandparent, grandchild, mother in-law, father in-law, brother in-law, sister in-law, son in-law, daughter in-law, stepparent, stepchild, or grandchild.

- 20.05 All other leaves not covered in this agreement shall be addressed as per the British Columbia *Employment Standards Act*.

ARTICLE 21 – SAFETY

21.01 The parties to the agreement shall follow and comply with Workers' Compensation Act and all other relevant statutes and regulations.

21.02 WCB day of Injury

An Employee shall not suffer loss of wages when they are injured during work hours for the remainder of the day the injury occurs.

21.03 The Employer shall continue an employees extended health benefits while they are unable to work due to a workplace injury.

21.04 All Employees have the right to a safe and healthy workplace, which includes the right to refuse unsafe work. Any refusal must meet the reasonableness standard. All unsafe working conditions and/or equipment shall be reported to the Employer immediately.

21.05 A Joint Health and Safety Committee shall meet regularly in accordance with relevant laws and statutes. There shall be equal representation of both parties.

21.06 The Committee shall be made up of one (1) worker representative and one (1) management representative. Alternates may be designated and be a substitute for permanent members in situations where, a permanent member of the Committee is unable to attend a meeting due to vacation or shift schedule, however, it is understood that the permanent member shall make every attempt possible to attend the meetings to maintain consistency of the Committee. Attendance is essential at JHSC meetings. Meeting dates and times are set out for the year to provide as much notice as possible so that members of the Committee can ensure their availability. The Company shall make every attempt possible to ensure that JHSC members that are on shift shall be made available for JHSC meetings. Employees requested to attend JHSC meetings outside their scheduled shift shall be paid at straight time rates for a minimum of one (1) hour, or the duration of the meeting if longer than one (1) hour.

ARTICLE 22 – CONTRACTING OUT

- 22.01 No employee shall be laid off as a result of contracting out.
- 22.02 Managers may assist employees and perform some bargaining unit work from time-to-time provided that this does not result in any lay offs.

ARTICLE 23 – DISCRIMINATION AND HARASSMENT

- 23.01 The Employer and the Union will adhere to the principles of the British Columbia Human Rights Code.
- 23.02 The parties will employ Cascadia's Respectful Workplace Policy where appropriate.
- 23.03 The Employer and the Union recognize the right of Employees to work in an environment free from harassment. The Parties agree to foster and promote such an environment.
- 23.04 Harassment is defined as deliberate actions, toward an individual or individuals that ought reasonably to be known to be unwelcomed by the recipient and which serve no legitimate work-related purpose, on any of the prohibited grounds of discrimination under the British Columbia Human Rights Code including: indigenous identity, age, race, sex, sexual orientation, national or ethnic origin, colour, religion, disability, marital status, family status, political beliefs or conviction for a criminal or summary offence unrelated to employment.
- 23.05 The Parties agree that all complaints shall be investigated and that substantiated cases of harassment may be cause for discipline, up to and including dismissal.
- 23.06 Protection against harassment extends to incidents occurring at or away from the workplace, during or outside working hours, provided the acts are committed within the course or arising out of the employment relationship.

ARTICLE 24 – GENERAL

- 24.01 Employees will be eligible for an in-store discount as per the Staff Discount Policy.
- 24.02 The parties agree to equally share the cost of printing this Agreement.
- 24.03 Technological and Assignment Change

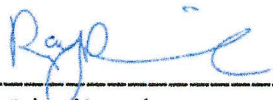
In the event major changes are made to employees work assignment or operational changes are made that effect the majority of the members of the bargaining unit at a site, the Employer agrees to adhere to section 54 of the BC Labour Code.

ARTICLE 25 – DURATION

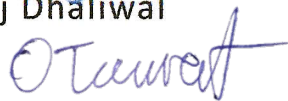
- 25.01 This Agreement is effective from June 15, 2024, and shall continue in effect through June 14, 2027.

Dated this 16 day of June, 2024.

For the Union



Raj Dhaliwal



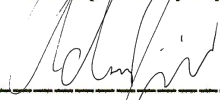
Oscar Towert



Christopher Stonier



Paul "Joey" Olynyk



Adam Jasieniuk

For the Employer



Neil Patton



Keith Barbon

MEMORANDUM OF SETTLEMENT

Re: Collective Agreement Between

Cascadia Liquor (the "Employer")

- and -

Service Employees International Union (the "Union")

June 15, 2024

E&OE

Whereas the above Parties pursuant to British Columbia Labour Relations Code have bargained and entered into a tentative agreement on June 15, 2024.

- The Parties agree to the terms of this Memorandum of Settlement as constituting full settlement of all outstanding issues related to this round of collective bargaining.
- The Parties agree that the dates for the term of this Collective Agreement is from June 15, 2024, to June 14, 2027.
- Enclosed is the language for the tentative Collective Agreement. All other proposals are deemed withdrawn by the respective Parties.
- The representatives of the Parties do hereby agree to recommend complete acceptance of the tentative agreement to their respective principals at their respective ratification.
- After ratification between the Parties, the Union will prepare a final copy for the Parties' signatures. The Union will endeavour to have this ready as soon as possible.
- No employee will have their current wages reduced upon ratification of this agreement.
- This agreement will encompass the following stores: Uptown, Eagle Creek, Quadra, & Colwood.

Signed for Company:



June 16, 2024

Date

Signed for Union:



June 15, 2024

Date



*Cascadia Liquor workers gathering in Victoria for their first union meeting.
November 2023*

**Service Employees International Union (SEIU),
Local 2, Branch Local 300**

7128 Gilley Avenue
Burnaby, BC V5J 4X2

Phone #: 604-434-9512