



COLLECTIVE AGREEMENT

BETWEEN

RTD Canada Inc.

AND



**SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 2 / BRANCH
LOCAL 300**

January 1, 2025 – December 31, 2028

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PREAMBLE

This edition is prepared for purpose of convenience only, and for accurate reference recourse would be made to the Collective Agreement bearing the original signatures of the principles. The official legally binding document is that which contains those afore mentioned original signatures.

ARTICLE 1 – DEFINITION

1.01– EMPLOYEES

Wherever herein the expression “employees, journeyperson, help or people” is used it shall mean the personnel in the Turning Point Brewery in Delta, British Columbia other than managers, supervisory staff, security, sales, marketing, administration and those above the supervisory staff that achieved seniority as per section 3.

1.02 – SUPERVISORY PERSONNEL

The Company will supply a list of all supervisory personnel to the Union once a year. Supervisory personnel will include individuals whose duties are mainly supervisory but who may occasionally relieve an employee in the bargaining unit for a short period in emergency situations, or to train or demonstrate.

1.03 – TEMPORARY EMPLOYEE

The company shall be permitted to employ temporary employees on a permit card to fill temporary production needs, as long as such employment does not cause a layoff at anytime to regular employees.

1.04 – PROBATIONARY EMPLOYEE

A probationary employee is one who has been hired with a view to their becoming an employee.

1.05 – PLURALITY

For ease of expression, use of the singular tense shall mean the same as the plural tense unless otherwise specifically stated.

1.06 – INCLUSIVE GENDER USE

The use in the agreement of the words, he, his, or him shall be construed to include all genders or other unless otherwise stated.

ARTICLE 2 – BARGAINING AGENCY AND RECOGNITION

2.01 – MEMBERS IN GOOD STANDING

Only members in good standing with SEIU Local 2, Branch Local 300 shall be employed at Turning Point 465 Fraser View Place, Delta, BC save those employee's coming within the exceptions set forth in Article 1 and the employees working as Supervisors and those above the rank of supervisor.

2.02 – PERMIT CARDS – HIRING PRACTICE

In the matter of employment, the Company will give unemployed members of SEIU, Branch Local 300 who are in good standing with the Union and competent to perform the work, preference for employment.

2.03 – PROBATIONARY PERIOD

A probationary employee must be employed 120 consecutive days in order to achieve seniority. During such period, they shall be paid the job rate specified herein for the work they are doing.

2.04 – MANAGEMENT RIGHTS

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 and orders of those set in authority over them.

2.05 – UNION ACTIVITY

- a) No employee shall be discriminated against or discharged for their activity as a Union member, or for serving on a committee or doing any other work in the interest of the Union. The Company agrees that Shop Stewards and/or Union Committee members shall be permitted to represent an employee's interest during grievance process without loss of pay during the Shop Stewards and/or Union Committee member's hours of work, provided they receive permission from management.
- b) Employees shall not lose any regular pay for attending meetings approved by the Company.
- c) The Company's liability with respect to the regular straight time wage costs of Union Negotiating Committee members for attending meetings with the Company for the purpose of negotiating the renewal of this Agreement will be limited to an amount no greater than the equivalent of twelve (12) days' (at their regular rate).

- d) Employees who are granted leave for Union business shall continue to receive pay for their regularly scheduled workday, and all benefits including pension contributions.
- e) The Company shall invoice the Union for all wages, benefit costs, pension contributions received by the employee during Union leave, and the Union agrees to reimburse the Company for same, within thirty (30) days from receipt of the invoice.

2.06 – 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 (percentage of wage) and duly authorized assessments.
- b) A written list of the employees' names, the amounts, and descriptions of the above shall be provided to the Union financial secretary not later than the twelfth of the month following the month to which the deductions are applicable.
- c) The Union will notify the Company of the amount of the established dues and applicable assessments to be deducted and will further notify the Company thirty (30) days in advance of any changes with respect to the amount of dues and assessments to be deducted.
- d) The Company agrees to report Union dues on the employees' T4 slips

2.07 – NO OTHER AGREEMENT

No employee covered by this Agreement shall, individually or collectively, be required or permitted to make a written or oral agreement with the employer or its representatives, which may

conflict with the terms of this Agreement, or a statute of the Province of BC or Canada.

2.08 – UNION BOARDS

- a) The company agrees to provide one (1) information Board to the Union, which will be located in the lunchroom and one (1) information Board to the Union, which will be located in the warehouse.
- b) The Boards will be for the exclusive use of the Union for its communications and other internal affairs. The Union shall not post any information that is discriminatory, harassing, defamatory or libelous on the bulletin boards.

ARTICLE 3 – SENIORITY

3.01 – DEFINITION

- a) Except as outlined in Article 2.03, seniority is defined as the length of an employee's service with the Company, calculated as the elapsed time from the date they were first employed, unless their seniority was broken, in which event such calculation shall be from the date that they returned to work following the last break in their seniority.
- b) Employees with a common seniority date will be put on the seniority list in the order in which they were hired/dispatched or as otherwise agreed to by the Union and the Company. Seniority service records shall not be considered broken by reason of:
 - 1. Absence on leave when granted by the Company. Leave for education must be work related. The leave can't be for work

- outside of ABI. The Company shall provide the name and duration to the union in writing of any approved leave.
2. Absence due to seasonal lay off, providing the employee reports to work within seven (7) days after written notice to report has been sent by registered mail to their last address registered with the Company; provided that when an employee is recalled to work and does not report the Company may recall the next employee in line but they are subject to being displaced if the first employee does report within seven (7) days. The shop steward will be notified of the recall.
 3. Sickness or injury of less than 24 months. However, the employee on LTD will maintain their benefits if the claim is approved by the insurance provider.
 4. Active service in the Canadian Armed Forces.
 5. Continuous lay off of twelve (12) months.

3.02 – PROCEDURE REGARDING LAYOFF AND RECALL

Plant seniority shall apply in the event of it becoming necessary to reduce staff. All lay-offs shall be made in reverse order of their plant seniority provided that the senior employee is willing and able to perform the work required of them at the classified rate for the job.

When staffs are augmented employees will be recalled in order of their plant seniority provided that the senior employee is willing and able to perform the work required of them at the classified rate for the job.

3.03 – DAILY JOB VACANCY REPLACEMENT PROCEDURES

Subject to the efficient operation of the Company, when a job vacancy is created due to the absence of the scheduled employee,

the following provisions will be used as a guideline to fill the vacancy.

Consideration will be given to employees who:

- a) Are able to do the work and,
- b) Are scheduled in the department in which the vacancy exists and,
- c) Are in the plant at the time the vacancy is to be filled and,
- d) Have advised their supervisor (or Lead Hand) of their desire to do the job vacated.
- e) Maintenance personnel are exempt from above provisions, and shall not be expected to replace those vacancies, which arise.

3.04 – SEVERANCE PAY

1. An employee shall be eligible for a separation as set forth below if on any date during their layoff the hours scheduled for them during the previous twelve (12) consecutive months were less than fifty percent (50%) of normal full-time hours. If the Company permanently discontinues an operation, an employee laid off as a result thereof shall receive any separation pay to which they are entitled to.
2. Severance payments shall not be made:
 - a) To employees who are discharged for just cause.
 - b) To employees who have not completed their probation period.
 - c) In the event of closing due to Acts of God, public enemy, war, or natural disaster.

3. Severance pay shall be one week's base earnings for each year of seniority (pro-rated for incomplete years).
4. Employees shall not be removed from the seniority list until the employee accepts their severance allowance.
5. In the event of a plant closure all employee benefits will be maintained for three (3) months.

3.05 – POSTING PROCEDURE

- a) Whenever a job posting is available in any of the departments, the Company shall post a standard notice on the posting bulletin board for at least ten (10) calendar days soliciting the names of employees who wish to apply to fills such posting.
- b) In the event differences arise which cannot be settled, as to which of the applicants should be given a trial to fill the job posting, the matter shall be grieved within three (3) days after the said differences arise and be dealt with under Article 13.03 starting with Step 3 thereof.
- c) In the event an employee is on Vacation, STD or WCB, an employee should make arrangements with a team member to notify them of any relevant postings that may come up during the absence.
- d) The standard notice on the bulletin board shall specify:
 1. Type of posting (permanent)
 2. The job available
 3. The qualifications required
 4. The rate of pay and wherever possible, an outline of the work required and the approximate conditions of temperature, humidity, and general environment to which the employee will be exposed

5. Where “any other duties delegated” is specified under the outline of work requirements, it is understood that any other duties delegated shall remain duties that they are trained for.

SELECTION

All employees who applied will participate in an interview to discuss their Qualifications for the posted position. All postings will be filled based on seniority, provided that the candidate meets requirements of the job and is able and willing to do the job.

TRAINING AND TRIAL PERIOD

Once the successful employee has been notified, training will commence on consecutive days as per operational requirements. If deemed unsuitable within 30 days of commencing training (or 3 months for blending, brewing, maintenance) said employee will be returned to their former job or department. Some positions may require additional time for training.

The successful employee shall be given a maximum of ten (10) days to accept the posting within which time the applicant will receive some training on the job.

3.06 – SENIORITY RESPECTING OVERTIME

- a) In the event it is necessary to work unforeseen overtime, the employee or temporary employee performing that task will be asked first. Thereafter, the following selection process will apply to those employees or temporary employees who are qualified to perform the duties required in order of their plant seniority:

1. Employees or temporary employees on shift in the department.
 2. Employees or temporary employees not on shift in the department.
- b) In the event the Employer wishes to schedule overtime shifts, employees and temporary employees who normally do the required task(s) will be asked first, there after any employees or temporary employees qualified to do the work will be asked by plant seniority.
 - c) In the event the union identifies to management scheduled overtime gaps exceeding 24 hours between interested parties, the employee with less overtime worked shall be granted preference on the next scheduled overtime.

3.07 – TRANSFER OUTSIDE THE BARGAINING UNIT

If a Union member accepts employment with the Company in a classification outside the bargaining unit, they shall retain seniority for a period not to exceed ninety (90) days from the date they accept such employment.

If a Union member accepts a temporary position with the Company in a classification outside the bargaining unit to cover leave with the Company, they shall retain seniority for a period not to exceed one hundred eighty (180) days from the date they begin such employment, which will include the training period.

3.08 – PREFERRED SHIFT SCHEDULING BY SENIORITY

Staffing scheduling shall be done by seniority with higher seniority members being given their preferred shift whenever possible.

Employee's preferred shift will be reviewed annually. This excludes employee's that currently utilize shift rotation.

3.09 – SENIORITY LIST

The Company shall post a seniority list on the plant bulletin boards within thirty (30) days from the date of this Agreement being signed. Then the list will be updated every January, April, July, & October.

ARTICLE 4 – HOURS OF WORK

4.01 – WORK WEEK

Employee schedules will be established based off operational needs as per current practices. The Employer will inform the Union and the Employees should there be any changes to this process.

4.02 – OVERTIME

The following work shall be considered overtime:

1. Work performed by employees and temporary employees in excess of the scheduled number of hours on any regular working day.

Work performed by employees and temporary employees in excess of eight (8) hours during any scheduled eight (8) hour shift or work performed in excess of ten (10) hours during any scheduled ten (10) hour shift, or work performed in excess of twelve (12) hours during any scheduled twelve (12) hours shift.

The overtime shall be paid at a rate of time and a half for the first 2 hours after a regularly scheduled shift and all subsequent hours will be paid at double time.

2. Work performed an extra day, outside of the normal schedule, shall be paid overtime at time and a half for the first 8 hours and all subsequent hours will be paid at double time.

ARTICLE 5 – WAGES

5.01 – PAY PERIOD

For any pay error of more than eight (8) hours, it will be possible to request an off-cycle payroll adjustment. The request must be made before the Wednesday following the deposit. Thereafter the adjustment will be made within (3) three business days.

5.02 – WAGE RATES

BREWING DEPARTMENT

- Brewer ¹

BLENDING DEPARTMENT

- Blender ¹

¹ Team Members who previously held “Senior Blenders” and “Senior Brewers” roles will be grandparented into the Senior Premium.

QUALITY DEPARTMENT

- QA Analyst

PACKAGING DEPARTMENT

- Packaging Operator
- Team Lead

LOGISTIC DEPARTMENT

- Driver
- Warehouse Operator
- Logistic Coordinator
- Inventory Analyst
- Team Lead

MAINTENANCE DEPARTMENT

- Maintenance Trade/Maintenance Electrician ²
- Electrician Programmer ²
- Maintenance Specialist
- Process Engineer

² Rate based on certification(s) held (tickets)

OFFICE

- Safety Champion
- BPO

	8.00%	3.00%	3.00%	3.00%
Brewer	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 30.45	\$ 31.36	\$ 32.30	\$ 33.27
after 2 years	\$ 31.13	\$ 32.06	\$ 33.02	\$ 34.01
after 5 years	\$ 32.02	\$ 32.98	\$ 33.97	\$ 34.99
after 8 years	\$ 33.02	\$ 34.01	\$ 35.03	\$ 36.08
	10.00%	3.00%	3.00%	3.00%
Blending Operators	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 25.29	\$ 26.05	\$ 26.83	\$ 27.63
after 2 years	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.70
after 5 years	\$ 29.32	\$ 30.19	\$ 31.10	\$ 32.03
after 8 years	\$ 30.69	\$ 31.61	\$ 32.56	\$ 33.54
	10.00%	3.00%	3.00%	3.00%
Quality Analysts	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 29.90	\$ 30.79	\$ 31.72	\$ 32.67
after 2 years	\$ 31.01	\$ 31.94	\$ 32.90	\$ 33.88
after 5 years	\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
after 8 years	\$ 32.62	\$ 33.59	\$ 34.60	\$ 35.64
	14.00%	3.00%	3.00%	3.00%
Packaging Operator /Warehouse Operator /Driver	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 25.02	\$ 25.77	\$ 26.55	\$ 27.34
after 2 years	\$ 26.04	\$ 26.82	\$ 27.62	\$ 28.45
after 5 years	\$ 28.06	\$ 28.90	\$ 29.76	\$ 30.66
after 8 years	\$ 30.85	\$ 31.77	\$ 32.73	\$ 33.71
	14.00%	3.00%	3.00%	3.00%
Packaging/Logistics Team Lead	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 27.30	\$ 28.12	\$ 28.97	\$ 29.83
after 2 years	\$ 28.32	\$ 29.17	\$ 30.04	\$ 30.94
after 5 years	\$ 30.34	\$ 31.25	\$ 32.18	\$ 33.15
after 8 years	\$ 33.13	\$ 34.12	\$ 35.15	\$ 36.20
	8.00%	3.00%	3.00%	3.00%
Logistics Coordinator	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 30.26	\$ 31.17	\$ 32.10	\$ 33.07
after 2 years	\$ 31.14	\$ 32.07	\$ 33.03	\$ 34.02
after 5 years	\$ 33.05	\$ 34.04	\$ 35.06	\$ 36.11
after 8 years	\$ 35.21	\$ 36.26	\$ 37.35	\$ 38.47

	8.00%	3.00%	3.00%	3.00%
Inventory Analyst	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 34.58	\$ 35.62	\$ 36.69	\$ 37.79
after 2 years	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.76
after 5 years	\$ 37.37	\$ 38.49	\$ 39.64	\$ 40.83
after 8 years	\$ 39.53	\$ 40.71	\$ 41.94	\$ 43.19
	6.00%	3.00%	3.00%	3.00%
Mechanic + PH Engineer	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Rate	\$ 41.94	\$ 43.20	\$ 44.50	\$ 45.83
	6.00%	3.00%	3.00%	3.00%
Electrician + Programmer	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Rate	\$ 51.12	\$ 52.66	\$ 54.24	\$ 55.86
	6.00%	3.00%	3.00%	3.00%
Electrician / Millwright + PH Engineer	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Rate	\$ 48.20	\$ 49.64	\$ 51.13	\$ 52.67
	6.00%	3.00%	3.00%	3.00%
Maintenance Specialist / Process Eng	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 39.12	\$ 40.30	\$ 41.51	\$ 42.75
after 2 years	\$ 40.17	\$ 41.38	\$ 42.62	\$ 43.90
after 5 years	\$ 42.19	\$ 43.45	\$ 44.76	\$ 46.10
after 8 years	\$ 44.39	\$ 45.72	\$ 47.10	\$ 48.51
	14.00%	3.00%	3.00%	3.00%
BPO & Safety Champion	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
Starting	\$ 27.41	\$ 28.23	\$ 29.07	\$ 29.95
after 2 years	\$ 28.49	\$ 29.34	\$ 30.22	\$ 31.13
after 5 years	\$ 29.51	\$ 30.40	\$ 31.31	\$ 32.25
after 8 years	\$ 30.57	\$ 31.49	\$ 32.44	\$ 33.41

*The wages in the grid provided are the minimum rates. The Company can increase wages at its sole discretion. Union will be informed about the change.

**Following a posting, it is understood that when an employee moves from a pay grid to another pay grid there will not be reduction in wage, and they will instead be placed at the nearest pay rate on the new grid.

5.03 – PREMIUMS

When fulfilling the below duties, the following premiums will be paid for hours worked:

Qualified First Aid Attendant	\$ 1.00
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Qualified First Aid attendants scheduled as the primary first aid on shift shall receive \$1.00 per hour premium. If a certified First Aid attendant must do a first aid action during a shift when they are not scheduled as the primary, they will receive the \$1.00 premium for the entire shift.

Chief Engineer	\$ 1.00
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RSO	\$ 1.00
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RSO is a management responsibility. The qualified employee who acts as replacement of the manager should receive \$1.00 per hour premium for the time they are covering as RSO.

- Power Engineer renewal fee shall be borne by the company every three (3) years.
- Should a maintenance employee be called into work they shall receive a minimum of 4 (four) hours pay at time and one-half.

Brewery- Wide Premium List		\$ / hour
Shift premiums applied when scheduled to shift		
	Afternoon shift	\$ 0.80
	Night shift	\$ 1.10
First Aid Premium applies when <i>scheduled to role</i> .		
	First Aid, If any trained First Aider responds, they also get \$1.00	\$ 1.00
RSO/Chief Premium		
	When acting as primary RSO in lieu of Manager	\$ 1.00
	When acting as Chief Engineer for the Boiler	\$ 1.00

AT and ATO PROGRAM

It is understood that the Autonomous Teams and Autonomous Operations programs will be implemented for all operators to apply skills in order to complete basic routine maintenance and incidental tasks to the operator's assignment at the sole discretion of the Company.

AT/ATO Premium List		\$ / hour
Cross Trained skill applies once signed off to work in both roles solo, can be fully scheduled to both departments		
	Cross Trained as WHS Operator and Packaging Operator ++ (skilled in	\$ 1.50
	Cross Trained as Brewer and Blender++ (skilled to be perform both)	\$ 1.50
Autonomous Teams Premiums (for WHS, Packaging, Coordinators, QA, Blending, Brewing)		
	Senior (requires Intermediate Skills, SDCA, 5-Why Certifications, and to be a VPO Pillar Champion)	\$ 1.50
	Principal	\$ 2.50
	Subject Matter Expert (requires Zone Technical Expert sign off)	\$ 3.50

Autonomous Team Premiums are not applicable to the Inventory Analyst, BPO, Safety Champion, and Maintenance Department.

5.04 – FIRST AID ATTENDANTS

- a) First aid attendant duties will be in addition to their assigned work on that shift.
- b) The Employer shall pay the cost of tuition for employees taking the first aid course. In the event an employee fails to attend the course without a valid reason, he may be required to reimburse the Company for the tuition costs.
- c) The Company shall provide a maximum of five (5) days paid leave of absence per three (3) years for each attendant required to maintain or upgrade first aid certificates.
- d) The Company shall reimburse employees for lost wages incurred while writing the exam for their first aid ticket.

- e) Costs of any medical examinations or medical forms, if required for the certification, shall be borne by the Company.
- f) Where the Company has paid the tuition costs for a first aid certificate, the employee agrees to fulfill the first aid attendant duties, if needed, as long as the certification is valid.

5.05 – SHIFT PREMIUMS

Shifts commencing between 12:00pm and 5:59pm shall be an afternoon shift and will pay a premium of eighty cents (\$0.80) per hour.

Shifts commencing between 6:00pm and 4:59am shall be a night shift and will pay a premium of one dollar and ten cents (\$1.10) per hour.

Employees scheduled on the current weekend workforce (WWF) structure shall receive 36 hours at the employees' regular rate of pay for every 24 hours worked. Therefore, employees will receive 6 hours of premium pay on the Saturday and 6 hours of premium pay on the Sunday while on WWF, prorated based on the hours worked.

An employee assigned on a WWF shift configuration will be entitled to a pension match contribution up to 40 hours if the employee works or earns wages for three scheduled shifts in a week.

5.06 – WAGE RATE ADJUSTMENT

Any employee who has a higher base rate, and otherwise would be working in said category, who is asked by the Company to perform

work that is classified at a lower rate for a short amount of time shall not have their wage reduced.

5.07 – NEW JOB CLASSIFICATION

Before new jobs are created as deemed necessary or advisable by the Company, a rate for such a job will be established and agreed upon between the Union and the Company. In the event agreement cannot be reached, the Union reserves the right to seek redress through the Grievance Procedure.

5.08 – ADEQUATE WORKFORCE

- a) The Company will supply adequate workforce in all operations in all departments at all times so that an employee will not be required to perform more than a fair day's work.
- b) Clause (a) above shall not be construed to mean that the manning of all operations is at present exactly adequate or that all employees are presently assigned exactly a fair day's work, and accordingly changes in the manning of crews and changes in an employee's work load may be made so long as the resulting situation is not a violation of Clause (a).

ARTICLE 6 – STATUTORY HOLIDAYS

6.01 – STATUTORY HOLIDAYS

- a) The following shall be considered as statutory holidays for each of which employees shall receive one (1) full day's pay without having to work.

New Year's Day
Family Day
Good Friday
Victoria Day
Canada Day
B.C. Day
Labour Day

National Truth and Reconciliation
Thanksgiving Day
Remembrance Day
Christmas Eve
Christmas Day
Boxing Day

- b) Employees who have been employed 30 calendar days period shall be paid for statutory holidays providing they have worked at least five (5) days during the twenty (20) working days immediately preceding the day on which said holiday is observed.
- c) Any of the above holidays that fall on weekend will be observed on the following Monday, or the day proclaimed.
- d) The employee has not been absent without permission on the last work day scheduled for him immediately prior to the day on which the said holiday is observed or the first work day scheduled for him immediately after the day on which the said holiday is observed. Where an employee is unable to seek the required permission due to extenuating circumstances beyond his control, then that required permission may be sought after his return to work.
- e) All employees who are required to work regular shift on statutory holidays shall be paid overtime at double time.

ARTICLE 7 – VACATIONS

7.01 – VACATIONS

Annual vacations are granted by the Company for all eligible employees. Each manager should plan for and make certain that each subordinate employee receives his or her vacation. Employees are encouraged to use all of their vacation.

REGULAR VACATION

Vacation entitlement varies by the service length. Regular vacation allotment will take place at the beginning of each calendar year and is based on an employee's vacation entitlement on January 1 of the vacation year. As such, the reference or entitlement year for vacation is from January 1 to December 31.

An employee who reaches a new Eligibility Service Requirement will benefit from the additional vacation entitlement prorated in days based on the date when the Eligibility Service Requirement is acquired.

Entitlement Eligibility	Service Requirement
Prorated	Less than 1 year
3 weeks (15 days)	Year 1 to 7
4 weeks (20 days)	Year 8 to 14
5 weeks (25 days)	Year 15 to 19
6 weeks (30 days)	Year 20 to 24
7 weeks (35 days)	Year 25+

Employees who have been with the company for less than one full calendar year are entitled to pro-rated vacation days. Entitlement is based on the following table:

Month of Hire	Days Entitlement
January	15
February	14
March	13
April	11
May	10
June	9
July	8
August	6
September	5
October	4
November	3
December	1

GENERAL GUIDELINES

Every effort should be made to have all vacations taken during the year for which they are granted. Payment in lieu of annual vacation is prohibited.

Vacation is accrued every year as it is earned through active service time at Turning Point. Turning Point allows for taking your vacation entitlement not accrued earlier in the calendar year on the assumption that the service requirement for accruing that vacation will be met in that calendar year.

LEAVES OF ABSENCE & VACATION

You continue to accrue vacation time while away from work for the following LOAs where there is no break in the employment relationship: Maternity, Parental, Personal, Bereavement, Jury, Adoption and Short Term Disability (either under the company or under WorkSafeBC claim).

LEAVING TURNING POINT & VACATION

If you leave the company for any reason, you (or in the event of your death your legal representative) will receive payment for any vacation owed that is not taken before leaving. This will take into account any vacation you were paid for and took in advance.

Conversely, if you have taken more vacation time than you are due, the company will be entitled to recover payment from you for this vacation period taken in advance of accrual.

7.02 – VACATION ILLNESS CARRYOVER

- a) In the event an employee becomes ill or injured in excess of days three (3) days after having commenced their vacation, they may request as outlined below to postpone their remaining days of vacation in order to enrol in the weekly indemnity plan.
- b) The employee shall advise their supervisor of their illness or injury and make arrangements to have the weekly indemnity form completed.
- c) All approved requests will result in the employees' remaining days (minimum of full week) of vacation being cancelled, as

prescribed above, the day after the request is received. The remaining vacation time shall be scheduled upon the return to work of the employee.

ARTICLE 8 – SECURITY OF PRINCIPLES

8.01 – LOCAL DELIVERY

The current practice for local delivery will remain in place as long as it's economically feasible.

8.02 – STRIKE - LOCKOUT

The Union undertakes that there shall be no strike, slowdown, work stoppage, or other interruptions of operations and the Company undertakes that there shall be no lockout, each for the duration of the Agreement, it being understood that all differences between the parties shall be settled in accordance with the provisions of this agreement and as required by the Labour Relations Code.

ARTICLE 9 – LEAVE OF ABSENCE

9.01 – GENERAL AND PERSONAL LEAVE

Personal leave of absence is provided in cases of personal or family reasons. You may be granted a personal leave of absence without pay upon the approval of your Manager and the local People Manager, and with consultation with the VP, People.

Before a personal leave of absence is granted or started, you should exhaust all your vacation entitlement including long service and banked vacation. Upon returning from a personal leave of absence, you will return to your former position or, if it no longer exists, you will be offered a comparable position for which you qualify.

During a personal leave of absence, you will continue to accumulate pension benefits and Turning Point Brewing Company will continue to contribute to your pension provided that you continue to pay your contributions. It is your responsibility to notify your Manager of your request for personal leave of absence in writing as soon as possible.

Any time on LOA will be considered as inactive service and as such not included in bonus calculations. You will maintain your vacation entitlement and continue to earn vacation credits during your leave.

a) MATERNITY LEAVE

This policy is designed to:

1. Meet or exceed applicable employment standards legislation.
2. Provide you with a degree of continued security by maintaining your benefits.
3. Offer you a degree of protection from loss of income during your leave. Birth mothers are entitled to 6 weeks paid time off.
COVERAGE First 2 weeks*: 75% from Turning Point Brewing Company
Next 15 weeks: EI + Turning Point Brewing Company top up to 75%.

*EI waiting period GOVERNMENT SPONSORED PLAN

During your maternity leave you qualify for employment insurance (EI) benefits if you have been employed with insurable earnings for 600 hours or more in a qualifying period (or as otherwise provided by the applicable legislation from time to time). There is a two-week waiting period before EI benefits begin. You should visit your EI office at least four weeks prior to the start of your leave to obtain an information package and establish eligibility.

TOP UP BENEFIT

Turning Point Brewing Company provides supplemental income during maternity leave. This “Top Up” begins after the two-week waiting period for EI, and “tops up” the normal EI benefit based on your pre leave base weekly earnings. Top up benefits do not apply for extended leave periods.

QUALIFICATION AND PAYMENT OF TOP UP

To receive top up benefits from Turning Point Brewing Company, you must be approved to receive EI benefits and be a permanent full-time employee with at least 12 months of continuous service prior to the start of your maternity leave. Provided you have supplied the company with documentation showing your entitlement to EI benefits (letter of acceptance), Turning Point Brewing Company top up payments will be made according to your regular payroll schedule.

YOUR RESPONSIBILITY

Provincial labour legislation requires that you request your leave in writing at least four weeks prior to the start of your leave. In your request, you should indicate your planned departure date and your

expected return date. The request must also be accompanied by medical certification of your pregnancy and the expected birth date.

b) PARENTAL LEAVE

Turning Point Brewing Company provides 78 weeks unpaid time off to care for a newborn infant. Parental leave is not part of maternity leave. A birth mother may take both maternity and parental leave to stay on leave, up to a maximum of 78 weeks. In addition, parental leave is independent of the right to maternity leave. A birth father can take parental leave at the same time the birth mother is on her maternity or parental leave.

c) ADOPTION LEAVE

Turning Point Brewing Company also provides up to 78 weeks unpaid time off to care for a newly adopted child. Adoption leave can be taken by either parent or shared between parents.

ADMINISTRATION You are eligible to return to the position you held prior to your leave (or an alternate position of comparable pay, if your prior position is not available). You and your dependents will continue to be covered for health and dental coverage.

d) Any time on LOA will be considered as inactive service and as such not included in bonus calculations. You will maintain your vacation entitlement and continue to earn vacation credits during your leave. In case of maternity and parental leaves, the Company will pay out any unused vacation time as a lump sum payment on the first regularly scheduled payroll cycle following your return. If you prefer to instead take your unused vacation time immediately after your leave expires, please discuss your plans with your Manager and your People Manager before your leave begins. Your vacation entitlement will be paid in accordance with the applicable

provincial legislation on maternity and parental leaves and your employment contract. For more information, please speak with your local People Manager.

9.02 – JURY DUTY

When an employee is required to serve on a regular or coroner's jury, or is subpoenaed as a Crown witness, during his normal working hours he shall be granted a leave of absence. During this leave of absence, he shall receive the difference between his straight time rate of pay, (for hours necessarily absent and during which he would otherwise have been working), and the amount received for such jury duty or for attending as a Crown witness.

9.03 – UNION BUSINESS

The union executive will be granted a maximum total of eight (8) days per year as paid education leave.

9.04 – BEREAVEMENT

In the event of the death of an immediate relative as defined herein, employees shall receive a paid leave of absence as follows:

- a) Where the services are to be held locally or where the employee elects not to attend said services, they shall receive a leave of absence for not less than three (3) consecutive days and shall receive their regular days pay at the straight time rate of pay for each of such days absent on which they would otherwise have been working.
- b) For the purpose of this section, immediate relative shall mean one of the following: wife, husband, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law,

son-in-law, daughter-in-law, grandparents, grandchildren, sister-in-law, brother-in-law, common-law spouse, same sex spouse, step-parents, and step-children.

- c) In the event the funeral is outside of British Columbia, an additional one (1) day will be granted.
- d) In the event the funeral is outside Canada, an additional two (2) days will be granted.

ARTICLE 10 – TECHNOLOGICAL CHANGE

10.01 – TECHNOLOGICAL CHANGE

In a situation of technological change affecting a significant number of employees, it is understood that the company and the union will meet in good faith and develop an adjustment plan when needed as described in the BC Labour Relations Code section 54.

ARTICLE 11 – Welfare

11.01 – Employees Pension and Benefits

Pension and Benefits provided shall be the same as salary employees under this collective agreement are stated in the Turning Point employee handbook.

11.02 – SICK/PERSONAL DAYS

Each January 1st, employees will have access to (48) hours of sick/personal time at their base hourly rate.

Any unused portion of the sick time balance will be paid to the employee at their regular hourly rate on last pay before Christmas.

11.03 – SEVERANCE PAY

For the express purpose of more clearly defining the rights of the parties to the Collective Bargaining Agreement (the “Agreement”) dated for reference the 1st day of January, and not to alter the terms of the Agreement, the following interpretation is agreed and consented to:

In the event of a plant closure, all pay due to employees eligible for a separation payment as set out in this Section shall be paid as of the date of such plant closure.

The Employee Benefits under the Agreement, which will be maintained for three (3) months following such plant closure, are explicitly specified as:

Life Insurance; Medical, Surgical, Hospital, and Dental.

For greater certainty, but without broadening the interpretation of the above, Weekly Indemnity and Long-Term Disability benefits will continue for claims arising prior to plant closure in accordance with the terms of those plans. No coverage will be provided for potential claims arising subsequent to the date of plant closure.

In the event of plant closure, it is the Union’s position that an employee on an active Weekly Indemnity or Long-Term Disability claim should be eligible for severance and the continuation of such claim.

It is the Company's position that an employee on an active Weekly Indemnity claim as at the date of plant closure will be entitled to receive Weekly Indemnity benefits until he/she is able to return to active employment or has exhausted all benefits permitted under the Weekly Indemnity plan, whichever is earlier. At that time, he/she will be eligible to receive severance as at the date of plant closure.

Further, it is the Company's position that an employee on an active Weekly Indemnity claim as at the date of plant closure who has made a claim for Long Term Disability arising from the same injury and has satisfied or will satisfy the requirements of the benefit plan will be eligible for severance.

Further, it is the Company's position that an employee on an active Long-Term Disability Claim as at the date of Plant closure is not eligible for severance.

Should the need arise; the parties hereto agree to submit this issue to arbitration.

11.04 – MEDICAL NOTES

Any fees charged for the completion of the Weekly Indemnity claim form are the responsibility of the employee. When the company requires a medical note to justify an absence, the company reimburse the employee the cost of the medical certificate up to a maximum of fifty dollars (\$50). Upon presentation of a receipt.

ARTICLE 12 – GENERAL

12.01 – AMENITIES

All present amenities now enjoyed by the employees shall be kept in effect.

Current Amenities:

1. Coffee, tea, filtered water.
2. Coffee cups, stir sticks.
3. Sugar, salt & pepper packets.
4. Fresh creamer pods and 2% milk pods for coffee.
5. Free parking.
6. Storage lockers.

12.02 – DISCIPLINE

- a) Employees may only be given a written warning, notice of suspension, or be discharged for just and reasonable cause.
- b) Where written warning, suspension or discharge is imposed, the affected employee and the shop steward shall immediately be given copies of the disciplinary write up.
- c) Providing the employee has not been further disciplined for a similar offence after a period of twelve (12) months from the date of issuance in case of reprimands, and twenty-four (24) months in the case of suspensions, all disciplinary records shall be removed from the employee's file and thereafter shall not be relied upon for any purposes. Notwithstanding the foregoing, in any event the records shall be removed after a period of three (3) years from date of issuance.

12.03 – TOOL REPLACEMENT

The Company agrees to replace lost or worn tools used by employees in the course of their regular employment up to a maximum of five hundred dollar (\$500) per calendar year.

12.04 – WORK BREAKS

- a) The Company shall provide two (2) fifteen (15) minute paid rest periods: one (1) in the first half of the shift and one (1) in the second half of the shift. The two 15 (fifteen) minute breaks may be taken together as one half hour break at to the sole discretion of the Company.
- b) The employees will be given a one half hour unpaid approximately mid shift break.

12.05 – OVERTIME MEALS

When an employee is required to work more than two (2) hours overtime after their regular shift, they shall be afforded a paid half hour (0.5) meal break.

12.06 – SAFETY AND HEALTH

- a) It shall be the objective of the safety and health program to eliminate accidents and health hazards. The Company shall provide, wherever possible, a place free of recognized physical and health hazards in accordance with the Industrial Health and Safety Regulation according to the Worker's Compensation Act.
- b) Each employee agrees to wear the protective equipment made available by the Company and to adhere to the accident prevention rules and regulations.

- c) A joint safety and health committee shall be established in accordance with the Worker's Compensation Act. There shall be equal representation of both parties.
- d) All mandatory protective equipment shall be supplied free of cost with two (2) exceptions listed below:
 - 1. For WorkSafeBC approved safety shoes or boots, the Company shall pay the employee up to a maximum of two hundred and fifty dollars (\$250.00) per contract year. An allowance of one hundred dollars (\$100.00) towards the purchase of safety footwear shall be allowed to temporary and probationary employees not eligible for benefits as set out in Article 11.03.
 - 2. When required, safety glasses and frames with prescription will be supplied by the company every two years. The employee must request a voucher from their manager and get their glasses through the supplier identified by the company.
- e) The Company shall provide a proper lunchroom and sanitary conditions for all employees.
- f) New employees will be introduced to the department shop steward and inducted into the rules and operations of the Company. New employees will have sufficient time to be familiarized with the entire plant and introduce them to their fellow workers in the immediate vicinity.

The Company will supply a list of required safety wear, and regulations to all new employees.

12.07 – CONTRACT BOOKLETS

One hundred (100) Contract booklets shall be printed at the Company's expense. A copy shall be supplied to each Employee, with twenty (20) copies being supplied to the Union office.

ARTICLE 13 – GRIEVANCE PROCEDURE

13.01 – SHOP STEWARDS

Shop stewards, all of whom shall be employees of the Company, shall be chosen by the Union and recognized by the Company. There shall be a minimum of one (1) shop steward for each department.

13.02 – GRIEVANCE COMMITTEE

- a) There shall be a grievance negotiating committee, consisting of three (3) employees designated by the Union, and who shall be afforded such reasonable time off as may be required to attend meetings held at the request of the management or the grievance negotiating committee.
- b) The Union agrees to advise the Company of the names of the shop stewards and of the members of the grievance committee, in writing, and also of any changes from time to time.
- c) The Company agrees to advise the Union of the names of the members of their management committee, in writing, and also of any changes from time to time.

13.03 – PROCEDURAL STEPS – GRIEVANCE PROCEDURE

In case a grievance arises, the parties hereto shall make an honest effort to settle the difference by proceeding through the following steps until the grievance is settled, deemed to be abandoned or arbitrated.

STEP 1

The aggrieved employee shall notify their shop steward. The shop steward, with or without the aggrieved person, shall take up the matter with the supervisor within ten (10) working days of the event giving rise to the grievance.

STEP 2

Failing a satisfactory settlement, the grievance shall be put in writing on the grievance forms supplied by the Union and shall be signed by the aggrieved and the shop steward and be taken up between the grievance negotiating committee (limited to two (2) representatives) and the management committee. The management committee shall give their answer within 5 (five) days after the meeting (Saturdays, Sundays and holidays excluded).

STEP 3

If the matter has not been resolved, the Union and the Company shall each have the option of a further meeting involving the Union Business Agent and Company Representative, along with the respective grievance negotiating committee (limited to two (2) representatives) before proceeding to arbitration. Said meeting shall, wherever possible, take place within thirty (30) days of the Company's response at Step 2.

SINGLE ARBITRATOR

The grievance will be submitted to an Arbitration Board composed of a sole arbitrator, mutually agreed to by the Company and the Union, who shall act as chairman. At the time that either party serves notice, in writing, of its intention to proceed to arbitration it shall, at the same time, notify the other party of the name of its legal representative. The other party shall appoint its legal representative within five (5) calendar days of receiving written notice and these two (2) legal representatives shall agree on a person to act as sole arbitrator. Unless mutually agreed to, if they fail to agree within fourteen (14) calendar days from the appointment of the second legal representative, the Minister of Labour of British Columbia shall appoint a sole arbitrator.

Each of the parties shall bear the expenses of an arbitrator.

13.04 – GENERAL GRIEVANCE PROCEDURE

- a) Grievance involving discharge shall be placed in writing and dealt with by starting Step 2.

ARTICLE 14 – DURATION OF AGREEMENT

14.01 – Duration

This Agreement shall become in full force and effect from the date of ratification until Dec 31, 2028. All increases and modifications at ratification will be retroactive to January 1, 2025.

14.02 – Wage Classifications

Employees who reach a new service eligibility will be evaluated twice a year. Pay adjustment will occur on second pay of January & on their second pay of June.

Agreed to this on 09 day of April, 2025.

SIGNING FOR THE COMPANY:



Mario Page



Adi Rosenkrantz



Jessica Crisp

SIGNING FOR THE UNION:



Raj Dhaliwal



Georges Serhan



Yoshio Kimura

LETTER OF UNDERSTANDING #1

Service Employees International Union, Local 2, Branch 300 (the “Union”)

Turning Point Brewery (RTD CANADA Inc) (the “Company”)

Re: Apprenticeship Programs

The following represents an agreement between the parties in the administration of an Apprenticeship Program for Skilled Trades.

The Company, at its sole discretion, may hire Skilled Trade Apprentice(s) to work in each of the following categories in the Turning Point Brewery. However, no more than 2 Skilled Trade Apprentices with less than 3 years experience at the same time.

Millwright

Electrician

4th Class Powerhouse Engineer

The minimum education requirement for this position will be based on the specific schooling program requirements.

The Company will post for internal interest as per standard posting procedure. However, the selection will be at the sole discretion of the Company. Seniority of applicant is not a factor in selection.

Any current full-time employees will be red circled at their current wage rate. Once they reach the pay in the table below, the employee will be moved to the higher rate. For variable pay purposes their current wage will be used. All new hires into the program will be paid the following rates (they will not be eligible for variable pay):

Year in Program (based on hours) % of Trade Rate*

Year 1 55%

Year 2 65%

Year 3 75%

Year 4 85%

Year 5 90%

Apprentice will achieve 1 year of service after completing the following hours:

Electrician/4th Class Powerhouse Engineer/Millwright: 1,800 hours

Mechanic: 2,000 hours

Where applicable hours will be credited from previous employment against the hours of the 1st year of the apprenticeship.

When the apprentice is at school, hours will be credited at 40 hours/week.

School fees and books will be reimbursed by the company.

During periods of time where apprentices are not working, they may be eligible for Employment Insurance benefits.

Any apprentice, regardless of where they are in the program, will be required to successfully complete all requisite training as per Ministry guidelines. Apprentices can work independently on tasks and projects that fit within their skills and abilities as per the Ministry guidelines. The apprentice will be supervised by a full-time Skilled Trades person only as required by Ministry guidelines and as determined by the Company.

The candidates will be returned to their home department and current wage rate upon completion of the Program if no full-time trade is required or if they are not selected for a full-time trade position. This can be done at the full discretion of the Company.

Upon successful completion of the apprenticeship program, selected candidates hired into maintenance will be listed at the bottom of the appropriate seniority list for the purposes of job postings, all other seniority provisions will be applied normally.

If an apprentice quits the program before its completion, they will be returned to their home department and current department wage rate.

If an apprentice quits the program and the Company before its completion, they will be required to reimburse the Company for school fees and books.

If an apprentice completes the program and is offered employment at the Brewery and then subsequently terminates employment or is terminated with cause within twelve (12) months, then the employee shall reimburse the Company all costs covered by the Company and the wages paid during the Company funded additional program.

Reimbursement cost should be limited to \$15,000.

It is understood by both parties that if an employee must reimburse amounts to the Company, the Company shall have the right to deduct the amounts owed on the employee's paycheck(s). The Company and the Union will discuss a reasonable timeline for an employee to reimburse the amount due when it applies.

The successful candidates will be registered by the Company with SkillTradesBC and the Company will follow the Ministry Guidelines.

SkillsTradesBC

Skilled Trades/ Apprenticeships

8100 Granville Ave- 8th floor

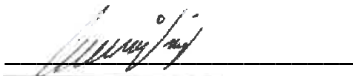
Richmond, BC V6Y 3T6

Qualification for overtime will be based on departmental equalization and the apprentice will be the last one to be asked. Credit will be allowed for overtime hours worked towards the apprenticeship, but only for the actual hours worked, and only in those instances where the work being performed is part of an uncompleted portion of the apprentices' work schedule.

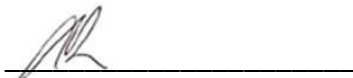
The Company reserves the right to select, hire and replace candidates at any time. The company also retains the right to suspend or cancel this program at any time. If a candidate is not successful in the apprentice program and is replaced for non-disciplinary reasons, they will return to their home department and wage rate.

Agreed to this on 09 day of April, 2025.

SIGNING FOR THE COMPANY:

A handwritten signature in blue ink, appearing to read 'Mario Page', written over a horizontal line.

Mario Page

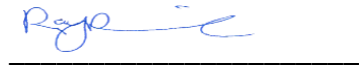
A handwritten signature in blue ink, appearing to read 'Adi Rosenkrantz', written over a horizontal line.

Adi Rosenkrantz

A handwritten signature in blue ink, appearing to read 'Jessica Crisp', written over a horizontal line.

Jessica Crisp

SIGNING FOR THE UNION:

A handwritten signature in blue ink, appearing to read 'Raj Dhaliwal', written over a horizontal line.

Raj Dhaliwal

A handwritten signature in blue ink, appearing to read 'Georges Serhan', written over a horizontal line.

Georges Serhan

A handwritten signature in blue ink, appearing to read 'Yoshio Kimura', written over a horizontal line.

Yoshio Kimura