

Agreement

Between

**Brewery, General and Professional
Workers' Union
Local #1**

and

**Labatt Breweries Ontario
Division of Labatt Brewing Company Limited
(London Plant)**

LONDON - CANADA

1996 - 2001

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SECTION 1

Recognition of Mutual Goals

All employees of the London Brewery share in the Goal of being the absolute leader in our industry. Our mission is to deliver the highest quality product in a safe, efficient and innovative manner, while at the same time being responsive to customer and employees' needs.

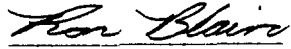
The achievement of the London Brewery Goal requires the combined efforts of the Company, Union and Employees. Therefore, and subject to all other clauses of this agreement, all employees' (both bargaining unit and managerial) will:

- a) Meaningfully participate in the decisions which affect them;
- b) Work within their dept. or work area and assume all tasks for which qualified;
- c) Willing to do any task which they are capable of performing safely and responsibly;
- d) Work in good faith toward the satisfaction of internal and external customer needs;
- e) Develop and maintain a high level of technical skill;
- f) Promote efficiency, economy, quality and continuous improvement;
- g) Support initiative, new ideas, trust, mutual respect, equitable treatment and cooperation;
- h) Communicate information promptly, accurately and completely;
- i) Assist in training other employees;
- j) Take pride in their work and promote and adhere to the highest standards.
- k) Provide support for those employees who have difficulty adapting to change or learning new processes;

- 1) Provide support for and, in implementing the foregoing goals, have an understanding **of** the individual and family needs of all employees



Le parling
Brewery Manager



Ron Blair
President. Local #1

1.01 *WHEREAS*, the parties hereto desire to co-operate in establishing and maintaining proper and suitable conditions in the Company which will tend to secure uniform and equitable terms of employment and conditions of labour satisfactory to the Company and the Union, and to provide methods of fair and peaceful adjustment of all disputes that may arise between the parties hereto or between those represented by them and who are affected by this Agreement, and in order *to* ensure, so far as possible, uninterrupted operation and general stabilization of the Company's business, and to ensure a proper and ethical conduct of the business and relations between the Company and the employees.

SECTION 2

2.01 The Company recognizes the Union as the sole collective bargaining agent for those of its employees listed and classified under the clause entitled "*Wage Rates and Classifications*" in this Agreement. New Classifications may be added from time to time when mutually agreed between the parties hereto.

2.02 The Company agrees that the Union may have the assistance of representatives from outside its own local in any negotiations or discussions between representatives of the parties hereto, provided that all such representatives are approved by Local #1.

2.03 Those employees not members of the bargaining unit shall not do the work of any employee covered by this Agreement unless with the consent of the Union.

SECTION 3

Discrimination

3.01 The Company and the Union agree there shall be no discrimination against any employee because of their race, color, sex or religious creed.

SECTION 4

Management Functions

4.01 The right to hire, promote, demote, discharge or discipline for just cause and to ensure the efficiency of the employees and of the Company's operation is the sole responsibility of the Company subject to the terms and conditions of this Agreement.

SECTION 5

Union Security

5.01 All employees in the bargaining unit are required to remain members of the Union in good standing for the duration of this Agreement as a condition of employment.

5.02 All new employees shall be called Temporary Employees or Probationary Employees.

- (1) The present system for the assessment of new employees will continue to operate as it has but that in recognition of certain concerns with this present system there will be more involvement and dialogue between the Line Manager and the employee. Where the Probationary Employee has, during their period of evaluations, a reporting relationship to more than one Line Manager, then all Line Managers for whom the employee has worked shall collectively make his/her probationary assessment.
- (2) A Temporary Employee may be released for unsuitability, in the sole discretion of the Company. In the event that a Temporary Employee is terminated for disciplinary reasons the standard of cause for review of the Company's decision shall be whether the decision was arbitrary, discriminatory or is in bad faith.
- (3) The Company shall have the unfettered right to use Temporary Employees on a twelve month basis annually in order to supplement its seniority workforce. Temporary Employees do not acquire

seniority as a result of time worked. The Union agrees that it will neither submit nor process any grievance of its own or by or on behalf of a Temporary Employee challenging the Company's utilization of Temporary Employees within the London plant and in particular, any grievance alleging that vacancies exist in permanent jobs as a result of the Company's utilization of Temporary Employees.

- (4) **A** Temporary Employee shall only be entitled to those rights and benefits prescribed by statute unless he/she is specifically accorded additional benefits and rights under the collective agreement.
- (5) **A** Probationary Employee must work 250 days in order to achieve seniority. In the case of a probationary employee with broken service, this broken service will be allowed to accumulate over a two (2) year period.

A Probationary Employee may be released for unsuitability, in the sole discretion of the Company. In the event that a Probationary Employee is terminated for disciplinary reasons, the standard of cause for review of the Company's decision shall be whether the decision was arbitrary, discriminatory or in bad faith.

In matters of layoff and recall Probationary Employees shall be entitled to preference over Temporary Employees.

Hiring Practices

5.03 In the matter of employment, the Company will give unemployed members of the Brewery, General and Professional Workers Union Local #1, who are in good standing with the Union and competent to perform the work, preference in employment.

5.04 Upon the employment of Probationary Employees or Temporary Employees the Union shall issue to each such employee upon payment of the required fee, a Union Permit Card.

Check Off

5.05 The Company will continue, as agent for the Union, the present voluntary revocable dues deduction agreement and all Union Dues and assessments shall be deducted from each weekly pay cheque. Such monies collected shall be paid to the *Secretary-Treasurer of the Union*, not later than the 10th day of the month following the month in which the deductions were made, accompanied with the list of the names of all employees for, and in behalf of whom such deductions have been made. Monthly statements showing the names of all additions and deletions of staff shall also be forwarded to the *Secretary-Treasurer of the Union*.

In the event that any such deductions are not made for reasons of sickness, vacations, leave of absence, etc., they shall be collected from the weekly pay cheque of the employee on their return to work. (*No more than two (2) weeks arrears in any one (1) week.*) The Union will inform the Payroll Department of any Union arrangements in force, regarding exemption from payment of Union Dues.

The Union can request the Company to change the amount of dues deducted no more than twice annually. Any request to change the amount of dues being deducted must be authorized by the Local Union.

SECTION 6

Union Activities

6.01 If the Union will give the Human Resources Manager twenty-four (24) hours notice of Union Executive meetings, he/she will arrange to have at least one Executive member from each of the five (5) departments released from work to attend the meeting.

Special Leave of Absence

6.02 The Company agrees to grant unpaid leave of absence, upon written application, for a period of not more than twelve (12) months or for the balance of the duration of this Agreement (*whichever is longer*) to any employee

who has been elected or appointed as an official of the Parent Union or of the Local Union or who has been elected to public office, if such duties require he/she to have leave of absence from Company duties on a full time basis.

Employees on such leave of absence may be continued as active members of the pension and welfare plans (*subject to applicable legislation and/or government regulations or directions*) upon payment of the total contributions to such plans whether from the Union or employee concerned. During such period of leave of absence the employee's seniority shall continue to accumulate as if he/she were employed at their regular post by the Company.

6.03 On each January 1 an Educational Leave of Absence Bank will be established which consists of one hundred (100) days total in each year for The Bargaining Unit. Upon written application by the Union President, the Union may request an Educational Leave of Absence for employees without loss of regular pay. Such application will be submitted to the Department Manager at least two (2) weeks in advance from the date for which the leave is requested. The purpose of such leave shall be limited to education related to union activities. The Department Manager will respond to the application within three (3) days of its receipt and permission for the leave of absence will not be unreasonably withheld.

Leaves of Absence must be requested for a minimum of one (1) day at a time. Any days which may remain in the Bank as of December 31st shall not be accumulated into the next year.

6.04 If an employee in the bargaining unit encounters a bona-fide picket line in the course of their normal duties there shall be an immediate conference between the parties hereto before any decision is made by either party as to whether the picket line should or should not be respected.

6.05 The Union President of Local #1 will receive the Maintenance Mechanic's "A" rate during his term in office as President.

The Company also agrees that if the Union President is defeated in an election held by Local #1 or resigns he/she may return to their former position. This understanding is given provided the Union agrees to any crew relocation's made necessary by the Presidents return to the work force.

SECTION 7

Seniority

7.01 The Company agrees to recognize the seniority rights of all employees who are members of the Union. Seniority is designed to give Union members an equitable measure of security based on length of service with the Company. Seniority will be the determining factor in layoff and choice of annual summer vacation period; and will be a factor in promotions and job assignments when a vacancy occurs.

7.02 Each employee will have seniority standing in the department in which he/she is employed. Except in the case of employees whose seniority rights have already been established an employee's seniority will be established in accordance with *Section 5.02* of this agreement.

7.03 An employee does not have seniority rights until he/she completes the probationary period. Once established, an employee's seniority date will remain unchanged except as provided for herein, and the employee's name will be placed on the department seniority list of the department within which he/she is working.

7.04 The Company agrees to compile and post departmental seniority lists of all Union employees within three (3) months after signing of the Agreement. Such lists shall be amended and reposted quarterly. If, within one (7) month after the first posting, an employee submits proof that their seniority date should be altered and such proof is accepted by the Company and the Union, an amendment will be made accordingly. The Company will also supply the Union with a copy of the seniority lists and the correction thereto.

7.05 The departments referred to above shall mean:

Brewing
Packaging
Staging
Distribution
Plant Services
Retail Store

7.06 The following Union Executive Officers: President, Vice-president, Secretary-Treasurer, and Recording Secretary shall hold top plant and departmental seniority during their terms of office for the purpose of lay-off only.

7.07 Departmental Executive Members and the Union Steward shall hold top departmental seniority during their terms of office for the purpose of lay-off and transfers out of their department only. In the event that more than one employee holds top departmental seniority, then the order of their seniority for purposes of lay-off or transfer out of their department only will be interpreted as being the order in which they are mentioned above.

7.08 An employee's seniority date will be established as set out in *Section 7.02* and no changes shall be made in an employee's seniority date, except as provided for therein or as in *Section 8* or *Section 12.11*.

SECTION 8

Termination of Seniority

8.01 Seniority will cease for any of the following reasons:

- (a) Where a permanent employee voluntarily resigns. **All** such resignations shall be in writing and signed by the employee concerned.
- (b) Where an employee is discharged for cause and such discharge is not reversed through the grievance procedure.
- (c) Where an employee obtains leave of absence for reasons other than those given when the request was made, for accepting unauthorized employment, or for failing to pay union dues, while on leave of absence.

Unauthorized employment is employment not approved by the Company and the Union.

- (d) Failure to notify the Company (accepting a call back to work after a lay-off) within seventy-two (72) hours (excluding Saturday and Sunday) of recall notification by registered mail of the last address on file with the Company, and failure to report to work within seven (7) days of acceptance of recall.
- (e) When an employee has their name withdrawn from Union membership. In the event this should occur, the Union will give the Company in writing the reasons for such action.
- (f) For employees with less than two (2) years seniority, a continuous lay-off of twelve (72) months or more will result in the termination of seniority. For those employees with seniority of two (2) years or more, a continuous lay-off of twenty-four (24) months or more will result in the termination of seniority.
- (g) Where an employee is absent from work for three (3) consecutive working days without having notified the Company and received permission to be absent in advance, unless the employee can demonstrate that he/she could not obtain advance permission.

SECTION 9

Special Leave of Absence During Lay-Off

9.01 During periods of lay-off, permanent employees may apply for special leave of absence if they have obtained steady work elsewhere. Such employees shall not be called for short periods of employment during the period of lay-offs, but they shall be required to comply with Section 8.01, paragraph (d), when they receive a formal recall.

9.02 The Company will not issue such formal recall unless the amount of work available *is* expected to last at least four (4) weeks, or unless there are no other laid-off permanent employees available.

9.03 Employees who are granted special leave of

absence will be required to pay Union Dues during the period of leave.

SECTION 10

Lay-Off and Recall

10.01 In the case of a lay-off, *Temporary Employees*, if any, and then *Probationary Employees* shall be laid off first plant wide, with the exception of skilled tradespersons whose services are mutually deemed to be essential for the efficient operation of the Company. Laid off employees will be allowed to replace more junior employees in other departments provided the employees exercising such rights are able and willing to do the job. Employees who exercise these rights would do so for the period of lay-off only and their security in the original department would not be affected.

10.02 Except in the case of extreme emergency, the Company will give permanent employees who are to be laid off notice on the bulletin boards three (3) working days prior to lay-off. If the employee is on leave of absence, or absent through sickness or on Worker's Compensation at the time of lay-off, the employee shall be subject to the lay-off provisions the same as if he/she were on active status.

10.03 Any employee who is laid off or continues to be laid off in violation of seniority must present a claim, in writing, to the Human Resources Department within three (3) working days from the date of notice of such employee's lay-off, otherwise it shall be deemed that compensation for time lost arising out of any wrongful lay-off is waived. The Company will promptly determine the merits of written claim and if it is found that the lay-off was unjust the affected employee will receive their straight time lost during such lay-off.

10.04 When rehiring takes place in any department, the reverse of *Section 10.01* will be followed (*i.e. laid off permanent employees will be recalled in order of their seniority within that department*). In the event that additional

employees are required by that department, then permanent laid off employees holding seniority in another department will be recalled in the order of their seniority. Permanent employees recalled to work in another department will not transfer their seniority rights to the department in which they are recalled except as provided for in *Section 11*.

Employees who hold top departmental seniority pursuant to *Article 7.07*, and who are laid off will be recalled in order of seniority.

10.05 Notification of recall shall be made by registered mail to the last address which the employee shall have recorded with the Company, and the Recording Secretary of the Union shall be notified thereof. It shall be the responsibility of the employee to keep the Company notified of their mailing address in order that he/she may be contacted within seventy-two (72) hours as provided in *Section 8.01 (d)*.

SECTION 11

Transfer and Work Assignments

11.01 In the event of a permanent transfer of an employee from one department to another, the said employee shall retain their accumulated seniority in the new department.

11.02 Employees may at any time apply for transfer from one permanent job to another, or from one shift to another (*other than nights to days*) within their department, or from one department to another, or for training programs relating to jobs within the bargaining unit.

An employee may also apply for transfer from one department to another for health reasons, providing Management and Union mutually agree this is a valid reason for application.

11.03 When permanent job vacancies arise or training programs conducted, those employees who have applied will be given first consideration, but other applications may be invited. Selection for such vacancies or training programs will be made on the basis of present qualifications or demonstrated ability to benefit from

training, but where other things are equal, seniority will apply. Selections made in accordance with this Article will be discussed with the Union.

11.04 Employees who apply but are not selected may discuss their application with the Department Manager concerned and if still dissatisfied may file a grievance commencing at Step 3.

11.05 Employees who voluntarily relinquish a higher hourly rated job for a lower rated job cannot return to the former job, except as provided for herein.

11.06 An employee transferred at their request to another department or to another job or shift in their department shall not be permitted to request another transfer unless he/she has spent twelve (12) months in that department, job or shift. This restriction shall not prevent an employee from applying for a posted day job at any time.

11.07 In assigning employees to daytime jobs, the senior employees shall be given preference if able and willing to do the job. A daytime job refers to a job where there is no shift work.

11.08 If any employee requests a transfer to a lower rated job because of personal preference, he/she will, if the transfer is made, be paid at the lower rate.

11.09 If any employee is transferred on the initiative of the Department Manager (*and not because of a request of the employee*) for the efficiency of the department, for his/her own good, or because of undisputed disability, he/she will be paid at the lower rate unless the employee has had at least seven (7) years service, or one (1) year continuous employment at the higher rate and in such case the employee will retain their rate until such time as the job rate exceeds the rate being paid. Thereafter, the employee will be paid the contract rate for the job.

11.10 In the event that such a transferred employee is retransferred to their original department before August 1st of the following year for production work, the employee will be paid the higher rate for the balance of the calendar year in which he/she was transferred plus a maximum of ten (10) months.

11.11 It is agreed that in arranging personnel for the different shift crews in the Packaging Department, the Company will post an Executive Member and a Steward in each crew. The posting will be based on the list of Executive Members and Stewards submitted to the Company by the Union.

11.12 Nothing in this Section shall affect the right of the Company to assign employees where necessary in order that the efficiency of the department is not impaired. Should an employee who has been transferred at their own request as outlined in *Section 11.02* be required to work in other areas because of production requirements, the employee will be returned to their regular shift or department when normal conditions exist. This will not affect the employees right of transfer as noted in *Section 11.02* above.

11.13 With the exception of Maintenance Mechanics who are covered independently herein, employees transferred or assigned temporarily to a job paying a higher rate of pay will be paid at the higher rate for all hours worked in the higher rated job. This section does not include employees while on work stabilization or a defined training program.

11.14 If at any time it becomes necessary to make transfers because of lack of work or departmental reorganization the following procedure will be followed:

- (a) The employee affected will first replace an employee with less seniority in his/her department, providing he/she has the ability and qualifications to perform the work.
- (b) If there is no one with less seniority in the department, or, if they should lack the ability and qualifications, they may then exercise their right to replace employees with less seniority in other departments. At the time of the transfer the Company will advise the employee and the Union as to whether the transfer is temporary or permanent.

After the employee is advised that he/she has been permanently transferred, he/she may submit a request for transfer to job vacancies as specified in *Section 11.02*.

11.15

- (a) The Company must supply adequate manpower in all operations in all departments at all times so that an employee will not be required to perform more than a fair days work.
- (b) Clause (a) 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 days work and accordingly changes in an employee's work load may be made so long as the resulting situation is not a violation of *Clause(a)*.
- (c) Whenever changes are to be introduced, which may affect bargaining unit personnel, the Company agrees to notify the Union as soon as it is practicable prior to finalization of plans. A meeting will be arranged with the Union to discuss an appropriate disposition of the employees affected.

11.16 Classifications During Overhaul

When a scheduled overhaul is planned and lay-offs are avoided through work stabilization, a list of selected employees to support the mechanical trades will be made by Management. Selection will be based on aptitude and ability for work. Compensation will be based on the following criteria:

- (a) Employees assigned to work with Maintenance Mechanics to perform jobs requiring mechanical skills will be paid the Maintenance Mechanic "C" rate for such work.
- (b) Employees assigned to work with Maintenance Mechanics or Painters to do routine general maintenance or painting work will be paid the Maintenance General Rate.

It is understood that the number of employees qualifying for the "C" Mechanic Rate is dependent upon the circumstances prevailing at the time the Company requests additional supporting staff for the mechanical trades.

It is also understood that, from time to time, there may be employees selected whose aptitude and ability to do the work assigned to them *is* to be assessed. Whenever this circumstance occurs, the employees will be paid the Maintenance General Rate for a period not to exceed eight (8) weeks.

It is also understood that employees who are assigned to other work stabilization jobs outside the Maintenance Department in order to avoid lay-off will be paid their regular rate.

The Company agrees to supply the Union with names of those employees who when performing work that required the use of their additional abilities would receive the "C" mechanic rate. This list will be updated from time to time as employees show their ability.

SECTION 12

Promotion and Vacancies

12.01 Promotions or allocations to better paid jobs or to more desirable jobs within the bargaining unit shall be based on seniority provided that the applicants have the ability and are qualified and considering the efficient operation of the Company. In the event that a senior employee lacks necessary training, the Company will arrange to give **the** necessary training wherever in the opinion of the Management, this is practicable.

12.02 Except in the Packaging Department, the Company agrees to post for fifteen (15) working days all vacancies for permanent jobs in the bargaining unit. The Company is not obligated to consider applications which are received after the expiration of the fifteen (15) working days.

12.03 The Company agrees to post summer vacancies in the Retail Store no less than fifteen (15) working days before the vacancies arise. The most senior employees will be selected from applicants provided they are approved by the Marketing department.

12.04 All permanent vacancies will be posted on all plant bulletin boards and will set out the nature of the job, the

qualifications required, and such other information as may be necessary. All permanent employees may apply for such jobs.

12.05 The Company agrees to fill such vacancies from the list of applicants subject to the provisions set out in "Section 72.07" above. If a vacancy cannot be filled from the list of applicants, the Company may select another candidate.

12.06 The Company shall have the right to fill vacancies temporarily pending a permanent appointment to the position.

12.07 Upon appointment to a new position, the selected employee will undergo the normal three (3) month probationary period, but such period may be extended in specific instances after discussion and agreement with the Union. If an employee demonstrates that he/she will not qualify within the probationary period, he/she may be required to return to their former position before such time without prejudice and without loss of seniority.

The selected employee may, within the above probationary period, request a return to his/her former position if he/she provides reasons satisfactory to the Company for such request. In the event that the employee is permitted to so return, he/she shall not be eligible to apply for any further posted jobs for a period of one year from the date of his/her return to their former job. This restriction shall not prevent an employee from applying for a posted day job at any time.

Line Manager and **Other** Non-Bargaining Unit Positions

12.08 The same posting procedure for Line Manager positions will be followed except that the Company maintains the right to invite other applicants. All Line Manager appointments shall be posted on bulletin boards as soon as the appointments are decided on and before the appointee assumes their new duties. It is agreed that before Line Manager appointments are announced, the Company will advise the Union of its selection but nothing

in this section shall affect the right of any applicant having greater seniority to submit a grievance if he/she feels that they have been discriminated against as a result of such decision, but such grievance shall not be arbitrable.

12.09 With qualifications for the job being given full and prime consideration, employees having the greatest seniority shall be given preference for promotions to Line Manager positions.

12.10 The Company may post other job opportunities outside the bargaining unit to give Union members an opportunity to apply but the postings of such jobs shall not be considered a contractual matter or governed in any way by the terms of this Agreement.

12.11 If a permanent employee transfers to a non-bargaining unit Company position he/she will continue to pay Union dues for a period of six (6) months from the date of their transfer, the employees seniority in the bargaining unit shall be frozen as at the date of their transfer, and the employee will forfeit his/her seniority in the bargaining unit unless he/she transfers back to the bargaining unit within six (6) months from the date of the transfer. The Company will deduct the required dues and remit them to the Union.

12.12 Withdrawal cards will be issued free by the Union to those who qualify under the constitution and By-Laws of the Union.

12.13 If an employee from the bargaining unit is selected for a position outside the bargaining unit the normal probationary period will be three (3) months, but such period may be extended in specific instances after discussion and agreement with the Union. If an employee demonstrates that he/she will not qualify within the probationary period, the employee may be required to return to their former position before such time without prejudice and without loss of seniority.

12.14 The procedure for filling temporary Line Manager positions will be the same as for permanent non-bargaining unit vacancies. While working in such a position, bargaining

unit employees will be paid the rate as set out in the Wage Classifications as "Group Leader".

SECTION 13

Reprimands, Suspensions and Dismissals

13.01 In the event of a decision by the Company to dismiss an employee who is a dues-paying member of the Union, such decision shall immediately be subject to review by the Company and the Union, and shall, if desired by either party, be treated as a grievance in the third step of the grievance procedure in *Section 15* of this Agreement. Failing a mutually satisfactory agreement as to justification for dismissal within two (2) working days from the date such dismissal took place, the matter shall be carried through the remaining steps of the grievance procedure. The Company and the Union may mutually agree in writing to extend the two (2) day time limit referred to above.

13.02 In any hearing conducted as a result of the terms of the foregoing paragraph, the employee concerned and the Management Representative on whose initiative disciplinary action is being taken, shall both be present.

13.03 No employee shall be reprimanded, suspended or dismissed except in the presence of a Shop Steward or a Union Executive member. In dismissal cases, the Union President or his/her nominees must be present. An employee may be sent home pending possible disciplinary action. The employee will be given a fair and just hearing before any disciplinary action is taken. In all cases, confirmation of the disciplinary action taken and the reasons for such action will be given to the employee, the Union President or his/her nominee and the Human Resources Department in writing within three (3) working days.

13.04 No employee shall be suspended later than two (2) working days (*excluding Saturday, Sunday and Statutory Holidays*) after the alleged offense, or after the discovery of the alleged offense, unless this time is extended by agreement, in writing, between the Company and the Union

Executive. Reasonable time extensions will be granted if requested.

13.05 If it is found that an employee has been unjustly discharged or suspended, such employee shall be reinstated with pay from the date of his/her discharge or suspension.

13.06 Proper disciplinary action to be taken will be determined by the gravity of the offense and the time elapsed since the last offense. If an employee has not been formally disciplined for an interval of twelve (72) months or thirty (30) months in the case of suspension his/her previous offenses will not be referred to in the event that further disciplinary action is necessary. Any continuing punitive action taken at the time the employee was disciplined will cease at the expiration of the time limits set above.

SECTION 14

Sickness or Disability

14.01 Sickness or disability resulting from an accident while engaged in the work of the Company shall not be cause for dismissal. Upon recovery, an employee who has been sick or disabled shall return to their former position provided he/she is capable of performing these duties. If unable to perform their regular duties, the Company will assign the employee to work which he/she is able to perform if such work can be provided.

14.02 If, because of illness, a permanent employee is not able to complete their shift after having worked at least two (2) hours, he/she shall be sent home and shall be paid for the balance of the shift. In the case of an accident causing injury to a permanent employee so severe that the employee is unable to continue work, he/she shall be paid for the balance of the shift.

No employee will leave work without first reporting to their Line Manager and the Health Services Department whenever an attendant is on duty. The Company may require proof of illness by a doctor's certificate to be

obtained at Company' expense, if any, by the employee whenever requested. The Company also undertakes to reimburse employees for out of pocket expenses relating to physician's forms necessary to claim benefits under the Welfare Plan.

14.03 Medical Exams

In the event that the Ministry of Transportation requires a transport employee to undergo a medical examination, the Company will reimburse the employee for the full cost of such examination provided that:

- a) The employee agrees to permit such examination to be conducted by a Company appointed physician;
- b) In the event that the employee wishes to have such examination conducted by his family physician he may request approval in advance of such appointment from the Company for reimbursement.

Should an employee unilaterally decide to undergo the medical examination by a physician of his/her choosing, he/she will be responsible for all costs associated with such examination.

SECTION 15

Grievance Procedure

15.01 An employee with a complaint will first discuss the matter with their Line Manager. The employee may choose to be accompanied by a Shop Steward. Failing satisfactory resolve, the matter shall be submitted as a grievance to the procedure as herein provided.

15.02 A grievance is any controversy, complaint or misunderstanding or dispute arising as to the meaning, application or observance of any provision of this Agreement. All grievances must be submitted in writing at the First Step within ten (70) working days from the time that the alleged violation of the Collective Agreement took place.

15.03 Any grievance submitted in the First Step of the grievance procedure and required to go to Fourth Step,

shall be promptly attended to, with a maximum of five (5) days between each step unless an extension is mutually agreed to.

15.04 The procedure for discussion of any grievances which may arise shall be as follows:

FIRST STEP:

By discussion between the employee concerned with the Shop Steward, or a member of the Grievance Committee, and their Line Manager.

SECOND STEP:

Between the employee concerned, jointly with one or more members of the Grievance Committee, their Line Manager and the Department Manager.

THIRD STEP:

Between the employee concerned, jointly with one or more members of the Grievance Committee, the Department Manager and the Brewery Manager or his/her Nominee.

FOURTH STEP:

Between the Chairperson of the Grievance Committee and the Executive Council of the Union and the Ontario Director his/her Nominee. The Union may also choose to be represented by an executive member of the Brewery General and Professional Workers Union.

FIFTH STEP:

If the Union does not agree with the Company's decision given at Fourth Step, the grievance may be referred to Arbitration under *Section 15.06* within ninety (90) working days of the Fourth Step answer. Any grievance not referred to Arbitration within the time limit specified herein shall be considered to have been abandoned.

15.05 The Company guarantees to all employees that their standing within the plant, or with the Company, will not be prejudiced in any way because of their action in carrying complaints and grievances to higher management levels when there has been failure to settle such complaints and grievances satisfactorily through their immediate Line Managers.

15.06 Where a difference arises between the parties relating to the interpretation, application, or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either of the parties may, after exhausting any grievance procedure established by this Agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an arbitration board. The Recipient of the notice shall, within five (5) days, advise the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five (5) days of the appointment of the second of them, appoint a third person who shall be the Chairperson. If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a Chairperson, within the time limit, the appointment shall be made by the Minister of Labour for Ontario, upon the request of either party. The arbitration board shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it. The decision of a majority shall be the decision of the arbitration board, but if there is no majority the decision of the Chairperson shall govern. The reasonable costs of such arbitration including the fees and expenses, stenographic services, etc., of the Chairperson, shall be equally shared by both parties to the Agreement and each party shall pay the expenses, if any, of its own nominee to the arbitration board.

Modification of Penalties

15.07 Where an arbitrator or arbitration board determines that an employee has been discharged or otherwise disciplined by an employer for cause and the Collective Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration, the arbitrator or arbitration board may substitute another penalty for the discharge or discipline that seems reasonable in the circumstances.

SECTION 16

Work Stoppages

16.01 There shall be no strikes or lockouts so long as this Agreement continues in effect.

16.02 In the event of any stoppages of work, the Union agrees that such Union members as may be required to protect and maintain Company property in operating condition, to protect products from damage, and to maintain, operate and protect essential services, such as water, power, heating, sanitation, fire protection and security services, shall be permitted to perform such work.

SECTION 17

Welfare Plan

17.01 The Company will provide a *Welfare Plan* and a *Pension Plan* for its employees, the particulars of which, are set out in policies and other documents carrying such plans, and the details shall be summarized in the printed Agreement booklet following the signature page.

The employee's share of any Unemployment Insurance Premium Rebate will be retained by the Company to offset a portion of the cost of benefit improvements contained in this Agreement.

Uniform Supply

17.02 The Company undertakes to continue its present practice with respect to uniform supply for permanent employees.

Safety Shoes

It shall be compulsory for all employees to wear safety shoes or safety boots. The Company shall provide each employee on the seniority list with safety shoes or safety boots on a replacement basis, at no cost to the employee on approval of their Line Manager. Employees not on the seniority list will have the opportunity to purchase safety shoes from the Company.

Sick Leave

17.03 On each January 1st, six (6) days (*at employees base rate*) will be credited to a sick leave bank for each permanent employee. These credits will be used to offset loss of pay for working days not covered by the insured Weekly Indemnity benefit. Any unused portion of the sick bank will be paid to the employee in cash on the last payday before Christmas. A complete explanation of the sick leave plan shall be summarized in the printed Agreement booklet following the signature page.

Health and Safety

17.04 The Company must institute and maintain all reasonable precautions for safeguarding the health and safety of its employees. Both the Company and the Union recognize their mutual obligations to assist in the prevention, correction and elimination of unhealthy and unsafe working conditions and practices. All employees must adhere to safe working practices.

The Company and the Union also recognize their obligations regarding the Employee Assistance Program.

17.05 The Company and the Union agree to maintain the established Joint Health and Safety Committee (*JHSC*) in accordance with the Occupational Health and Safety Act and its regulations. The Union representation on the Committee shall be equal to the number of departments or as agreed upon by the JHSC.

The Union shall select all work representatives as per the Act.

The Company will make every reasonable effort to facilitate the training of Safety Representatives in their duties as outlined in the Occupational Health and Safety Act and in conjunction with JHSC. This training may consist of both in-plant instruction and selected training off site. The Company agrees to pay the wages of the Union employees while attending such approved training.

Ambulance Services

17.06 Should an employee incur an ambulance expense for oneself or one of their dependents which is not fully covered by O.H.I.P., the Company will reimburse the employee for such expense upon submission of the appropriate receipt.

SECTION 18

Wage Rates and Classifications

18.01 The following minimum scale of wages shall be paid to permanent employees effective from the date below:

Table #1

	Jan. 1 1996	Jan. 1 1997	Jan. 1 1998
Bottlers, Operating Machines	23.15	23.60	24.15
Other Bottlers	23.10	23.55	24.10
Brewing Department	23.15	23.60	24.15
Truck Drivers (60km :)	23.40	23.85	24.40
Truck Drivers (other)	23.20	23.65	24.20
Janitors	23.10	23.55	24.10
Retail Store Employees	23.20	23.65	24.20
Garage Mechanics (Auto)	27.07	27.60	28.24
Auto Mechanic "B"	25.29	25.74	26.29
Maintenance Mechanics "A"	27.07	27.60	28.24
Maintenance Mechanics "B"	25.29	25.74	26.29
Maintenance Mechanics "C"	23.95	24.40	24.95
Maintenance (General)	23.19	23.64	24.19
Painters	25.29	25.74	26.29

Table #2

	Jan. 1 1999	Jan. 1 2000	Jan. 1 2001
Bottlers, Operating Machines	24.80	25.45	26.20
Other Bottlers	24.75	25.40	26.15
Brewing Department	24.80	25.45	26.20
Truck Drivers (60 km radius)	25.05	25.70	26.45
Truck Drivers (other)	24.85	25.50	26.25
Janitors	24.75	25.40	26.15
Retail Store Employees	24.85	25.50	26.25
Garage Mechanics (Auto)	29.00	29.76	30.64
Auto Mechanic "B"	26.94	27.59	28.34
Maintenance Mechanics "A"	29.00	29.76	30.64
Maintenance Mechanics "B"	26.94	27.59	28.34
Maintenance Mechanics "C"	25.60	26.25	27.00
Maintenance (General)	24.84	25.49	26.24
Painters	26.94	27.59	28.34

When an employee is temporarily assigned as a Group Leader, their normal rate will be increased by 10%.

	Jan. 1 1996	Jan. 1 1997	Jan. 1 1999	Jan. 1 2001
Temporary Rate	11.39	11.59	11.84	11.99

Maintenance Mechanics Classifications

18.03 Employees in the *Plant Services Department* must be willing to exercise job leadership with work stabilization employees and may be assigned to any type of work which is required in the plant when not required in their regular trades.

18.04 The status of *Tradespersons "B" and "C"* will be reviewed by the Company annually. Those qualified for progression to higher status will be promoted. Those not deemed qualified will be given reasons for the decision and shall have recourse to the grievance procedure if not satisfied.

18.05 Persons hired to fill the position of *Maintenance Mechanic* after the signing of this Agreement will commence their employment at the "*B*" rate, and if satisfactory will move to the "*A*" rate after having worked sixty (60) days. Those not deemed qualified will be given reasons for the decision and shall have recourse to the grievance procedure if not satisfied.

18.06 The following criteria will be used by the Plant Engineer in classifying maintenance personnel:

Maintenance Mechanics "A" — Class "*A*" refers to the highest trained person who shall have had the proper training and experience according to plant maintenance requirements. If tradesperson, they must be capable of skillfully doing any plant maintenance job within their trades without supervision and be regularly employed at such, and be capable of directing the work of other Plant Services employees.

Maintenance Mechanics "B" — Class "*B*" refers to employees who are so trained that they are able to do as good a job as a Class "*A*" employee in certain types of work, but will require more supervision and instruction in other types of work. They must be qualified to do without supervision, and may be regularly assigned to work requiring the skill and experience of a qualified tradesperson in their specified trades. They must be capable of directing the work of others.

Maintenance Mechanics "C" — Maintenance Mechanics Class "C" are employees who primarily assist Maintenance Mechanics, either "A" or "B". Maintenance General. These employees are semi-skilled employees who regularly perform routine tasks.

SECTION 19

Hours of Work and Overtime Pay

Section "A"

and

Drivers Employed on Highway Transport Work

Section "B"

SECTION "A"

19.01 Eight hours (*seven and one-half hours work, plus rest periods or lunch time*) shall constitute a day's work and five (5) eight (8) hour days shall constitute a week's work. Where shifts are necessary, they will be rotated whenever possible as a plant policy. All work in excess of eight (8) hours in any one day, or in excess of forty (40) hours in any one week shall be paid for at the rate of time and one-half. Any work in excess of eleven (11) hours in one day shall be paid at the rate of double time. In a calendar week in which one or more plant holidays is observed, the number of days in that week which may be worked at straight time shall be reduced by the number of such holidays (*as listed in Section 20*).

19.02 Hours of work in the Brewing Department, Plant Services, Maintenance Mechanics and Shipping and Receiving Departments, must necessarily fluctuate with Production and Processing requirements. The objective of the Company shall be to schedule as many employees as possible on five (5) consecutive days in each week. Saturday will be a premium day with pay at the rate of

time and one-half for all hours worked.

19.03 For production employees in the Packaging Department and Truck Drivers, other than Highway, the work week shall consist of five (5) eight (8) hour days Monday to Friday, (*C, A or B shift*) and any work performed on Saturday will be paid for at the rate of time and one-half.

19.04 Employees in the Garage and Bottling (*excluding Local Truck Drivers and Production employees*) Departments will be regularly scheduled to work on five (5) consecutive days commencing Monday, Tuesday, or Wednesday.

19.05 The Company will endeavour to schedule work on Monday to Friday work week for as many other employees as practicable.

19.06 The Company will endeavour to arrange regular shifts and work schedules mutually satisfactory to both parties. The Company agrees to notify the Union before making any changes in group, departmental, or plant work schedules. Tentative work schedules are to be posted one week in advance.

19.07 Employees required to work on a Sunday or Statutory Holiday shall be paid at the rate of double time for all hours worked. Any work performed on a Sunday or Statutory Holiday after an employee has worked forty (40) hours in that week will be paid for at double time and one-half. In a week in which one or more Statutory Holidays occur, the work week will be reduced by eight (8) hours per Statutory Holiday for the purpose of calculating overtime for Sunday.

19.08 Any work performed after eight (8) hours on any one Sunday will be paid for at the rate of double time and one-half and work performed after eight (8) hours on any one Statutory Holiday will be paid for at the rate of triple time and one-half.

Call Back

19.09 When an employee is called back to work after he/she has completed their shift, for a specific job, and before

the one hour period preceding their next regular shift, the employee will be paid for the time worked at the appropriate overtime rate subject to a minimum payment of four (4) hours at such overtime rate for each call back.

If called in within the one hour period preceding the starting time of their regular shift, the employee will be paid for such extra work at the appropriate overtime rate with no minimum payment guaranteed.

Appropriate overtime rates mean time and one-half on Monday to Saturday, inclusive, double time on Sundays and Statutory Holidays, and triple time and one-half for hours worked on a Statutory Holiday in excess of eight (8) hours.

Any premium hours paid for under this clause will not be used for calculating overtime adjustment in relation to daily or weekly hours worked.

Change of Work Schedules

19.10 In the event that an employee's normal shift is changed from their posted hours of work for the week by two (2) or more hours, the employee will receive overtime rates for all hours worked during the first such change in a week.

19.11 If any employee reports for work on a scheduled shift without having been informed previously not to report, unless his/her failure to receive notice not to report is due to absence without just cause from their last shift, and less than four (4) hours work is available for the employee, he/she shall be given four (4) hours pay notwithstanding.

19.12 Employees who work overtime over and above their regular daily or weekly hours shall not be required to take time off to offset such overtime.

19.13 In the event an employee works overtime either prior to and/or after their regularly scheduled shift it is mandatory for the employee to have a minimum of eight (8) hours off duty seven (7) hours off duty in the event of a double back work opportunity) prior to the commencement of their next scheduled shift. This does not apply to a short term "call

back” situation as described in ‘Article **19.09’**

The maximum number of continuous hours any employee may work is twelve (72) hours. Only in the event of an emergency will maintenance employees be allowed to work a maximum of sixteen (76) continuous hours. An emergency shall be defined as anything that interferes with production.

In the event a skilled tradesperson is required to work more than twelve (12) hours in any one day, he/she will be excused from work the succeeding day, if so desired, except in the case of extreme emergency.

19.14 If overtime is required, notice shall be given two (2) hours before the end of the employee’s preceding shift, except for work required to complete production runs and in the case of emergency repair work required for the continuance of production. Where such notice cannot be given, overtime shall be on a voluntary basis. As far as possible, overtime work will be equally distributed among the permanent employees.

19.15 If an employee is required to work overtime hours immediately prior to their normal shift in order to replace a scheduled employee who is not available, he/she will be paid, in addition to any amounts he/she is paid under this Agreement, one-half hour’s pay for each of not more than four (4) hours worked immediately prior to the first shift during the week that such overtime hours are required.

Relief During Overtime

19.16 If an employee is scheduled to work at least two (2) hours in addition to their regular shift the employee shall be allowed an additional fifteen (75) minute rest periods at the beginning of the overtime period and every two (2) hours of overtime worked thereafter. If an employee is required to work overtime for any reason and is not notified of the duration, he/she shall be given a fifteen (15) minute break at the beginning of the overtime period.

Paid Lunch

19.17 Employees who are required to work as much as three (3) hours overtime continuous with their regular shift shall be granted a meal allowance of at least two dollars and fifty cents (\$2.50).

19.18 Before calculating any overtime payment for hours in excess of forty (40) in a week, any hours for which premium payment has been payable shall first be deducted from the total hours worked.

Highway Drivers Employed on Highway Transport Work

SECTION 'B'

Rates for Drivers employed on Delivery Work

- .01 This Section has no application to employees performing hostling or shuttling operations or other employees employed on yard or non-delivery work.
- .02 Drivers will be compensated by a combination of Flat Rate, Hourly Rate, Kilometer Rate and or Pallet Handled Rate.
- .03 Unless indicated otherwise, the hourly rate shall mean the rate for Truck Driver sixty (60) Kilometer Radius or Local Drivers.

Flat Rate

a) Pre and Post Trip Functions

Drivers will be entitled to one pre trip and one post trip payment on a daily basis for each of these periods. The payment shall be as follows:

1996	11.70	5.85
1997	11.93	5.96
1998	12.20	6.10
1999	12.53	6.26
2000	12.85	6.43
2001	13.23	6.61

Pre and post trip activities include, if necessary, the initial trailer hookup of the day and the final trailer drop of the day's work, a circle check, truck fueling and preparing bills.

b) Breaks

A driver will be entitled to two (2) fifteen (15) minute breaks per work day provided that he/she has worked a minimum of six (6) hours that workday. A driver who works less than six (6) hours is entitled to one (1) fifteen (15) minute break. The fifteen (15) minute paid work breaks will be paid according to the following:

Year	15 Minute Break Payment
1996	5.85
1997	5.96
1998	6.10
1999	6.26
2000	6.43
2001	6.61

Year	Multipool Delivery Rate
1996	5.85
1997	5.96
1998	6.10
1999	6.26
2000	6.43
2001	6.61

d) Trailer Drops and Hookups

Compensation for trailer drops and hookups (*other than the first and last functions*) will be paid as follows for each combined drop and hook:

Year	Trailer Drops and Hookups
1996	6.50
1997	6.75
1998	7.00
1999	7.25
2000	7.50
2001	7.75

Hourly Rate

a) Sixty (60) Kilometer Radius from Home Terminal

The company will pay the applicable hourly rate for all hours worked by drivers within a sixty (60) kilometer radius of the driver's home terminal. Time to be taken from the Tachometer card. No other payments shall be made within this area. The Company shall establish standards in cooperation with the Union for runs within the sixty (60) kilometer radius.

b) Plant Holidays

A driver who qualifies for plant holiday pay will be compensated for eight (8) hours for each such holiday at the hourly rate.

c) Downtime Outside the Sixty (60) Kilometer Radius

A driver will be compensated for legitimate downtime (*defined below*) at the hourly rates listed below. A driver is expected to make every effort to call the Dispatcher within the first hour of downtime incurred. Downtime is defined as the direct result of:

- 1) Waiting time for a load at a plant (*including a tanker*) or a distribution centre or a tractor.
- 2) A Brewer's Retail store dock or equipment

breakdown, other delivery truck occupying delivery docks and stores not open.

- 3) Mechanical breakdown of Company tractor/trailer equipment.
- 4) Official road closure or non official road closure which results in more than a sixty (60) minute delay with the understanding that delay time on a trip is cumulative.

It is understood that normally congested traffic conditions (*in the absence of outside causes (accident, etc.)* or non-extreme weather conditions do not constitute road closure.

- 5) Accidents involving the Company vehicle operated by the driver.

No compensation shall be payable for the first thirty (30) minutes of each downtime occurrence on *item 2* above.

Year	Downtime Hourly Rates
1996	23.10
1997	23.85
1998	24.40
99	25.05
2000	25.70
2001	26.45

If a driver is obliged to lay over for more than one (7) full day away from a Company Terminal, he/she will be credited with eight (8) hours work and compensated at the hourly rate for each full day held over.

d) Other Absences

Base daily earnings for the purpose of calculating Long Term Disability and Weekly Indemnity payments shall be deemed to be the hourly rate for drivers times eight (8) hours. Sick days, Bereavement Leave, Jury and Crown Witness pay, Union Educational Leave, L.C.B.O.

Edict Days and vacation pay, and bonus shall be calculated and paid based on the hourly rate time eight (8) per day.

Kilometer Rate

A driver will be compensated at kilometer rate per kilometer driven as outlined below for all Ontario deliveries and pickups for which rates are not applicable. A driver will not be paid hourly rate and the kilometer rate for the same distance driven. The Company and the Union will agree to kilometer standards for as many trips as possible and will publish the standards. In the event that there is change in legislation whereby the maximum traveling speed on Hwy. 401 is reduced, the Company will adjust the kilometer rate accordingly.

Year	Kilometer Rate
1996	\$.294
1997	\$.299
1998	\$.304
1999	\$.314
2000	\$.324
2001	\$.334

For those deliveries and pickups that do not fit into the standards, the kilometers driven will be taken from the tachograph and/or the tractor hub odometer.

Pallet Delivery and Pick-up Rate

Payment for Pallet Delivery and/or Pick Up will be made as described below where the driver stays with the trailer at a call and assists the customer to the extent that he/she is allowed to do so in the delivery and/or pick up of full pallet lifts. A driver will be compensated for full pallet lift deliveries of product or pickup of full pallet lifts of empty containers or returned

product at the following rates per full pallet lift:

Year	Pallet Delivery/ Pick-up Rates
1996	\$0.90
1997	\$0.92
1998	\$0.94
1999	\$0.96
2000	\$0.99
2001	\$1.02

General

- 1) When a driver's dispatch requires he/she to perform both a hourly rate delivery/pickup and a kilometer rate delivery/pickup on the same trip, he/she shall be paid the kilometer rate for all kilometers driven **plus** the appropriate multipool delivery payment for each additional call. In addition, if there are other payments appropriate to the deliveries/pickups, he/she shall be paid for these
- 2) In the event that the Company decides to domicile drivers in Ontario locations other than Toronto or London, the Union agrees that it will cooperate with the Company in establishing zone rates for the new location in question.

All employees domiciled at such locations, (*which are considered as distribution centres*) will be Bargaining Unit employees. They shall be covered by the terms of the Collective Agreement, at the closest plant location; however, in the event that such a distribution centre closes, employees hired by the Company after November 14, 1993, shall not have any rights to relocate to the plant. In the case that a current seniority driver relocates from London or Toronto to one of these distribution centres, and subsequently, it closes, then he/she will be able to exercise her/his seniority rights to relocate back to the plant.

The parties agree that this provision does not expand the geographic scope of the Union's recognition and jurisdiction as defined in the Collective Agreement.

- 3) If work is available, all drivers will be offered sufficient work each week to allow them to gross the equivalent of forty (40) hours pay at the straight time hourly rate. For each day of absence from work by the driver, for any reason, eight (8) hours will be deducted from the above forty (40) hours.
- 4) Seniority drivers who indicate their preference to the Company for extra work will have preference over Temporary Employees, (*who have completed the equivalent of forty (40) hours that week*) and to the extent that they are available for work.

Employees who want to work more than the equivalent of forty (40) hours will be accommodated having regard to the economic consequences to the Company, it being understood that the Company reserves the right to contract out loads.

- 5) Drivers who feel that they are getting less additional work than other drivers, can bring this to the attention of Dispatch management for review and where appropriate redress in the form of additional work opportunities will be made.
- 6) The Company will continue to allow drivers who have runs of seven hours or more, ten (10) hours free time when at home and nine (9) hours free time when away from home, before reporting for a further run.

Premium Compensation For Delivery Drivers

Deliveries that commence within the hours of 12:01 a.m. Saturday to 7:59 p.m. Sunday, will be compensated at the premium rate of 150% of the Kilometer rate or Hourly Rate.

Kilometers driven or hours worked that commence on a Statutory Holiday between the hours of 12:01 a.m. to 11:59 p.m. will be compensated at the premium rate of 150% of the Kilometer Rate or Hourly Rate as well as 150% of all applicable flat rates for functions performed.

Seniority drivers (*who have available hours of work left the week*) will have preference over temporary drivers for deliveries which are compensated at the premium rate.

Hostler Overtime

All deliveries/pickups to outside storage warehouses within the London city limits performed by hostlers, will be compensated at the appropriate overtime rate pursuant to 'Article 19.01'.

Temporary Drivers

The following are the applicable rates for Temporary Drivers:

Year	Hourly Rate	Km Rate	Pre-trip	Drop & Hook	Pallet P/U & Delivery
1997	\$14.28	\$0.172	\$7.14	\$3.96	\$0.55
1999	\$14.53	\$0.175	\$7.27	\$4.20	\$0.56
2001	\$14.68	\$0.177	\$7.34	\$4.28	\$0.57

Year	Break	Multi-pool Delivery
1997	\$3.57	\$3.57
1999	\$3.63	\$3.63
2001	\$3.67	\$3.67

The company will give preference by seniority, to drivers who wish to work primarily within the sixty (60) kilometer radius of their home terminal. However, the Company retains the right to dispatch drivers in a manner consistent with the best economic interests of the business.

SECTION 20

Statutory Holidays

20.01 The Company will observe the following plant holidays:

New Years Day	Good Friday
Easter Monday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Christmas Day	Boxing Day
January 2nd	

An additional (*12th*) holiday will be granted if declared by the Provincial Government.

These holidays will be observed on the following dates:

Good Friday	Fri. April 5	Fri. March 28	Fri. April 10
Easter Monday	Mon. April 8	Mon. March 31	Mon. April 13
Victoria Day	Mon. May 20	Mon. May 19	Mon. May 18
Canada Day	Mon. July 1	Mon. June 30	Mon. June 29
Civic Holiday	Mon. Aug. 5	Mon. Aug. 4	Mon. Aug. 3
Day	Mon. Sept. 2	Mon. Sept. 1	Mon. Sept.
Thanksgiving Day	Mon. Oct. 14	Mon. Oct. 13	Mon. Oct. 12
Christmas Day	Wed. Dec. 25	Thurs. Dec. 25	Fri. Dec. 25
Boxing Day	Thurs. Dec. 26	Fri. Dec. 26	Mon. Dec. 28
New Year's	Wed. Jan. 1, 1997	Thurs. Jan. 1, 1998	Fri. Jan. 1, 1999
January 2nd	Thurs. Jan. 2, 1997	Fri. Jan. 2, 1998	(Jan. 2, 1999) Mon. Jan 4 1999

	1999	2000	2001
Good Friday	Fri. Apr. 2	Fri. Apr. 21	Fri. Apr. 13
Easter Monday	Mon. Apr. 5	Mon. Apr. 24	Mon. Apr. 16
Victoria Day	Mon. May 24	Mon. May 22	Mon. May 21
Canada Day	Fri. July 2	Mon. July 3	Mon. July 2
Civic Holiday	Mon. Aug. 2	Mon. Aug. 7	Mon. Aug. 6
Labour Day	Mon. Sept. 6	Mon. Sept. 4	Mon. Sept. 3
Thanksgiving Day	Mon. Oct. 11	Mon. Oct. 9	Mon. Oct. 8
Christmas Day	Fri. Dec. 24	Mon. Dec. 25	Tues. Dec. 25
Boxing Day	Mon. Dec. 27	Tues. Dec. 26	Wed. Dec. 26
New Year's Day	<i>(Jan. 1, 2000)</i> Mon. Jan. 3, 2000	Mon. Dec. 31, 2001	<i>(Jan. 2, 2002)</i> Jan. 2nd, 2001
January 2nd	<i>(Jan. 2, 2000)</i> Tues. Jan. 4, 2000	Tues. Jan. 2, 2001	Tues. Jan. 1, 2002

20.02 Employees on the seniority lists other than those laid off or on leave of absence will receive eight (8) hours straight pay for each of such holidays without being required to work on such days.

20.03 Probationary employees and Temporary Employees will be eligible for pay for Statutory Holidays provided they have worked at least five (5) days during the twenty (20) working days immediately preceding the Statutory Holiday; and, have been at work, as scheduled, the day before and the day after the said Statutory Holiday.

20.04 When a Statutory Holiday is observed during an employee's annual vacation, payment for the holiday will be made in addition to the employee's vacation pay. Such Statutory Holidays may be taken consecutively with the annual vacation provided that a request is made one month prior to the employee's vacation, and that the employee's

Department Manager agrees to it. It is understood that permission will not be unreasonably withheld.

20.05 The additional closures required by the Liquor Control Act of Ontario shall be observed with pay with respect to Retail Store employees as follows:

- (a) No work shall be performed by Retail Store employees on such days.
- (b) For the purpose of calculating weekly overtime, a Retail Store employee shall be presumed to have worked eight (8) hours at straight time on such days even though no work is performed.
- (c) If a Retail Store employee voluntarily elects to work on their regular day off in the week in which a closure is observed, the employee shall be paid at straight time for hours worked on that day provided that if the employee who has worked on their regular day off is laid off for lack of work in that week, he/she will then be paid at the rate of time and one-half for the hours worked on their day off.
- (d) The employee has worked at least five (5) days during the twenty (20) working days immediately preceding the day on which such closure is observed and,
- (e) The Retail Store employee has not been absent without permission on the last work day scheduled for the employee immediately prior to the day on which the said closure is observed, or the first day scheduled for the employee immediately after the day on which the said day is observed.

20.06 Employees working in the Retail Store, shall have as one of their scheduled days off, one Saturday per month.

20.07 All truck drivers will be credited with eight (8) hours pay for non-selling days in the B.W. Company by virtue of L.C.B.O. edict applicable throughout the entire Province. Where such a holiday occurs during an employee's vacation period, he/she will receive an additional day's pay.

20.08 In any work week in which an L.C.B.O. holiday which is not Province wide is declared and in which a driver has worked less than forty (**40**) hours, solely because of the holiday, the Company will credit the driver with sufficient hours, up to a maximum of eight (8) hours, to bring the drivers total hours for that week to forty (**40**) hours. Drivers required to work on the holiday will do so at straight time.

20.09 Penalty rates for employees working shifts on the holidays listed above shall be deemed applicable on the three shifts of the day in question, the holiday being defined for all purposes as commencing at 12:01 a.m. and ending at 11:59 p.m.

SECTION 21

Vacations

21.01 On May 1st in each year, vacation leave will be established for all regular employees according to the following scale:

- (a) regular employees who have achieved seniority as of **May 1st — 1 week.**
- (b) regular employees who have one year, but less than three years of seniority as of **May 1st — 2 weeks.**
- (c) regular employees who have three years seniority, but less than eight years as of **May 1st — 3 weeks.**
- (d) regular employees who have eight years, but less than fifteen years of seniority as of **May 1st — 4 weeks.**
- (e) regular employees who have fifteen years, but less than twenty years of seniority as of **May 1st — 5 weeks.**
- (f) regular employees who have twenty or more years of seniority as of **May 1st — 6 weeks.**
- (g) regular employees who have twenty-five or more years of seniority as of **May 1st — 7 weeks.**
- (h) Employees shall be eligible for their 4th, 5th, 6th, and 7th week of vacation following their 8th, 15th, 20th,

and 25th anniversary of employment.

- (i) as of May 1st in each year, employees who have been in the employ of the Company for a period of twelve (72) months or more, but who have lost more than fifty (50) working days during the twelve (72) month period preceding May 1st for any reason other than illness verified to the satisfaction of the Company may at the employee's option, be given two weeks summer vacation with payment amounting to 4% of his earnings during the twelve (72) month period preceding May 1st or the employee may elect to work for all or part of such summer vacation time, but shall be entitled to receive 4% vacation payment.

21.02 Summer vacation shall be limited to two consecutive weeks which will be scheduled in a fifteen (15) week period to include the first week in June and the second week in September.

21.03 Vacations shall be taken by seniority, regardless of shift, and work scheduled will be arranged in order that an employee will have sixteen (76) consecutive days when they take their annual vacation.

21.04 It is understood that whenever possible the employee can take their vacation at a time other than specified in this Agreement. However each Department will set out a policy to cover the following:

- (a) cut-off dates for selection of vacations and selection periods;
- (b) splitting of annual vacations;
- (c) the number of employees to be away at any one time; and
- (d) vacation blocks and overlaps.

It is also understood that employees who elect to take their annual vacations outside the summer vacation period will be granted first choice for both annual and service vacations.

21.05 Service vacation shall be taken outside the regular summer vacation period.

21.06 For each week of vacation leave an employee will receive forty (40) hours pay at their current hourly wage rate based on straight time.

21.07 Vacation Bonus: In addition to the normal vacation pay provided by *Section 21.01*, a vacation bonus for certain employees will be established on May 1st of each year when vacation leaves are established. Assuming that all service vacation leave will be paid for on the basis of wage rates then in effect vacation bonus will be paid at the commencement of the employee's annual vacation.

The vacation bonus will be calculated as follows:

(a) Employees with three (3) years or more seniority as of May 1st will be entitled to a vacation bonus of 20% of their normal vacation payment.

21.08 All termination's shall be handled on the following basis:

(a) Employees who had received their vacation earned as of May 1st prior to termination shall receive a pro-rata payment of 4%, 6%, 8%, 10%, 12%, and 14% as applicable of earnings from May 1st to date of termination.

(b) Employees who had not received their earned vacation as of May 1st prior to termination shall receive their regular vacation pay in addition to a pro-rata payment of 4%, 6%, 8%, 10%, 12%, or 14% as applicable of earnings from May 1st.

(c) Probationary Employees and Temporary Employees shall be entitled only to vacation pay in accordance with provisions of the Employment Standards Act.

On termination, an employee will receive any vacation bonus to which he/she is entitled.

21.09

(a) An employee continuously absent from work for a period in excess of 104 weeks shall not be entitled to any vacation entitlement thereafter until further entitlement is earned by resumption of active service.

(b) Near the conclusion of the vacation year, an employee

with unused vacation entitlement who is then in receipt of Weekly Indemnity or Long Term Disability benefits and who has not been continuously absent from work in excess of 104 weeks shall:

- ① cease to receive such benefits and be placed **on** vacation leave until their unused vacation entitlement is exhausted; and,
- ② resume receipt of disability benefits, if still qualified, once their vacation credits are exhausted;

An employee whose disability benefits are interrupted as described above, shall have their eligible benefit period extended by the number of weeks for which he/she has been placed on vacation leave by the Company pursuant to this clause.

SECTION 22

Bereavement

22.01 Should a death occur in the immediate family, Permanent Employees will be granted three (3) working days leave of absence with pay in order to make funeral arrangements or to attend the funeral. Immediate family includes husband or wife, mother, father, sister, brother, child, mother-in-law, father-in-law, and grandparents. One day leave of absence will be granted for attending the funeral of an aunt, uncle, brother-in-law, or sister-in-law. Leave to attend the funeral of a non-relative may also be granted but without pay.

22.02 Permanent employees who serve as pallbearers at the funeral of a fellow employee shall be paid up to eight (8) hours regular pay for time not worked on a scheduled shift.

SECTION 23

Jury Duty

23.01 Should an employee be called for jury duty or as a Crown subpoenaed witness, the Company will reimburse

the employee for the difference between jury pay (*or conduct money*) and wages equivalent to eight **(8)** hours of straight time pay at their regular rate for work time he/she has actually lost due to jury or witness duty. The employee shall present proof of monies received **as** jury pay or conduct money.

SECTION 24

Educational Leave Of Absence

24.01 The Company may grant a leave of absence without pay to employees who enroll in a University, or a Community College on a full time basis in order to pursue a recognized degree or diploma. In order to qualify for such leave of absence, an employee must have achieved at least three (3) years seniority with the Company as of their date of application for leave. While on leave of absence, the employee's welfare benefits will be discontinued and their pension benefits and seniority will be frozen. The employee will have the right to return to work on a full time basis provided that he/she continues to meet the Company's qualifications for employment and provided that their seniority is sufficient. The employee will have no right to return to their former position until there is a vacancy in that department at which time the position will be filled in accordance with the procedures as set out in '*Section 72*' of this agreement.

The Company agrees to offer to the employee a position in the bargaining unit during the summer vacation period or semester break provided that work is available and provided that the employee gives the Company at least one month's notice of their desire to return to work. During this period, the employee will be eligible for all the benefits of a permanent employee under the collective agreement.

An employee on such leave of absence will be required to renew their status annually. Failure to do so will indicate to the Company that the employee has resigned their position and therefore has relinquished all rights to return to work. Further, when the employee completes or quits their course of study he/she must

reapply to return to work within one (7) week. Failure to do so shall result in deemed dismissal from employment.

SECTION 25

Guaranteed Wage Plan

25.01 The Guaranteed Wage Plan, which is a supplement to this Agreement, is intended to provide assistance for those eligible employees who have one or more years of seniority who are laid off as a result of the application of the foregoing lay-off clauses, and is not to be construed as authorization to alter existing practices.

SECTION 26

Separation Pay

26.01 A regular employee shall be entitled to separation pay as set out in subsection 26.03 provided he/she has not been excluded by subsection 26.02 and provided the employee meets any of the following eligibility provisions:

- a) if the employee is terminated for a reason other than set out in subsection 26.02;
- b) if the employee is laid off and on any date during their layoff the hours scheduled for the employee during the previous twelve (12) consecutive months were less than fifty percent (50%) of normal full time hours provided they are not eligible for any Company or Government pension or for benefits under the Company's insured Weekly Indemnity or Long Term disability Plans;
- c) in special cases where a laid off employee appears to have little prospect of recall to regular work within a period of six months he/she may request immediate termination and separation pay, and with the concurrence of the Company and the Union this may be granted notwithstanding the eligibility clause in (b) above;
- d) if the employee is ultimately designated for indefinite

lay off as a result of a major technological change as provided in Section 28.02;

An employee eligible for a separation payment hereunder must apply for it not later than six months after he/she first become eligible therefore, otherwise their right to such payment shall be canceled.

Notwithstanding the above if the Company permanently discontinues an operation, an employee laid off as a result thereof must apply for and shall receive any separation pay to which he/she is entitled without waiting the six month period.

26.02 Notwithstanding subsection *26.01*, an employee shall be excluded from separation pay eligibility if:

- a) the employee quits;
- b) the employee is terminated for just cause;
- c) the employee is terminated under Section 8 of the Collective Agreement;
- d) the employee has been terminated because of specific direction or decree from any Government authority which has the effect of curtailing any of the Company's operations; unless
 - i) the direction or decree is the result of an illegal act committed by the Company or one of its representatives, or
 - ii) the direction or decree purports to change the method of beer retailing within the Province;
- e) the employee has been laid off because of any act of war or the hostile act of any foreign power or by any act of sabotage or insurrection or by any act of God;
- f) the employee is laid off and has arranged with the Company to take leave of absence without pay for a specific period in lieu of their layoff;
- g) the employee is in receipt of income replacement benefits under the Weekly Indemnity or Long Term Disability Plans or the Worker's Compensations Act;

h) the employee is entitled to receive any pension under the Company or Government Pension Plan.

26.03 The amount of the separation payment of an eligible employee shall be equal to:

- a) one week's base earnings (*computed on the basis of their hourly rate in effect as of time of layoff*) multiplied by the number of their completed years of seniority (*as used for vacation entitlement*) as of the last day he/she actively worked in the Bargaining unit, plus
- b) for employees classified as probationary or regular employees prior to March 21, 1988, an additional Three Hundred and Seventy-five dollars (\$375.00) multiplied by their completed years of seniority used in (a) above to a maximum of 15 years. However, such eligible employee who applied for separation pay at the time he/she first becomes eligible therefor shall have their separation pay under this part (b) calculated as one week's base earnings (*computed on the basis of their hourly rate in effect as of the time of layoff*) multiplied by the number of their completed years of seniority used in (a) above to a maximum of fifteen (15) years. If there is a permanent closure of a brewery, the fifteen (15) year maximum is replaced with a thirty (30) year maximum.

26.04 The Company shall be authorized to deduct from any separation pay payable to an employee hereunder the amount of any Guaranteed Wage Plan payment made to such employee which the employee was not entitled to receive.

26.05 If an employee applies for and accepts a separation payment hereunder, their employment is terminated and their seniority and other rights under the Collective Bargaining Agreement are canceled.

SECTION 27

Duplication Of Benefits

27.01 An employee shall not receive wages or other allowances such as Holiday Pay, Vacation Pay, Weekly

Indemnity, Long Term Disability, Workers' Compensation, or other similar benefits from more than one source for the same day or part day.

SECTION 28

Technological Change

28.01 In the event that, during this collective agreement, the Company plans to introduce a major technological change which it anticipates will directly result in the indefinite layoff of ten **(70)** or more regular employees, the following shall apply:

- (a) The company will give the Union notice of such technological change at least sixty (60) days before the date on which the technological change is to be effected. After giving notice, the Company shall identify by job classification, the number of jobs to be displaced.

The jobs to be displaced shall be grouped by the Company for the purposes of paragraph (c) herein.

- (b) The Company will meet and discuss with the Union the redeployment of the affected regular employees in accordance with the provisions of the collective agreement and the provisions as set out in the Guaranteed Wage Plan (*GWP*); and, in so doing, shall designate the employees to be indefinitely laid off;
- (c) During the first thirty (30) days of the notice period and prior to effecting any layoffs or separations under the Collective Agreement, the Company shall canvass employees eligible for special early retirement ('eligible employees') as to their willingness to elect special early retirement. Such eligible employees shall be approached within each group determined in paragraph (a) in order of seniority and, if they choose to take special early retirement within the above thirty (30) days thereafter, will receive a Technological Change Bonus (*TCB*). The *TCB* will be determined by dividing the total amount of the separation pay entitlement of all the employees designated for indefinite layoff in

paragraph (b) above, by the total number of employees so designated. The number of special early retirees in any group who may receive the TCB will not exceed the number of jobs in that group which are to be permanently displaced by the technological change and, if a greater number of eligible employees in any group so elect to take special early retirement, the TCB will only be paid to the most senior of them.

28.02 If,

(a) the number of eligible employees in any group who elect to take special early retirement is less than the number of jobs in that group to be permanently displaced by the technological change,

or

(b) the Company did not anticipate the number of layoffs but the introduction of the major technological change actually directly results in the indefinite layoff of ten (70) or more regular employees, the following provisions shall apply:

- (i) the employees ultimately designated for indefinite layoff hereunder, will be permitted to elect separation and to terminate from the Company prior to their scheduled date of layoff. Those employees so electing and termination from the Company shall be entitled to receive the amount of separation payment calculated in accordance with Section 26 hereto. If any of those employees were classified as probationary or regular employees prior to March 21, 1988, their separation payment calculation shall include an additional One Thousand Dollars (\$7,000.);
- (ii) those employees designated for indefinite layoff hereunder who do not elect to terminate from the Company pursuant to the provisions of the preceding paragraph, and who are eligible for participation in the Guaranteed Wage Plan, shall receive the benefits provided for under that Plan. In addition such employees shall receive an

additional eight (8) weeks of benefit entitlement under that Plan, subject to the following conditions:

- a) an employee may use the additional eight (8) weeks **of** entitlement only once during their employment, and notwithstanding **Section 8** of the Plan, the eight (8) weeks can never be restored;
- b) the additional eight (8) weeks of entitlement shall be the first weeks used.

SECTION 29

COST OF LIVING ALLOWANCE

Cost of Living 1996 - 1997

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 1996 to December 31, 1996, the first pay period following publication of the December, 1996 Consumer Price Index (1971 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (1971 = 100), in the period from January 1, 1996 to December 31, 1996 calculated by subtracting the Consumer Price Index (1971 = 100) for the month of December, 1995, after adding thereto 4.5% of the December, 1995 Consumer Price Index (1971 = 100), from the Consumer Price Index (1971 = 100) for the month of December, 1996.

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 1997 to December 31, 1997, the first pay period following publication of the December, 1997 Consumer Price Index (1977 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (1971 = 100), in the period from January 1, 1997 to December 31, 1997 calculated by subtracting the Consumer Price Index (1971 = 100) for the month of December, 1996, after adding thereto 4.5% of the December, 1996 Consumer Price Index (1977 = 100), from the Consumer Price Index (1971 = 100) for the month of December, 1997.

Cost of Living 1998 - 1999

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 1998 to December 31, 1998, the first pay period following publication of the December, 1998 Consumer Price Index (7977 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (7977 = 100), in the period from January 1, 1998 to December 31, 1998 calculated by subtracting the Consumer Price Index (7977 = 100) for the month of December, 1997, after adding thereto 4.5% of the December, 1997 Consumer Price Index (7977 = 100), from the Consumer Price Index (1971 = 100) for the month of December, 1998.

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 1999 to December 31, 1999, the first pay period following publication of the December, 1999 Consumer Price Index (7977 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (7977 = 100), in the period from January 1, 1999 to December 31, 1999 calculated by subtracting the Consumer Price Index (1971 = 100) for the month of December, 1998, after adding thereto 4.5% of the December, 1998 Consumer Price Index (1971 = 100), from the Consumer Price Index (1971 = 100) for the month of December, 1999.

Cost of Living - 2000 - 2001

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 2000 to December 31, 2000, the first pay period following publication of the December, 2000 Consumer Price Index (1977 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (1977 = 100), in the period from January 1, 2000 to December 31, 2000 calculated by subtracting the Consumer Price Index (1971 = 700) for the month of December, 1999, after adding thereto 4.5% of the December, 1999 Consumer Price Index (1977 = 100), from the Consumer Price index (1971 = 100) for the month of December, 2000.

A Cost of Living Allowance in a lump sum payment will be paid to regular employees for all hours worked, including vacation and statutory holidays, in the period from January 1, 2001 to December 31, 2001, the first pay period following publication of the December, 2001 Consumer Price Index (1977 = 100), the basis of \$.01 per hour for each full .3 change in the Consumer Price Index (1971 = 100), in the period from January 1, 2001 to December 31, 2001 calculated by subtracting the Consumer Price Index (1971 = 100) for the month of December, 2000, after adding thereto 4.5% of the December, 2000 Consumer Price Index (1971 = 100), from the Consumer Price index (1971 = 700) for the month of December, 2001.

SECTION 30

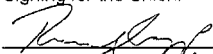
Duration and Revision of Agreement

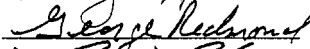
30.01 This Agreement shall remain in full force and effect for seventy-two (72) months, effective from the effective date until December 31, 2001, and shall remain in effect from year to year thereafter, unless notice of not less than thirty (30) and not more than sixty (60) days prior to the expiration of this Agreement is given by either party to


the other party of their intention to revise or amend this Agreement.


IN WITNESS whereof the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on this, the 14th day of June, 1996.

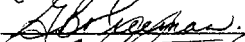
Signing for the Union:

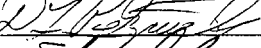





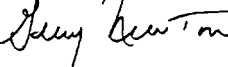




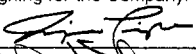





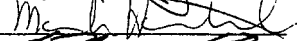


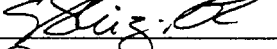



Signing for the Company:

















Appendix “A”

Memorandum of Agreement Re: *Weekend Work Schedule*

Between:

Labatt Breweries Ontario

and

**Brewery, General and Professional Workers’ Union
Local 304 (*Toronto*) and Local #1 (*London Brewery*)**

During negotiations the parties agreed to the following terms and conditions of employment for employees who will be working a Weekend Shift Schedule. It is intended that the following will cover all conditions of employment, however it is recognized that certain provisions of the collective agreement will continue to be applicable to Weekend Workers. Where the provisions of the two agreements conflict, this Memorandum will prevail. Where this memorandum is silent, the provisions in the main body of the collective agreement will apply with any modifications necessary to give efficacy to this Memorandum. It is intended that a Weekend Schedule employee shall not be able to duplicate or pyramid any benefits or entitlements and that he/she should not enjoy terms and conditions of employment superior to those extended to eight (8) hour shift workers except as specifically set out in the Memorandum.

The parties agree as follows:

1. Hours of Work and Payment

The Company may implement a weekend work schedule consisting of two (2) twelve (12) hour shifts on each of Saturday and Sunday of any week.

Payment of twenty (20) hours pay will be made for

each twelve (12) hour shift worked. Total pay is forty (40) hours at the employee's applicable straight time rate of pay.

2. Notice and Duration

The Company will give affected employees three (3) weeks notice of its intent to start the Weekend Work Schedule.

The Weekend Schedule shall be in effect for a minimum of eight (8) weeks duration when worked during the months of May through August. During other months of the year, the Weekend Schedule shall be in effect for a minimum of four (4) weeks duration. Where the Weekend Schedule is put into effect in order to avoid the layoff of employees during overhauls, no minimum duration is required.

3. Staffing

The Company will post annually during the first sixty (60) days of the year for volunteers who wish to work the Weekend Schedule. Selection of employees will be based on seniority amongst qualified competent applicants. Successful applicants shall remain on the Weekend Schedule for one year. In the first year of operation, the Company will post for volunteers who shall commit to work the weekend for six (6) months.

Temporary Employee's will be used to supplement the seniority employee workforce. In the event that the company's needs cannot be filled with volunteers and Temporary Employees, the least junior, qualified competent employees will be required to work the weekend schedule.

Interviews for first time applicants will be conducted by management with representation from the Union present, and the purpose shall be to advise the applicant of the conditions of the position and provisions of this memorandum.

Employees who are on the Weekend Schedule will not be eligible for weekday overtime. Upon return to a weekday work schedule, such employee will be credited

with the average overtime hours worked by employees in his overtime distribution group to that date.

Replacements for absent Weekend schedule employees will be drawn from the list of employees who have signified an interest in working Weekend Schedule but who are not currently assigned thereto. In the event that insufficient volunteers are found, the junior most qualified competent employee will be required to work. Payment for weekend time worked by replacement workers shall be in accordance with 'Article 79' of the Collective Agreement.

An employee who posts on to the Weekend Schedule may be granted advance permission by his supervisor to be absent from a scheduled shift provided that he has arranged an approved, qualified and competent replacement for himself/herself. His/her replacement will pay the wages which the Weekend employee would have earned had he/she worked the shift in question.

4. Lunch and Breaks

In addition to the lunches and breaks stipulated in the Collective Agreement, Weekend Schedule employees will be entitled to an additional fifteen minute break.

5. Weekly Indemnity/Sick Days

For weekend employees eligible for weekly indemnity, the unpaid waiting period shall be one day *i.e.* 20 hours pay. For weekend employees eligible for the forty-eight (48) hours sick time bank, payment for shifts missed due to illness will be made on an hour for hour basis out of the employees bank.

6. Sudden Illness

For seniority employees, the same qualifications outlined in 'Article 74.02' of the Collective Agreement shall apply. Payment will be made on the following basis. The Company will be obliged to pay for hours lost between and including the third and eighth hours of the shift. The maximum number of lost hours for which the Company is

obliged to pay on any one shift is six (6). Any remaining lost hours for which the employee seeks compensation shall be deducted from the sick time bank.

Hours paid by the Company or deducted from the employee's bank will be at the rate of 1.67 times the employees applicable hourly rate.

The Company reserves the right to remove a Weekend Schedule employee from such schedule if, in the Company's discretion, that employee's incidence of sudden illness is appreciably above the norm for Weekend Shift employees.

7. Holidays

Eight (8) hours holiday pay at straight time rates will be made to each eligible Weekend employee who qualifies for the holiday payment.

No premium payment will be made for work performed on the day observed as the holiday or the calendar day of the holiday. In keeping with the philosophy of the Weekend Schedule, the following will apply:

Monday Holiday — Weekend Work Schedule is Saturday and Monday with Sunday off.

Friday Holiday — Weekend Work Schedule is Friday and Sunday with Saturday off.

8. Bereavement

Leave shall be considered to start on the calendar day immediately following the date of death and shall be a total of three (3) consecutive days.

An employee shall be compensated for up to twenty-four (24) hours (on the basis of 1.67 times his/her applicable straight time hourly rate for each hour missed) for scheduled weekend shifts missed the leave period described above.

9. Meal Allowance

No meal payment to employees on the Weekend Schedule.

10. Shift Premium

Shift premium shall be paid on the basis of actual hours worked in accordance with the provisions of 'Article 18.02'.

11. Vacation

A week of vacation shall be comprised of a Saturday, Sunday and the remaining five (5) days of that week, with Sunday being the seventh day of the week.

12. Jury Duty/Crown Subpoena

For lost scheduled weekend shifts, payment shall be at the rate of 1.67 times the employees straight time hourly rate for each hour lost due to jury or Crown witness duty.

In the event that a weekend shift employee serves jury duty or as a crown witness during the Monday to Friday period, the following will apply:

One (1) day of service - no pay. Employee must work his/her weekend schedule.

Two (2) or Three (3) days of service - twenty (20) hours pay and employee must work one day on the weekend.

Four (4) or Five (5) days of service - Forty (40) hours pay and employee is not required to work.

In all cases, the determination regarding an employee's entitlement and obligations will be made with reference to the weekend which follows the employee's first day of service.

The requisite proof of service must be made by the employee in order to claim payment and any monies received by the employee for such service shall be deducted from the Company's payment to him or her.

13. Absenteeism

Should a Weekend Shift employee experience absenteeism appreciably above the norm for Weekend Shift employees, the Company reserves the right to transfer such employee off the Weekend Shift Schedule. Such transfer **will** only be made after the employee has been given an opportunity to correct his/her attendance (*meeting with Manager and Steward*) to improve to the norm.

For the Union:



Ron Blain
President, Local #1

For the Company:



Mike Tighe
Human Resource, Manager

Appendix "B"

Guaranteed Wage Plan

AGREEMENT between Labatt Breweries Ontario, Division of Labatt Brewing Company Limited (*London Brewery*) and Brewery, General and Professional Workers' Union, Local #1.

WHEREAS the Company has entered into a Collective Agreement with the above named Union covering a bargaining unit in London.

AND WHEREAS the said Parties have agreed to make this supplementary Agreement which is to be a supplement to the said Collective Agreement, and any grievances arising out of the administration of this supplement may be dealt with under the Grievance Procedure of the Collective Agreement.

NOW THEREFORE the parties agree to the continuation of the *Guaranteed Wage Plan* as hereinafter set forth with such continuation to become effective on the 1st day of September, 1991, or on any later date on which approval for continuation has been received from the Federal Government holding that:

- (a) The Plan meets the requirement of *Employment and Immigration Canada* with respect to *Supplemental Unemployment Benefit Plans*,
- (b) Payments by the Company pursuant to this Plan will be classed as deductible expenses for corporate income tax purposes, and,
- (c) The receipt by employees of the benefits provided by this Plan will not disqualify such employees from receiving any part of the *Unemployment Insurance Benefits* which they would otherwise be entitled.

1. Purpose

The purpose of this Plan is to provide a method of guaranteeing income to certain employees who are *Laid Off*.

2. Eligibility for Participation in the Plan

Any *Regular Hourly* rated employee having at least one (1) year of seniority determined as of the *September 1st* immediately preceding their *Lay-Off* shall be eligible to participate in this Plan.

Notwithstanding the above, employees not classified as *Regular Employees* prior to March 21st, 1988 (*the date of ratification*) shall not be eligible to participate in this Plan until September 1st of the year following the employee's attainment of three (3) years of seniority.

3. Exceptions

This Plan has no application to and provides no benefits for:

- (a) Employees who have been *Laid Off* for disciplinary reasons and if such *Lay-off* is questioned under the *Grievance Procedure* of the Collective Agreement final disposition of any grievance will determine the employee's status under the Plan.
- (b) Employees who have been Laid-Off because of any *Strike, Lockout, Slow-Down, Picketing* or other action by employees of this Company or by employees of any other employer who are represented for collective bargaining purposes by any of the Unions which were party to the Labatt Memorandum of Agreement which led to the renewal of this Plan, or by any Local thereof or successor Unions thereto.
- (c) Employees who have been terminated because of specific direction or decree from any Governmental authority which has the affect of curtailing any of the Company's operations; unless
 - (i) The direction or decree is the result of an illegal act committed by the Company or one of its representatives; or
 - (ii) The direction or decree purports to change the method of beer distribution or beer retailing within the Province of Ontario; or

- (d) Employees who have been *Laid-Off* because of any act of war or the hostile act of any foreign power or by any act of sabotage or insurrection or by any act of God.
- (e) Employees who are *Laid-Off* and who have arranged with the Company to take a *Leave of Absence* without pay for a specific period in lieu of their lay-off. These employees will be deemed to have opted out of the Plan for such period.

4. Disqualification for Benefits

An employee who has been *Laid-Off* and who would otherwise be eligible for participation in the Plan shall not receive any payment under the Plan for any week:

- (i) In which the employee has been on *Lay-off* and has failed to apply for *Unemployment Insurance Benefits*, or in which he/she has been disqualified or disentitled from U.I. benefits by any reason other than serving a two (2) week waiting period.
- (ii) In which the employee has been on *Lay-off* and has failed to keep themselves registered for employment with the *Canada Manpower Centre* in those cases where such registration is necessary to qualify for U.I. Benefits or for reduction of U.I. waiting period.
- (iii) In which the employee has failed or refused to accept employment deemed suitable for him/her by the *Unemployment Insurance Commission*.
- (iv) In which the employee has failed to accept and report for any appropriate work assignment of at least one (1) normal working day unless excused for reasonable cause.
- (v) In which the employee is in receipt of a benefit provided by the Company's insured *Weekly Indemnity* or *Long Term Disability Plans*.
- (vi) After the employee has become entitled to receive any pension under the Company or Government Pension Plan.

- (vii) In respect of which the employee is qualified for compensation from the *Worker's Compensation Board* for any compensable accident or illness.

5. Definitions

For the purpose of this Plan:

"Wages" shall mean actual earnings for work performed and vacation pay, payment for any leave of absence with pay granted, e.g. *Jury Duty, Bereavement Pay, Payment for Statutory Holidays and Call-In pay.*

"Week" shall mean the Company's payroll week.

"Compensated and available hours" means as applied to any particular week for an employee:

- (a) All hours worked by the employee for the Company or for any other employer in such week, plus
- (b) All hours not worked by the employee in such week but for which he/she receives wages from any employer, plus
- (c) All hours scheduled in such week for an employee who is not on lay-off and which he/she has not worked for any reason other than lack of work, plus
- (d) All hours scheduled in such week for an employee who is on lay-off and which he/she has not worked for any reason other than lack of work after being given reasonable notice according to the established practice of the Company that such scheduled hours were available to be worked by him/her.

"Week of lay-off" means a week in which the employee's compensated and available hours are less than forty (40).

6. Benefits Provided for Laid-Off Employees

Subject to the terms and conditions of the Plan as herein set out each eligible employee who is *Laid-Off* from the bargaining unit shall receive in addition to any wages earned in the week a benefit from the Plan for each week of *Lay-Off* calculated by determining the product of *Items*

1, 2, and 3 below and deducting from such product the amount of *Item 4*.

- ① Seventy percent (70%) for eligible employees as herein above defined.
- ② The straight time hourly rate of the employee in effect as of time of layoff.
- ③ The excess of forty (40) over the compensated and available hours of the employee.
- ④ The actual benefit, if any, for which such employee is eligible under the *Unemployment Insurance Act* for such week.

7. Welfare Benefits During Lay-off

An employee who is *Laid-Off* continues to participate in the *Welfare Plan* of the Company applicable to employees in this *Bargaining Unit* to the end of the month following the last month in which he/she has worked in the *Bargaining Unit*, or until the end of the last month during which he/she has drawn a benefit under this Plan, whichever is the later. *Welfare Plan* for the purpose of this section does not include the *Pension Plan* or the Company's insured *Weekly Indemnity* and *Long Term Disability Plans* which cover only indemnity for wages actually lost because of illness or accident.

An employee on *Lay-off* who pursuant to the above, has ceased to participate in the *Welfare Plan* is restored to participation immediately upon completion of eight (8) hours work in the *Bargaining Unit*.

8. Duration of Benefits

The maximum *Benefit Entitlement* of an employee at any time shall not exceed that benefit established in accordance with *Table "A"*. However, the employee's actual benefit entitlement will be less than the maximum benefit entitlement if he/she has used any benefits and has not subsequently restored them. Weeks of benefits are restored based upon the formula of *1/10th* of a week for each eight (8) full hours during which the employee earned wages

from the Company up to the employee's maximum benefit entitlement set out in *Table "A"* below. No credits towards future benefit entitlements are allowed for wages earned during any period in which the employee is already entitled to the maximum benefits set out in *Table "A"*.

<u>TABLE "A"</u>	
Completed years of Seniority (determined As of the September 1st Immediately preceding their lay-off)	Maximum Benefit Entitlement
15 years or more.....	78 weeks of benefit
10 years or more.....	65 weeks of benefit
5 years or more.....	52 weeks of benefit
4 years or more.....	45 weeks of benefit
3 years or more.....	35 weeks of benefit

The maximum number of weeks of benefits which an employee may use during any twelve (12) month period commencing September 1st shall not exceed their *Maximum Benefit Entitlement* determined as of that September 1st in accordance with *Table "A"* above.

Each eligible employee's weeks of benefits shall be decreased by one week for each week in respect of which he/she is on lay-off and in receipt of benefits for more than thirty-two (32) hours; and by *4/5ths* of one week for each week in which he/she is on lay-off and in receipt of benefits for more than twenty-four (24) hours; and by *3/5ths* of one week for each week in which he/she is on lay-off and in receipt of benefits for more than sixteen (16) hours; and by *2/5ths* of one week for each week in which he/she is on lay-off and in receipt of benefits for more than eight (8) hours; and by *1/5th* of a week in which he/she is on lay-off and in receipt of benefits for eight (8) hours or less; and his/her weeks of benefits shall also be decreased by one week for each week in which the employee is on

lay-off but was disqualified for any of the reasons set out in subsections (i), (ii), (iii) and (iv) of Section 4.

9. Deductions

Any payment made under this Plan shall be subject to any deductions required by *Federal, Provincial or Municipal Authority* or by the provisions of the Collective Agreement, or by voluntary authorization from the employee concerned.

10. Applications

Employees shall be required to observe such rules and follow such procedures and make such reports and applications as shall be prescribed by the Company after consultation with the Union. The willful falsification of any fact material to the determination of an employee's benefit rights under the Plan shall result in the forfeiture of any benefit rights he/she may have under the Plan for a period of twelve (12) months subsequent to the discovery of such falsification, and this shall not preclude any other disciplinary action which may be imposed subject to the Grievance Procedure of the Collective Agreement.

11. Reporting

The Company will make periodic reports to the Union weekly while employees are laid off and receiving benefits under the Plan and quarterly if no employees are on lay-off, giving the Union complete information as to the number of employees who have been laid off, the duration thereof, the payments made to each individual under the Plan, the number of ineligible and disqualified employees, and such other similar information as may be relevant.

12. Duration of Agreement

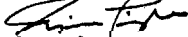
This Agreement shall continue until **August 31, 2002**. During negotiations for renewal of the relevant Collective Agreement, the Union is free to request amendments to this Agreement which shall also be part of such negotiations but on the understanding that any amendments

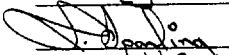


to this Agreement will not take effect any earlier than September 1, 2002.

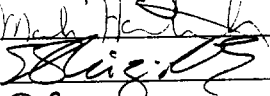
IN WITNESS WHEREOF the parties hereto have affixed their signatures this 14th day of June, 1996 .


For The Company:







Mark Hendrick

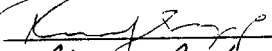





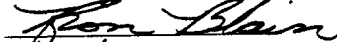






For The Union:




















Appendix "C"
Group Insurance Plans
From January 1, 1996
LONDON BREWERY WORKERS

The Company's *Group Insurance Plan* provides substantial protection for you and your dependents through contracts underwritten by insurance companies. The description in this booklet is intended to give you a general explanation of the insured benefits but it should be understood that the master insurance contracts are the governing documents.

In addition to benefits under this *Group Insurance Plan*, hospital and medical benefits are available to you and your family under the government plans in effect in your province of residence and are payable in accordance with provincial regulations.

If you have any questions about your *Group Insurance* or if you require assistance in making claims, your *Line Manager* or *Human Resources Department* can give you the information you need.

1. Schedule of Insured Benefits for Employees

	Life Insurance	Accidental Death & Dismemberment Insurance
January 1, 1996	42,500	42,500
January 1, 1997	46,000	46,000
January 1, 1998	49,500	49,500
January 1, 1999	53,000	53,000
January 1, 2000	56,500	56,500
January 1, 2001	60,000	60,000

NOTE: Employees not actively at work on the above-named dates shall have their coverage increased only upon their date of return to active employment.

- Weekly Indemnity Benefit* at 70% of your basic weekly earnings rate with benefits payable from first day of disability due to accident or fourth day due to illness, to a maximum of twenty-six (26) weeks per disability.
- Long Term Disability Benefit* at 66-2/3% of your basic earnings rate with benefits commencing when your weekly indemnity benefits cease.

For Employees and Dependents:

- Semi-private hospital benefit
- Major medical expense benefit to \$25,000 maximum per lifetime, per person, with \$10 deductible or \$20 family deductible
- Dental care benefits at 100% for basic services to an annual maximum of \$800 per person, 75% for restorative services and 50% for orthodontia to a combined lifetime maximum of \$6,000 per person

These coverage's are explained more fully in the following pages. The *Accidental Death and Dismemberment Insurance, Weekly Indemnity, Semi-Private Hospital, Major Medical and Dental Care Benefits* apply only to those accidents and sickness which are not covered by *Worker's Compensation* or similar legislation.

Please refer to the description of each type of coverage for an explanation of what happens when you retire or terminate service.

2. Who May Be Insured

You and your Eligible Dependents become insured once you have attained seniority.

Any employee absent from work on the date he/she becomes eligible will not be covered until the day he/she returns to work. Any dependent who is hospitalized on the effective date of your insurance will not be covered until the day after release from hospital.

Dependents eligible for insured benefits are your spouse and unmarried children under twenty-one (27) years of age.

Coverage will be continued for a dependent child beyond twenty-one (21) as long thereafter as the child is a full-time student attending an educational institution or on vacation therefrom. It is your responsibility to notify your *Human Resources Department* or *Line Manager* immediately of any change in your dependents.

You will be given an application form to complete and sign when you become eligible for this insurance. The full cost of this *Group Insurance* plan is paid by your Company.

3. Life Insurance

The amount of your life insurance is shown in the *Schedule of Insured Benefits*. In the event of your death from any cause your life insurance will be paid to the beneficiary you have named.

You may change your beneficiary at any time within the limits set by law by completing a form which may be obtained from your *Human Resources Department*.

The full amount of your *Life Insurance* will be continued during any period for which you are eligible to receive *Long Term Disability* benefits. If you become totally and permanently disabled your *Long Term Disability* benefits will continue until your normal retirement date, at which time your *Life Insurance* will be reduced to the same amount of insurance as is provided for employees who retire at the normal date, as explained in (a) below.

When you retire in accordance with the provisions of the Company's *Pension Plan*, your *Life Insurance* will be as follows:

- (a) **Normal Retirement** — the amount of your life insurance will be reduced to \$4,000 as of your date of normal retirement.
- (b) **Partial Disability Retirement (before age 65)** — the amount of your life insurance will be reduced to \$4,000 as of your date of partial disability retirement.
- (c) **Special Early Retirement (before age 65)** — if you have attained the age of 60 and have 25 or more years of credited service under the terms of the Labatt

Brewing Company Limited Retirement Plan for Wage Employees, the amount of your life insurance will be reduced to \$4,000. Otherwise, your life insurance will cease as of your date of termination of service with the Company.

- (d) **85-Point Retirement (*before age 65*)** — if you have attained the minimum age of 55, and your combined age and years of credited service total 85 points or more under the terms of the Labatt Brewing Company Limited Retirement Plan for Wage Employees, the amount of your life insurance will be reduced to \$4,000. Otherwise, your life insurance will cease as of your date of termination of service with the company.

You may obtain an individual life insurance policy up to the amount of life insurance which is canceled when you retire or terminate service. Insurance is available under this conversion privilege even though you are unable to pass a medical examination, but the premium rate will be based on your attained age at the date of conversion. Application for individual insurance must be made to the insurance company within thirty-one (31) days of the date your group insurance is canceled and during this thirty-one (31) day period your group life insurance is considered as in effect without charge. Your other insurance coverage's cannot be converted to individual policies.

4. Accidental Death & Dismemberment Insurance

The amount of your *Accidental Death and Dismemberment (AD&D)* insurance is shown in the Schedule of Insured Benefits. If, within 365 days of and as the result of an accident, you suffer any of the losses listed below, payment will be made as indicated.

<u>% Payable</u>	<u>For Loss Of:</u>
200%	Quadriplegia, paraplegia, hemiplegia
100%	Life, both hands, both feet, sight of both eyes, one hand and one foot, one hand or one foot and sight of one eye, use of both hands or both feet, speech and hearing in both ears.
75%	One arm or one leg, use of one arm or one leg.
66-2/3%	One hand, one foot, sight of one eye, speech, hearing in both ears.
33-1/3%	Thumb and index finger, four fingers on one hand.
25%	Three fingers on one hand, hearing in one ear, all toes of one foot.
16-2/3%	Thumb and one finger of one hand, two fingers of one hand.

Your *AD&D Insurance* includes coverage for injury sustained while riding as a passenger in or on, boarding or alighting from, or being struck by a licensed aircraft. Benefits are not payable for any loss caused by suicide or self-destruction, war or service in the armed forces of any country, or injury arising out of or in the course of any occupation or employment for wage or profit.

In the event of your death the *AD&D Insurance* benefit will be paid to the beneficiary you have named. This benefit is payable in addition to your life insurance. All other benefits under the *AD&D Insurance* are payable to the insured person.

Your *AD&D* insurance will be canceled as of the date you retire or terminate service with the Company.

5. Weekly Indemnity Benefit

If you become totally disabled and are prevented from working due to a non-occupational accident or a sickness not covered by Worker's Compensation, you will receive weekly indemnity benefits provided you are under the care of a licensed physician. If disability commences during a period of lay-off you will be eligible for Weekly Indemnity benefits from the date you are recalled to work only if you have 10 or more years seniority and you are recalled within a period of two weeks from the date of lay-off and you are totally disabled on that date.

The amount of your weekly indemnity benefit is 70% of your basic weekly earnings rate as of the date disability commences. When a general change in wage rates takes effect under the terms of the labour agreement, the amount of your weekly indemnity benefit from the effective date of such change will be 70% of the basic weekly rate to which you would be entitled if you were at work. Your weekly indemnity benefit payments will be reduced by the amount of any disability payments which you are eligible to receive from the Canada Pension Plan or any other government source.

The benefit payment is based on a seven (7) day week. For each day of absence for which a benefit is payable you will receive one-seventh of the weekly benefit. Benefits are payable from the first day of absence if disability is due to accident, or from the fourth day of disability due to illness. Payments continue as long as you are disabled, up to a maximum of twenty-six (26) weeks for each period of disability. (*Refer to Long Term Disability insurance for benefits payable if disability continues for more than 26 weeks*).

Where it is necessary for an employee to have dental surgery, benefits will be payable commencing on the fourth day following such surgery and will continue up to a maximum of two weeks for any such claim, but only on receipt of proper certification by a dental oral surgeon.

A disability resulting from the same cause as a previous disability will be treated as a continuation of the disability unless you have completely recovered and have been back at work for at least fourteen (14) days.

Your weekly indemnity insurance will be canceled as of the date you retire or terminate service with the Company and your weekly indemnity benefits will cease as of that date.

6. Long Term Disability Benefit

Long Term Disability (LTD) benefits become payable only after you have received weekly indemnity benefits for the maximum period, or when you have received Worker's Compensation payments for a continuous period of twenty-six (26) weeks.

During the first seventy-eight (78) weeks of *LTD* benefits, your benefit will be payable weekly at 66-2/3% of your basic weekly earnings rate in effect during that period. At the end of the first seventy-eight (78) weeks, your *LTD* benefit will be fixed at 66-2/3% of your basic weekly earnings rate in effect in the 78th week* of the *LTD* benefit period and thereafter your *LTD* benefit will be payable in an equivalent monthly amount at the end of each month.

For example, if your earnings rate in the 78th week is \$23.15 per hour:

- | | | |
|---|---|------------|
| (a) your weekly earnings rate is | | |
| 40 x \$23.15 | = | \$926.00 |
| (b) your weekly LTD benefit in the | | |
| 78th week is 66-2/3% of \$926.00 | - | 617.34 |
| (c) thereafter your monthly LTD benefit | | |
| is 4-1/3 x \$617.34 | = | \$2,675.14 |

Your *LTD* benefit payments will be reduced by any disability payments you are eligible to receive from Worker's

Compensation, the Canada Pension Plan, or other government source.

In order to qualify for *LTD* benefits you must be under the continuing care of a licensed physician, and during the first seventy-eight (78) weeks of *LTD* benefits, be unable to perform a regular job available in the bargaining unit; thereafter you must be unable to engage in any gainful occupation for any employer for which you are reasonably qualified by training, education or experience. If you are again disabled due to the same or related cause, your absence will be treated as a continuation of disability under the *LTD* benefit unless you have been back at work for at least six (6) months.

Payment of benefits will require submission of such appropriate medical evidence as may be requested by the insurer from time to time. You will be entitled to benefits during the continuation of disability as defined above except that in no event will benefits be paid beyond your normal retirement date. If you should elect to retire early, *LTD* benefits will cease as of your date of early retirement. No benefits will be payable for absences due to disabilities caused by self-inflicted injuries while sane or insane, insurrection, war, service in the armed forces of any country, or participation in a riot, or during disabilities resulting from working for another employer.

If you engage in rehabilitative employment, your *LTD* benefit will continue for up to twenty-four (24) months but will be reduced by 75% of what you earn from rehabilitative employment. ***For example, if you are receiving a monthly LTD benefit of \$2,675.14 and you earn \$1,500 in rehabilitative employment:***

Monthly <i>LTD</i> benefit	\$2,675.14
Subtract 75% of \$1,500	<u>1,125.00</u>
<i>LTD</i> benefit during rehabilitation	1,550.14
Earnings from rehabilitative employment	<u>1,500.00</u>
Monthly income during rehabilitation	<u>\$3,050.14</u>

While you are in receipt of *LTD* benefits you will continue to be covered for all other group insurance benefits. Please refer to the *Labatt Retirement Plan* section of this booklet for a description of the pension credits which will accrue to you while you are disabled.

Your *LTD* insurance will be canceled as of the date you retire or terminate service with the Company.

NOTE: *You may not receive wages or other allowances such as holiday pay, vacation pay, Weekly Indemnity, LTD or Worker's Compensation or similar benefits from more than one source for the same day or part day.*

The only exception shall occur where an employee is in receipt of a Worker's Compensation Board partial disability pension for a totally unrelated condition to that which is the basis for the Weekly Indemnity or Long Term Disability claim.

7. Semi-Private Hospital Benefit

Your provincial health plan (*OHIP*) provides basic hospital benefits for you and your family but generally limits benefits for room charges to the amount payable for ward accommodation. Insured benefits are provided under the Company's plan for you and your covered dependents to supplement the provincial plan benefit and provide payment for room charges up to semi-private accommodation in a licensed hospital. If hospitalized in a private room the benefit will be limited to that which would have been paid for semi-private accommodation. These benefits apply to all confinements approved by a licensed physician except those covered by Worker's Compensation.

Your semi-private hospital insurance will be canceled as of the date you retire or terminate service with the Company except that:

- (a) If you are totally disabled when your insurance is canceled, benefits will be extended for up to one year for expenses incurred during the continuance of that disability.

- (b) If one of your dependents is in hospital when your insurance is canceled, benefits will be extended for a maximum of one year provided the dependent remains in hospital.
- (c) If you or your dependent spouse are pregnant on the date insurance coverage is canceled, you/she will be entitled to semi-private hospital benefits up to the date of childbirth or termination of pregnancy as if the insurance were still in force.

8. Major Medical Expense Benefit

Basic medical benefits are provided for you and your family under your provincial health plan (*OHIP*). The major medical expense benefit under the Company's group insurance plan provides benefits for you and your covered dependents for certain expenses not covered by the provincial hospital and medical plans. Expenses allowed under the major medical expense benefit are listed below.

Benefits are payable only if the services are recommended by a physician and if provincial legislation does not prohibit insurance of any such expense.

- drugs and medicines dispensed on the written prescription of a physician. Reimbursement will be based on the cost of the generic equivalent of a prescription drug, if such an equivalent exists. You will receive full reimbursement of a brand name drug only if a generic equivalent does not exist, or if your physician provides specific instructions prohibiting substitution.
- private duty nursing by registered graduate nurses who are not ordinarily resident in your home and are not related to you or your dependents
- hospital charges for other than room and board not paid by the provincial plan
- oxygen and its administration
- blood and blood plasma
- rental of wheel chair, hospital bed or respirator/ventilator

- splints, trusses, braces, crutches, casts
- artificial limbs and eyes provided the loss of the natural limb or eye occurred while insured under this plan
- services of duly qualified and licensed physiotherapists other than members of the insured's family
- local ambulance services
- emergency transportation by a licensed ground ambulance, including air ambulance, to and from the nearest hospital in which treatment can be provided (*subject to one round trip per calendar year*).
- services of a licensed chiropractor or osteopath when operating in their recognized field of expertise (eligible only after provincial plan maximum has been reached).
- frames, lenses and the fitting of any type of prescription glasses (*including contact lenses*), when prescribed by a physician or optometrist up to a total payment of \$90.00 every twenty-four (24) months for each eligible insured person, and \$90.00 every twelve months for dependent children under the age of eighteen (18) years.
- contact lenses, up to a total payment of \$180.00 per person in any two (2) consecutive calendar years, if they are prescribed for severe corneal astigmatism, severe corneal scarring, keratoconus or aphakia, and if visual acuity can only be improved by contact lenses to at least the 20/40 level.

You are required to pay the first \$10 of expenses incurred in each calendar year. This is known as the "deductible" and is applied to each insured person, employee or dependent, except that the total deductible for all members of your family will not be more than \$20 in each calendar year. If expenses which are included in the deductible occur

within the last three months of the calendar year the same expenses may be applied against the deductible for the next calendar year. If two or more insured members of your family are injured in a common accident only one deductible will be applied against their resulting combined expenses incurred in any one calendar year.

The amount of benefit payable is determined as follows:

- (a) the charges are totaled for all allowable expenses incurred by the employee or dependent during the calendar year
- (b) from this total the deductible is subtracted
- (c) the major medical expense benefit then pays 100% of the remainder

The maximum total amount payable for any individual is \$25,000 per lifetime. However, after a person has been insured for a full calendar year, up to \$5,000 of the original benefit will be reinstated on January 2nd of each year but at no time will the maximum exceed the original amount.

The major medical expense benefit does not cover periodic health check-ups and examinations, eye refractions or fitting of glasses, dental services, travel for health, expenses resulting from an act of war, charges for hospital room and board, hospital and medical expenses for services covered by the provincial plan, expenses for injury or illness covered by Worker's Compensation Act, or any service for which an employee or dependent does not have to pay.

If when you retire you are entitled to group life insurance as explained in Section 3, you and your eligible dependents will continue to be insured for major medical expense benefits. You will continue to be required to pay the first \$10 of expenses incurred in each calendar year as a "deductible" applied to each insured person with the total deductible for all members of your family not to exceed \$20 in each calendar year.

You will then be reimbursed for 80% of any eligible expenses incurred after the date of your retirement in excess of the deductible. The maximum total amount

payable for expenses incurred after your date of retirement is \$10,000 for each individual member of your family.

If you terminate service and do not qualify for retired benefits your major medical insurance will be canceled as of the date on which your service is terminated, except that the following extended benefits are provided:

- (a) if you are totally disabled when your insurance is canceled, major medical benefits will be extended for up to one year, provided such expenses are incurred during the continuance of that disability
- (b) if one of your dependents is in hospital when your insurance is canceled, benefits will be extended for a maximum of one year provided the dependent remains in the hospital
- (c) if you or your dependent spouse are pregnant on the date insurance coverage is canceled, benefits will be payable for treatment as a result of that pregnancy.

9. Dental Care Benefit

Dental Care Benefits are provided for you and your eligible dependents subject to the limitations and exclusions described below.

Eligible services are all reasonable and customary dental services which are recommended as necessary and performed by a qualified dentist or physician and for which a Treatment Plan has been submitted to and approved by the insurer before the services are rendered. The filing of a Treatment Plan is not required if the total cost of the proposed work is less than \$500 or if treatment is rendered in emergency conditions. Eligible dental services are classified under three major categories:

- (a) ***Basic Services*** — examinations and cleaning of teeth (*once in any six-month period*), extractions, fillings and other necessary treatment for the relief of dental pain.
- (b) ***Restorative Services*** — crowns and inlays, bridge work, dentures, root canal therapy (*endodontics*), and the treatment of tissues and bones supporting the teeth (*periodontics*).

(c) **Orthodontia** — proper fitting of natural teeth and prevention or correction of irregularities of the teeth.

You will be reimbursed for 100% of the cost of eligible Basic Services incurred by you or your eligible dependents up to a maximum for each insured person of \$800 in a calendar year. You will also be reimbursed for 75% of the cost of Restorative Services and 50% of the cost of Orthodontia to a lifetime maximum benefit of \$6,000 for each insured person for Restorative Services and Orthodontia combined. An annual reinstatement of up to \$600 will be provided at the beginning of each calendar year, if required, to restore the lifetime maximum to the level of \$6,000. At no time will the maximum exceed the original amount. Benefits will be paid on the basis of the lesser of the actual fee charged or the amount stated in the current Dental Association Schedule of Fees in the province in which you reside. If optional procedures are possible, benefits will be payable in accordance with the procedure involving the smallest fee.

Expenses incurred for the replacement of dentures are eligible for benefits, except that if the replacement is for a denture for which benefits were payable under this plan, benefits for the replacement will be payable only if at least three (3) years have elapsed since the placement or replacement for which benefits were paid. In addition, benefits are payable for rebasing, relining or repairing of dentures. Benefits will not be paid for the replacement of dentures which have been lost, misplaced or stolen.

Dental care benefits are not payable for any service eligible for payment from another source such as provincial health insurance plans, Worker's Compensation or government plans, expenses incurred principally for cosmetic purposes, expenses resulting from an act of war, or any service for which an employee or dependent does not have to pay.

Your dental care insurance will be canceled as of the date you retire or terminate service and claims will not be accepted for any service performed after the date on which your insurance is canceled.

10. How to Claim

When you or any of your dependents are entitled to receive insured benefits, you should obtain the necessary claim forms from your foreman or department head. When you have completed the employee's portion of the claim form you should have your physician or dentist complete his section. Then send the completed hospital, major medical or dental form to the insurance company and the completed weekly indemnity or *LTD* forms to the medical department.

In order to qualify for payment of benefits, claims must be submitted within the time limit set out below:

- (a) **Weekly Indemnity Benefit** — Claim must be filed within ninety (*90*) days of commencement of disability. In case of illness benefits will be paid as previously described only if you see a licensed physician no later than the fourth day of disability and remain under the doctor's care until you are able to return to work. If you do not see a doctor by the fourth day, your benefits will be payable only from the day on which you first visit a doctor. In case of accident, you must see the doctor no later than the day following the accident in order to qualify for benefits from the first day; otherwise benefits will be payable as if the disability is due to illness. Diagnosis and prescription by telephone only does not constitute a "*visit*" for this purpose.
- (b) **Long Term Disability Benefit** — Claim must be filed within six (*6*) months following the date from which *LTD* benefits become payable but the earlier the better in order to avoid any delay in commencement of your *LTD* benefit payments.
- (c) **Semi-Private Hospital Benefit** — Claim must be filed within ninety (*90*) days of the date of hospitalization. Standard claim forms are available at all hospitals. Benefits will be paid to you unless you complete the appropriate section of this form to assign benefits to the hospital.

- (d) **Major Medical Expense Benefit** — Claim must be submitted no later than the end of the calendar year following the year in which the expense was incurred except that, when your insurance is canceled for any reason, proof of claim must be submitted within ninety (90) days of the date of termination of your insurance. Itemized bills and statements showing the patient's name, dates of service, prescription numbers for drug expenses and amount of the charges, must accompany the claim form verifying all such expenses including those which you have paid to satisfy the deductible. It is suggested that such claims not be submitted until the total bills exceed the deductible by at least \$10.
- (e) **Dental Care Benefit** — Claim must be submitted by the end of the calendar year following the year in which the expense was incurred except that proof of claim must be submitted within ninety (90) days of the date on which your insurance is canceled for any reason. A separate claim form must be filled out for each member of your family for whom you are making claim. The dentist's statement on this form, or any bills supporting your claim, must show the patient's name, dates and nature of the treatment and the charge. If the total cost associated with proposed dental work is \$500 or more, a Treatment Plan must be submitted to the insurer as explained in *Section 9*. You should have your dentist complete a claim form setting out details as to the proposed treatment and the cost and send this form to the insurance company for their review. You will then be advised as to the charges, or portion thereof, which the insurer considers eligible for benefits. Upon completion of the dental treatment you again submit a claim to receive payment of the approved benefits.

Failure to see your doctor promptly or to submit your claim together with the doctor's or dentist's report or other itemized statements within the above time limits will result in the rejection of your claim.

Provincial Hospital and Medical Plans

The provincial health plan (*OHIP*) provides basic health benefits for you and your eligible dependents. *OHIP* provides benefits for standard ward care, medical services such as doctor's calls at office, hospital and home, surgical procedures, administration of anaesthetics, diagnostic procedures and x-rays, chiropractic and osteopathic treatments*, chiropodistic* and podiatric treatments* (**limited to annual dollar maximum*), eye tests and specified dental procedures, as stipulated by government regulations.

The Company pays the required payroll tax for the financing of the provincial health plan. **All** employees will be covered for benefits, provided you apply for coverage for yourself and your dependents through the local Ministry of Health Office.

The major medical benefit for which you are covered after retirement will be continued to your spouse on your death.

Please see your Human Resources Department for any further information.



Appendix "D"

Labatt Retirement Plan

For Brewery Workers In London

This section of the booklet is a summary of the main features of the "*Labatt Brewing Company Limited Retirement Plan for Wage Employees*" as amended January 1, 1996 with respect to Brewery Workers employed by Labatt Brewing Company Limited in London, Ontario. A complete description of the Plan which *is* the governing document is available for reference at your Human Resources Office. If you have any questions do not hesitate to seek the answers from your Manager or Human Resources Staff.

Statutory benefits from government plans such as the Canada Pension Plan (*CPP*) and the pension under the Old Age Security Act (*OAS*) are in addition to the benefits provided by the Labatt Retirement Plan (*LRP*).

1. Eligibility For Membership

A new employee becomes a member of the Plan on the first day of the month coincident with or immediately following the attainment of seniority and his/her seniority date will then be established as his/her date of employment for purposes of this Plan.

You will be advised when you are eligible and are enrolled as a member and you will be asked to submit proof of your age.

2. Contributions

You are not required to make contributions to the Plan in respect of your service after January 1, 1974. Any required contributions which you have made in respect of service before January 1, 1974 remain to your credit in the Plan and will be applied to provide benefits in respect of your service before January 1, 1974.

The Company contributes whatever amount is necessary, along with the required contributions made by employees

in respect of service before January 1, 1974, to provide the benefits called for under the Plan. The Company also pays the full cost of administering the Plan, and in addition, matches your contributions to the Canada Pension Plan.

All contributions to the Plan are paid over to the Royal Trust Company to be invested and held in trust for the purpose of paying benefits as provided in the Plan.

3. Normal Retirement Date

Normal retirement is at age 65. Your pension commences as of the first day of the month coincident with or immediately following your 65th birthday.

4. Service And Credited Service

Your service to qualify for certain of the benefits under the Plan is the total number of years from your date of employment as established under the Plan to the date on which you retire, die or terminate service.

The number of years of your "*credited*" service determines the amount of pension you are entitled to receive. Credited service is calculated as explained below:

- (a) From January 1, 1974 you receive a credit of one year for 1800 or more hours of work in a calendar year while a member of the Plan or a prorated partial year of credit for less than 1800 hours. For example, if while a member of the Plan you work only 900 hours in a year, your credit for that year will be one-half year (900 divided by 1800). If you are absent due to disability, you will receive service credits for any periods during which you are totally disabled and receive weekly indemnity or long term disability insurance benefits or Worker's Compensation payments, but in no event will you receive more than one year of credited service for any one calendar year.
- (b) Your credited service for the period from January 1, 1958 to December 31, 1973 is the number of years for which you have made the required contributions to the Plan.

- (c) If you were a member of a previous company pension plan before January 1, 1958 when the Labatt Retirement Plan became effective, your credited service to December 31, 1957 is the period from your date of employment to December 31, 1957 but excluding any periods when you were eligible to but did not contribute to the previous plan.

5. Calculation Of Basic Pension Credit

You receive credit for a monthly basic pension payable from your normal retirement date (age 65) calculated as follows:

- a) **for service after January 1, 1995** — \$33.50 multiplied by the number of years of your credited service after January 1, 1995.
- b) **for service after January 1, 1994** — \$33.00 multiplied by the number of years of your credited service after January 1, 1994
- c) **for service in 1993** — \$32.00 for one year of credited service in 1993 or prorated amount for less than one year
- d) **for service in 1992** — \$31.00 for one year of credited service in 1992 or prorated amount for less than one year;
- e) **for service in 1991** — \$30.00 for one year of credited service in 1991 or a prorated amount for less than one year:
- f) **for service in 1990** — \$28.00 for one year of credited service in 1990 or a prorated amount for less than one year;
- g) **for service in 1989** — \$27.00 for one year of credited service in 1989 or a prorated amount for less than one year:
- h) **for service in 1988** — \$26.00 for one year of credited service in 1988 or a prorated amount for less than one year;

- i) *for service in 1987* — \$20.00 for one year of credited service in 1987 or a prorated amount for less than one year;
- j) *for service in 1986* — \$19.50 for one year of credited service in 1986 or a prorated amount for less than one year;
- k) *for service in 1985* — \$19.00 for one year of credited service in 1985 or a prorated amount for less than one year;
- l) *for service in 1984* — \$17.25 for one year of credited service in 1984 or a prorated amount for less than one year;
- m) *for service in 1983* — \$16.50 for one year of credited service in 1983 or a prorated amount for less than one year;
- n) *for service in 1982* — \$15.00 for one year of credited service in 1982 or a prorated amount for less than one year;
- o) *for service in 1981* — \$14.00 for one year of credited service in 1981 or a prorated amount for less than one year;
- p) *for service in 1980* — \$13.00 for one year of credited service in 1980 or a prorated amount for less than one year;
- q) *for service to December 31, 1979* — the amount of monthly basic pension to your credit for service to December 31, 1979 determined in accordance with the terms of the Plan in effect to December 31, 1979.

6. Amount Of Normal Retirement Pension

When you retire at your normal date (*age 65*) you will receive a monthly basic pension from the Labatt Retirement Plan in an amount equal to the sum of your basic pension credits determined as explained in Section 5. In addition you will receive any pension which is payable to you under a previous plan (**see Section 16**) and any statutory pension (*such as CPP and OAS*) which is payable to you under

government plans. You may also qualify for a supplement from the Labatt Retirement Plan under the minimum pension provision explained in *Section 7*.

7. Minimum Pension At Normal Retirement

If you retire at age 65 with at least 25 years of credited service you are entitled to a minimum monthly pension from Company plans and the Canada Pension Plan combined of:

- a) \$2,256 if you retire on or after January 1, 1996;
- b) \$2,356 if you retire on or after January 1, 1997;
- c) \$2,456 if you retire on or after January 1, 1998;
- d) \$2,556 if you retire on or after January 1, 1999;
- e) \$2,656 if you retire on or after January 1, 2000;
- f) \$2,756 if you retire on or after January 1, 2001;

These amounts represent the minimum monthly pension payable from Company Plans and the Canada Pension Plan combined before allowing for the provision of a spousal survivor pension. The Company pension will be adjusted to provide a survivor pension unless the spouse who will benefit from that survivor pension waives their right to receive it in writing.

You will receive a minimum lifetime pension supplement from the Labatt Retirement Plan equal to the amount, if any, required to be added to your accrued basic pension from all Company plans and the full unreduced Canada Pension Plan Retirement benefits determined at the date of your retirement to provide the above minimum monthly pension.

If you retire at age 65 with less than 25 years of credited service, the lifetime supplement shall be the amount by which the minimum pension at normal retirement exceeds the full unreduced Canada Pension Plan Retirement benefits, prorated by the ratio of the number of years of credited service to 25 years and reduced by your accrued pension.

To determine what, **if** any, amount of supplement is needed, your basic pension from Company plans is the basic amount payable before the amount of the survivorship pension is calculated, and your CPP pension is the amount you are entitled to receive when you first become eligible at Normal Retirement Age, whether or not **you** actually make application for such benefits, but disregarding any increase in your CPP pension after its date of commencement.

8. Special Early Retirement

If you are age 60 or over and you have 25 or more years of credited service you may elect Special Early Retirement in which case you will be entitled to an immediate accrued basic pension equal to the amount of basic pension to your credit for service to your date of early retirement, without reduction for your earlier age of retirement.

This pension will be supplemented by an amount necessary to provide the minimum monthly pension amounts set out below, until you first become eligible to receive unreduced Canada Pension Plan Retirement benefits:

- a) \$1,904 if you retire on or after January 1, 1996;
- b) \$2,004 if you retire on or after January 1, 1997;
- c) \$2,104 if you retire on or after January 1, 1998;
- d) \$2,204 if you retire on or after January 1, 1999;
- e) \$2,304 if you retire on or after January 1, 2000;
- f) \$2,404 if you retire on or after January 1, 2001;

Once you become eligible to receive unreduced Canada Pension Plan Retirement benefits (*on attaining age 65*), the supplement will be recalculated as the amount required to be added to your accrued basic pension and the full unreduced Canada Pension Plan Retirement benefits, determined as at the actual date of your retirement, to produce the following monthly pensions:

- a) \$2,256 if you retire on or after January 1, 1996;
- b) \$2,356 if you retire on or after January 1, 1997;
- c) \$2,456 if you retire on or after January 1, 1998;
- d) \$2,556 if you retire on or after January 1, 1999;
- e) \$2,656 if you retire on or after January 1, 2000;
- f) \$2,756 if you retire on or after January 1, 2001;

(Once again, both sets of figures above do not take account of the reduction required to produce a survivor option for the surviving spouse.)

This recalculated supplement shall become your lifetime supplement.

In addition to this recalculated lifetime supplement, you may be entitled to receive a further supplement (*if you retire before December 31, 2007.*) This further supplement will represent the amount, if any, necessary to produce a total pension from Company plans equal to the pension that would be payable if you were then retiring at normal retirement, based on the normal retirement minimum pension and full unreduced Canada Pension Plan retirement benefit both determined as of that date, your accrued pension including any escalation thereof and your related credited service at the date of your retirement. This further supplement shall then be added to and form part of your lifetime supplement.

9. 85 Point Retirement

A member retiring on or after January 1, 1991 and after having attained age 55 and whose age plus years of credited service total 85 or more (*but prior to having qualified for Special Early Retirement*) is entitled to an

immediate accrued pension equal to the amount of accrued vested pension to his credit for service to date of early retirement.

In addition, such member shall be entitled to a lifetime supplement calculated as if the member had attained age 65 on his date of retirement but using his current unreduced vested accrued pension and his related credited service, the full unreduced Canada Pension Plan Retirement benefit and the normal retirement minimum pension **all** determined as of the member's actual date of retirement.

Once a member becomes eligible to receive unreduced Canada Pension Plan Retirement benefits (*on attaining age 65*) and in addition to the lifetime supplement, a member who retires under this provision (*85 Point Retirement*) will be paid a further supplement, if necessary, to produce a total pension from Company Plans equal to the pension that would be payable if the member were then retiring at normal retirement, based on the normal retirement minimum pension and full unreduced Canada Pension Plan retirement benefit both determined as of that date, they accrued pension including any escalation thereof and his/her related credited service. This further supplement shall then be added to and form part of the member's lifetime supplement.

10. *Other Early Retirement*

At any time after you are age 55, you may request early retirement and elect to draw your pension. If you retire after having reached age 55 but prior to having qualified for Special Early Retirement or 85 Point Retirement, you are entitled to an immediate pension equal to the amount of vested accrued basic pension to your credit for service to the date of your retirement, reduced by 1/3% for each month (i.e. 4% per year) you are under age 65 when your pension commences. In addition, you will be entitled to receive a lifetime supplement calculated as if you had reached age 65 on the date of your retirement, but using your current unreduced vested accrued basic pension and your related credited service, the full unreduced Canada

Pension Plan Retirement benefit and the normal retirement minimum pension, all determined as at your actual date of retirement.

This lifetime supplement so calculated will also be reduced by 1/3% for each month (*i.e. 4% per year*) you are under age 65 when your pension commences.

11. Disability Retirement (*Before Age 65*)

As long as you are eligible to receive disability benefits under the Group Insurance Plan you will receive service and basic pension credits under the Labatt Retirement Plan and you will not be retired. However, if you become partially disabled and you do not qualify for insurance benefits you may qualify for Disability Retirement. Retirement under this provision requires that:

- a) *you are at least age 50 and have completed 10 years of service,*
and
- b) *you are certified to be partially disabled and thereby prevented from performing any work available with the Company,*
and
- c) *it is mutually agreed by you and by the Company that you be retired under the Disability Retirement provision.*

On retirement under the disability provision you are entitled to an immediate pension equal to the amount of basic pension to your credit for service to your date of disability retirement without reduction for your earlier age of retirement. In addition, until you qualify for the earlier of receipt of CPP disability benefits or the attainment of age 65, you will receive a monthly disability supplement equal to \$14.00 multiplied by the number of years of credited service up to 30 years.

At age 65, you will then receive a lifetime supplement calculated as if you had reached age 65 on the date of your retirement, but using your current unreduced vested accrued basic pension and your related credited service, the full unreduced Canada Pension Plan retirement benefit

and the normal retirement minimum pension determined as at your actual date of retirement.

12. Death After Retirement Joint and Survivor Pension

Your vested accrued basic pension and minimum supplements are payable for as long as you live and cease as of the first day of the month in which your death occurs.

A plan member with an eligible spouse who takes normal, Special Early, 85 Point, Disability or other early retirement on or after January 1, 1996, shall receive a joint and survivor pension, unless the member delivers to the Plan Administrator (*through your Human Resources office*) a written waiver of such entitlement in the prescribed form within the twelve (72) month period immediately preceding the commencement of the payment of the pension benefit.

Unless waived, your accrued basic pension and lifetime supplement, if any, shall be reduced by 10% during your lifetime. Upon your death, your eligible surviving spouse shall receive a pension of 60% of your reduced accrued basic pension and lifetime supplement, if any (*subject to a further actuarial reduction if your spouse is more than 10 years younger than yourself*).

13. Death Before Retirement

If you should die on or after January 1, 1996, while in the service of the Company and after you have reached age 55 and have 10 years of service, your eligible surviving spouse will receive a pension for his/her remaining lifetime. His/her pension will be equal to the amount of pension they would have received from the Plan had you retired as of your date of death and elected a reduced joint survivorship pension based on your reduced accrued basic pension and lifetime supplement (*without the actuarial reduction, if any*), but their pension will be subject to a reduction if they are more than 10 years younger than you. Pension payments to your eligible surviving spouse are guaranteed to return any required contributions you have made to the Plan with interest to your date of death.

The lifetime supplement will be calculated as if you had attained age 65 on the date of your death, but using your current unreduced accrued basic pension and your related credited service, the full unreduced Canada Pension Plan retirement benefit and the normal retirement minimum pension all determined as of your actual date of death.

If you die before your pension commences and your spouse is not entitled to a pension as explained in the preceding paragraph, any contributions you have made with interest to your date of death will be paid to the beneficiary you have named or, failing such, to your estate. You may change your beneficiary from time to time as permitted by law by completing a form which is available from your Human Resources office.

The death benefit paid above shall not be less than provided in existing pension legislation.

14. If You Leave The Company

If your service is terminated on or after January 1, 1996 (*other than by retirement or death*) and if you have completed at least two (2) years of credited service with the Company, you will be entitled to a deferred monthly pension at age 65 equal to the accrued basic pension and lifetime supplement to your credit.

Instead of this deferred pension entitlement you may elect to transfer the commuted value of your pension to your Registered Retirement Savings Plan. Any amount so transferred may be subject to Provincial Locking-In Requirements.

If you were a member of the Plan before January 1, 1974, when your service is terminated you may either,

- a) *leave all of your contributions in the Plan and receive at age 65 a monthly pension equal to the basic pension to your credit December 31, 1973, which is included in the pension referred to above, or*

- b) withdraw your contributions *plus* interest to your date of termination of service in *which case* you forfeit your credited service to December 31, 1973, and any pension in respect of such service, which is included in the pension referred to above.

Any amount so transferred may be subject to Provincial locking-in requirements.

15. Escalation Of Pension After Retirement

If you retired prior to January 1, 1996 from the service of the Company pursuant to any of the types of retirement listed above, your pension will be reviewed from January 1st of each year which follows your retirement date. Your accrued basic pension shall be increased on each January 1st following your retirement by the lesser of the percentage increase in the Consumer Price Index for the preceding year and 2%.

If you retire on or after January 1, 1996 from the service of the Company pursuant to any of the types of retirement listed above, your pension and lifetime supplement will be reviewed from January 1st of each year which follows your retirement date. Your accrued basic pension and lifetime supplement, if any, shall be increased on each January 1st following your retirement by the lesser of the percentage increase in the Consumer Price Index for the preceding year and 2%.

Any spousal pension will also be escalated applying the same formula, with the first increase occurring on the January 1st following your death.

16. Previous Plans (*before January 1, 1958*)

If you were a member of a previous Company pension plan (Government Annuity and / or Trust Plan) in effect before January 1, 1958, your benefits from that plan are payable in accordance with the provisions of that previous plan and are in addition to the benefit you receive from the Labatt Retirement Plan.

Since your period of membership in the previous plan is included in determining your total credited service, any

basic pension to your credit under the previous plan is taken into account in determining the amount of any minimum pension supplement you are entitled to receive. Since your pension from the previous plan will be actuarially reduced if you retire before age 65, your basic LRP pension will include an amount equal to the difference between your actuarially reduced previous plan pension and the amount of basic previous plan pension at age 65 reduced by the same factors as are applicable to your LRP pension as explained in *Section 8, 9, 10 or 11* as the case may be.

For these purposes your basic previous plan pension has been determined and fixed as that amount of pension payable from age 65 and guaranteed for a minimum of 5 years which would be available in accordance with the terms of the previous plan in effect at December 31, 1957, but excluding any pension purchased by voluntary contributions you may have made to that plan. Any increase in the amount of your Government Annuity which has resulted from an increase in interest rate from 1975 is not considered as a part of your basic previous plan pension and would be payable as an extra benefit over and above your basic pension.

After retirement your total basic pension which is subject to escalation as explained in *Section 15* includes the amount of basic previous plan pension determined as explained above.

17. Other Information

- a) **Annual Statement** — You will receive a statement following each calendar year end showing the amount of benefits to your credit under the Plan.
- b) **Benefits Not Assignable** — The benefits provided under the Plan are not assignable except as is specifically provided with respect to death benefits nor may you borrow against them at any time. Similarly, except as specifically provided at termination of service or in connection with death, no benefit can be surrendered.

- c) **Eligible Surviving Spouse** — Your spouse is eligible for a surviving spouse's pension under Section 12 or 13 provided you have been married for at least one year before your retirement or death, whichever is earlier. Under certain circumstances a common-law spouse may qualify and the Human Resources Department will answer your questions in this respect.
- d) **Income Tax** — All pension payments received from Company pension plans are considered as income for tax purposes in the year in which received. Your CPP and OAS pensions must also be reported as taxable income when you file your annual tax return. Similarly, all monies received in lump sum withdrawals or death benefits must be declared as income for tax purposes in the year in which received and are taxable unless such monies are transferred to a registered retirement savings plan.

18. Government Pension Plans

Statutory benefits from government plans such as the Canada Pension Plan (*CPP*) and the pension under the Old Age Security Act (*OAS*) are in addition to the benefits payable under the Labatt Retirement Plan.

Under current legislation your CPP pension is payable when you reach age 65, or as early as age 60 on a reduced basis. The amount of your CPP pension is dependent upon the amount of your earnings on which you have made CPP contributions and the period during which you contributed. To illustrate, an employee who retires at age 65 in 1996 and who is entitled to maximum benefits under the Canada Pension Plan receives a pension of \$727.08 per month when he retires. After CPP pension commences it is subject to adjustment each following January 1st depending upon increases in the Consumer Price Index.

Your OAS pension is also payable from age 65 but if you take up residence outside Canada your OAS pension may be discontinued unless you have been a Canadian resident for a prescribed number of years. If you plan to move out

of Canada you should check into these requirements. The amount of OAS pension is subject to quarterly adjustment upward if the Consumer Price Index increases. In January, 1996 the OAS pension was \$394.76 per month.

Your spouse will also receive OAS pension benefits payable from age 65 subject to the same residency requirements specified above.

Application must be made to receive benefits from the Canada Pension Plan and Old Age Security and the applications should be filed six (6) months in advance of your date of eligibility for such pensions to ensure prompt commencement of your benefits. As well as retirement pensions, the Canada Pension Plan provides certain disability, death and survivor benefits and further information can be obtained from your local Canada Pension Plan Office.

19. Pension Examples

The following examples have been based on the Labatt Retirement Plan provisions as amended January 1, 1996 and assume the employee is credited with at least 1800 hours in each year until retirement. Minimum pension supplements are determined by taking into account the actual CPP benefit which a retiree receives at age 65.

'EXAMPLE A': NORMAL RETIREMENT PENSION

(65 years of age with 25 years of credited service)

This example is based on a member who retires on July 1, 1996 at age 65 with 25.58 years of credited service.

Total Basic Pension

This member is entitled to receive a minimum monthly pension of \$2,256 from the Company and CPP plans. For the purposes of the plan, the minimum pension provided by the Company takes into account the maximum CPP for a member age 65, regardless of the member's actual CPP entitlement.

From age 65, the member's monthly retirement income is calculated as follows:

Total Labatt basic pension and lifetime supplement	\$1,528.92
CPP (as in 1996)	<u>727.08</u>
Total monthly pension from Labatt pension and CPP	\$2,256.00
Add OAS pension (as in 1996)	<u>394.76</u>
Total monthly income at age 65	\$2,650.76

'Example B': Surviving Spouse's Pension

This example is based on a married member who retires as in *Example A* and dies shortly after retirement.

The basic pension and lifetime supplement in *'Example A'* are reduced by 10% to provide the 60% spousal benefit. This example assumes that the spouse is less than 10 years younger than the retiree. If the spouse is more than 10 years younger than the retiree, there is a further actuarial reduction in the member's and spouse's pension.

Total Surviving Spouse's Pension

The member's monthly retirement income is calculated as follows:

Total Labatt basic pension and lifetime supplement	\$1,528.92
Total Labatt pension reduced by 10% (\$1,528.92 x 90%)	1,376.03
Add CPP (as in 1996)	<u>727.08</u>
Total from Labatt pension plan and CPP	\$2,103.11
Add OAS pension (as in 1996)	<u>394.76</u>
Total monthly income at age 65	\$2,497.87

Total Surviving Spouse's Income

Following the member's death, the surviving spouse would receive a monthly income of 60% of the above from Company plans and CPP.

The spouse's monthly income is calculated as follows:

Total member pension from Labatt Pension Plan	\$1,376.03
Reduced to 60%	825.62
Add 60% of CPP* (as in 1996)	<u>436.25</u>
Total spouses's monthly income from Labatt and CPP	\$1,261.87

In addition, if the surviving spouse is age 65 or over, they would qualify for the OAS monthly benefit of \$394.76.

**This assumes that the spouse is age 65 or older. The amount of CPP spousal pension depends on the spouse's age at the time of the member's death.*

<p>'Example C': Normal Retirement Pension with less than 25 Years Credited Service <i>(65 years of age)</i></p>

This example is based on a member who retires on January 1, 1996 at age 65 with 20 years of credited service.

Total Normal Retirement Pension with less than 25 Years Credited Service

At age 65, the member is entitled to a supplement to provide a pro-rata minimum pension. For the purposes of the plan, the minimum pension provided by the Company takes into account the maximum CPP for a member age 65, regardless of the member's actual CPP entitlement.

Minimum pension in 1996 for 25 or more years of credited service	\$2,256.00
Subtract CPP pension (<i>as in 1996</i>)	<u>727.08</u>
Minimum from Company pension plan based on 25 years of credited service	1,528.92
Minimum from Company pension plan based on 20 years of credited service ($20/25 \times \$1,528.92$)	\$1,223.14
Add CPP pension (<i>as in 1996</i>)	<u>727.08</u>
Total monthly pension from Labatt pension plan and CPP	\$1,950.22
Add OAS (<i>as in 1996</i>)	<u>394.76</u>
Total monthly income at age 65	\$2,344.98

'Example D': Special Early Retirement

(60 or more years of age and 25 or more years of credited service)

This example is based on a member who retires on January 1, 1996 at age 64 with 25 years of credited service.

Total Special Early Retirement Pension

At retirement age 64, the member's pension is calculated as follows;

**Minimum total Labatt basic pension,
lifetime and temporary supplement
(assuming the member does not elect
the 90/60% spousal option)**

\$1,904.00

One year later, on January 1, 1997, the member's pension is recalculated at age 65 as follows:

Minimum total Labatt basic pension and
lifetime supplement

\$1,614.38

Estimated 1997 CPP

741.62

Minimum total monthly income from
Labatt pension and CPP

\$2,356.00

Add estimated 1997 OAS pension

402.66

Total monthly income at age 65

\$2,758.66

'Example E': 85 Point Retirement

(at least age 55, and age plus credited service add up to 85 points or more)

This example is based on a member who retires as of January 1, 1996 at 58 years of age with 27 years of credited service.

Total 85 Point Retirement Pension

For the purposes of the plan, the minimum pension provided by the Company takes into account the maximum CPP for a member age 65, regardless of the member's actual CPP entitlement. From age 58 to age 65, the member's monthly retirement income is calculated as follows:

Minimum monthly pension in 1996 for 25 or more years of credited service	\$2,256.00
Subtract 1996 CPP	<u>727.08</u>

**Total monthly company pension from
Labatt from age 58 to age 65** **\$1,528.92**

From age 65, in year 2003, the member's monthly retirement income is calculated as follows:

Total Labatt basic pension and lifetime supplement	\$2,035.00
Add estimated CPP in year 2003	<u>835.00</u>
Total from Company plan and CPP <i>(equal to the estimated Normal Retirement pension for the year 2003)</i>	\$2,870.00
Add in estimated OAS pension in year 2003	<u>453.00</u>
Total monthly income at age 65	\$3,323.00

'Example F': Early Retirement (age 55 with 10 years of service)
--

This example is based on a member who retires on January 1, 1996 at the age of 55 with 20 years of credited service.

Total Early Retirement Pension

If the member had retired at age 65, he would be entitled to a pro-rata minimum pension. For the purposes of the plan, the minimum pension provided by the Company takes into account the maximum CPP for a member age 65, regardless of the member's actual CPP entitlement.

The pro-rata minimum pension would be calculated as follows:

Minimum pension for 25 or more years of credited service in 1996	\$2,256.00
Subtract 1996 CPP	<u>727.08</u>
Minimum from Company pension plan based on 25 years of credited service	\$1,528.92
Minimum from Company pension plan based on 20 years of credited service [20/25 x 1,528.92]	\$1,223.14
At retirement (age 55) the member is entitled to his/her total basic pension as shown above reduced by 4% for each year before his/her normal retirement age. In this example, the pension would be reduced by 4% for each of the 10 years prior to age 65. Therefore, his/her pension would be reduced by 40%	
Total pension from the Company plan	\$1,223.14
Reduction of 40% of Company pension at age 65	<u>489.25</u>
Total monthly income from age 55	\$733.89

At age 65, the member's monthly retirement income would be calculated as follows:

Total monthly income from Labatt pension plan	\$733.89
Add estimated CPP (1996 level)*	727.08
Add estimated OAS in year 2006	<u>481.00</u>
Total monthly income at age 65	\$1,941.97

*In order to collect the maximum CPP pension at age 65, a member must have made the maximum CPP contributions for ten years prior to age 65. This example assumes that as the member retired at age 55, no CPP contributions are made for the 10 years prior to age 65. As such, it is estimated that this member would receive the CPP pension as at 1996.



Letter of Understanding No. 1

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local #1
London, Ontario

Dear Ron:

Re: Overtime Administration of 'Article 19:14'

This letter will confirm our understanding reached during negotiations regarding the issue of voluntary and mandatory overtime.

In the event that an overtime canvass fails to identify enough willing qualified employees, the Manager will fill the requirements with probationary employees first, then Temporary Employees.

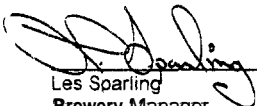
If the above-stated procedure fails to satisfy the necessary staffing requirements, then qualified employee(s) with the least amount of seniority be required to work.

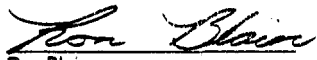
The Line Manager and the Department Union Representative will work in conjunction to ensure Overtime Canvassing and Scheduling is properly completed.

This letter will expire on December 31, 2001. As agreed this letter forms part of the Collective Agreement.

Yours very truly,

For the Union,


Les Sparling
Brewery Manager


Ron Blain
President. Local #1

Labatt

Good things brewing

Letter of Understanding No. 2

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

Re: Modified Return-to-Work Program

The Company and the Union recognize their mutual obligation to provide opportunities for injured or ill employees to be returned to work in as timely a fashion as possible.

The Health Services, Department will work along with the Department Manager and the appropriate Union Representative to facilitate this return to work.

In the event there are difficulties which cannot be resolved between the above-mentioned parties in returning the employee to work, the matter will be referred to the Joint Union-Management Modified Work Committee for purposes of resolving the issue.

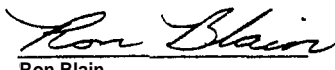
This letter will expire on December 31, 2001. As agreed, this letter forms part of the Collective Agreement.

Yours very truly,

For the Union,



Mike Tighe
Human Resources, Manager



Ron Blain
President. Local #1



Letter of Understanding No. 3

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

This letter is to confirm our understanding at negotiations regarding mandatory retirement.

Should mandatory retirement at age sixty-five (65) be no longer permitted by law in this province and a regular employee continues in employment beyond his normal retirement date, the following conditions shall govern such employment and be added to the Collective Agreement.

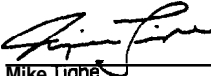
1. The pension to which the employee has become entitled at his normal retirement date (*the 'pension'*) shall be frozen as of the employee's normal retirement date as defined in the Pension Plan.
2. The employee's pension shall become payable as of the first day of the month immediately following the month the employee ceased to be employed with the Company or as of the first day of the month immediately preceding the employee's seventy-first (77) birthday whichever shall first occur (*the 'pension date'*).
3. The employee's pension will include any escalation benefits which occur from his normal retirement date to his pension date.

4. No contribution to the Pension Plan will be made after the employee has reached his normal retirement date and no service shall be created after the aforementioned date.
5. An employee's pension will not be affected by any amendments made to the Pension Plan after the employee's normal retirement date.
6. An employee's pension benefits will be actuarially reviewed effective as at the pension date having regard to the employee's pension having been deferred since his normal retirement date.
7. For purposes of calculation any minimum pension supplement, the Canada Pension Plan and **Old** Age Security benefits, where applicable, will be taken into account at the level in effect at the employee's normal retirement date.
8. An employee who continues in the employ of the Company after his normal retirement date as defined in the Pension Plan, shall be entitled to only the insured welfare benefits provided to employees on retirement as at his normal retirement date.

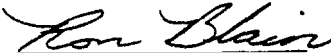
If the foregoing is acceptable to you, would you please sign, date and return two copies to me. As agreed, this letter forms part of the Collective Agreement.

Yours very truly,

For the Union,



Mike Tighe
Human Resources, Manager



Ron Blain
President, Local #1



Letter of Understanding No. 4

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

Re: Sickness Benefits

The purpose of this letter is to clarify our understanding regarding the above mentioned subject.

An employee's eligibility for sick days and participation in the weekly indemnity and long term disability plans ceases immediately upon his layoff and is reinstated upon his recall to work and completion of eight (8) hours of work in the bargaining unit.

Notwithstanding the above, an employee with ten (10) or more years seniority who is laid off, and who, if recalled within two (2) weeks or less, is unable to report to work due to sickness or non-occupational accident, shall be eligible for participation in the weekly indemnity and long term disability plans effective the date of his recall.

Yours very truly,

For the Union,

Mike Tighe
Human Resources, Manager

Ron Blain
President, Local #1

Labatt

Good things brewing.

Letter of Understanding No. 5

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

Re: Local Bid - Transportation Department

This letter is to confirm our understanding at negotiations regarding the annual bidding of the following local jobs in the Transportation Department:

- *Hostlers*

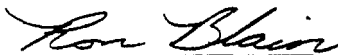
These positions will be open for bid to all permanent drivers with a term from October 1st to September 30th of each year. Selection of applicants shall be based on seniority provided applicants have the ability and are qualified and considering the efficient operation of the Company.

Yours very truly,

For the Union,



Mike Tighe
Human Resources Manager



Ron Blain
President, Local #1



Letter of Understanding No. 6

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

Re: Contracting Out

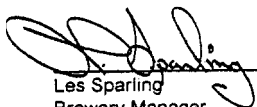
The intent of this letter is to clarify the present practice of contracting out in the Plant Services Department.

1. Notifying the Union as soon as is practicable of outside contractors coming in to do capital work;
2. Communication via e-mail to the Union President and Maintenance Executive Representative of capital projects in progress and outside contractors doing said project;
3. Continue the practice of having Labatt employees do capital work considering the efficient operation of the company and whenever in the opinion of management this is practicable;
4. Continue restriction of outside contractors to trailers (*no permanent on site workshop*).

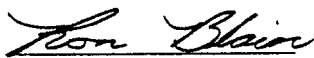
It is understood that the above statements will in no way deter Labatt's right to outside contract.

Yours very truly,

For *the* Union,



Les Sparling
Brewery Manager



Ron Blain
President, Local #1



Letter of Understanding No. 7

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

This letter is written to confirm the understanding of the parties reached during negotiations with respect to the matter of promotions store staffing.

In the event that a promotional sales area is established as part of the retail beer facility at the London Plant any full-time position created as a result thereof will be recognized as a bargaining unit position. It is acknowledged and understood, however, that this position shall be subject to the following conditions:

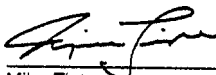
1. The selection criteria shall be established by the Sales and Marketing Department. The final candidate selection will be subject to the approval of the Sales and Marketing Department.
2. The position will be posted within the London Plant, and the selection of the successful candidate will be based solely on qualifications, without regard to the seniority position held by the candidate in the Bargaining Unit.
3. Relief staffing for this position during times of vacation and illness shall be performed by the regular relief employee and Saturday work will be performed by Temporary Employees selected by the Marketing Department.

4. Employees laid off as a result of a workforce reduction in the production and plant services area shall not be permitted to exercise their bumping rights to displace the employees selected to perform the promotional sales function in the retail store.

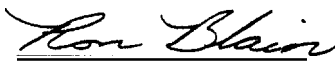
Prior to the opening of the proposed promotional sales area, the Company and the Union shall meet to discuss any other matters related to its staffing not specifically referred to in the paragraphs above.

Yours very truly,

For the Union,



Mike Tigne
Human Resources, Manager



Ron Blain
President, Local #1



Letter of Understanding No. 8

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

This letter will confirm the understanding of the parties reached during negotiations concerning the renewal of the "*Guidelines for Temporary Summer Work Assignments*" and their accompanying terms of settlement of February 18, 1993.

These guidelines will remain in place for the life of the Collective Agreement.

Yours very truly,

For the Union,

Mike Tighe
Human Resources Manager

Ron Blain
President, Local #1



Letter of Understanding No. 9

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

During the 1991 negotiations the parties discussed certain arbitration awards concerning the application of the Guaranteed Wage Plan.

It was agreed that the decisions rendered pertaining to the Newfoundland ("*musttake*"), and the Alberta ("*use it or lose it*"), GWP awards would not be applied in Ontario.

It was further agreed that the Saskatchewan ("*less than one week layoff*") GWP award would not be applied in Ontario.

Yours very truly,

For the Union

Mike Tighe
Human Resources, Manager

Ron Blain
President. Local #1



Letter of Understanding No. 10

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local #1
London, Ontario

Dear Ron:

Re: Vacation Guidelines for Packaging

This letter will confirm our understanding reached during negotiations regarding the subject of Vacation Selection

Selection Periods

- #1 May 05 to Sept. 14 (*Summer*)
- a. Annual and Service may be selected with Service used only from May 05 to Jun 01
 - Posted Feb 01
 - Deadline Feb 29
 - Results Mar 15
 - b. Unlimited Service selection, by seniority
 - Posted Mar 15
 - Deadline Apr 01
 - Results Apr 15
- #2 Sep 15 to Jan 11 (*Fall*)
- Posted Jul 01
 - Deadline Jul 31
 - Results Aug 15
- The Company will allow "*first come - first serve*" (*maximum two (2) employees*) above posted bookings during the Fall period. Four weeks notice is required. In the event that this option results in Department or Union concerns/problems, the parties agree to meet and work to resolution of the issue.

- The Company has the right to force people into #2 (*Service only*) if the number of weeks is more than available in #3.

#3 Jan 12 to Apr 30 (*Winter*)
 Posted Nov 01
 Deadline Nov 30
 Results Dec 15

- Employees who miss the deadline, or do not submit enough choices, will have their vacation selected by the Company.

Maximum number of employees on vacation = 18

Exceptions:

#1	JUN 02 to SEP 14 (Summer vacation period)	20
#2	Christmas and New Year's	23
#3	March break	23

(The parties understand that significant changes to the department staffing complement may necessitate the adjustment to the minimum and maximum numbers identified above.)

Selection Process

Selection forms shall be used for the preselection process. Employees off work due to illness during the selection period will be notified of the process.

Annual vacation will be selected by seniority.

Annuals may be split between periods.

Annual selection override service selection.

If annual vacation selection is canceled, except in the case of illness, then these annuals shall revert to services vacation status.

Administration

- 1) When booking, two (2) weeks of annual shall take precedence over one (1) week regardless of seniority.
- 2) Individuals who are on sick leave, will be sent a registered letter reminding them of the booking deadlines they must meet.
- 3) Deadlines will be honoured by the Department without exception.

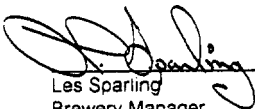
Statutory Holidays

If a statutory holiday occurs during an employee's vacation it can, with prior agreement of the department be added to either end of the vacation period in which it falls.


This letter will expire on December 31, 2001. As agreed, this letter forms part of the Collective Agreement.

For the Company,

For the Union,



Les Sparling
Brewery Manager



Ron Blain
President, Local #1



Letter of Understanding No. 11

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local # 1
London, Ontario

Dear Ron:

Re: Delivery Drivers

This will confirm our understanding reached in negotiations with respect to the interpretation of the sixty (60) Kilometer Radius referred to in the hours of work provisions for delivery drivers. The Company agrees that store deliveries in the towns of Rodney, Bothwell, Forest and Grand Bend will be considered as falling within the Sixty Kilometer Radius of London terminal.

For the Company,

Mike Tigne
Human Resources, Manager

For the Union,

Ron Blain
President, Local #1

Labatt

Good things brewing.

Letter of Understanding No. 12

January 23, 1996

Mr. Ron Blain, President,
Brewery, General and Professional Workers' Union,
Local #1

Dear Mr. Blain

Re: Janitorial Work

As a result of discussions during negotiations, the Company committed as follows:


Provided there is janitorial work available to do, the Company will not contract out janitorial work if the direct result of such action would cause a current seniority janitor to lose his janitorial job.

As current janitors leave those positions by quitting, retiring, being terminated or otherwise leave active service (*Weekly Indemnity or LTD or Workers' Compensation*) the Union recognizes the Company's right to contract out such work without challenge from the Union.

For the Company,

For the Union,


Les Sparling
Brewery Manager


Ron Blain
President, Local #1



Good things brewing

Letter of Understanding No. 13

January 23, 1996

Mr. Ron Blain, President,
Brewery, General and Professional Workers' Union,
Local #1

Dear Mr. Blain

Re: Group Leader Program

Philosophy and Term

It is the Company's intention to provide opportunities to employees to function as *Group Leaders* (*selection will be based on ability*). These positions provide relief for vacation, sickness, training, seasonal line-loading requirements and mutually agreed-upon special projects. Use and timing of *Group Leaders* will be communicated and mutually agreed to consistent with the intent of this letter.

A *Group Leader* term is defined as four **(4)** years. Should the position continue to be required, *Group Leader* positions will be posted upon the expiry of the four **(4)** year term. A posting will be put up immediately after ratification to replace existing *Group Leaders* who have been in place more than the four **(4)** year term if the Company continues to need that *Group Leader* position filled.

Upon completion of any term, and providing a need exists, a new posting will be initiated. Employees with *Group Leader* experience may re-apply, however, preference will be given to new applicants who possess the required qualifications.

Training

The department will clearly review the position requirements and training needs with the successful candidate.

Authority

The Company does not expect Group Leaders to discipline bargaining unit employees. The *Group* Leader should seek immediate assistance (shop steward *or* other) if the Company's product quality or safety standards are jeopardized.

It is also understood that Group Leaders will not perform bargaining unit work.

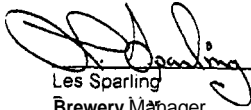
Performance Reviews

Throughout the term, performance reviews will take place. In the event a Group Leader fails to meet the Departments' performance standards he/she will be advised of such, with the possibility of disqualification from the Group Leader position.

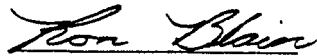
The Department Union Executive's input will be solicited in preparing the performance review.

For the Company,

For **the** Union,



Les Sparling
Brewery Manager



Ron Blain
President, Local #1



Letter of Understanding No. 14

January 23, 1996

Mr. Ron Blain, President
Brewery, General and Professional Workers' Union
Local #1

Dear Ron:

Re: Recall/Layoff

This will confirm our understanding reached at negotiations concerning the administration of layoff and recall procedures in the event that the Toronto plant closes, and once any former employees of the Toronto plant transfer to London. The following procedures will apply in lieu of the existing language in '**Article 70.05**' and any other language necessary to give effect to our understanding.

Notification of recall from layoff shall be made as follows:

1. An employee on layoff may be contacted by telephone for purposes of communicating all pertinent details associated with any recall work assignment.
2. If the employee is unreachable via telephone, then a letter sent by courier or registered mail will be forwarded to the last address which the employee has left on record with the Company. It shall be the responsibility of the employee to keep the Company notified of his/her mailing address in order that he/she may be contacted within the seventy-two (72) hours as provided in *Section 8.01(d)*.

The Company will copy the Union Office on the correspondence sent to each employee who is recalled from layoff.

3. If an employee has been contacted by telephone and has reported for a recall work assignment, no grievance shall be filed (*as set out in 'Article 70.03' herein*) by or on behalf of a senior laid off employee, who was unavailable by telephone and to whom a couriered or registered letter of recall has been sent and who reports for the work assignment at a later date. It will be the responsibility of the Company to provide verification of the attempt to contact the employee (*either by the presence of a Steward as witness or by utilizing technology to create a record*) in the event of a dispute.

As agreed, this letter forms part of the Collective Agreement. Please sign and return one copy to me.

For the Union.



Ron Blain
President, Local #1

For the Company



Mike Tighe
Manager, Human Resources



Letter of Understanding No. 15

January 23, 1996

Mr. Ron Blain, President
Brewery, General and Professional Workers Union
Local #1
London, Ontario

Dear Ron:

Re: Health and Safety Legislation

During 1995 negotiations the Union raised concerns regarding potential legislative changes to the existing Occupational Health and Safety Act which in their view may negatively impact on the Health and Safety Program at the London Plant.

Joint Committees

The committee will have at a minimum one Worker Representative from each department (*except Retail Store*), appointed by the union and those members will comprise at least fifty percent (50%) of the Joint Health and Safety Committee.

There shall be two (2) co-chairs of the committee, one which will be appointed by the union.

Training

At least two members of the worker representatives on the JHSC will be certified which requires at a minimum level III training from the Workers Health and Safety Centre or its equivalent.

Appropriate additional training will be provided for all members of the JHSC on an annual basis.

Alternates

The union will provide the company with the name of the certified member and their alternate on an annual basis. The certified member will notify the company if the alternate is to act in their place. If any worker member of the JHSC withdraws from their role on the committee, training will be provided to the new member as soon as reasonably possible.

Reports


Workplace inspections will be conducted on a monthly basis. All such reports will form part of the monthly minutes of the JH&SC. All health and safety policies, training materials and WCB Form 7's that relate to current, active members of the bargaining unit on an individual request basis will be provided to the designated certified worker representative. Any confidential reports are expected to be kept in a secure place.

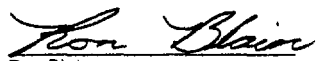
Rights of Workers

Should the current legislation be changed, the workers, members of the committee and the members of the Union will receive the greater protection and rights of either the legislation or this document.

This letter will form part of the Collective Agreement.

Yours truly


Les Sparling
Brewery Manager


Ron Blain
President, Local #1



Letter of Understanding No. 16

January 23, 1996

Mr. Les Sparling
Brewery Manager
Labatt London Plant
London, Ontario

Dear Les:

As discussed during 1996 Negotiations the parties came to the following understandings:

- Union and Management agreed to mutually identify opportunities of multi skilling and the means of implementation in regard to:
 - operators trained to perform “minor maintenance”
 - skilled trades running of machines for set-up trial purposes
- In regard to “Call Back” and “Change of Shift” pay practices in the Plant Services Department the following will apply.

“Change of Shift”: will apply where an individual’s normally scheduled shift (*as posted by 3 p.m. Wednesday deadline*) has been changed by two (2) or more hours (*including call back situation where employee works into their regular shift*). Appropriate payment will only apply to the 1st such change in any given week.

“Call Back”: (4 hours min. payment) as per the Collective Agreement with the understanding that it no longer applies when an individual is “called back” within the two (2) hour period immediately preceding his regular start time. In this case it will be paid as pre shift overtime with no four (4) hour minimum. In this case the individual will continue working into their regular shift.

“Change of Shift” and **“Call Back”** pay do not apply when an individual is called in to “replace an employee who is ill”. This is covered off as “Pre Shift Overtime” and payment is determined by “Article 19.15” of the Collective Agreement.

I trust this appropriately reflects our understanding on the above stated issues.

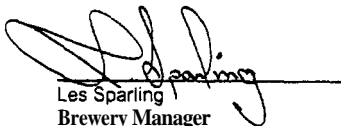
As agreed, this letter forms part of the Collective Agreement.

For the Union,



Ron Blain
President, Local #1

For the Company,



Les Sparling
Brewery Manager



Letter of Understanding No. 17

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional **Workers** Union
Local #1
London, Ontario

Dear Mr. Blain:

Re: Maternity/Adoption Leave Benefits

During the recent negotiations, the Company agreed to provide a supplement to Employment Insurance *Maternity/Adoption Leave Benefits* for female seniority employees as follows.

Eligibility

All female seniority employees who qualify for Employment Insurance *Maternity/Adoption Benefits (E.I. benefits)* and who have twelve (12) months of unbroken active service immediately prior to the *Maternity/Adoption Leave*.

Amount of Benefit (Top Up of E.I.)

Maternity Leave

For the two (2) week E.I. waiting period:

- ⇒ 75% of pre-leave weekly base earnings
- ⇒ For a maximum of the fifteen (15) weeks thereafter:

Assuming an E.I. weekly benefit of \$413.00, a top-up equivalent to 75% of pre-leave weekly base earnings.

Adoption Leave

For the two (2) week E.I. waiting period, benefits will be the same as Maternity Leave Benefits.

For a maximum of the ten (10) weeks thereafter:

Assuming an E.I. weekly benefit of \$413.00, top-up equivalent to 75% of pre-leave weekly base earnings.

In no case will the Company be required to make up the difference should the level of weekly E.I. benefits fall below \$413.00. In the event that the level of E.I. benefits should increase, this shall reduce the supplement to be provided by the Company.

Normal earnings adjustments occurring during any leave would be deferred until such time as the employee returns to work.

The employee must provide the Human Resources Department, as soon as possible during her leave, with proof of eligibility to receive E.I. benefits *i.e.* *E.I. cheque stub or letter of acceptance*. No payments will be issued until such time as documentation establishing

by the Company.

Disqualification for Benefits

An employee will not be eligible for Top-Up of E.I. payments from the Company if she ...

has failed to apply for E.I. benefits or is disqualified from receiving E.I. benefits by any reason other than serving a two (2) week waiting period;

or

for any period of time in which the employee is eligible to receive a benefit provided by the Company's Weekly Indemnity or Long Term Disability Plans or is eligible to receive Workers Compensation benefits.

The Company is under no obligation to repay any E.I. benefits or other benefit plan payments which are subject to income or other tax or recovery pursuant to a right of offset or clawback.

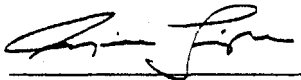
If you agree that the above accurately reflects our agreement respecting the above, please sign and return a copy.

For the Union,

For the Company.



Ron Blain
President, Local #1



Mike Tigne
Manager, Human Resources

Letter of Understanding No. 18

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local #1
London, Ontario

Dear Mr. Blain:

Re: Manpower Force Reduction Allowance (M.F.R.A.)

The following represents our agreement with respect to the payment of a *M.F.R.A.* by the Company to certain employees who qualify for and take *85* Point Retirement during the period in which they are in receipt of *85* Point Retirement pension benefits. It is understood that the *M.F.R.A.* is only available to employees who elect to retire during the term of the Collective Agreement.

The *M.F.R.A.* will not be paid to any employee who qualifies for and takes his pension at Normal Retirement Date, or an S.E.R, Other Early or Disability Retirement pension. Moreover, an employee who is in receipt of any separation, severance or other periodic payments which are designed to bridge him/her to pension benefits shall not be entitled to receive the Allowance while in receipt of such benefits. If an employee takes his separation pay in a lump sum, he/she shall not be eligible to receive the Allowance for the period represented by the number of weeks of separation pay he/she has received commencing from the date his/her employment is terminated and regardless as to whether he/she is in receipt of *85* Point Retirement Benefits. It is understood and agreed that the payment of this *M.F.R.A.* is made solely from Company operating revenues and that no part of this Allowance shall be treated as a pension benefit payable out of the pension plan.

Each year of the Collective Agreement some employees will be eligible for the Allowance based on any of the following combinations of age at retirement and completed years of credited service.

Age At Retirement	Minimum Completed Years of Credited Service
55	30
56	29
57	28
58	27
59	26

The amount of the *M.F.R.A.* paid to qualifying employees by the Company shall be determined as at the date of retirement. The initial benefit which an employee is entitled to at date of retirement shall not increase for any reason during the period in which he/she is entitled to receive the Allowance. In no case shall benefits be paid subsequent to the date which an employee commences to receive his/her pension at Normal Retirement Date.

No other combination of age and minimum years of credited service other than those listed above will qualify an employee for a *M.F.R.A.* However, in the event of a brewery closure the *M.F.R.A.* will be allowed to those qualifying employees in the closing brewery only who have *85 points* composed of a minimum age of fifty-five (55) at the time of closure and may not have the required twenty-five (25) years of minimum service that would normally be required.

The monthly allowance to be paid to qualifying employees shall be as follows:

1. Employees retiring on or after January 1, 1996	\$375.00
2. Employees retiring on or after January 1, 1997	\$389.00
3. Employees retiring on or after January 1, 1998	\$403.00
4. Employees retiring on or after January 1, 1999	\$417.00
5. Employees retiring on or after January 1, 2000	\$431.00
6. Employees retiring on or after January 1, 2001	\$445.00

Since the Allowance does not form part of the Pension Plan for Labatt Wage Employees, no payments by the Company on account of the Allowance will be made to the employees surviving spouse in the event that the employee dies while in receipt of the monthly Allowance.

Finally, we agreed that the Company would deduct the total amount of *M.F.R.A.* benefits paid to employees from any gratuitous general enhancement fund given to the Union for its use by the Company in the event of a plant closure.

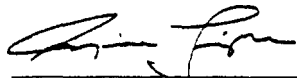
This letter and obligations arising hereunder shall expire and cease to have binding effect from and after December 31, 2001, provided that any employee who commenced to receive benefits hereunder prior to December 31, 2001 shall continue to receive benefits as stipulated herein.

For the Union.

For the Company.



Ron Blain
President, Local #1



Mike Tigne
Manager Human Resources

Letter of Understanding No. 19

January 23, 1996

Mr. Ron Blain, President
Brewery General and Professional Workers Union
Local #1
London, Ontario

Dear Mr. Blain:

Re: Brewery Closure/Transfer Rights

During negotiations there were extensive discussions between the parties concerning the possibility of a plant closure during the life of the Agreement. The parties agreed to the following items in the event that the Company closes the London plant during the term of this Collective Agreement.

1. The Company will announce a tentative date for the plant closure (***“the closure date”***). Following this announcement, a determination will be made as to the eligibility of London employees to transfer to vacant jobs in Toronto as follows.

Eligibility for Transfer

All London plant seniority employees will be eligible to transfer to vacant jobs in Toronto or to be added to the Toronto seniority list as recall list employees except for the following groups of employees:

1. Any employee who, on the closure date, is or who will be sixty-five (65) years of age ***i.e.: N.R.D. pension age.***

2. In the event that the Company decides to maintain a London-based transport fleet, and/or garage and/or warehouse, any employees who are required by the Company to continue working in Distribution and/or Staging in London.
3. Any employee who, at the date of the closure announcement is in receipt of L.T.D. benefits or who has been continuously in receipt of Workers' Compensation benefits for the six (6) month (*or longer*) period immediately preceding the date of such announcement until the employee is fully recovered and able to do the normal duties of the plant.

Those employees remaining who are not disqualified **as** set out above will have the following options:

1. Elect to take separation pay under the collective agreement and terminate their employment without any further entitlements;

or
2. Transfer to the Toronto seniority list as an active or recall list employee.

General

An employee who takes separation pay in equal weekly installments may continue to accrue pension credits for the period he is in receipt of weekly severance payments. However, this pension credit accrual shall not be available to an employee who takes the M.F.R.A.

Conditions Upon Transfer

An employee who elects to transfer to Toronto, whether as an active or a recall list employee at the time of transfer shall irrevocably forfeit his/her right to separation pay under

the collective agreement based on his/her years of service at the London plant.

Such employee will carry his/her company service to Toronto for the purpose of determining future vacation entitlement and vacation bonus and group insurance, sick leave, GWP credits and pension benefit and eligibility and entitlement;

In the year of transfer, such employee will carry his/her unused entitlement to vacation pay, vacation bonus, sick pay and GWP credits to Toronto and shall be paid such accrued entitlements as if he/she had been employed in Toronto throughout the year. In no case, however, shall the employee be entitled to receive more than the annual entitlement that he/she would have received had the employee been employed in London for the entire year. An employee who is transferred after the close of the vacation selection period shall be treated as if he/she failed to choose his/her preferred vacation weeks.

In the event that the transferring employee is not immediately actively employed in Toronto or is laid off in Toronto following a period of active employment, he/she shall be permitted to draw GWP benefits to the extent that he/she so qualifies pursuant to the provisions of the GWP.

Establishment of Seniority in Toronto

The parties agree that transferring employees should carry their London seniority to Toronto for layoff, recall and vacation selection purposes as amongst themselves and accordingly, the date that a transferring employee commenced to work in Toronto shall not be relevant for purposes of establishing seniority ranking. Once all of the transferred employees have arrived in Toronto, the Company will publish a seniority list which shall rank the transferred employees in order of their London plant

seniority. However, once an employee has transferred to Toronto and has completed any necessary training on his/her new job, he/she shall not be displaced from such job by a subsequently transferred senior employee unless the subsequent senior transferee must displace the junior employee from that job in order to avoid a layoff. In such case, the senior employee seeking to displace the junior employee may do so in accordance with the layoff language of the collective agreement.

Work Assignments/Qualifications

With the exception of tradesmen, all transferring employees shall be employed in the Packaging Department unless vacancies in other positions exist at the time of the transfer for which transferees are then qualified.

At the time of the transfer, a qualified transferee shall be permitted to displace a temporary employee who is employed in the same Department as the transferee was in London. Furthermore, a qualified transferee shall be awarded a vacant position in his/her former Department in preference to a senior unqualified transferee.

Selection for skilled trades positions shall be made on the basis of seniority provided the individual has the demonstrated skills, ability and qualifications and the Company will retain the right to evaluate them.

Tradesmen who transfer shall be employed in the appropriate trades function unless no vacancies exist in their trade in which case they shall be employed in the Packaging Department.

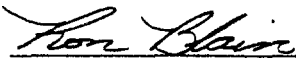
Creation of Vacancies

Voluntary Resignation

In a further attempt to create vacancies for eligible employees who wish to transfer from the closed Ontario plant, the Company will offer a voluntary resignation bonus on or before the tentative date announced for the plant closure.

An employee who elects to accept such voluntary resignation bonus shall be entitled to a lump sum payment equivalent to twenty weeks pay (*i.e. 800 hours multiplied by his/her straight time hourly rate*). Such employee who elects voluntary resignation pursuant to the Company's offer, shall be terminated on a date determined by the Company and shall have no further rights or entitlements.

For The Union



Ron Blain
President. Local #1

For The Company



Mike Tighe
Manager Human Resources

1996

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<p align="center">JUNE</p> <p>S M T W T F S I 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>							<p align="center">DECEMBER</p> <p>S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>						