
COLLECTIVE AGREEMENT

BETWEEN

WHITE SPOT LIMITED

AND

CAW-CANADA, LOCAL 3000

1996- 2000

WHITE SPOT RESTAURANTS

06528(05)

TABLE OF CONTENTS

PREAMBLE.....	1
ARTICLE 1 - BARGAINING AGENCY AND RECOGNITION.....	2
ARTICLE 2 - UNION RECOGNITION AND UNION SECURITY.....	3
ARTICLE 3 - UNION LEAVES OF ABSENCE.....	4
ARTICLE 4 - DAYS AND HOURS OF WORK AND OVERTIME.....	5
ARTICLE 5 - GENERAL HOLIDAYS.....	9
ARTICLE 6 -ANNUAL VACATIONS.....	11
ARTICLE 7 -BENEFIT PLANS.....	12
ARTICLE 8 . EMPLOYEE BENEFITS.....	13
ARTICLE 9 . SENIORITY AND LAYOFFS.....	17
ARTICLE 10 . DISCIPLINE.....	20
ARTICLE 11 - MANAGEMENT RIGHTS.....	21
ARTICLE 12 - GRIEVANCE PROCEDURE.....	22
ARTICLE 13 - CLASSIFICATIONS AND WAGE RATES.....	25
ARTICLE 14 - JOB POSTING.....	26
ARTICLE 15 . OCCUPATIONAL HEALTH AND SAFETY.....	27
ARTICLE 16 - HUMAN RIGHTS.....	30
ARTICLE 17 - DURATION OF AGREEMENT.....	32
APPENDIX "A".....	33
APPENDIX "A" - NOTES TO SALARY SCHEDULE.....	43
APPENDIX "B" - EMPLOYEE BENEFIT PLANS.....	44
APPENDIX "C" - PROGRESSION SYSTEM.....	54
APPENDIX "C" - ABBREVIATIONS ON WORK SCHEDULE.....	55
APPENDIX "D" - MEMORANDUM RE: CALL IN.....	56
APPENDIX "E" - DEFINITIONS.....	57
APPENDIX "F".....	58

APPENDIX "G"	59.
LETTER OF UNDERSTANDING - ARTICLE 4.09(D).....	60
LETTER OF UNDERSTANDING - ARTICLE 8.04.....	61
LETTER OF UNDERSTANDING - ARTICLE 9.09 AND 9.10.....	62
LETTER OF UNDERSTANDING - CONTRACTING OUT-JANITOR WORK.a.....	63
LETTER OF UNDERSTANDING - COMMUNICATION COMMITTEE REPRESENTATIVES	64
LETTER OF UNDERSTANDING - CLOSURE.....	65
LETTER OF UNDERSTANDING - KITCHEN PREP.....	67
LETTER OF UNDERSTANDING - REQUESTED DAYS OFF.....	68
LETTER OF UNDERSTANDING - EMPLOYEE ASSISTANCE PROGRAM	69
LETTER OF UNDERSTANDING - SET SHIFTS	70
LETTER OF UNDERSTANDING - LATE PAYMENT OF UNION DUES AND RRSP CONTRIBUTIONS . .	71

COLLECTIVE AGREEMENT

BETWEEN

WHITE SPOT LIMITED

AND

CAW-CANADA, LOCAL 3000

(Hereinafter called the 'Union')

PREAMBLE

The purpose of this Agreement is to promote and maintain harmonious relations between the Company and the employee, to stabilize the industry, to elevate the trade, to facilitate the peaceful adjustment of all disputes and grievances, to prevent strikes and lockouts, waste, unnecessary expense and avoidable delays in carrying on the work.

ARTICLE 1

BARGAINING AGENCY AND RECOGNITION

- 1.01 The Company agrees to recognize and bargain collectively and exclusively with the Union so long as the Union remains the certified bargaining agent of the employees.
- a) No employee shall be compelled to or allowed to enter into any individual contract or agreement with their Employer concerning the conditions of employment varying the conditions of employment contained herein.
 - b) No employee shall be asked to make a written or verbal agreement with the Employer covering hours of work, wages or conditions during the term of this Agreement.
 - c) Where the convenience of the Company or an employee can be enhanced, without the interest of either being generally impaired, special shifts may be mutually arranged between an employee, the Employer and a representative of the Union.
- 1.02 This Agreement shall cover all employees in the Restaurants and Dinner Houses except office employees, Managers, or Supervisors who exercise management functions.
- 1.03 Work customarily performed by the employees in the bargaining unit shall not be done by persons excluded from the scope and jurisdiction of this agreement, except for the purpose of development, audit, quality control, on the job training, instruction of employees, in cases of emergency, or the current practice of management performing duties necessary to ensure the efficient and hospitable operation of the business.

ARTICLE 2

UNION RECOGNITION AND UNION SECURITY

- 2.01 All employees as defined in Section 1.02 above who, at the date of signing of this Agreement, are members in good standing of the Union, or who later become members of the Union, shall as a condition of continued employment, maintain membership in good standing in the Union for the duration of this Agreement or any continuation or renewal thereof. All employees employed after this Agreement becomes effective shall become members of the Union upon completion of their first week of employment.
- 2.02 The Company agrees to deduct, pursuant to written assignment of employees, from each pay period of the earnings of each employee, Union Dues and Initiation Fees from time-to-time fixed by the Union. In addition, assessments levied in accordance with the Constitution and By-laws of the Union will be deducted from members of the Union upon proper written notification from the Local Executive of the Union.
- 2.03 a) The total amount so deducted shall be remitted with an itemized statement to the Secretary-Treasurer of the Local Union within fourteen (14) days following each pay date.
- b) **The Company shall include Union Dues on all T-4 slips issued to employee&**
- 2.04 The Company agrees to recognize two (2) Shop Stewards as designated by the Union, in each unit and the Company shall accord a hearing to the Shop Steward for settlement of disputes and grievances.
- A shop steward required to attend a grievance meeting in their home restaurant will not have such time deducted from their regularly scheduled shift.
- 2.05 An authorized representative of the Union shall be permitted to enter the various units at any reasonable time in the interest of the employees covered by this Agreement, provided that the Manager on duty is first contacted, and that there will be no disruption of employees' duties.
- 2.06 The Company agrees to provide the Union with Notice Boards upon which the Union President or a delegate may post bulletins pertaining to Union business, election of officers, social and recreational events.

ARTICLE 3

UNION LEAVES OF ABSENCE

3.01 Upon request to the Company's Labour Relations Representative, the Company shall grant Leave of Absence without pay for a maximum period of three (3) years to no more than two (2) employees per restaurant who are selected to a full time union position. An employee who obtains such Leave of Absence must return to the employ of the Company at the end of the selected term to retain employee status.

At the expiry of this three year period the Union may request and the Company shall grant an additional three (3) year extension period to the leave to no more than three (3) employees. It is understood that the maximum continuous period of leave shall be six (6) years.

3.02 The Company may grant a Leave of Absence without pay to employees who are selected to attend Union Conventions, to participate in negotiations involving the Employer, and for other Union business. Such leave will not be unreasonably denied.

3.03 In order for the Employer to replace the employee with a competent substitute, it is agreed that before the employee receives this Leave of Absence, as set forth in Clauses 3.01 and 3.02 above, the Employer shall be advised in writing ten (10) days prior to the day on which the Leave of Absence is to commence. With regard to Article 3.02, -the employee shall be advised of the Company's decision prior to posting of the schedule in which the leave of absence is to commence.

3.04 The Leave of Absence granted under this Article will not constitute a break in seniority and the employee shall have the option of maintaining contributions towards the various benefit plans, subject to the terms and conditions of these plans.

ARTICLE 4

DAYS AND HOURS OF WORK AND OVERTIME

- 4.01 a) The regular hours of work shall not exceed forty (40) hours per week and eight (8) hours in a shift. Employees' days off shall be consecutive 'as far as is possible. In any dispute as to the necessity of departing from the pattern of two (2) consecutive days off, it shall be the responsibility of the Company to show that such departure is necessary to meet service requirements.
- b) An employee will not be scheduled to work more than five (5) days in a work week. More than seven (7) consecutive days in two (2) work weeks may be scheduled if requested by the employee. The eighth (**8th**) and ninth (**9th**) shift shall be paid at double (2x) the regular rate of pay.
- 4.02 Time worked in excess of eight (8) hours per shift shall be considered as overtime and shall either:
- a) Be paid at time and one-half (**1½**) the regular rate, or
- b) Upon the request of the employee, be accrued as banked hours at one and one-half (1½) times the number of hours worked.
- 4.03 Time worked in excess of ten (10) hours on a shift or on a sixth and/or seventh shift in a work week, shall either:
- a) Be paid at double (2) the regular rate, or
- b) Upon the request of the employee, be accrued as banked hours at double (2) the number of hours worked.
- 4.04 A maximum of 120 hours, **converted to the equivalent of dollars based on the hourly rate at which it was earned**, may be accrued may be withdrawn by an employee in whole or in part at their regular rate at time of withdrawal. In the event an employee also wishes time off, such time will be by mutual agreement and subject to the operating needs of the business.
- 4.05 Overtime shall be recorded daily on the time sheets and will be paid or banked for the pay period in which the overtime occurs.

- 4.06 a) The response of employees requested to work overtime will be on a voluntary basis.

The Company and the Union recognize that the restaurant business cycle fluctuates, and consequently that specific daily scheduling requirements may fluctuate to reflect this reality. The Company and the Union agree that they have a mutual interest in ensuring the efficient and hospitable operation of the business.

When scheduled hours have been vacated due to an unexpected absence of an employee, or in an emergency, the Company will endeavour, where practicable, to cover such hours necessary to ensure proper and efficient operations. The Union agrees that when overtime is necessary, it will cooperate with the Company to make sure that employees are available to do the work.

- b) Management shall offer such overtime in order of seniority to employees on shift in the classification where the overtime is needed.
- c) Management shall then offer overtime to qualified employees on shift in a lower rated classification in order of seniority.
- d) Management shall then offer overtime to employees not on shift in the classification in order of seniority.
- e) Management shall then offer overtime to qualified employees not on shift in a lower rated classification in order of seniority.
- f) Management shall then offer overtime to qualified employees on shift in order of seniority.
- g) Management shall then offer overtime to qualified employees not on **shift** in order of seniority.

4.07 Employees requested to work overtime shall be paid overtime at the rate of the classification they are working on their shift, unless assigned to a higher rated classification, in such case, the job rate will apply.

4.08 An employee accepting overtime which is expected to exceed two (2) hours shall be given a fifteen (15) minute paid rest period within the first two (2) hours of overtime, and further breaks will be in accordance with Articles 4.13 and 4.14.

- 4.09
- a) Management will post the work schedule, not later than 12:01 p.m. on Thursday of each week and such work schedule will be brought up to date, in ink, daily by the Manager on shift.
 - b)** There shall be no identifying marks or abbreviations used on the work schedule other than those agreed to by the parties of this Agreement (see Appendix "D").
 - c)** An employee's posted work schedule will not be changed without his/her agreement, unless such change is caused by an emergency. When an employee agrees to switch a day (s) of rest and a day (s) of work, the provisions of Article 4.12 will not apply.
 - d)** An employee's posted shift will not be changed without personal notice prior to leaving for work, unless such change is caused by an emergency.
- 4.10
- a) Split shifts must fall within a twelve (12) hour period; shall not exceed seven (7) hours in duration; shall not be split more than once; and each segment be a minimum of two (2) hours.
 - b) All employees upon attainment of six (6) months service, required to work a split shift will be paid for all hours worked and in addition receive one (1) hour at their regular rate. Also, for these eligible employees, overtime on a split shift will commence after seven (7) hours of work and will be paid at double the regular rate.
 - c)** The assignment of split shifts will, where possible, be rotated among qualified employees.
 - d)** A split shift shall not be scheduled for a shift which commences after 10:00 p.m. and finishes before 6:00 a.m.
- 4.11
- Employees will receive their regular hourly rate of pay for all hours worked with a minimum of four (4) hours pay, except that a minimum of two (2) hours pay at their regular rate will apply to students working on a school day. The guarantee will not apply in those instances where employees fail to start work at the time scheduled for their shift or are voluntarily absent on any part of the day that they are scheduled to work.
- 4.12
- a) Employees who have been scheduled for twenty (20) hours or more on the weekly work schedule, not on shift, called in to work on the same day they have completed a shift, or called in to work on a sixth or seventh shift, shall receive their appropriate rate for such time and in addition, two (2) hours pay at their regular rate (see appendix "E").
 - b) An Employee's response to (a) above will be voluntary.

- 4.13 Employees working a shift of more than five (5) hours shall receive an unpaid meal period of not less than one-half (1/2) hour commencing not earlier than two (2) hours after their shift started and not later than five (5) hours into their shift. Employees called back to work from a meal period shall be considered not to have had any portion of the meal period. They shall be given their applicable meal period later in their shift.
- 4.14 An employee working a shift of not less than four (4) hours shall receive one (1) fifteen (15) minute paid rest period. An employee working a shift of more than six and one-half (6 1/2) hours shall receive one (1) additional fifteen (15) minute paid rest period.
- 4.15
- a) Employees will not be required to commence working a new shift until at least ten (10) hours have elapsed since ending their previous shift. For the purpose of clarity this time period does not apply in cases of call-in.
 - b)** Should an employee be scheduled to work with less than ten (10) hours between shifts on two (2) separate work days, the employee is responsible for advising the manager in order for the manager to be able to change the schedule.
 - c)** If the schedule cannot be changed the employee has the following options:
 - (i) Decline to work the shift with no loss of hours in that work week.
 - (ii) Be paid at time and one half (1 1/2x) the regular rate between the eighth and tenth hour and be paid double (2x) the regular rate for less than eight hours.
- 4.16 Premium payments shall not be pyramided. An employee shall receive whichever form of payment is the greater.
- 4.17 The Company agrees to make regular contact at least once per shift when janitors work alone.

ARTICLE 5

GENERAL HOLIDAYS

5.01 The following days, and any other days declared as holidays by the Federal or British Columbia governments shall be paid general holidays:

New Year's Day	Labour Day
Heritage Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
B.C. Day	

5.02 Employees are entitled to holiday pay if they have worked at least fifteen (15) of the thirty (30) calendar **days** immediately preceding the general holiday and have been employed for at least thirty (30) days with the Company.

5.03 Employees who qualify for holiday pay under Article 5.02 shall not receive holiday pay if:

- a) They are scheduled to work the general holiday and fail to do so, or
- b) They fail to work their scheduled work day immediately preceding and following the holiday(s), unless such absence is for just and reasonable cause.

5.04 In calculating days worked for the purpose of Article 5.02 the following will be counted:

- a) A regular work day;
- b) Receiving weekly indemnity or Workers' Compensation benefits providing the employee is back at work on or before the general holiday occurs;
- c) A bona fide illness not exceeding three (3) days or days of vacation, providing the employee has worked at least fifteen (15) days in the thirty (30) day period prior to their vacation or illness;
- d) A bona fide illness exceeding three (3) days, providing; the employee has worked at least fifteen (15) days in the thirty (30) day period prior to their illness and the employee is back at work on or before the general holiday occurs.
- e) Approved leave of absence for Union business where such leave is for three (3) consecutive weeks or less.

5.05 In the event an employee works on a General Holiday, and qualifies for holiday pay under Article 5.02, he/she shall be paid time and one-half (1 1/2x) his/her regular hourly rate for all hours worked during that day and in addition have the average number of hours (excluding overtime) worked per shift during the previous two (2) pay periods, or that number of hours (excluding overtime) worked on the General Holiday, whichever is greater, accrued as banked **dollars**.

The rate to be used, when calculating the value of the average number of hours as set out above, will be that of the classification worked in the majority of the shifts during the previous two (2) pay periods.

5.06 Employees who are not otherwise eligible for holiday pay, when required to work on a general holiday shall be paid at the rate of time and one half (1/2) their regular hourly rate for all hours so worked on the general holiday.

5.07 In the event a General Holiday falls on a day an employee is not scheduled to work or is on vacation, but who has qualified for holiday pay under Article 5.02, she/he will either be paid holiday pay for that day, or have the average number of hours (excluding overtime) worked per shift during the previous two (2) pay periods accrued as banked hours.

ARTICLE 6

ANNUAL VACATIONS

6.01 a) An employee who has completed the Company service requirements listed below shall be granted a vacation and receive vacation pay as follows:

<u>Company Service Requirement</u>	<u>Length of Vacation</u>	<u>Computation of Vacation Pay</u>
1 Year	2 Weeks	4% of wages earned since previous vacation
3 Years	3 Weeks	6% of wages earned since previous vacation
10 Years	4 Weeks	8% of wages earned since previous vacation
20 Years	5 Weeks	10% of wages earned since previous vacation
30 Years	6 Weeks	12% of wages earned since previous vacation

(b) Employees who cease employment part way through their year of employment shall be paid the appropriate vacation pay accrued to date of termination.

6.02 Employees shall be entitled to receive their vacation in consecutive weeks except during the months of July, August and December when employees shall receive their vacation entitlement in a consecutive two (2) week period; an additional week(s) may be taken concurrently except when the efficient operations of the business would be adversely affected. Employees shall be entitled to withdraw their vacation pay twice a year.

6.03 If the Company requires an employee to change an approved and assigned vacation period, the employee shall receive one (1) week of vacation pay in addition to her/his regular entitlement.

6.04 a) Vacation schedules will be placed on the bulletin board no later than February 1st. After March 15th those employees who have not recorded their choice of vacation time will not be able to exercise seniority rights for vacation purposes. The approved and assigned vacation schedule will be posted on April 1st.

b) Selection of vacation time shall be by seniority in their classification, subject to a) above.

ARTICLE 7

BENEFIT PLANS

7.01 All eligible employees shall, subject to the conditions therein, have the benefit of the various plans for hourly rated employees outlined in Appendix “B”.

ARTICLE 8

EMPLOYEE BENEFITS

- 8.01 All uniforms or special articles of wearing apparel worn by employees while on duty shall be supplied and laundered by the Company free of cost to the employees. Efforts will be made by the Company to maintain all uniforms or special articles of wearing apparel worn by employees while on duty.
- 8.02 Where an employee is required to launder their own uniforms, an allowance of sixty cents (\$.60) per shift shall be paid to such employee. **Upon ratification of this agreement, where an employee is required to launder their own uniforms, an allowance of seventy cents (\$.70) per shift shall be paid to such employee.**
- 8.03 In the event that a waitress deems it desirable to wear a sweater at work, it shall be suitable and appropriate in colour. The Company will purchase the sweaters and make them available at wholesale price.
- 8.04 There will be no deduction of monies for meals. The quality and variety of such meals will remain, as at present, within the discretion of the Company (see Letter of Understanding).
- 8.05 An employee, having six (6) months or more Company service, who is called for jury duty, or is subpoenaed to be present in court as a witness, will receive for each day of absence from work by reason of the subpoena or the jury duty, the difference between pay lost, computed at that employee's regular hourly rate for the number of normal hours the employee otherwise would have worked, exclusive of overtime and other forms of premium pay and the amount of jury fee received.
- 8.06 Any employee, on their written request supported by a certificate of a medical practitioner, if applicable, or any employee who notifies the employer that they have adopted a newly born child, is entitled to a parental leave of absence from work without pay, as set out in the Employment Standards Act of British Columbia subject to the following:
- a) The leave shall not end before the expiration of six (6) weeks following the actual date of birth of the child unless the employee requests a shorter period;
 - b) The Company may require an employee to commence a leave of absence where the duties cannot reasonably be performed by the employee because of the pregnancy, and where alternative employment is not available. The leave of absence shall continue until the employee provides a certificate from a medical practitioner stating that she is able to perform her duties;

- c) During parental leave, the Company shall maintain the employee's coverage in the applicable benefit plans of Article 7 providing the employee continues to pay their share of the cost of the respective plans;
- d) The Company will be notified two (2) weeks in advance of the employee's anticipated date of return to work.

8.07 An employee absent due to death in her/his immediate family during periods when she/he is both scheduled and available for work, shall receive three (3) days' pay for such time lost (and in the case of grandparents, brothers-in-law and sisters-in-law, sons-in-law and daughters-in-law, one (1) day off with pay if not residing with the employee). In the event an employee requests additional time off, such time without pay may be granted by the Manager to a maximum of ten (10) work days. The above will only apply to the immediate family which includes children, spouse, parents, brothers, sisters, parents-in-law, and any relative residing permanently with the employee. The above benefits shall not be implemented during vacation, sick leave, leave of absence, or leave due to a work-related injury. **(It is understood that spouse includes same sex relationships)**

- 8.08 a) Where an employee is injured or sick to the extent where medical attention is required, it shall be the responsibility of the Company to provide immediate transportation to and from the nearest medical facility.
- b) An employee returning from an approved leave such as; sick leave, union leave, jury duty leave, parental leave, bereavement leave as provided in Article 8.07, or leave due to a work related injury, will return to the same job if it exists, or in the event that it does not, to a job similar in work content, and the average number of hours per pay period they would have received had they not been on leave of absence. A doctors certificate may be required to determine the type of work the employee is able to perform.

When an employee is available to return to work after an absence of more than one (1) scheduled work week and less than thirty (30) calendar days, he/she must advise the Company a minimum of twenty-four (24) hours prior to the posting of the work schedule on Thursday 12:01 p.m. in order to be scheduled shifts and hours in that week. In case of absences of thirty (30) calendar days or more, a minimum of seventy-two (72) hours notice must be given. Employees who do not advise the Company within these time frames will be accommodated on an on-call basis in that week.

- c)** The provision in b) above will also apply to employees who receive a personal leave of absence of less than three (3) months, granted in accordance with article 8.10 a).
 - d)** An employee injured while working in the restaurant shall suffer no loss of earnings for the balance of hours scheduled on the day on which the work-related injury occurs if as a result of such injury they are sent to the hospital or for medical attention and are declared unable to return to work.
- 8.09 Employees requested by the Company to attend meetings, or required to take courses to upgrade their jobs or learn new jobs will be paid at the appropriate rate in accordance with Article 4. Tuition costs of such training or required Industrial First Aid courses will be paid by the Company.
- 8.10 a) A non-probationary employee may request a Leave of Absence. The request, in writing to the appropriate Manager, shall identify the date on which the leave will start; the date the employee will resume work, and the reasons for the leave. The request for a Leave of Absence will be presented at least twenty-one (21) calendar days before the leave is to commence and the employee shall be advised of the Company's decision within a reasonable amount of time after such presentation but no later than fourteen (14) days prior to the commencement date of the leave. The granting of a Leave of Absence remains within the discretion of the Company. The Leave of Absence shall be without pay and does not constitute a break in seniority or Company service.
- (b)** Leaves of Absence will not be granted for the purpose of allowing employees to take other employment, or venture into business for themselves.
- 8.11 When a job disappears because of a technological change, or change of production methods, the regular incumbent of such a job will keep the regular rate of the job from which she/he transferred for a period of two (2) years unless she/he is transferred to a higher rated job, subject to the right of the Company to assign such employee to any job which becomes vacant, providing she/he has the necessary qualifications and ability.
- 8.12 Employees who leave the service of the Company and who have qualified to receive the job rate of pay in one or more classifications, and who are subsequently rehired within one (1) year to fill a classification for which they are qualified will be paid the appropriate job rate of pay after thirty (30) calendar days of service. In all other respects they will be considered new employees and must re-qualify for all benefits and privileges, and their new seniority date will be the date they are rehired.

- 8.13 The parties to this Agreement agree to retain a joint Management- Union Committee which will meet monthly to examine, discuss and make recommendations to the parties on all matters of mutual interest, such as accident prevention, environmental issues, employee/employer relations, including wherever possible, advance notice of matters likely to significantly affect employee working, conditions, and public and industrial relations.
- 8.14 At least thirty (30) days before the opening of a new establishment, an advice notice will be posted in all restaurants for not less than seven (7) calendar days.
- 8.15 Any employee, other than a designated head waiter/waitress, head carhop, or head grill cook who is requested by Management to teach any other employee the duties required for the job, will be paid a premium of fifty five cents (\$.55) per hour effective on the date of ratification of this collective agreement and sixty cents (\$.60) per hour effective July 16, 1994 for the time spent in training.

ARTICLE 9

SENIORITY AND LAYOFFS

- 9.01** Employees will be considered on probation until they have worked twenty **(20)** work days or forty-five **(45)** calendar days whichever occurs first. If found unsuitable during such period, such employees will not be retained in the service of the Company. Upon completion of the probationary period, the employee will be credited with seniority dating back to the first day of the twenty **(20)** work days or the first day of the forty-five **(45)** calendar days probationary period.
- 9.02** The Company shall provide quarterly to the President of the Union, a list of hourly employees for each restaurant which will include names, addresses, telephone numbers, actual wage rates, seniority dates and classifications.
- 9.03** Termination of employment and loss of seniority shall result from any of the following:
- a)** Discharge for just and reasonable cause and not reinstated under the terms of this agreement;
 - b)** Voluntary termination of his/her employment;
 - c)** Continuous absence for three **(3)** days without permission of the Company, unless the employee was absent for reasons beyond their control;
 - d)** Continuous layoff for a period exceeding six **(6)** months for employees with less than three **(3)** years seniority or twelve **(12)** months for employees with three **(3)** or more years seniority;
 - e)** A failure to return to work within four **(4)** working days after being recalled from lay-off, without just and reasonable cause. Just and reasonable cause will include refusal of a recall of less than four **(4)** continuous weeks of work of less than an average of twelve **(12)** hours of work per week.
- 9.04** Any break in seniority shall cancel seniority previously accrued. New seniority can be acquired after such breaks only after re-employment, in which case seniority shall date from such re-employment.

- 9.05** a) In the event of a layoff of staff within a restaurant, which is expected to exceed three (3) months, the President of the Union and affected employee(s) who have completed a period of employment of at least six (6) consecutive months, will be notified not less than fourteen (14) calendar days in advance of any resultant layoff, or receive pay in lieu thereof, or a combination of same. Upon completion of three (3) consecutive years of service, an employee will receive one (1) additional weeks notice or pay in lieu thereof, and for each subsequent completed year of service an additional weeks notice, or pay in lieu thereof to a maximum of eight (8) weeks notice, or pay in lieu thereof, or a combination of same. The period of notice shall not coincide with an employee's annual vacation.
- (b) An employee who has completed a period of employment of at least six (6) consecutive months shall receive severance pay subject to Article 9.05 a) should the layoff exceed three (3) months.
- (c) The Company agrees to provide notice of closure of a restaurant (if such closure is within the control of the Company) to the Union and the affected employee(s) at least three months prior to the effective date of the closure, or pay in lieu thereof. Should an employee under such notice be offered and take work with the Company in accordance with Article 9.07, any pay due the employee in lieu of notice shall be reduced proportionately.

9.06 When layoffs occur within any restaurant the last employee hired shall be the first employee to be laid off, based on length of service within the particular restaurant; it being understood that:

- a) An employee will be laid off if more senior employees have the qualifications to perform the necessary work;
- b)** An employee in a higher classification may be demoted to their former classification without a loss of seniority;
- c) Employees transferred from another restaurant shall be considered the last employees hired in that classification but will retain their seniority and Company service for the purpose of demotion or layoff within the restaurant;
- d)** Any laid off employee may request recall to another restaurant when a layoff exceeds one (1) month;
- e) An employee demoted to a lower classification under Article 9.06 shall be offered his/her previous classification should work in the previous classification once again become available within six (6) months from date of the initial demotion.

- 9.07 A new employee(s) will not be hired while another employee(s) who has completed their probationary period is on layoff which is expected to exceed three (3) months, it being understood that:
- a) The Company may recall such laid off employee to any job which becomes vacant;
 - b) The employee must have the necessary qualifications and ability;
 - c) An employee(s) may not refuse a recall without just and reasonable cause.
- 9.08 Laid off employees shall be called back in the reverse order in which they were laid off. The Company shall give notice of recall from layoff by registered letter to the last recorded address of the employee and the Union will receive copies of such letters. Employees shall keep the Company advised of their current addresses.
- 9.09 a) Subject to the operating needs of the business, Management will recognize senior employees with respect to assignment of shifts and hours.
- b) Preference for day shifts or night shifts shall be awarded by seniority to the greatest extent possible.
- 9.10 While Management is entitled to schedule shifts of various lengths as provided for in this Agreement, Management will endeavour to maximize the length of shifts before instituting shifts of lesser duration, subject to the operating needs of the business. For the purpose of this provision, the term operating needs will not include scheduling to avoid rest periods and meal breaks.
- 9.11 An employee temporarily assigned for two (2) hours or more, cumulative, in any one shift, to a higher rated position, shall receive the appropriate rate while occupying such position. Employees temporarily assigned to lower rated positions shall not have their rate reduced. An employee in training, i.e. under the supervision of a qualified person within that classification, will not be considered as on a temporary assignment.

ARTICLE 10

DISCIPLINE

- 10.01 There shall be no discrimination against any employee for being a member of the Union or for fulfilling the duties of an Officer or committee member of the Union.
- 10.02 The Employer shall not dismiss or discipline an employee bound by this Agreement except for just and reasonable cause.
- 10.03 If employees so desire, they may be accompanied by their Shop Steward (or in the Shop Steward's absence, another member of the Union) when meeting with a member of Management.
- 10.04 An employee covered by this Agreement will not be required to cross a legal picket line.
- 10.05 a) Upon adequate notice to the Manager, an employee shall have reasonable access to review their personnel file in the restaurant.
- b) An employee may register their written objection to any entries on **file** which shall also then be included in the file.
- c) Whenever an employee signs a document pertaining to discipline they do so only to acknowledge that they have been notified accordingly.
- 10.06 All working conditions at present in force which are not subsequently mentioned in this agreement and which are not contrary to the general purpose and intent of this agreement, shall continue in full force and effect.
- 10.07 The President of the Union will receive a copy of all disciplinary letters presented to employees including those covering suspensions or discharge. The President of the Union and/or the Union Representative shall review the status of all employee disciplinary letters with the appropriate District Manager, once every six (6) months, commencing with the signing of this Agreement.

ARTICLE 11

MANAGEMENT RIGHTS

- 11.01 Nothing in this Agreement shall detract from or interfere with the right of Management to suspend, transfer, layoff, or discharge employees for just cause.
- 11.02 The entire Management of the operation and the direction of the Company's undertaking is vested exclusively in the Company, and the Union shall not in any way interfere with those rights. It is understood that such rights shall not be used or exercised in any way inconsistent with the terms and provisions of this Agreement.

ARTICLE 12

GRIEVANCE PROCEDURE

12.01 It is agreed that any grievance or dispute arising out of the interpretation, application, administration, or alleged violation of the provisions of this Agreement including whether a matter is arbitrable, shall be promptly discussed with the parties hereto who shall diligently cooperate with each other in an effort to adjust such a grievance as quickly as possible.

It is understood that certain steps of the grievance procedure may be by passed by mutual agreement.

12.02 a) The agreed procedure for adjusting all grievances and disputes shall be as follows:

Step 1:

The grievance shall be discussed between the employee(s) and the Manager concerned within ten (10) calendar days from the date of the incident. The employee(s) may request to be accompanied by a Shop Steward (or in the Shop Steward's absence, by another member of the Union). The Manager or his representative shall respond to the employee within five (5) days of such discussion. Should the Manager or his representative fail to respond within this five (5) day period, then the grievance will be deemed to be denied by the Manager.

Step 2:

In the event of failure to reach an agreement under the provisions of Step 1, the Shop Steward and/or Union Representative may, within ten (10) calendar days from the discussion in Step 1, discuss and attempt to settle such grievances with the District Manager and the Manager concerned. The District Manager or his representative shall respond to the employee within five (5) days of such discussion. Should the District Manager or his representative fail to respond within this five (5) day period, then the grievance will be deemed to be denied by the District Manager.

Step 3:

If an agreement is not reached under Step 2, the Union will, within seven (7) calendar days from the discussion in Step 2 notify the Company's Labour Relations Representative in writing of the nature of the grievance and a grievance hearing will be held within ten (10) calendar days from the date of receipt of the written grievance between the Company and the Union. The Labour Relations Representative or his/her representative shall respond to the employee within five (5) days of such discussion. Should the Labour Relations Representative or his/her representative fail to respond within this five (5) day period, then the grievance will be deemed to be denied by the Labour Relations Representative.

Step 4:

- i)** If an agreement is not reached under the provisions of Step 3, upon mutual agreement between the Union and Company and at any time prior to the appointment of an Arbitration Board, or other body, Mr. Don Cott or another party may be requested to confer with the Union and the Company to assist in the settlement of any difference arising from an alleged violation of this Agreement. Within ten (10) days of appointment, the selected party will make inquiries which it considers adequate and will submit in writing recommendations for settlement of the difference which will not be binding upon either the Union or the Company or detract from their privileges under this Agreement. All expenses incurred by the appointed party will be paid equally by the Union and the Company.
- ii) The parties agree that they may meet in advance of any proceeding under this provision to define the issues to be decided.
- iii) The parties may agree that the recommendation rendered at this step will be binding on both parties.
- b) In the event of failure to reach an agreement under Step 3, the grievance may then be submitted to a Board of Arbitration.
- c) Where an employee's pay is involved, the time limit in Step 1 will be thirty (30) calendar days and the time limits in Step 2 and Step 3 will not apply.
- d) Where discipline to an employee involves lost time, any resultant grievance may proceed to Step 2 within the time constraints of Step 1 and Step 1 may be bypassed.
- e) In the event of a grievance respecting an employee's pay, the President of the Union or the Union Representative shall, upon request to the Restaurant Manager, have access to the time sheets. In the event that the matter is unresolved, the President of the Union or the Union Representative shall, upon request to the Company's Labour Relations Representative, have access to the pay records at Head Office.
- f) The Union or the Employer may file policy grievances and such grievances shall be admitted at Step 3 of the grievance procedure.
- g) No technical error or omission will render a grievance inarbitrable.

12.03 Thirty (30) calendar days shall be allowed for setting up of a Board of Arbitration. The parties shall mutually agree upon and appoint a third party who shall be the sole arbitrator.

Roster of Arbitrators:

Richard Bird
David McPhillips
Don Monroe
Bob Diebolt
Judy Korbin

12.04 In the event of failure of the parties to agree on the sole arbitrator, the Minister of Labour shall be requested to appoint the sole arbitrator.

12.05 a) All expenses incurred by the sole arbitrator shall be paid equally by the parties. Each party shall pay its own costs.

b) The decision of the sole arbitrator shall be final and binding on both parties.

12.06 a) The parties may mutually agree that a three person Board of Arbitration be appointed in place of a sole arbitrator. It shall be composed of one representative appointed by the Company, and one representative appointed by the Union, and the two so appointed shall then select an impartial Chairperson.

b) The decision of a majority of the Board shall be deemed to be the decision of the Board and shall be final and binding.

c) All expenses incurred by the Chairperson shall be paid equally by the parties. Each party will pay its own costs, including those of its representatives.

12.07 It is understood that any of the time limits referred to in Article 12 Grievance Procedure, may be extended by mutual agreement between the President or Representative of the Union and the Company's Labour Relations Representative.

12.08 It is agreed that a sole arbitrator or a Board of Arbitration, will be required to submit a decision to the parties in writing within two (2) weeks of the conclusion of the arbitration hearing with reasons to follow at the Chairman's discretion, but no longer than three (3) months from the date of the hearing.

12.09 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement or to alter, modify, or amend any part of it.

ARTICLE 13

CLASSIFICATIONS AND WAGE RATES

- 13.01 The classifications and wage rates for the effective period of this Agreement shall be those attached hereto in Appendix "A".
- 13.02 Employees who are currently receiving a rate of pay in excess of the new rate of pay for their job classification will have their rate "red circled" and protected until such time as subsequent rate increases to their job classification exceed their protected rate, at which time they will receive the correct rate of their job classification.
- 13.03 When a bona fide new classification is to be established which cannot be properly placed in the existing wage scale by mutual agreement, Management will establish the classification and rate on a temporary basis. Written notification of the temporary rate and classification will be furnished to the President of the Union within seven (7) calendar days of establishment.
- 13.04 If, fourteen (14) calendar days after such notification, the Company and the Union are unable to agree on a classification and rate for the new job, the disputed rate and/or classification may be taken to arbitration in accordance with Section 12.02 of Article 12 of this Agreement.
- 13.05 It is specifically agreed that no Board of Arbitration shall have the authority to alter or modify the existing classifications or wage rates but it shall have the authority, subject to the provisions of this Agreement, to determine whether or not the new classification or wage rate has been set properly within the framework of the established classification and rate schedule.
- 13.06 If the Board of Arbitration sets a new rate higher than the temporary rate, it shall be applied retroactively to the date of the establishment of the temporary rate and classification.

ARTICLE 14

JOB POSTING

- 14.01 When a bona fide new classification is to be created or a job vacancy occurs, a suitable advice notice will be posted for not less than four (4) calendar days in the restaurant affected. Postings will not be required for service assistant, dishwasher, or tray loader vacancies. However, an employee who has indicated in writing that he/she wishes to be transferred to the position of service assistant, dishwasher, or tray loader, shall be transferred prior to the hiring of a new employee into the position, subject to the provisions of Article 14.02 and 14.05.
- 14.02 Qualifications, ability and seniority shall be the determining factors in selecting applicants. Seniority shall be the governing factor if there is more than one qualified applicant.
- 14.03 In the event a qualified applicant is not available, a qualified employee may be transferred from another unit. The Company also agrees to accommodate where possible the requests of employees for transfers, subject to the operating needs of the business.
- 14.04 The successful applicant on a job vacancy shall be considered to be on a trial period for up to fifteen (15) work days. During the trial period, an employee who fails to demonstrate her/his ability to perform the job or who chooses not to retain the position shall be returned to her/his former position, without a loss of seniority.
- 14.04 Management will accept written applications in advance from employees for job openings referred to in Article 14.01 which may occur during an employee's annual vacation or Leave of Absence. Such applications will only be effective for the period of the annual vacation or Leave of Absence.

ARTICLE 15

OCCUPATIONAL HEALTH AND SAFETY

- 15.01 The Employer agrees that it is the responsibility of the Employer to make reasonable provisions for the Health and Safety of all employees during the hours of their employment and to provide proper training and instruction on safe work practises.
- 15.02 The Company shall initiate and maintain regular monthly meetings with employees, one of whom will be a Shop Steward or Health and Safety Representative selected by the Union, from the specific restaurant, to examine, discuss, and make recommendations on all health and safety matters. Minutes arising from such meetings shall be distributed to the parties to this Agreement.
- 15.03
- a) In order to maintain a cooperative interest in safety, employees will inform management as soon as practical of all injuries resulting from accidents occurring in the work place.
 - b) The Union and the employees agree that employees share responsibility for their safety and health and agree to cooperate fully with the Employer on all matters of health and safety.
 - c) The Company will notify the Union by way of their Representatives to the joint Health and Safety Liaison Committee of new chemicals which are to be tested at least thirty (30) days prior to their proposed introduction.
- The Company agrees where possible to provide written information as requested by the Union regarding new chemicals prior to their proposed introduction.
- 15.04 The Shop Steward or Health and Safety Representative from the specific restaurant may, subject to availability, accompany an inspector of the Workers' Compensation Board on an inspection tour.
- 15.05 The Shop Steward or Health and Safety Representative from the specific restaurant shall have full access to reports and records relative to occupational health and safety which are in the possession of the Employer.

15.06 The Company and the Union agree to a joint Health and Safety Liaison Committee consisting of not more than five (5) employees selected by the Union and not more than five (5) Company Representatives who shall meet on a regular monthly basis. It is agreed that a primary function of this Committee is to review the minutes and efforts of the joint Committees referred to, in Article 15.02. Minutes of these meetings shall be kept and copies posted on all bulletin boards with copies forwarded to the Company, the Union, and the Workers' Compensation Board. The Company agrees to implement the recommendations of the joint Health and Safety Liaison Committee within a reasonable time period. The Company will provide information regarding recommendations not implemented prior to the next scheduled meeting of the committee.

15.07 The Employer agrees that an employee carrying out his/her responsibilities as provided in Article 15.02 will be paid their regular hourly rate for such time.

15.08 No employee may be disciplined for notifying the appropriate authorities of a release of hazardous substances to the air, earth or water systems. However it is expected that the Employer will be notified first. This notification would give the Employer the opportunity to take prompt remedial action.

15.09 In the first year of this collective agreement, the Employer agrees to reimburse seventy five per cent (75%) of regular earnings lost by up to four (4) Union Committee members for attending the annual seminar sponsored by the Union for instruction and upgrading on health and safety matters.

In the second year of this collective agreement, the Employer agrees to reimburse one hundred per cent (100%) of regular earnings lost by up to four (4) Union Committee members for attending the annual seminar sponsored by the Union for instruction and upgrading on health and safety matters.

15.10 Upon request to the appropriate Company Representative, Union Representatives shall be granted access to the workplace at a mutually agreeable time for Health and Safety Inspections with the local health and Safety Representatives.

15.11 Every injury or near-miss which involved or would have involved a worker going to a doctor or hospital must be investigated. As well, releases of hazardous substances to the air, earth or water systems must be investigated.

A Union Committee member and an Employer Committee member or either of their designates where feasible shall investigate the accident. The appropriate governmental inspection agency shall be notified as required.

Accident Investigation reports shall contain:

- (1) The place, date and time of the accident.
- (2) The names and job titles of persons injured, if applicable.
- (3) The names of witnesses.
- (4) A brief description of the accident.
- (5) A statement of the sequence of events which preceded the accident.
- (6) The identification of any unsafe conditions, acts or procedures which contributed in any manner to the accident.
- (7) Recommended corrective actions to prevent similar occurrences.
- (8) The names of the persons who investigated the accident.

15.12 No employee shall be discharged, penalized or disciplined for refusing to carry out any work process or operate any equipment where they have a reasonable cause to believe that it would create an undue hazard to the health or safety of any person.

There shall be no loss of pay, seniority or benefits during the period of refusal. However, the employee is required to immediately report the circumstances of the unsafe condition to the Employer who will investigate the matter and attempt to resolve it. If the matter remains unresolved, further investigation will be required including the Employer, the employee, and the Union representative of the Health and Safety Committee or a designate. If the matter still remains unresolved, the Employer and the employee or a Union representative shall notify an officer of the Workers Compensation Board for investigation and decision orders if required. The employee may be assigned temporarily to alternative work until the matter is resolved.

ARTICLE 16

HUMAN RIGHTS

16.01 Discrimination/Harassment Prohibited

The Company and the Union agree that discrimination and/or harassment of any employee because of colour, national origin, religion, age, marital status, sexual orientation, or disability is absolutely prohibited. Every employee has the right to work in an environment of mutual respect, free from discrimination and harassment including sexual harassment. Action contravening this policy will constitute grounds for discipline.

16.02 Sexual Harassment

Sexual harassment means any deliberate and/or repeated, unwelcome behaviour, comment, gesture, or contact of a sexual nature, that might on reasonable grounds be perceived by that employee as creating an uncomfortable working environment, or placing a condition of a sexual nature on employment or any opportunity for training or promotion.

16.03 Complaint Procedure

Any complaint involving allegations of sexual harassment may be reported in confidence directly to the Manager, the Company's Labour Relations Representative and/or the Union. All complaints will be investigated promptly, thoroughly and in a manner that protects the privacy interest of all involved - the accused offender as well as the complainant. The name of the complainant or the accused offender or the circumstances related to the complaint will not be disclosed except where disclosure is necessary for the purpose of investigating the complaint or taking related disciplinary measures. The individual accused of harassment has the right to know and respond to all allegations. The Company will take actions it considers appropriate to resolve the complaint. Should the complainant decide appropriate action has not been taken, a grievance may be filed and admitted at Step 3 of the grievance procedure.

16.04 Right of Arbitrator

(a) An Arbitrator or Arbitration Board hearing a complaint or grievance under this article shall have jurisdiction to:

- (i)** Dismiss the complaint or grievance.
- (ii) Determine the appropriate redress regarding the complaint or grievance.

(b) In no event shall the Arbitrator or Arbitration Board have the authority to alter, modify or amend the Collective Agreement in any respect.

16.05 Transfer of Harasser

Where the sexual harassment is proven and results in the transfer of an employee, it shall be the offender who is transferred. The complainant shall only be transferred with the complainant's consent.

16.06 Redress through External Legal Avenues

Nothing in this article shall be considered to negate the entitlement of an employee to seek redress through external legal avenues.



ARTICLE 17

DURATION OF AGREEMENT

17.01 This Agreement shall be effective from January 16,1996 until midnight of the 15th day of January 2000 and thereafter from year-to-year subject to the right of either party to give written notice to the other party, to commence collective bargaining. In either case, time limits must be in accordance with the relevant Provincial Statute, and this Agreement shall remain in force during negotiations for its renewal or amendment.

17.02 It is mutually agreed that the operation of Sub-sections 2 and 3 of Section 50 of the Labour Relations Code of British Columbia is specifically excluded from this Agreement.

17.03 During the term of this Agreement the Company agrees that there shall be no lock-out of employees and the Union agrees that there shall be no strike.

17.04 Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect as neither party shall make any change in the terms of the said Agreement (or increase or decrease the rate of pay of any employee for whom collective bargaining is being conducted or alter any term or condition of employment) until:

- a) the Union goes on strike; or
- b) the Employer shall lockout its employees; or
- c) the parties shall conclude a renewal or revision of this Agreement or enter into a new Collective Agreement.

whichever is the earliest.

SIGNED AT VANCOUVER, BRITISH COLUMBIA, THIS-DAY OF, 19__

FOR THE COMPANY

FOR THE UNION

Appendix A
Effective July 16, 1996
Non Gratuity Wage Scale

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Head Grill					
Current Employees	8.50	8.50	10.57	11.49	
**New Employees	8.50		10.57		11.49
Grill Cook					
Current Employees	8.00	8.00	9.79	10.72	
**New Employees	8.00		9.79		10.72
Sandwich Maker					
Current Employees	8.00	8.00	9.79	10.72	
**New Employees	8.00		9.79		10.72
Straw Cook					
Current Employees	8.00	8.00	8.82	9.73	
**New Employees	8.00		8.82		9.73
Fountain					
Current Employees	7.25	7.87	8.02	8.94	
**New Employees	7.25		8.02		8.94
Prep					
Current Employees	7.25	7.87	8.02	8.94	
**New Employees	7.25		8.02		8.94
Dishwasher					
Current Employees	7.25	7.87	7.87	8.75	
**New Employees	7.25		7.87		8.75
Kitchen Prep					
Current Employees	7.25	7.87	7.87	8.75	
**New Employees	7.25		7.87		8.75

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Janitor					
Current Employees	8.00	8.63	9.18	10.09	
**New Employees	8.00		9.18		10.09
Hostess					
Current Employees	7.25	7.87	9.65	10.58	
**New Employees	7.25		9.65		10.58
Service Assistant					
Current Employees	7.25	7.87	7.87	7.87	
**New Employees	7.25		7.87		7.87

* Payable the Pay period Following

**** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.**

1. An employee with two (2) years' seniority will be paid ten cents (\$.10) per hour in addition to their hourly rate.
2. An employee with three (3) years' seniority will be paid twenty (\$.20) per hour in addition to their hourly rate.

The parties agrees that should the provincial minimum wage be increased above the negotiated start rates, during the life of this collective agreement, the start rates shall be amended if necessary to maintain the following minimum differential:

- 10¢ above the minimum wage for Gratuity classification**
- 25¢ above the minimum wage for Non Gratuity classification**

The Employer and the Union may by mutual agreement amend the start rates.

Appendix A
Effective July 16, 1996
Gratuity Wage Scale

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Head Car Hop					
Current Employees	7.10	7.68	8.25	8.98	
**New Employees	7.10		8.25		8.98
Car Hop					
Current Employees	7.10	7.68	7.69	8.39	
**New Employees	7.10		7.69		8.39
Head Server					
Current Employees	7.10	7.68	8.15	8.88	
**New Employees	7.10		8.15		8.88
Server					
Current Employees	7.10	7.68	7.68	8.20	
**New Employees	7.10		7.68		8.20

* Payable the Pay period Following

**** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.**

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- 25¢ above the minimum wage for Non Gratuity classification**

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Appendix A
Effective July 16, 1997
Non Gratuity Wage Scale

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Head Grill					
Current Employees	8.63	8.63	10.73	11.66	
**New Employees	8.63		10.73		11.66
Grill Cook					
Current Employees	8.12	8.12	9.94	10.88	
**New Employees	8.12		9.94		10.88
Sandwich Maker					
Current Employees	8.12	8.12	9.94	10.88	
**New Employees	8.12		9.94		10.88
Straw Cook					
Current Employees	8.12	8.12	8.95	9.88	
**New Employees	8.12		8.95		9.88
Fountain					
Current Employees	7.36	7.99	8.14	9.08	
**New Employees	7.36		8.14		9.08
Prep					
Current Employees	7.36	7.99	8.14	9.08	
**New Employees	7.36		8.14		9.08
Dishwasher					
Current Employees	7.36	7.99	7.99	8.88	
**New Employees	7.36		7.99		8.88
Kitchen Prep					
Current Employees	7.36	7.99	7.99	8.88	
**New Employees	7.36		7.99		8.88

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Janitor					
Current Employees	8.12	8.76	9.32	10.24	
**New Employees	8.12		9.32		10.24
Hostess					
Current Employees	7.36	7.99	9.79	10.74	
**New Employees	7.36		9.79		10.74
Service Assistant					
Current Employees	7.36	7.99	7.99	7.99	
**New Employees	7.36		7.99		7.99

* Payable the Pay period Following

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10¢ above the minimum wage for Gratuity classification

25¢ above the minimum wage for Non Gratuity classification

The Employer and the Union may by mutual agreement amend the start rates.

Appendix A
Effective July 16, 1997
Gratuity Wage Scale

Classification	Start Rate	After 3 Months (interim)*	After 6 Months (interim)*	After 9 Months (Job Rate)*	After 1 Year (Job Rate)*
Head Car Hop					
Current Employees	7.17	7.76	8.33	9.07	
**New Employees	7.17		8.33		9.07
Car Hop					
Current Employees	7.17	7.76	7.77	8.48	
**New Employees	7.17		7.77		8.48
Head Server					
Current Employees	7.17	7.76	8.23	8.97	
**New Employees	7.17		8.23		8.97
Server					
Current Employees	7.17	7.76	7.76	8.28	
**New Employees	7.17		7.76		8.28

* Payable the Pay period Following

** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.

1. An employee with two (2) years' seniority will be paid ten cents (\$.10) per hour in addition to their hourly rate.
2. An employee with three (3) years' seniority will be paid twenty (\$.20) per hour in addition to their hourly rate.

The parties agrees that should the provincial minimum wage be increased above the negotiated start rates, during the life of this collective agreement, the start rates shall be amended if necessary to maintain the following minimum differential:

- 10¢ above the minimum wage for Gratuity classification**
- 25¢ above the minimum wage for Non Gratuity classification**

The Employer and the Union may by mutual agreement amend the start rates.

**Appendix A
Effective July 16, 1998
Non Gratuity Wage Scale**

Classification	Start Rate	After 6 Months (interim)*	After 1 Year (Job Rate)*
Head Grill	8.80	10.95	11.90
Grill Cook	8.28	10.14	11.10
Sandwich Maker	8.28	10.14	11.10
Straw Cook	8.28	9.13	10.18
Fountain	7.51	8.30	9.26
Prep	7.51	8.30	9.26
Dishwasher	7.51	8.15	9.06
Kitchen Prep	7.51	8.15	9.06
Janitor	8.28	9.51	10.45
Hostess	7.51	9.99	10.95
Service Assistant	7.51	8.15	8.15

* Payable the Pay period Following

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10¢ above the minimum wage for Gratuity classification

25¢ above the minimum wage for Non Gratuity classification

The Employer and the Union may by mutual agreement amend the start rates.

Appendix A
Effective July 16,1998
Gratuity Wage Scale

Classification	Start Rate	After 6 Months (interim)*	After 1 Year (Job Rate)*
Head Car Hop	7.24	8.41	9.16
Car Hop	7.24	7.85	8.56
Head Server	7.24	8.31	9.06
Server	7.24	7.84	8.37

* Payable the Pay period Following

**** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.**

1. An employee with two (2) years' seniority will be paid ten cents (\$.10) per hour in addition to their hourly rate.
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The parties agrees that should the provincial minimum wage be increased above the negotiated start rates, during the life of this collective agreement, the start rates shall be amended if necessary to maintain the following minimum differential:

10¢ above the minimum wage for Gratuity classification

25¢ above the minimum wage for Non Gratuity classification

The Employer and the Union may by mutual agreement amend the start rates.

Appendix A
Effective July 16, 1999
Non Gratuity Wage Scale

Classification	Start Rate	After 6 Months (interim)*	After 1 Year (Job Rate)*
Head Grill	8.98	11.17	12.14
Grill Cook	8.45	10.34	11.32
Sandwich Maker	8.45	10.34	11.32
Straw Cook	8.45	9.31	10.28
Fountain	7.66	8.47	9.45
Prep	7.66	8.47	9.45
Dishwasher	7.66	8.31	9.24
Kitchen Prep	7.66	8.31	9.24
Janitor	8.45	9.70	10.66
Hostess	7.66	10.19	11.17
Service Assistant	7.66	8.31	8.31

* Payable the Pay period Following

** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.

1. An employee with two (2) years' seniority will be paid ten cents (\$.10) per hour in addition to their hourly rate.
2. An employee with three (3) years' seniority will be paid twenty (\$.20) per hour in addition to their hourly rate.

The parties agrees that should the provincial minimum wage be increased above the negotiated start rates, during the life of this collective agreement, the start rates shall be amended if necessary to maintain the following minimum differential:

10¢ above the minimum wage for Gratuity classification

25¢ above the minimum wage for Non Gratuity classification

The Employer and the Union may by mutual agreement amend the start rates.

**Appendix A
Effective July 16, 1999
Gratuity Wage Scale**

Classification	Start Rate	After 6 Months (interim)*	After 1 Year (Job Rate)*
Head Car Hop	7.35	8.54	9.30
Car Hop	7.35	7.97	8.69
Head Server	7.35	8.43	9.20
Server	7.35	7.96	8.50

* Payable the Pay period Following

**** Refers to employees hired after the date of ratification. Employees hired prior to ratification date will receive the greater of the current rate or post ratification rate as they move through the wage rate progression.**

1. An employee with two (2) years' seniority will be paid ten cents (\$.10) per hour in addition to their hourly rate.
2. An employee with three (3) years' seniority will be paid twenty (\$.20) per hour in addition to their hourly rate.

The parties agrees that should the provincial minimum wage be increased above the negotiated start rates, during the life of this collective agreement, the start rates shall be amended if necessary to maintain the following minimum differential:

- 10¢ above the minimum wage for Gratuity classification**
- 25¢ above the minimum wage for Non Gratuity classification**

The Employer and the Union may by mutual agreement amend the start rates.

APPENDIX "A"

NOTES TO SALARY SCHEDULE

An employee assigned or promoted from a lower classification will receive:

- a)** With less than three (3) months seniority, the after three (3) months interim rate of the new classification on obtaining three (3) months seniority.
- b)** With three (3) months, but less than six (6) months seniority, the after three (3) months interim rate of the new classification (subject to Article 9.11).
- c)** With six (6) months, but less than nine (9) months seniority, the after six (6) months interim rate of the new classification (subject to Article 9.11).

APPENDIX "B"

EMPLOYEE BENEFIT PLANS

I. INTRODUCTION

The following pages describe the qualifications required for eligibility in participating in the individual benefit plans and also the benefits covered in these same plans. Some of the exceptions and definitions for the terms of eligibility and subsequent participation in the separate plans are listed below:

1. All employees must hold a valid Social Insurance Number to participate in any of the White Spot group benefit plans.
2. The negotiated cost sharing percent for all benefit plans will not be changed during the life of this Collective Agreement, however, when a premium cost is increased by the carrier of any of the benefit plans, the increased costs will be apportioned to both the Company and the employee in accordance with the percentage of cost sharing.
3. Payment of benefits during a Leave of Absence shall be as follows:
 - a) Prepayment may be arranged prior to the employee's leave of absence.
 - b) Premium payment for the employee portion of benefits to be made monthly by cheque payable to the Company.

Failure to make prior arrangements for continuation of benefit plans will result in cancellation of coverage.

Note: Group insurance coverage may only be maintained for Leave of Absences pertaining to illness or injury, and Waiver of Premium notices must be applied for in absences in excess of fifteen (15) weeks.

APPENDIX “B”
EMPLOYEE BENEFIT PLANS (Continued)

I. INTRODUCTION (Continued)

4. Designation of Beneficiary: Employees must designate a beneficiary when enrolling in the following plans:
- a) Basic and Optional Life Insurance;
 - b) Retirement Plan.

The beneficiary may be the employee’s estate or any person (or persons) chosen by the employee to receive the plan benefits after their death.

Note : Minor children are not acceptable as beneficiaries.

An employee may change their designated beneficiary at any time by completing a form available from the Employee Information Centre.

5. **Employees hired after the ratification date of this agreement must meet the following requirements, in order to qualify for and maintain coverage for the benefits listed below:**

<u>Benefit</u>	<u>Requirement</u>
MSP & Extended Health	6 months service
Dental & Group Insurance	1 year service and average weekly hours of 20 or more

II. HOSPITAL MEDICAL PLAN

The Extended Health Benefit Plan is integrated with the Medical Services Plan of British Columbia.

Employees are required to complete the necessary enrolment forms within thirty-one (31) days of first becoming eligible. Failure to apply within the thirty-one (31) days may cause a penalty of two (2) months additional waiting period for coverage in accordance with the provincial rules for eligibility. Please note that transfers from other Medical Services Plan coverage within thirty (30) days of cancellation is excluded from the employment penalty clause.

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA

Eligibility

First day of the month following employment.

Exceptions

- a) New Residents - From another province are eligible for coverage after a statutory waiting period of the remainder of the month of arrival plus two months.

APPENDIX "B"
EMPLOYEE BENEFIT PLANS (Continued)

II. HOSPITAL MEDICAL PLAN (continued)

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA (continued)

- b) Landed Immigrants - Entering Canada are also eligible after a statutory waiting period of the remainder of the month of arrival plus two months, however, they must provide proof of their Landed Immigrant status - a form IMM 1000 is to be submitted with the medical application.

Employee Contributions

To be 33_% of the premium cost.

Benefits

This plan pays for medical, surgical and obstetrical services in the home, office, hospital or institution. It also covers the following services:

Services of a physician or surgeon;

Administration of anaesthetics;

Diagnostic x-ray and laboratory services - when ordered by a physician and performed under the direction of a physician in an approved laboratory or radiological facility;

Dental or oral surgery only when medically required to be performed in a hospital;

Chiropractic/Naturopathic/Physiotherapy - limited to 12 treatments per year per patient under 65 and 15 treatments per year per patient 65 years of age and over;

Orthodontic - service in the care of a cleft lip, cleft palate, or other severe congenital facial abnormality when performed by a dental surgeon on an insured person 20 years of age or younger;

Optometric - required diagnostic services are approved. The plan does not pay for fitting or cost of lenses.

APPENDIX "B"

EMPLOYEE BENEFIT PLANS (Continued)

II. HOSPITAL MEDICAL PLAN (continued)

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA (continued)

Orthoptic - limited to \$50.00 per patient in any one year when referred by a medical practitioner;

Podiatry - limited to \$100.00 per patient in any one year unless referred by a medical practitioner.

BRITISH COLUMBIA UNIVERSAL PHARMACARE

This plan covers participants in the Medical Services Plan (M.S.P.). It provides 80% refund on all prescription drug expenses in excess of the pharmacare deductible* annually (per person or family unit). It also provides coverage of 80% refund for all prosthetic devices and ostomy supplies in excess of the pharmacare deductible*. Diabetic insulin and needles are also eligible expenses.

* subject to provincial legislation

Dependents

Spouse - Common-law status accepted.

Includes any unmarried children supported by the employee, up to age eighteen (18) or to age twenty-four (24) if attending school full-time.

EXTENDED HEALTH BENEFITS

Eligibility

First day of the month following employment. Participation to be in accordance with the terms of eligibility for the Medical Services Plan of British Columbia (M.S.P.).

Employee Contributions

To be 33 1/3% of the premium cost.

APPENDIX "B"
EMPLOYEE BENEFIT PLANS (Continued)

II. HOSPITAL MEDICAL PLAN (Continued)

EXTENDED HEALTH BENEFITS (Continued)

Benefits

This plan will reimburse 80% of all eligible expenses in excess of an overall twenty-five dollars (\$25.00) deductible per person or family each calendar year.

Eligible Expenses

- Drugs and medicines when properly prescribed by a physician or surgeon;
- Treatment by a licensed Chiropractor or Naturopath - maximum claimable amount of \$200.00 per person up to a maximum of \$500.00 per family, per calendar year - x-rays excluded;
- Treatment by a licensed Physiotherapist when ordered by the attending physician. Payment is based on the Schedule of Fees approved by the Board of Directors of M.S.A.;
- Treatment by a licensed Podiatrist - x-rays and appliances excluded;
- Fees of private duty nurses when ordered by an attending physician;
- Charges for oxygen, blood and blood plasma;
- Charges for crutches, casts, splints, trusses, braces and permanent prosthetic appliances when ordered by the attending physician;
- Orthopaedic shoes when prescribed by an Orthopaedic Surgeon for the proper management of congenital or post-traumatic foot problems;
- Charges for a wheelchair, hospital bed, iron lung or necessary equipment when ordered by the attending physician; hearing aids for dependent children under sixteen years of age when prescribed by the attending specialist. The maximum claimable benefit during a five year period shall not exceed \$300.00 per child;
- Ambulance services in the event of emergency;
- Dental treatments, above those covered by M.S.P., resulting from an injury or accident. Treatment must be performed within fifty-two (52) weeks of the accident;
- The difference between standard ward and semi-private or private accommodation;
- Out-patient services not available under M.S.P.; hospital accommodation and physician's services outside of B.C. above the costs paid by M.S.P.;
- Vision care expenses including the cost of prescription eyeglasses, including frames and contact lenses, to a maximum of seventy five dollars (\$75.00) per person in any twenty-four (24) month calendar.

APPENDIX “B”
EMPLOYEE BENEFIT PLANS (Continued)

Dependants

Dependants include:

Spouse and children age twenty-one (21) or under, unmarried and dependent on the employee for support.

Spouse - common-law status accepted

Unmarried children in full time attendance at a recognized educational institute

Unmarried mentally or physically handicapped children mainly dependent on and living with the employee or spouse.

III. DENTAL PLAN

Eligibility

First day of the month following one (1) year Company service and working twenty (20) hours or more per week on a continuous basis.

Note : If the employee does not enrol when first eligible, they may enrol by December 1st of any year, and coverage **will** take effect the following January 1st **provided they satisfy late entrant requirements.**

Employee Contributions

To be 33_% of the premium cost.

Benefits

Eligible expenses reimbursed at 80% of current British Columbia Dental Fee Guide and includes the following;

1. Diagnostic Services
 - oral examinations
 - x-rays
 - consultations
2. Preventative Services
 - cleaning
 - scaling
 - x-rays
3. Surgical Services
4. Restorative Services
5. Denture Repairs
6. Endodontics
7. Periodontics

APPENDIX “B”

EMPLOYEE BENEFIT PLANS (Continued)

III. DENTAL PLAN (Continued)

Plan “B” prosthetic appliances and crown and bridge procedures. The plan will reimburse up to 50% of the British Columbia dental tariff for the following:

8. Crowns and bridges (not more than once every five (5) years for same teeth).
9. Onlays and/or inlays involved in bridge work (not more often than once every five (5) years).
10. Partial dentures (not more than once every five (5) years).
11. Complete upper and lower dentures (not more often than once every five (5) years).

PLEASE CHECK WITH YOUR DENTIST TO ENSURE CHARGES MADE ARE IN ACCORDANCE WITH THE ACCEPTED DENTAL FEE GUIDE.

Definition of Dependents

1. Spouse - common-law status accepted.
2. Unmarried children to age twenty-one (21) residing in British Columbia.

IV. GROUP INSURANCE PLANS

The benefit plans included collectively in the group insurance heading are Life Insurance (basic and optional), Accidental Death & Dismemberment (A.D. & D.) and Weekly Indemnity coverage.

Eligibility

First day of the month following six (6) months Company service and working twenty (20) hours or more per week on a continuous basis.

Employee Contributions

To be 33_% of the premium cost (except optional life where the premium costs are paid one hundred percent (100%) by the employee).

APPENDIX "B"
EMPLOYEE BENEFIT PLANS (Continued)

IV. GROUP INSURANCE PLANS (Continued)

Benefits

a) Life Insurance

Basic Life Insurance

Thirty Thousand Dollars (\$30,000)

Optional Life Insurance

Employee has the option to purchase an additional thirty thousand dollars (\$30,000.00) of Group Life Insurance. The premium is determined by the employee's age, and is totally employee paid. Enrolment is subject to acceptable medical evidence, if required.

b) Accidental Death and Dismemberment Insurance

Amount of Insurance

Principal amount is thirty thousand dollars (\$30,000.00). This amount will be paid to the beneficiary if death results from an accident. This amount will be paid to the employee for the accidental loss of two (2) limbs or two (2) eyes. A lesser amount is payable for the accidental loss of one (1) eye or one (1) limb.

c) Weekly Indemnity Plan

Benefit Level

- Seventy-five percent (75%) of average weekly earnings, maximum benefit of 60% of the U.I.C. insurable maximum;
- Benefits begin on the first day of disability due to injury, the first day of hospitalization, or the third day of disability due to sickness.

APPENDIX "B"
EMPLOYEE BENEFIT PLANS (continued)

I v . GROUP INSURANCE PLANS (continued)

Note:

Calculation of "average weekly earnings" is completed annually/semi-annually in conjunction with dates of new job rates per the Collective Agreement. Therefore, if individual job reclassification occurs at other times during the year, the increased wage will not be reflected until the next recalculation of benefits.

Weekly Indemnity benefits will be paid for a maximum of fifteen (15) weeks for each period of disability if an employee received the maximum fifteen (15) week benefit and is absent again, he or she must have returned to work for at least a two (2) week period before a new claim will be considered;

Benefits are not payable for pregnancy, or injury covered by Workers' Compensation;

If illness is certified by a paramedical practitioner, the employee must be referred by a licensed physician.

V. REGISTERED RETIREMENT SAVINGS PLAN (R.R.S.P.)

Eligibility

First of the month of each calendar year for all employees who will reach five (5) years of service in the coming calendar year.

Employee Contributions

Subject to government legislated yearly maximum and contribution limits.

Company Contributions

\$. 10 per hour for all hours worked.

Normal Retirement Date

Age sixty-five (65).

Withdrawal of Funds

Partial or complete withdrawal of own funds is permitted at any time. All funds must be withdrawn upon termination, retirement or death.

APPENDIX "C"

PROGRESSION SYSTEM

Delete Appendix from agreement.

APPENDIX "C"

ABBREVIATIONS ON WORK SCHEDULE

IC - Incharge
OT - Overtime at time and one-half
DT - Overtime at double time
CI - Call-in
TR - Training (new employees)
TRD - Training differential
LOA - Leave of absence
-0- - Requested day off
SICK - Sickness
DNS - Did not show

T: - **Terminated**
NP - Night Shift Premium
BL - Bereavement leave
SS - Split shift
MP - Missed pay
RP - Retroactive pay
L - Late for shift
N - Night
D - Day
RC - Rate change
V - Vacations
WCB - Workers' Compensation
BH - Banked Hours
OK - Schedule change agreed to by employee
OC - On call
NA - Not available for shift
NAS - No **Answer**
NH - **Not Home**
MES - **Telephone Message**
SH - **Shift Change**

HOLIDAYS

NY - New Year's Day
HD - Heritage Day
GF - Good Friday
VD - Victoria Day
DD - Dominion Day
BC - B.C. Day

CLASSIFICATIONS

HG - Head Grill Cook
G - Grill Cook
WC - Host/Hostess/Cashier
J - Janitor
HS - **Head Server**
HCH - Head Car Hop
SC - Straw Cook
Sandwich Maker
P - Kitchen Prep
W - **Server**
CH - **Car Hop**
TL - Tray Loader/Cleaner
KP - Kitchen Porter
CF - Coffee/Fountain
DW - Dishwasher
SA - Service Assistant

LD - Labour Day
TG - Thanksgiving Day
RD - Remembrance Day
CD - Christmas Day
BD - Boxing Day

APPENDIX "D"

MEMORANDUM RE: CALL IN

Notwithstanding Article 4.12 of this Agreement all employees on the seniority list as of the 4th of June, 1977 will be entitled to the two (2) hour premium referred to in Article 4.12 (a), when called in from off the premises.

Employees hired subsequent to the 4th of June, 1977 will be entitled to call-in pay in accordance with Article 4.12 (a).

APPENDIX “E”

DEFINITIONS

EMERGENCY

An emergency will be defined as an unanticipated condition where immediate action is necessary to prevent spoilage or loss of product or danger to persons or property.

SENIORITY

An employee’s seniority shall date from the date she/he becomes a member of the bargaining unit; subject to Articles 9.01,9.03 and 9.04.

CLASSIFICATION SENIORITY

An employee’s classification seniority shall date from the date the employee commenced work in the bargaining unit; subject to Articles 9.01,9.03,9.04,9.06 c) and 14.01.

COMPANY SERVICE

An employee’s company service shall date from the date she/he commences employment with the Company.

WORK WEEK

Midnight Saturday to midnight of the following Saturday with the starting time of a shift determining the day of the shift.

WEEKLY WORK SCHEDULE

A work schedule which specifies an employee’s classification, days of work, and shifts during a work week.

SHIFT

The starting and finishing times of the hours of work scheduled within a day.

DISCRIMINATION

Refers to inappropriate conduct with respect to colour, national origin, religion, age, sexual orientation, or disability.

HARASSMENT

Means abusive conduct or any conduct relating to sex, race, colour, national origin, religion, age, or disability.

APPENDIX "F"

It is agreed as follows:

1. Both the Company and the Union wish to maintain an avenue for development and promotion open to all hourly paid employees.
2. An employee requested by Management to assume "in charge" training will receive an additional twenty-five cents (\$.25) per hour for all hours so occupied.

When so assigned, such employee will retain her/his regular classification but will receive the above higher rate and be subject to all the provisions of the Collective Agreement.

3. An employee who assumes "in charge" responsibilities for the unit will receive twenty cents (\$.20) per hour over the Head Grill Cook wage rate for all hours so occupied.
4. An employee so assigned will receive sufficient information and advice regarding their responsibilities, and will not have the authority to hire, fire or suspend any other employee.
5. The Manager will identify the employee so assigned on the work schedule.

APPENDIX "G"

CHECK IN PROCEDURE

1. An employee requesting to be present during check in will be cashed in immediately upon completion of their shift.
2. An employee wishing to leave their cash and not be present during check in, the Manager will:
 - a) Lock cash drawers;
 - b) Changers and loose cash will be placed into a bag and sealed;
 - c) Both drawers and bags will be placed under lock and key;
 - d) In case of a shortage, the Manager will call another employee or Shop Steward experienced in cash procedure to witness the check in.

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: ARTICLE 4.09 (d) OF THE COLLECTIVE AGREEMENT

An employee's posted shift will not be changed by Management without the employee's agreement unless Management gives the employee at least four (4) hours personal notice. In case of a complete deletion of a shift, Management will first offer the employee an alternative shift equal to or greater than the original shift, on the same day as the completely deleted shift. This provision will not apply when the deletion of the shift is caused by an emergency.

In the interests of making the most effective schedule and minimizing disruptions to other employees as well as operations, it is the employee's responsibility to give as much notice as possible if they are unable to make their scheduled shift.

Subject to the operational needs of the business, employees who indicate in advance their availability for unscheduled straight time shifts and/or hours on a call in list posted weekly for that purpose, will be offered the additional hours and/or shifts as they become available, in order of seniority. The call in lists shall be posted not later than 12:01 p.m. on Thursday of each week in the same location as the weekly work schedule.

If an employee has not indicated to the company that he/she wishes his/her name removed from the call in list, and refuses a call in, then his/her name will be placed at the bottom of the call in list on the next date the employee has signed the list.

FOR THE COMPANY

FOR THE UNION

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: ARTICLE 8.04 OF THE COLLECTIVE AGREEMENT

It is agreed that the staff menu will offer all food items at thirty-five percent (35%) of the retail price to all employees of the restaurant division.

FOR THE COMPANY

FOR THE UNION

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: ARTICLE 9.09 AND 9.10 OF THE AGREEMENT

It is understood that Articles 9.09 and 9.10 shall be interpreted in accordance with the spirit and intent set out below:

The Company and the Union recognize that the restaurant business cycle fluctuates, and consequently that specific scheduling requirements will fluctuate to reflect this reality. The Company agrees that senior employees have an implicit right to obtain more hours through the work week than junior employees; this is a basic tenet of the employer-employee relationship. Therefore to the greatest extent possible, senior employees are entitled to be scheduled to the maximum available straight-time shifts through the work week consistent with the provision of Article 4 - (Days and Hours of Work and Overtime).

Planned reductions in hours and/or shifts will affect the most junior employee in the classification except when a reduction to that employee's shifts or hours would impact on an acceptable level of staffing and except when more senior employees request, in writing, fewer or limited hours and/or shifts during that week.

To ensure that the joint commitment as stated above is put into practice, the Company and the Union agree to meet on a regular basis to develop, monitor and improve the specific scheduling process throughout the entire operation.

When there is a disagreement on a specific scheduling application it shall be grieved at step 2 and failing agreement at that level the matter shall be pursued in accordance with the provisions of Article 12.

FOR THE COMPANY

FOR THE UNION

LETTER OF UNDERSTANDING
BETWEEN
WHITESPOTLIMITED
&
CAW-CANADA
LOCAL 3000

RE: CONTRACTING OUT-JANITOR WORK

During the term of this agreement, the Employer will not contract out existing janitor work. **However, when current employees in the classification leave the position, the Employer may decide to contract out such work.**

FOR THE COMPANY:

FOR THE UNION:

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: COMMUNICATION COMMITTEE REPRESENTATIVES

With regard to the Communication Committee it is agreed that there will be at least three (3) elected employee representatives.

A copy of posted minutes of the meeting will be forwarded to the Union.

FOR THE COMPANY:

FOR THE UNION:

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: CLOSURE .

Should any White Spot restaurants close permanently, the following program will be implemented to address the concerns of long service employees of securing employment with adequate hours in another restaurant and our concern of maintaining an experienced team until final closure. Therefore:

For employees with:

Ten years service or more

- Guaranteed placement will be made no later than upon closure into one of the restaurants listed below, and,
- At least 75% of their average normal weekly hours of work for six months following placement will be provided.

Eight Years but less than ten

- Placement will be made on a best efforts basis.
- At least 70% of their average normal weekly hours of work for six months following placement will be provided.

Five Years but less than eight

- Placement will be made on a best efforts basis.
- At least 60% of their average normal weekly hours of work for three months following placement Will be provided.

Three years but less than five

- Placement will be made on a best efforts basis.
- At least 60% of their average normal weekly hours of work upon placement for a period not to exceed three months beyond the closure date will be provided.

Less than three years

- In accordance with Article 9.07, new people will not be hired while employees who have completed probation are on lay-off.

Letter of Understanding RE: Closure (Continued)

Average weekly hours will be calculated on the regular hours worked in the 12 calendar months prior to the date of notice of closure.

Employees will be required to meet the following conditions:

- a) While the program applies to placement at any location, an employee's availability for work at specific locations, which will be identified by the Company at the time of notice of closure, is required.
- b) Be available for work on all shifts or hours.
- c) Be available for alternate job classifications:

Current Classification

Alternate Classification(s)

Head Grill Cook
Grill Cook
Sandwich Maker
Straw Cook
Coffee Fountain
Kitchen Prep
Dishwasher
Janitor
Host/Hostess
Head Server
Server
Service Assistant

- d) Be paid the applicable wage rate for the alternate classification.

Employees who do not meet the above criteria for eligibility will forfeit their entitlement to the provisions of the program and may opt for severance pay in the amount of one (1) weeks pay per completed year of service to a maximum of sixteen (16) weeks pay. Employees accepting severance pay shall cease to be an employee of the Company.

FOR THE COMPANY:

FOR THE UNION:

**LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000**

RE: KITCHEN PREP

The company agrees that Kitchen Prep employees who fall below eighty (80%) of his/her average weekly hours as a result of the company's decision to outsource food preparation shall have the following guarantee of hours:

For employees with:

Ten years of service of more

- At least 75% of their average normal weekly hours of work for six months will be provided.

Eight years but less than ten

- At least 70% of their average weekly hours for six months will be provided.

Five years but less than eight

- At least 65% of their average weekly hours for three months will be provided.

Three years but less than five

- At least 60% of their average weekly hours not to exceed three months will be provided.

Less than three Years

- At least 50% of their average weekly hours for 2 months will be provided.

Average weekly hours will be calculated on the regular hours in the 12 calendar months prior to the date of implementation of outsourcing.

The employees shall also have the option of receiving severance pay in the amount of one (1) weeks pay per completed year of service to a maximum of sixteen (16) weeks. Employees accepting severance pay shall cease to be an employee of the Company.

FOR THE COMPANY:

FOR THE UNION:

LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000

RE: REQUESTED DAYS OFF

The Company subject to the operating needs of the business will honour requested days off on a first come first serve basis. The granting of a requested Day Off may not interfere with the regular work week of another employee.

FOR THE COMPANY:

FOR THE UNION:

LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000

RE: EMPLOYEE ASSISTANCE PROGRAM

The Company agrees to provide a mutually agreeable Employee Assistance Program for the life of the **1996 to 2000** Collective Agreement.

FOR THE COMPANY:

FOR THE UNION:

LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA
LOCAL 3000

RE: SET SHIFTS

The Company and the Union recognize that, over time, employees regularly scheduled (independent of requests) or temporarily assigned shifts come to rely upon that pattern of scheduling.

The parties agree that, while management is entitled to alter lengths of shifts and start and finishing times in accordance with Articles 4, 9.09, 9.10 and the Letters of Understanding regarding 9.09 and 9.10 and 4.09 (d), an employee's pattern of scheduling, which may include temporary assignments to other classifications, once established for a period of nine (9) months or more, shall not be changed unless:

- (i) Such change is necessary to preserve the entitlement to hours of a senior classified employee; or
- (ii) In accordance with articles 8.08 (b) and (c) because of the return to work of an employee who regularly worked the shifts prior to a temporary assignment; or
- (iii) The failure of the employee to return from an approved leave in accordance with article 8.08 (b) results in a posting to which the employee(s) who worked the temporary assignment is not the successful applicant.

Employees working set shifts or restricted schedules shall remain available to be scheduled for alternate shifts subject to the operating needs of the business unless:

- (a) Such employees were hired on a restricted schedule basis; or
A request for a restricted schedule has been agreed to in writing by management
- (b) In cases (a) above, if there is a bonafide business need to change an employee's pattern of scheduling, the employee will be provided at least four (4) weeks notice of such change.
- (c) An employee who restricts his/her availability as outlined in (a) above must wait for shifts to vacate (temporarily or otherwise) prior to increasing his/her hours.
- (d) All employees subject to schedule changes shall be notified of the need for the change at least two (2) days in advance of the posting of the work schedule where the change will occur.

FOR THE COMPANY:

FOR THE UNION:

LETTER OF UNDERSTANDING
BETWEEN
WHITE SPOT LIMITED
&
CAW-CANADA,
LOCAL 3000

Re: LATE PAYMENT OF UNION DUES AND RRSP CONTRIBUTIONS

The parties agree that the following will be observed during the term of this agreement.

Article 2.03 Union Dues Remittance

The Employers agree to pay the Union one percent (1%) interest for unpaid Union dues that are late beyond the 30th of the month following when the deduction was to occur.

Appendix B RRSP - Company Contributions

The Employers agree to pay the employee one percent (1%) interest for RRSP contributions that are late beyond the 30th of the month following when the payment was to occur.

FOR THE COMPANY:

FOR THE UNION:

