

COLLECTIVE AGREEMENT

BETWEEN:



NESTLÉ CANADA INC

AND

MILK AND BREAD DRIVERS, DAIRY
EMPLOYEES, CATERERS AND ALLIED
EMPLOYEES, LOCAL UNION NO. 647,
AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS.



LONDON 401 Factory

Contract Term:

January 1, 2018 to December 31, 2022

09229 (10)



*Building up Canada
Every Day*

As a proud member of the Teamsters for nearly 33 years, I am a firm believer in our Union values for equality, justice and fairness for all workers in Canada.

Teamsters Canada, believe that everyone deserves a decent quality of life. That's why we work to protect what matters to you, your job, your health and your family.

Our goals are to promote our collective rights and to protect the common good. Your Collective Agreement allows you to achieve these goals. Through concrete actions in your workplace and your community, we are building a country where we can live with respect and dignity.

Francois Laporte

Francois Laporte
President, Teamsters Canada

Follow our campaigns: teamsters.ca

A MESSAGE FROM YOUR PRESIDENT

Congratulations on your new Collective Agreement.

The first plant that I was assigned to as a Full-time Union Business Agent was representing the Brothers and Sisters here at the Nestlé London 401 Ice Cream plant. The Local and I were fortunate the Nestlé membership elected strong Stewards and were not scared to stand up and fight for what was fair. The opportunity to represent you for almost 12 years was an honour that I'm forever grateful for and will never forget.

At Nestlé, we have a strong and active membership that has come a long way from the time I started. I look forward to continuing to build on the standards of representation and supporting the membership, as well as encouraging Union participation at the Nestlé London 401 Ice Cream Plant to the best of my ability.

Teamsters Local No. 647's goal has always been simple: to use our collective bargaining power to fight for equality, fairness, and job security in an ever-changing economy and workplace. Going forward, there will be many obstacles and issues; however, I am confident that by working together with our members, we will succeed regardless what challenges come our way.

In Solidarity;



Martin Cerqua
Secretary-Treasurer
Teamsters Local # 647

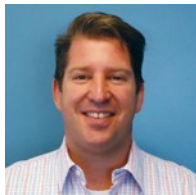


TABLE OF CONTENTS

Articles	Page
	Introduction00
	Definitions.00
1	Recognition00
2	Union Security.00
3	Check offs00
4	Management Rights00
5	Supervision00
	Hours and Scheduling of Work
6	Hours of Work.00
7	Overtime.00
8	Meals and Break Periods00
9	Days Off, Work on Days Off00
10	Call-In00
11	Work on Sunday Premium.00
12	Shift Premiums00
13	Plant Tie Up00
	Holidays, Leave and Benefits
14	Vacation Entitlement00
15	Statutory Holidays00
16	Insurance00
17	Pension Plan00
18	Bereavement Leave.00
19	Sick Leave00
20	Obligation of Employee Returning to Work . .00
21	Jury Duty00
22	Severance Pay00
	Union Affairs
23	Stewards00
23:10	Union committee00

General Provisions

24	Seniority . . . . .	.00
24:06	Part-Time Employees . . . . .	.00
25	Layoff & Recall . . . . .	.00
26	Grievance Procedure . . . . .	.00
27	Rules Applying to Termination of Employment . . . . .	.00
28	Posting of Vacancies and Job Bidding . . .	.00
28:12	Lead Hand . . . . .	.00
29	Uniforms. . . . .	.00
30	Health & Safety . . . . .	.00
31	Integrity of Collective Agreement . . . . .	.00
32	No Strike / No Lock-out. . . . .	.00
33	Legislation . . . . .	.00
34	Training . . . . .	.00
35	Harassment . . . . .	.00
36	Wages . . . . .	.00
37	Upgrading . . . . .	.00
38	Lead Hand . . . . .	.00
39	Wages Appendix . . . . .	.00
	Wages Class # 1 . . . . .	.00
	Wages Class # 2 . . . . .	.00
	Wages Class # 3 . . . . .	.00
	Wages Non-Maintenance Lead Hands . .	.00
40	Contracting Out . . . . .	.00
41	Effective Date and Duration . . . . .	.00
42	Maintenance Department Skilled Trades Appendix . . . . .	.00
	Tool Allowance. . . . .	.00
	Wages Maintenance . . . . .	.00
	Apprenticeship Program . . . . .	.00

Letters of Understanding

L/U #1	TIGER . . . . .	.00
L/U #2	Lab Qualifications . . . . .	.00
L/U #3	Business Growth Opportunities . . .	.00
L/U #4	Factory Communication . . . . .	.00
L/U #5	Workforce Composition . . . . .	.00
L/U #6	Part-time Benefits . . . . .	.00
L/U #7	Statutory Holidays . . . . .	.00
L/U #8	Shift Selection . . . . .	.00
L/U #9	Filling Vacancies . . . . .	.00
L/U #10	Total Performance Management (TPM) Jobs . . . . .	.00
L/U #11	Union Chief Steward . . . . .	.00
L/U #12	Alternative Shift Agreement . . . . .	.00
L/U #13	Early Retirement Incentive. . . . .	.00
L/U #14	Lead Hands . . . . .	.00
L/U #15	Pension & Counselling . . . . .	.00
	Nestlé Code of Conduct . . . . .	.00
	Nestlé's 10 Corporate Business Principals . .	.00
	Who is Teamsters Canada ? . . . . .	.00
	Teamsters Canada Services / Strike Fund . .	.00
	Teamsters Scholarships . . . . .	.00
	Teamsters Women Committee / Youth Committee. . . . .	.00
	Notes . . . . .	.00
	2018-2022 Calendar . . . . .	.00
	Contact Information Union . .inside back cover	
	Contact Information Company. . .back cover	



Nestlé Canada 401 519-686-0182

Nestlé Sick Line 519-680-4029

Nestlé Security 519-680-4044

Nestlé Lobby 519-680-3520

Nestlé Union Office 519-680-4094

Teamsters 647 Local Union 800-387-9924

Carl Davis Business Rep. 905-760-0209

Introduction

It is the Intent and Purpose of this Agreement to recognize the community of Interest between Nestlé Canada and the Milk and Bread Drivers, Dairy Employees, Caterers and Allied Employees, Local Union No. 647 affiliated with the International Brotherhood of Teamsters, in promoting the utmost co-operation consistent with the rights of both parties. It is further the intent of this Agreement to foster a friendly spirit, which shall prevail at all times. This Agreement is therefore designed to clearly set out the rates of pay, hours of work, and conditions of employment to be observed between the parties.

DEFINITIONS

DISCRIMINATION

- a) There shall be no discrimination by either the Company or the Union against any person in regard to employment with the Company or membership in the Union because of any ground protected under the Ontario Human Rights Code.

EMPLOYEE CATEGORIES

The parties recognize that it is in their common interest to ensure that the Company is guaranteed the work force necessary to meet its operational requirements. It is further agreed that this is best achieved by:

- Protecting the employment security of current Full-time and Part-time;
- Maintaining an adequate supplementary workforce of Part-time workers to meet fluctuating labour needs which vary from time to time.

For the purposes of this Collective Agreement, there are three (3) kinds of Employees:

1. **Seasonal Employees**

Seasonal Employees are defined as a person hired, on a temporary basis during the peak production period to provide relief for vacations and to meet increased seasonal production requirements. A Seasonal Employee will be hired for a term and

task. For greater clarity, Seasonal Employees receive wages only in exchange for service and are not entitled to anything else through this Collective Agreement.

Seasonal Employees may be hired during the peak production period for a period of up to eight (8) months.

In addition, Seasonal Employees may be engaged two (2) weeks prior to the Peak Production Period for training provided that their hiring does not result in the displacement of Full-time and Part-time Employees. No one will lose any time to which they would otherwise be entitled. Seasonal Employees are hired in order to meet the needs of the marketplace for a term and task. Seasonal Employees shall be terminated upon completion of the peak production period. Seasonal Employees receive a base hourly rate and are not entitled to any premiums or benefits under this Collective Agreement except daily overtime or work in excess of forty (40) hours in a week.

2. Part-time Employees

A Part-time Employee is defined as an Employee who typically works twenty-four (24) hours or less per week during the non-peak season. Such an Employee may perform work in order to supplement the needs of the business. This will include replacing Full-time Employees on

vacation, Worker's Compensation, sick leave, leave of absences, Etc... For greater clarity, a Part-time Employee will be eligible to perform the work of a Full-time Employee who is absent, and this may involve working beyond twenty-four (24) hours.

3. Full-time Employees

A person becomes a Full-time Employee after he/she serves the appropriate probationary period and is placed on the Full-time seniority list.

PEAK PRODUCTION PERIOD

The "Peak Production Period" is defined as the period in which all available Full-time Employees are being fully utilized and lasts eight (8) months. The Company shall provide the Union thirty (30) days written notice of the commencement date of the peak production period.

ARTICLE 1 – RECOGNITION

1:01 The Company agrees to recognize the Milk and Bread Drivers, Dairy Employees, Caterers and Allied Employees, Local Union No. 647, affiliated with the International Brotherhood of Teamsters, as the sole Collective Bargaining Agent for all Employees of the Company employed in or about its 401 Plant at 980 Wilton Grove Road, in the City of London, who come within the bargaining unit, except Engineers, Seasonal Employees engaged during the Peak Production Period, Office Staff, Supervisors and those above these ranks.

ARTICLE 2 – UNION SECURITY

2:01 All Employees covered by this Agreement must become and remain members of the Union, in good standing, during the life of this Agreement as a condition of employment.

2:02 The Company further agrees to inform all new Employees who are covered by this Agreement that full Union membership is a condition of employment after ninety (90) working days have elapsed from the date of hiring. The Company undertakes to inform the Steward whenever a new Employee is hired by a written statement within seven (7) days after hiring.

2:03 New Employees shall be liable to pay the full amount of Union dues (excluding initiation fees) for the week in which they are hired. In the ninety (90) working day period following their hiring, the Company will deduct the appropriate amounts from their wages and remit same in accordance with the provisions of Article 3 thereof as if they were regular Employees. After ninety (90) working days have elapsed from the respective dates of hiring, all Employees must, as a condition of employment, become members of the Union in accordance with the provisions of the Union Constitution and By-laws. In the case of every Employee, the Company agrees to deduct from his/her first regular pay following the ninetieth (90th) working day from the date of hiring, the full initiation fee then in force, and to remit same to the Union within seven (7) days of deduction.

ARTICLE 3 – CHECKOFFS

3:01 The Company will deduct monthly from the pay of each Employee an amount specified by the Union, equivalent to Union dues and assessments owing by each Employee for Union purposes. The total of such deductions shall be remitted to the Secretary-Treasurer of the Union not later than the 20th day of each month. The Union shall notify the Company, in writing, as to the prevailing rate of Union dues and assessments.

3:02 In the event an Employee is on vacation at the time of the regular dues deduction, such deduction shall be made from the Employee's vacation pay.

3:03 If an Employee is off work through sickness at the time of the regular dues deduction, his/her dues shall be deducted in accordance with the Union Constitution and By-laws.

3:04 It is understood that payroll deductions for the Sydenham Credit Union Limited will be in accordance with arrangements made between the Company and the Credit Union.

ARTICLE 4 – MANAGEMENT RIGHTS

4:01 The Union acknowledges that it is the exclusive function and right of the Company to operate and manage its business, subject to the limitations provided in this Agreement.

ARTICLE 5 – SUPERVISION

5:01 No Supervisor shall perform the work normally performed by those Employees under their supervision.

ARTICLE 6 – HOURS OF WORK

6:01 Work Week

The regular work week shall begin at 00:01 hours Monday. The regular work week shall consist of five (5) consecutive work days between Monday and Saturday, with two (2) consecutive days of rest. The Company may establish a work week consisting of four (4) ten (10) hour days, between Monday and Friday. Employees working the four (4) day work week must have three (3) consecutive days of rest, two (2) of those days shall be Saturday and Sunday.

6:02 Work Day

The regular work day shall consist of eight (8) consecutive hours of work.

6:03 Reporting to Work Guarantee

The following provisions are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week except as otherwise provided below.

- a) When a Full-time or Part-time Employee reports for duty on his/her regular work day, he/she shall

be guaranteed a minimum of eight (8) hours or ten (10) hours work and/or pay from his/her scheduled starting time.

- b) Where a line breaks down or line production is completed prior to the end of a shift, the senior Full-time volunteer from that line shall have the option of going home or remaining at work to perform any work which the Company determines to be available provided they have the skill and ability, and also provided that no other Employees are displaced from their jobs. Employees remaining at work in such circumstances must report to their Supervisor as soon as the line breaks down or line production is completed.

6:04 Alternative Shift Arrangements

The continued success of Nestlé Ice Cream depends upon our ability to improve and grow our business. To this end, the parties agree to discuss and possibly implement alternative shift arrangements, should the need arise.

See Letter of Understanding #12.

ARTICLE 7 – OVERTIME

7:01

- a) Overtime will be paid at the rate of time and one-half (1.5x) the Employee's regular hourly rate for all hours worked after regularly scheduled

hours of work, eight (8) or ten (10) hours worked per day. All hours worked between Midnight Saturday and Midnight Sunday shall be paid at the rate of double (2x) time in accordance with Article 11.

Overtime time hours may no longer be banked.

b) **Distribution of Scheduled Overtime**

The opportunity to perform work shall be given as equally as possible to Employees who are qualified and capable of doing the work in question, in accordance with the Employment Standards Act, and who have the lowest overtime hours worked in the quarter, in the following order:

1. Employees in the Job;
2. Employees in the Classification and in the Department;
3. Employees in the Classification outside of the Department;
4. Employees outside of the Classification plant wide;
5. Part-Time Employees;
6. Seasonal Employees.

Personal reasons for an Employee declining to work overtime shall be considered provided the

Company has the right to schedule sufficient qualified Employees to perform the overtime.

If this cannot be done on a voluntary basis, it shall be done by selecting the Junior person, who possesses the skills and qualifications to perform the work until the required number of Employees is obtained.

c) **Distribution of Unforeseen Overtime**

In the case of unforeseen overtime at the end of a shift the overtime will be offered to Employees who are qualified and capable of doing the work, in accordance with the Employment Standards Act, and who have the lowest overtime hours worked in the quarter, in the following order:

1. Employees in the Job currently at work who are immediately available;
2. Employees in the Classification and Department currently at work who are immediately available;
3. Employees in the Classification and outside of the Department currently at work who are immediately available;
4. Employees outside of the Classification plant wide currently at work who are immediately available;
5. Part-time or Seasonal Employees currently at work who are immediately available;

6. Employees in the Job not at work;
 7. Employees in the Classification and Department not at work;
 8. Employees in the Classification and outside the Department not at work;
 9. Employees outside of the Classification plant wide not at work;
 10. Part-time Employees not at work;
 11. Seasonal Employees not at work.
- d) All hours worked shall be recorded by the Company. The Company will provide to the Union a weekly list of all overtime hours worked. The overtime equalization will be reset to zero (0) on a quarterly basis, the first Monday of January, April, July and October. For the first week of each quarter, overtime will be offered by seniority order.

7:02 Grievance Settlement for Overtime

The Union and the Company agree that in the matter of grievance settlements regarding the working of overtime the following will apply. Where the Company has failed to follow the proper process in asking for overtime the individual with the least overtime hours who submits a grievance will be compensated provided that they raise the matter with their Supervisor.

7:03 Work Restrictions and Overtime

By definition, all Employees on modified work suffer from a diminished capacity and are either working reduced hours, performing a reduced range of duties, or both. One of the main concerns of both the Union and Company is to facilitate rehabilitation. Overtime work conflicts with this objective.

For this reason, overtime opportunities will only be offered to modified work Employees after having followed all steps of Article 7.01 b) or 7.01 c). To be asked before Seasonal Employees.

ARTICLE 8 – MEAL AND BREAK PERIODS

8:01 Following meal and break periods apply to all Employees.

Day Shift

Afternoon/Night Shift

Break – 15 minutes

Break – 15 minutes

Meal – 30 minutes (unpaid)

Meal – 20 minutes (paid)

Break – 15 minutes

Break – 15 minutes

The first break will be given between the Employee's starting time and his/her meal period. The second break will be given between the end of his/her meal period and his/her finishing time. The meal period shall not be within three (3) hours of starting time or after five (5) hours worked.

8:02 Overtime Breaks

Each Employee shall be granted a further rest period at the commencement of overtime anticipated to be of two (2) hours or more duration and subsequent to his/her regulation shift.

At the end of two (2) hours of overtime worked the Employee will be given a further rest period and after three (3) hours of overtime worked the Employee will be given a lunch period.

8:03 All Full-time and Part-time Employees who qualify for shift premiums shall be entitled to a twenty (20) minute paid meal period.

ARTICLE 9 – DAYS OFF, WORK ON DAYS OFF

9:01 An Employee called in on his/her regular day off shall be guaranteed eight (8) hours or ten (10) hours at time and one-half (1.5x) his/her regular rate. No Employee shall be asked to work more than two (2) consecutive days off, except in the case of extreme emergency.

9:02 Change of Scheduled Day Off

Names of Full-time Employees whose regular day off is to be changed shall be posted one (1) week in advance, Part-time Employees forty-eight (48) hours in advance.

9:03 Scheduling Change from Posted Schedule

- a) If an Employee is required to change their shift from that posted for the balance of the week and

has been given less than twenty-four (24) hours' notice of that change the following premium will apply.

- b) Where a change is two or more hours earlier than previously scheduled, the Employee will be entitled to work ten (10) or twelve (12) hours on that day (eight (8) or ten (10) hour shifts). The Employee will be paid the first two (2) hours at time plus one-half (1.5x), the next six (6) hours at straight time and the remaining hours up to ten (10) or twelve (12) at time and one-half (1.5x). Any hours worked after ten (10) or twelve (12) will be paid at the appropriate overtime rate and will be accrued as overtime hours.
- c) Where the change is less than two (2) or more hours the Employee will be paid at time plus one-half (1.5x) for the time of variance from the previously scheduled time with no guarantee of working beyond eight (8) hours.
- d) Where the change is two (2) or more hours later after that previously scheduled the Employee will be paid at time plus one-half (1.5x) for two (2) hours of the eight (8) or ten (10) hour shift and the balance at straight time.

ARTICLE 10 – CALL IN

- a) If because of sickness or other occurrence an Employee is asked to report for work two (2) or

more hours prior to their normal starting time the Employee will be paid the first two (2) hours at time plus one-half (1.5x), the next six (6) hours at straight time and the remainder at time plus one-half (1.5x).

- b) If the call in is for less than two (2) hours prior to the scheduled shift the Employee will be paid at time plus one-half (1.5x) for the time of variance from the regular start time and straight time for the remainder of the hours up to eight (8) or (ten) (10).
- c) In both cases any hours worked after eight (8) or ten (10) will be accrued as overtime hours and paid at the appropriate overtime rate. The parties agree that Employees should not work more than thirteen (13) hours in a twenty-four (24) hour period.

10:01 Call Back

If an Employee is called back to work after completing his/her regular day's work, and after leaving the premises, he/she shall be guaranteed four (4) hours at the rate of time and one-half (1.5x). This provision will not apply to the continuation of a day's work into overtime, which may or may not be interrupted by a lunch period.

ARTICLE 11 – WORK ON SUNDAY PREMIUM

All hours worked between Midnight Saturday and Midnight Sunday shall be paid at the rate of double (2x) time for Full-time and Part-time Employees. Work

available on Sunday in Classification I and II shall be offered first to qualified Full-time and Part-time Employees.

ARTICLE 12 – SHIFT PREMIUMS

Full-time and Part-time Employees shall receive a shift premium on the following basis:

12:01 An Early Shift Premium

If employed on a regular shift which commences prior to 06:00 hours, or which extends beyond 19:00 hours, an Employee shall receive, in addition to his/her weekly earnings, a premium of seventy cents (\$0.70) on all hours worked. This bonus shall not be included in the hourly rate for the calculation of overtime.

12:02 A Late Shift Premium

If employed on a regular shift which commences after 15:00 hours, an Employee shall receive a premium of one dollar (\$1.00) on all hours worked. An Employee whose shift starts at or after 19:00 hours, and up to and including 00:00 hours, shall have the shift premium included in the hourly rate as part of the overtime calculation.

ARTICLE 13 – PLANT TIE-UP

13:01 In the event of a tie-up of operations, due to severe weather conditions, the following arrangements will be in effect. If an Employee reports for work, and no

work is available, he/she will be paid for his/her shift. If such an Employee is confined to the plant for the second day or subsequent days, he/she will be paid for the hours worked on the second or subsequent days.

ARTICLE 14 – VACATION ENTITLEMENT

14:01 Vacation

- a) All Employees shall receive a vacation in accordance with their accumulated service with the Company as follows:

After having worked a period of six (6) months and less than one (1) year prior to April 1st;

For each month worked	one-half day
After 1 year prior to April 1	two (2) weeks
After 5 years prior to April 1	three (3) weeks
After 10 years prior to April 1	four (4) weeks
After 18 years prior to April 1	five (5) weeks
After 27 years prior to April 1	six (6) weeks

New Employees, who are not entitled to vacation as of April 1st, and Employees who have worked for a period of six (6) months but less than one (1) year, will receive vacation pay for the period of employment to March 31st on the basis of four percent (4%) of their earnings for the period prior to March 31st.

Calendar years Employed as of Anniversary Date	Vacation Pay Accrual	Vacation Time Entitlement	Bonus Week
35	14%	6 weeks	1 week
36 to 39	12%	6 weeks	0
40	14%	6 weeks	1 week
41+	12%	6 weeks	0

This bonus week will be given for future anniversary celebrations only.

- b) For the purpose of determining vacation the year shall be considered as of the first of April of any calendar year that is, an Employee would have to be employed for six (6) months prior to April in order to be eligible for vacation in that year.
- c) Vacations and days off in lieu of Statutory Holidays worked will be scheduled in accordance with the following basic principles or as nearly as possible recognizing the demand of the work in each department.
- d) For each week of vacation entitlement, an Employee's vacation pay shall be computed on the basis of two percent (2%) of his/her earnings during the twelve (12) month period ending December 31st prior to vacation period.

Earnings of the Employee shall mean the amount reported by the Company on the T-4 Income Tax Return, less any taxable allowances or benefits. It is understood that, in the case of a Permanent Employee, who may have lost earnings during the twelve (12) month period ending December 31st, by reason of sickness or injury, there shall be added to the amount shown on the T-4 Return for the purpose of computing vacation pay, an amount equivalent to the average basic earnings of the Employee for a period up to thirteen (13) weeks absence through sickness or injury. Any Employee who has lost in excess of thirteen (13) weeks' earnings, due to illness or injury, and who is entitled to more than two (2) weeks' vacation, may elect to take reduction in such extra vacation in order that his/her vacation pay will provide normal earnings during the vacation period taken. For an Employee who was on layoff at any time during the year ending March 31 prior to the vacation pay shall be computed in full proportion to the time worked in accordance with the established practice. For an Employee who was on layoff for less than thirty (30) working days during the year ending March 31, reduction in vacation pay will be calculated on the basis of a two (2) week vacation category.

- e) Any Employee, terminating his/her employment with the Company, who is entitled to one (1), two (2), three (3), four (4), five (5) or six (6) weeks'

vacation, depending on his/her length of service, shall receive vacation pay at the rate of two (2%), four (4%), six (6%), eight (8%), ten (10%) or twelve (12%) percent of his/her earnings, as the case may be, for the period worked since the previous April 1. Any Employee not entitled to the above will be paid in accordance with the Employment Standards Act.

- f) An Employee transferring to another Department, after posting of the vacation schedule on April 1, and before he/she has taken his/her vacation, shall choose another vacation period from the dates available in the Department into which he/she is transferring.
- g) No Employee shall be allowed to work in the time chosen for vacation, unless mutually agreed. However, circumstances may arise when out of necessity an Employee must reschedule his/her vacation. The Company and Union Steward will discuss and consider the basis of the request; such request shall be made in writing twenty (20) days or more prior to the scheduled vacation period. An Employee requesting a vacation schedule change shall revert to the bottom of the vacation schedule and no person shall be scheduled in the vacated time allowance originally assigned.
- h) Vacation pay will be deposited into the Employee's bank account in accordance with the Employee's

regular payroll schedule while the Employee is on vacation. Alternatively, for full week vacation only, Employees may choose vacation pay in advance by providing one month notice prior to the commencement of their vacation.

- i) Four percent (4%) to be added to weekly pay for Part-time Employees and the first week of shutdown to be considered their vacation period or Six percent (6%) in conformity with Employment Standards Act.

14:02 Scheduling of Vacations & Days Off in Lieu of Statutory Holidays Worked

- a) During February, the vacation schedule will be posted in each Department indicating the regular vacation period, May 15th to September 30th, and the available period for off-season vacation.
- b) At the same time, lists of Employees' names, in order of seniority, will be posted, in groups as outlined in (f) below, indicating the date on which they are expected to make their choice. Such choices shall be made on consecutive work days, commencing on or about March 1st.
- c) If an Employee is entitled to two (2) weeks or more vacation he/she will be allowed, on his/her first choice, to schedule two (2) weeks to run consecutive during the vacation year, April 1st to March 31st. If he/she wishes to split his/her

weeks on the first choice, only one (1) week can be chosen within the vacation period May 15th to September 30th. The second (2) week can be scheduled on the first pick outside the vacation period. Second (2) and subsequent choices will be made by seniority provided there is time available and all Employees have had a choice according to seniority.

- d) If an Employee fails to make his/her choice on the day specified, as outlined in (b) above, he/she must then choose from dates still available on the day on which he/she does make his/her choice.
- e) Vacations shall be scheduled on a seniority basis within Departments, provided such scheduling does not interfere with the efficient operation of the Company.

The Company will endeavour to respect a five (5): one (1) ratio for letting Employees take vacation subject to operational requirements being met. It is understood that this ratio will be six (6): one (1) during the week of March break and the months of June, July and August.

- f) All choices of vacation periods must be made by April 1st of each year. (Note: this includes third (3), fourth (4), fifth (5) and sixth (6) weeks). Any outstanding vacation weeks not scheduled as in 14.01 (a) to (g) must be requested in writing no later than two (2) weeks prior to the requested

dates. These requests may be granted provided they do not exceed the conditions in 14.01 (f).

- g) If vacations are not chosen by the Employee by December 1st in the vacation calendar year, then the Company with a Steward Representative will chose remaining vacation weeks for the Employee by using a lottery system.
- h) In conformity with Employment Standards Act, 2000, an Employee who wants to take his/her vacation in periods of less than a week shall ask the Company in writing and the Company may grant such request at its discretion. A maximum of two (2) weeks can be taken in periods of less than a year.

ARTICLE 15 – STATUTORY HOLIDAYS

15:01 a)

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	

The following will be recognized as days off with full pay.

- In 2018 Canada Day will be scheduled on Monday July 2, 2018

- In 2019 Canada Day will be scheduled on Monday July 1, 2019
- In 2020 Canada Day will be scheduled on Friday July 3, 2020
- In 2021 Canada Day will be scheduled on Friday July 2, 2021
- In 2022 Canada Day will be scheduled on Friday July 1, 2022

Employees are invited to observe a moment's silence at 11:00 on Remembrance Day but production will continue. An announcement will be made over the intercom.

- b) An Employee will be paid for the Statutory Holiday provided he/she:
 - i) works his/her last full regular scheduled shift before and his/her first full regular scheduled shift after such holiday and works on such holiday as he/she is scheduled to work, unless he/she is excused by the Company;
 - ii) is on the active payroll of the Company and not on a leave of absence, sick leave, Workers' Compensation, or layoff;
 - iii) has completed probationary period specified in this Agreement.

Notwithstanding the above, an Employee on Weekly Indemnity will be paid the differential between the Weekly Indemnity rate of pay and the normal Statutory Holiday rate of pay for all actual Statutory Holidays that fall within the first thirty days (30) of their Weekly Indemnity entitlement.

- c) An Employee who works on any one (1) of the days named above, shall be given the option by Management of being paid two (2x) times his/her regular rate, plus his/her holiday pay or his/her regular rate, plus a day in lieu with pay as outlined in 15.01 (f) below, plus his/her holiday pay. Employees required to work on a Statutory Holiday must work for at least eight (8) hours.
- d) In the week in which Boxing Day falls, the Company, upon giving fourteen (14) days' notice to the Union, may reschedule the day off, with the understanding that it will not be rescheduled to fall on a Statutory Holiday. If an Employee is required to work on the rescheduled day off, he/she will be paid time and one-half (1.5x) based on his/her regular rate.
- e) Each Full-time Employee shall be eligible to schedule three (3) float days in accordance with the following provisions; each Permanent Employee who has completed his/her probationary period, by seniority and within his/her group, will select the days he/she wishes as his/her float days.

He/she may select any day of the year with the following exceptions:

1. A day falling on his/her regular day off;
2. A Statutory Holiday.

It is understood that no more than two (2) days will be open for selection within any one (1) week.

Subject to the needs of the business, the approval by the Company of requests for float and/or lieu days will not be unreasonably withheld when such requests are made at least three (3) weeks in advance of the day in question.

- f) On December 1st of each year the Company will post available dates on which banked days, as mentioned in 15.01 (c), may be taken, and the number of Employees in the department affected that can be released at one (1) time, and Employees may choose such dates according to seniority or may elect to be paid for such days in lieu on the basis of their regular earnings at the time the available dates are posted. Employees, electing time off, shall take such days by November 30th of the following year. It is understood that, in the event of sickness or emergency, days off selected may be delayed or changed. In such cases, other days may be chosen by the Employees affected from other dates made available by the Company. Unused banked days will be paid on the week

where December 1st falls (or as close to December 1st if it is during shutdown).

- g) If any Statutory Holiday falls during an Employee's vacation period he/she shall have the option of having a day's pay added to his/her vacation pay, or of having a day off in lieu with pay, as mentioned in 15.01 (f), provided he/she exercises his/her option at the time of the scheduling of vacations. If any Statutory Holiday falls on an Employee's day off, he/she may have the option of being paid an extra day's pay immediately, or of banking a day as outlined in 15.01 (f). In all cases, the day's pay will be based on the regular weekly earnings for the week in which the holiday occurs.
- h) Subject to the Company filling its requirements for qualified Employees, the option of work on a Statutory Holiday will be granted, in order of seniority, among qualified Employees in the bid job first, then to the Senior qualified Employee.

15:02 Statutory Holiday Pay

Employees who normally work five (5) eight (8) hour shifts in a week will work thirty-two (32) hours and Employees who work four (4) ten-hour shifts will work thirty (30) hours in a week where a holiday occurs. Employees who normally work five (5) eight (8) hour shifts in a week will work twenty-four (24) hours and Employees who work four (4) ten (10) hour shifts will work twenty (20) hours

in a week where two holidays occur. In all cases, such Employees will be paid for forty (40) hours work.

All hours worked between 00:01 (hours) and 23:59 (hours) of a Statutory Holiday will be paid at the applicable rate.

ARTICLE 16 – INSURANCE

16:01 The Company will provide the following insurance plans including a drug card, in keeping with the regulations and benefits of such plans, in effect on the effective date of this Agreement, or, on the first (1st) day of the month following ratification, where applicable, for all Full-time Employees with three (3) months' seniority.

a) Group Insurance

- 2018 Coverage of fifty-five thousand Dollars (\$55,000);
- 2019 Coverage of fifty-seven thousand five hundred Dollars (\$57,500);
- 2020 Coverage of sixty thousand Dollars (\$60,000);
- 2021 Cover of sixty-two thousand five hundred Dollars (\$62,500);
- 2022 Coverage of sixty-five thousand Dollars (\$65,000).

- **Reducing to Five Thousand Dollars (\$5,000) at retirement.**

Accidental Death & Dismemberment

- 2018 Coverage of fifty-five thousand Dollars (\$55,000);
- 2019 Coverage of fifty-seven thousand five hundred Dollars (\$57,500);
- 2020 Coverage of sixty thousand Dollars (\$60,000);
- 2021 Cover of sixty-two thousand five hundred Dollars (\$62,500);
- 2022 Coverage of sixty-five thousand Dollars (\$65,000).

b) Group Sickness and Accident Insurance

Coverage for each Employee in the amount of sixty-six and two thirds percent (66 2/3%) of basic wages to the Unemployment Insurance Commission maximum for fifty-two (52) weeks to become effective on the first (1st) day of accident or hospitalization or the fourth (4th) day of any sickness or non-compensable accident. A floor of four hundred and fifty dollars (\$450) will be provided for Full-time Employees as of the date of ratification.

c) Hospital, Medical and Surgical Insurance

The Company will provide full semi-private hospital coverage for each Employee, spouse, and own unmarried children under 21 years of age. If the Employee is covered under the spouse's insurance plan, the Company will not provide double coverage.

d) Dental Plan

- i) Effective date of ratification, a one (1) year lag thereafter for each year of the contract;
- ii) Blue Cross Dental Plan number nine (# 9) or its equivalent coverage (including periodontics and endodontics coverage and fifty percent (50%) coverage for crowns and bridges) provided with carrier to be determined by the Company;
- iii) Includes fifty percent (50%) coverage for dentures up to two thousand dollars (\$2,000) maximum per person, per lifetime.

e) Optical Plan

An insured eye care program providing a benefit to a maximum of four hundred and twenty-five dollars (\$425) in a twenty (24) month period per Employee and eligible dependents for the purchase of lenses and frames or laser eye surgery or contact lenses or to cover the cost of their eye exam.

f) L.T.D. Insurance

A Company administered Long Term Disability Insurance Program. Employee contribution frozen for life of Collective Agreement (2018-2022) at twelve dollars & fifty cents (\$12.50) per week. Such Program shall provide a benefit of sixty-six and two-thirds percent (66 2/3%) of earnings to a maximum of one thousand eight hundred dollars (\$1,800.00) per month on January 1st, 2014 and shall be integrated with the weekly indemnity plan.

Employee pay fifty percent (50%) of the cost of health & dental benefits and the Company agrees to pay fifty percent (50%) of the health & dental benefits if approved for LTD.

g) Physio Therapy

Employee pay fifty percent (50%) of the cost of physio therapy coverage benefits and the Company agrees to pay fifty percent (50%) physio therapy coverage to annual maximum of one thousand dollars (\$1,000) (no per visit max).

16:02 Employee Benefit Premiums

It is understood and agreed that the full Employee's portion of any reduction in Unemployment Insurance Commission premiums resulting directly from Unemployment Insurance Commission approval of

improvements in the Company weekly indemnity plan, are included as part of the negotiated wage increases contained in this Collective Agreement.

16:03 During the absence of an Employee through illness, all insurance coverage will be maintained by the Company, up to a maximum of fifty-two (52) weeks. If the illness of the Employee continues beyond fifty-two (52) weeks, the Sickness and Accident insurance coverage will be suspended, but other coverage will be continued under the Company group plan at the Employee's expense.

16:04 During a layoff of twelve (12) months or less, the Company will continue to pay the cost of insurance coverage up to the end of the month following the month of layoff. At that time, group life and sickness insurance will be canceled and medical and hospital plans transferred to a "pay direct" basis at the Employee's expense. Upon return to work, insurance coverage will be reinstated immediately, and medical and hospital plans returned to a "group" basis.

16:05 Employees granted "leave of absence" shall pay the full cost of the above insurance plans during such "leave of absence", either in full before leaving, or monthly in advance. Failure to make necessary payments will result in all coverage being canceled.

16:06 During the absence of an Employee while on Workers' compensation, all insurance coverage will

be maintained by the Company up to a maximum of fifty-two (52) weeks. If the absence of the Employee continues beyond fifty-two (52) weeks, the Sickness and Accident and Long-Term Disability coverage will be suspended, but other coverage will be continued under the Company Group Plan at the Employee's expense.

ARTICLE 17 – PENSION PLAN

- a) Benefits accrued under the Silverwoods Dairies Retirement Plan will be frozen as of March 31, 1991.

- b) The Company will provide a defined contribution pension plan effective April 1, 1991. This plan will be mandatory for all Full-time Employees. The Employee will advise the Company of their investment election. The Employee and Company will contribute the following amounts:

	Employee	Company
January 1, 2018	\$64.00	\$64.00
January 1, 2019	\$65.00	\$65.00
January 1, 2020	\$67.00	\$67.00
January 1, 2021	\$70.00	\$70.00
January 1, 2022	\$73.00	\$73.00

- c) Employees are permitted to make voluntary contributions to pension plan using unused sick days, banked overtime and/or Tiger bonus. Employee must have pension room to make contributions.
- d) Company and Employee contributions shall cease during a layoff or approved disability leave of absence. Such contributions shall resume on the first pay following the Employee's return to work. Employees are permitted to make voluntary contributions to the pension plan for contributions missed while they were off work for purposes of layoff, WI or LTD. The Company will match such Employee contributions.

ARTICLE 18 – BEREAVEMENT LEAVE

18:01 In the event of a death in the immediate family of an Employee, the Company agrees to grant the necessary time off, without loss of pay, up to three (3) days. In the event of a death of a child or spouse of an Employee, the Company agrees to grant the necessary time off, without loss of pay, up to five (5) days. If the Employee is unable to attend the funeral, he/she shall be allowed only one (1) day off with pay. A Probationary Part-time Employee will be granted leave of absence up to three (3) days, but without pay. Immediate family shall be comprised of father, mother, wife, husband, common-law-spouse, brother, sister, children, stepchildren, stepparent, mother-in-law and father-in-law. In the event of death of a grandparent, grandchildren, brother-in-law or sister-in-law and step-parent, the Company agrees to grant the necessary time-off, without loss of pay for one day to attend the funeral. Employees must submit valid documentation in order to be eligible for pay for the above-noted bereavement leave.

18:02 On request of the Employee bereavement leave may be extended by two (2) additional days without pay.

18:03 An Employee who is part of the funeral party I.E. pallbearer shall be granted one (1) day off with pay.

ARTICLE 19 – SICK LEAVE

19:01 Absence of an Employee, other than a Seasonal Employee, through sickness prior to the expiration of the weekly indemnity waiting period will be considered for payment at the discretion of Management. Payments will be to a maximum of eight (8) working days in a calendar year; three (3) working days of which must be derived from the full waiting period being used for a weekly indemnity claim. Payment of sick days taken shall be at sixty-six and two-thirds percent (66 2/3%) of the basic hourly rate of the Employee.

19:02 Any proven abuse of the sick leave provision will subject the Employee to immediate dismissal without recourse to the grievance procedure.

19:03 Emergency/sick days will be paid out at one hundred percent (100%) for the first two (2) days and sixty-six and two-thirds percent (66 2/3%) for the third (3rd), fourth (4th) and fifth (5th) day, of the Employee's basic hourly rate of pay (up to a maximum of forty (40) hours) on the next payroll following the day of emergency/sickness. Unused emergency/ sick days will be paid out at the Employee's basic hourly rate of pay at the end of the calendar year (up to a maximum of forty (40) hours) and prior to shut down.

19:04 The Employee will be reimbursed for medical certificates requested by the Company for W.I. and W.S.I.B. claims.

ARTICLE 20 – OBLIGATION OF EMPLOYEE RETURNING TO WORK

20:01 An Employee who is absent from work for any reason, or who has left the workplace early is obligated to notify the Company as soon as they are ready to return to work. In such cases, an Employee, whose shift starts after midnight and on, or before, 2:00 p.m. shall inform his/her Supervisor or department head before 5:00 p.m. of the day prior to the day on which he/she intends to return to work. An Employee, whose shift starts on, or after, 2:00 p.m., and before midnight, shall inform his/her Supervisor or department head before 9:00 a.m. of the day on which he/she intends to return to work. An Employee who does not respect these time lines will not be eligible to return to work and will not be paid.

ARTICLE 21 – JURY DUTY

21:01 Where an Employee, other than a Seasonal Employee, is called for Jury Duty, or as a witness, he/she shall be paid his/her full pay by the Company. Such Employee will give his/her Jury or Witness pay cheque to the Company in return.

ARTICLE 22 – SEVERANCE PAY

22:01 Layoff Through Automation

If a simultaneous layoff of a substantial group of Permanent Employees, in any Department of the plant, is caused by the installation of advanced automatic,

labour-saving production equipment, the Company will notify the Union and the Employees to be affected, two (2) months prior to the effective date of the layoff, and severance pay will be made as in 22.03 below.

22:02 Layoff Through Acquisition

If any other dairy under contract with the Union is acquired, the Company will give thirty (30) days' notice of layoff to the Union and to any acquired Employees to be affected, and severance pay will be made as in 22.03 below.

22:03 Severance Pay

- a) Severance pay to be paid according to the following formula for each completed year of Full-time service:

1 to 5 years	1 week per year of service
5 to 10 years	1.25 weeks per year of service
10 to 15 years	1.5 weeks per year of service
15 to 25 years	1.66 weeks per year of service
25+	2 weeks per year of service

- b) Severance pay shall be paid to Full-time regular Employees with two (2) or more years' seniority who are permanently laid off. The Employee shall have the right at the time of layoff to waive in writing his/her right to recall and shall then receive severance pay.

- c) It is agreed that anyone claiming severance pay shall have no further claim to the Company.

An Employee will receive the periods of notice outlined above or that required by the Employment Standards Act, whichever is greater, but not both.

UNION AFFAIRS

ARTICLE 23 – STEWARDS

23.01

- a) There shall be five (5) Stewards and one (1) Chief Steward, with one to Represent the Maintenance group. The Company is to be advised in writing of Alternate Steward(s) by the Business Representative. Efforts will be made to ensure that Stewards are represented on all shifts. All Stewards, including the Chief Steward, may be elected by the membership and/or appointed by the Union. Stewards elected to a shift shall remain on such shift as long as he/she has the skills and qualifications to perform the work. If an elected Steward requests a shift change, that Steward shall relinquish their Steward position and elections will be held immediately.
- b) To be eligible to run for the Chief Steward an Employee must have served a minimum of eighteen (18) consecutive months and participated in a round of negotiations as Steward.

23:02 All Stewards, including the Chief Steward, have a responsibility to uphold consistent observance of the provisions of this Agreement and to report any infractions to Management for prompt and appropriate action.

23:03 There shall be no discrimination against the Stewards provided that they function in accordance with the appropriate provisions of this Agreement.

23:04 The Stewards shall have no authority to alter, amend, violate or otherwise change any part of this Agreement. The Stewards shall report to the Business Representative of the Union any violation of the Agreement. The Steward shall be considered the Senior Employee in the department group in which he/she is employed in the event of layoff only.

Furthermore, the Chief Steward shall be considered the Senior Steward.

23:05 Stewards shall be allowed reasonable time to service grievances, provided the Steward concerned has secured authorization from his/her Supervisor before leaving his/her work. Such authorization shall not be unreasonably withheld.

23:06 The Company shall provide a bulletin board for the exclusive use of the Local Union for posting information pertaining to the membership and the Collective Agreement. A copy of all notices shall be given to the Director, Factory Operations or his/her HR Designate at the time of posting.

23:07 Representatives of the Union shall be allowed access to the Company premises for the purpose of contacting Stewards or investigating any matters pertaining to the provisions of this Agreement, upon securing authorization to do so from the Director, Factory Operations or appropriate Departmental Manager. Such authorization shall not be unreasonably withheld.

23:08 When a Steward is brought in by Management for consultation and the time involved is beyond his/her normal work day, he/she shall be compensated for the accumulation of such hours outside his/her normal work day by being given equivalent time off after the normal vacation period.

23:09 The Chief Steward will be allowed time off, without pay, to attend Union meetings scheduled during his/her regular working hours.

23:10 Union Committee - The Company agrees to recognize a Union Committee consisting of one (1) Chief Steward and up to a maximum of five (5) Stewards. All members of the Union Committee shall be Employees of the Company and shall have at least six (6) months service with the Company.

The Company further acknowledges that the Union Committee will serve as the Union Negotiating Committee and agrees to deal with said Committee with respect to any matter, which properly arises out of this Collective Agreement.

23:11 Union Leave

Leave without pay may be granted to any Full-time Employee duly authorized to represent Employees in order to accept a position with the Union. Such leave and any additional yearly periods may be granted by the Company on receipt of a written request from Teamsters Local Union 647. Newly elected Union Stewards shall be granted up to two (2) days with pay to attend Union education leave. All Stewards, including newly elected Union Stewards, shall be granted up to two (2) days with pay during the life of the Collective Agreement, to attend Union education leave. Stewards will only be compensated if attendance is confirmed. Advanced notice of said training will be provided to the Company and such training will only take place on mutually agreeable dates.

The seniority of an Employee who accepts a Full-time position with the Union will be maintained should that Employee choose to return to the bargaining unit (by providing one month's notice). He/she shall fill any available vacancy in the Department in which he/she had been employed at the time of his/her transfer out, or, if there is no such vacancy available, he/she shall replace any probationary or Seasonal Employee in the Department concerned.

23:12 Union Office Accommodation

The Company will provide office accommodation on the premises of the London 401 Ice Cream Plant for use

by the Union Steward group for the purpose of private meetings and the storage of Union information. The Company will provide the Union office a phone with an external line.

ARTICLE 24 – SENIORITY

24:01 The principle of seniority shall be maintained in the reduction and restoration of the workforce.

There shall be three (3) seniority groups:

Group 1 - Plant;

Group 2 - Maintenance;

Group 3 - Part-time.

24:02 Full-time and Part-time Employees will be considered probationary for the first ninety (90) working days and will have no seniority rights during that period. His/her employment may be terminated at any time during such probationary period at the discretion of Management and such termination shall not be subject to the Grievance Procedure. After completion of the probationary period, each Employee shall be placed on the appropriate seniority list and their seniority shall be established as of the first day of the probationary period.

Part-time Employees who successfully become Full-time Employees shall not be required to serve an additional probationary period when they achieve Full-time status.

24:03 There shall be separate seniority lists for Full-time and Part-time Employees. The seniority lists will be

updated every six (6) months and a copy will be provided to the Union.

24:04 Seniority once established for an Employee shall be forfeited under the following conditions:

- a) Resignation;
- b) Retirement;
- c) Is discharged for just cause and is not reinstated in accordance with the provisions of this Agreement;
- d) Fails to return to work within three (3) working days after notice of recall from lay-off has been sent by registered mail or courier to the last address that the Company has in its files for the Employee;
- e) Is absent from work without permission for more than three (3) consecutive working days;
- f) Overstays a permitted leave of absence or vacation without securing extension of such leave of absence or vacation from the Company;
- g) Is laid-off for a period of more than twelve (12) Consecutive months.

24:05

- a) Seniority of an Employee who transfers to a position outside the bargaining unit for a trial period, will be maintained should that Employee

return to the bargaining unit within one (1) year. If prior to the expiration of one (1) year, the Employee is transferred back to the bargaining unit, he/she shall fill any available vacancy in the Department in which he/she had been employed at the time of his/her transfer out, or, if there is no such vacancy available, he/she shall replace any Probationary or Seasonal Employee in the Department concerned. Employees shall only be able use this trial period leave once.

- b) In the event that an Employee is selected to fill a temporary vacancy resulting from a business opportunity or to back-fill Management position through a job posting, at the end of the assignment, the Employee shall return to their bid job in which he/she had been employed at the time of his/her transfer out. If the initial assignment length must be extended for reasons outside of Management control, an extension will be discussed with the Union.
- c) Following his/her acceptance of the transfer outside of the Collective Agreement, the affected Employees who do not pay their monthly union dues will be placed at the bottom of the seniority list, should they return to the bargaining unit.
- d) The Chief Steward shall be informed of all transfers in advance.

24:06 Part-Time Employees

The purpose of the Part-time seniority list is to identify a pool of available Part-time Employees and to establish an order for call-in to work by seniority provided the Employee possesses the skills and qualifications to perform the job.

In the case of a Part-time Employee, his/her name shall be removed from the list where the Employee misses, refuses or cannot be contacted to work a “scheduled shift” assignment on three (3) occasions within a three (3) month period except for validated Emergency Leave as provided for by applicable Employment Standards legislation. A “scheduled shift” shall mean a shift, which is scheduled at the same time the Full-time Employee’s schedule is posted. It shall not be considered to be a refusal for the purposes of this Article where a Part-time Employee declines to work a “call in” shift.

Part-time Employees shall be eligible for training opportunities according to their position on the Part-time seniority list.

ARTICLE 25 – LAYOFF AND RECALL

Where it becomes necessary to reduce the workforce the most senior seniority Employee(s) within the job, Classification and Department affected can volunteer to be laid-off, provided the remaining Employee(s) are qualified by virtue of skill and ability to perform the work required.

In the event of a layoff or the discontinuance of a job for a Full-time Employee, the Employee affected shall exercise his/her seniority by bumping in the following sequence after all Part-time and Probationary Employees have been released, subject to Article 22.04:

1. Within his/her bid Job;
2. Within his/her Classification;
3. Within his/her Seniority group (i.e. Plant or Maintenance);
4. Between Seniority groups (i.e. From Plant to Maintenance and vice versa).

Bumping from one job to another will only occur when the displaced Employee possesses the required skills and qualifications to perform the job at the time of the bump.

When increasing the work force after a layoff, Employees will be recalled in order of seniority provided that the resulting work force has the required skill and ability to perform the available work. A Full-time Employee who has elected Part-time layoff must accept a recall to Full-time work. Failure to do so will result in the Employee's termination.

In the event of a layoff affecting Full-time Employees, the Employees so affected shall have the option of:

- 1) accepting transfer to Part-time status; or
- 2) being placed on layoff status

In either case, such Employees will be subject to recall to Full-time employment as above.

Employees who elect a transfer to Part-time status as above will be employed on a day to day basis prior to any remaining Part-time Employees to perform such scheduled or call-in work as arises prior to their recall to Full-time work.

An Employee recalled from layoff must report for work within three (3) working days after notification to return has been given personally, by telephone, or failing this, sent by registered mail to the last address given to the Company by the Employee. The Employee is solely responsible for providing the Company with their proper address and telephone number. Nothing shall prevent the Company from engaging a Part-time Employee until the Full-time Employee has reported for duty.

Nothing in this Article shall prevent the Company from using Part-time Employees to cover off for vacations, sickness, or absences of any kind, when Full-time Employees have elected to be placed on layoff status or a Full-time Employee who has accepted a transfer to Part-time status does not possess the required skills and qualifications to perform the job or is not available.

The employment relationship shall end where an Employee has been on lay-off beyond one (1) year.

Any Employee who has been absent to eighteen (18) months because of sickness or injury shall relinquish his/

her classification but retain his/her seniority. On his/her return to work he/she may be entitled to exercise his/her seniority to displace the Junior Employee in his/her seniority group.

In order to avert or minimize the adverse effects of a potential layoff, Management will continue to assign Employees to work commensurate with their skills and qualifications elsewhere in the bargaining unit when there is no work available for such an Employee within their bid job.

Leave without pay may be granted to any Full-time Employee duly authorized to represent Employees in order to accept a position with the Union for a period of up to one (1) year. Such leave and any additional yearly periods may be granted by the Company on receipt of a written request from the Union.

Should the Employee return to work before or at the expiration of such leave of absence he/she shall fill any available vacancy in the Department in which he/she had been employed at the time of granting of leave of absence, or, if there is no such vacancy available at the expiration of such leave of absence, he/she shall replace the Junior Employee in the Department concerned. The returning Employee shall not be permitted to exercise his/her seniority rights for bidding purposes for a period of one (1) year following his/her return to work. All insurance plans and other benefits will be canceled during such leave of absence but will be reinstated immediately upon

the return to work of the Employee within the period of one (1) year.

25:01

- a) In the event that it is necessary to transfer an Employee, on a temporary basis to another seniority group, the Junior Employee shall be transferred, provided he/she is available and able to do the work required, and provided there is someone in his/her seniority group who can take his/her place.
- b) Where possible, temporary vacancies will be filled by laid-off, regular Full-time Employees. These work requirements will be assigned on a seniority basis provided the laid-off Employee possesses the necessary immediate ability, qualifications and skills to do the work.

25:02 Disability resulting from an accident while engaged in the work of the Company shall not be sufficient cause for dismissal. Upon recovery, the disabled Employee shall return to his/her former position provided he/she is capable of performing the duties of that position. If the disabled Employee is found to be incapable of performing his/her former duties, he/she shall thereupon, whenever reasonably possible, be transferred to work commensurate with, and suitable to his/her physical condition, and shall be paid upon the same basis as other Employees who are doing the work that he/she is then capable of doing.

ARTICLE 26 – GRIEVANCE PROCEDURE

26:01 A grievance shall be defined as a difference between the Parties arising from the interpretation, application, administration or alleged violation of this Collective Agreement.

26:02 No grievance shall be considered unless it relates to the interpretation, application, or alleged violation of this Collective Agreement or where the circumstances giving rise to it occurred more than five (5) working days before filing of the grievance. Full-time and Part-time Employees shall only have access to the grievance procedure after they have served the appropriate probationary period.

26:03 The Parties agree that it is of the utmost importance to adjust complaints and grievances as quickly as possible and at the lowest possible step.

26:04 Grievances properly arising under this Agreement shall be addressed as follows:

Step #1

The aggrieved Employee shall present his/her complaint verbally to his/her supervisor. The Employee has the right to have a Steward present. If a settlement is not reached within five (5) working days, the complaint may be carried forward to Step two (# 2). If the reply is not satisfactory the Employee shall have the right to

file a formal written grievance.

The parties agree that any settlement reached at this stage shall be without prejudice or precedent.

Step #2

If the reply is not satisfactory an Employee shall have the right to file a formal written grievance and to a meeting held with the appropriate Steward and/or Chief Steward, the immediate Supervisor and/or the Department Manager. This meeting must be held within five (5) working days of the alleged grievance and the immediate Supervisor will give a reply within forty-eight (48) hours.

Step #3

The aggrieved Employee may submit his/her grievance in writing to the Director, Factory Operations, or his/her Designate. A third step meeting shall be arranged as early as is possible. At this meeting the aggrieved Employee may be accompanied by the Union Committee and the Business Representative. The Company shall reply in writing to the grievance within five (5) working days.

Arbitration and Alternative Dispute Resolution

26:05 If the Company fails to reply in writing to the grievance within five (5) working days, or if a settlement is not reached, the grievance may be referred to

arbitration. The Union shall have fifteen (15) working days after receipt of the Company's reply to advise in writing of its intention to refer the matter to arbitration or its offer to pursue alternative dispute resolution as set out in 26.06 below.

26:06 By mutual agreement, the parties may elect to refer a grievance to alternative dispute resolution where the outcome shall be final and binding but without prejudice and/or precedent. The parties will meet within two (2) weeks following ratification to work out the details of this alternative dispute process.

26:07 When a grievance is referred to arbitration, the party desiring arbitration shall notify the other party, in writing, of a list of acceptable arbitrators. The recipient of the notice shall, within five (5) days, advise the other party of acceptable arbitrator(s). Should the Company and the Union fail to agree on a sole arbitrator, the party desiring arbitration shall apply to the Minister of Labour for the Province of Ontario, for the appointment of an arbitrator.

26:08 The arbitrator shall not have the right to alter or change any provisions of this Agreement. The decision of the arbitrator shall be final and binding on both parties.

26:09 Each of the parties will share equally the fees and expenses of the arbitrator.

Policy Grievances

26:10 A Policy Grievance may be brought forward by the Union at Step three (3) within thirty (30) calendar days after the circumstances giving rise to it occurred, and if such grievance is not settled by the parties, it may be referred to arbitration. Such grievance shall be signed by the Business Representative.

26:11 It is understood that the Company may submit to the Union any grievance with respect to the conduct of the Union, its officers and members or any complaint that a contractual obligation undertaken by the Union has been violated. Any such complaint shall be addressed at Step three (3) of the grievance procedure and must be brought forward within thirty (30) calendar days. Such grievance shall be signed by the Director, Factory Operations or his/her designate.

Time Limits

26:12 The time limits under this Article are mandatory and the failure to carry a grievance forward in accordance with these time limits shall render the grievance null and void unless both parties have mutually agreed to an extension.

ARTICLE 27 – RULES APPLYING TO TERMINATIONS OF EMPLOYMENT

27:01 The Company shall have the right to discharge or dismiss any Employee for just cause. In addition, the

Company shall have the right to summary dismissal or discharge of Employees upon any of the following grounds or similar serious causes:

- a) Stealing and dishonesty; or
- b) Drinking while on duty or being under the influence of liquor or drugs while on duty; or
- c) Direct refusal to obey orders given by the proper party, unless such orders jeopardize the life, health or safety of the Employee.

In the event of the discharge of a Permanent Employee, the Company will notify the Union in writing within twenty-four (24) hours of such discharge.

27:02 An Employee will receive a copy of any written reprimand, incident report or warning letter, placed on his/her file, with a copy to the Local Union and the Chief Steward. Any verbal reprimand or written warning letter in excess of twelve (12) months will not be used to compound disciplinary action against the Employee, with the exception of verbal reprimand or written warning letter due to harassment of any form (i.e. harassment under the Human Rights Code, violence and/or bullying), which will remain on file for eighteen (18) months from the date of such action. All such verbal reprimand and written warning letters due to harassment and/or any suspension for any reason in excess of eighteen (18) months will not be used to compound disciplinary action against the Employee. It

is understood that any period when an Employee is on an approved leave of absence of one (1) month or more, or in the case of sick leave of three (3) months or more, this time will be added to the above sunset clause.

Any Employee may request to attend with or without a Union Steward.

27:03 Disciplinary actions will be served within ten (10) working days following the conclusion of the investigation.

27:04 Each Employee who desires to terminate his/her employment must give the Company one (1) weeks' notice. In the event of an Employee leaving the employment of the Company, he/she shall be furnished with a reference if requested and his/her work has been satisfactory.

27:05 An Employee's service shall cease if he/she is absent for more than three (3) working days without obtaining a leave of absence, but the Company will give reasonable consideration to the circumstances.

ARTICLE 28 – VACANCIES AND JOB BIDDING

28.01 The term vacancy shall be defined as a new job created by the Company or by a vacancy which may occur by a quit, discharge, death, or retirement. A vacancy exists when there is adequate Full-time work in regards to business requirements to justify the filling of a

position. The Company's discretion must be exercised on the basis of a reasonable view of the objective facts and must not be discriminatory, arbitrary, or in bad faith.

28.02 In the event that new jobs are created, or vacancies occur in existing job classifications, the Company will post the initial opening resulting from such new job or vacancy for a period of three (3) working days. Nothing shall prevent the Company from temporarily filling the vacancy with a Part-time or Seasonal Employee until the posting process has been completed.

28.03 No more than two (2) postings shall be made as a result of one (1) vacancy and multiple postings may occur.

28.04 Where a vacancy is identified, bidding shall be addressed as follows:

- a) All bids are to be made in writing on the appropriate form in duplicate, one to Management and one copy to Steward. Senior Employees will have the first opportunity of filling such vacancy providing they have the necessary skills and qualifications;
- b) Employees prior to going on vacation shall submit to a Steward a bid specifying the job they wish to bid on while they are absent on vacation;
- c) The Company will deal with all applications received from Permanent Employees who have either bid on a permanent position or have been assigned to a permanent position;

- d) Where a second posting is determined to be necessary, it shall remain on the notice board for a period of two (2) working days;
- e) No Employee's bid shall be accepted after the closing time stated on the job posting;
- f) Bidding rights are awarded to new Employees eighteen (18) months after completing Full-time probation period.

28:05 The posting will be awarded to the senior qualified bidder and the successful bidder will be notified within two working days of the closing date of the job posting. The only exception to this two (2) working days' time frame would be when the job posted requires testing. In these cases, the Company will not award the job to the applicant until they have successfully passed that test. It is understood and agreed that this may take a few weeks. Notwithstanding the above, the senior unassigned Employee in the bargaining unit with the necessary skills and qualifications to perform the job will be assigned to the vacancy.

28:06 Trial Period

Employees moving to new jobs as a result of this Article shall be subject to a trial period for a period of up to sixty (60) working days on the job. If the Employee is unable to pass required testing, acquire proper licensing or proves unsatisfactory, he/she shall forfeit their rights to their previous classification and moves to the unassigned

pool on the basis of seniority. Such Employee will be scheduled on the shift they would have otherwise been assigned to from the job posting they were unsuccessful at and shall forego further bidding rights for a period of one (1) year. In such cases, Management will meet with the Union and Employee to explain the circumstances and the Employee will have recourse to the grievance procedure if so desired. Part-time Employees who do not successfully complete the trial period will be returned to the Part-time seniority group.

28:07 The successful bidder will be informed of the timing at which they will actually be moved into the new job within a period of fourteen (14) days after which the award has been made. This timing is not to exceed six (6) weeks, except when a relief or a mix process job is involved and in these cases, that time is not to exceed ten (10) weeks.

28:08 If a successful job bidder withdraws from the job after their previous job has been awarded or assigned shall forfeit their rights to their previous Classification and be moved to the unassigned pool. Such Employee will be scheduled on the shift they would have otherwise been assigned to from the job posting they withdrew from. The successful bidder or requester shall forego further bidding rights for a period of one (1) year.

28:09 A successful bidder who refuses to accept an award after bidding shall forego further bidding rights for a period of one (1) year.

28:10 Job bidding rights are to be restored in the event of job redundancies.

28:11 In the event that, after the bidding procedure has been followed, there is a vacancy to be filled by the Company, and there is no Employee on layoff in that seniority group, then the senior Employee on layoff shall have the first opportunity of filling the vacancy. Should there be no Full-time Employee on layoff or should there be a Full-time Employee on layoff, such vacancy will be made available to the senior Part-time Employee.

28:12 Lead Hand

A Lead Hand shall be defined as a person who may perform work and direct the work of others while performing the duties of a Lead Hand. He/she shall not have the authority to hire, fire, suspend or otherwise discipline other Employees and he/she shall be a Union member. When the Lead Hands are appointed by the Company a bid will be posted and the Lead Hand will be selected according to qualifications and seniority. However, it will be the responsibility of the Company to make the final selection provided that when qualifications are equal the Employee with greater seniority will be given preference.

ARTICLE 29 – UNIFORMS

- i) The Company will supply appropriate clothing for all Employee's subject to the needs of each Department;

- ii) The Company will pay the full cost of all necessary safety footwear for Full-time and Part-time Employees. The Company must pre-approve all potential purchases and all footwear must remain on premises;
- iii) The wearing of safety footwear is mandatory for all Employees;
- iv) The Health & Safety Committee will be charged to make a recommendation regarding required safety equipment and apparel.

ARTICLE 30 – HEALTH AND SAFETY

30:01 It is to the mutual advantage of both the Company and the Employee that Employees shall not operate vehicles, which are not in a safe operating condition and not equipped with the safety appliances required by law. It shall be the duty of Employees to report promptly in writing to the Company all defects in equipment. It shall be the duty of the Company to maintain all vehicles in a safe operating condition in accordance with the Department of Transport's regulations.

30:02 The maintenance of equipment in sound operating condition is not only a function but a responsibility of Management. The determination of, as well as the responsibility for, all decisions in respect to the condition of equipment shall rest with the senior qualified Supervisor on the premises. The Company shall not require Employees to take out on the streets

or highways any vehicle that is not in safe operating condition. It shall be a violation of this Agreement if an Employee refuses to operate equipment unless such refusal is justified.

30:03 The Company and the Employee agree to abide by the provisions of all applicable legislation pertaining to Occupational Health and Safety. In keeping with the provisions of this legislation, the Company will not require an Employee to operate a machine in an unsafe condition. Further, on April 28th (Day of Mourning) of each year all flags will be lowered to half-mast to pay tribute to all working people who have been victims of workplace accident and disease.

ARTICLE 31 – INTEGRITY OF COLLECTIVE AGREEMENT

No Employee shall be asked or permitted to make any verbal or written agreement, which may conflict with this Agreement.

ARTICLE 32 – NO STRIKE/NO LOCK-OUT

32:01 In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Union agrees that there shall not be any strike or picketing during the life of this Agreement. The Company agrees that there shall be no lockout during the life of this Agreement.

32:02 No Strike Breaking

In the case of lockout, strike or picket line of any union, it shall not be considered a violation of this Agreement for any member of the Union to refuse to deliver goods where such a controversy is going on. It shall not be considered a violation of this Agreement for Employees not to ship products to non-Union carriers delivering to a place where a lockout, strike or picket line exists. The participation of any Employee in any such controversy shall not interfere with his/her regular duties with the Company.

ARTICLE 33 – LEGISLATION

Nothing in this Agreement shall contravene any applicable legislation, which is now in force or may in the future come into force, including the Occupational Health and Safety Act.

ARTICLE 34 – TRAINING

34:01 The Collective Agreement and the parties recognize that skills, qualifications, and abilities are necessary in order to make the business a success. Proper training is the vehicle by which Employees can ensure that they continue to make a valuable contribution to the business in order to meet the needs of the marketplace. Training is an investment by which a return is expected.

Benefits of Training:

- 1) Upgrade skills in your job;
- 2) Develop skills in new or other jobs either inside or outside of classification;
- 3) Multi-skilled workforce;
- 4) Added employment security;
- 5) More focused training based on needs of business.

By definition, the more Senior Employees ought to be the most skilled Employees, however this is not necessarily the case at London 401. Many Senior Employees have elected not to upgrade their skills and qualifications by choice and there are now many Junior Employees who possess the required skills and qualifications. In order to provide Senior Employees with the opportunity to move into the more skilled jobs, training opportunities will be made available to Senior Employees first in the skilled jobs. Such a process will require that the Employee leave their current job for the purposes of training (e.g. leave packing on the day shift to train as a Sanitation technician working the off shift). This may include leaving a preferred shift.

In order to support the revised classification structure and to ensure the success of the business, the following training undertakings will be initiated:

- * A joint training committee shall be created with the objective of improving the training available

at London 401 and increasing the skills and qualifications of all Employees. This committee will commence its mandate by no later than April 1, 1999;

- * A skills index of current Employees will be created in order to identify the present skills base;
- * Training opportunities will be made available by seniority. Senior Employees will have the opportunity to accept or decline these opportunities;
- * Employees must declare what jobs that they are interested in learning and training against and they must be prepared to make sacrifices (e.g. leave preferred shift).

ARTICLE 35 – HARASSMENT

Nestlé Canada and Teamster Local 647 adopt a ZERO TOLERANCE position in relation to any form of verbal or physical abuse, verbal or physical harassment and sexual harassment in the workplace. Any harassment in the workplace will be met with disciplinary action up to termination of employment.

ARTICLE 36 – WAGES

36:01 Mandatory Payroll Deposit

All Employees will be paid via mandatory payroll deposit. Payday shall be Thursday. In a week in which a Statutory Holiday falls on a Monday, Friday shall be the payday.

In the case of an error on an Employee's pay, the required adjustment will be calculated, and the following steps will be taken:

- 1) For adjustments of less than one hundred-fifty dollars (\$150), the adjustment will be made on the next regularly scheduled pay deposit.
- 2) For adjustments of one hundred-fifty dollars (\$150) or greater:
 - i. If the approved pay adjustment request form is received by payroll by end of day on the Monday following the regular pay deposit, an off-cycle pay deposit can be processed for Thursday, if required;
 - ii. Any requests received after end of day on the Monday following the regular pay deposit or later will be processed on the next regularly scheduled pay deposit.

The annual payment of unused sick days, Statutory Holiday in lieu time and Tiger bonus will be paid on an off-cycle week.

36:02 Any Full-time Employee who is working outside of their bid job at a lower paid job shall continue to receive the rate of pay in their bid job.

36.03 The Chief Steward shall be paid one dollar and fifty cents (\$1.50) above the Union Steward/Lead hand rate in the Department they currently hold a bid job.

ARTICLE 37 – UPGRADING

Employees working in a higher paid position or relieving on two (2) or more positions for a period of four (4) hours, or more, in any one (1) day, shall be paid the higher rate from the first (1st) day of employment in such position, for the period of time during which they occupy the higher paid position.

ARTICLE 38 – LEAD HAND

38:01 Employees accepting a position as Lead Hand shall relinquish their current bid job. Current Lead Hands shall have one (1) month after ratification to return or relinquish their bid job. A Lead Hand who chooses to remain in the Lead Hand assignment, the existing incumbent who replaced the Lead Hand bid job, will now hold the bid job. No additional postings will occur.

At the end of a Lead Hand assignment, they may be entitled to exercise their seniority to displace the Junior Employee in their seniority group. Any lead hand who voluntarily relinquishes their position as lead hand shall become unassigned.

38:02 Lead hands are considered being part of the classification (step 2) for overtime purposes in Article 7.01 b) and 7.01 c).

ARTICLE 39 – WAGE APPENDIX

Classification structure and wage rate

	Current Jobs Covered Within Classification
Classification I	Line Operators, Receiving, Robotics Operators, Sanitation Technician, Relief, Mix Process Operators, Tank Washers, Fork Lift Operators, Lab Technicians, Rework Operators, Mix Flavour Operators, CIP, Set-up Sanitation Technician, Shipping and Warehouse, Boxer Operators, Wrapper Operators, Senior Utility
Classification II	Hardener Generals, Bundler Generals, Desk job in Palletizing
Classification III	Utility, Packers, other Generals, Palletizing

Note: There will be no pyramiding on the rates.

CLASS # 1

Note: An Employees rate of pay is based on a seniority system (thus the 6-tier scale). The amount you are paid is based on the number of years of service, with eleven plus years' service being the top rate.

2018		
Years of Service	As of 2018	2018
New hires		18.75
Year 1-3	2015-2017	21.05
Year 4-5	2013-2014	22.40
Year 6-7	2011-2012	23.50
Year 8-10	2008-2010	24.40
Year 11+ / Top Rate	2004-2007	25.30
Grandfathered	Pre 2004	26.99 + 1,200 lump sum

2019

Years of Service	As of 2019	2019
New hires		19.05
Year 1-3	2016-2018	21.55
Year 4-5	2014-2015	22.90
Year 6-7	2012-2013	24.00
Year 8-10	2009-2011	24.90
Year 11+ / Top Rate	2004-2008	25.80
Grandfathered	Pre 2004	26.99 + 2,100 lump sum

2020

Years of Service	As of 2020	2020
New hires		19.35
Year 1-3	2017-2019	22.05
Year 4-5	2015-2016	23.40
Year 6-7	2013-2014	24.50
Year 8-10	2010-2012	25.40
Year 11+ / Top Rate	2004-2009	26.30
Grandfathered	Pre 2004	26.99 + 3,000 lump sum

2021		
Years of Service	As of 2021	2021
New hires		19.65
Year 1-3	2018-2020	22.65
Year 4-5	2016-2017	24.00
Year 6-7	2014-2015	25.10
Year 8-10	2011-2013	26.00
Year 11+ / Top Rate	2004-2010	26.99
Grandfathered	Pre 2004	26.99 + 4,000 lump sum

2022		
Years of Service	As of 2022	2022
New hires		19.95
Year 1-3	2019-2021	23.15
Year 4-5	2017-2018	24.50
Year 6-7	2015-2016	25.60
Year 8-10	2012-2014	26.50
Year 11+ / Top Rate	2004-2011	27.49
Grandfathered	Pre 2004	Move to Top Rate

CLASS # 2

Note: An Employees rate of pay is based on a seniority system (thus the 6-tier scale). The amount you are paid is based on the number of years of service, with eleven plus years' service being the top rate.

2018		
Years of Service	As of 2018	2018
New hires		17.25
Year 1-3	2015-2017	19.30
Year 4-5	2013-2014	21.20
Year 6-7	2011-2012	22.30
Year 8-10	2008-2010	23.10
Year 11+ / Top Rate	2004-2007	23.90
Grandfathered	Pre 2004	26.42 + 1,150 lump sum

2019		
Years of Service	As of 2019	2019
New hires		17.55
Year 1-3	2016-2018	19.80
Year 4-5	2014-2015	21.70
Year 6-7	2012-2013	22.80
Year 8-10	2009-2011	23.60
Year 11+ / Top Rate	2004-2008	24.40
Grandfathered	Pre 2004	26.42 + 2,000 lump sum

2020		
Years of Service	As of 2020	2020
New hires		17.85
Year 1-3	2017-2019	20.30
Year 4-5	2015-2016	22.20
Year 6-7	2013-2014	23.30
Year 8-10	2010-2012	24.10
Year 11+ / Top Rate	2004-2009	24.90
Grandfathered	Pre 2004	26.42 + 2,850 lump sum

2021

Years of Service	As of 2021	2021
New hires		18.15
Year 1-3	2018-2020	20.90
Year 4-5	2016-2017	22.80
Year 6-7	2014-2015	23.90
Year 8-10	2011-2013	24.70
Year 11+ / Top Rate	2004-2010	25.50
Grandfathered	Pre 2004	26.42 + 3,800 lump sum

2022

Years of Service	As of 2022	2022
New hires		18.45
Year 1-3	2019-2021	21.45
Year 4-5	2017-2018	23.30
Year 6-7	2015-2016	24.40
Year 8-10	2012-2014	25.20
Year 11+ / Top Rate	2004-2011	26.09
Grandfathered	Pre 2004	26.42 + 4,700 lump sum

CLASS # 3

Note: An Employees rate of pay is based on a seniority system (thus the 6-tier scale). The amount you are paid is based on the number of years of service, with eleven plus years' service being the top rate.

2018		
Years of Service	As of 2018	2018
New hires		15.60
Year 1-3	2015-2017	18.00
Year 4-5	2013-2014	19.20
Year 6-7	2011-2012	20.30
Year 8-10	2008-2010	21.00
Year 11+ / Top Rate	2004-2007	21.70
Grandfathered	Pre 2004	25.46 + 1,090 lump sum

2019		
Years of Service	As of 2019	2019
New hires		15.90
Year 1-3	2016-2018	18.50
Year 4-5	2014-2015	19.70
Year 6-7	2012-2013	20.80
Year 8-10	2009-2011	21.50
Year 11+ / Top Rate	2004-2008	22.20
Grandfathered	Pre 2004	25.46 + 1,880 lump sum

2020		
Years of Service	As of 2020	2020
New hires		16.20
Year 1-3	2017-2019	19.00
Year 4-5	2015-2016	20.20
Year 6-7	2013-2014	21.30
Year 8-10	2010-2012	22.00
Year 11+ / Top Rate	2004-2009	22.70
Grandfathered	Pre 2004	25.46 + 2,670 lump sum

2021

Years of Service	As of 2021	2021
New hires		16.50
Year 1-3	2018-2020	19.60
Year 4-5	2016-2017	20.80
Year 6-7	2014-2015	21.90
Year 8-10	2011-2013	22.60
Year 11+ / Top Rate	2004-2010	23.30
Grandfathered	Pre 2004	25.46 + 3,600 lump sum

2022

Years of Service	As of 2022	2022
New hires		16.80
Year 1-3	2019-2021	20.10
Year 4-5	2017-2018	21.30
Year 6-7	2015-2016	22.40
Year 8-10	2012-2014	23.10
Year 11+ / Top Rate	2004-2011	23.80
Grandfathered	Pre 2004	25.46 + 4,500 lump sum

Non Maintenance Lead hand / Steward

2018	2019	2020	2021	2022
28.30	28.80	29.30	29.90	30.40

Note: The Company and the Union have agreed, Employees may choose to receive their lump sum payments, during the annual training day in January, as follows:

- 1) The entire payment on an off-pay week;
- 2) The entire amount invested into their Company Pension.

ARTICLE 40 – CONTRACTING OUT

40:01 The Company will avoid jobbing out or bringing in outside services that will result in the layoff of present Employees.

40:02 The loading and unloading of ice cream trucks will be done by Bargaining Unit Employees.

ARTICLE 41 – EFFECTIVE DATE AND DURATION

This Agreement shall become effective as January 1, 2018 force and effect until December 31, 2022, and from year to year thereafter, unless not less than thirty (30) days' written notice of termination or proposed amendments shall be given by either the Local Union

or the Company, one to the other by registered mail, and unless not more than ninety (90) days prior to the date of termination, the one who has given such notice, also gives to the other by registered mail, notice of its proposed amendments to the Agreement. Such notices shall be addressed to the London 401 Director of Factory Operations, Nestlé Canada, London, Ontario with a copy thereof to the HR Department Home Office of the Company, 25 Sheppard Avenue West, North York, Ontario, Canada and to the Union at 979 Derry Road East, Mississauga, Ontario, L5T 2J7.

MAINTENANCE DEPARTMENT

SKILLED TRADES APPENDIX

I. Tool Allowance

All Maintenance personnel will be provided with a tool allowance of four hundred and seventy dollars (\$470) per year. Employees in the service of the Company for less than (6) six months shall be paid on a pro-rated basis. As tool allowance is considered a taxable benefit, unless the Employee cannot claim as an expense on their income tax, the Company will top up the tax portion.

II. Wage Appendix

Note: There will be no pyramiding on the rates.

Journeyman Electrician				
2018	2019	2020	2021	2022
36.07	36.57	37.07	37.67	38.17

Journeyman Mechanic				
2018	2019	2020	2021	2022
35.71	36.21	36.71	37.21	37.81

Non-Certified Trades Person				
2018	2019	2020	2021	2022
31.99	32.49	32.99	33.59	34.09

Electrical Lead Hand				
2018	2019	2020	2021	2022
38.82	39.32	39.82	40.42	40.92

Mechanic Lead Hand

2018	2019	2020	2021	2022
38.46	38.96	39.46	40.06	40.56

Maintenance Steward

2018	2019	2020	2021	2022
37.07	37.57	38.07	38.67	39.17

III. Apprenticeship Program

The intent of the apprenticeship program shall be to supplement and support licensed skilled trades people and to offer opportunities for current Employees to increase their skill level, and to provide the Employer with adequate and fully qualified tradespersons.

In 2017 the Canadian Federal Government has identified a shortage of skilled tradespersons in the near future and have asked Unions and Companies to give back and provide training opportunities to young Canadians, so Canada has an adequate supply of certified Tradespersons in the future in order to keep our manufacturing base going.

Apprentices shall not be used to replace the complement of Full-time skilled Tradespersons.

The Company shall post a notice stating that they are looking for Candidates to participate in the apprenticeship program.

Providing bargaining unit Employees are interested in the apprenticeship program and they qualify, they will be given the first opportunity versus external candidates.

Selection, by the Employer, shall be in accordance with the following criteria:

REQUIREMENT & QUALIFICATIONS PROCESS

1. Appropriate academic qualifications (governed by applicable Ontario Legislation);
2. Skill, ability, attitude, performance on-the-job and attendance;
3. Successfully passing an independent skilled trade aptitude test given and assessed by a third party;
4. Interview results (for internal candidates, the Chief Steward may request to attend or designate the Maintenance Steward to attend at the interview as an observer).

SELECTION PROCESS IN CONICAL ORDER

The Company will give weight to any and all internal candidates who are currently pursuing the educational requirements to become a certified millwright or electrician;

1. Seniority Full-Time;
 - If none applied
2. Seniority Part-Time;
 - If none applied
3. Seniority (one year or more) seasonal;
 - If none applied
4. External candidates.

Bargaining unit Employees whose qualifications are equal shall be awarded the position by seniority and Full-time first, Part-time second and then Seasonal Employees. Candidates that are awarded an apprenticeship program will receive all benefits, vacation entitlements, tool allowance, etc. as per the Collective Agreement.

Bargaining unit Employees that do not qualify can request a follow-up interview with the Engineering / Maintenance Manager to receive feedback on how to improve their chances next apprenticeship opportunity.

Bargaining unit Employees that did not qualify in the past will not have their past scores or test results used against them in the requirement & qualifications process for new apprenticeship opportunities.

The full term of the apprenticeship program shall be governed by applicable Ontario Legislation.

WAGE GRID FOR APPRENTICES

Wages will be governed by the number of hours worked as Apprentice and the appropriate skilled trade classification as outlined below.

0 - 2,000 hours	70% percent wage rate
2,001 - 4,000 hours	80% percent wage rate
4,001 - Completion of the license journey person	90% percent wage rate

All other terms and conditions will be governed by the Collective Agreement.

REVIEW INTERVIEW

At two thousand (2,000) hours and four thousand (4,000) hours the skilled trades Apprentice will be subject to a review interview to make sure they are following the required qualifications process. The interview shall be given by Maintenance Management Team and Maintenance Union Steward & Chief Steward. Areas under review is attendance, attitude, course marks, skill and ability.

After the interview process is complete, if the Maintenance Management team and Maintenance Union Steward & Chief Steward cannot agree if the apprenticeship candidate should continue with the apprenticeship program, Engineering/Maintenance

Manager and Teamster Local Union 647 Business Representative will get involved to settle the issue.

The disqualified apprenticeship candidate will have the recourse to the grievance procedure.

Note all apprenticeship candidates who are disqualified to continue in the apprenticeship program due to a lack of skill and ability shall be reimbursed for all courses and books up to the date of disqualification that are required under the apprenticeship program.

Disqualified apprenticeship candidates shall be moved to the unassigned pool on the basis of seniority.

DEPARTMENTAL SENIORITY RANKING

At the end of the training period, providing that the Apprentice can satisfactorily perform the Journey person's duties in the classification in which has been trained and successfully receives their Certificate of Qualification, the Apprentice will receive the full Journey person's wage rate and benefits as per the Collective Agreement.

At that moment, their bargaining unit seniority will be used in all aspects including picking vacation. They will now be added at the bottom of the Maintenance unit seniority which is used for selecting shifts, Statutory Holiday overtime selection and quarterly overtime.

Placement in a Full-time Maintenance position will be awarded when a vacant position becomes available. A vacancy for the new skilled trades' Journey person shall

be defined as a new job created by the Company or by a vacancy which may occur by resignation, discharge, death or retirement.

HOURS OF WORK & OVERTIME

Apprentices will be required to work all times under a consenting Maintenance Tradesperson and in compliance with all applicable legislation.

All overtime shall be offered first to the Maintenance Department Tradespersons (consistent with the Collective Agreement) before any Apprentice. Only when all Tradespersons have been offered all the overtime opportunities and have refused shall an Apprentice be allowed to work the overtime. However, Apprentices will still be required to work directly under a consenting Maintenance Tradesperson. Once an Apprentice has completed the program and become certified they will be offered overtime consistent with the Collective Agreement.

TRADESPERSONS LIABILITY

A skilled Tradesperson mentoring an Apprentice will not be held liable for any actions or mistakes caused by an Apprentice.

EDUCATION REIMBURSEMENT AFTER SUCCESSFUL COMPLETION OF PROGRAM

The Employer shall pay one hundred percent (100%) of all tuition and books that are required under the

apprenticeship program and/or applicable legislation upon receipt of a passing grade. Secondly, the Employer will allow the required time off (without pay) to complete the educational aspect of the program. In the event that an Apprentice leaves the Employer within twenty-four (24) months of completing the apprenticeship program they will be responsible for reimbursing the Employer for the total cost of tuition and books.

Note: the Company will backdate reimbursement for tuition and books for courses completed thirty days prior to the Company posting a notice stating that they are looking for Candidates to participate in the apprenticeship program.

In witness whereof, each of the parties hereto has caused this Agreement to be signed by its duly representation this 15th day of December 2017.

For Nestle Limited:

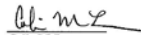
For the Union:



Kim Gernhaelder



Jeff Beer



Colin McLean



Arthur van Raalte



Brian Johnston



Andrew Moorhouse



Jennifer Watts



Brent Guest



Denise Thompson



Shirley Dong



Martin Cerqua



Gerry Cadeau



Paul Gosling



Carl J. Davis

LETTER OF UNDERSTANDING #1 TIGER BONUS PROGRAM

In the spirit of co-operation, the Union and Company agree to work together to ensure the success of the factory.

The Company will endeavour to effectively manage the business, which includes providing the necessary materials and tools to meet the objectives of the factory. The Union will participate in Nestlé Canada Goals training, provide ideas and support improvements in the plant.

Recognizing the Union's commitment to this program, the Company will provide a bonus plan.

All Full-time and Part-time Employees shall be entitled to receive the Nestlé Bonus to a maximum of 5% of eligible earnings if the measurement criteria are exceeded. That is the program must make money before it can pay out.

A joint committee will be formed to develop the program with the above criteria as the basic measurement tools. The committee will meet to fully develop the plan. The plan that is developed will be sent to the Senior VP Human Resources, Senior VP Technical & Manufacturing, and the President, Ice Cream for final approval.

Eligible earnings shall be defined as the Employee's hourly wage rate as at the year-end multiplied by the number of hours he/she worked during the calendar year

in question. Hours worked shall include Vacation and Statutory Holidays but shall exclude W.I. and W.S.I.B. The total number of hours shall not exceed 2080.

Bonus shall be excluded from earnings for the purpose of calculating vacation as per the Collective Agreement.

Tiger Bonus will not be eligible for Employees who quit unless retirement.

LETTER OF UNDERSTANDING #2

LAB QUALIFICATIONS

New Personnel bidding into the Laboratory are required to have any of the following:

- B.Sc. in biology, microbiology, chemistry, nutrition or science/food related field
- College diploma in science/food related field

LETTER OF UNDERSTANDING #3

BUSINESS GROWTH OPPORTUNITIES

The continued success of Nestlé Ice Cream and therefore Nestlé Canada, depends upon our ability to improve and grow our business. The need to be cost competitive is essential to support any future growth and development. To achieve this growth, the Company and the Union understand that there is a need to look at how the factory operates, specifically, the new opportunities for the business and increased jobs that growth can provide.

As a commitment to address future business needs and growth we agree to form a joint committee of the Union Stewards, Business Representative and Management to meet on a regularly scheduled basis to discuss changes and opportunities for our factory.

It is important that both the Union and Company address and create ways to support new opportunities that will benefit both the Company and its Employees.

Any implications and impacts of future business on our current work systems will be presented jointly to the membership for approval.

LETTER OF UNDERSTANDING #4 FACTORY COMMUNICATION

To assist in more effective communication regarding our business and factory issues the Company and the Union agree to a joint committee to establish a forum whereby Department Representatives can meet with Management to promote discussion, raise issues and generate solutions.

In addition, the forum will focus on our common goals and be an avenue to keep our workforce up to date on all issues within the factory and in the Company as a whole.

We agree that effective communication will be one of the keys to our success in the future.

It is the intention of both the Company and the Union to have regularly scheduled Joint Labour Management meetings. Such meetings will be held monthly before or after third step grievance meetings.

LETTER OF UNDERSTANDING #5 WORKFORCE COMPOSITION

The parties recognize that it is in their common interest to ensure that the Company is guaranteed the workforce necessary to meet its operational requirements. As a seasonal business, determining the right mix of Full-time, Part-time, and Seasonal Employees remains a critical and unfettered Management right.

Notwithstanding the parties hereby commit to meet in January of each year of this contract to review employment requirements based on the needs of the business.

In determining potential Full-time jobs, the Company agrees to provide the Union with the existing formula tool and to provide an additional calculation where no more than 20 Part-time Employees (i.e. the subtractions of 24 hours per week) is included.

The Letter of Understanding will remain dormant for the term of the Collective Agreement (2018-2022) as we have agreed to add 45 Full-time Employees during negotiations.

LETTER OF UNDERSTANDING #6

PART-TIME BENEFITS

The Company agrees to provide a Drug Plan for Part-time Employees subject to the following guidelines:

- Effective January 2003 for Part-time Employees with at least one (1) year of service
- Must have worked at least 1200 hours to be eligible
- Must continue to work 1200 hours in each subsequent year to remain eligible
- 100% reimbursement after applicable deductible (\$10 single, \$20 family); purchase from designated pharmacy; drugs only available by prescription; \$10,000 lifetime maximum per person with up to \$1000 to be reinstated annually; coverage is compulsory except for those Employees covered under their spouse's health plans
- Nestlé only to pay the premium to maintain benefit

LETTER OF UNDERSTANDING #7

STATUTORY HOLIDAYS

For the term of this Collective Agreement (2018-2022), the parties agree to experiment with offering overtime opportunities on Statutory Holidays to qualified Full-time Employees in the job when a Statutory Holiday fall immediately after their vacation period.

The obligation is fully on the Employee to submit, in writing to the Company, a request to be considered for such opportunities prior to going on vacation. Should overtime work in the job be required on the Statutory Holiday, the Company's sole obligation will be to call the phone number provided by the Employee once and, failing to reach the Employee or if the work is declined, will fill the work in accordance with the Collective Agreement and Article 15.01 h).

The parties agree that Article 7.02 shall not apply in those circumstances and no compensation shall result if for any reason the process described above is not followed.

LETTER OF UNDERSTANDING #8 SHIFT SELECTION

For the duration of this Collective Agreement (2018-2022), and subject to the needs of the business, the Company will accommodate shift selection by seniority at its sole discretion.

This Letter of Understanding will not apply to Employees who have proven unsatisfactory under Article 28.06 and/or withdraw from a job posting under Article 28.08.

This Letter of Understanding is an expression of the Company's goodwill and is in no way to be construed as a forfeiting of any Management Right or prerogative.

LETTER OF UNDERSTANDING #9 FILLING VACANCIES

For the duration of this Collective Agreement (2018-2022), the Company agrees that where it has determined to fill a vacancy, said vacancy will be posted within one (1) month.

Where the Company determines there is incremental job vacancies resulting from the installation of new technology or new machinery in the factory, these positions will be posted within three (3) months after the commissioning phase.

This letter of Understanding is an expression of the Company's goodwill and is in no way to be construed as a forfeiting of any Management Right or prerogative.

LETTER OF UNDERSTANDING #10
TOTAL PERFORMANCE MANAGEMENT
(TPM) JOBS

For the duration of this Collective Agreement (2018-2022), the Company agrees that Employees currently in a TPM position at ratification shall relinquish their classification but retain their seniority after a period of twelve (12) months cumulative.

At the end of their assignment, they may be entitled to exercise their seniority to displace the Junior Employee in their seniority group. The same time frame will apply to any new Employee who is moved to a TPM position after ratification.

This Letter of Understanding is an expression of the Company's goodwill and is in no way to be construed as a forfeiting of any Management Right or prerogative.

LETTER OF UNDERSTANDING #11

UNION CHIEF STEWARD

For a period of six (6) months after the ratification of the new Agreement, the Company agrees to experiment with the following:

- The Company agrees during the non-peak season the Union Chief Steward a maximum of eight (8) hours per week to be scheduled in advance with the Company to deal with Union issues at the plant.
- The Company agrees during the peak season the Union Chief Steward a maximum of sixteen (16) hours per week to be scheduled in advance with the Company to deal with Union issues at the plant.

The Company will review annually thereafter and may decide for the Chief Union Steward to revert to the maximum of four (4) hours per week to be scheduled in advance with the Company to deal with Union issues at the plant.

This letter of Understanding is an expression of the Company's goodwill and is in no way to be construed as a forfeiting of any Management Right or prerogative.

LETTER OF UNDERSTANDING #12 ALTERNATIVE SHIFT AGREEMENT

For the Duration of the Collective Agreement

The continued success of Nestlé Canada and London Ice Cream Facility depends upon our ability to improve and grow the business. Better utilization of the London factory can be achieved by adjusting existing work schedules, which can generate additional employment opportunities and additional time off with no loss of pay. To achieve this growth, the Company and the Union understand the need to look at how the factory operates, specifically, the new opportunities for the business and increased jobs that a new work schedule could provide.

The parties recognize that it is in their common interest to ensure that the Company is guaranteed the workforce necessary to ensure predictability and reliability of supply throughout the year. Alternative shift arrangements will be implemented in production and warehouse only based on such needs. The alternative shift excludes maintenance and packers.

The need for a different shift pattern, allows for both the needs of the workers and the business. Any changes agreed on have not resulted in benefits being adversely affected, nor granting of lesser rights for Employees adopting the new work schedules.

By this Agreement, London Ice Cream Facility is positioned to take advantage of the investments and the expanding markets that will allow us to be a global supplier.

For the purpose of Employees working the alternative shift pattern, the Collective Agreement which expires on January 1, 2022, shall apply, except as detailed below.

Article 6 – Hours Of Work

Transferring To a Twelve Hour Shift

For the purpose of placement, the following shall apply:

- a) Bid Employees who work an eight (8) hour or ten (10) hour day shift, will be moved to the twelve (12) hour day shift (Crew A) jobs on the affected production line.
- b) Bid Employees who work an eight (8) hour or ten (10) hour day afternoon shift, will be moved to the twelve (12) hour day shift (Crew B) jobs on the affected production line.
- c) Full-time volunteers from within the EPSU crew, will be sought for the two (2) night shift (Crew C & D) jobs, to work twelve (12) hour night shift.
 - i) The senior volunteer from EPSU will be selected provided they have the necessary skill and qualifications as determined by Management;

- ii) If no Full-time volunteers from the night shift possess the skills and qualifications, the senior volunteer from EPSU will be selected;
 - iii) If cannot be filled on a voluntary basis, it will be done by selecting the Full-time Junior person on the night shift who has the necessary skills and qualifications to perform the job until the required number of Employees is obtained;
 - iv) If there is no Full-time Junior Employee with the required skills and qualifications, then the Junior person on the night shift will fill the position.
- d) The above placement for Crew C&D will be used as long as there is sufficient staff left on the shift to cover production requirements as determined by Management. If there is not sufficient staff on shift, then an unassigned person on any shift will fill the position.
- e) Once all crews are confirmed, they will remain in this job until the schedule reverts to the eight (8) hour or ten (10) hour day shift pattern. Crew C&D are not considered bid jobs.
- f) If a bid Employee, on an eight (8) or ten (10) hour job, requests not to work the alternative shift for compassionate reasons, the request will be reviewed

by the Union and Management. If granted the Employee will be moved to classification layoff on an eight (8) or ten (10) hour shift for the duration of the alternative shift pattern.

- g) Where an Employee has lost their bidding rights prior to this Collective Agreement only and their line will move to the alternative shift, they will receive back their bidding rights.

Transferring From a Twelve Hour Shift

Should a production line move from a four (4) crew operation (three (3) x twelve (12) hours) to a three (3) crew operation (five (5) x eight (8) hours or four (4) x ten (10)), all crews (A, B, C and D) will return to their original position and shifts as prior to the Twelve (12) Hour Shift. For thirty-six and one half (36.5) worked, Employees will receive forty (40) hours pay.

Article 7 – Weekly Hours Of Work

Hours of Work – Alternative Shift

The alternative shift workweek shall be three (3) twelve (12) hours shifts; Monday, Tuesday and Wednesday or Thursday, Friday and Saturday. Each shift will end at 07:00 hours or 19:00 hours respectively, which allows ten (10) minutes at the end of each shift for a hand-over. The Employees will work thirty six and one half (36.5) scheduled hours and receive forty (40) hours regular pay. The first shift (Monday) shall commence Sunday at

18:50 hours on a normal alternative shift week. A shift that commences at 18:50 hours is considered to be a shift of the next day.

The new shift pattern will be staffed by four (4) crews - crews A, B, C and D. Crews A and B will be assigned to the day shift only and Crews C and D will be assigned to the night shift only.

The scheduled work days shall flip from Monday, Tuesday and Wednesday to Thursday, Friday and Saturday after three (3) weeks.

Once Management has identified the need to run the alternative shift, the Company will provide a minimum three weeks' notice to make the transition.

In case Management has identified the need to run the alternative shift pattern with a shorter notice than the three (3) weeks mentioned above due to extenuating circumstances, then the Company will review with the Union. Once agreed, a minimum of two (2) weeks' notice shall be provided to make the transition.

Notice of cancelation of the alternative shifts will be three (3) weeks.

The alternative shift pattern shall run for a minimum of eight (8) weeks.

Article 7 – Overtime

Overtime will be paid for all hours worked outside of the regular scheduled hours of work (over the twelve (12) hours and ten (10) minutes per day) at one and one half (1.5) times the regular hourly rate.

A rate of double (2) time shall be paid for all hours worked:

- a) All hours worked between Midnight Saturday and Midnight Sunday (as per Article 11);
- b) All hours worked between 00:01 hours and 23:59 hours of the day of the Statutory Holiday.

Employees who are scheduled to flip from Thursday, Friday and Saturday to Monday, Tuesday and Wednesday (that is, Sunday is their only day off) will not be allowed to work overtime on the Sunday.

Article 8 – Meals & Break Periods

Employees shall be entitled to two (2) – fifteen (15) minute breaks and two (2) – twenty (20) minute paid lunches. Breaks to be scheduled 1st break, fifteen (15) minutes, 2nd break, twenty (20) minutes, 3rd break fifteen (15) minutes, 4th break, twenty (20) minutes.

Article 12 – Shift Premiums

Night Shift Premium – 18:50 hours to 0700 hours will be paid a late shift on all hours worked.

HOLIDAY, LEAVE & BENEFITS

Article 14 – Vacation Entitlement

A regular work week will be paid as one (1) weeks' vacation entitlement.

An Employee who wants to take his/her vacation in periods of less than a week shall ask the Company in writing and the Company may grant such request at its discretion. A one (1) day vacation equals one third (1/3) of one (1) work week. A maximum of two (2) weeks can be taken in periods of less than a year.

There will be no alternative shift premium paid in any week where vacation is taken.

Article 15 – Statutory Holidays

Any Employee who is not required to work on the negotiated plant holidays shall be paid twelve (12) hours at their regular rate of pay. Any Employee who is required to work on a negotiated plant holiday shall be paid twelve (12) hours at their regular rate of pay, in addition to the appropriate overtime payment for all hours worked on such plant holidays. When the Statutory Holiday lands on a Monday the crews working on the Saturday within that week, will observe the Statutory Holiday on that Saturday. When the Statutory Holiday lands on a Friday the crews working on that Monday within that week, will observe the Statutory Holiday on the Monday.

Article 15 f) will apply. Subject to the Company filling its requirements for qualified Employees, the option of work on a Statutory Holiday will be granted, in order of seniority, among qualified Employees in the bid job first, then to the senior qualified Employee.

Article 18 – Bereavement Leave with Pay

“Day” for bereavement leave with pay for Employees on the alternative shift pattern, shall mean twelve (12) hours. All other conditions apply as per the Collective Agreement.

Article 19 – Sick/Emergency Leave

19:03 “Day” for sick/emergency leave with pay for Employees on the alternative shift pattern, shall mean twelve (12) hours. Unused sick/emergency days will be paid out at the Employee’s basic hourly rate of pay at the end of the calendar year (up to a maximum of forty hours) and prior to shut down.

Article 21 – Jury Duty

“Day” for jury duty/subpoenaed witness time off with pay for Employees on the alternative shift pattern shall mean twelve (12) hours. All other conditions apply as per the Collective Agreement.

LETTER OF UNDERSTANDING #13

EARLY RETIREMENT INCENTIVE

For eligible Employees who elect to retire sooner than the normal retirement age of sixty-five (65), the Company is prepared to extend limited drug, dental, and optical benefits coverage subject to the following:

- A maximum of five (5) Employees will be selected based on seniority for each year of the Collective Agreement (no carry forward – maximum of 25 Employees over the life of the Collective Agreement will be considered);
- Each year, the Employees who wish to be considered must submit their request in writing, with a copy to the Union and the Company, no later than March 30th;
- The requested retirement date must be between September 30th and December 31st of the consideration year;
- Employees age plus years of service, up to the age sixty-five (65) must equal ninety years plus as of September 30th of the consideration year in order to be eligible;
- If there are still Early Retirement Incentive vacancies available for the respective consideration year after March 30th, they will be awarded to eligible Employees on a first come, first serve basis.

The request must be submitted in writing to the Company and the Union and provide a minimum six (6) months notice of retirement;

- Benefit coverage will terminate on their sixty-fifth (65) birthday or after a maximum of four (4) years post retirement.

The undertakings in this letter shall terminate December 31, 2022.

LETTER OF UNDERSTANDING #14

LEAD HANDS

The Union brought forward concerns regarding the Lead Hands' extensive involvement in labour scheduling as well as asking hourly Employees for overtime. The Company is committed to reducing the involvement of the Lead Hands in these areas and is exploring alternate avenues to assist in the future.

The parties have agreed to review the situation annually, however any new concerns should be brought forth as they arise.

LETTER OF UNDERSTANDING #15 PENSION & COUNSELLING

For the duration of this Collective Agreement (2018-2022), the Company agrees Great West Life will continue to be the Third-Party Administrator in accordance with Pension Plan 43462.

Furthermore, the Company will request Langlois Financial Services Inc. to act as the Service Agent of Record for the Full-time Employees who contribute to the plan. The transition will occur sixty (60) days after ratification of the Collective Agreement.

This Letter of Understanding is an expression of the Company's goodwill and is in no way to be construed as a forfeiting of any Management Right or prerogative.

NESTLÉ'S CODE OF CONDUCT

LONDON 401

What does Nestlé Canada expect of each of us? What is acceptable behavior and conduct in the workplace? The following is Nestlé Canada's Code of Conduct for our factory.

1. Carry a positive attitude and be courteous to your fellow workers.
2. Accidents must be reported to supervisor on duty, and first aid received, if necessary.
3. It is strictly forbidden to remove guarding or disassemble equipment without applying LOTO.
4. Bringing alcoholic beverages or drugs is prohibited. Employees under the influence of alcohol or drugs will be terminated.
5. Eating and smoking is permitted only in designated areas.
6. Uniforms may not be worn outside of the factory unless required as part of your job.
7. Company property is not to be taken from the premises without written authorization using a Material Removal form.
8. Absence or tardiness without good cause is not permitted.

9. All Employees must be at their work stations at their official starting time of the shift and must not leave their work stations until their official finishing time or unless advised otherwise by their supervisor.
10. Employees must not leave their working departments, except as approved by their supervisor or coordinator.
11. Rest periods must not extend over 15 minutes or as specified in the Collective Agreement, from the time the Employee leaves the job to the time he/she is back on the job and at work.
12. Employees are responsible to scan in and scan out for every shift.
13. It is a serious offense to falsify any Company record, or for an Employee to scan or sign for another Employee or for Employees to fail to scan in upon arrival and out when leaving the factory, other than on Company business.
14. Employees must notify the front desk when leaving earlier than scheduled.
15. Employees must adhere to all applicable Good Manufacturing Practices (GMP's).
16. An Employee should not normally return to the factory when off shift. If you do need to return to the factory, the front desk must be notified when you enter and when you exit the building.

17. An Employee who is unable to report to work must call the attendance line at (519) 680-4029 at least one (1) hour prior to his/her shift. The Employee must provide an acceptable reason for absence together with the expected duration of the absence. The Collective Agreement also requires Employees to inform the Company when they are ready to return to work (Article 20:01).
18. Prior to returning from an illness or accident, an Employee must ensure that the appropriate Nestlé forms are completed, approval to return to work is obtained from the physician, and Human Resources has confirmed the Return to Work.
19. An Employee must carry out the instructions of his/her supervisor.
20. Disorderly conduct, horseplay, or fighting is a serious offense and is not permitted.
21. Sleeping is not permitted.
22. Employees must wear appropriate safety shoes and all protective equipment as required.
23. No literature other than official documents related to the job shall be read during working hours (this does not apply to break and meal periods).
24. Spitting is prohibited in or around any part of the plant.

25. Each Employee is responsible to keep their work area neat and clean.
26. Using Company property for personal advantage is not permitted.
27. Downloading or storing personal material on Company devices is not permitted.
28. Password sharing is not permitted.
29. Attendance is mandatory at town halls and assigned training unless authorized by a supervisor.

This is not an exhaustive list of rules and regulations but should provide you with greater understanding of what is expected. Any violation of these rules and regulations will be met with appropriate discipline.

(Issued July 1999, Revised 2018)

NESTLÉ'S 10 CORPORATE BUSINESS PRINCIPLES

The Nestlé Corporate Business Principles are at the basis of our Company's culture.

Consumers

- Nutrition, Health and Wellness;
- Quality Assurance and Product Safety;
- Consumer Communication.

Human Rights and Labour Practices

- Human Rights & Labor Practices in our Business Activities.

Our People

- Leadership and Personal Responsibility;
- Safety and Health at Work.

Suppliers and Customers

- Supplier and Customer Relations;
- Agriculture and Rural Development.

The Environment

- Environmental Sustainability;
- Water.



WHO IS TEAMSTERS CANADA?

At the turn of the century, drivers were delivering merchandise with teams of horses drawing the wagons, wherefrom the name Teamsters. The two horses in our logo the male horse named Thunder and the female horse named Lightning are looking in opposite directions, represent the two rival unions that joined forces in 1903 to form the International Brotherhood of Teamsters. The middle circle of the logo represents the wheel of a horse-drawn wagon.

It was during these early years that the Teamsters earned a reputation for being a strong, dynamic, militant Union that stood up for its rights and its jurisdictions.

The Canadian Conference of Teamsters was created in 1976; this was done in recognition of the special needs,

interests and aspirations of its Canadian membership. The Canadian membership has grown from 74,000 members to more than 115,000 members today.

In 1995, Teamsters Canada negotiated the terms of a proposed Canadian sovereignty amendment to the International Constitution, which would grant Teamsters Canada more autonomy and control over Canadian membership issues.

Since 2001, a major change to the International Constitution recognizes the autonomy of Teamsters Canada.

TEAMSTERS CANADA SERVICES

Teamsters Canada represents approximately 115,000 members across the country in various industry sectors. The Teamsters' national office is in Laval, Quebec. Two other regional offices are located in Ontario and British Columbia.

Evolving Services

Due to its rich experience, our Union has developed appropriate tools over the years in an effort to better help our members. Historically, Unions restricted themselves to negotiating Collective Agreements and dealing with members' grievances. Times have changed, as well as laws, and we have adapted. Our services are set up to better respond to the new realities of our members.

Strike Funds

To be ready to confront the Employer and establish our position of power in negotiations, Teamsters Canada created a Canadian strike fund in 1994. (**Strike pay currently \$300.00 per week**).

Communications

Teamsters Canada has its own website, (www.teamsters.ca), which is updated regularly. All Union news is reported there. In addition, the Communications Department puts out a magazine as well as information brochures for members. Lastly, it supports Local Unions during press briefings (preparation, organization, etc.).

Union Training

A number of training courses are offered across the country. These courses, which are regularly offered to Shop Stewards, accident prevention officers, Union advisors, etc., are developed and updated regularly to consider new realities in the work world, changes in legislation and jurisprudence, in accordance with the needs of the members we represent. Various courses are offered, such as: psychological harassment, violence in the workplace, collective bargaining, grievance procedure, occupational health and safety, etc..

Government Lobbyists

Due to current government policies, our Union has decided to get involved in various political parties in order

to better pressure the governments elected. Our Union is the only one in Canada to have in its ranks two people whose sole mandate is to lobby the government. The mission of these lobbyists is to make our union position and our demands known, so that new legislation and amendments reflect our vision. They have been called to participate in a number of important matters, including occupational health and safety, etc.

Student Scholarships and Essay Contests

In order to help high school seniors in their studies, each year in Canada, 15 academic scholarships of \$1,000 and \$10,000 are disbursed to Teamster members' children planning to attend a four-year university or college program.

\$2,000 awards for use at community colleges and trade schools.

In addition, in an essay contest, young people can submit a text for a chance to win one of five \$1,000 scholarships awarded throughout the country.

Online application process can be found on the James R. Hoffa Memorial Scholarship Fund's website: www.jrhmsf.org

Teamsters Canada offers scholarships as well, information and application process can be found on the Teamsters Canada website: www.teamsters.ca

Research

In-depth ongoing research underlies the collective bargaining process. Teamsters specialists are ready for any eventuality, as they are constantly compiling the results of their research. Teamsters' specialization and research departments are supported and backed by the general executive and the International Brotherhood, whose head office is in Washington.

Organizing

For Teamsters Canada's President, organizing is a priority because it is the essence and the heart of a good Labour Union. Our Canadian Organizing Director, with the help of representatives from every part of the country and in collaboration with Local Unions' organizers, works to build the Canadian Teamsters membership. Their main role is to organize the non-Unionized and the misrepresented members. One must not forget however that the best organizers come from within our ranks.

Affiliations

With the rise of globalization, as a large, strong Union, it was necessary to adapt and create relationships with provincial organizations (worker federations), national organizations (Canadian Labour Congress) and international organizations (ITUC and IBT). Teamsters play an active role in these associations, so that, in their actions, they will take into account the interests of the

members we represent.

- International Trade Union Confederation (ITUC) <http://www.ituc-csi.org>
- Canadian Labour Congress (CLC) <http://canadianlabour.ca/>
- District Labour Councils http://canadianlabour.ca/index.php/Conseils_du_travail?language=en
- Federation of Labour http://canadianlabour.ca/index.php/Kevinerations_fr?language=en

Over the past decades, Unions decided to make use of these organizations to coordinate various services, in order to support each other in various recruitment drives and during disputes.

Women's Committee

Due to the ever-growing number of women in our organization, our Union sits on the Canadian Labour Congress (CLC) and International Brotherhood of Teamsters (IBT) women's committees.

Teamsters Youth Committee



During a meeting held in January 2009, the Teamsters Canada Executive Board voted in favour of the creation of a national Youth Committee in its organization. On

June 9, 2009, during the 10th Convention of Teamsters Canada, a resolution to this effect was adopted unanimously by the attending delegates.

In order to set up this Committee, each Joint Council and Conference was asked to appoint representatives aged below 35 years to this Committee. In total, 15 youth, men and women of various ages, backgrounds and religions, were appointed. They represent various regions and fields of activity.

The Committee's mandate is, amongst other things, to provide a voice for young members, advise Teamsters Canada on matters of interest to young members and support Teamsters Canada in its activities.

The Committee's main goal is to unite the young members of different Local Unions through local, regional, provincial and national networks. Youth account for a significant percentage of Teamsters members and represent a powerful resource for the union. The Committee deems that the active participation of young members will give the union more leverage at the bargaining table, during organizing campaigns and in the political arena.

GRIEVANCE, COMPLAINT, DISAGREEMENT

The grievance is a mechanism negotiated by both parties to a Collective Agreement, the Employer and Union, to settle disputes and of which they are sole owners. This is why a grievance cannot be filed against another

Employee. This is also why the Union is the only one to decide if a grievance will proceed to arbitration.

A grievance originates from any violation of the Collective Agreement. Grievances are also used to clarify ambiguous clauses that are hard to interpret, and when disciplinary measures have been taken. Lastly, subsequent to the 2004 decision by the Supreme Court of Canada, a grievance can be filed every time a provision of labour legislation is infringed.

Therefore, for a grievance procedure to defend one's rights, there is an essential condition. There has to be an article in the Collective Agreement that provides for that right, whether it is an Article on overtime work, seniority, work schedule, statutory holidays, workplace health and safety, etc., or a violation of labour laws.

In concrete terms, if an Employer acts or takes a decision that violates the Collective Agreement or a Labour Law, there is ground for grievance. For instance, the Employer posts a position according to hiring provisions described in the Collective Agreement. Two Employees bid on that position which is granted to the Junior Employee. This is contrary to seniority provisions provided in the Collective Agreement and it is the Senior Employee's right to file a grievance. The purpose of his/her grievance is to demonstrate that the Employer has violated provisions of the Collective Agreement and to force him/her to remedy the situation.

Why should we bother going through the grievance procedure to settle a violation of the Collective Agreement? Why not just walk out until the Employer decides to “smarten up”. The answer is simple. It is illegal and unrealistic to think that labour disputes can be settled this way! It is illegal because, during the Collective Agreement, the Union and the Employer MUST settle their differences about the Collective Agreement without work stoppage.

The grievance procedure is the only way to settle problems arising from the interpretation and application of the Collective Agreement and Labor Laws during the terms of this same agreement. It is also agreed between the Union and the Employer that Employees will not resort to strike action to settle grievances and the Employer agrees to settle disputes promptly. It may seem to you that the Employee will be the losing party; remember that in non-Unionized companies, the Employer is still the only one to manage, discipline and discharge Employees as he/she wishes, and their only recourse is to file lawsuits, when and if they can.

Work Now, Grieve Later!

Even if there are grounds for a grievance, an Employee cannot refuse to follow an order from the Employer. Refusal to work is considered as insubordination. However, there are some exceptions to the rule “work now, grieve later”. There are situations where continuing

to work could have consequences so severe for the Employee that even if he/she wins his/her grievance, it would never allow him/her to overcome the prejudice he/she suffered (whether illegal or situations where the health and safety of the Employee are at risk). Don't grieve too late! Most collective agreements set a time limit and a procedure to follow in order to file a grievance. Follow the steps and time limits of your grievance procedure.

The Complaint

A complaint arises from any disagreement regarding the application or interpretation of a law. In this case, it is possible to resort to procedures set out pursuant to the law. For example, an Employee is the victim of discrimination with respect to his/her age, race, colour, religion, sexual orientation or a handicap. He/she can file a complaint with the Human Rights Commission, but it is also possible to file a grievance, as this is an infringement of labour legislation. In the event of a complaint, the Shop Steward's role is to inform the member of his/her rights and steer him/her toward the proper resources. In fact, a complaint is a personal remedy that only that person can institute. The Union cannot take the initiative but must provide the member with support.

The Disagreement

The disagreement originates from a misunderstanding of an Employer's decision with regard to a condition not

covered by the Collective Agreement. It will therefore be possible for you to discuss with the Employer to try to settle the dispute.

THE GRIEVANCE PROCEDURE & YOU!

What is a Grievance?

Article 26 of your Collective Agreement is one of the most important in your contract!

A grievance is a dispute or disagreement regarding the interpretation, application, administration or violation of your Collective Bargaining Agreement. It may also be used if the company violates labour laws or issues unfair discipline to our members.

It allows all members to address problems and complaints in a formal and legally binding manner!

The first thing to remember is all grievances should be discussed with the individual Union member, their Union Steward and Supervisors first. Hopefully, the issue is resolved verbally at the first opportunity. If the matter is not resolved, the member and the Department Union Steward need to file a written grievance and have a meeting to discuss the matter in greater detail.

Remember do not wait, collect all the related documents, schedules, paystubs, previous discipline, or anything that may be useful in explaining or proving your case.

Remember the 5 W's

- Who
- What
- Where
- Why
- When

Writing the Grievance

The ideal grievance should be written in such a way that it is short, simple, and specific. It should highlight who is involved, the problem, and request redress (full compensation). It should not go into arguments in the grievance form. The arguments and evidence will be dealt with in the grievance meetings.

It is also important to note that the phrase “and/or any other clause in the collective agreement which may be applicable” must be included after the original problem statement. This allows the Union to argue the whole collective agreement not one article only.

It is also important to ask what you want from the grievance. But always include “I request full redress including but not limited to” (a remedy that you are looking for) or, in disciplinary cases state “I request full compensation and my record made whole”. Always make sure to sign the grievance form.

EXAMPLE GRIEVANCES

Individual Contractual Grievance

The Company failed to offer me 4 hours of over-time on Tuesday March 4th when it used Part-Time Employees before asking me to work. The Company violated Articles 7 and/or any other article the Collective Agreement that may be applicable.

I request full redress including but not limited to the hours in question.

Group Contractual Grievance

The Company failed to pay us correctly for the hours worked during the week of the statutory ending on July 6th.

We request full redress including but not limited to being paid all outstanding wages

Violations of Employees Rights/Unfair Discipline Grievance

I am protesting the suspension issued on September 1st without just cause and contrary to article 27 and/or any other article in the Collective Agreement that may be applicable. I believe that Management did not act in a fair and reasonable manner.

I request full compensation and my record made whole.

Union Policy Grievance

The Union protests the new Company policy without the Union agreement or approval. This policy violates the Collective Agreement and is an unfair & unreasonable exercise of their management rights.

The Union requests full redress for all applicable members including the policy be withdrawn.

Labour Law Grievance

The Union is protesting the high temperatures in our workplace that violates article 30 of the Collective Agreement and/or the Health & Safety Act of Ontario.

The Union request full redress for all affected members and that immediate action be taken to resolve the problem.

Remember resolving the Grievance quickly and at the earliest step is very important.

WSIB RIGHTS & OBLIGATIONS FOR WORKERS

Report All Workplace Injuries & Illnesses

What if someone gets injured at work or the work makes them ill?

Follow these key steps:

1. Get first aid immediately, or medical care if needed.

2. Tell the Employer or Supervisor about the injury or illness as soon as possible.

Remember if you are injured at work tell your Employer immediately and get medical treatment right away if required!

When the WSIB registers the claim, they will send you a form six (6) so you can describe what happened. You should complete, sign and send this form back to the WSIB as soon as possible. This is important because we need your signature to get your permission for your **doctor to give your Employer information to help with early and safe return to work.**

If you get Medical treatment

1. Tell the person treating you that the injury happened at work.

The doctor or person treating you needs to complete a report and send it to the WSIB so you can claim benefits. On the form there are places for you to give information about yourself and your Employer.

When not to claim benefits

Do not make a claim if ALL FOUR statements that follow are true:

1. only first aid treatment was required;
2. you did not take any time off work;

3. your pay was not affected;
4. your job duties did not change as a result of the injury.

The Employer must pay you full wages for the day of injury.

What are my other responsibilities if injured at work?

Workers need to:

- stay in contact with your Employer while you recover;
- talk with your Employer about ways to return to work quickly and safely, including doing different work from your regular job, or working shorter hours.

Co-operation: a worker's obligation

To get disability insurance benefits from the Workplace Safety and Insurance Board, a worker has an obligation to co-operate with the Company for a safe return to work.

If the worker refuses to co-operate and has no reasonable cause, the WSIB may reduce or suspend the worker's benefits.

What are the activities the injured worker must co-operate with?

Workers must:

- co-operate in the health care and prescribed treatment indicated by the WSIB;
- undergo a health examination at the direction of their health professional or the WSIB;
- provide information to the WSIB to assist in the adjudication of their claim, and;
- co-operate in an early and safe return to work or labour market re-entry assessment and plan, as indicated by the WSIB.

Planning for an early and safe return to work

All workers and Employers, are required to co-operate in return to work efforts. In Ontario, returning an injured worker to work is a shared responsibility, primarily between the Employer and the worker.

Functional Abilities Form

The Functional Abilities Form for Planning Early and Safe Return to Work (2647A) is a tool to help workers and Employers meet their return to work obligation. When completed, it helps workers and Employers arrange an early and safe return to work. The information gathered highlights what a worker can do after a workplace injury, what limitations apply, and whether the worker requires a specific period of “time to heal”. The Functional Abilities Form is completed at the request of either the worker or the Employer. It does not replace Form seven

(7) (Employer's Report of Injury/Disease), Form eight (8) (Health Professional's First Report) or any other reporting form required by the WSIB.

When do the workplace parties use the Functional Abilities Form?

Workers and Employers can ask a health professional who is treating the worker to complete this form, so they can have the functional abilities information that is needed to identify suitable work for the returning Employee. With detailed information about the worker's ability to lift, walk, stand, etc., the Employer can identify possible job accommodations as part of a phased return to work while the worker continues to recover from the workplace injury/illness.

Who can complete the Functional Abilities Form?

This form can only be completed by a health professional who is treating the worker. This includes physicians, chiropractors, physiotherapists, etc. (a member of the College of a health professional as defined in The Regulated Professions Act, 1991).

Workers & the Functional Abilities Form

Complete the Worker's Signature section of the Functional Abilities Form to authorize the health professional who is treating you to release functional abilities information to your Employer. Bring the signed form to your health professional and ask the health professional to complete the form.

The Employer must:

- Pay the worker's wages for the day or shift the injury occurred;
- Arrange and pay for transportation to get medical care if it is needed;
- Give you a copy of the accident report once it is completed.

When can workers claim benefits?

As a worker, you can claim benefits if you have:

- received medical attention, and/or;
- lost time or wages from work beyond the day of injury;
- continued to work, but on a reduced work schedule, at regular or reduced wages

What are my other responsibilities if injured at work?

You need to:

- **stay in contact with your Employer while you recover;**
- **talk with your Employer about ways to return to work quickly and safely, including doing different work from your regular job, or working shorter hours.**

SOMEONE ELSE

The Union was saddened to learn this week of the death of one of our most valuable member: Someone Else. Someone's passing created a vacancy that will be difficult to fill. Else had been with us for many years and for every one of those years, someone did far more than a normal person's share of the work. Whenever leadership was mentioned, this wonderful person was looked to for inspiration as well as results. Whenever there was a job to do or a meeting to attend, one name was on everyone's list: "Let Someone Else do it."

It was common knowledge that Someone Else would make up the difference. Someone Else was a wonderful person, sometimes appearing super-human; but a person can only do so much. Were the truth known, everybody expected too much of Someone Else. Now, Someone Else is gone. We wonder what we are going to do.

Someone Else left a wonderful example to follow, but who is going to follow?

Who is going to do all the things that Someone Else did?

If you have an opportunity to participate in the affairs of your union or your community, remember – we can't depend on Someone Else anymore.

If you are laid off, on sick leave, leave of absence, discharged or voluntarily leave your employment, make sure you apply to your local Union office for a withdraw card.

Do not ask your Stewards, do not ask your Business Representative, the Responsibility is yours.

To be eligible member you must have your dues paid up and including the month in which you request the withdraw card.

TEAMSTERS / NESTLE PENSION PLAN FINANCIAL ADVISORS

Great West Life Nestle Pension Plan

It's your MONEY, you worked for it so get the financial help you need.

- **Langlois Financial Services**
71 Rosedale Ave W Unit B-7
Brampton ON L6X 1K4
Website: www.LangloisFinancial.com
Business: 905-456-2471
Fax: 905-459-5565
- **Michael Langlois**
CHS and CPCA
President
Financial Security Advisor
Mike.Langlois@LangloisFinancial.com
Cell: 416-587-2103



2018

January

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

February

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

March

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

April

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May

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

June

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

July

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

August

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

September

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October

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

November

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
					1	2
					3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

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

2019

January

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

February

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

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

April

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May

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

June

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July

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

August

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

September

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October

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

November

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

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

2020

January

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

February

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March

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

April

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May

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

June

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July

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

August

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

September

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October

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

November

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December

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

2021

January

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

February

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

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

April

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May

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

June

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July

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

August

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

September

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October

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

November

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December

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

2022

January

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

February

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March

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

April

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May

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

June

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July

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

August

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

September

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October

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

November

<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December

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