

# Collective Bargaining Agreement

between

**Hillcrest Farms Ltd.**

and

**Grain & General Services Union (ILWU • Canada)**

covering

Employees in connection with Hillcrest Farms Ltd.'s  
turkey farm operation located in Bruno, Saskatchewan

Errors & Omissions Excepted.

Effective December 21, 2013 to December 20, 2016



This Agreement entered into this 20th day of February, 2014.

Between: Hillcrest Farms Ltd. in connection with its Turkey Farm operation, located at Bruno, Saskatchewan, Hereinafter called the "Employer" or the "Company", of the first Part,

And: The Grain & General Services Union, Hereinafter called the "Union", of the Second Part.

## PURPOSE

It is the purpose of this Agreement, in recognizing a common interest between the Company and the Union in promoting the utmost cooperation and friendly spirit between the Company and its employees; to set forth agreements reached through negotiations regarding rates of pay, hours of work and conditions of employment to be observed between the parties; and to provide a procedure for prompt and equitable adjustment of grievances, as defined herein, in order that there will be no impeding of work, work stoppages or strikes, or other interferences with the Company's operations or their facilities during the life of this Agreement.

It is agreed that this Agreement is the only Agreement between the Employer and its employees and that it supersedes any arrangements made, or terms and conditions applicable to employees before the signing of this Agreement.

It is also the intent and purpose of this Agreement, in recognizing a common interest between the Company and the Union, to provide for the efficient operation of the Company, with full regard to economy of operation and the quality and quantity of work performance.

To these ends this Agreement is signed in good faith by the two parties.

## ARTICLE 1 - RECOGNITION

1.01 The Employer recognizes the Union as the sole collective bargaining agent for the employees covered by this Agreement.

1.02 The Representative(s) of the Union shall in the course of his/her duties have access to the Company premises provided that he/she has received the prior permission of the Company. Any business between the Representative and an employee shall be conducted during normal breaks so as not to interfere with normal operations of the Company.

1.03 The Company agrees to provide a bulletin board, in a convenient location, for the use of the union. The purpose of the bulletin board shall be for the posting of notices relating to union meetings, union elections, union officers and staff social and recreational events.

## ARTICLE 2 - SCOPE

2.01 This Agreement shall cover all employees employed by the Employer at its Turkey Farm operation near the Town of Bruno, Saskatchewan except the General Manager, Farm Manager and the Corporate Administrator.

2.02 It is understood and agreed that Casual employees, as defined in Article 8 of this Agreement, are excluded from the terms and provisions of this Agreement.

2.03 It is understood and agreed that Temporary employees, as defined in Article 8 of this Agreement, shall lose all rights and benefits under this Agreement at the end of their term of employment.

2.04 It is understood and agreed that part-time and seasonal employees as defined in Article 8 herein are covered by the terms and conditions of this Agreement except as may be limited by a provision of this Agreement.

## ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union acknowledges and agrees that it is the exclusive right of the Company to manage and direct the services and enterprises in which it is from time to time engaged. Without limiting the generality of the foregoing, Company management functions shall include:

(a) The right to maintain order, discipline and efficiency and in connection therewith, to make, alter, and enforce from time to time rules, regulations, policies and practices to be observed by employees; the right to suspend or discharge employees for cause, provided that a claim for unjust discipline, suspension or discharge may be the subject matter of a grievance and dealt with as hereinafter provided.

(b) The right to determine location of operations, their expansion or curtailment, the direction of the working forces, the contracting of work, schedules of operations, shifts, methods, processes, the right to use improved methods, machinery and equipment, the right to decide the number of employees needed by the Company at any time, the number of hours and days to be worked, starting and quitting times, the determination of financial policies

including general accounting procedures, and community and customer relations are exclusively the function and responsibility of the Company.

3.02 The enumeration of management rights as set out above shall not exclude other management functions not specifically set forth. The Employer therefore retains all management rights not limited or abridged by a specific provision of this Agreement.

3.03 In exercising its Management Rights the company shall not violate any of the specific provisions of this Agreement.

#### ARTICLE 4 - NO DISCRIMINATION

4.01 The Company and the Union agree to abide by the provisions of current Provincial Human Rights legislation.

#### ARTICLE 5 - UNION SECURITY

5.01 Every employee who is now a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement in his employment, apply for and maintain membership in the Union, provided that any employees in the bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Union shall, as a condition of his employment, tender to the Union or a charity of his choice, the periodic dues uniformly required to be paid by the members of the Union.

#### ARTICLE 6 - CHECK-OFF OF UNION DUES

6.01 Upon written authorization from the employee, and the written request of the Union, the Employer agrees to deduct from every employee giving such authorization any monthly dues, as may be uniformly levied on all employees in accordance with the Union By-Laws, owing by him to the Union. Deduction will be made from the payroll period at the end of each month and shall be forwarded to the Secretary-Treasurer of the Union not later than the twentieth (20th) day of the month following in respect of which deductions have been made, accompanied by a list of all employees from whose wages the deductions have been made and a list of employees hired or terminated since the last submission.

## ARTICLE 7 - WORKERS COMPENSATION

7.01 In the event an employee goes on Workers' Compensation and benefits are not received by the next regular pay day, at the employee's request the Company agrees to provide the employee a one time advance until said employee receives his first Workers' Compensation benefits. The employee agrees to pursue and process his claim as expeditiously as possible and to reimburse the Company for any monies advanced in total on receipt of his first benefit payment.

## ARTICLE 8 - DEFINITIONS

8.01 "Full Time Employee" means any employee who has been assigned a job which has been designated by the Employer as a permanent full time position and who has successfully completed the probationary period as provided in Article 9.02 of this Agreement. Such employees shall normally work the full daily and weekly hours as provided in Article 17.

8.02 "Part-time Employee" means any person employed by the Employer, on a regular and recurring basis, to work less than the full weekly hours of work provided in Article 18.02 of this Agreement.

8.03 "Seasonal Employee" means an employee who is hired into a position which is seasonal in nature and is subject to layoff and recall.

8.04 The term "casual employee" shall mean a person who is employed to work on an irregular basis and who is employed for a period of less than thirty (30) working days on any one occasion.

8.05 The term "temporary employee" shall mean an employee hired for a period of employment of less than ninety (90) working days unless such period of employment is extended by mutual agreement between the Company and the Union or if the temporary employee is hired to temporarily replace an absent permanent employee.

8.06 The term "Agreement" shall mean this Collective Agreement.

8.07 The terms "qualifications" or "qualified" shall include knowledge, experience, skill, ability, training and/or education.

8.08 Promotion shall mean the movement of an employee from a classification to another classification with a higher pay rate.

8.09 Demotion shall mean the movement of an employee from a classification to another classification with a lower pay rate.

8.10 Transfer shall mean the movement of an employee from a classification to another classification with an identical pay rate.

#### ARTICLE 9 - SENIORITY

9.01 Seniority shall be based on an employee's continuous service with the Employer since the last date of hire as provided below and shall be based on regular straight time hours actually worked.

9.02 New employees shall be probationary until they have completed four hundred and eighty (480) hours of work from the commencement of their employment with the Company.

9.03 The Company may release a probationary employee at any time during the probationary period, or any extension thereof, and such release shall be deemed to be for just and sufficient cause.

9.04 Seniority will accumulate during any paid leave of absence. Seniority will not accumulate during any unpaid leave of absence, except as provided in this Agreement. Seniority shall not accumulate during layoff.

9.05 Seniority rights of an employee shall cease and he shall be deemed terminated for any of the following reasons:

(a) Leaves of his own accord or is retired;

(b) Is discharged and the discharge is not reversed through the grievance and/or arbitration procedure;

(c) Where he has not been actively at work for a period in excess of three (3) months if the employee has less than one year of seniority, six (6) months if the employee has more than one year but less than five (5) years of seniority, twelve (12) months if the employee has more than five (5) years of seniority;

(d) Fails to return to work upon the termination of an authorized leave of absence without an excuse acceptable to the Company, or uses a leave of absence for purposes other than those for which the leave of absence was granted;

(e) Fails to return to work from layoff as required by Article 10.04;

9.06 Seniority lists shall be updated and posted annually.

#### ARTICLE 10 - LAYOFF AND RECALL

10.01 A layoff shall be defined as an Employer initiated reduction in the work force of any employee(s). When layoffs of employees are to be made, the Company shall determine what jobs are to be left vacant or abolished and the number of employees to be laid off.

10.02 When employees are to be laid off or recalled, such layoffs or recall shall be determined on the basis of qualifications and demonstrated ability, as determined by the Company, to perform the work satisfactorily. The Company shall retain or recall the senior employee who meets the qualifications it has established for the available work.

10.03 The Employer agrees that should a need arise for layoffs of any employees in the bargaining unit, that notice of layoff shall be given as provided by the Saskatchewan Labour Standards Act.

10.04 When the Employer recalls an employee who has been laid off, it shall notify such employee by registered letter addressed to the employee's last known address. The employee concerned must notify the Employer within seven (7) days of the mailing of such a letter, stating his acceptance or refusal of the employment offered failing which his employment shall be deemed terminated.

10.05 Laid off employees shall remain on a recall list subject to the provisions of Article 9.05 of this Agreement.

#### ARTICLE 11 - PROMOTION AND VACANCIES

11.01 Where the Company decides to fill a vacant bargaining unit position on a permanent basis, such a vacancy shall be posted a minimum of five (5) working days prior to filling the position. Employees will be required to apply in writing prior to the expiry date indicated on the posting. Employees on an authorized leave of absence, vacation or sick leave shall be advised by mail by the Company of posted vacancies.

11.02 Promotions within the scope of this Agreement shall be on the basis of qualifications and demonstrated ability as determined by the Employer, to

perform the work satisfactorily. The Company shall award the position to the senior applicant who meets the qualifications it has established for the position.

11.03 Where, in the Company's opinion, there is no bargaining unit applicant who satisfactorily meets the level of qualifications established for the position, the Company may hire from any source.

11.04 An employee who has successfully bid to a new classification shall be on probation in that classification for a period of three (3) months of employment. During that probationary period the employee may be returned by the Company to their former classification.

## ARTICLE 12 - SAFETY AND HEALTH

12.01 It is understood that health and safety are of mutual interest and concern to the Company, the Union and the employees. Therefore, it is agreed that they will comply with the provisions of the Saskatchewan Occupational Health and Safety Act.

## ARTICLE 13 - GRIEVANCE PROCEDURE

13.01 It is mutually agreed that it is the spirit and intent of this Agreement to process and adjust (where appropriate) as quickly as possible, grievances arising from the application, administration, interpretation or alleged violation of this Agreement.

13.02 The Company and the union agree that it is most desirable to resolve misunderstandings and disputes through discussions between employees and their supervisor. Both the Company and the union shall encourage employees to discuss their complaints with their supervisors so as to resolve differences quickly and directly without having to resort to the following procedure.

13.03 "Grievance" means an alleged difference over the application, administration, interpretation or alleged violation of this Agreement.

13.04 Formal grievances shall be raised within fifteen (15) days of the date on which the grievance becomes apparent or ought to have become apparent to the employee concerned. Grievances shall be in writing on the approved grievance form and shall be dealt with in the following manner without stoppage of work.

13.05 All grievances shall set out the matter complained of, the specific provisions of the Agreement allegedly violated, the remedy sought, and must be



signed by the grievor. It shall not be sufficient to allege a violation of the Agreement as a whole.

13.06 The procedure for processing grievances shall be as follows:

Step 1: The employee shall submit his/her written grievance to the General Manager or Farm Manager. The General Manager or Farm Manager or his designee shall give his reply within ten (10) days after the receipt of the grievance.

Step 2: In the event the Company's reply at Step 1 does not resolve the grievance, the grievance may, within ten (10) days following the giving of the reply at Step 1 but not thereafter, be referred to arbitration as set out in Article 14 of this Agreement.

13.07 Where a grievance is a matter of general application, administration or interpretation of this Agreement, or where a group of employees have a grievance, the Executive of the Local Bargaining Unit may file a grievance at Step 1 within fifteen (15) days of the date on which the grievance became apparent or ought to have become apparent to the employees concerned.

13.08 All time limits and procedures found in the grievance procedure and arbitration procedure are mandatory and not merely directory. Such time limits and procedures may only be extended by mutual agreement of the parties in writing provided that the requests for extension are made prior to the expiry of the time limitation. The limits are exclusive of Saturdays, Sundays and statutory holidays.

13.09 No Shop Steward shall leave his/her work without the permission of his/her supervisor. Shop Stewards may only investigate grievances during scheduled breaks or after hours.

13.10 Employees who have been duly elected to appropriate positions with the Union shall suffer no loss of straight time pay while attending grievance meetings with the Company.

13.11 In the event of a grievance, the Company agrees, upon request, to provide the union with copies of disciplinary and/or appraisal documents which have been served on the employee which the Company intends to use in regard to the specific grievance.

13.12 Employees may have benefit of representation by Union officials at any of the Steps in the grievance procedure.

## ARTICLE 14 - ARBITRATION PROCEDURE

14.01 A party referring a grievance to arbitration shall give notice of referral to arbitration by registered mail within the time limit set forth in Article 13 of this Agreement. The notice shall also contain the name and address of the referring party's nominee to the Board and shall contain a copy of the grievance.

14.02 Within seven (7) days of receipt of the notice referred to in 14.01 herein, the other party shall reply by registered mail informing the party referring the grievance to arbitration of the name and address of its nominee to a Board of Arbitration.

14.03 The parties shall agree upon the selection and appointment of a Chairperson for the Board of Arbitration within ten (10) days from the appointment of the second of the nominees to the Board.

14.04 If agreement cannot be reached within ten (10) days on the selection and appointment of a Chairperson for the Board of Arbitration, then the two parties shall jointly request the Minister of Labour for Saskatchewan to appoint a qualified person to act as Chairperson.

14.05 The Board of Arbitration shall sit to the grievance within thirty (30) days after the appointment of the last of its members and shall render a decision within thirty (30) days after the conclusion of its hearings.

14.06 A decision of the Board of Arbitration shall be final and binding upon the parties. The Board may not, by its decision, modify, waive, abridge, or alter or extend any of the terms of the Agreement, render a decision which is inconsistent with the terms of this Agreement, nor deal with any matter not covered by this Agreement.

14.07 Each party shall pay the fees and expenses of its nominee to a Board of Arbitration. Each party shall pay one-half (50%) of the fees and expenses of the Chairperson of the Board of Arbitration.

14.08 Nothing herein shall prevent the parties from agreeing to a single arbitrator. If the parties so agree, the provisions of this Article 14 shall apply, mutatis mutandis, to the single arbitrator.

## ARTICLE 15 - LEAVE OF ABSENCE

15.01 If circumstances permit, the Company may grant leave of absence with or without pay for a justifiable reason. Any leave of absence shall be applied for in writing and shall specify the reason for requesting the leave. An employee shall not take employment elsewhere during the period of leave of absence unless such leave is governed by other provisions of this collective agreement.

15.02 An employee on leave of absence without pay shall not be eligible for payment of statutory holidays which fall during the authorized period of absence.

15.03 Insofar as operational efficiency will permit, the Company may grant a leave of absence without pay for not more than one (1) employee at any one time, not to exceed five (5) working days, to represent employees at labour conventions and annual and semi-annual meetings of the union's representative bodies. The total aggregate leave granted under this section shall not exceed five (5) days in any calendar year. In order to be considered, requests for such leave shall be made in writing at least ten (10) working days in advance.

15.04 The Company will grant leave of absence without pay to one (1) employee to attend collective bargaining meetings between the Company and the Union. Employees shall not lose seniority and benefits during such leave.

15.05 Employees shall be entitled to Maternity, Paternity and Adoption leave as provided by provincial Labour Standards.

15.06 An employee who has successfully completed his probationary period will be granted leave without loss of regular pay for up to three (3) consecutive calendar days following the death of a member of his immediate family. Immediate family shall be defined as spouse, parent, child, sister, brother, mother-in-law, father-in-law, and any relative residing in the employee's household, or with whom the employee resides.

15.07 An employee required to serve as a juror in a Court of Law shall be granted a leave of absence without pay for the duration of such service.

15.08 In the event of long term disability or illness, the time limits provided in Article 9.05 (c) may be extended by a leave of absence without pay provided that there is a reasonable expectation, supported by medical evidence, that the employee will be fit to return to work within a reasonable amount of time. In such event the employee will be given preference for available suitable employment when certified as fit to work.

## ARTICLE 16 - DISCHARGE AND SUSPENSION

16.01 An employee, other than a probationary employee as provided in articles 9.02 and 9.03, considered by himself to be wrongfully discharged or suspended shall be entitled to a hearing under Article 13, Grievance Procedure.

16.02 The Employer shall have the right to discharge, without notice, an employee upon any of the following grounds and such discharge shall be deemed to be for just cause and except to the extent as provided in Article 16.03, the discharge shall not be subject to grievance and/or arbitration.

- 1) Theft;
- 2) Sabotage, gross negligence or willful destruction of Employer property;
- 3) Consuming alcohol or non-prescription (illegal) drugs while on duty;
- 4) Intentional falsification of any Employer records or documents;
- 5) Reporting for work where his ability to perform his job satisfactorily is affected as a result of the use of alcohol or non-prescription (illegal) drugs;
- 6) Unauthorized disclosure of confidential information regarding the affairs of the Employer or any of its clients or customers;
- 7) Misappropriation of funds, embezzlement or any other fraudulent act;

16.03 An employee who is discharged upon any of the foregoing grounds shall have the right to grieve only for the purpose of determining whether or not the breach occurred. It is further understood that the provisions of this Article are not restrictive of the Employer's rights to discharge an employee for other reasons which constitute just cause.

## ARTICLE 17 - SCALE OF WAGES AND JOB CLASSIFICATIONS

17.01. The Employer agrees to pay all Employees covered by this Agreement not less than the Schedule of Wages as set out in Schedule "A" attached and made part of this Agreement.

17.02. The Union acknowledges the need for the flexibility of job classifications requiring Employees to perform services outside of their job classification in order to ensure the efficient operations and a high level of service to customers.

17.03 The wages for new classifications, within the scope of this agreement, shall be the subject of negotiations between the Company and the Union. Where agreement cannot be reached within five (5) days of the commencement of such negotiations, the position may be advertised at the lesser of the two rates proposed by the parties and may be filled on this basis. The actual rate for the classification shall remain the subject of continued negotiations.

17.04 When an in-scope employee has been assigned by management to perform substantially all the duties of an out of scope employee for a period of eight (8) consecutive hours or more, the Company will pay that employee a premium of ten percent (10%) over the regular rate of pay that he/she would otherwise earn.

17.05 An employee who reports for work on his/her scheduled shift shall be paid for the time actually worked, or a minimum of three (3) hours pay at straight time, whichever is the greater.

17.06 A minimum of two (2) hours pay at overtime rates will be paid to an employee who is called back for work after the employee has finished his/her regularly scheduled working hours. This provision shall not apply to scheduled overtime or to any hours worked consecutively with scheduled regular hours.

#### ARTICLE 18 - HOURS OF WORK AND OVERTIME

18.01 It is understood and agreed that nothing herein or in this Agreement shall be considered as a guarantee as to the hours of work per day or per week, or per work period, or the days of work per week.

18.02 The standard hours of work are eight (8) hours in a day and forty (40) hours in a week except that hours worked to load turkeys for market set out in 18.05 shall not be included in this calculation or in the calculation for overtime as defined in 18.03

18.03 All authorized hours worked in excess of the hours set forth in Article 18.02 shall be paid at one and one-half (1 - 1/2) times the employee's basic hourly wage rate. It is understood and agreed that the rates of pay provided in Schedule "A" for salaried employees, if any, are deemed to include compensation in full for any overtime worked.

18.04 All overtime, in order to qualify for overtime compensation, must be authorized or approved in advance by the Farm Manager or the General Manager.

18.05 When loading turkeys for market, employees shall be paid for four (4) hours at his/her regular straight time hourly rate for each truckload. No overtime rates will be paid for loading and hours worked loading shall not be included in any calculation of overtime pay due to that employee as defined in 18.03. In the event of breakdown or unforeseen delays that would result in an employee working in excess of four hours to load a truckload, that employee would be paid the excess hours over four hours at their regular straight time hourly rate.

18.06 The parties recognize there are business, animal welfare and other operating requirements which necessitate overtime work being performed. It is therefore understood that the Company may require overtime work in cases of emergency or to provide for the safety and welfare of animals. The Company, however, will not require employees to work an excessive amount of overtime.

18.07 An employee shall receive a fifteen (15) minute rest period during each half of a full working day as defined in 18.02 above.

#### ARTICLE 19 - SICK LEAVE

19.01 When taken ill and unable to report for work, the employee shall notify a Manager at the earliest possible opportunity. The employee shall offer proof satisfactory to the Company of his illness, if requested to do so by the Company.

19.02 The Company may require an employee to undergo a medical examination by a medical doctor of its choice and at its expense. This may be required when it is necessary to determine the cause of absenteeism or establish the state of health of a particular employee, or as a safeguard for other members of staff. At the time of the examination, the employee will be advised whether he is well enough to return to work. If the employee so requests in writing, the results of an examination will be conveyed to the employee's personal physician.

19.03 Each full-time employee with twelve months or more of seniority shall be credited with half a day (1/2) of sick leave credit for each full month of service to a maximum accumulation of eight (8) days credit at any time. Each day of sick leave credit shall be paid, as provided in 19.04 below, at the rate of sixty percent (60%) of their straight time rate of pay for normal hours the employee would have worked.

19.04 The Employer agrees to pay full-time employees sixty percent (60%) of their straight time rate of pay for normal hours the employee would have

worked for time absent due to non-compensable illness or disability as provided below. Such payments shall commence on the second (2nd) day of absence from work due to such illness or disability. Such payments shall be made out of accumulated sick leave credits and shall not exceed the amount accumulated to the credit of the employee concerned.

#### ARTICLE 20 - EMPLOYEE BENEFITS

20.01 The parties recognize that prior to the coming into force of this Agreement, certain group benefit plans existed which are not provided for in this Agreement. It is recognized that the Employer may change these plans as necessary from time to time. The Employer will give the Union not less than thirty (30) days notice of such changes and will accept input and submissions from the Union during that notice period.

20.02 Benefits shall be available to full-time employees and eligibility for coverage shall be as set forth in the respective contracts between the Company and the carrier. Employees other than full-time employees, shall be eligible for those benefits provided for under the Labour Standards Act.

20.03 The Company will provide the union with copies of all benefit plan contracts and any revisions thereto.

#### ARTICLE 21 - GENERAL HOLIDAYS

21.01 The following shall be recognized as General Holidays:

New Year's Day	Good Friday
Victoria Day	Canada Day
Saskatchewan Day	Labor Day
Thanksgiving Day	Remembrance Day
Christmas Day	Family Day

21.02 Farm employees shall be paid for the above holidays in accordance with the provisions of the Saskatchewan Labor Standards Act.

21.03 Farm employees required to work on the above holidays shall be paid at the employee's basic hourly wage rate for all such hours worked in addition to their holiday pay entitlement as provided above.

## ARTICLE 22 - VACATIONS

22.01 Farm employees shall receive an annual vacation in accordance with their continuous length of service with the Employer as follows:

Less than one (1) year - one and one-quarter (1 1/4) working days for each full month of service;

After One (1) year - Fifteen (15) working days

After Ten (10) years - Twenty (20) working days

After Twenty (20) years - Twenty-Five (25) working days

After Thirty (30) years - Thirty (30) working days

22.02 Vacation pay shall be calculated on the basis of 1/52 of gross annual earnings in the vacation year in which the vacation entitlement was earned for each week of vacation.

## ARTICLE 23 - SEVERANCE ALLOWANCE

23.01 When a classification covered by this Agreement is permanently discontinued then the displaced employee shall be entitled to transfer to another position in accordance with the provisions of this Agreement.

23.02 When the Employer is unable to provide other employment within the bargaining unit to a displaced employee referred to above, that employee shall be entitled to severance pay in the amount of two (2) weeks of pay for the first full year and two and one-half (2-1/2) days of pay for each succeeding full year of continuous employment to a maximum of thirteen weeks of pay. Part-time employees shall be deemed to have one full year of employment for each 2080 hours of regular time actually worked.

## ARTICLE 24 - NO STRIKES OR LOCKOUTS

24.01 The Union agrees that during the life of this Agreement there will be no strike, slow down, study sessions, overtime bans or any withdrawal of normally provided services, and the Employer agrees that during the life of this Agreement there will be no lockouts.



## ARTICLE 25 - DURATION OF AGREEMENT

25.01 This Agreement will become effective on **December 21, 2013** and shall continue in effect for a period of three (3) years thereafter, and automatically from year to year thereafter unless either party gives written notice of its desire to terminate the Agreement or to negotiate revisions thereof. Such notice shall be given not less than thirty (30) days and not more than sixty (60) days prior to the expiry date of this Agreement.

Signed at Bruno, Saskatchewan this 20th day of February, 2014

Signed on behalf of  
the Company:

Signed on behalf of  
the Union:

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## SCHEDULE "A"

## CLASSIFICATIONS AND RATES OF PAY

Effective Date: December 21, 2013.

		After <u>Start</u>	After <u>Probation</u>	After <u>12 months</u>	After <u>24 months</u>
		(OR EQUIVALENT HOURS WORKED)			
Farm Worker (Hourly Rates)	\$13.40	\$14.20	\$15.20	\$16.40	

In the case of employee Gordon Thoms, his hourly rate shall be:

Effective December 21, 2013 \$2.40/ hour

Effective December 21, 2014 \$2.80/ hour

Effective December 21, 2015 \$3.30/ hour

more than the listed "After 24 month" rates.

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