

Memorandum of Settlement

Between

Nutrien Ag Solutions (Canada) Inc.

(the "Company" or the "Employer")

and

Grain and General Services Union (ILWU Canada)

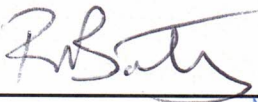
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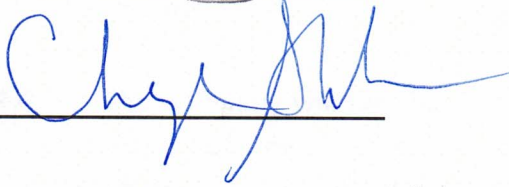
GSU Local 15 (Nutrien Ag Solutions – Operations & Regina Office Units)

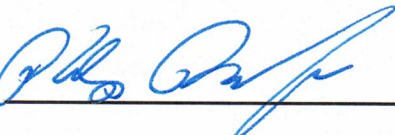
The parties agree that The Collective Agreement shall be amended in accordance with the attached document and is subject to ratification by their respective principals. The parties agree to recommend ratification.

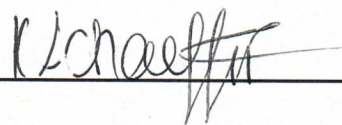
Signed at Regina, Saskatchewan this 1st day of October, 2020.

FOR THE EMPLOYER

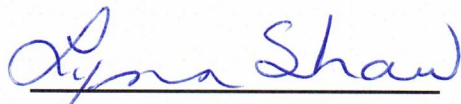





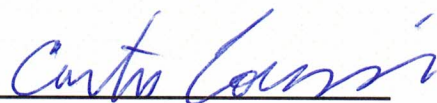


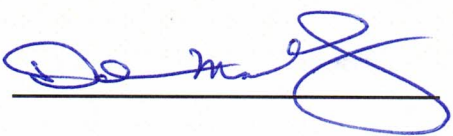


FOR THE UNION









ARTICLE 1 – SCOPE & DEFINITION

~~Crop Production Services (Canada)~~ **Nutrien Ag Solutions (Canada) Inc.** (hereinafter referred to as the “Company”) recognizes the Grain and General Services Union (ILWU • Canada) (hereinafter referred to as the “Union”) for the duration of this Agreement as the sole collective bargaining agent for purposes of collective bargaining in respect of wages/salaries and other conditions of employment on behalf of the employees of the Company **employed at** in the Company’s **locations** ~~Operations unit~~ as set out in the Certification Order **No. 218-18** of the Saskatchewan Labour Relations Board (~~which is Board Order No. 9959-U, or No. 168-16~~) and as this Order may be amended from time to time.

ARTICLE 4 – COMPANY RELATIONS

- 4.1 It is understood and agreed, inasmuch as the Company recognizes the Union as the employees’ bargaining agency, as evidence of good faith, the Union assumes responsibility for its members in their relations with the Company and will use its best efforts to have the employees’ responsibility under the contract carried out in letter and spirit and to have its members deliver a fair day’s work as called for by the position involved and the reasonable orders of the Company.
- 4.2 The Company shall provide bulletin boards in their facilities **and the Regina office** for official and legitimate union use.
- 4.3 The Company shall provide all employees with copies of appraisals and evaluations. Further, employees shall be given access to their personnel file and/or give a union representative permission to access their file.
- 4.4 The Company will not discriminate in its hiring and employment practices against persons by reason of age, race, creed, sex, religion, nationality, ancestry or place of origin, political affiliation, union activity, marital status, sexual orientation or physical disability.
- 4.5 The Union will not discriminate in its practices against persons by reason of age, race, creed, sex, religion, nationality, ancestry or place of origin, political affiliation, union activity, marital status, sexual orientation or physical disability.
- 4.6 The Company and the Union are committed to the creation of a workplace free of discrimination and the promotion of equality of opportunity for all employees. As such, the parties agree to work together to identify and remove barriers to the full participation of members of the four

designated groups as defined by the Employment Equity Act: women, people with disabilities, Aboriginal peoples, and visible minorities.

ARTICLE 5 – MAINTENANCE OF MEMBERSHIP

- 5.1 The Company agrees that as a condition of employment, membership dues or sums in lieu will be deducted from the wages/salaries earned by employees in the following categories:
- a) All employees for whom the Union has bargaining authority under this collective agreement.
 - b) All new employees under this collective agreement, as of their first complete pay period following commencement of employment.
- 5.2 Membership dues or sums in lieu so deducted from salaries shall be paid monthly to the General Secretary of the Union within fifteen calendar days following completion of the last payroll period in the calendar month, remittance to be supported by information with respect to each individual employee, including the period covered by the remittance for that employee.
- 5.3 The Company shall provide the General Secretary of the Union with staff change lists following each monthly pay period, which shall include the name, location, job title, ~~job family level~~ salary grade, salary, and effective date of all staff changes, including new hires.

ARTICLE 8 – BENEFIT PLANS

- 8.1 All eligible employees, ~~who have completed ninety (90) days service with the Company, shall be entitled to participate in the Company's benefit plans. and shall be enrolled on the first of the month following the completion of the ninety (90) day service period.~~

The Company shall give the Union sixty (60) days calendar notice of any change to the insurers or rearrangement of the benefit plans coverage. ~~and shall consult the Union prior to implementing any changes to the benefit plans.~~

8.2 Sick Leave & Short-Term Disability

- a) All employees shall be entitled to sick leave and short-term disability benefits in accordance with the Company Policy (as may be amended). The use of sick leave and Short-Term Disability shall be governed in accordance with Company Policy (as may be amended).
- b) The Company agrees that notwithstanding any changes to its Sick Leave and Short-Term Disability Policy, at a minimum eligible Employees will be entitled to:
 - i) Sick Leave: Fifteen (15) paid sick leave days a year. Sick leave cannot be carried over from year to year. Unused sick leave will not be paid out.
 - ii) Short-Term Disability: short-term disability payments on the following schedule:

Years of Service	Weeks at:	
	100%	66.67%
<1	2	15
1-3	5	12
4-6	8	9
7-9	10	7
>10	13	4

~~In the case of sickness or disability, all employees shall be entitled to benefits, as follows:~~

- ~~c) Employees shall earn and accumulate sick leave credits on the basis of one and one-quarter (1¼) days per month of continuous service from commencement of employment. Maximum accumulative sick leave credits shall be two hundred and fifty (250) working days.~~
- ~~b) Employees who are entitled to payment of wages/salaries during sick leave shall be paid at the rate of pay that would apply if the employee were not absent on sick leave to the limit of his/her accumulated sick leave credits and to a maximum of one hundred and nineteen (119) calendar days in any one illness.~~

- ~~c) All sick leave usage under this Plan shall be deducted from accumulated sick leave credits.~~
- b) Sickness and disability allowance payments shall not extend beyond normal retirement age.
- ~~d) When sick leave allowance payments have expired, an employee may be granted leave of absence without pay as provided for in Article 13.~~
- ~~e) Sick leave allowance payments for the first day of any sickness may be withheld at the discretion of the Company.~~
- c) All recipients of sickness and disability allowance payments must provide on request of the Company, medical reports of their condition.
- ~~d) An employee on sick leave shall only accumulate vacation credits for the first two (2) months of sick leave.~~
- e) The regular rate of pay, which an employee is receiving at time of illness, shall be used in determining benefits under this Plan.
- e) Sickness and disability allowance payments under this Plan will not apply to any employees receiving compensation under *The Workers' Compensation Act*, 2013.

~~8.3 Short Term Disability~~

- ~~a) All employees shall be eligible for short term disability benefits, which will be governed by Company Policy.~~
- ~~b) Employees shall be eligible for short term disability benefits in the amount of 66%% of regular earnings to a maximum earnings ceiling of the Employment Insurance Act at the time of disability, for (a) the period of absence due to sickness in excess of a two week waiting period in any one illness, or (b) where sick leave credits in Article 8.2 exceed two (2) weeks, benefits from this plan shall commence at the expiration of sick leave credits in Article 8.2.~~
- ~~c) Maximum benefit payable in any one illness shall be for fifteen (15) weeks or for one hundred and five (105) calendar days.~~

- ~~b) — Benefits under this plan shall be reinstated immediately on return of an employee to work following an illness.~~
- ~~c) — Benefits under this plan shall not extend beyond normal retirement age.~~
- ~~d) — The regular rate of pay, which an employee is receiving at time of illness, shall be used in determining benefits under this Plan.~~
- ~~e) — All recipients of benefits under this Plan must provide, on request of the Company, medical reports on their condition.~~
- ~~f) — An employee on sick and/or short term disability shall only accumulate vacation credits for the first two (2) months eight (8) weeks of combined sick and short term disability leave.~~
- ~~g) — Benefits under this Plan shall not apply to any employee receiving compensation under *The Workers' Compensation Act, 2013*.~~

ARTICLE 9 – PENSION PLAN

- 9.1 All Regular Full-Time and Regular Part-Time employees shall, as a condition of employment, participate in a defined contribution pension plan **as** maintained by the Company and governed in accordance with the plan text. These eligible employees shall be enrolled in the plan **effective the date of hire with the Company.** ~~the first day of the month following completion of ninety (90) day service period.~~

The Company agrees that notwithstanding any changes to the Company pension plan (including contribution rates), the plan will at a minimum provide that the Company will match 100% of eligible Employee's contributions, to a maximum of 6%.

~~Participating employees will each contribute five percent (5%) of earnings to the plan. The Company will contribute six percent (6%) of an employees earnings to the plan.~~

~~"Earnings" as used in this clause shall mean the regular remuneration paid by the Company, excluding overtime, shift differential, pay in lieu of vacation and bonus or incentive pay.~~

ARTICLE 11 – WORKERS’ COMPENSATION

- 11.1 In all cases of temporary total disability, as defined by the Worker’s Compensation Board in its administration of *The Workers’ Compensation Act, 2013*, sustained by an employee as a result of an occupational injury covered by the Act, the Company agrees to continue to pay the employee an amount equal to his/her net earnings (after income tax) prior to injury during the period of such disability and negotiated increases whilst he/she is receiving full compensation from the Workers’ Compensation Board and retain the compensation received from the Board.
- 11.2 In the event the Workers’ Compensation Board reduces compensation payments below one hundred percent (100%), salary payments will be adjusted to the percentage of compensation as determined by the Board.
- 11.3 An employee on Workers’ Compensation shall only accumulate vacation credits ~~for the first~~ **to a maximum of twenty-six weeks.** ~~two (2) months.~~
- 11.4 The Company and the Union agree it is in the best interests of employees to return to work as soon as reasonably possible following compensable illness or injury. Employees will be offered and are expected to participate in a return to work plan when appropriate to do so. The return to work plan will be designed in conjunction with the employee, the supervisor, the employee’s physician and the employee’s union representative. The employee will continue to receive benefits of the Article during the return to work plan.
- 11.5 An employee’s participation in a return to work plan will not result in the layoff of other Company employees.

ARTICLE 12 – SENIORITY

Vacancies

- 12.1 When the Company determines it necessary to fill a vacant position within the scope of this Agreement, the position shall be posted **(except in the case of transfers to vacancies that are fifty (50) kilometers or less)**. Vacancies will be open to applicants for five (5) working days. It will be the policy of the Company that in filling posted positions, employees of the Company shall be given first consideration.

- 12.2 Notices of such vacancies shall be available on the Company's intranet site, **as well as the Company's Job Board.** ~~and shall be provided to the Union office.~~ **Upon request, the Company shall provide copies of the notice.**
- 12.3 Notices of vacancies will contain information pertinent to the position being posted such as salary grade and location.
- 12.4 The Company, in its sole discretion, may elect to fill a vacancy to a position by transfer. The Union may make representation to the Company where the circumstances of the transfer warrant such representation.
- 12.5 When filling vacancies, ability, qualifications and merit as determined by the Company shall be the governing factors.

Layoffs

- 12.6 In the event of a layoff, the Company shall, generally on a location basis, retain the employees who, based on ability, qualifications and merit are determined by the Company to be best suited for the positions and in the event two or more candidates are relatively equal, the Company will retain the employee with the greater seniority. Recall from layoff will be done on the same basis.
- 12.7 The Company will make a reasonable effort to provide fourteen (14) calendar days written notice of layoff and in any event such notice will not be less than that required under the *Saskatchewan Employment Act*.
- 12.8 An employee who is laid off shall endeavor to obtain an alternate position by bidding on vacancies in accordance with Article 12.5. Bumping shall not be permitted.
- 12.9 An employee who obtains an alternative position in accordance with Article 12.8 shall have his/her wage/salary maintained in accordance with Article 16.
- 12.10 The Company will continue benefit plans while on layoff provided the employee pays the employee contribution to the plan.

Recall

- 12.11 In the event that an employee is recalled to work while on layoff, the date of layoff will remain until such time as an employee works a minimum of forty (40) consecutive regular hours after the recall.
- 12.12 Regular employees on layoff will maintain their official employment start date and have recall rights for twelve (12) months after which their employment will be deemed to be terminated and they will receive a Company paid severance allowance calculated on the basis of two (2) week's pay per year of service, prorated for partial years and part-time service.
- 12.13 When an employee is to be recalled to work, the Company will attempt to contact the employee by telephone. If telephone contact is not made, then a recall notice will be sent by registered mail to the employee's last known address. If the employee does not respond in person or by telephone or email to the appropriate Manager within seven (7) calendar days of the recall notice being mailed, the employee will lose his/her recall rights and employment will terminate.
- 12.14 An employee shall lose his/her seniority if he/she:
- a) Retires;
 - b) Resigns;
 - c) Is terminated in accordance with Articles 12.12 and/or 12.13;
 - d) Is dismissed for just cause; or
 - e) Fails to report for three (3) consecutive shifts except for circumstances beyond the employee's control. Nothing in this clause shall restrict the right of the Company to dismiss an employee who is AWOL.

ARTICLE 13 – LEAVES OF ABSENCE

13.1 General Leave of Absence

- a) Leave of absence without pay may be granted to employees for valid reasons as set out by Company policy.

- b) An employee on general leave of absence shall not ~~accumulate sick leave credits, or~~ earn vacation but shall retain the seniority, ~~sick leave credits,~~ and vacation credits earned prior to commencing leave of absence.
- c) Employees have the option of continuing their benefit coverage during the leave, in accordance with Company policy.
- d) Employees on leave of absence shall be required to apply for any extension.

13.2 Maternity/Adoption/Parental Leave

- a) In accordance with the *Saskatchewan Employment Act* an employee shall be granted maternity, adoption, and/or parental leave of absence without pay.
- b) **Maternity/Adoption and Parental leaves and/or Supplemental Unemployment Benefits (SUB) shall ~~may~~ be offered to eligible employees. Any SUB allowance and/or leaves will be granted and governed in accordance with the Company Policy.**
- c) **An employee on Maternity/Adoption and Parental leaves shall accumulate vacation credits as per the Company Policy.**
- b) ~~Employees on maternity, adoption and/or parental leave will continue to accrue annual vacation credits for up to for the period of paid top up eight weeks two (2) months of the leave. For clarity, an employee can only accrue vacation credits for a maximum of period eight (8) weeks two (2) months during the entire leave.~~
- e) ~~Employees on one of either maternity, adoption and/or parental leave will continue to accrue sick leave credits for the first two (2) months of the leave. For clarity, an employee can only accrue sick leave credits for a maximum of two (2) months during the entire leave.~~

~~13.3 Pressing Necessity Leave~~

~~Leave of absence with pay chargeable to an employee's sick leave credits shall be granted for the purpose of attending to an emergent situation which is unforeseen and requires their immediate attention. This shall include emergent and unforeseen situations which require the employee to attend to their spouse, child or parent. Pressing necessity leave is to be utilized for a maximum of one (1) day per occurrence. Further time off by the employee to attend to the situation is considered at their discretion and will be taken as vacation, time in lieu, General Leave of Absence, or any applicable leave as directed by policy.~~

13.3 Paid Personal Leave

Paid Personal Leave may be granted to employees in accordance with Company Policy. The Company agrees that notwithstanding any changes to its Policy, Employees will be eligible for a minimum of 24 hours of Paid Personal Leave per year (pro-rated). The eligibility and use of such Paid Personal leave shall be governed in accordance with Company Policy.

13.4 Paid Volunteer Day

Paid Volunteer Day may be granted to employees in accordance with the Company Policy. The eligibility and use of the Paid Volunteer Day shall be governed in accordance with Company Policy.

13.5 Bereavement Leave

Leave of absence with pay up to three (3) days shall be granted to employees for the purpose of arranging or attending the funeral of members of his/her immediate family. Where major travel or special circumstances are involved, approval may be given to extend the three-day limit to five (5) days. Immediate family shall be defined to include only the employee's mother, father, mother-in-law, father-in-law, spouse (including common-law relationships), daughter, son, sister, brother, sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, grandmother, grandfather, grandchild, and spouse's grandparents, or equivalent relationship.

~~13.5 Serious Illness Leave~~

~~In the event an employee's presence is required to attend to a spouse's, parent's, or child's serious illness, injury or physical or mental condition that requires medical care, leave of absence with pay up to three (3) days will be granted. Eligible time includes time to be with the family member while they are undergoing medical treatment in a medical facility and/or time to attend to the family member at home after such treatment. Where major travel or special circumstances are involved, approval may be given to extend the three (3) day limit to five (5) days. Use will be monitored and may be withheld at the discretion of the Company if excessive.~~

13.6 Jury Leave

In keeping with the policy that an employee not suffer a loss of pay while serving as a juror, the remuneration to be received by the employee on any working day the employee reports for or serves on jury duty shall be regular rate of pay for the day less jury duty fees receivable for that day.

13.7 Union Leave

- a) The Company shall provide leave of absence with pay for three (3) bargaining unit employees to a maximum of eight (8) days each for attending negotiations.
- b) Subject to operational requirements, additional leave shall be granted as requested by the Union. No employee shall experience any loss or interruption in pay, benefits, service or seniority while on such a leave. The Company shall bill the Union for the cost of such additional leave within thirty (30) calendar days of its occurrence.
- c) Subject to operational requirements, leaves of absence shall also be granted to elected officers and delegates to attend to the business of the Union. No elected officer or delegate shall suffer any loss or interruption of pay, benefits, service or seniority while on such a leave. The Company shall bill the Union for the cost of such additional leave within thirty (30) calendar days of its occurrence.
- d) No employee representative appointed or elected by the Union's members for the purpose of attending grievance or disciplinary meetings or other meetings provided for under this agreement shall suffer any loss or interruption of pay, benefits, service or seniority while attending such meetings.

13.8 Military Leave

Employees who have at least one (1) year of service with the Company shall be entitled to up to two (2) weeks leave of absence without pay per year for the purpose of serving as a member of the Canadian Armed Forces. Leaves beyond two (2) weeks in any year may be granted at the discretion of the Company. Upon return from Military Leave, the employee shall be placed in the same or similar position with the same rate of pay as they occupied prior to the leave.

ARTICLE 14 – SUPPLEMENTAL **UNEMPLOYMENT BENEFIT (**SUB**) PLAN**

- 14.1 During the term of the Collective Agreement, employees who are laid off work shall receive a Supplemental **Un**employment Benefit allowance from the Company, which altogether with Employment Insurance benefits shall equal seventy-five percent (75%) of the employee's normal weekly earnings, less overtime and other premium payments.

The terms governing payment of the **SUB** shall conform to the requirements of the Canada Employment Insurance Commission (C.E.I.C.) and shall include the following provisions:

- a) An employee must have completed a minimum of five-hundred and twenty (520) working days of service with the Company at date of layoff in order to qualify for SUB benefits. Eligibility is as follows:

Working days with the Comp.	Eligible weeks of SUB
Less than 520	0 weeks
520-779	13 weeks
780-1039	20 weeks
1040 or more	26 weeks

- b) **SUB** benefits will be payable only to those employees on layoff who are eligible for and where applicable, have received Employment Insurance benefits in each week of layoff. A week of layoff shall mean a period of seven (7) consecutive days commencing on and including Sunday.
- c) An employee must ~~apply to the Company and~~ provide the necessary proof of eligibility for **SUB** in a manner acceptable to the Company.
- d) An employee shall not be entitled to **SUB** after:
- i) He/she has refused a call back to work in accordance with the provisions of the Collective Agreement; or
 - ii) He/she is receiving sickness and accident indemnity payments under the Company plan, Workers' Compensation or severance pay in any week of layoff.
- e) The benefit level paid under this plan is set at seventy-five percent (75%) of the employee's normal weekly salary. It is understood that in any one week the total amount of **SUB**, Employment insurance gross benefits and any other earnings received by the employees will not exceed ninety-five percent (95%) of the employee's normal weekly earnings.
- f) No employee shall be paid **SUB** for more than twenty-six (26) weeks.
- g) The payment of benefits to employees on layoff will be made **on the next regular payroll, following proof of EI payment.** ~~by the Company on a "pay as you go" basis separate from the regular payroll.~~

- h) ~~Employees who are laid off shall have the right to defer receipt of vacation pay until a time subsequent to recall to work. This does not imply they have right to take vacation time after they return to work.~~
- i) Service Canada will be advised in writing of any change to the plan within thirty (30) days of the effective date of the change. Payments of guaranteed annual remuneration, deferred remuneration, or severance pay will not be reduced or increased by payments received under the SUB plan.

ARTICLE 18 – HOURS OF WORK AND OVERTIME

18.1 Hours of Work

The Company retains the right to schedule hours of work of employees as is necessary to ensure efficient operations and to provide coverage for the determined hours of operation.

18.2 Regular Work Schedules and Modified Work Week Schedules

Regular work schedules for employees shall be defined as five (5) days per week consisting of eight (8) hours per day and forty (40) hours per week.

The Company may implement modified work schedules or schedules with variable hours of work per day provided the Union is notified and the affected employees agree to vary or modify their hours of work as provided in the *Saskatchewan Employment Act*.

Subject to section 18.5 below, the typical workweek shall consist of forty (40) hours of work paid at the employee's straight hourly rate and the work day shall normally consist of eight (8) hours work paid at the straight time hourly rate.

18.3 Scheduled Days of Rest

As a norm, full-time employees shall be entitled to two (2) consecutive days of rest each week except where schedule changes or shift rotation occur resulting in one (1) day of rest at the time of the change.

18.4 Overtime

Overtime for full-time employees is defined as time worked in excess of an employee's regularly scheduled hours of work.

- 1) Where the employee is eligible for overtime, he/she shall be paid at the rate of one-half (1.5) times the employee's regular rate of pay on the following basis:
 - a. For the first four (4) hours of work in excess of the employee's regularly scheduled shift on a scheduled day of work; and
 - b. For the first twelve (12) hours on a day of rest.
- 2) Where the employee is eligible, overtime at the rate of two (2) times the employees' regular rate of pay shall be paid on the following basis:
 - a. For all hours in excess of those worked in 1(a) above on a scheduled day of work; and
 - b. For all hours worked in excess of twelve (12) hours on a day of rest.

~~Assistant Managers or higher classified employees are not eligible for double time.~~

When the needs of the operation require it, employees may be required to work overtime. However, all overtime is voluntary after an employee has worked twelve (12) hours in any shift or forty-four (44) hours in any week.

Employees shall be paid for all overtime worked at the appropriate overtime rate of pay as described in this Article. However, with the agreement of the Company, employees may bank their overtime worked, at the appropriate overtime rate, to be taken to as paid time off work.

18.5 Averaging

The hours worked by employees may be averaged over four (4) weeks or a longer period provided the Union and affected employees are informed of the circumstances and terms of the proposed averaging; and, provided the affected employees approve of the averaging as provided in the *Saskatchewan Employment Act* with respect to modified work schedules.

The hours worked by employees in the Assistant Manager ~~or higher positions~~ may be averaged over an eight (8) week period. All hours worked in excess of 320 hours in the eight (8) week

period shall be deemed to be overtime work and shall be paid for or banked at the rate of one and one half times (1 ½ X) the employee's regular rate of pay as directed by the employee.

18.6 Maximum and Minimum

The hours of work as stated in this Article are not to be construed as a guaranteed minimum of hours to be worked.

18.7 General/Statutory Pay for Modified Work Week Schedules

Employees working a Modified Work Week Shift Schedule or whose work is averaged over multiple weeks as described in Article 18.5 shall receive eight (8) hours pay at their regular rate in addition to overtime at the rate of one and a half times (1½ X) their regular rate of pay for all hours worked on a general holiday. Such employees who do not work on a general holiday, will receive eight (8) hours pay at their regular rate of pay.

ARTICLE 21 – VACATIONS

21.1 Vacation is to be taken at times mutually agreed to between the employee and her/his supervisor. Vacation will be paid at an employee's regular rate of pay.

21.2 At the end of each calendar year, the Company may pay out an employee's unused vacation, in excess of forty (40) hours, unless the employee has received approval to carryover a greater amount of unused vacation.

21.3 For employees on leave and/or layoff, if the leave and/or layoff crosses calendar years, any unused vacation from the prior calendar year, in excess of forty (40) hours, will be paid out upon their return to work.

21.4 Vacation Entitlement

- a) Subject to Article 21.1, employees shall be entitled to the following vacation with pay each year:

Years of Service	Equivalent Weeks
0-4 0-7	3
5-9 8-14	4
10+ 15+	5

Employees shall progress to the next annual vacation threshold at the beginning of the calendar year of their ~~8th~~ ~~5th~~ and ~~15th~~ ~~10th~~ year of service with the Company.

- b) **The ability to purchase vacation shall be governed in accordance with the Company Policy.**
- c) Any employee who was earning six (6) weeks of vacation per year as of the commencement of this agreement will continue to earn six (6) weeks of vacation per year.

21.5 Vacation Pay on Overtime Worked

In addition to the above Vacation Entitlement, employees will earn vacation pay on overtime worked at the same rate as their vacation accrual rate up to a maximum of eight percent (8%).

21.6 Payout of Vacation Earnings upon Termination of Employment

In the case of termination of employment, the Company shall pay to the employee any vacation pay owing to him/her in respect of any prior completed year of employment plus the vacation pay owing to him/her for the current year.

If an employee's vacation is in a negative balance at the date of termination they will be required to repay amounts owing.

- 21.7 When vacation pay is paid out rather than being taken as vacation, the payout shall be based on the employee's accrual rate at their rate of pay at the time of payout.

ARTICLE 23 – TRADES TRAINING ALLOWANCE – AGREED TO JANUARY 7, 2020

- ~~23.1 At the end of each apprenticeship term the Company agrees to pay an allowance equal to the difference between what the employee would normally receive under employment insurance benefits and previous employment earnings for the standard work week to employees who successfully complete that session's trades training and return to the employment of the Company.~~
- ~~23.2 Payment will be made only for those apprenticeships and/or training arrangements approved by the Company. The Company shall determine the required amount of trade certified employees based on business/service demands.~~
- ~~23.3 Requests for a leave of absence to attend trades training and requests for the trades training allowance shall be submitted in writing by the employee to appropriate management personnel.~~
- ~~23.4 Payment of amounts set out in paragraph 23.1 above shall be paid in a lump sum allowance upon return to work at the end of each session. Employees requesting the allowance shall be required to submit proof of successful course completion and employment insurance benefit receipts. Calculation of previous employment earnings shall be based on forty (40) hours pay per week and will not include overtime pay.~~
- ~~23.5 In the event an employee has made arrangements for approved course attendance and a layoff is invoked the employee will be entitled to benefits under this provision subject to the conditions referred to above.~~
- ~~23.6 In the event an employee's session of training ends while he/she is subject to recall from layoff, the employee will receive payment of the allowance referred to in 23.1 above upon the return from layoff, unless determined otherwise by employment insurance regulations.~~
- ~~23.7 The application and administration of the trades training allowance shall be reviewed annually by the Company and the Union jointly by April 30 to consider and/or incorporate employment insurance benefit changes that impact payment of the allowance described herein.~~
- ~~23.8 Employees who receive payments under these provisions and leave the Company on their own accord shall be required to pay the Company an amount equal to their training allowance less \$2,500 for each six months of employment since the training.~~

ARTICLE 24 – POSITION ELIMINATION

24.1 In the event the Company plans to eliminate positions, the Company shall give the Union and the affected employees a minimum of one-hundred and twenty (120) calendar days' notice or pay in lieu of a portion thereof or the entirety of such to the employee.

When the notice referred to above indicates that ten percent (10%) or more of the employees are negatively affected, the Company and the Union agree to meet within thirty (30) days to review the opportunities and options available to employees notwithstanding that a collective agreement is in place.

For clarity, this article is intended to apply to internal Company reorganizations that result in the elimination of positions and is not applicable in the case of successorship, which shall be administered pursuant to the *Saskatchewan Employment Act*.

This article does not apply in the case of transfers that are 50kms or less.

24.2 Position elimination will not become effective until after the notice period is complete.

24.3 An employee who receives notice of position elimination or layoff in accordance with this Article, shall have the right to receive Company-paid severance pay which shall be two (2) weeks' pay for each year of service, pro-rated for partial years. For the purposes of severance, service shall include all continuous service with the Company.

24.4 An employee who receives notice of position elimination may endeavor to obtain an alternate position by bidding on vacancies in accordance with Article 12.

24.5 An employee who receives notice of position elimination in accordance with this Article who does not obtain another permanent position with the Company prior to their employment termination date shall have the right to receive severance pay. Employees shall have the option of:

- a) Receiving severance and terminating employment upon completion of the notice period;
or
- b) Deferring the employment termination date and receipt of severance for six (6) months and receiving Supplemental Unemployment Benefits (SUB) in accordance with Article 14.

- i) This option shall not extend the period of employment for purposes of severance calculation.
- ii) Employees who choose this option and accept a permanent position with the Company prior to their employment termination date will not be eligible to receive severance.

24.6 The Company shall notify employees on lay-off of any vacancies occurring in the bargaining unit subject to the employee ensuring the Company is provided with a current telephone number and mailing address, including an email address.

ARTICLE 26 – PART-TIME EMPLOYEES

26.1 Seniority for part-time employees will be calculated on the basis of eight (8) hours of work equaling one day service and shall, on completion of the probationary period, be counted from date of commencement.

~~26.2 Sick leave entitlements for part time employees will be earned on the basis of one and one quarter (1¼) day's entitlement (10 hours) for each one hundred and seventy-three (173) hours worked after achieving part time status and will be available to the employee to maintain income for any scheduled work lost due to illness or injury.~~

26.3 Part-time employees will pay Union dues in accordance with the provisions herein.

26.4 Upon **hire**, ~~completion of ninety (90) working days~~, a part-time employee working at least fifteen (15) hours per week (averaged over the shift cycle), shall have access to **both the Pension plan and the benefit plans and the Pension plan** referenced in Article 8 - Benefit Plans **and Article 9 – Pension Plan**.

~~26.5 Part-time employees will not contribute to the pension plan until completion of ninety (90) days of service and shall be enrolled on the first of the month following the completion of the ninety (90) day service period referenced in Article 9 – Pension Plan.~~

ARTICLE 27 – EFFECTIVE DATE AND DURATION OF AGREEMENT

Subject to ratification by the parties:

This Agreement shall be effective from the 1st day of ~~November, 2015~~ **January, 2020** and shall be valid until the 31st day of December, **2024**, and thereafter from year to year unless a written notice is given by either party within the period of four months immediately preceding the date of expiration of the term of the Collective Agreement, of their desire to terminate this Agreement or negotiate a revision thereof, in which case this Agreement shall remain in effect without prejudice to any retroactive clause of a new Agreement until negotiations for revision or amendments hereto have been concluded and a new Agreement superseding this Agreement has been duly executed.

The amendments to the Collective Agreement, unless otherwise agreed, are effective upon the date of ratification by the parties.

SCHEDULE A

Employees shall be paid in the following salary ranges according to the salary grade. An employee's pay level within the range for the employee's salary grade will be determined based on the employee's demonstrated performance. The parties recognize the salary ranges and the salary paid to individual employees are minimums.

In the event of job reclassification, employees will be moved into the appropriate salary grade and be paid in accordance with the corresponding salary range. In cases where employees are being paid a wage/salary below that of the new salary range, they shall be brought up to the minimum of the new salary range. In cases where employees are being paid a wage/salary above that of the new salary range, their salary shall be red circled until such time as their wage/salary is within the salary range, however, they will be provided with a lump sum payment in lieu of their annual wage/salary increase.

Those employees who have been trained pursuant to the Company's "Train the Trainer" Program, shall receive an additional one hundred dollars (\$100.00) per day, when facilitating scheduled Divisional Operational Training.

The Company reserves the right to implement employee retention programs, share purchase programs, incentive plans and market supplement programs in its sole and absolute discretion.

Salary Grades and Ranges

Grade	Minimum Annual	Mid-Annual	Maximum Annual
1	\$36,192	\$51,607	\$67,022
2	\$41,682	\$59,414	\$77,145
3	\$48,341	\$68,968	\$89,595
4	\$56,156	\$80,042	\$103,927
5	\$68,791	\$98,115	\$127,439

Job Positions In-Scope:

Job Title	Le	Area
Administrator, Retail Credit Canada	1	Regina Office
Clerk Seed Plant/Lab	1	Country Ops
Customer Service Representative	1	Country Ops
Operations Support	1	Country Ops
Technician I	1	Country Ops
Warehouse Worker	1	Country Ops
Seed Analyst II	2	Country Ops
Technician II	2	Country Ops
Agronomist	3	Country Ops
Crop Production Advisor Trainee	3	Country Ops
Operations Lead	3	Country Ops
Technician III	3	Country Ops
Assistant Manager	4	Country Ops
Crop Production Advisor	4	Country Ops
Seed Quality Assurance Coordinator Advisor, Canada Seed Regulatory	4	Country Ops
Branch Manager	5	Country Ops
Leasing Administrator	1	Regina Office
Collections Coordinator	3	Regina Office
Credit Analyst /Trainer	3	Regina Office

The following adjustments will be made to compensation:

1. Effective the ~~eight~~ **eight** ~~first full~~ pay period in ~~2020 April, 2016~~, the Company shall pay an aggregate salary increase to be determined in advance of the annual pay for performance program based on market. This aggregate increase shall be no less than **2.0%**. The aggregate salary increase will be payable to employees covered by this agreement and shall be added to the recipient employees' rates of pay. The amounts provided to individual employees will be based on each employee's demonstrated performance for the previous fiscal year.
2. Effective the ~~eight~~ **eight** ~~first full~~ pay period in ~~2021 April, 2017~~, the Company shall pay an aggregate salary increase to be determined in advance of the annual pay for performance program based on market. This aggregate increase shall be no less than **2.0%**. The aggregate salary increase will be payable to employees covered by this agreement and shall be added to the recipient employees rates of pay. The amounts provided to individual employees will be based on each employee's demonstrated performance for the previous fiscal year.
3. Effective the ~~eight~~ **eight** ~~first full~~ pay period in ~~2022 April, 2018~~, the Company shall pay an aggregate salary increase to be determined in advance of the annual pay for performance program based on market. This aggregate increase shall be no less than **2.0%**. The aggregate salary increase will be payable to employees covered by this agreement and shall be added to the recipient employees rates of pay. The amounts provided to individual employees will be based on each employee's demonstrated performance for the previous fiscal year.
4. Effective the ~~eight~~ **eight** ~~first full~~ pay period in ~~2023 April, 2019~~, the Company shall pay an aggregate salary increase to be determined in advance of the annual pay for performance program based on market. This aggregate increase shall be no less than **2.25%**. The aggregate salary increase will be payable to employees covered by this agreement and shall be added to the recipient employees rates of pay. The amounts provided to individual employees will be based on each employee's demonstrated performance for the previous fiscal year.
5. Effective the ~~eight~~ **eight** ~~first full~~ pay period in ~~2024 April, 2019~~, the Company shall pay an aggregate salary increase to be determined in advance of the annual pay for performance program based on market. This aggregate increase shall be no less than **2.5%**. The aggregate salary increase will be payable to employees covered by this agreement and shall be added to the recipient employees rates of pay. The amounts provided to individual employees will be based on each employee's demonstrated performance for the previous fiscal year.

The following language will not form part of the collective agreement, however the Company agrees that:

- The bargaining unit office staff will be compensated for a 40-hour work week.
- The Company will provide a list to the Union of all employees and their vacation entitlement, along with their modified vacation accrual date for vacation purposes.
- Any employees who have received a salary increase in 2020 based on 2019 performance results, shall not receive the salary increase in Schedule A for the 2020 year.
- Pension plan amendments will be effective the first full pay period after ratification.
- Salary increases will be retroactive to March 29th, 2020.