

Grain and General Services Union (ILWU• Canada)

Bargaining Proposals
to Amend and Renew the Collective Agreement
between
Richardson International Limited
And
Grain and General Services Union (ILWU• Canada)

December 14, 2021



The following agreement renewal bargaining proposals are based on policy direction given by members of GSU and adopted by their duly elected representatives. These bargaining proposals are submitted on a without prejudice basis to the right of the GSU bargaining committee to amend, modify, set aside or introduce new proposals as required or in response.

Article 8 - Benefit Plans

1. GSU proposes that the group benefit plans be amended to enable employees to increase the health spending account to \$500 per year and enable accumulation of same for up to 5 years. In addition, GSU proposes that the annual maximums for paramedical coverage and mental health coverage be increased to the same amounts and maximums as are in effect for non-union employees.
2. GSU proposes that section 8.1 of Article 8 be amended to provide that employees who retire from the Company will be able to convert their extended health insurance benefits coverage to individual coverage at the group insurance rates and that the Company will pay the premiums for employees who retire after 25 years service.
3. GSU proposes that Article 8, section 8.2 Sick Leave, be amended by deleting sub-section 8.2 d) and that section 8.3 Extended Sick leave be amended by deleting sub-section 8.3 d). Furthermore, GSU proposes that the collective agreement and any administrative policies of the Company be clarified to support the right of employees who are employed past the age of 65 to keep and accrue paid sick leave.

Article 9 - Pension Plan

4. GSU proposes to amend section 9.1 of Article 9 to increase employee and Company pension contributions to 6 percent and 7 percent respectively.

Article 10 - Health & Safety

5. GSU proposes that section 10.4 of Article 10 be amended to provide a Company-paid work boot allowance of \$250 per year.

Article 15 - Probation and Termination of Employment

6. GSU proposes to amend Article 15 by deleting section 15.2.

Article 18 - Hours of Work and Overtime

7. GSU proposes to amend section 18.1 Hours of Work to stipulate that when an employee's start time is changed with less than 24 hours' notice they shall be entitled to report for work at their originally scheduled start time or to be paid at the rate of time-and-a-half (1.5X) for all hours work in the shift commencing with the changed start time.

8. GSU proposes to amend section 18.4 to provide that all overtime worked on a Saturday, Sunday or General Holiday shall be paid at double time (2X) and that employees who do not work on a general holiday will be paid for the number of hours equal to the regular hours of their daily work shift.

9. GSU also proposes to amend the last paragraph of section 18.4 to specify that employees may elect to bank overtime worked and carryover up to 80 hours from one year to the next.

Article 19 - Shift Differential, Call Out and Standby Pay

10. GSU proposes that section 19.5 Standby Pay be amended to provide 4 hours pay for each 8 hour period of standby duty.

Article 21 - Vacations

11. GSU proposes that Article 21.1 be amended to specify that employees shall be entitled to carryover up to 80 hours of unused vacation from one year to the next.

12. GSU also proposes to amend section 21.2 d) to provide for vacation accrual of six (6) weeks per year for all employees with 20 or more years' service.

Article 25 - Scale of Wages and Schedule A

13. GSU proposes to amend the current collective agreement to provide an across the board general wage increase of 5 percent for all employees and to all current rates of pay set out in

Schedule A of the collective agreement effective January 1, 2022 and retroactive to that date and general wage increases of 5 percent effective January 1, 2023 and January 1, 2024.

14. GSU proposes to amend the compensation structure set out in Schedule A of the collective agreement by providing a service adjustment of 2 percent effective January 1, 2022 to the rate of pay of each employee with 10 or more years' service.

15. GSU proposes to amend the compensation structure set out in Schedule A of the collective agreement providing for annual pay increments on the employee's date of hire anniversary of 2 percent until employees have reached the maximum of the salary grade for their position.

16. GSU proposes to amend Schedule A by re-wording the Schedule wherever required to reflect the above amendments and by specifying that all employees in the bargaining unit will be included in the Company's annual bonus/incentive plan.

Article 27 – Effective Date and Duration of Agreement

17. GSU proposes to amend Article 27 to provide that the Collective Agreement shall be effective from January 1, 2022 to December 31, 2024.