

Memorandum of Settlement

Between

Discovery Co-op

And

Grain & General Services Union

Covering
Local 17 (Discovery Co-op)

Reached February 3, 2026

The above parties agree to implement the following changes to the Collective Agreement effective November 1, 2025, unless otherwise set out in the settlement. These terms are subject to ratification of the members of the Union.

Article 1– Definitions

1. The Parties agree;

Discovery Co-operative Ltd. (hereinafter referred to as “the Co-operative”) 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 employees of the Co-operative at the Farm Supply centre located at 10060 Hereford St, North Battleford, Saskatchewan, with the exception of the Agro Division Manager, ~~and the~~ Operations Manager **and the Manager Trainee.**

2. The Parties agree;

Seniority - Seniority commences at date of hire with the Co-operative and is only interrupted in accordance with Article 12.14. In the event of a common seniority date occurring in any competition, the tie will be broken based on years of experience with relevant agricultural companies. In the event that the tie is not broken by applying the foregoing, the tie will be broken based on the reverse alphabet of the last name. ~~A Board of Arbitration~~ **An Arbitrator** referred to in Article 7 hereof or such other appropriate authority shall have the power to reinstate service forfeited due to termination of employment.

For purposes of calculating seniority, the “Co-operative” includes all service earned with any predecessor company acquired or incorporated into Discovery Co-operative Limited

Article 6 – Grievances

3. The Parties agree to retitling the article to become **Grievances and Discipline.**

Amend as follows:

Step 1 – The grievance shall be taken up with the employee’s immediate manager, who shall render a decision within ten (10) working days of the receipt of the grievance. Executive grievances (those submitted by the Union organization rather than any an individual) shall dispense with step 1.

Step 2 – Within seven (7) working days of the receipt of the decision in step 1, the grievance shall be taken up with the ~~General Manager~~ **VP of People & Culture** or designate who shall render a decision within seven (7) working days.

Step 3 - A grievance is referred to arbitration by either party giving notice to the other in writing of their intention to do so. Such written notice shall be given within ten (10) working days of the receipt of decision at step 2, or from the expiry of the time limits at step 2, whichever is the earlier. Within seven (7) working days of receipt of such written notice, the General Secretary of the Union, and the ~~General Manager~~ **VP of People & Culture**, or their designates shall consult with regarding to appointing an Arbitrator. If the Union and the Company fail to agree on the appointment...

4. The Parties agree to the following changes:

6.1 The Co-operative and the Union agree that it is most desirable to resolve misunderstandings and disputes through discussions between the employee and the supervisor, and both the Co-operative and the Union shall encourage employees to discuss their complaints with their supervisors so as to resolve differences quickly and directly without necessarily having to resort to the following formal process.

~~All Employees may have benefit~~ **shall be given the option** of representation by union officials during **all investigations, discipline and grievances**, and similarly management representatives may have benefit of counsel. **If the employee**

refuses union representation it must be recorded in writing and notice sent to GSU.

Discipline, once determined necessary by the company, must be delivered to an employee within thirty (30) working days. This timeline may be extended with the agreement between the Union and the Company.

Formal grievances, whether individual or executive, shall be raised within ten (10) working days of the date on which the grievance becomes apparent, or ought to have become apparent. Grievances shall be in writing on the approved grievance form, must identify the specific clauses in the Collective Agreement that are being violated and provide specific details in writing with respect to the individuals whose rights have been violated and/or damages resulting from the breach of the Collective Agreement and shall be dealt with in the following manner without stoppage of work.

5. The Parties agree to additional language regarding harassment and violence investigations: In the event of harassment and violence in the workplace-the Co-operative shall provide the Union with all findings.

Article 7 – Arbitration Board

6. The parties agree to amend as follows:

The decision of the Arbitrator shall be final and binding upon the parties hereto and upon any employee or employees concerned. ~~If there is no decision by a majority of the Board, then the decision of the Chairperson shall be similarly final and binding.~~

No costs of any arbitration shall be ordered to or against either party, but each party shall be responsible for ~~the expenses and/or fees payable to its nominee and for~~ one-half the expenses and/or fees payable to the Arbitrator ~~the Chairperson of the Board.~~

Article 8 – Benefits

7. The parties agree to add;

Employees shall be entitled to participate in benefit plans subject to the terms and conditions of the plan

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

8. The parties agree to new language as 8.4

Retirement

An employee intending to retire shall provide the Co-operative with a minimum of thirty (30) days written notice of their retirement effective date.

Upon receipt of such notice, the Co-operative will take reasonable steps to initiate any applicable retirement processes in accordance with the terms of the plan.

9. 8.2 f) — The Parties agree to change the language to reference the request of a doctor's note or certificate if needed or requested.
10. The Parties agree to new language: 8.4 — ~~An employee shall have the right to Union representation to support them in the return to work process.~~

Article 10 – Health and Safety

11. The Parties agree to amend 10.4

Boot Allowance - It shall be a condition of employment that appropriate safety footwear be worn where designated by the Co-operative. Regular

employees at these worksites who are required to wear **CSA approved** safety footwear shall be reimbursed for the purchase of safety footwear with their Manager's approval to a maximum of **two hundred and fifty dollars (\$250.00)**, upon providing a receipt. For new employees, reimbursement will not be made until the employee passes probation.

12. The Parties agree to new language to put current practice into the CBA:
10.5

Clothing – Any special clothing or uniforms that the Co-operative requires the employees to use in the performance of their duties shall be determined and supplied to the employees concerned by the Co-operative.

Article 12 – Seniority

13. The parties agree to amend 12.13

Recall

When an employee is to be recalled to work, the Co-operative 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 their recall rights and employment will terminate. **Employees shall be responsible for keeping a current telephone number and contact address on file with the Co-operative.**

Article 13 – Leaves of Absence

14. The parties agree to amend Family Leave 13.3

Employees shall be allowed to take ~~three (3)~~ up to a maximum of five (5) days paid leave per year, chargeable to earned sick leave credits, to attend to family members, including but not limited to parental/school

requirements, medical, dental and other healthcare appointments of the employee or members of their immediate family.

15. The parties agree to amend;

13.4: Special leave of absence with pay shall be granted ~~a minimum of three (3) days, up~~ to a maximum of seven working days in cases of pressing emergency. Pressing emergency shall include death, serious accident or illness in the immediate family of an employee. Length of such leave shall be determined by the Co-operative, who will take into consideration emergency and travel time. ~~In case of death, the leave may be taken in two segments, within a six (6) month period. This is to enable an employee to deal with the death of an immediate family member of an employee, and a memorial service that may occur at a later date.~~

Immediate family shall be confined to spouse, mother, father, brother, sister, children of an employee, step-parent and step-children, grandparent, and grandchildren. Two days' leave of absence with pay will be granted to attend the funeral of an employee's mother-in-law, father-in-law, brother-in-law ~~and~~, sister-in-law ~~and~~ Grandparents-in-law.

Article 16 – Demotion Formula

16. The parties agree to amend;

When an employee is involuntarily demoted ~~and/or, their position is eliminated and they bid on and accept a demotion,~~ the following shall apply:

- a. The employee shall continue to receive the wage/salary being received prior to demotion for a period not to exceed six (6) months.

- b. Upon commencement of the seventh (7th) month, the employee's wage/salary shall be reduced to an appropriate rate within the range of the new position.

ARTICLE 17 – TEMPORARY PERFORMANCE OF HIGHER DUTY (TPHD)

- 17. The parties agree to remove;

~~17.3 After ninety (90) days of relief assignment, if the position is still vacant or the incumbent has not returned, it shall be posted as a temporary position unless otherwise agreed to by the Co-operative and the Union. Selection shall be subject to Article 12 – Seniority.~~

- 18. The parties agree to amend 17.4 as follows:

Experience obtained by an employee during temporary performance of higher duty shall not qualify the employee for promotion to a vacancy unless the temporary vacancy has been posted **and the employee meets the required qualifications for the position subject to Article 12.**

Article 18 – Hours of Work and Overtime

- 19. The parties agree to amend;

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.

~~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 (1.5 X) the employee's regular rate of pay as directed by the employee.~~

Article 21 – Vacations

20. The Parties agree to amend Article 21.2 to provide for accumulation of vacation to be:

- a) Employees who have not completed at least ~~seven (7)~~ six (6) years of service shall earn vacation at the rate of three (3) weeks per each full year of service.
- b) Employees who have completed ~~seven (7)~~ six (6) years of service shall in the years of service subsequent to the ~~seventh (7th)~~ sixth (6th) anniversary date of employment earn vacation at the rate of four (4) weeks per year.
- c) Employees who have completed ~~fifteen (15)~~ thirteen (13) years of service shall in the years of service subsequent to the ~~fifteenth (15th)~~ thirteenth (13th) anniversary date of employment earn vacation at the rate of five (5) weeks per year.
- d) 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. The Parties agree to a new Article 21.5: ~~There shall be no forfeiture of vacation accrued if unused by April 30.~~

Article 23 – Position Elimination

22. The Parties agree to amend Article 23.3 to include:

An employee who receives notice of position elimination or layoff in accordance with this Article shall have the right to receive Co-operative-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 Co-operative.

An employee that is eligible to receive severance payments shall have the amount paid in a lump sum.

Article 24 – Scale of Wages/Salaries, Job Titles, Salary Ranges and Classifications and Schedule A

23. The Parties agree to amend the current collective agreement to provide across the board annual general wage increases of **\$1.00 per hour** for all employees and to all current rates of pay set out in Schedule A of the collective agreement effective November 1, 2025. Further an additional **two point two five percent (2.25%)** be added to all current rates of pay set out in the salary schedule effective November 1, 2026, **and two percent (2.00%)** be added to all current rates of pay set out in the salary schedule effective November 1, 2027.

24. The Parties agree to amend the compensation structure set out in Schedule A of the collective agreement by increasing the minimum and maximum of each salary range **on November 1st 2025 no less than two percent (2.00%), no less than two point two five percent (2.25%) on November 1st 2026, and no less than two percent (2.00%) on November 1st 2027.**

Effective Nov 1, 2025 @ 2%		
Classification	Min	Max
Sr. Agronomist	\$ 73,554.24	\$ 114,925.44
Agronomist	\$ 71,429.58	\$ 106,848.06
Agronomy Summer Student	\$ 41,682.30	\$ 65,128.02
Facility Assistant I	\$ 41,682.30	\$ 65,128.02
Facility Assistant II	\$ 58,588.80	\$ 91,545.00
Facility Sales and Admin Office Administrator	\$ 41,682.30	\$ 65,128.02
Sales Representative trainee Ag Solutions Trainee	\$ 58,588.80	\$ 91,545.00
Sales Representative Ag Solutions Advisor	\$ 65,686.98	\$ 102,635.46
Seasonal Operations Worker	\$ 41,682.30	\$ 65,128.02
Jr. Agronomist	\$ 48,441.84	\$ 92,480.34
Fertilizer Plant Operator	\$ 65,686.98	\$ 102,635.46

Effective Nov 1, 2026 @ 2.25%		
Classification	Min	Max
Sr. Agronomist	\$ 75,209.21	\$ 117,511.26
Agronomist	\$ 73,036.75	\$ 109,252.14
Agronomy Summer Student	\$ 42,620.15	\$ 66,593.40
Facility Assistant I	\$ 42,620.15	\$ 66,593.40
Facility Assistant II	\$ 59,907.05	\$ 93,604.76
Facility Sales and Admin Office Administrator	\$ 42,620.15	\$ 66,593.40
Sales Representative trainee Ag Solutions Trainee	\$ 59,907.05	\$ 93,604.76
Sales Representative Ag Solutions Advisor	\$ 67,164.94	\$ 104,944.76
Seasonal Operations Worker	\$ 42,620.15	\$ 66,593.40
Jr. Agronomist	\$ 49,531.78	\$ 94,561.15
Fertilizer Plant Operator	\$ 67,164.94	\$ 104,944.76

Effective Nov 1, 2027 @ 2%		
Classification	Min	Max
Sr. Agronomist	\$ 76,713.39	\$ 119,861.49
Agronomist	\$ 74,497.48	\$ 111,437.18
Agronomy Summer Student	\$ 43,472.55	\$ 67,925.27
Facility Assistant I	\$ 43,472.55	\$ 67,925.27
Facility Assistant II	\$ 61,105.19	\$ 95,476.86
Facility Sales and Admin Office Administrator	\$ 43,472.55	\$ 67,925.27
Sales Representative trainee Ag Solutions Trainee	\$ 61,105.19	\$ 95,476.86
Sales Representative Ag Solutions Advisor	\$ 68,508.24	\$ 107,043.65
Seasonal Operations Worker	\$ 43,472.55	\$ 67,925.27
Jr. Agronomist	\$ 50,522.42	\$ 96,452.37
Fertilizer Plant Operator	\$ 68,508.24	\$ 107,043.65

Article 26 – Effective Date and Duration of Agreement

25. The Parties agree that the term of agreement be **three (3)** years, effective November 1, 2025, valid until October 31, **2028**.

Schedule A

26. The Parties agree to amend the following job titles;

~~Facility Sales and Admin~~ to Office Administrator
~~Sales Representative trainee~~ to Ag Solutions Trainee
~~Sales Representative~~ to Ag Solutions Advisor

LETTER OF UNDERSTANDING #1 – Re: Wage Scale Market Adjustment

27. The parties agree to; Update wage scale under Schedule A to add Fertilizer Plan Operator classification as previously agreed to in LOU #1

and delete LOU #1 – Fertilizer plant operator due to incorporation into the CBA

Memorandum of Agreement

Additions to MOA, not included in the CBA

28. The Parties agree to adding a definition for ratification in a MOA:

Ratification – shall mean, once the tentative agreement is reached, and the majority of its members vote in favour of approval the agreement is ratified. Notice of ratification shall be sent to the company immediately following the ratification vote. Once ratified the agreement becomes legally binding by both the union and the company.

29. The Parties agree;

Eligible employees who are actively on payroll as of the Date of Ratification, will receive retroactive wages from November 1, 2025, to Date of Ratification.

Retro pay shall be made within ninety (90) calendar days following ratification of this Agreement, applicable statutory deductions shall apply.

30. The Parties agree;

One-time lump sum signing bonus: All full-time employees who are actively on payroll as of the date of ratification will receive five hundred dollars (\$500.00) net (after statutory deductions).

One-time lump sum signing bonus: All casual employees who are actively on payroll as of the date of ratification will receive one hundred and twenty-five dollars (\$125.00) net (after statutory deductions).

Signed _____ day of February 2026.

For Union:

Steve Torgerson



Jordan Cousins (Feb 12, 2026 14:58:30 CST)

For the Co-op:



Chinelo Kene-Arodiwe (Feb 11, 2026 13:48:41 CST)

Mike Nord





richard blais (Feb 11, 2026 15:03:40 CST)



2026.02.11 Discovery Co-op MOA

Final Audit Report

2026-02-12

Created:	2026-02-11
By:	Chinelo Kene-Arodiwe (chinelo.keneardiwe@fcl.crs)
Status:	Signed
Transaction ID:	CBJCHBCAABAABJ2eNxPedd9_OxJygTpRidqP7BO7nWxT
Documents:	2026.02.11 Discovery Co-op MOA.docx (14 pages)

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 Signer jordan@gsu.ca entered name at signing as Jordan Cousins
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 Agreement completed.
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