

Collective Bargaining Agreement Proposal

Information Sessions

The Union and the Company have come to an agreement through the mediation process. We are holding information sessions on the proposed changes to the Collective Bargaining Agreement to address any questions you may have.

These information sessions will be done simultaneously at the Union Office and streaming online via Zoom. Please use a link below to join us online for your preferred timeline. For online, you can join at any time during the session. If you wish to attend in person, please arrive before the meeting start time as the doors will close once the meeting begins.

For online, go to zoom.com, click on Meet, click on join a Meeting and enter the Id and passcode.

Tuesday June 23, 10:30 – 11:30am

Meeting ID: 869 0029 0445 Passcode: 509049

Tuesday June 23, 6:30pm – 7:30pm

Meeting ID: 863 4037 1334 Passcode: 581289

Wednesday June 24, 10:30 – 11:30am

Meeting ID: 869 0029 0445 Passcode: 509049

Wednesday June 24, 6:30pm – 7:30pm

Meeting ID: 863 4037 1334 Passcode: 581289

The ratification vote for the proposed changes to the Collective Bargaining Agreement will be on June 25th, 2026. Online and in-person voting options will be available. If you are receiving this email directly from UCCE you will automatically be registered to vote.

In Solidarity,

UCCE Bargaining Committee

Highlights for Memorandum of Agreement June 10, 2026.

Article 8.08 – increasing paid time from 2.5 to 3 hours when attending a meeting outside of scheduled time.

9.01 – Change language in formula for B classification requirements to association wide rather than each classification. Still require more 32's than 28's and more 28's than 24's.

9.35-9.45 – Changes to requirement to keep a paper call in list. No changes to requirement to call in seniority order.

9.50 - Language to address timely responses to RTO's. 4 weeks notice of RTO's moving down to 3 weeks notice.

10.45 (c) – addition to Supervisor language regarding Supervisors prior to Sept 14, 2017. Substantive for radius moves may change after being in new location for 24 months.

11.02 – Initial probation time changes to number of hours worked instead of days.

Article 14 – changes to streamline the process in the event of employee displacement (ie. Location closures or class eliminations etc). Reducing the recall list timeline as well as the decision timelines to 48 hours from presented offer of options.

Article 15 – removing the exceptions for benefits for C's that require hire dates before May 1, 1994, June 30, 2010 and October 3, 2013 that also required previous participation. Any current participants are grandfathered. Also clarification for those on unpaid LOA's on maintaining benefits.

Article 16.02 – sick time changes to max out at 750 hours. Current employees in excess of 750 hours will retain all acquired sick time.

- B employees can start accumulating sick time after 1 year instead of 3 years.

16.04 – LTD process clarification.

16.06 – sick time requirement for notes moves from 2 days to 3 days.

21.01 – remove last sentence for General Holidays language.

Term of Agreement – 2 year term from Nov 30, 2025 to Dec 4th 2027

Wage increases - 2% increase to all groups, levels and classifications (effective November 30, 2025) retroactive pay within 4 weeks of ratification.

-2.5% increase to all groups, levels and classification on Nov 29, 2026.

For complete language and details, please see attached Memorandum of Agreement

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MEMORANDUM OF AGREEMENT

BETWEEN:

UNION OF CALGARY CO-OP EMPLOYEES

(Hereinafter referred to as “the Union”)

AND:

CALGARY CO-OPERATIVE ASSOCIATION LTD.

(Hereinafter referred to as “the Employer”)

The Union and Employer agree the following shall amend the Collective Agreement, which expired on November 29, 2025, subject to ratification of the Union’s and Employer’s principals.

The Union and the Employer agree to recommend this Agreement to their respective principals.

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Article 2

Review and amend definitions as required based on agreed amendments to the collective agreement.

Article 3

Review and amend position titles to current titles.

Add new position titles that have been added during the term of the last collective agreement.

Article 8.04

Amend to read:

8.04 Paid rest periods shall be twenty (20) **or thirty-five (35) (where the breaks are combined)** uninterrupted minutes. It is understood that this time is comprised of fifteen (15) **or thirty (30)** minutes rest period and a total of five (5) minutes for the employee to get to and from their workstation at the start and end of the rest period. Rest periods for all Employees shall not start earlier than one and one half (1 ½) hours after the commencement of work and not later than one and one half (1 ½) hours before either the meal period or the end of the shift.

Article 8.08

Amend to read:

8.08 All staff meetings or training periods, where attendance is mandatory, shall be considered as time worked. Pay shall be given for time actually in attendance subject to a minimum of ~~two (2)~~ **three (3)** hours if not part of a regular shift. ~~A thirty (30) minute travel time allowance shall be given to Employees who had to travel to and from such meeting when they are not scheduled to work.~~

Article 8.09

Delete and renumber accordingly

~~8.09 All efforts shall be made to interview Employees during their scheduled hours. Employees, who are required to be interviewed during their unscheduled time, shall be paid for the actual time of the interview, at regular rates plus one half (½) hour travel time.~~

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Article 8.17

Amend to read:

8.17 All overtime hours shall be voluntary (with the exception of Emergency Situations **and mandatory and/or scheduled training with advance notice**) and shall be offered in Seniority order within the Classification in the centre/Location based upon availability.

Article 9.01

Amend to read:

GENERAL

9.01 There are three categories of Employees:

A –Full-time	40 hours per week (5 days x 8 hours)
B –Part-time	32, 28, 24 minimum guaranteed hours per week 32 and 24 minimum guaranteed hours per week for Liquor Stores only
C –Casuals	0 to 40 hours per week

All Category A and B Employees shall have a guarantee of hours.

For Food and Gas Bar Locations, the number of thirty-two (32) hour Positions shall be equal to or greater than the number of twenty-eight (28) hour Positions and the number of twenty-eight (28) hour Positions shall be equal to or greater than the number of twenty-four (24) hour Positions ~~in a Classification within Calgary Co-operative Association. The exception to this is in Classifications with less than eighty (80) Positions, within Calgary Co-operative Association, subject to change based on new centre/Location openings/closings (i.e. may start at twenty-eight (28) or be all twenty-four (24)).~~

For Liquor Locations only all category A and B Employees shall have a guarantee of hours. The number of thirty-two (32) hour Positions shall be a minimum of forty percent (40%) of all B category Positions and the number of twenty-four (24) hour Positions shall not exceed sixty percent (60%) of all B Category Positions in all Liquor Classifications combined within Calgary Co-op Wines Spirits Beer.

For Cannabis locations only all category A and B Employees shall have a guarantee of hours. The number of A and B positions shall be a minimum of twenty percent (20%) of all unionized ~~positions~~ **hours** combining all classifications.

The Employer agrees to maintain a minimum of twenty percent (20%) of its unionized hours as Category “B” over the term of this agreement.

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Article 9.29

Amend to read:

9.29 Employees who are working alone shall be supplied with a monitored security device to alert police or security if there is a safety threat. Any person working alone shall be a manager or supervisor, **except for coverage for breaks or periods not to exceed fifteen (15) minutes where the Manager or Supervisor is required to leave the Location due to Operational Requirements.**

Article 9.35 – 9.45

Amend to read and renumber accordingly:

CALL-IN PROCEDURE

9.35 Call-ins are any shifts filled after the original schedule is posted. Call-ins are determined based on operational need and are not obligatory if it results in an overtime situation.

~~9.36 Each centre/Location shall maintain a call-in list by Classification in Seniority order. This list shall be posted with the schedule and shall not contain phone numbers.~~

9.37 Call-in hours shall be distributed by Seniority within the Classification within that centre/Location. These hours shall be given to Employees in that Classification, in Seniority order, whose schedules do not result in overtime. For each call-in, the process shall begin with the most senior Employee.

9.38 Shift extensions (less than four (4) hours) shall be offered to Employees in the Classification already working or scheduled to work later that day (in Seniority order). Full shifts (minimum four (4) hours) shall be offered to Employees on the call-in list. Should no Employees be available for the full call-in shift (minimum four (4) hours) an Employee may be called in to work a shift of no less than three (3) hours.

9.39 ~~Sign up for the call-in list is voluntary.~~ Acceptance of a call-in shift is voluntary.

~~9.40 Employees shall provide their availability (i.e. vacations, days off, etc.) for call-ins in writing to their manager or designate. Employees shall provide a minimum of forty-eight (48) hours written notice to their manager or designate regarding changes to their availability for call-in.~~

9.41 The Employer shall be responsible for the administration of the call-in process.

9.42 Weekly record of call-in activity shall be maintained **on the schedule.**(i.e. ~~Hours Worked, status of contacts~~ **order of contact, who accepted, message left**, etc).

~~9.43 Employees who relocate to another centre/Location shall be inserted on the call-in list at the new centre/Location by Seniority.~~

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- 9.44 Employees may work extra shifts in another centre/Location on a first come first served basis with centre/Location management approval from both centres/Locations. The exception shall be Calgary Co-operative, Co-op Wines Spirits Beer and Co-op Cannabis Employees may only work extra shifts within their respective division. The Employee shall advise centre/Location Management if the extra shift(s) will incur overtime.
- 9.45 All Hours Worked in another Classification shall be credited to the Employee's Substantive Position.

Article 9.50

Amend to read:

- 9.50 Employees requesting time off (RTO) shall provide at least ~~four (4)~~ **three (3)** weeks notice in advance of when they would like the time off. **Requests shall be accepted up to one (1) year in advance. The employer shall approve or deny single day requests for time off (RTO) within one (1) week of the request.** Employees may request time off (RTO) by placing their request in an RTO book or electronic equivalent maintained by the Employer. This book or electronic equivalent shall be kept in an area that is accessible to all staff.

Article 10.04

Amend 10.04 to read:

- 10.04 The Employer shall display all unionized postings on ~~all secured bulletin boards~~ **a computer based posting/application system (ACCESS)** for ~~five (5)~~ **four (4)** consecutive calendar days. A copy shall be sent to the Union. ~~Should the Employer create a computer based posting/application system, it is understood that postings may no longer be displayed on bulletin boards.~~

Article 10.35 – 10.36

Delete

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Article 10.45

Amend to read:

10.45 Company initiated relocations may be utilized for staffing shortages, experience / job knowledge and training issues. Employees shall be relocated to other centre/Locations identified by the Employer without activating Article 14 (Employee Displacement). The following process shall be utilized:

- a. The posting process (internal/external) has been exhausted
- b. Meeting with the affected Employees, and the Union Executive to advise the Employee of the relocation options including;
 - i. The Employer shall canvass Employees to determine if there are any volunteers to relocate;
 - ii. In the absence of volunteers, Employees shall be selected in reverse order of Seniority within a 15 km radius. The employee will be given first opportunity to return to their previous classification and center should it be posted within two (2) years unless the employee has accepted another position after the relocation. It is the employee's responsibility to notify the employer they want to return.
- c. At the discretion of the Employer, Supervisors in full-time positions may be relocated without following the process outlined in (a) or (b) above. Employees in full-time Supervisor positions on September 14, 2017 may only be moved to a centre/location within a fifteen (15) kilometre radius of their current centre/location. Any subsequent moves after the initial move shall be determined using a fifteen (15) kilometre radius of their location on September 14, 2017 **except where the employee has been in a new location for more than twenty-four (24) months**. This distance may only be exceeded by mutual agreement.

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Article 11.01 – 11.02

Amend to read:

NEW EMPLOYEE / INITIAL PROBATION

11.01 New Employees shall be on initial probation for **three hundred sixty (360) hours worked, or seventeen (17) consecutive calendar weeks, whichever is greater.** Head Office Employees shall be on initial probation for twenty-six (26) weeks. Weeks where the Employee has no work hours will not count towards the probation period.

11.02 New Employees on initial probation shall be provided two (2) mandatory formal probationary reviews delivered prior to **one hundred and twenty (120) hours worked and two hundred and forty (240) hours worked.** ~~weeks six (6) and twelve (12) with the exception of~~

New Head Office Employees ~~Positions which~~ shall **receive mandatory formal probationary reviews** ~~be~~ prior to weeks nine (9) and seventeen (17). There shall be a minimum of four (4) weeks between reviews.

Reviews not given within the above time frames shall not result in the Employee being deemed to have passed or failed probation. These reviews shall cover attendance, performance and behaviour and Employees shall be given the opportunity to improve where necessary. New Employees may be terminated at any time during the probationary period for failing to meet job requirements provided they have received at least one (1) warning prior to dismissal. However, a serious infraction, at any time during the initial probationary period may result in the dismissal of a new Employee without warning.

Article 14 – EMPLOYEE DISPLACEMENT

Amend to read:

FORMAL NOTICE

14.07 No meetings shall be conducted without the presence of a full-time Union Executive, or their designate.

14.08 The Employer shall notify and meet with the Union no less than forty-five (45) days prior to the effective date of displacement. This meeting shall be to have meaningful discussion regarding the reorganization, anticipated impact upon the Employees, establish a procedure regarding the application of this Article and arrange meetings to notify affected Employees. The Employer shall advise the Union of the names and the Classifications of all Employees prior to their notification.

14.09 Subsequent to clause 14.08, general information meetings for directly affected Employees shall occur to provide formal ~~written~~ notice, effective date of displacement, ~~information concerning options listed in clause 14.14,~~ and to arrange individual meetings. These general information meetings shall occur no less than thirty (30) days prior to the effective date of displacement.

14.10 Any Employees who may be indirectly affected shall ~~receive a letter or~~ be notified by general notice no less than fourteen (14) days prior to the date of displacement.

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- 14.11 The notice periods in clauses 14.08, 14.09 and 14.10 shall be waived in disastrous situations (i.e. events resulting in the inability to operate a centre/Location).
- 14.12 ~~Directly affected Employees who are absent from the general information meeting and indirectly affected Employees who are absent from the workplace shall receive a letter by priority courier in accordance with clause 14.09 or 14.10.~~
- 14.13 Individual meetings **or phone / video calls** between each affected Employee, a representative of the Employer and a full-time Union Executive, or their designate shall occur to provide specific information with respect to options as outlined in clause 14.14. These meetings shall be arranged in Seniority order. Employees who will be absent from the workplace for their individual meeting shall notify the Employer of their absence and provide an alternate contact. The Employer shall disclose all information as outlined in clause 14.14 with respect to Seniority lists, vacancies, and severance amounts. Employees on initial probation shall be laid off first and are not entitled to the provisions of this Article.

EMPLOYEE OPTIONS

- 14.14 **A and B** Employees subject to a displacement of more than ninety (90) consecutive calendar days shall have the option of any of the following:
- a. Accepting layoff and retaining the right of recall for up to **one (1) year**; or
 - b. Bumping any less senior Employee **or choosing a vacancy** within the same Classification and same or lower Category (A, B, C). An Employee who chooses this option shall provide their bumping choices to the Employer in order of preference. The order of preference identified is final. If the Employee is successful in bumping, the provisions of this article shall no longer apply to that Employee. Any Employee bumped shall be entitled to the provisions of this Article; or
 - c. Affected Employee(s) with no bumping options in their Classification may bump the most junior Employee **or choose a vacancy** in the same or lower Category (A, B, C) in any Classification with an equal or lower top rate of pay within the Employer, providing the Employee meets the Merit, Fitness and Ability (which includes the minimum qualifications). Any Employee bumped shall be entitled to the provisions of this Article.
 - d. ~~Eligible Meat Cutters and Cake Decorators who have been laid off /displaced and are unable to secure a vacant Position within their Classification and their guarantee of hours may elect to be laid off without recall rights and accept severance in accordance with clauses 14.24 and 14.25 without all other options being exhausted. The Employer agrees to consider an Employee's request not to accept such relocation.~~

C Employees will list their choices of locations in order of preference. C Employees will be given the option of being placed on the recall list. Employees will be placed by the Employer in order of seniority. The Employer will determine the number of available positions in each location.

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An Employee shall notify the Employer of their decision in writing of which option(s) they shall exercise, in order of preference, within ~~four (4) days~~ **forty-eight (48) hours** of their individual meeting referred to in clause 14.13. The order of preference identified is final. The Union shall be copied on each decision.

An Employee selecting option b. or c. shall have that option listed as their first preference, which may be followed by option a.

Employees who do not notify the Employer as outlined above shall be bypassed and relinquish the right to bump in order of seniority. Employees who submit their options late shall only be eligible to bump junior employees remaining at the date proper notification was given.

- 14.15 Employees who have not been successful in exercising options in 14.14(b.) and (c.) by the effective date of displacement shall be deemed to have elected option 14.14(a.) for the purposes of this article.
- 14.16 Any Employee redeployed into a different Classification shall receive a Classification trial period.
- ~~14.17 Displaced Employees may apply on posted Positions in accordance with Article 10 (Employee Placement) at any time. If the Employee is awarded the Position, the provisions of this Article shall no longer apply to that Employee.~~
- 14.18 An Employee, who is absent from the workplace and fails to provide written notice of their intention to bump within ~~four (4) days~~ **forty-eight (48) hours** of their scheduled meeting, shall relinquish the right to bump. Upon the Employee's return to work, the ~~four (4) day~~ **forty-eight (48) hours** decision-making period shall be appropriately provided to exercise their options under clause 14.14(a.) above or apply for postings.

RECALL RIGHTS

- 14.19 Employees shall provide the Employer with a contact number, alternate number, **email address** and current postal address.
- 14.20 In the event of a vacancy arising when there are Employees on layoff and recall, such laid off Employees shall be recalled in order of Seniority for their original Classification or for a different Classification that they have chosen to be recalled for. Employees must meet the Merit, Fitness and Ability, which includes the minimum qualifications, prior to being placed on the recall list for a different Classification. A recall list shall be maintained by the employer. **A and B employees shall remain on the recall list for a maximum of twelve (12) months from the date of displacement. C employees shall remain on the recall list for a maximum of six (6) months from the date of displacement.**
- ~~14.21 Employees who have been offered Alternative employment with the Employer shall have the right to exercise their recall rights to their Substantive Position, excluding centre/Location in the event of a store closure, for a period of twenty four (24) consecutive months from the date of offer. Acceptance of a Position in a different Classification does not waive the rights of recall to the original Position. Employees who decline a recall to a different Classification shall have this Classification removed from their recall list.~~
- 14.22 An Employee who is not available within two (2) weeks of recall without justification, shall forfeit all rights to recall **and their employment will be terminated.**

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SEVERANCE PAY

With the exception of ~~14.14(d.)~~ and 14.25 Severance shall only be provided to applicable laid off/displaced Employees who were unable to secure another Position with the Employer which does not result in an Employee being reclassified into a Position with a lower rate of pay.

- 14.23 The Employer agrees to pay severance to displaced Category A and B Employees who have passed initial probation (regardless of years of service) and Category C Employees with fifteen (15) years or more of service due to Classification elimination and technological change at their regular rate of pay in the amount of one (1) week per year of service or part thereof. Any portion thereof shall be pro-rated. The formula for calculating severance shall be the current regular rate of pay multiplied by the Average Hours paid for the last fifty-two (52) paid weeks. In cases of unpaid leaves of absence longer than fifty-two (52) weeks, the previous fifty-two (52) paid weeks shall be used.
- 14.24 In addition to clause 14.23, there shall be increases to the severance pay to reflect Seniority according to the following formula. Employees with fifteen (15) years or more of service shall receive an additional severance amount of two hundred dollars (\$200.00) for every full year of completed service. (i.e. An 18-year Employee shall receive an additional thirty-six hundred dollars (\$3600.00) over the severance amount in clause 14.23).
- 14.25 Category A, B, and C Employees with fifteen (15) years or more of service being displaced due to centre/Location closures shall be offered severance packages in accordance with clauses 14.23 and 14.24. The Employer shall determine any additional severance packages to be offered.
- 14.26 In the event an Employee exercises the severance option and is re-hired within ninety-two (92) consecutive calendar days, any severance shall be repaid. In addition to receiving the benefits of clause 12.06 (Seniority), the Employee's sick leave credits shall be reinstated.

TEMPORARY CLOSURES/TEMPORARY LAYOFFS

- 14.27 The Employer shall provide as much notice as possible and shall meet with the Union Executive prior to any temporary closures/layoffs. The Employer shall advise the Union of the names and Classifications of all Employees affected prior to the notification. All meetings with these Employees shall be conducted with a full-time Union Executive or their designate present.
- 14.28 For the purposes of this Article, temporary shall be a period of less than ninety (90) consecutive calendar days. Employees, subject to a displacement of less than ninety (90) consecutive calendar days, shall be given the following options to be temporarily accommodated in Seniority order:
- a. Being placed in their own centre/Location in another Classification provided they meet the minimum qualifications; or
 - b. Being placed in other centres/Locations in their own Classification; or
 - c. Being placed in other centres/Locations in another Classification provided they meet the minimum qualifications; or
 - d. Receive a temporary layoff with rights to recall, at the Employee's option only.

The Employer shall determine the availability of options a. through c., however, a minimum of one (1) of the options a. through c. shall be offered in conjunction with option d.

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14.29 In the event the temporary closure/temporary layoff exceeds ninety (90) consecutive calendar days affected Employees shall be entitled to the provisions of clauses 14.14 to 14.18. The Employer and the Union may mutually agree to extend the provisions in clause 14.28 above for longer than 90 days.

OTHER CONSIDERATIONS

14.30 External applicants who are hired into Temporary Positions/Vacancies that do not become Permanent shall not be entitled to the provisions of this Article. These Employees shall receive two (2) weeks notice of the Employer's decision to terminate the Position/Vacancy resulting in the termination of their employment. (See Article #2; Definitions – Temporary Employee).

Article 15

Amend to read:

15.01 The Employer's policies (in accordance with the bylaws of the plans concerned) of providing Pension, Extended Health Care Insurance, Life Insurance, Dental Insurance, and Long Term Disability Insurance shall be continued during the term of the Agreement. The Parties agree there shall be no reductions in coverage to the above noted insurance plans without mutual agreement.

15.02 The Employer shall continue to provide the same number of uniforms and pieces as per the Employer's policy in effect on October 3, 2013. The Employer shall inform the Union prior to any changes in the composition of the uniform.

15.03 For full-time Employees the Employer shall pay one hundred percent (100%) of the premiums for Extended Health Care Insurance, Dental Insurance, the first ten thousand dollars (\$10,000) of Life Insurance, fifty percent (50%) for Long Term Disability Insurance and the remaining Life Insurance. Full-time Employees are responsible for paying one hundred percent (100%) of the Life Insurance premium for dependents.

15.04 The Employer agrees to extend Dental and Extended Health Care Insurance to part-time Employees based upon the following conditions:

- a. Part-time Employees must join the part-time benefit plan after six (6) months continuous employment. These benefits shall be compulsory for all Employees fulfilling the above requirements, except those who can prove similar coverage elsewhere.
- b. Upon fulfilling the requirement in a. above, the part time Employee shall be placed on coverage with the Employer paying fifty percent (50%) and the Employee paying fifty percent (50%) of the premiums. Employees who have elected to participate in the benefit plan may discontinue participation in the plan following proof of similar coverage elsewhere.
- c. Upon an Employee providing proof of their discontinued coverage elsewhere, they may, within thirty (30) calendar days of such discontinuance, elect to enroll or re-enroll in the part-time benefit plan.

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- 15.05 Casual Employees shall not be eligible to participate in the benefit plan(s). ~~with the exception of:~~
- ~~a. Casual Employees participating in the part-time benefit plan prior to June 30, 2010 shall continue to participate in the part-time plan provided they maintain an average of twenty-four (24) Paid Hours or more per week per year. Such casual Employees failing to maintain the above-mentioned average shall be removed from the benefits plan and shall not be eligible to re-qualify to participate in the benefits plan as a casual Employee.~~
 - ~~b. Casual Employees hired prior to May 1, 1994 and who are participating in the part-time benefits plan prior to June 30, 2010 must maintain an average of sixteen (16) Paid Hours per week per year to remain on the benefits plan. Casual Employees who subsequently cease participation in the part-time plan must average twenty-four (24) Paid Hours per week over a period of six (6) months to re-qualify for participation in the part-time benefit plan.~~
 - ~~c. For Liquor and Cannabis Locations only, Casual Employees participating in the part-time benefit plan prior to October 3, 2013 shall continue to participate in the part-time plan provided they maintain an average of twenty-four (24) Paid Hours or more per week per year. Such casual Employees failing to maintain the above-mentioned average shall be removed from the benefits plan and shall not be eligible to re-qualify to participate in the benefits plan as a casual Employee.~~
 - ~~d. Casual Employees as outlined in a., b. and c. above, who vacate a casual Position and subsequently return to a casual Position shall not be eligible to participate in the benefit plan, with the exception of Classification trial period reversion.~~

NOTE - It is understood that "C" employees that are currently on benefits at the time of ratification shall retain said benefits as set forth in a letter of agreement.

- 15.06 Full-time Employees who voluntarily change to part-time status shall revert to part-time benefits on the first of the month following the commencement date of part-time employment. Part-time or casual Employees who change to full-time status shall receive full-time benefits on the first of the month following the commencement date of full-time employment. Life Insurance and Long Term Disability shall commence on the first of the month after the ninety (90) day waiting period. If the Employee was not already on benefits, they shall commence benefits on the first of the month following the ninety (90) day waiting period in accordance with the Employer's policies.
- 15.07 Full-time Employees who are on benefits and reduced to part-time status by the Employer may continue to receive full-time benefits for a period of up to six (6) months from the commencement date of part-time employment.

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15.08 Employees on benefits who are taking an unpaid leave of absence, including unpaid maternity/parental, reservist leave or who are on layoff and recall shall have their premiums paid in accordance with this Article for the balance of the month:

- ~~a. In order to maintain benefits while on the unpaid leave, Employees shall pay one hundred percent (100%) of the premiums, by providing the Employer with monthly post-dated cheques for the entire leave, two (2) weeks prior to the commencement of the leave. If the post-dated cheques are not received prior to the commencement of the leave, the Employee's benefits shall end on the last day of the month for which funds were received. If a post-dated cheque is returned as insufficient funds, the Employee's benefits shall end on the last day of the month for which funds were received.~~
- a. In order to maintain benefits while on the unpaid leave, Employees shall pay one hundred percent (100%) of the premiums, The Employee must pay the benefits via an E-transfer or by a cheque before the first of the month. One late payment or NSF cheque will result in a reminder of the payment. A second late payment or NSF cheque will result in the Employees benefits to cease immediately. Benefits will be reinstated upon returning to work, and Employees shall be required to provide thirty (30) days prior written notice of their return to work to be reinstated on the benefit plan.**
- b. Employees who choose not to maintain their benefit premiums while on unpaid leave, either initially or at a later date, shall be required to provide thirty (30) days prior written notice of their return to work to be reinstated on the benefit plan. The Employee shall be reinstated on the benefit plan on the first of the month following their return to work provided the thirty (30) days prior written notice requirement was met. When reinstated, eligibility waiting periods shall be waived and previous level of coverage shall be reinstated.
- c. Employees who are on maternity/parental leave are not entitled to Long Term Disability benefits during such leave. Where an Employee becomes totally disabled during such leave, provided premiums have been paid, the ninety (90) day waiting period shall commence on the date of disability. Benefits shall begin on the later of the end of the ninety (90) day waiting period or the Employee's scheduled return to work date from maternity/parental leave.
- d. Employees on unpaid Reservist Leave are not eligible to participate in the Long Term Disability Insurance Plan. The Employee shall be reinstated on the Long Term Disability Insurance Plan on the first of the month following their return to work provided the thirty (30) days prior written notice requirement was met and the Employee was participating in the Long Term Disability Insurance Plan immediately prior to taking unpaid Reservist Leave.

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15.09 Effective August 3rd, 2014 the company will implement a health spending account (HSA) of \$500.00 per year for all Employees who are on benefits and have completed three years of continuous service on August 1st of each year.

On August 1st of each year qualifying Employees shall be allocated \$500.00 for their HSA. Unused HSA credits will carry over into the following year and must be used within that year. It is understood that credits will only roll over for one year and the maximum amount of credits an Employee can have will not exceed one thousand (\$1000) dollars. Employees have until July 31 of each year to use their HSA credits with the exception of a 60 day grace period to submit previous years' expenses. HSA shall cover expenses approved by the Canada Revenue Agency (CRA) that are incurred by the Employee and dependents covered by their benefit plan.

Article 16.02

Amend to read:

16.02 All A and B Employees shall accumulate one (1) hour sick leave for every twenty-eight (28) Regular Paid Hours **to a maximum of seven hundred and fifty (750) hours** subject to the following:

- a. A Employees shall accumulate sick leave in accordance with the above.
- b. B Employees who have been employed continuously for ~~three (3)~~ **one (1)** years with the Employer shall accumulate sick leave in accordance with the above.
- c. C Employees shall not accumulate sick leave.
- d. C Employees changing categories to become B Employees shall start to accumulate sick leave in accordance with the above immediately, provided they have been employed continuously for ~~three (3)~~ **one (1)** years with the Employer.
- e. ~~C Employees changing categories to become B Employees with less than three (3) years continuous employment with the Employer shall start to accumulate sick leave in accordance with the above after they have been continuously employed by the Employer for three (3) years, i.e. a two (2) year continuously employed Employee shall be required to be employed by the Employer continuously for one (1) additional year to start accumulating sick leave.~~

It is understood that Employees who on date of ratification currently have more than seven hundred and fifty (750) hours sick leave will maintain their current accumulation and not accumulate additional sick leave until their total falls below seven hundred and fifty (750) hours.

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Article 16.04

Amend to read:

16.04 Employees away because of ~~illness~~ **medical reasons** shall be paid such sick leave for all regular shifts missed, up to **the sooner of** their total accumulation or until Long Term Disability is approved and accessed. Any net over payment must be reimbursed to the Employer and sick leave taken reinstated.

Employees eligible for Long Term Disability must fill out the application paperwork within the required time frame. The Employer will notify the Union when the application forms are sent to the employee. Once the Long Term Disability has been approved, sick leave shall cease to be paid out. Employees who fail to apply for Long Term Disability within the qualification / elimination period will cease to be eligible for Long Term Disability payments.

Article 16.06 – 16.07

Amend Article 16.06 and 16.07 to read:

16.06 The Employer may require an Employee to provide medical documentation verifying their absences due to illness or disability when the duration exceeds ~~two (2)~~ **three (3)** days or the frequency requires justification. The Employer shall reimburse the Employee up to \$40.00 for the cost to procure such Medical documentation unless it is not accepted by the Employer. The Employer shall be reasonable in the application of this clause.

16.07 In order for the Employer to assess the validity of Medical Documentation, unless specified otherwise, it must contain:

- a) First and last name;
- b) the date of the visit;
- c) detail of any restrictions and;
- d) the estimated duration of the absence.

If due to the nature of the illness (**eg. viral infections**) the doctor is unable to ~~diagnose~~ **determine** specific restrictions as specified in (c) above, the doctor may determine that the employee is disabled from work and indicate this on the medical note. The employee must attend a medical appointment during the illness period for this exception to be valid. Self-reported illness will not be accepted.

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Article 21.01

Amend to read:

21.01 The following days shall be considered general holidays for which there shall not be reductions in pay:

- a. New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Heritage Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. ~~Any other days proclaimed as holidays by Federal, Provincial, and Civic Authorities.~~

Article 22.02

Amend to read:

22.02 All Employees shall be considered and treated as innocent until ~~proven guilty~~ **the allegations have been proven as substantiated**, especially during any interview, meeting, or investigation.

Article 22.12

Add New Clause and renumber accordingly

22.12 The parties agree that investigations shall be conducted as expeditiously as possible from the date a Manager becomes aware of the incident.

Should the investigation result in disciplinary action, such discipline shall be issued as expeditiously as possible.

Extension may be granted by mutual agreement.

Amend to read:

22.12 d. An investigative meeting shall then occur between the Employee, Union Executive Representative or designate and Employer. **Pay shall be given for time actually in attendance subject to a minimum of three (3) hours if not part of a regular shift scheduled to work.**

Add New Clause:

- j. **During the investigative meeting by the Employer, the AUR may only intervene or interrupt if the meeting becomes abusive, inappropriate questions are being asked or the AUR requires immediate clarification. At the conclusion of the interview by the Employer, the AUR shall have the opportunity to ask questions or seek clarification.**

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Article 24 - ARBITRATION

~~24.01 Within seven (7) days of the notification to proceed to arbitration as outlined in Article 23 (Grievance Procedure), an arbitrator shall be selected from the following list and their services requested in writing or an arbitrator mutually agreed upon by the Employer and the Union: 1. Andy Sims 2. David Jones 3. John Moreau 4. Allen Ponak 5. Bill McFetridge~~

~~24.02 Arbitrators shall be assigned to grievances in rotation. If the parties agree that because of specialized knowledge, it would be beneficial to select a specific arbitrator to act in a dispute, they may jointly choose such a person. If they do not agree on the choice, the arbitrator shall be selected from the list of arbitrators in order of rotation.~~

~~24.03 Any or all of the selected arbitrators may be replaced by mutual agreement.~~

~~24.04 The arbitrator may not be vested with the power to change, modify or alter this Agreement in any parts, but shall be governed by the provisions of the Agreement based on the facts and evidence presented and shall hand down their decision within sixty (60) calendar days of the conclusion of the hearing. Upon mutual agreement by both parties an extension can be granted in writing.~~

~~24.05 The findings and decision of the Arbitrator shall be binding and enforceable on all parties. Each party shall bear the cost of preparation of its own case. The parties shall bear equally the expense of the arbitrator.~~

Amend to read:

24.01 The parties shall begin the process to select an arbitrator within seven (7) days of the notification to proceed to arbitration as outlined in Article 23 (Grievance Procedure). The parties may, by mutual agreement, select an Arbitrator. If the parties are unable to mutually agree on an Arbitrator within 14 days, either party may apply to Alberta Mediation Services to appoint an Arbitrator.

24.02 The arbitrator may not be vested with the power to change, modify or alter this Agreement in any parts, but shall be governed by the provisions of the Agreement based on the facts and evidence presented and shall hand down their decision within sixty (60) calendar days of the conclusion of the hearing. Upon mutual agreement by both parties an extension can be granted in writing.

24.03 The findings and decision of the Arbitrator shall be binding and enforceable on all parties. Each party shall bear the cost of preparation of its own case. The parties shall bear equally the expense of the arbitrator.

Article 28.12

Amend to read:

28.12 Employees also have the right to initiate a formal written complaint to the Employer or the Union Executive. An investigation shall be initiated by both parties within seven (7) calendar days of receipt of the complaint by either party. An extension may be granted by mutual agreement of either party.

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Article 28.15

Amend to read:

28.15 Once a decision has been reached as to the findings, the ~~affected Employee(s)~~ **complainant and respondent** shall be notified of the findings by the way of written notification. In those circumstances the Employer deems necessary, the ~~affected Employee(s)~~, Union Executive and the Employer shall meet to review the findings- **with the complainant and respondent. The scheduling of the meeting(s) shall not exceed 7 days from the date of the decision unless circumstances such as the availability of the complainant and/or respondent preclude this timeline. An extension may be granted by mutual agreement. The Union and the Employer shall be reasonable in the application of this clause.**

Article 29 – EFFECTIVE DATE AND TERM

This Agreement shall become effective on the day following the date of ratification and shall continue in effect until December 4, 2027 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 sixty (60) and not more than one-hundred and twenty (120) days prior to the expiry date of this contract. If notice to bargain is given and a new agreement is not negotiated upon the termination date arriving, then this agreement shall remain in force and effect until the commencement of a legal strike or lockout.

Article 30.05

Schedule “A” Wages

E-commerce

Letter of Agreement Dated February 23, 2023 is no longer applicable.

Delete Letter of Agreement #10 – E-Commerce.

Delete Schedule A E-Commerce (including delivery driver classification)

Wage Increase

Effective November 30, 2025 - 2% increase to all schedule “A” groups, levels and classifications.

Retroactive pay shall be paid to active employees on payroll on the date of ratification. This payment will be made within 4 weeks of the date of ratification.

Effective November 29, 2026 - 2.5% increase to all schedule “A” groups, levels, and classifications.

**See attached Wage Scales*

Letter of Agreement #4

Delete

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Signed this ___ day of _____, 2026.

For the Company:

For the Union:

E&OE

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Schedule "A" Operations

Group 1

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Front End Service Clerk	1	0	\$15.00	\$15.30	\$15.68

Group 2

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Janitor	1	0	\$15.00	\$15.30	\$15.68
Meat Clerk	2	1000	\$15.10	\$15.40	\$15.79
GM/HBC Clerk	3	2000	\$15.20	\$15.50	\$15.89
	4	3000	\$15.53	\$15.84	\$16.24
Hired Prior to Oct 3, 2013					
Janitor	4	3000	\$17.34	\$17.69	\$18.13

Group 3

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Customer Service Cashier	1	0	\$15.00	\$15.30	\$15.68
Deli Utility Clerk	2	500	\$15.10	\$15.40	\$15.79
Deli Bistro Clerk	3	1000	\$15.20	\$15.50	\$15.89
Floral Utility Clerk	4	1500	\$15.30	\$15.61	\$16.00
Grocery Utility Clerk	5	2000	\$15.40	\$15.71	\$16.10
Produce Utility Clerk	6	2500	\$15.50	\$15.81	\$16.21
Meat Wrapper	7	3000	\$15.60	\$15.91	\$16.31
Bakery Utility Clerk	8	3500	\$15.70	\$16.01	\$16.41
	9	4000	\$15.80	\$16.12	\$16.52
	10	4500	\$15.90	\$16.22	\$16.62
	11	5000	\$16.00	\$16.32	\$16.73
	12	5500	\$16.20	\$16.52	\$16.94
	13	6000	\$16.40	\$16.73	\$17.15
	14	6500	\$16.60	\$16.93	\$17.36
	15	7000	\$16.80	\$17.14	\$17.56
	16	7500	\$17.00	\$17.34	\$17.77
	17	8000	\$17.35	\$17.70	\$18.14
	18	8500	\$17.70	\$18.05	\$18.51
	19	9000	\$18.05	\$18.41	\$18.87
	20	9500	\$18.50	\$18.87	\$19.34
	21	10000	\$20.57	\$20.98	\$21.51
Hired Prior to Jan 1, 2003					
Customer Service Cashier	21	10000	\$22.56	\$23.01	\$23.59

Hired Prior to Jan 1, 2003					
Deli Utility Clerk					
Deli Bistro Clerk					
Floral Utility Clerk					
Grocery Utility Clerk	21	10000	\$21.70	\$22.13	\$22.69
Produce Utility Clerk					
Meat Wrapper					
Bakery Utility Clerk					

Group 4

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Bakery Decorator	1	0	\$15.00	\$15.30	\$15.68
Maintenance	2	1250	\$15.70	\$16.01	\$16.41
	3	2500	\$17.42	\$17.77	\$18.21
	4	3750	\$19.11	\$19.49	\$19.98
	5	5000	\$21.14	\$21.56	\$22.10
Hired Prior to Oct 24, 2005					
Bakery Decorator	6	6250	\$23.20	\$23.66	\$24.26
Maintenance					
Hired On or After Jan 1, 2003					
General Utility Clerk	5	5000	\$21.16	\$21.58	\$22.12
Hired Prior to Jan 1, 2003					
General Utility Clerk	6	6250	\$23.22	\$23.68	\$24.28

Group 5

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
GMHBC Supervisor	1	0	\$17.39	\$17.74	\$18.18
	2	1250	\$18.46	\$18.83	\$19.30
	3	2500	\$19.82	\$20.22	\$20.72
Hired Prior to Jan 1, 2003					
GMHBC Supervisor	3	2500	\$21.70	\$22.13	\$22.69

Group 6

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Bakery Supervisor	1	0	\$20.11	\$20.51	\$21.03
Deli Supervisor	2	1250	\$21.35	\$21.78	\$22.32
Grocery Supervisor	3	2500	\$23.20	\$23.66	\$24.26
Customer Service Supervisor					
Produce Supervisor					
File Maintenance Coordinator					
Hired Prior to Oct 24, 2005					
Grocery Supervisor	4	3750	\$25.18	\$25.68	\$26.33
Customer Service Supervisor					
Produce Supervisor					
File Maintenance Coordinator					

Group 7

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Meat Cutter	1	0	\$15.67	\$15.98	\$16.38
	2	1250	\$18.23	\$18.59	\$19.06
	3	2500	\$20.80	\$21.22	\$21.75
	4	3750	\$23.39	\$23.86	\$24.45
	5	5000	\$26.31	\$26.84	\$27.51

Group 8

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Meat Supervisor	1	0	\$26.12	\$26.64	\$27.31
	2	1250	\$26.74	\$27.27	\$27.96
	3	2500	\$27.79	\$28.35	\$29.06

Schedule "A" Gas Bar

Group 1

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Gas Bar Clerk Cashier	1	0	\$15.00	\$15.30	\$15.68
	2	1000	\$15.15	\$15.45	\$15.84
	3	2000	\$15.30	\$15.61	\$16.00
	4	3000	\$15.45	\$15.76	\$16.15
	5	4000	\$15.60	\$15.91	\$16.31
	6	5000	\$15.75	\$16.07	\$16.47
Hired Prior to October 3, 2014					
Gas Bar Clerk Cashier	6	5000	\$17.34	\$17.69	\$18.13

Group 2

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Gas Bar Supervisor	1	0	\$17.39	\$17.74	\$18.18
	2	1250	\$18.46	\$18.83	\$19.30
	3	2500	\$19.82	\$20.22	\$20.72
Hired Prior to Oct 3, 2013					
Gas Bar Supervisor	3	2500	\$23.20	\$23.66	\$24.26

Schedule "A" Liquor

Group 1

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Liquor Store Clerk Cashier	1	0	\$15.00	\$15.30	\$15.68
	2	1000	\$15.10	\$15.40	\$15.79
	3	2000	\$15.20	\$15.50	\$15.89
	4	3000	\$15.30	\$15.61	\$16.00
	5	4000	\$15.40	\$15.71	\$16.10
	6	5000	\$15.73	\$16.04	\$16.45
Hired Prior to Oct 3, 2013					
Liquor Store Clerk Cashier	6	5000	\$17.11	\$17.45	\$17.89

Group 2

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Liquor Store Supervisor	1	0	\$16.00	\$16.32	\$16.73
	2	1250	\$16.50	\$16.83	\$17.25
	3	2500	\$17.00	\$17.34	\$17.77
	4	3750	\$18.75	\$19.13	\$19.60
Hired Prior to Oct 3, 2013					
Liquor Store Supervisor	4	3750	\$20.59	\$21.00	\$21.53

Schedule "A" Cannabis

Group 1

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Budtender	1	0	\$15.00	\$15.30	\$15.68
	2	1000	\$15.10	\$15.40	\$15.79
	3	2000	\$15.20	\$15.50	\$15.89
	4	3000	\$15.30	\$15.61	\$16.00
	5	4000	\$15.40	\$15.71	\$16.10
	6	5000	\$15.73	\$16.04	\$16.45
Hired Prior to Oct 3, 2013					
Budtender	6	5000	\$17.11	\$17.45	\$17.89

Group 2

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Cannabis Supervisor	1	0	\$16.00	\$16.32	\$16.73
	2	1250	\$16.50	\$16.83	\$17.25
	3	2500	\$17.00	\$17.34	\$17.77
	4	3750	\$18.75	\$19.13	\$19.60
Hired Prior to Oct 3, 2013					
Cannabis Supervisor	4	3750	\$20.59	\$21.00	\$21.53

Schedule "A" Administration

Grade 1

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Receptionist	1	0	\$15.00	\$15.30	\$15.68
Mail & Stationery Clerk	2	1250	\$15.85	\$16.17	\$16.57
Jr. Invoice Processing Clerk	3	2500	\$17.80	\$18.16	\$18.61
Price Checker	4	3750	\$20.06	\$20.46	\$20.97

Grade 2

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Accounts Payable Clerk	1	0	\$16.48	\$16.81	\$17.23
Accounts Receivable Clerk	2	1250	\$18.03	\$18.39	\$18.85
General Accounting Clerk	3	2500	\$19.62	\$20.01	\$20.51
Invoice Processing Clerk	4	3750	\$21.52	\$21.95	\$22.50
Margin Clerk					
Membership Clerk					

Grade 3

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Purchaser	1	0	\$18.55	\$18.92	\$19.39
	2	1250	\$20.07	\$20.47	\$20.98
	3	2500	\$21.59	\$22.02	\$22.57
	4	3750	\$23.46	\$23.93	\$24.53

Grade 4

	Level	Hours	Current Rate	Nov 30/25	Nov 29/26
Accounts Payable Invoice Processing Supervisor	1	0	\$23.64	\$24.11	\$24.72
Accounts Receivable Credit Supervisor	2	1250	\$24.95	\$25.45	\$26.09
Administration & Support Services Supervisor	3	2500	\$26.61	\$27.14	\$27.82
General Accounting Supervisor	4	3750	\$29.16	\$29.74	\$30.49
Margin Supervisor					

Grade 4 Level 4 is available provided required courses are completed and the incumbent has been a Level 3 with 2500 hours in an Employer administrative supervisory position.