

COLLECTIVE AGREEMENT

between

CAFÉ ETICO



and

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 1004**



Effective from April 1, 2022 to March 31, 2025

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BETWEEN:

CAFÉ ETICO

(the "Employer")

PARTY OF THE FIRST PART

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1004

(the "Union")

PARTY OF THE SECOND PART

WHEREAS:

CAFÉ ETICO is an "Employer" within the meaning of the Labour Relations Code of BC and the Canadian Union of Public Employees, Local 1004, is a union within the meaning of the Labour Relations Code of BC, certified as the bargaining agent for those Employees, except those Employees excluded by the Code, and the parties have carried on collective bargaining pursuant to the Code and have reached a Collective Agreement, as hereinafter expressed.

THE PARTIES AGREE AS FOLLOWS:

ARTICLE 1 - TERM OF AGREEMENT

1.1 Duration

This Agreement shall remain in force and effect from April 1st, 2022 to March 31st, 2025 (3 years) inclusive.

1.2 Notice to Bargain

Should either party, within four (4) months immediately preceding the date of expiry of this Agreement, by written notice, require the other party to commence collective bargaining, or should the parties be deemed to have given such notice under the *Labour Relations Code*, this Agreement shall continue in full force and effect, and neither party shall make any change or alter the terms of this Agreement until:

- (a) the Union commences a lawful strike pursuant to the *Labour Relations Code*, or
- (b) the Employer commences a lawful lock-out pursuant to the *Labour Relations Code*, or
- (c) the parties have concluded a renewal or revision of this Agreement or have entered into a new Collective Agreement, whichever occurs first.

1.3 Exclusions

Subsections (2) and (3) of Section 50 of the *Labour Relations Code* are excluded from and are not applicable to this Agreement.

ARTICLE 2 - DEFINITIONS

2.1 Regular Full-Time Employee

Regular Full-Time Employee - is an Employee who works a regularly scheduled thirty-seven point five (37.5) hours per week.

2.2 Regular Part-Time Employee

Regular Part-Time Employee - is an Employee who works on a regular basis but less than the number of hours required for regular full-time employment. All provisions of the Collective Agreement shall apply to part-time Employees on a prorated basis.

2.3 Temporary Employee

Temporary Employee - is an Employee:

- (a) hired to replace regular Employees on an approved leave of absence for the duration of the absence; or
- (b) hired for a specific duration or project not to exceed eight (8) months unless mutually agreed between the parties; or
- (c) hired as a result of an approved job sharing arrangement, however such an Employee shall convert to regular status if their position continues beyond twenty-four (24) months in accordance with Article 25.6.
- (d) All provisions of the Collective Agreement shall apply to Temporary Employees on a prorated basis for less than full-time hours and as a percentage of a full twelve (12) month period.

2.4 Project/Contract Employee

Project/Contract Employee - is hired specifically from a special funding arrangement for a temporary period. Project/Contract Employees will perform work not normally performed by bargaining unit Employees. A Project/Contract Employee shall not be considered a member of the bargaining unit during the Employee's initial twelve (12) months of employment. This time limit may be extended by mutual agreement of the parties.

2.5 Reorganization

Reorganization occurs when the Employer makes changes in a job position that result in a reduction of twenty-five percent (25%) or more in the hours of a position and/or a significant change in job duties.

ARTICLE 3 - UNION SECURITY

3.1 Exclusive Bargaining Authority

The Employer recognizes the Union as the sole and exclusive bargaining agency for all its Employees, except Project/Contract Employees and those excluded by the *Labour Relations Code of BC*.

3.2 Union Consent

The Employer shall not enter into any verbal or written agreement with any Employee or group of Employees, regarding the wages and/or working conditions of such Employee(s) without the consent of the Union.

3.3 Union Membership

All Employees shall become members of the Union and shall remain members in good standing, as a condition of employment.

3.4 CoDev and Café Etico

CoDev and Café Etico will be treated as a single bargaining unit for seniority, length of service entitlements, benefits, bidding, recall and bumping rights, placement on the wage scale and other entitlements.

3.5 Union Dues

All bargaining unit Employees shall pay to the Union, such dues and assessments as are levied by the Union in accordance with its Constitution and By-Laws.

3.6 Dues Submission

The Employer shall deduct such amounts from each Employee's twice (2) monthly pay cheque and shall forward the same to the Secretary-Treasurer of the Union, not later than the fifteenth (15th) day of the following month, together with a list of those Employees from whom deductions were made.

3.7 Dues T4 Slips

The Employer shall show the total amount of Union dues and levies deducted on the Employees' T4 slips.

3.8 Work Direction

Members of the Union shall not be required to take work direction from any person other than a member of the Union, or person(s) designated by the Employer.

3.9 Responsibilities / Direction

It is the expectation that each Employee shall be responsible for the duties of their specific work assignment. It is incumbent upon the Employees to decide in a collective manner how to achieve the best possible results and/or decisions, however, the Executive Director may give specific directions to carry out objectives, policies and decisions set out by the Board of Directors.

3.10 Work of the Bargaining Unit

Persons whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs that are included in the bargaining unit except in cases mutually agreed upon in writing by the parties. Projects undertaken by the Employer shall first be discussed with the Union.

3.11 Working with Non-Union Employees

No bargaining unit Employee shall be required to work with or share duties with any non-union Employee of the Employer or any non-union Employee of any Employer under contract to the Employer.

3.12 Assistance from National Representatives

The Union shall have the right to have assistance from National Representatives of the Canadian Union of Public Employees when dealing with, or negotiating with, the Employer.

3.13 Crossing of Picket Lines During Strike

- (a) All Employees shall have the right to refuse to cross a picket line, do the work of striking or locked-out Employees, or handle goods from an employer where a strike or lock-out is in effect. Such refusal shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action, other than loss of wages for the period involved.
- (b) Should the Employer post notices that a labour dispute exists, all Employees shall support the dispute and will not cross the picket line or utilize the struck employer's service.

3.14 Information to the Union

The Employer shall supply the Union with the names and addresses of all bargaining unit Employees, once (1) per year plus updates as changes occur, along with the seniority list identifying regular, temporary, full-time or part-time status.

3.15 Bargaining Info to Union

For purposes of collective bargaining, the Employer shall supply the Union with the following information, no later than January 1st of the year in which this Agreement expires:

- (a) The names, address, and phone numbers of Employees;
- (b) A list of Employees, by classification;
- (c) Total hours worked, by Employee;
- (d) A list of Employees who participate in the various benefit plans;
- (e) The terms of the Group Life, Dental and Extended Health Plans;
- (f) A list of Employees, by benefit status (i.e., single, couple, family);
- (g) Sick leave usage and banks, by Employee;
- (h) Vacation usage and banks, by Employee;
- (i) Compensating time off (CTO) usage and banks, by Employee.

3.16 Changes Affecting the Agreement

- (a) Any reports or recommendations made to the Board dealing with matters covered by this Agreement, including recommendations for changes that may affect wage rates, workloads or reduction of employment, shall be communicated to the Union, sufficiently in advance of being dealt with by the Board to afford the Union reasonable opportunity to consider and make representations to the Board concerning same.
- (b) The Union's representations to the Board under this Section 3.16 shall be made without undue delay.

3.17 Mutually Agreed Changes / Amendments to Agreement

- (a) Any amendments deemed necessary to this Agreement may be made by mutual agreement at any time during the existence of this Agreement.
- (b) Any mutually agreed changes to this Collective Agreement shall form part of this Collective Agreement and are subject to the grievance and arbitration procedure.

ARTICLE 4 - MANAGEMENT RIGHTS

4.1 Board of Directors

The right to manage and operate Café Etico and to organize and maintain the efficiency of Employees is the function and responsibility of the Board of Directors, subject to the terms and conditions of this Agreement. All rights and responsibilities concerning the operation of the Board's business not specifically restricted herein shall be reserved to the Board and be its sole responsibility.

ARTICLE 5 - DISMISSAL, SUSPENSION, DISCIPLINE AND PERSONNEL FILES

5.1 Burden of Proof

In all cases of discipline the burden of proof of just cause shall rest with the Employer.

5.2 Dismissal and Suspension

The Employer may dismiss or suspend an Employee for just cause by giving notice in writing setting out the reasons for dismissal or suspension and the duration of the suspension where applicable.

5.3 Right to Representation

An Employee shall have the right to have their steward or CUPE 1004 staff representative present at any discussion with the Employer or designate which the Employee believes might be the basis of disciplinary action. Where the Employer or designate intends to interview an Employee for disciplinary purposes, or impose discipline, they shall notify the Employee and the steward in advance of the purpose of the interview.

5.4 Right to Grieve Other Disciplinary Action

Disciplinary action grievable by the Employee shall include written censures, letters of reprimand, and adverse reports or evaluations. An Employee shall be given a copy of any such document placed on the Employee's file which might be the basis of disciplinary action. Should an Employee dispute any such entry in their file, they shall be entitled to recourse through the grievance procedure.

5.5 Dismissal and Suspension Grievances

Grievances arising from the dismissal or suspension of an Employee shall be submitted directly to Step 2 of Article 7.3.

5.6 Personnel File

An Employee, or their steward or CUPE 1004 staff representative with the written authority of the Employee, shall have the right of access to their personnel record at the Employer's premises.

Any disciplinary document, excluding performance evaluations and letters of expectation, shall be removed from the Employee's personnel file after the expiration of eighteen (18) calendar months from the date it was placed on the file, provided there has not been a further infraction.

The Employer agrees not to introduce as evidence in any hearing any document from the file of an Employee, the existence of which the Employee was not aware of at the time of filing.

ARTICLE 6 - LABOUR MANAGEMENT COMMITTEE

6.1 Labour/Management Meetings

A joint Employer/Employee Committee will meet as required to make recommendations to the parties on all matters of mutual interest. Meetings shall be held within thirty (30) days of a request by either party.

6.2 Labour/Management Authority

The Committee shall have no authority to vary the terms of this Agreement or in any other way act as a bargaining committee. The Committee shall not have authority to deal with any matter that is the subject of an active grievance under Article 7.

ARTICLE 7 - GRIEVANCE AND ARBITRATION PROCEDURES

7.1 Definition of Grievance

For purposes of this Agreement, a grievance is defined as any difference concerning the dismissal, discipline or suspension of an Employee, or any difference concerning the interpretation, application, operation or any alleged violation of this Agreement, including any question as to whether any matter is arbitrable, or any other dispute as defined in the *Labour Relations Code of BC*.

7.2 No Stoppage of Work

All grievances arising during the term of this Agreement shall be finally and conclusively settled using the following procedures, without a stoppage of work.

7.3 Grievance Procedure

- (a) **Step 1:** Within ten (10) working days of the incident giving rise to the grievance, or within ten (10) working days after the grievor, the shop steward or the Union first became aware of such an incident, the grievor, the shop steward or other representative of the Union shall present the grievance, in writing, to the President of the Board, or their designate.
- (b) **Step 2:** if the grievance is unresolved at Step 1 within ten (10) working days of being presented, the Union shall present the grievance to the Employer's Personnel Committee.
- (c) **Step 3:** if the grievance is unresolved at Step 2 within ten (10) working days of being presented then the grievance shall be referred to an independent person(s) mutually agreed to for their recommendation. The parties can by mutual agreement prior to the referral, agree that the recommendation shall be binding on the parties but without prejudice.
- (d) **Step 4:** if the grievance is unresolved at Step 3 either party may notify the other party in writing of their intent to advance the dispute to arbitration for final resolution.

7.4 Arbitration

If a grievance or dispute is not settled by Article 7.3, it may be referred to either expedited or full arbitration as follows:

- (a) **Expedited Arbitration**
 - (1) Expedited arbitration is intended to provide a timely resolution with minimal formality. The terms are:

- (i) Mutual agreement by both parties is required;
 - (ii) Neither side shall be represented by external lawyers hired for this purpose;
 - (iii) Neither side will call witnesses except by mutual agreement.
- (b) The single arbitrator will be the first available for mutually agreeable date(s) from the following list:
- Amanda Rogers
 - Elaine Doyle
 - Chris Sullivan
 - John Hall
 - or other arbitrator by mutual agreement between the Parties.
- Every effort will be made to complete the hearing in one (1) working day.
- (c) If possible, the decision will be immediately rendered verbally, but in either case will be provided in writing within (ten) 10 working days.
- (d) All expedited arbitration decisions will be without prejudice and will not set precedent or be referred to in subsequent grievances.
- (e) Each Party shall pay their own costs and expenses of the Arbitration and one-half (½) of the remuneration and disbursements or expenses of the Arbitrator.
- (f) Should either party wish to withdraw the grievance from this expedited process and refer to a full arbitration they may do so with written notice to the other party, and to the expedited arbitrator if one has been secured. In these circumstances, the party opting out shall be responsible for any cancellation fees charged by the expedited arbitrator.
- (g) Full Arbitration
- (h) Either Party may refer the matter to full arbitration by written notice to the other Party.
- (i) The Parties will agree to a single arbitrator in a timely fashion. If agreement cannot be reached, either Party may apply to the Minister of Labour for British Columbia to appoint the arbitrator.
- (j) The arbitrator's decision shall be in writing. This decision will be precedential, and final and binding upon the Employer, the Union and each Employee affected.
- (k) The arbitrator will retain jurisdiction of the dispute and have jurisdiction to resolve matters that may arise with regard to their decision.
- (l) Each Party shall pay their own costs and expenses of the arbitration and one-half (½) of the remuneration and disbursements or expenses of the arbitrator.

7.5 Time Limits

It is understood that any of the time limits referred to in Article 7 may be extended by mutual agreement between the Union and the Employer.

ARTICLE 8 - SENIORITY/PROBATION**8.1 Definition of Seniority**

- (a) Seniority is defined as the length of service in the bargaining unit based on the start date of employment, and shall include service with the Employer prior to the certification or recognition of the Union. Seniority shall be used in determining preference or priority for assignments of shifts, hours of work, promotion, demotion, transfer, layoff, permanent reduction of the workforce, and recall, as set out in other provisions of this Agreement. Seniority shall operate on a bargaining unit wide basis.
- (b) An Employee shall continue to accrue seniority rights if absent from work because of sickness or accident. An Employee shall continue to accrue seniority if absent from work while being compensated by Worker's Compensation Board for an injury or illness incurred in the course of employment with the Employer.

8.2 Probationary Period

- (a) All Employees shall be on probation for the first six (6) months of employment.
- (b) Prior to completion of the probationary period a Peer and Employer evaluation shall be completed and discussed with the probationary Employee.
- (c) Upon successful completion of the probationary period, an Employee shall be placed on the seniority list in order of their date of employment.
- (d) A probationary Employee who is rejected by the Employer during their probationary period shall receive two (2) weeks notice of termination or pay in lieu thereof. A rejection of a probationary Employee is subject to the grievance procedure.

ARTICLE 9 - LAYOFF, BUMPING AND RECALL**9.1 Layoff, Job Sharing and Bumping**

- (a) If Café Etico finds it necessary to reorganize (see definition Article 2.5) and/or to reduce the number of Employees, notice of layoff shall be given to affected Employee(s).
- (b) Prior to layoff, the Parties shall have the right to explore the avenue of job sharing under Article 25.
- (c) An affected Employee may choose to bump a junior Employee provided they possess the necessary qualifications or could reasonably be expected to perform the duties of the position after a mutually agreed training period.

9.2 Layoff Definition

The commencement of a layoff period means the first (1st) week in which an Employee earns less than twenty-five percent (25%) of their weekly wages, at the regular wage, averaged over the previous eight (8) weeks.

9.3 Layoff Notice Period or Wages in Lieu

Written notice of layoff shall be provided to Employees whose positions are identified for layoff as follows:

Length of Employment as Consecutive Months	Amount of notice or wages in lieu (or combination)	Amount of Benefits Calculation based on (1) monthly insured benefit premium costs; and (2) consecutive months of service
0 - 3 months	0	0
3 - 6 months	1 week, pursuant to Article 8.2(d)	0
6 - 12 months	2 weeks	0
12 - 36 months	2 weeks	1 month equivalent
36 - 48 months	3 weeks	3 months equivalent
48+ months	2 additional weeks for each additional 12 months of employment to a maximum of 20 weeks: 4 years = 5 weeks 5 years = 7 weeks 6 years = 9 weeks 7 years = 11 weeks 8 years = 13 weeks 9 years = 15 weeks 10 years = 17 weeks 11 years = 19 weeks 12 years = 20 weeks	3 months + 1 additional month per year to a maximum of 6 months: 4 years = 4 months 5 years = 5 months 6 years = 6 months 7 years + = 6 months

9.4 Discharge of Liability

- (a) The liability for notice or wages in lieu is deemed to be discharged if the Employee:
 - (1) is given a combination of written notice and wages to the amounts required; or
 - (2) terminates or retires from employment or is dismissed for just cause.
- (b) A payment made under this Article does not discharge liability for any other payment the Employee is entitled to receive under the Collective Agreement.
- (c) The wages in lieu of notice and the benefits compensation payments apply whether or not the Employee has obtained other employment or in any other way realized or recovered any money for the notice period.

9.5 Calculation of Wages in Lieu

To calculate the amount owed when wages are paid in lieu of notice:

- (a) Total all weekly wages earned, at the regular rate, for the eight (8) calendar weeks prior to effective date of layoff.
- (b) Divide the total by eight (8).
- (c) Multiply the result by the number of weeks wages the Employer is liable to pay.

9.6 Effective Date of Layoff

For the purpose of determining the termination date for calculating length of service entitlements to notice, wages in lieu and benefits compensation, the effective date shall be the first date of the layoff as defined in 9.2.

9.7 Recall Rights

- (a) Employees who have completed probation and who have been served layoff notice shall be placed on the recall list, in order of seniority, for a period of eighteen (18) months from the effective date of layoff.
- (b) Employees on the recall list shall be recalled in order of seniority provided they possess the necessary qualifications or **could** reasonably be expected to perform the duties of the position after a mutually agreed training period.
- (c) Employees who are recalled within eighteen (18) months of layoff shall be credited with previous seniority and length of service.

9.8 Rules about Layoff Notice and Payments

- (a) A notice of layoff given to an Employee has no effect if:
 - (1) The notice is issued when the Employee is on annual vacation, leave, medical leave, strike or lockout; or
 - (2) Employment continues after the notice period ends.
- (b) Once notice of layoff has been given, the Employee's wage rate or any other condition of employment must not be altered without the written consent of both the Employee and the Union.

ARTICLE 10 - HOURS OF WORK

10.1 Normal Work Hours

The normal work day shall be seven and one-half (7½) hours, the normal week is thirty seven and one-half (37½) hours; the normal hours are 9:00 am-5:00 pm and the unpaid meal period is thirty (30) minutes.

Upon mutual agreement between the Union and the Employer, Employees may work flexible hours. Agreement to flexible hours will not be withheld provided the schedule does not negatively impact operations. Flexible hours schedules must include core hours between 10:00 am and 3:00 pm, but exceptions can be made as required.

10.2 Rest Breaks

Paid rest breaks of twenty (20) minutes each and unpaid lunch breaks shall be allowed to each Employee during their workday, as follows:

- (a) Up to four (4) hours worked: one (1) rest break;
- (b) Over five (5) to six (6) hours worked: one (1) rest break, plus the meal break;
- (c) Six (6) or more hours worked: two (2) rest breaks, plus the meal break.

10.3 Rest Break Schedule

As far as practicable, the first (1st) rest break shall be taken midway between the start of the shift and the meal break and the second (2nd) rest break shall be taken midway between the meal break and the end of the shift.

10.4 Hours of Work when Travelling

When travelling outside the Lower Mainland for business purposes, Part-Time Employees shall be paid for all days worked Monday through Friday regardless of their Full-Time Equivalent status.

ARTICLE 11 - OVERTIME AND COMPENSATING TIME OFF (CTO)

11.1 Definition

Overtime is defined as work performed outside of the Employee's regular work day.

11.2 Overtime Requirements

Overtime is an unavoidable aspect of Café Etico's operations, which cannot necessarily be predicted, much less controlled, by the Employer. To ensure effective and efficient operations it is important that Employees maintain a large measure of freedom to perform overtime as operations or events may dictate from time to time.

11.3 CTO

In recognition of this reality, the Employer shall provide each Employee with twelve (12) days compensating time off (CTO) with pay to be taken within the calendar year; to be prorated for part-time and temporary Employees as per Article 2.2.

Every effort shall be made to allow the twelve (12) CTO entitlement to be taken annually within the year it is allotted. However, when this is not possible, the Employee can elect to be paid out up to three (3) days of CTO, or carry over up to three (3) days of CTO to their CTO bank. The CTO bank shall not exceed fifteen (15) days.

11.4 CTO and Other Leave

Nothing in this Article shall prevent an Employee from requesting other leave to be taken in conjunction with the twelve (12) days compensating time off.

11.5 Meal Reimbursement

The Employer will reimburse Employees who are required to work two (2) or more hours following their regularly scheduled hours of work for a meal at the rate prescribed in Article 16.3.

ARTICLE 12 - WAGE RATES AND POSITIONS

12.1 Position and Wage Rates

The position and wage rates shall be those attached in Schedule "A".

12.2 New Position

When a new bona fide position is to be established which cannot be properly placed into the existing wage scale by mutual agreement, the Employer will establish the position and wage rate on a temporary basis. Written notification of the temporary rate and a position description will be furnished to the Union. If fourteen (14) calendar days after the notification, the Employer and the Union are unable to agree on a

position description and rate for the new job, the disputed rate and/or position description may be taken to arbitration in accordance with Article 7 of this Agreement.

12.3 Professional Upgrading

- (a) The Employer shall create a pool of funds in the amount of \$1,000 per Employee to be topped up annually if necessary. Employees shall be able to draw upon this fund in order to receive fifty percent (50%) of the total cost of courses, workshops, retreats, study tours, including participation on CoDevelopment Canada or Café Etico organized delegations, or other learning activity where such activity enhances the Employee's mental or physical health and wellbeing or the Employee's job. The bargaining unit member group shall jointly decide upon the division of such funds on a yearly basis and make expenditure recommendations to the Employer for approval.
- (b) This Article of the Collective Agreement covers tuition and course materials. All approved and receipted expenses on a 50/50 cost share basis will be reimbursed pursuant to Article 16 Expenses.
- (c) Opportunities will first be sought in the Metro Vancouver area. Travel outside the Metro Vancouver area will be considered if the educational opportunity furthers the organization's objectives. Expenses incurred for travel, accommodation and meals will be considered when approval has been given for opportunities outside the Metro Vancouver area.
- (d) The bargaining unit member group shall make recommendations to the Employer in writing, such recommendations are to include anticipated costs, the nature of the professional upgrade, where and when the event is to occur. Recommendations for professional upgrading pursuant to Article 12.3 should be made with as much advance notice as practical.
- (e) Where it is determined by the Employer that a course, workshop, study tour or other learning activity is required to perform the duties of the job, one hundred percent (100%) of the total cost shall be paid from the fund.

ARTICLE 13 - POSTING AND FILLING OF VACANCIES

13.1 Job Postings

- (a) All positions expected to last longer than sixty (60) calendar days shall be circulated/posted to all staff for a minimum of seven (7) calendar days. Vacancies shall be circulated/posted internally before being circulated/posted externally unless the Union agrees in advance to a concurrent posting.
- (b) The posting period shall be extended when necessary to allow Employees who are travelling on the Employer's business to apply.
- (c) Opportunities to fill temporary, unposted vacancies shall be made available to qualified members of the bargaining unit, who have completed their probationary period, in order of seniority, prior to being filled externally.
- (d) Employees who fill temporary positions shall revert to their former position when the temporary position ends.

- (e) When the Employer has received adequate notice, vacancies shall be posted and if possible filled, to avoid interruptions in continuity for the position.
- (f) Nothing in this Article will restrict the Employer's ability to determine whether or not to fill a position.

13.2 Information on Postings

- (a) A posting shall contain the following information: nature of position, qualifications, knowledge and/or education, skills, duties, wage rate and hours of work.
- (b) Qualifications shall be based on the job descriptions that have been agreed to by the Parties. Where no job description has been agreed to, qualifications shall be those necessary to perform the job functions. Job descriptions and job postings shall not be established in an arbitrary or discriminatory manner.

13.3 Filling of Vacancies

Employees of CoDevelopment Canada and Café Etico, who have completed their probationary period, shall be considered internal candidates when applying for postings. The position shall be awarded to the senior, qualified internal candidate, if any, and the Employee will retain their seniority and be placed on the wage scale in accordance with their seniority.

13.4 Trial Period

An Employee who is a successful applicant for a posted position shall serve a trial period of three (3) months. In the event the Employee proves unsatisfactory during the aforementioned trial period, the Employee will be returned to their former position without loss of seniority or the Employee may elect to return to their former position without loss of seniority. Any other Employees affected by the rearrangement of positions will also be returned to their former positions without loss of seniority.

ARTICLE 14 - STATUTORY HOLIDAYS

14.1 Statutory Holiday Entitlement

Employees who have completed thirty (30) calendar days service shall be entitled to the following statutory holidays:

New Year's Day	British Columbia Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
National Day for Truth and Reconciliation	

plus any other day declared as a statutory holiday by the Government of Canada or the Government of the Province of British Columbia.

14.2 Part-Time Employees & Statutory Holidays

Part-time Employees working less than four (4) days per week (less than 0.8 FTE) shall be entitled to a prorated share of all statutory holidays. As an example, this is illustrated as:

- An Employee works 0.6 FTE, and 7.5 scheduled hours each day from Wednesday to Friday.

- If a statutory holiday falls on a Monday, when that Employee is not scheduled to work, they will receive 0.6 of a day off with pay on one of their regularly scheduled days within the pay period. The Employee can take 0.4 of a day vacation or Compensating Time Off (CTO) to have the full 7.5 hour day off.
- If a statutory holiday falls on a Friday, when that Employee is scheduled to work, they will receive 0.6 of the stat day off with pay. As in the above example, the Employee can take 0.4 of a day vacation or CTO to be paid for the full 7.5 hours.
- Employees may work additional hours within the pay period so that they may have the full day off without using their vacation or CTO bank.

Part-time Employees working at least four (4) days per week (0.8 FTE or greater) shall be entitled to a full day’s pay for all statutory holidays.

14.3 Other Part-Time Employees and Statutory Holidays

The approach in Article 14.2 shall apply in the same way to any percentage of full-time.

14.4 No Payroll Adjustment

The provisions of Article 14.1 and 14.2 will ensure that part-time Employees’ statutory holiday entitlements are made without the need for payroll adjustments.

ARTICLE 15 - VACATIONS

15.1 Annual Vacation Entitlement

- (a) Vacation entitlement shall be based on the calendar year.
- (b) Employees are entitled to the following annual paid vacation, to be scheduled by mutual agreement:
 - 1st calendar year4 weeks [*prorated by start date as per Article 15.1(g)*]
 - 2nd calendar year4 weeks
 - 3rd calendar year4 weeks
 - 4th calendar year4 weeks
 - 5th calendar year4 weeks
 - 6th calendar year5 weeks [*prorated by start date as per Article 15.1(g)*]
 - 7th and subsequent calendar years.....5 weeks
- (c) The vacation entitlement is also prorated for part-time Employees as per Article 2.2 and for temporary Employees as per Article 2.3.
- (d) Employees on vacation are normally not back-filled and time-sensitive work is redistributed to other staff at no additional cost to the Employer. However, the Employer’s Personnel Committee may approve vacation back-filling in extraordinary circumstances, or in the case of Café Etico, may approve a maximum of the equivalent to four (4) weeks of replacement over five (5) weeks of vacation with an Operations Assistant.
- (e) In addition to annual vacation, Employees will receive the working days between December 25th and January 1st inclusive as vacation with pay.

- (f) Every effort shall be made to use vacation entitlement within the year it is allotted. However, when this is not possible, the Employee can elect to be paid out up to five (5) days of vacation, or carry over up to five (5) days of vacation to their vacation bank. The Employee's vacation bank shall not exceed ten (10) days.
- (g) A new Employee and/or Employee who leaves employment part way through a calendar year shall have their vacation entitlement prorated. Proration shall be one-twelfth (1/12) of vacation entitlement for each month or portion of a month the Employee worked in the calendar year.

ARTICLE 13 - EXPENSES

13.1 Reimbursement

An Employee will be reimbursed for any reasonable expense incurred while engaged in the business of the Employer. Where possible, receipts will be provided.

13.2 Private Accommodation

An allowance of twenty dollars (\$20.00) per night shall be paid for private accommodation.

13.3 Meals

In Canada, where one (1) or more meals are claimed:

Breakfast	\$20.00
Lunch	\$25.00
Dinner	\$30.00

For travel outside of Canada, expenses for comparable meals will be reimbursed.

The daily meal allowance shall be reduced for any meals provided at meetings or other events.

13.4 Child Care

- (a) Employees who incur child care expenses to enable them to work shall receive a child care allowance of five hundred dollars (\$500.00) in each fiscal year quarter where child care is required. This sum is prorated for temporary Employees as per Article 2.3.
- (b) If an Employee is attending a meeting outside regular working hours (9:00 am – 5:00 pm, Monday to Friday), or is required to travel outside of the Metro Vancouver Area in relation to Café Etico's business, the Employer shall pay child care costs upon provision of receipts.

13.5 Other Expenses

Expenses in addition to those above shall not be reimbursed unless they are authorized by the Employer. Authorization for legitimate business expenses will not be unreasonably denied.

13.6 Costs Associated with Travel

Where an Employee is required to travel outside the Metro Vancouver Area, the Employer will reimburse costs associated with this travel including but not limited to visa fees, vaccination costs, and electronic communications.

ARTICLE 14 - AUTOMOBILE TRANSPORTATION**14.1 Personal Vehicle**

Employees authorized to use their personal vehicle in the performance of their duties shall be provided with the following:

- (a) The Canada Revenue Agency automobile allowance per kilometre traveled.

14.2 Insurance Deductible

In the event an Employee is involved in an automobile accident while operating a motor vehicle on Employer business, the Employer will pay the insurance deductible costs to a maximum liability of two (2) insurance deductible costs per year. The maximum payable under this Article shall be one thousand dollars (\$1,000.00) total in any calendar year.

ARTICLE 15 - LIABILITY PROTECTION**15.1 Liability**

The Employer shall ensure:

- (a) To exempt and save harmless each Employee from any liability action arising from the proper performance of the Employee's duties for the Employer.
- (b) To assume all the Employee's costs, legal fees and other expenses arising from any such action.

ARTICLE 16 - SICK LEAVE**16.1 Credits**

- (a) Employees shall earn sick leave credits on the basis of one and one-half (1½) days per month. Sick leave credits shall be available at the beginning of each calendar year, and prorated for temporary workers as per Article 2.3. In any case, all Employees will be entitled to at least five (5) days of paid sick leave per calendar year.
- (b)
 - (1) An Employee absent from work on account of illness shall continue to receive their full salary for up to fifteen (15) calendar days as long as the Employee has sick leave credits banked.
 - (2) Employees shall be allowed to use their banked sick leave credits to top up their short term disability payments to full pay for as long as they have banked credits available.
 - (3) An Employee who has applied for Short Term Disability (STD) may use a maximum of thirty-five (35) days banked sick leave credits while awaiting receipt of STD benefits.
 - (4) Employees must repay their sick leave bank when benefits are received.
- (c) Unused sick leave credits in any year shall be placed in a sick leave bank to be used in subsequent years.

16.2 Vacation Substitution

Sick leave will be substituted for vacation time where an Employee can demonstrate that the Employee was ill during scheduled vacation time.

16.3 Short and Long Term Disability

An Employee absent from work on account of illness/injury shall be entitled to all benefits provided in Article 27.1 during the first seven (7) days of absence and while in receipt of Short Term Disability benefits.

An Employee will also be entitled to all benefits provided in Article 27.1 for the first twelve (12) months they are in receipt of Long Term Disability (LTD) benefits. An Employee with five (5) years' service or more will be entitled to all benefits provided in Article 27.1 for the first twenty-four (24) months they are in receipt of Long Term Disability benefits. This benefit will be prorated for part-time Employees.

ARTICLE 17 - WCB

17.1 Benefit Accrual

When an Employee is on a WCB claim, all benefits of the Agreement, including sick time and vacation, will continue to accrue.

17.2 Sick Leave When on WCB

Where Employees are entitled to WCB benefits, they shall not be entitled to receive sick leave.

17.3 Payment

Up to a maximum of one (1) year, Employees whose claims for WCB temporary wage loss disability benefits have been approved by the WCB shall assign their WCB cheques to the Employer and the Employer shall continue to pay them one hundred percent (100%) of their normal wages.

After one (1) year, Employees will be entitled to WCB approved benefits.

17.4 Waiting Period

In the event the WCB rejects a claim, or during a period of delay prior to the WCB accepting a claim, the Employer shall continue to pay Employees their full normal wages for as long as the Employee has sick leave, vacation, or CTO credits. These credits will be returned to the Employee upon acceptance by the WCB of the claim.

ARTICLE 18 - PREGNANCY/PARENTAL/ADOPTION LEAVE

18.1 Benefit Table

Leave	Eligibility	Duration	Other Benefits (subject to eligibility)
Maternity	Biological Mothers	Up to eighteen (18) months unpaid leave, <i>subject to 19.2</i> Note: for leave and EI purposes, may commence if unable to work due to pregnancy as early as 8 weeks before the expected date of birth and EI can end as late as 17 weeks after the actual date of birth.	Employee who: 1. Has applied for and been approved to receive EI Maternity benefits, as demonstrated by providing EI cheque stubs, are also eligible for Employer paid Supplement to Employment Insurance Benefits (SEIB) to match a combined total of 95% of normal weekly earnings for a maximum of 22 weeks. 2. SEIB benefits are payable for a period during which a worker is not in receipt of EI income benefits if the only reason for non-receipt is that the claimant is serving the one (1) week EI waiting period. Seniority continues to accrue. The Employer shall make its normal premium payments for the following benefit plans in which the Employee actually participates: Medical, Extended Health, Dental, Life and AD&D Insurance, and Pension. Vacation and sick leave benefits will accrue for the duration of the leave. An Employee will return to their former position or a position of the same rank and salary.
Parental	Biological or legally recognized parents	Up to eighteen (18) months unpaid leave Non-birth parent entitled to 3 days with pay	May be eligible for EI parental benefits. May be combined with Maternity EI. Seniority continues to accrue. The Employer shall make its normal premium payments for the following benefit plans in which the Employee actually participates: Medical, Extended Health, Dental, Life and AD&D Insurance, and Pension. Vacation and sick leave benefits will accrue for the duration of the leave. An Employee will return to their former position or a position of the same rank and salary.
Adoption	Legally recognized adoptive parents	Up to eighteen (18) months unpaid leave Non-birth parent entitled to 3 days with pay	May be eligible for EI parental benefits. Seniority continues to accrue. The Employer shall make its normal premium payments for the following benefit plans in which the Employee actually participates: Medical, Extended Health, Dental, Life and AD&D Insurance, and Pension. Vacation and sick leave benefits will accrue for the duration of the leave. An Employee will return to their former position or a position of the same rank and salary.

18.2 SEIB Repayment

- (a) An Employee who receives SEIB pursuant to Article 21.1 of this Agreement must sign an agreement that they will return to work and remain in the Employer's employ for a period of at least twenty-three (23) weeks, or a period of time equivalent to the number of weeks they received SEIB benefits from the Employer, whichever is longer, after their return to work.
- (b) Should the Employee fail to return to work and remain in the employ of the Employer for the return to work period in (a) above, the Employee shall reimburse the Employer for the SEIB benefits received pursuant to Article 21.1.

ARTICLE 19 - COMPASSIONATE LEAVE

19.1 Leave Entitlement

An Employee is entitled to unpaid leave of up to twenty-seven (27) weeks to care for a dying family member subject to Employment Insurance provisions. During this time seniority shall continue to accrue.

19.2 SEIB

- (a) An Employee who is on compassionate leave as provided under this Agreement and who has applied for and is in receipt of Employment Insurance compassionate benefits shall be paid a Supplemental Employment Insurance Benefit (SEIB) plan benefit for a maximum of twelve (12) weeks.
- (b) SEIB plan benefits are payable for a period during which a worker is not in receipt of EI income benefits if the only reason for non-receipt is that the claimant is serving the one (1) week EI waiting period. The supplement shall be equivalent to the difference between ninety-five percent (95%) of normal weekly earnings and the sum of weekly Employment Insurance benefits and any other earnings. Receipt by the Employer of the Employee's Employment Insurance cheque stubs shall constitute proof that the Employee is in receipt of Employment Insurance compassionate leave benefits.

19.3 Benefits

In accordance with the preceding and for the duration of the compassionate leave, the Employer shall make its normal premium payments for the following benefit plans in which the Employee actually participates: Medical, Extended Health, Dental, Life and AD&D Insurance and Pension. Vacation and Sick Leave benefits will accrue for the duration of the compassionate leave.

19.4 Return to Work

An Employee on compassionate leave shall return to their former position or to a position of equal rank and salary.

ARTICLE 20 - POLITICAL LEAVE

20.1 Terms of Leave

If nominated as a candidate for election at the Federal, Provincial, or Municipal level, or for an Indigenous governing body, leave of absence without pay shall be provided to take part in the election campaign. At the written request of the Employee, the Employer will maintain all health and welfare and statutory benefits. The Employee shall reimburse the Employer for the cost of the benefits maintained.

ARTICLE 21 - OTHER LEAVE**21.1 Bereavement/Serious Illness or Injury Leave**

- (a) An Employee is entitled to five (5) days paid leave in the event of serious illness or the death of a spouse or spouse equivalent, parent, child, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandchild or grandparent, or any other person with the approval of the Employer. With the Employer's approval, this leave may be extended by using vacation days and/or up to one (1) month leave of absence without pay.
- (b) An Employee is entitled to Family Responsibility Leave as per the *BC Employment Standards Act* with the understanding that the Employee is entitled to up to twelve (12) days leave per year without pay or may use up to twelve (12) days banked sick leave credits.

Other family members may be considered immediate family if the Employee is the sole caregiver, by mutual agreement.

- (c) An Employee is entitled to an additional 104 weeks of unpaid leave if their child dies. The leave starts on the date of the child's death. In the case of a child who has disappeared, leave begins on the date the child is found deceased. The Employee may take leave in different units of time with the Employer's consent.

21.2 Unpaid Leave

- (a) After two (2) years employment, an Employee may apply for and may receive up to six (6) months leave of absence without pay. Unless the Employer and the Employee mutually agree otherwise, an Employee shall return to regular full-time employment for at least another two (2) years before becoming eligible for another unpaid leave of absence.
- (b) Part-time unpaid leave of absence may be approved under this Article, with all provisions of the Collective Agreement prorated for the duration of the leave.
- (c) Unpaid leave of absence not otherwise provided for in this Agreement may be granted at the discretion of the Employer.

Approval for unpaid leave must be obtained from the Employer in writing and shall not be unreasonably withheld.

An unpaid leave of absence pursuant to Article 24.2 of thirty (30) or more calendar days will result in the prorating of the vacation entitlement.

21.3 Jury/Witness Leave

An Employee is entitled to paid leave as required in the event that the Employee is summoned as a potential juror, a selected juror or a witness in any court or tribunal empowered by law to compel attendance of witnesses. The Employee shall remit to the Employer all monies paid to the Employee by the court, except for the traveling and meal allowances not reimbursed by the Employer.

21.4 Self Funded/Deferred Income Leave

The parties shall develop and implement a Self Funded/Deferred Income Leave program in accordance with the terms of the Memorandum of Agreement (see Appendix B).

21.5 Benefits

Except as otherwise provided by this Agreement, an Employee on an unpaid leave of absence in excess of thirty (30) days is not entitled to any benefits provided by this Agreement. An Employee may request the Employer to maintain some or all benefits. If permitted by the insurer/carrier, the Employer will maintain such benefits so long as the Employee reimburses the Employer for the cost of the benefits maintained.

21.6 Leave for Negotiations

The Employer shall grant leave with pay to a maximum of two (2) Employees who are elected as representatives to participate in negotiations. Wages shall be covered for each full or partial day spent at official negotiation sessions.

21.7 Union Leave

The Employer shall grant leave without pay to Employees who are elected as representatives to attend Union Conventions, or for other Union business to a maximum of fifteen (15) days. Notice for such leave must be given to the Employer at least seven (7) days prior to the beginning of the leave.

21.8 Job Steward Leave

Job Stewards shall have the right to investigate and process grievances and to perform other duties proper to their position during regular working hours, without loss of pay.

21.9 Seniority and Benefits on Union Leave

Leaves granted under this Section shall not constitute a break in seniority. With respect to any leave of absence granted without pay, the Employer shall continue to pay each representative's regular wage or salary and shall render an account to the Union for such amount, including the Employer's contribution on behalf of each such representative for Medical, Extended Health, Dental, Life and AD&D Insurance, and Pension, which the Union will reimburse.

21.10 Notice of Return to Work

Employees on a leave of absence of six (6) months or less will provide two (2) weeks' notice confirming their anticipated return to work date. Employees on a leave of absence of six (6) months or more will provide four (4) weeks' notice confirming their anticipated return to work date. Waiving of said notice periods shall not be unreasonably denied.

21.11 Paid Vaccination Leave

Employees can take up to three (3) hours of paid leave for vaccinations.

21.12 Leave Respecting the Disappearance of a Child

An Employee can take up to 52 weeks of unpaid leave if their child disappears when it is probable that it is the result of a crime.

21.13 Domestic and Sexual Violence Leave

(a) Definition

Domestic violence is an act of abuse between an Employee and a current or former intimate partner, between an individual and a child who resides with the Employee, or between an individual and an adult who resides with the Employee and who is related to the Employee by blood, marriage, foster care or adoption, whether the abuse is physical, sexual,

emotional or psychological, and may include an act of coercion, stalking, harassment or financial control.

(b) Place of Work Accommodation

If an Employee or the Employee's child has experienced domestic or sexual violence, and as a result the Employee needs to work in a location other than where the Employer has assigned the Employee, the Employer shall accommodate the Employee's need unless it would cause the Employer undue hardship.

(c) Hours of Work Accommodation

If an Employee or the Employee's child has experienced domestic violence or sexual violence, and as a result the Employee needs to reduce their hours of work or needs to work at different times than the Employer has assigned, the Employer shall accommodate the Employee's need unless it would cause the Employer undue hardship.

(d) Domestic and Sexual Violence Leave

An Employee is entitled to up to five (5) paid days of leave per calendar year if the Employee or the Employee's child experienced domestic or sexual violence. An Employee shall be entitled to an additional unpaid leave of up to seventeen (17) weeks per calendar year, if necessary.

(e) If an Employee has a physical or psychological injury or disability caused by the violence that requires accommodation or work absence, the Employee follows the process outside this article that would apply to any injured or disabled Employee under this Collective Agreement.

(f) An Employee who wishes to take leave under this section shall advise the Employer in writing that the Employee will be doing so. If the Employee must begin the leave before advising the Employer, the Employee shall advise the Employer of the leave in writing as soon as possible after beginning it.

21.14 Menstrual Leave

Employees suffering from severe menstrual pain shall be eligible for up to two (2) paid days of menstrual leave per month.

ARTICLE 22 - JOB SHARING

22.1 Terms

A regular full-time position may be shared between two (2) or more qualified Employees subject to the approval of the Employer.

22.2 Application

The affected Employee shall indicate in writing the reason for the request including the hours and days of the week the Employee wishes to share, and with whom the Employee contemplates the job sharing arrangement. The request must be submitted at least three (3) months prior to the anticipated date of the commencement of job sharing.

22.3 Qualifications

The Employee with whom it is contemplated the position shall be shared, must be qualified to perform the duties and responsibilities of the position.

22.4 Letter of Term

Where the request is approved, the Employer shall provide each Employee with a letter covering the terms and conditions of the job sharing arrangement.

22.5 Hours of Work

Under normal circumstances, the regular daily and weekly hours of the position shall remain unchanged as a result of the job sharing arrangement unless otherwise varied by the terms and conditions outlined in the letter provided by the Employer.

22.6 Duration Conditions

The job sharing arrangement shall be for a minimum period of one (1) year unless otherwise initially agreed. An Employee hired temporarily to replace the position left vacant by Employee(s) job sharing shall be considered temporary for up to two (2) years. After two (2) years, the temporary Employee shall be considered regular, and the Employee(s) in the job sharing arrangement will forfeit their right to “bump” back to their former position.

22.7 End of Job Share

At such times as the Employee vacates their position, the balance of the hours of work shall be offered to the second (2nd) Employee in the job sharing arrangement.

22.8 Collective Agreement Provisions

All provisions of the Collective Agreement will be prorated for each Employee in the job share agreement.

ARTICLE 23 - MULTI-SECTOR PENSION PLAN

23.1 Contributions

Employee contributions shall be five percent (5%) of gross wages and the Employer contributions shall be five and one-half percent (5.5%) of gross wages.

23.2 Definitions

(a) In this Article, the terms used shall have the meanings as described:

“Plan” means a retirement vehicle as determined by the Union. “Applicable Wages” means the basic straight time wages for all hours worked and in addition:

- (i) The straight time component of hours worked on a holiday;
- (ii) Holiday pay, for the hours not worked; and
- (iii) Vacation pay

All other payments, premiums, allowances and similar payments are excluded.

“Eligible Employee” means regular full-time and regular part-time Employees in the bargaining unit who have completed five hundred (500) hours of service.

- (b) Each eligible Employee covered by this Collective Agreement shall contribute for each pay period an amount equal to five percent (5%) of Applicable Wages to the Plan. The Employer shall contribute on behalf of each eligible Employee for each pay period, an amount equal to five and one-half percent (5.5%) of Applicable Wages to the Plan.
- (c) The Employer shall remit the Employee and Employer contributions to the Plan within thirty (30) days after the end of the calendar month in which the pay period ends for which the contributions are attributable.
- (d) The Union acknowledges and agrees that other than making its contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute towards the cost of benefits provided by the Plan, or be responsible for providing any such benefits.
- (e) The Union and the Employer acknowledge and agree that under current pension legislation, and/or regulations, the Employer has no requirement to fund any deficit into the Plan, but is required to contribute only that amount as required by the Collective Agreement in force between the parties.
- (f) It is understood and agreed by the Employer and the Union that should the current pension legislation or regulations be changed so that the Employer's obligation to contribute to the Plan exceeds the amount specified in the Collective Agreement then in force, the parties will negotiate a method to relieve the Employer of this increased obligation to the extent that any such obligations exceed those which the Employer would have if the Plan were a defined contribution plan.
- (g) The Employer agrees to provide to the Administrator of the Plan, on a timely basis, all information required pursuant to the *Pension Benefits Act, R.S.O. 1990, Ch. P-8*, as amended, and *Income Tax Act (Canada)* which the Administrator may reasonably require in order to properly record and process pension contributions and pension benefits. If maintained by the Employer in electronically readable form it shall be provided in such form to the Plan if the Administrator so requests.

For further specificity, the items required for each eligible Employee of this Article include:

(1) Only at Plan Commencement

- Date of hire
- Date of birth
- Date of first contribution
- Seniority list to include hours from date of hire to Employer's fund entry date (for the purpose of calculating past service credit)
- Gender

(2) At each Remittance

- Name
- Social Insurance Number
- Monthly remittance
- Pensionable earnings
- Year to date contributions
- Employer portion of arrears owing due to error, or late enrolment by the Employer

(3) To be provided initially and as status changes

- Full address
- Termination date where applicable
- Marital status

- (h) In the event the Union determines the retirement vehicle to be a Pension Plan, the Employer agrees to be bound by the terms of the Agreement and Declaration of Trust and the rules and regulations of the Plan adopted by the Trustees of the Plan, both as may be amended from time to time. In addition, the Employer agrees to enter into a Participation Agreement with the Trustees of the Plan in the form attached as Schedule “B”.

ARTICLE 24 - BENEFITS**24.1 Entitlement**

The Employer agrees to provide eligible Employees with the benefits as outlined in Appendix A with premiums as follows:

- *Full Time Employees* – 100% Employer paid.
- *Part Time Employees* – 100% Employer paid.

Eligibility for certain benefits is a minimum twenty of (20) hours per week. Employees not in receipt of Appendix “A” benefits shall receive sixteen percent (16%) of gross wages in lieu of benefits exclusive of statutory holidays.

24.2 Liability

The Employer’s liability is limited to payment of the premiums. The Employer is not the insurer.

24.3 Coverage and Carriers

The Parties agree that there shall be no change in coverage or carriers except by mutual agreement, such agreement not to be arbitrarily withheld.

ARTICLE 25 - DISCRIMINATION & HARASSMENT**25.1 Discrimination & Harassment**

The Union and the Employer recognize the right of Employees to work in an environment free from bullying and harassment. The Employer shall take such actions as necessary respecting an Employee engaging in or victimized by bullying and harassment.

Harassment is offensive behaviour that a reasonable person would consider unwelcome. Harassment can be direct or indirect, obvious or subtle, active or passive. It can take the form of written, verbal, physical, electronic, or any other form of expression. Harassment can be physical, psychological, or a combination of the two. The effect on the target of harassment is what defines it. The intent of the harasser need not have been to cause offense, as it is the effect on the target that is considered. Harassment can be one incident or repeated incidents. In all cases, it is unacceptable.

Discrimination is using real or perceived differences between people as grounds to treat them differently. Any instance of discrimination is contrary to the rights of the Employees, and against the principles and values of the Employer and the Union. Discrimination may be made on grounds including (but not limited to) Indigenous identity, race, colour, ancestry, place of origin, immigration status, language, cultural background, class, religion, family status, physical or mental health, sex, sexual orientation, gender

identity or expression, age, criminal conviction, or political beliefs. Harassment on these grounds is considered Discriminatory Harassment.

Harassment need not be discriminatory for it to be unacceptable. Personal, sexual, or other unspecified harassment is contrary to the rights of the Employees in the Collective Agreement.

A harassment complaint is not a grievance. The complainant must follow the complaint process. However, any action taken by the Employer as a result of the complaint process may be grieved pursuant to Article 7 (Grievance and Arbitration Procedures). If the Employer has not taken reasonable steps to address the incident, the Employee may file a grievance pursuant to Article 7 (Grievance and Arbitration Procedures).

Wherever possible, the parties shall seek to resolve an issue before it becomes a formal complaint. If the complainant is satisfied with the outcome reached at this point, the complaint is resolved.

Complaints where the respondent is an Employee shall be presented to the Employer. Complaints where the respondent is the Employer will be presented to the Employer's Personnel Committee, or members of the Employer's Personnel Committee who are not alleged to be part of the complaint.

ARTICLE 26 - REMOTE WORK

The Employer and the Union agree that where an Employee wishes to work remotely, such arrangements may be mutually agreed upon subject to the following terms and conditions:

26.1 General

Remote Work is defined as engaging in scheduled work during regular working hours that is done from a remote location other than the Employer worksite (the "Remote Location"), connecting to the Employer worksite remotely and authorized and approved by the Employer.

The terms and conditions of the Collective Agreement will be in full force and effect any time the Employee is working remotely.

26.2 Procedure

An Employee shall apply in writing to the Employer, indicating the length of the proposed arrangement and the hours and days of the week the Employee wishes to work remotely. Such requests will not be unreasonably denied.

- (a) Where an Employee's request is approved by the Employer and results in an acceptable Remote Work arrangement, the Employer shall provide the Employee with a letter covering the terms and conditions of the Remote Work arrangement signed by the Employer and Employee.
- (b) Where an Employee's request is denied, the Union may request a meeting with the Employer to discuss the matter. If no agreement is reached, the Employee may seek resolution through the grievance procedure.
- (c) Where an Employee has an established Remote Work arrangement with the Employer, said Employee can request alterations in the plan for a particular work week. Such requests shall not be unreasonably denied.

26.3 Hours

Under normal circumstances, the regular daily and weekly hours of the position shall remain unchanged as a result of the Remote Work arrangement unless otherwise varied by the terms and conditions contained in the letter referred to in 29.2(a), or elsewhere in the Collective Agreement.

Where there is a dispute between the language of the Remote Work arrangement and the Collective Agreement, the Collective Agreement shall supersede.

Scheduling and recording of time off (including sick and vacation) will be subject to the same rules and conditions as are currently in place and shall not occur only on days when the Employee is scheduled to attend at an Employer worksite.

26.4 Safety

The parties agree that Employees injured while working under a Remote Work arrangement will be subject to the same WorksafeBC provisions as if they were injured at the Employer's office and that Remote Work locations are defined as an Employee's regular workplace.

26.5 Privacy Rights

Employer surveillance of any kind is prohibited under this agreement.

Employees shall keep all documents related to their work in password protected files and shall keep all printed materials in a locked cabinet not accessible to anyone other than the Employees.

26.6 Term of Remote Work Arrangement

The term of the Remote Work arrangement shall be mutually agreed upon by Employee and Employer and can be cancelled at anytime within 14 days written notification.

SIGNED ON BEHALF OF EMPLOYER**SIGNED ON BEHALF OF THE UNION**

Jan Eastman, Board of Directors

Scott McIntosh, President

Saul Blakey, Business Agent

Signed at _____, BC, this _____ day of _____, 2023.

**SCHEDULE "A"
WAGES**

Classification and Step	March 31, 2022	March 31, 2022 (Hourly Rate)	April 1, 2022 (5.7%)	April 1, 2022 (Hourly Rate w/ Adjustment)	April 1, 2023 (3.5%)*	April 1, 2024 (3.5%)*
Step 1	\$62,096.86	\$31.84/hr	\$65,636.38	\$33.66/hr		
Step 2	\$65,306.73	\$33.49/hr	\$69,029.22	\$35.40/hr		

* or CPI Adjustment, whichever is greater

Commencing January 1, 2019, all paid internships and student positions shall be remunerated at the Vancouver Living Wage rate as calculated by the BC Office of the Canadian Centre for Policy Alternatives.

Should the CPI in its present form and on the same basis as the Consumer Price Index Base become unavailable, the parties shall negotiate an alternative formula. If agreement is not reached, the parties shall request Statistics BC to provide the appropriate conversion of adjustment, which shall be applicable as of the appropriate adjustment date.

In the event Statistics BC does not issue the CPI before the applicable adjustment date, any adjustment required will be made retroactive to the applicable adjustment date. No adjustment shall be made because of any revision, which may later be made in the published CPI. If the CPI falls below the CPI Base, there shall be no adjustment. There shall be no reduction in wages should the CPI be determined to be below 0%.

"Consumer Price Index" means the CPI-Vancouver - all items (1992=100)

"Consumer Price Index Base" means the CPI for the month previous to the relevant calculated period.

Should the Organization have a significant increase in funding during the term of the Agreement, there will be a reopening of wage negotiations.

Notes:

1. Employees shall receive increment increases on completion of twelve (12) months of employment.
2. Employees not in receipt of Appendix "A" benefits shall receive sixteen percent (16%) of gross wages in lieu of benefits exclusive of statutory holidays.
3. *Hourly Wage Rates:* The hourly wages are calculated as follows:
 Hours per week (37.5 hours) x 52 weeks per year = 1,950 hours per year.
 Annual salary divided by 1,950 = hourly rate (e.g. \$44,815 divided by 1950 = \$22.98 per hour).

CURRENT POSITIONS:
<ul style="list-style-type: none"> • COORDINATOR

SCHEDULE "B"
PARTICIPATION AGREEMENT

BETWEEN: **CAFÉ ETICO** (the "Employer")

AND: **MULTI-SECTOR PENSION PLAN**
by its Trustees (the "Trustees")

In consideration of the Employer becoming a participating Employer in the Multi-Sector Pension Plan (the "Plan") by making contributions to the Plan in accordance with the Collective Agreement between the Employer and Local 1004 of the CUPE (the "Union"), and in consideration of the Trustees making benefits available to the Employees of the Employer on whose behalf contributions are being made, the parties agree as follows:

1. The Employer shall make contributions to the Plan in accordance with the terms of the Collective Agreement dated the 1st day of April, 2004 (the "Collective Agreement"), failing which the Trustees or Union may take action to collect such amounts owing pursuant to the grievance and arbitration procedures under the Collective Agreement or in any other forum having jurisdiction to do so, including collection of interest, liquidated damages and costs in accordance with the provisions of the Participation Agreement and the Agreement and Declaration of Trust dated _____, as amended ("Declaration of Trust") which established the Plan.
2. The Employer acknowledges the right and obligation of the Trustees to administer the Fund and provide benefits in accordance with the Declaration of Trust.
3. Notwithstanding the provisions of paragraph 2 of this Participation Agreement, the financial obligations of the Employer shall in no event exceed the obligation to make contributions as set out in the Collective Agreement, together with interest, damages and costs for which the Employer may be liable relating to a delinquency in making contributions to the Plan pursuant to the Declaration of Trust.
4. The Employer has no obligation to provide the benefits established by the Plan beyond the obligation to make contributions pursuant to the Collective Agreement. In the event that at any time the Plan does not have sufficient assets to permit continued payments under the Plan, nothing contained in the Collective Agreement, Plan or this Participation Agreement or the Declaration of Trust shall be construed as obligating the Employer to make contributions other than contributions for which the Employer is obligated by the Collective Agreement. It is understood that there shall be no liability upon the Employer, Union or the Trustees to provide the benefits established by this Pension Plan if the Plan does not have sufficient assets to make such benefit payments and that the Trustees have the authority to amend benefits, if necessary or advisable.
5. The Trustees will provide to the Employer, at its request, a copy of the Declaration of Trust and of any subsequent amendments as they are made.

6. The Employer agrees to provide to the Administrator of the Plan, on a timely basis, all information required pursuant to the Pension Benefits Act, R.S.O. 1990, Ch. P-8, as amended, which the Administrator may reasonably require in order to properly record and process pension contributions and pension benefits. For further specificity, the information required for each Eligible Employee is as follows:
- (i) *To be Provided Once only at Plan Commencement*
 - Date of Hire
 - Date of Birth
 - Date of First Contribution
 - Seniority List to include hours from date of hire to Employer's fund entry date (for the purpose of calculating past service credit)
 - Gender

 - (ii) *To be Provided with each Remittance*
 - Name
 - Social Insurance Number
 - Monthly Remittance
 - Pensionable Earnings
 - Year to Date Contributions
 - Employer portion of arrears owing due to error, or late enrolment by the Employer

 - (iii) *To be Provided Initially and as Status Changes*
 - Full Address
 - Termination Date Where Applicable (MM/DDYY)
 - Marital Status

SIGNED AND DATED BY BOTH PARTIES APRIL 15, 2004.

**APPENDIX “A” - BENEFITS
BENEFITS FOR MEMBERS OF CUPE LOCAL 1004 – CAFÉ ETICO**

The Employer commits to maintaining substantially the same level of benefits coverage as is reflected in this Appendix A.

BENEFIT	DESCRIPTION
Group Life	100% Employer paid
Accidental Death & Dismemberment	100% Employer paid
Long Term Disability	100% Employer paid
Basic Medical (Medical Services Plan)	100% Employer paid
Extended Health Care	100% Employer paid
MSPP Pension - % of Gross	5.5% Employer / 5.0% Employee paid
Dental	100% Employer paid
Employee Assistance Program	100% Employer paid
LIFE INSURANCE	
Benefit	1 x ANNUAL EARNINGS rounded to next higher \$1,000.00
Minimum	N/A
Maximum	\$300,000; \$100,000 non-evidence maximum
Guaranteed Issue Limit	\$100,000
Termination	Reduces to 25% at age 65; terminates at age 75
Living Benefit	Lesser of \$25,000 or 50% of Life Benefit
ACCIDENTAL DEATH AND DISMEMBERMENT	
Benefit	Same as life insurance
Termination	Reduces to 25% at age 65; terminates at age 75
DEPENDENT LIFE	
Spouse	\$15,000
Child(ren)	\$7,500
Termination	Age 75
SHORT-TERM DISABILITY	
Qualifying period	7 days
Benefit	66.67% of monthly earnings
Maximum	\$1,000/week
Guaranteed issue limit	\$1,000/week
Benefit duration	From 15 th day of disability for up to 15 weeks
Disability definition	Own occupation
All source maximum	85%
Pre-existing limitation	15 weeks
Benefit status	Non-taxable
Termination	Age 65
LONG-TERM DISABILITY	
Qualifying period	120 days
Benefit	66.67% of monthly earnings
Maximum	\$6,000/month
Guaranteed issue limit	\$2,500/month
Benefit duration	To age 65
Disability definition	2 year own occupation, then any occupation
All source maximum	85%
Pre-existing limitation	3 months before / 12 months after
Benefit status	Taxable
Termination	Age 65

DENTAL CARE	
Benefit Coverage:	
Plan "A" – Basic	80%
Plan "B" – Major	50%
Plan "C" – Orthodontics	0%
Deductible	Nil
Maximums:	
Plan "A" & "B" (Combined)	\$2,000 per person /calendar year
Plan "C"	\$0
Exceptions	Late entrance limited to \$250 / per person – 1st 12 months coverage
Survivor benefit	24 months without premiums
Termination	Age 80
EXTENDED HEALTH CARE	
Benefit level	80%
Deductible	Nil
Overall maximum	Unlimited
Out-of-country emergency	100% / \$0 deductible
Voyage travel assistance	Covered
Prescription drugs (incl. contraceptives)	80% / 50% to a maximum of \$50,000 per calendar year
Hearing Aids:	
Adults & Children	100% up to \$700 / 60 months per person
Paramedical Practitioners:	
Physiotherapist	\$500 / calendar year
Massage Practitioner	\$500 / calendar year
Podiatrist	\$500 / calendar year
Chiropractor	\$500 / calendar year
Naturopathic Physician	\$500 / calendar year
Registered Psychologist	\$600 / calendar year
Acupuncturist	\$500 / calendar year
Speech Therapist	\$600 / calendar year
Osteopaths	\$500 / calendar year
Audiologists	\$500 / calendar year
Hospital room	Semi-private
Registered Nurse	To a maximum of \$25,000 / consecutive 24 months
Orthopedic shoes: adults and children	No limit per year
Vision care	\$200 / 24 months
Survivor benefit	24 months without premiums
Termination	Age 80

Benefit eligibility and premiums are covered in Article 27.1. Employees not in receipt of Appendix "A" benefits shall receive sixteen percent (16%) of gross wages in lieu of benefits exclusive of statutory holidays.

Upon retirement of an Employee in accordance with the Multi-Sector Pension Plan (MSPP), the Employer will continue the coverage and continue to pay its share of premiums for Medical, Extended Health and Dental for the month in which the retirement occurred and for one (1) calendar month thereafter.

**APPENDIX "B" - LETTER OF UNDERSTANDING
DEFERRED SALARY PLAN**

The Parties agree to a Deferred Salary Plan ("the plan") as follows:

1. Eligibility

- (a) All regular full-time and regular part-time Employees are entitled to enrol and make contributions to the plan.
- (b) However, Employees must work for a minimum of four (4) years continuous service before taking a leave under the plan, and only one (1) Employee may be on leave at any one (1) time.

2. Contributions

- (a) Employees wishing to enrol in the plan shall apply in writing at least two (2) months before enrolment stating the percentage of their wages they wish to have deferred. The percentage deferred shall be a minimum of 10% and a maximum of 33-1/3% of gross wages.
- (b) Employees may adjust their percentage contribution amount once (1X) per calendar year.
- (c) Employees shall contribute to the plan for a maximum of six (6) years, after which time they must take their scheduled leave or have their deferred salary paid out in a lump sum.

3. Leaves

- (a) Employees must provide six (6) months notice of start / end dates before commencing leave.
- (b) Plan leaves must be for a minimum of six (6) months and a maximum of twelve (12) months, to be taken consecutively.
- (c) In accordance with legislation, the payments made during the leave shall be subject to income tax but not EI.
- (d) Both the Employer and the Employee Canada Pension Plan (CPP) contributions during the leave shall be calculated for the complete leave duration and paid from the accrued savings.
- (e) Accrued vacation and CTO may be taken immediately before or after the leave, at the Employee's option.
- (f) Employees must return to work for a period no less than equal to the period of leave before re-enrolling in the contribution plan.

4. Benefits

- (a) All health and other benefits, including but not limited to: sick leave, compensating time off in lieu of overtime, vacation leave etc. will be suspended for the period of leave of absence on deferred salary.
- (b) Employees who opt to retain insured benefits and pension contributions will be retained in those plans by the Employer and shall reimburse the Employer for both shares of the cost no less than quarterly.

- (c) No Employee will receive benefits superior to those in the Collective Agreement as a result of enrolment in the plan.

5. Seniority

- (a) Time off under this plan shall be credited to the Employee as continuous service for the purposes of calculating seniority.

6. Length of Service

- (a) Length of service based accruals (e.g. Vacation) shall be suspended for the period of leave.

7. Administration

- (a) The plan shall be administered by a representative of the Café Etico Employees and a member of the Employer's personnel committee.
- (b) While the fund shall be at no cost to the Employer, the Employer agrees that the plan can be administered and maintained in house and the Employer will absorb the cost of its staff and overhead.
- (c) Interest earned by the monies in the plan shall accrue to the Employee.

8. General

- (a) The plan shall be subject to approval of Canada Revenue Agency and the Multi-Sector Pension Plan Trustees.
- (b) The final document may include additional points for clarification without changing the intent of this Letter of Understanding.
- (c) A joint committee of the Parties shall meet and conclude the final content of the program on or before December 31st, 2009.

**MEMORANDUM OF AGREEMENT
TEMPORARY ASSISTANT EMPLOYEES**

The Parties agree as follows:

1. Café Ético may from time to time employ temporary employees, classified as Operations Assistant and as Clerk.
2.
 - (a) The Operations Assistant’s duties will include the day-to-day duties of the Coordinator but not such duties as annual planning, budgeting, and preparation of financial statements.
 - (b) An Operations Assistant may be employed to cover temporary, short-term absences of the Coordinator or when the Coordinator is involved in special projects.
 - (c) The Operations Assistant will be paid \$23.65 per hour. This rate includes compensation in lieu of insured benefits, pension, vacation pay, sick leave, public holiday pay and other entitlements for paid time off. The pay rate shall be adjusted April 1, 2023 and April 1, 2024 as per Schedule “A”.
3.
 - (a) The Clerk’s duties will include simple duties related to processing coffee Orders (receiving orders, delivering, labelling and filling bags, grinding coffee, etc.) and other related duties. The Clerk will work under the direct supervision of the Coordinator or Operations Assistant.
 - (b) The Clerk will be paid \$20.52 per hour (Living Wage in the City of Vancouver as of November 2021) plus the in lieu of benefits percentage as per article 27.1 on an ongoing basis for the term of the Collective Agreement.
4. Employees included in this Memorandum of Agreement are covered by all provisions of the Collective Agreement except Articles 2, 12.3, 14, 15, 19, 21, 22, 23, 25, 26 and Appendices A and B.
5. Employees included in this Memorandum of Agreement are excluded from Article 24, except that Employees are entitled to bereavement leave (as per Article 24.1) and jury/witness leave (as per Article 24.3) for prescheduled work days for the length of the prescheduled work shift.
6. Any overtime hours beyond regular hours of work as per Article 10 will be compensated with equal time off.

SIGNED ON BEHALF OF EMPLOYER

SIGNED ON BEHALF OF THE UNION



Jan Eastman, Board of Directors



Scott McIntosh, President



Saul Blakey, Business Agent

Signed at Vancouver, BC, this 29 day of Aug, 2023.