

Final Settlement Form for the Four Outstanding Issues between Community Grocery and GWU Local 306

1. Casual Classification Job Security

All casual employees who have worked continuously for a period of 10 years will be given priority for permanent positions as they become available.

Casual employees will receive written notice of any termination at least one month in advance and will be given severance pay beyond the minimum legal requirements

Casual employees will have the right to appeal terminations through the established grievance process.

There will be atleast 1 casual employees for every 10 permanent employees

2. Casual Classification Pension

Casual employees who have worked for more than 10 years will be eligible to participate in the company's pension plan.

The company is ready to lose employees and recruit new ones

The existing pension plan for the permanent employees are protected

The company will match the pension contributions made by casual employees, based on their annual earnings.

3. Casual Classification Wages

Wages for casual employees will be increased to 0.20 cents after one year of service

Casual employees will be eligible for overtime pay at 1.5 times their regular hourly rate for hours worked beyond 40 in a week.

Wage discrepancies will be addressed through a transparent audit conducted twice a year by an independent auditor, with findings shared with GWU Local 306.

4. Permanent Classification Wages

There will be a wage increase for permanent employees across the board

Permanent employees will receive an one time bonus to ensure their wages keep pace with inflation.

Gurwinder Singh, Sukhminder Kaur, Manpreet Kaur

Digitally signed by Gurwinder Singh, Sukhminder Kaur, Manpreet Kaur  
Date: 2024.07.31 14:44:13 -0400

Employer Names and Signatures

Beulah Christy Israel, Anna Johns, Tessa Bose

Digitally signed by Beulah Christy Israel, Anna Johns, Tessa Bose  
Date: 2024.07.31 14:42:22 -0400

Union Names and Signatures