

COLLECTIVE AGREEMENT

By and Between

**La Scie Offloading Limited.
La SCIE, NEWFOUNDLAND
and or its Successors**

and

**FISH, FOOD & ALLIED WORKERS
(FFAW/UNIFOR**

Effective

January 1, 2023

to

December 31, 2026

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Article 1- Recognition

1:01 The Company recognizes the Union as the sole and exclusive bargaining agent for all employees at La Scie Offloading Limited in La Scie, Newfoundland, save and except Manager and Supervisor, Collecting Agents, Dockside Graders, and those above the rank of Supervisor or Foreperson.

1:02 Persons in positions outside the bargaining unit shall not perform work done by classifications for which the working conditions are covered by this agreement except for the purpose of demonstrating or instruction or in the event a job of short duration should arise for which no member of the bargaining unit can be made available, or no member of the bargaining unit is capable of performing.

1:03 The Company shall not make any individual agreement(s) with any member of the bargaining unit directly or indirectly in conflict with provisions of this agreement.

1:04 The terms and conditions of this Agreement shall be binding upon the Company, its officers and employees, upon the Union, its officers and members, but shall not include work performed by sub-contractors who provide service of labour under the contract with the Company, however, the Company agrees not to sub-contract or contract out work normally done by employees within the bargaining unit provided there are employees with the necessary skills and ability who are available and ready and willing to perform the work.

1:05 The Union shall elect or appoint, and the Company will recognize and meet with, such officers and stewards as are necessary to administer adequately this Collective Agreement at times convenient to the parties of this Agreement.

1:06 Throughout this Agreement the masculine shall include the feminine and the singular shall include the plural as the context may require.

1:07 The Company shall recognize Union officers officially designated as such by the Union and advised by letter to the Company.

Article 2 – Union Security

2:01 The Company will give preference of employment to Union members except those who have quit or have been dismissed and employ only Union members when such are available and are capable in the opinion of the Manager of doing efficiently the work for which they are to be hired.

2:02 It is to be a condition of employment that all prospective employees, not already Union members, sign application forms to join the Union prior to commencement of work with the Company, and that the Company, upon hiring, shall deduct from the wages of such employees the initiation fee, Union dues and other general assessment.

The Secretary-Treasurer of the Fish, Food, and Allied Workers will advise the Company in writing of the amount to be deducted. The amount deducted to be forwarded to the Provincial Office of the Fish, Food, and Allied Workers no later than the 15th day of each month. The Company will provide names, and social insurance numbers.

2:03 The Company shall make it a condition of employment that every employee who is a new member or hereafter becomes a member of the Union, shall maintain his membership therein.

2:04 The Company agrees to inform all new employees of the existence of the Union, the names of the officers, and to supply a copy of the Collective Agreement provided the Union keeps the Company informed of its officers and supplies the Company copies of the Collective Agreement.

Article 3 - Management Rights

3:01 Subject to provisions of this Agreement, it is the exclusive function of the Company to operate, manage and direct the business and the work force; to maintain order, discipline and efficiency, to introduce technical improvements and incentive plans, to change handling methods, to check individual workers for productivity and efficiency in their work, to engage, layoff, promote, transfer, and for just cause reprimand, suspend or discharge employees, to determine the number and location of business, the products or services to be manufactured or provided, the methods of manufacturing or operating, schedules of work, kinds and location machines and tools to be used, and otherwise to take such measures as management may determine to be necessary for the orderly or economical operation of the Company's business.

3:02 The Company retains the sole and exclusive right to specify work to be performed and services to be rendered by the employee(s) or class of employees. The Union will not attempt to compel the Company to classify such employees in order to divide the work allotted to such employees in order to create additional classes when in the opinion of the Company such are unnecessary.

Article 4 - Employee Rights

4:01 The Union will advise the Company from time to time of the employees who are to act as official representatives of their membership to deal with the Company management in matters pertaining to the proper administration of the Agreement during its term. The Union further agrees to notify the Company of the names of persons elected or appointed to negotiate a renewal of the Agreement upon its termination.

4:02 The Union shall, wherever possible, avoid holding general Union meetings during working hours. When an emergency requires the calling of a meeting during

working hours, the Union shall notify management as early as possible in advance, whose permission shall not be unreasonably withheld.

4:03 All grievances in Step 1,2 and 3 shall be processed promptly on Company time with no loss of pay or benefits to employees involved.

4:04 A member of the local executive shall receive a copy of any written warning to an employee. The record of any disciplinary action shall not be referred to or used against an employee after a period of six (6) working months, during which time if no disciplinary action has been taken, the record of disciplinary action shall be removed from the employee's personal file.

4:05 Union officers will be permitted to leave their regular duties during working hours without loss of pay or benefits in order to deal with Union business pertaining to contract administration, provided they first obtain permission of management. Such permission shall not be unreasonably denied.

4:06 Union officers will be granted a leave of absence without pay for the purpose of meeting with management to negotiate a renewal of the Collective Agreement. During such absence, vacation and seniority rights shall continue to accumulate.

4:07 The staff representative or other official representatives employed full or part-time by the Union will be allowed access to the company premises during working hours to conduct necessary Union business. The Staff Representative or Union official shall first notify management of his presence and indicate the nature of his business. He shall not disrupt normal Company operations.

4:08 No discrimination will be exercised in the employment, retention or working conditions of an employee because of membership in the Union or for accepting positions, serving on committees or representing the employees covered by this Agreement or on grounds of color, sex, age or religious or political affiliation.

Article 5 -- No Strike - No Lockout

5:01 During the life of this Agreement there shall be no lockout by the Company or any strike, sit down, slowdown, stoppage or suspension of work, complete or partial, for any reason by the employees or any of them until means provided by this Agreement has been taken by the parties concerned and until the procedure for the settlement of disputes provided hereunder has been exhausted in an effort to settle any difference and failure to finally agree has been formally recorded by an exchange of letters between the parties hereto.

5:02 In the event that the procedure for the settlement of contract negotiations has been completed in accordance with the Labour Relations Act, the Union agrees to give the Company seven (7) days written notice of its intention to strike.

5:03 The Union agrees that in the event of any strike or cessation of work that it will maintain essential services such as heating and refrigeration so as to avoid any deterioration of any buildings equipment or products. This clause is null and void if the Company attempts to operate the business with non-Union labour.

5:04 Notwithstanding the above, no employee shall be required to cross a picket line at the premises of any other employer, or engage at work which involves the processing, handling or transportation of goods which have been shipped or diverted from any premises where there is a dispute between a Company, shipper or his Agent or Forwarder and any outside union performing work similar to that being performed by the member of the Union which is party to this Agreement.

Article 6 - Working Conditions

6:01 The Company agrees to provide and maintain the following working conditions:

- a) Adequate and suitable toilet facilities acceptable to the Inspection Branch, Federal Fisheries Department. There shall be additional toilet facilities provided in 2026 season and the Company will make its best efforts to have such facilities available prior to the commencement of seasonal work in the coming year. Such additional toilet facilities shall designate a separate facility for female employees.
- b) Adequate clean drinking water.
- c) The Company will provide clothing and apparel that in its discretion is necessary for the employee to do the work required as follows:
 - i) Forklift drivers to receive one (1) suit of rubber clothing or coveralls and one pair of gloves.
 - ii) Two suits of rubber clothing or coveralls, and six pairs of gloves per season, will be provided to offloading crews. The company will ensure the clothes are kept clean.
 - iii) All articles supplied by the Company shall remain the property of the Company at all times and if not returned at the end of the season, the Company has the right to charge the employees for the said articles. Worn out items can be returned for a new issue, up to one per season.
- d) Suitable heat for lunchrooms and working areas.

6:02 a) The Company agrees that maintenance tradesmen and other employees who are required to do maintenance work and use their own tools are

entitled to compensation for same from the Company. Separate cheque will be issued by December 31st of each year for the tool allowance.

- b) The employee must maintain the tools necessary to perform the work within his classification. The care, maintenance and replacement of tools are the responsibility of the employee. To do this a tool allowance of 16 cents per hour worked will be paid at the end of the season.

Article 7 - Wages and Vacation Pay

7:01 Friday of each week shall be pay day, and pay due shall be available to all workers from mid-day but not later than 6:00 p.m. on Friday. Pay envelopes or cheques shall be accompanied by a statement showing the period covered, the number of hours worked - regular and overtime, as well as deductions.

7:02 The wages of employees are set forth for the various classifications in Schedule "A" attached to and forming part of this Agreement. The following days are recognized as statutory holidays

Christmas Day	Boxing Day
New Years Day	Valentine's Day
St. Patrick's Day	Ash Wednesday

7:03 Should other classifications be created, the rates for same shall be agreed to with the Union and shall thereafter become part of Schedule "A". Should the parties be unable to agree on a rate of wages, the matter may be referred to arbitration under Article 17 hereof.

7:04 Vacation pay shall be paid weekly as an addition to the gross wages of each employee. Vacation Pay benefit shall be based on the seniority of the employee. Vacation pay shall be as per the following;

Employees with less than five working seasons	4%
Employees with 5 to 14 working seasons	6%
Employees with 15 or more working seasons	8%

Article 8 - Preservation of Rates

8:01 Should an employee be temporarily transferred to a position carrying a higher rate of pay than his regular job, he shall be paid the rate for the higher paid job.

8:02 Should an employee be temporarily transferred to a position carrying a lower rate of pay than his regular job, he shall be paid his regular rate of pay provided there's work at the time in his regular position.

8:03 Employees have the right to refuse recall if there is no work available in their classification.

Article 9 - Hours of Work

9:01 The work week shall begin on Monday of each week and the work day shall start at 12 midnight and end 24 hours later. The regular hours for work shall be up to fifty-four (54) hours per week consisting of six (6) days of up to nine (9) hours per day, Monday through Saturday.

9:02 At the discretion of the company, as raw material availability dictates, a three (3) shift system will be implemented.

9:03 All hours work on Sunday, after nine (9) hours in any day and after fifty-four (54) hours in any week shall be voluntary.

9:04 Work shall be scheduled as the availability of product dictates.

9:05 Normal meal periods shall be one (1) hour but in any event no less than one-half ($\frac{1}{2}$).

9:06 a) All employees shall be allowed, without loss of pay, a **rest period of fifteen (15) minutes every two (2) hours.**

It is expressly understood and agreed that all employees shall be expected to make necessary use, during any rest period, of the toilet facilities in order that absence from duty during actual working periods is kept to a minimum.

b) It is further agreed that employees shall be at their posts in readiness to commence work at the expiration of the rest periods allowed herein. To facilitate this, the "back to work signal" will be rung twelve (12) minutes after the commencement of the break and then at the fifteenth (15th) minute to denote the recommencement of work.

c) In the event that employees are requested to work through their work break then they shall be paid an additional 15 minutes for that work break time for that particular workday.

9:07 Employees reporting for their regular shift shall be paid a minimum of four (4) hours pay at straight time for the number of hours the Company requires them to standby, whichever is greater.

9:08 Employees called back to work outside their regular hours shall be paid a minimum of three (3) hours at straight time. This clause is not to apply to work scheduled in advance or during the regular hours of work.

9:09 All employees shall be granted five (5) minutes wash up time prior to the commencement of the meal period.

9:10 All employees are entitled to an eight (8) hour rest period between shifts.

9:11 When an employee is called to work they shall have the right to finish their shift provided work is available.

Article 10 - Safety

10:01 The Company and the Union recognize the importance of safety in the workplace. It is the intention of both parties to achieve and maintain, through mutual cooperation, the highest standards in all areas affecting the health and safety of plant employees.

10:02 Legislation — The parties recognize all provisions and existing legislation related to occupational health and safety.

10:03 There shall be a health and Safety Committee established comprised of three (3) employees nominated by the Union and one (1) representatives from management. The Health and Safety Committees shall meet monthly, during working hours without loss of pay and benefits, and make a report in writing. A copy of the Committee's report shall be sent to the Safety Branch established under the Occupational Health and Safety Act as well as to the Union. The Safety Committees shall be responsible for setting the time and place of Safety Committee monthly meeting:

The Health and Safety Committee will:

- a) Review and make recommendations concerning any unsafe conditions and the stoppage of any unsafe work;
- b) Review and make recommendations concerning all chemical applications within the business;
- c) Review and make recommendations for Health and Safety training and education;
- d) Review and make recommendations on environmental test results.

10:04 It is agreed that a Union representative has the right to be involved in any fatality investigation.

10:05 Fire emergency drills will be carried out on Company time twice annually.

10:06 The business shall be provided with a properly equipped First Aid facility.

10:07 Two (2) members of the Committee, one from the bargaining unit and one from management, shall be designated by the Committee to make tours of the business checking for unsafe conditions or practices. Frequency of the tours shall be determined by the Committee.

10:08 An inspection of the First Aid room shall be made every month by a person authorized by the Company and the Union, to ensure that proper facilities and materials are provided.

10:09 The Safety Co-Chairperson or their designate shall accompany the Department of Labour Safety Inspector when he makes his inspection.

10:10 Should there be a stoppage of work caused by a hazardous material, work will resume when the issue is resolved or has been tested to be acceptable according to Occupational Health and Safety regulations. Such levels are to be monitored by an air sampler. Safety Committee members shall participate in monitoring and shall have access to the readings.

10:11 In the event that the business is evacuated due to a severe hazard, employees shall remain on pay within regular hours as required by the Company or until released. Work shall resume as required by the Company when conditions are acceptable.

10:12 When the First Aid attendant directs employees who have been injured on the premises, to a hospital or clinic for treatment, the Company will continue to pay such employees, to the end of their shift. Employees who are released and fit to return to work are expected to return to work.

Article 11 - Seniority

11:01 In matter concerning layoff, rehiring, transfer and promotion of employees, the Company shall select individuals on ability and seniority and where ability is sufficient to perform the required duties, seniority shall govern.

11:02 Seniority shall be recorded on both a business-wide and a classification basis:

- a) For a layoff lasting up to one (1) working day, seniority shall be applied by classification and workers will be allowed to complete their shift in their normal duty.

b) On the following day business - wide seniority shall apply.

11:03 A seniority list prepared by the Company shall be posted and a copy supplied to the Union within thirty (30) days following the signing of this agreement showing for each employee listed thereon

- a) name,
- b) classification,
- c) employment date.

11:04 Such seniority shall be reviewed on the first day of June each year. Each employee shall be permitted a period of fifteen (15) days after the posting of the initial lists to protest in writing to the Company omission or incorrect posting affecting his or her seniority. All subsequent lists, or additions, shall be open to protest for a period of fifteen (15) days from date of posting, but if the seniority date is not protested within the prescribed time limit after the initial appearance of the name lists, such date shall stand as correct and official on all subsequent lists.

11:05 Where an employee is on vacation, leave of absence, sick leave or laid off at the time of posting of the initial list, he may protest within fifteen (15) days after his return to work.

11:06 Where an employee is on vacation, leave of absence, sick leave or laid off at the time of posting of the subsequent lists he may protest within fifteen (15) days after his return to work.

11:07 New employees will be regarded as probationary for the first thirty (30) working days at eight hours per day, but upon the successful completion of a probationary period, his/her name shall be added to the seniority list with his/her seniority dating from the commencement of his/her probationary period.

11:08 An employee shall retain and accumulate seniority while:

- a) on sick leave, Workers' Compensation, pregnancy leave;
- b) on leave of absence;
- c) on leave of absence for Union business;
- d) promoted outside the bargaining unit for the first time for a period of up to one (1) year. If promoted outside the bargaining unit for the second time, for a period not exceeding thirty (30) days;
- e) on layoff, up to twenty-four (24) months.

11:09 Employees shall lose all seniority if they:

- a) are discharged for just cause;
- b) quit;
- c) fail to return to work within reasonable time when recalled after layoff. Reasonable time shall be interpreted to mean three (3) days after employee has been notified. This may be six (6) days if employee is over fifty (50) miles away.
- d) The Company agrees to notify the Union Executive prior to any employee being removed from the seniority list.

11:10 When an employee transfers to a new classification, his/her seniority in that new classification shall be from the initial date of hiring as it was in his/her former classification.

11:11 Vacancies and new positions of a permanent nature within the bargaining unit shall be posted on the business bulletin board for five (5) working days with all members of the bargaining unit having the right to apply.

11:12 Employees on layoff will be responsible for providing the Company with notice of address and telephone number, and any subsequent changes. The Company shall be entitled to rely upon the address and telephone number shown upon its records.

11:13 The Company agrees to contact workers before being removed from the seniority list.

11:14 All seniority workers will have the right to finish their shift and replace any less senior employees in order to accommodate, provided they have the ability to do the work.

11:15 Any employee who is disciplined shall, except in the case of a major offense (insubordination, being under the influence of alcohol, drugs or theft), be subject to the following disciplinary procedure:

- a) Verbal warning (note on file)
- b) Written warning
- c) Suspension
- d) Dismissal

In the case of a major offense the employee shall be dismissed immediately.

Article 12 - Leaves of Absence

- 12:01**
- a) The Company shall grant leave of absence without pay to an employee for reasons of Union activity or legitimate personal business including seeking and holding public office as a provincial M.A. or federal MP.
 - b) When a member of the bargaining unit has been elected to the local town council, he shall be granted leave of absence from time to time to attend legitimate council business providing such leave can be arranged so as not to interfere with regular operations. Payment for such leave shall be at the sole discretion of the Company.
 - c) All leaves of absence shall be requested in writing and approved and disapproved in writing by the Company. A request for leave of absence in writing is required for all absenteeism beyond three (3) days. Except as stated below, leave of absence for sudden and unforeseen illness, operation or accident, shall be granted automatically to seniority employees.

12:02 The Company shall grant female employees leave of absence for reasons of pregnancy. A pregnant employee shall commence her leave at such time prior to the anticipated date of delivery as is recommended by her physician. The Company shall reinstate the employee at such further date following termination of pregnancy as is recommended by her physician; however, pregnancy leave of absence shall not exceed twelve (12) months.

12:03 The Company shall grant a leave of absence of up to a maximum of two (2) years to an employee for reason of bonifide illness, industrial accident or disease. It is understood that such leave of absence may be extended by the mutual consent of the Company and the Union. An employee shall return to work when certified as medically fit by his physician.

12:04 When the employee requests a leave of absence for compassionate reasons, he shall be granted such leave in accordance with the following:

- a) In the event of a death in an employee's immediate family; spouse, common-law spouse, child, parents, brother, sister, legal guardian, mother-in-law, father-in-law and grandparents he shall receive three (3) days' leave with pay, provided there is work at the business at that time.
- b) In the event of the death of a sister-in-law, brother-in-law, son-in-law, daughter-in-law, an employee shall be granted two (2) days' leave with pay, provided there is work at the business at that time.

- c) In the event of bereavement leave applying to Category 1 above where the funeral takes place outside the Province and is attended by the employee he shall receive an extra day's leave with pay.

Article 13 - Grievance Procedure

13:01 a) When an employee has a grievance alleging there has been a violation or misrepresentation of the Agreement, the employee and/or a shop steward shall process such grievance without stoppage of work according to the following procedure.

- b) Grievances shall deal with violations of specific Articles of this Agreement:

STEP 1: Discuss the matter, within three (3) days of becoming aware of the incident giving rise to the grievance, with the Manager concerned who shall give a decision thereon within forty-eight (48) hours.

STEP 2: If the grievance is not resolved by the Manager, the department steward, the chief steward or his designate alternate and the grievor shall meet with the Manager and/or the appropriate supervisor in an effort to resolve the matter. Such a meeting will be held within three (3) working days of the conclusion of Step 1 and the management representative will notify the chief steward, department steward and the grievor of the decision within forty-eight (48) hours.

STEP 3: If the response is not acceptable, then the grievance shall be put in writing, stating the nature of the grievance and the relief or remedy sought, and submitted to the plant manager or his designated representative who shall call a meeting within three (3) working days in an effort to resolve the matter. At this stage such other representatives of the Union and/or the Company may be involved. The matter will be decided and a written reply given within three (3) working days.

STEP 4: If satisfactory disposition of the grievance is not made as a result of the meeting provided for in Step 3 above, either party by written notice to the other shall have the right to appeal the dispute to arbitration as herein provided.

13:02 The Union has the right to grieve on behalf of any employee or employees, including the right to claim damages on behalf of the employees.

13:03 Grievances arising directly between the Union and the Company shall be submitted at Step 3.

13:04 The Company agrees that when an employee is to be disciplined, which discipline will form part of his record, he shall be accompanied by his steward. The employee and the shop steward may confer privately on the request of either of them. All grievances at steps 1,2, and 3 shall be processed promptly on Company time with no loss of pay or benefits to the employees involved. An employee may request that his shop steward in his presence, leave the meeting referred to herein other than meeting at any step in the grievance procedure.

13:05 The time limits referred to in the foregoing grievance and arbitration procedure may be expanded or compressed by mutual consent and shall be considered directory as opposed to mandatory.

13:06 - No grievance shall be lost through error in form or technical irregularity.

Article 14 - Arbitration

14:01 Any matter in dispute between the Company and the Union involving the interpretation, application, operation or alleged violation of any article of this Agreement may, in the event of failure to reach agreement thereon, be referred by either party to arbitration by an arbitrator.

14:02 The party desiring to submit a matter to arbitration shall deliver to the other party a notice of intention to arbitration. This notice shall state the matter at issue and shall state in what respect the Agreement has been violated or misinterpreted. The notice shall also stipulate the nature of the relief or remedy sought.

14:03 Within five (5) days after the date of delivery of the foregoing notice, both parties shall meet to agree on the selection of the arbitrator.

14:04 - If the parties cannot reach agreement on the selection of an arbitrator within five (5) days, then either party may request the Minister of Labour of the Province of Newfoundland to appoint an arbitrator,

14:05 After the arbitrator has been appointed by the foregoing procedure, the arbitrator shall convene a meeting at the earliest possible date with both parties present. After hearing the evidence of both parties, the arbitrator shall render a decision as soon as possible, but in no event longer than thirty (30) days following the hearing.

14:06 Whenever the incident causing the grievance includes a loss in earnings or a loss in benefits, the arbitrator is empowered to order that such loss in benefits, or part of such loss, shall be reimbursed or restored to the employee. In a disciplinary case, the arbitrator is empowered to order a reduced penalty.

14:07 The decision of the arbitrator on the matter at issue shall be final and binding on both parties, but in no event shall the arbitrator have the power to add to, subtract from, alter or amend this Agreement in any respect.

14:08 Either party shall be considered to have waived its right to raise preliminary objections to an arbitration proceeding unless it files with the other party written reasons for such preliminary objections at the same time as the reply to Step 3 of the grievance.

14:09 Each party shall pay its own costs and the fees and expenses of its witnesses. The fees and expenses of the arbitrator shall be shared equally between the parties.

Article 15 - General

15:01 It is understood and agreed that if circumstances arise for which no provision is made herein, the parties will use their best endeavors to adjust the matter, but work shall proceed under the existing practices of the company pending settlement between the parties.

15:02 It is understood that this Collective Agreement replaces all previous agreements and understandings both written and oral that may have been in effect by and between the parties hereto, and including the past practices of previous operators.

Article 16 - Harassment Based on Gender

16:01 The Company and the Union agree to take every reasonable action to eliminate harassment in the workplace.

Article 17 - Amendment

17:01 Subject always to the right of determination, it is distinctly understood and agreed that the agreement is in no ways to be regarded as being rigid or inflexible, but that it may be amended, altered or changed from time to time as may be agreed by and between the parties hereto, and such amendments, alterations, and changes when so agreed upon shall have full force and effect, and form part of this agreement immediately after it is so agreed upon. The rights of either of the parties hereto to seek amendment shall only arise after that party has given to the other party thirty (30) days notice in writing stating clearly the matter or matters proposed to be amended together with the proposed amendment or amendments and the necessary meeting shall be held immediately after the expiration of the said thirty (30) days notice unless another date is mutually agreed upon. In the event of any alterations, amendments, or change being agreed to by both parties then, and in such case being agreed to by both parties then, and in such case only, shall this agreement be amended, altered or changed and shall thereafter continue in force as provided.

Article 18 - Duration

18:01 This Agreement shall come into effect as of the 1st day of January, 2022xx and will remain in full force and effect until the 31st day of December, 2026xx and from year to year thereafter unless notice is given by either party to the other within ninety (90) days next preceding any anniversary date thereof for the purpose of renewing, amending or otherwise changing the Agreement.

Notwithstanding the giving of notice to commence collective bargaining as implied in the above paragraph, it is understood and agreed that the conditions established in this Agreement shall remain in full force and effect during the negotiations for a new Agreement.

IN WITNESS WHEREOF the parties hereunto affixed their Seals and Signatures this

_____ day of _____ 20____.

Signed on behalf of **La Scie Offloading Limited**

In the presence of:

_____ Witness

Signed on behalf of **Fish, Food & Allied Workers (FFAW/UNIFOR)**

In the presence of:

Chrissy Bloom

Alta

_____ Witness

SCHEDULE 'A'

The wages set out in Schedule "A" of this agreement exclude all pay due for legislated statutory holidays and vacation pay as set out in Article 7. In addition, employees will be compensated retroactively for all work hours in the 2024, 2025 working seasons. Each employee shall be paid an additional \$0.70 for each hour of work for the 2024 season and each employee shall be paid an additional \$1.00 for each hour worked in the 2025 season. All such retroactive payments shall be made during the initial weeks of work for the employee in the 2026 season as agreed with that employee.

Classification	Current Wage	2026 Wage
Job Grade I	16.80	17.75
Job Grade II	17.00	17.95

The company agrees to contribute the amount of \$1500.00 per annum to the FFAW education fund.