

MEMORANDUM OF AGREEMENT

BETWEEN:

Atlantic Wholesalers (Caledonia)

(hereinafter referred to as the “Employer”)

AND:

CAW Local 4005

(hereinafter referred to as the “Union”)

Whereas the respective Parties have reached an agreement on all of the terms to be incorporated in an extension of the Collective Agreement (Caledonia), effective date January 2, 2011 to January 4, 2014 (“Collective Agreement”), and whereas the Memorandum of Agreement is subject to ratification by the respective principals,

1. **The Company and the Union hereby agree to recommend to their respective principals the terms and conditions of employment contained herein.**
2. The following reflects the changes in the respective Articles of the Collective Agreement which have been agreed upon between the two parties:

ARTICLE 3 – DURATION OF AGREEMENT

- 3.01 Amend “January 4, 2014” to “January 7, 2017”
- 3.02 “5th day of January 2014” to “7th day of January, 2017”

ARTICLE 21 – VACATIONS

- 21.05 Amend “ten (10) years” to “eight (8) years”
 - 21.06 Amend “eighteen (18) years” to “fifteen (15) years”
 - 21.07 NEW – “Employees who have completed twenty (20) years of continuous full-time service on May 1st in any calendar year are entitled to six (6) weeks vacation with pay in that calendar year.”
- 21.07 – 21.12 – Renumbered to reflect above change

ARTICLE 37.01 – CLASSIFICATIONS AND WAGES

Caledonia FT Warehouse Classifications Minimum Rates of Pay							
Hours	Current	S.F.R	Jan-12	Jan-13	Jan-14	Jan-15	Jan-16
Start	\$15.00	\$15.20	\$15.40	\$15.60	\$15.80	\$16.00	\$16.20
6 Months	\$15.30	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
12 Months	\$15.60	\$15.80	\$16.00	\$16.20	\$16.40	\$16.60	\$16.80
18 Months	\$16.20	\$16.40	\$16.60	\$16.80	\$17.00	\$17.20	\$17.40
24 Months	\$16.70	\$16.90	\$17.10	\$17.30	\$17.50	\$17.70	\$17.90
30 Months	\$17.05	\$17.25	\$17.45	\$17.65	\$17.85	\$18.05	\$18.25
36 Months	\$18.10	\$18.50	\$18.90	\$19.30	\$19.70	\$20.10	\$20.50

Progressionary Increase	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Top Rate Increase	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40

Delete the following two (2) boxes from the Collective Agreement:

~~Effective Upon Ratification, all active FT employees on the payroll of the Company at the end rate of pay shall receive an increase of 40 cents per hour retroactive to January 2, 2011 on all hours worked.~~

~~Effective Upon Ratification, all active FT employees on the payroll of the Company in the progression with more than 6 months of FT service shall receive an increase of 20 cents per hour retroactive to January 2, 2011 on all hours worked.~~

Appendix A - ARTICLE 3.01 – CLASSIFICATIONS AND WAGES

Caledonia PT Minimum Rates of Pay								
<u>Hours</u>	<u>Current</u>	<u>S.F.R</u>	<u>Jan-12</u>	<u>Jan-13</u>	<u>Jan-14</u>	<u>Jan-15</u>	<u>Jan-16</u>	
Start	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
6 Months		\$12.20	\$12.40	\$12.60	\$12.80	\$13.00	\$13.20	
12 Months	\$12.50	\$12.70	\$12.90	\$13.10	\$13.30	\$13.50	\$13.70	
18 Months	\$12.75	\$12.95	\$13.15	\$13.35	\$13.55	\$13.75	\$13.95	
24 Months	\$13.75	\$14.15	\$14.35	\$14.55	\$14.75	\$14.95	\$15.15	
30 Months			\$14.55	\$14.75	\$14.95	\$15.15	\$15.35	
36 Months				\$14.95	\$15.15	\$15.35	\$15.55	

<u>Progressionary Increase</u>	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
<u>Top Rate Increase</u>	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40

Delete the following three (3) boxes from the Collective Agreement:

~~Effective Upon Ratification, all active PT employees on the payroll of the Company at the end rate of pay shall receive an increase of 40 cents per hour retroactive to January 2, 2011 on all hours worked.~~


~~Effective Upon Ratification, all active PT employees on the payroll of the Company with more than 6 months of service shall receive an increase of 20 cents per hour retroactive to January 2, 2011 on all hours worked.~~

~~**Undertaking**— The Company will post five (5) new full-time jobs following ratification.~~


3. This Memorandum of Agreement contains the sole and entire agreement between the parties and fully supersedes any and all prior agreements and understandings pertaining to the subject matter contained in this Memorandum of Agreement. The parties recognize that there were no other representations or promises made which either party made or relied upon in the execution of this Memorandum of Agreement.
4. It is mutually understood and agreed that this Memorandum of Agreement is to be in effect commencing the date of execution, noted below, but will have no retroactive effect prior to the date of execution.

Signed at Moncton, NB, this 17th day of October, 2012


For the Company:




Dave Rayworth



Sara Phinney




Lee Jones

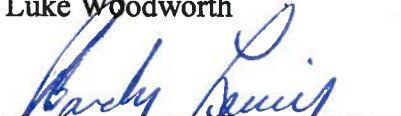


Scott Shaw

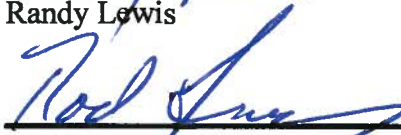
For the Union:



Luke Woodworth




Randy Lewis




Rod Fury



Nick Pearson



Kevin Smith



Chad Johnston