

04/12/2022

Time: 4:30 p.m.

1. Company Counter-Proposal to Union Proposal 8 – Safety Committee

The employer will establish a Safety Committee at each store location. The committee will be made up of up to 5 union store employees and two employees appointed by the store manager. The purpose of this committee is to promote safety for all employees at that store location. The committee will be charged with review of accidents, incidents or safety concerns, review policy and training to promote corrective actions to maintain a safe work environment. The committee will meet at least 3 times per year. The committee will take minutes and the company will post the minutes after each meeting. Action items will be established at store level. Recommendations from the committee will also be sent to the corporate office for review. Recommendations will be reviewed and considered and if found to have a legitimate safety concern the company will act on the recommendation and report back to the committee. Committee members will be charged with assisting the store, under the direction of the Store Manager to complete and promote safety as directed by either committee recommendations or by the store manager. Any member of the committee will serve for at least 6 months but not more than 18 months. Any time spent in the service of the safety committee will be paid time as worked time. Meetings will be scheduled for typically 30 minutes unless the need arises for more time.

2. Company Response to Union Proposal 7 – Labor Management Committee

Mount Royal:

A committee composed of three (3) bargaining unit members and (1) Union representative and up to three (3) Employer representatives shall be established for purposes of discussion of problems arising under the terms and conditions of this agreement. Such committee shall meet semi-annually, unless mutually agreed to otherwise. The Employer and Union agree to share equally the wages, pension, and health and welfare cost of bargaining unit members for time spent in LMC meetings, which shall be scheduled for one hour. Within 3 months of ratification, the services of FMCS shall be used to train initial participants and provide guidelines for such Labor Management Committee. The Employer agrees to pay each initial participant for up to four (4) hours for such training.

Super One:

A committee composed of one (1) bargaining unit member per store and (1) Union representative and up to three (3) Employer representatives shall be established for purposes of discussion of problems arising under the terms and conditions of this agreement. Such committee shall meet semi-annually, unless mutually agreed to otherwise. The Employer and Union agree to share equally the wages, pension, and health and welfare cost of bargaining unit members for time spent in LMC meetings, which shall be scheduled for one hour as well as travel time and the IRS mileage rate. Within 3 months of ratification, the services of FMCS shall be used to train initial participants and provide guidelines for such Labor Management Committee. The Employer agrees to pay each initial participant for up to four (4) hours for such training plus travel time and mileage.

3. Article 4 – Hours of Labor – Section 4.1

The Company rejects the Union's proposal.