

MEMORANDUM OF SETTLEMENT

Between:

Commercial Bakeries Corp. (the "Employer" or "Company")

-and-

Unifor Local 6006 (the "Union")

Whereas the Employer and Union (collectively, the "Parties") are Parties to a collective agreement and wish to make the following changes:

1. The Parties agree that all terms outlined in the existing collective agreement will remain as is except as otherwise amended in this Memorandum of Settlement;
2. The Parties agree that this Memorandum of Settlement can simply be attached to and will form part of the existing collective agreement and that the current agreement does not need to be re-printed or distributed.
3. The Employer will provide job postings and expectations for all positions and responsibilities (ie. job classifications and Lead Hand and Training expectations).

Signed, this 18 day of December, 2023

For the Union:

Danna Lopez
Local President

Mauro Rossi
unit chair

Kleo
National Representative

For the Employer:

Shaun Alan
CEO

Sameer Malik
HR

APPENDIX A

The Collective Agreement between the parties is amended as follows:

New: Training Premium

The Parties agree that a new training premium will be introduced for any employee designated by the Company to provide training to other employees within the bargaining unit. As a result, the applicable employee will receive an additional \$2.00 training premium while performing a hands on training session. All training time will be scheduled by the Company. There will be no pyramiding with respect to any other premium including but not limited to the Team Lead premium. Employees interested in applying for such opportunities will be able to do so through the job posting process outlined in the collective agreement. Similar to the selection of Team Leads, it will be in the discretion of the department manager to select who will be assigned as a line operator/trainer.

New Wage Rate – Lead Hand

Effective December 14 2023, the lead hand premium will increase from \$1.00 to \$2.00.

New Wage Rate – Skilled Trade Workers (mechanics, electricians, setup technicians and creamer operators)

Effective December 14, 2023, the Parties agree that the rates outlined in Appendix A will be introduced and applied. Despite the increased rates, employees employed in the bargaining unit within these classifications will still receive their scheduled increases in April 2024 and October 2024, and onward pursuant to the collective agreement.

With respect to all other employees employed in the bargaining unit, not within the Unlicensed Mechanic Class A/B or Peters/ Cream Machine Operator Class A/B classifications, their next general wage increase will be effective earlier than outlined in the collective agreement, March 30, 2024 instead of April 30, 2024.

Unlicensed Mechanic Class A/B or Peters/ Cream Machine Operator Class A/B, will receive their next general wage increase, effective April 30, 2024. The subsequent general wage increase will take place in October 2024 pursuant to the collective agreement.

Additionally, the Parties agree that there will be two new classifications added to the collective agreement:

1. Unlicensed Mechanic Class A (New)
2. Peters/ Cream Machine Operator - Class A (new)

When the Employer determines that there is a need to hire within these new classifications, such opportunities will be posted pursuant to the collective agreement. The wage rates for these new classifications are included in Appendix A.

Introduction of a new shift – Skilled Trade Workers

The Company intends to introduce a new shift whereby Skilled Trade Workers would be scheduled to work up to four (4) days per week, 10 hours per shift. The Parties agree that should the Employer introduce such shift, all Skilled Trade Workers will receive a premium of \$2.00 per hour for all hours worked on Saturday and Sunday only. There shall be no pyramiding of premiums with respect to premiums in this collective agreement. It is understood that the Employer will canvas for volunteers first and fulfil such shifts according to the job posting language in the collective agreement.

SM

Effective December 14, 2023
MOA addition to Schedule 1A
Wage Rate and Job Classifications

		Current	Eff Dec 14, 2023	
				difference adjustment
1	Qualified A Mechanics with Industrial license (weekend shift)	\$38.90		
1 A				
2	Unlicensed Mechanic - Class A (new)		\$36.90	\$4.00
2 b	Unlicensed Mechanic - Class B	\$32.90	\$34.90	\$2.00
3	Packaging Technician -Class A	\$24.10	\$26.10	\$2.00
4	Packaging Technician - Class B	\$22.87		
5	Peters/ Cream Machine Operator - Class A (new)		\$24.87	\$2.00
5	Peters/ Cream Machine Operator - Class B	\$22.87		

Per Hour Premiums	Current	New	difference adjustment
		per hour	
Skilled Trades - 10 hour shift only incl weekends (new)		\$2.00	
Lead Hand rate	\$1.00	\$2.00	\$1.00
Line Operator Trainer rate (new)		\$2.00	

JM
Dec 18, 2023