

2022



NLC Tentative Agreement

PUBLIC SECTOR RATIFICATION VOTE

NLC

Article 13 - Hours of Work

13.04

a) There shall be one fifteen minute break during the shift.

b) **For the normal work day as defined in 13.01(a)**, Corporate Office, Warehouse, Blending and **the Branches** shall receive a rest period of fifteen (15) consecutive minutes in the first half of a **normal** work day and fifteen (15) consecutive minutes in the second half of a **normal** work day.

Article 17 - Temporary Assignment

17:07 (NEW)

If a bargaining unit employee is temporarily assigned to a management position in excess of twenty-four (24) months in any thirty-six (36) month period, he/she shall lose their right to return to the bargaining unit.

Letter of Understanding re Uniforms (NEW)

The Employer agrees to increase the allowances as follows:

- Uniform allowance = \$275
- Pant Allowance = \$175
- Footwear Allowance = as per agreed global boot allowance (\$200)

MEMORANDUM OF UNDERSTANDING Re: Warehouse and Bottling Plant Hours of Work

Where the Corporation introduces alternative shift(s) to those contained in article 13.02, the following conditions would apply:

- The Regular Shift will continue to operate as indicated in article 13.02. An Alternate Shift will operate outside the Regular Shift hours.
- Current permanent Warehouse or Production Line Workers assigned to the Regular Shift will have the option to remain on the Regular Shift ~~and will not be required to work the Alternate Shift, except if necessary during the initial operating of the Alternate Shift to allow for training of new staff~~ if operational requirements permit. However, should there not be enough temporary Workers who possess the required training and demonstrated ability to staff the Alternate Shift, current permanent Warehouse or Production Line Workers who possess the required training and demonstrated ability shall be required to work the Alternate Shift. These impacted current permanent Warehouse or Production Line Workers

will be determined by reverse order of seniority if there are no volunteers to staff the Alternate Shift.

- **A permanent Warehouse or Production Line Worker moved to the Alternate Shift as per the above requirement can return to the Regular Shift when a junior employee is trained.**
- Articles 13.02 and 14.02 do not apply
- The letter of intent regarding the Closure of the Bottling Plant is not applicable to employees working alternate shifts.

MARCH 31, 2018 MEMORANDUM OF UNDERSTANDING RE NLC STORE CLOSURES

This will confirm our understanding reached at negotiations with respect to store closures:

- (a) The Corporation agrees that it will not convert any of its retail liquor stores to private agency stores during the period of **{insert date of Agreement}**. The Corporation further agrees that no **additional** store closures will occur during the same period, **unless the Corporation can demonstrate to the Union that the store is losing money.**
- (b) Notwithstanding (a) above, if the Employer opens any new store over and above any existing Corporation stores, and at a later date decides to close the new store, or decides to relocate a Branch (Retail Store) to another nearby town or municipality, then the permanent and part-time employees of those stores will be continued in permanent and part-time employment.