

COLLECTIVE AGREEMENT

Between

1181854 B.C. LTD. (DBA: North Shore Cannabis LTD)

(hereinafter referred to as the “Employer”)

And

United Food and Commercial Workers, Local 1518

(hereinafter referred to as the “Union”)

May 22, 2025 to May 21, 2027

Ratified by member vote: May 22, 2025



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MEMORANDUM OF AGREEMENT made this 13th day of May, 2025

BETWEEN: **1181854 B.C. LTD. (DBA: North Shore Cannabis LTD)**, a body corporate carrying on business in **North Vancouver**, Province of British Columbia

(hereinafter referred to as the "EMPLOYER")

AND: **UNITED FOOD & COMMERCIAL WORKERS UNION, LOCAL 1518**, chartered by the United Food and Commercial Workers International Union

(hereinafter referred to as the "UNION")

WHEREAS: The Employer and the Union desire to establish and maintain conditions which will promote a harmonious relationship between the Employer and the employees covered by the terms of this Agreement and desire to provide methods of fair and amicable adjustment of disputes which may arise between them;

NOW THEREFORE: The Employer and the Union mutually agree as follows:

ARTICLE 1 – Recognition

- 1.01 The Employer recognizes the United Food and Commercial Workers Canada, Local 1518, as the bargaining agent of all employees of 1181854 B.C. LTD. (North Shore Cannabis) at 1520 Barrow St #103, North Vancouver, BC V7J 1B5 save and except the Store Manager and Assistant Manager and persons above the rank of Manager.
- 1.02 The term “employee” as used in this Collective Agreement shall mean only those employees who are included in the bargaining unit, as described in Article 1.01 above. The Employer shall not enter into any agreement of contract with those employees for whom the Union has bargaining rights, either individually or collectively.
- 1.03 The Employer shall not contract work exclusively performed by members of the bargaining unit.

ARTICLE 2 – Union Security

- 2.01 Employees on the payroll of the Employer as of the date of ratification who are members of the Union in good standing must thereafter remain members of the Union as a condition of employment.
- 2.02 The Employer shall remit to the Union, within thirty (30) calendar days or with the remittance of employee dues, whichever comes first, following date of hire the United Food and Commercial Workers International Union Membership Application Form signed by the new employee.

- 2.03 (a) (i) The Employer shall, during the term of this Collective Agreement, as a condition of employment, deduct from members of the bargaining unit, the regular weekly Union Dues and such Dues shall be remitted to the Union prior to the fifteenth (15th) day of the month following the month in which such deduction is made.
- (ii) The Employer shall collect membership initiation fees as may be established by the Union and forward application forms and such fees to the Union with the regular monthly dues remittance.
- (b) The remittance statement shall be documented by location containing a dues and initiation report which will be provided in the form of an e-mail with a digital PDF attached (memberrecords@ufcw1518.com).
1. S.I.N.
 2. Employee number if applicable
 3. Full Name (Last/First/Initials)
 4. Full address, including City and Postal Code
 5. Telephone number (including area code)
 6. Employee's email address
 7. Date of hire
 8. Rate of pay
 9. Classification
 10. Full-time and part-time designation
 11. Union dues deducted (or the reason a deduction was not made).
 12. Total dues deducted
 13. Back dues owing
 14. Initiation fees deducted
 15. Total initiation fees deducted
- It is understood; the employees are responsible to provide updated information as it comes available.
- (c) The Employer agrees to record the annual Union dues for each employee on the employee's T4 form.
- 2.04 The Union shall provide the Employer with forty-five (45) days written notice of any increase or decrease in the amount of dues to be deducted from the bargaining unit employees.
- 2.05 The Union shall indemnify and save harmless the Employer, its agents and/or employees acting on behalf of the Employer, from any and all claims, demands, actions or causes of action arising out of, or in any way connected with the collection and remittance of such dues.

2.06 Union Shop

The Employer agrees to display a reasonably sized Union shop sticker identifying the establishment as an operation where Union members are employed and to be provided by the Union and displayed in the front window at the worksite covered by the collective agreement. The Employer shall remove the sticker upon request by the Union.

ARTICLE 3 – Union Stewards and Committees

- 3.01 No individual employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union.

In order that this may be carried out, the Union will supply the Employer with the names of its Representatives. Similarly, the Employer will supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

- 3.02 The bargaining unit employees have the right, with any major incident or health and safety concern, to have the assistance of a Representative of the United Food and Commercial Workers Union or its International affiliates when dealing with the Employer. Such Representatives shall have access to the Employer's premises.

- 3.03 Any employee who so desires it, shall have the right to review an electronic copy of their own personnel file on a bi-annual basis, upon making a written request for same in advance. The Employer will send an electronic copy to the employee no later than 5 calendar days after such request has been made.

- 3.04 (a) The Union shall have the right to appoint or otherwise select one (1) steward and one (1) alternate steward from amongst employees within the bargaining unit who have completed their probationary period.
- (b) The Union shall notify the Employer in writing of the names of each steward and, where applicable, each Committee member, before Management shall be required to recognize any person so selected.
- (c) The Union acknowledges that Stewards have regular duties to perform on behalf of the Employer and may not leave their regular duties without notifying their immediate supervisor. Each steward shall, with the consent of their supervisor, be permitted to leave their regular duties for a reasonable length of time without loss of pay, to function as a steward as provided in this Collective Agreement. Such consent from the supervisor shall not be unreasonably withheld.

- 3.05 On commencing employment, the employee's immediate supervisor shall introduce the new employee to the Union Steward who will provide the new employee with a copy of the Collective Agreement. The Union Steward shall be given the necessary time, up to twenty minutes (20) without loss of pay per employee for union orientation with the new employee(s).
- 3.06 A Union Representative of the United Food and Commercial Workers Union or its International affiliates may visit a unit covered by this Collective Agreement during working hours to observe working conditions and connect with employees.
- 3.07 In the event an employee is to be suspended, discharged or is to receive a written reprimand, the steward will be in attendance. In the event no steward is at work at the relevant time, then the employee may select another employee who is at work at the time, as the witness. In the event the Employee refuses representation by an available steward or other employee, the meeting will proceed on one of the next two days the employee is scheduled to work unless otherwise mutually agreed to by the parties. Should the employee refuse representation by a steward or coworker at the rescheduled meeting, the meeting shall proceed in their absence. The witness will sign documentation for the Employer attesting to their presence at the meeting. The employee and witness, if any, will be given a copy of the discipline report which is to be recorded in their file. The Company will take all reasonable steps to ensure a steward or witness is available.
- 3.08 A Negotiating Committee consisting of a Union Representative of the United Food and Commercial Workers Union or its International affiliates and not more than two (2) bargaining unit members appointed or elected by the Union.

ARTICLE 4 – Management Function

- 4.01 The Union agrees that the Employer has the exclusive right to manage its business, to direct the working forces, to alter days and hours of operation and to discharge or discipline employees for just and sufficient cause, to hire, promote, demote, transfer, schedule, lay off or recall employees, and to establish and maintain reasonable rules and regulations covering the operation of the store. All such rights shall be subject to and limited solely by the express provisions of this Agreement.

ARTICLE 5 – Employee and Union Co-Operation

- 5.01 No Discrimination
The Employer and the Union agree that they shall not engage in discrimination in employment on any prohibited grounds identified in British Columbia Human Rights Code.
- 5.02 Harassment
The Union and Employer agree that employees are entitled to the protections against workplace harassment from co-workers, managers and members of the public as set out in the *WorkSafe BC* regulations. Workplace harassment means:

- (a) a course of vexatious comment or conduct against a worker in a work-place that is known or ought reasonably to be known to be unwelcome or
- (b) workplace sexual harassment

For the sake of clarity, workplace sexual harassment means:

- (a) Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, and;
- (b) Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;

The Employer shall address incidents of workplace harassment brought to their attention, including but not limited to incidents involving the actions of customers in compliance with their obligations under *WorkSafe BC* and any applicable legislation as amended.

ARTICLE 6 – Strike and Lockouts

- 6.01 The Employer will not cause or direct any lockout of its employees, and the Union will not cause or direct any strikes during the term of the Collective Agreement.

ARTICLE 7 – Grievance Procedure

- 7.01 For purposes of this Collective Agreement, a grievance is defined as a difference arising between the parties relating to the interpretation, application, administration, operation or alleged violation of the Agreement including any applicable legislation.
- 7.02 For the purposes of this Article, days shall only include Monday through Friday, excluding statutory holidays or other such days where the retail store is required to be closed by law.
- 7.03 Step 1
It is the mutual desire of the parties hereto that complaints of employees be dealt with as quickly as possible. If an employee has a complaint, they shall discuss it with the store manager or designate with the assistance of their steward. In order to be considered a grievance, such discussion must take place within five (5) days after the circumstances, giving rise to the complaint first occurred or originated or the employee reasonably ought to have known of the circumstances. The store manager or their designate shall communicate his reply to the complaint within five (5) days.

Step 2

Failing settlement at Step 1, a Union Representative of the United Food and Commercial Workers Union may refer the grievance within ten (10) days of the decision at Step 1 to

Human Resources or their Designate who shall schedule a meeting within five (5) days of the referral or at such other time as may be agreed to by the parties. The Union steward and/or the employee may be present at such meeting. Upon completion of this meeting, failing settlement during the meeting, Human Resources or the Employer's designate shall render a decision in writing within five (5) days.

Step 3

Failing settlement at Step 2, the grievance may be submitted to arbitration as herein set out after the decision has been received at Step 2.

7.04 Suspension or Discharge grievance

Grievances involving the suspension or dismissal of an employee must be submitted to the Employer within ten (10) working days from the date of dismissal.

It is agreed that the Union Representative will be notified immediately of the dismissal of any employee in the bargaining unit.

7.05 Discipline

The employee shall be notified in writing by the Employer, with a description of the reasons for the disciplinary action, and/or penalty, with a copy to the Union Steward.

7.06 Failing settlement under the foregoing procedure, such grievance may be submitted to Arbitration as hereinafter provided.

7.07 The time limits as prescribed in this Article are mandatory but may be modified by mutual agreement of the parties in writing.

7.08 Either party may refer an unresolved grievance to Arbitration within twenty (20) days from the date the decision or deemed refusal was given at Step Two. The party requesting Arbitration shall advise the party in writing of its request.

7.09 Sunset Period:

Where an employee receives a documented verbal or written warning (other than for workplace violence or sexual harassment) and receives no further discipline for a period of twelve months (12) months from the date of the discipline, or the discipline is withdrawn by grievance or arbitration procedure, such discipline shall be removed from the employee's record and shall not be used in any subsequent disciplinary action.

ARTICLE 8 – Arbitration

8.01 No matter may be submitted to arbitration which has not been carried through all previous steps of the Grievance Procedure.

The Board of Arbitration shall be composed of a mutually agreeable single Arbitrator. Grievances submitted to the Arbitrator shall be in writing and shall clearly specify the nature of the issue.

In reaching a decision, the Arbitrator shall be governed by the provisions of this Agreement. The Arbitrator shall not be vested with the power to change, modify or alter this Agreement in any of its parts, but may, however, interpret its provisions.

The findings and decisions of the Arbitrator shall be binding and enforceable on the parties.

ARTICLE 9 – Health and Safety

- 9.01 The Employer and the Union and the Employees agree to comply with the provisions of the *Workers' Compensation Board Health and Safety Regulations*. Some of the key provisions of WorkSafe are summarized in the following sub articles.
- 9.02 The Joint Health and Safety Committee shall be established, comprised of at least one (1) representative elected or appointed by the Union and at least one (1) representative appointed by the Employer.
- 9.03 (a) Meeting of the Joint Health and Safety Committee shall be held every three (3) months or more frequently, if required by a joint recommendation of the Union and Employer co-chairs. All unsafe, hazardous or dangerous conditions shall be taken up and dealt with at such meetings. The minutes of all Health and Safety Committee meetings shall be kept, and copies of such minutes shall be posted.
- (b) The worker Committee member shall be paid their regular rate for committee attendance and preparation as provided.
- 9.04 Right to Refuse Unsafe Work
The parties acknowledge the work refusal provisions under WorkSafe which permit an employee to refuse work/particular work where they have reason to believe any equipment, machine, device or thing the worker is to use or operate is likely to endanger themselves or another worker.
- 9.05 The Company will provide each location with the appropriate tools to maintain store cleanliness as well as the PPE required to maintain a healthy working environment.

ARTICLE 10 – Leave of Absence

- 10.01 Personal Leave
Leave of absence without pay for good and sufficient cause may be granted for up to thirty (30) days to employees at the discretion of management provided that the absence of the employee will not unreasonably affect the efficient operation of the Employer. The granting of leave of absence will depend on the individual case, the urgency of the reason for the request, and the conditions existing in the Company at the time. The request shall be made in writing and the Employer's answer will be in writing no more than one week from such request. Such approval shall not be unreasonably denied.
- 10.02 Education/Union Convention Leave
(a) The Employer shall grant leave of absence without pay for up to one (1) member to attend Union conventions or educational sessions. Such leave must be applied for at least two (2) weeks in advance and all leaves for all employees shall not exceed twenty (20) working days per year. From time to time and with

the same advance notice the union may ask for additional employees to be off. The Employer shall consider the request taking into account its staffing needs.

- (b) An employee elected or appointed to a paid full-time position within the Union, shall be granted leave of absence without pay of up to twelve months. The Union may request an extension upon providing 60 days' notice which shall be granted at the discretion of the Employer.

10.03 Jury Duty/Witness Leave

An employee summoned to Jury Duty or Witness Duty, where subpoenaed in a court of law; or where subpoenaed to an Arbitration Hearing or Labour Board Hearing by the Employer or the Union; shall be paid wages amounting to the difference paid them for their services and the amount they would have earned had they worked on such days. Employees performing the said service shall furnish the Employer with such Statements of Earnings as the courts may supply.

10.04 Bereavement Leave

An employee shall be granted a leave of absence of up to five (5) days' leave without loss of pay in the case of an individual described below:

The employee's spouse. A parent, stepparent or foster parent of the employee or the employee's spouse. A child, stepchild or foster child of the employee or the employee's spouse.

An employee shall be granted a leave of absence of up to three (3) days' leave without loss of pay in the case of an individual described below:

A grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee's spouse. The spouse of a child of the employee. The employee's brother or sister.

An employee shall be granted a leave of absence of up to three (3) unpaid days with respect to a relative of the employee, not listed in any category above, who is dependent on the employee for care or assistance or has been residing in the same household. Where travel is necessary, up to an additional week will be granted without pay.

In the event of a delayed interment or ceremony, an employee may save one of the days identified above without loss of pay to attend the interment or ceremony.

Employees may be requested to furnish proof satisfactory to the employer as a condition of payment.

10.05 Pregnancy/Parental/Adoption Leave

Pregnancy/Parental/Adoption leave shall be granted as a right as per the *Employment Standards Act*.

10.06 Domestic Violence Leave

An employee who is a victim of domestic violence is eligible for leave and shall take such leave in accordance with all applicable legislation. An employer, steward, Union Representative or any other persons involved in the Leave of Absence must maintain confidentiality in respect of all matters that come to their knowledge in relation to a leave

taken by an employee under this article; and not disclose information relating to the leave to any person except

- (i) to employees or agents who require the information to carry out their duties,
- (ii) as required or permitted by law, or
- (iii) with the consent of the employee to whom the leave relates.

10.07 Education Leave

Any employee required by the Employer to take an educational course shall have:

- (a) The fee for the Course paid by the Employer.
- (b) If attendance is during the working hours, the time spent at the Course shall be paid for at the rates and conditions provided under this Collective Agreement as though such employee were at work;
- (c) If the Course requires travel, the Employer will provide appropriate money or transportation fees to the employee.
- (d) Any courses that may be beneficial for both parties and authorized by the employer, the employer will reimburse up to 50% of the course fee. Lost wages may not be applicable.

ARTICLE 11 – Seniority

11.01 Full-Time Status and Staffing Commitment

The Employer shall maintain a minimum of four (4) full-time positions. Full-time employees shall be scheduled between thirty-two (32) and forty (40) hours per week. Full-time status is retained so long as the employee is scheduled within this range.

11.02 Probationary Employees

A newly hired employee shall serve a probationary period of ninety (90) active days. Upon completion, seniority shall be retroactive to the date of hire.

Employees re-hired within twelve (12) months shall not serve a new probationary period.

11.03 Accrual and Loss of Seniority

Seniority is defined as the length of continuous service in the bargaining unit, including pre-certification time. It continues to accrue during absences for illness, disability, layoff, or approved leaves.

Seniority will be lost if an employee:

- Is terminated for just cause and not reinstated.
- Voluntarily resigns and does not rescind the resignation within two (2) working days;

- Fails to return from layoff within seven (7) calendar days without reasonable cause;
- Is absent without notice for more than three (3) days without just cause;
- Misuses approved leave;
- Commits proven workplace violence or property misappropriation;
- Exceeds the layoff recall period of 12 months or their length of seniority, whichever is less.

11.04 Seniority Lists and Transfers

Full-time and part-time employees retain their full seniority if they move between statuses. Part-time employees may not displace full-time employees.

In case of a tie in seniority, date of birth (month and day) shall be the tie-breaker.

11.05 Hours and Shift Opportunities

When additional hours or new shifts become available, they shall be offered in order of seniority to current employees who possess the necessary skills and qualifications, before hiring externally.

ARTICLE 12 – Promotions and Transfers

- 12.01 No employee shall be transferred to a position outside the bargaining unit without the consent of the employee. If an employee is transferred to a position outside the bargaining unit, the employee's seniority accumulated up to the date of leaving the unit will be maintained, but the employee will not accumulate further seniority. Within six (6) months such employee shall have the right to return to a position in the bargaining unit consistent with the employee's seniority accumulated up to the date of transfer outside the unit.

ARTICLE 13 – Layoff and Recall

- 13.01 The Employer agrees that if layoffs occur, Employees will be offered a minimum of three (3) weeks' notice, or more in accordance with the *BC Employment Standards Act*.
- 13.02 Notice shall not be required in cases of layoffs due to fire, flood or other cases of force majeure.
- 13.03 Recall Rights: If layoffs occur, employees will be recalled to work according to seniority and availability.
- 13.04 New employees shall not be hired where there are employees on layoff who have the ability to do the job, unless those employees are not immediately available.

ARTICLE 14 – Wages and Classifications

- 14.01 In the event that a new job classification is introduced in the bargaining unit, the Employer will establish and put into effect a new classification and rate covering the job in question and notify the Union in writing.

The new rate shall be considered temporary for a period of thirty (30) calendar days following the date of the notification to the Union.

During this period, the Union may request the rate be negotiated by setting out the request in writing, together with the rate change required and the reasons for the change.

Failing agreement, the rate dispute may be the subject of a grievance and may be referred to arbitration.

- 14.02 The Employer shall pay salaries and wages as set out in Schedule “A” attached hereto and forming part of this Collective Agreement. Each employee shall be provided with a personal itemized statement of wages, overtime, and other supplementary pay and deductions. Wages shall be paid bi-weekly. The Employer may not make deductions from wages unless on written consent of the employee, authorized by statute, court order, arbitration award, or this Collective Agreement.
- 14.03 Supplementary Agreements, if any, shall form part of this Collective Agreement if expressly agreed to by the parties and shall be subject to the Grievance and Arbitration Procedures.

ARTICLE 15 – Hours of Work and Overtime

15.01 Workweek Structure

The normal workweek for full-time employees shall range between thirty-two (32) and forty (40) hours.

15.02 Scheduling of Hours

Shifts shall be assigned as follows:

- First, to full-time employees by seniority within their classification;
- Then, to part-time employees by seniority within their classification.

Employees may work a maximum of eight (8) hours per day unless they voluntarily agree to longer shifts.

15.03 Shift Changes and Cancellations

- Shift cancellations require 24 hours’ notice; otherwise, employees shall receive four (4) hours of pay.
- In the event of unplanned absences or delays, available hours will first be offered to bargaining unit employees in seniority order by phone, then by email (first come, first served). If no suitable candidate responds within 15 minutes, the

Employer may fill the shift temporarily using non-union staff.

15.04 Rest Periods and Breaks

Employees working more than four (4) hours shall receive one (1) paid fifteen (15) minute rest break.

Employees working more than five (5) hours shall receive one (1) unpaid meal period and a second paid fifteen (15) minute rest break.

Interrupted breaks shall be made up in full.

Smoking, vaping, or similar personal activities are not in addition to the scheduled rest or meal breaks and shall be taken within the employee's regular break entitlements.

15.05 Overtime

Time and one-half (1.5x) will be paid for:

- All hours worked beyond 40 per week or more than five (5) days per week.

There shall be no duplication of overtime premiums.

ARTICLE 16 – Vacation

16.01 Vacations with pay will be granted by the Employer in accordance with the following BC Employment Standards Act.

Vacation schedules shall be posted by November 1st each year for the following calendar year and shall not be changed unless mutually agreed by the employees and the Employer.

The time of vacations will be arranged between employees and their respective supervisors, and the choice of vacation times shall be in accordance with seniority. An employee shall receive an unbroken period of vacation unless otherwise mutually agreed by the employee and the Employer.

Employees with more than three (3) years of service may take single days of vacation up to five (5) per calendar year, provided that such day(s) is mutually agreed between the employee and the Store Manager

- 16.02**
- (a) An employee who terminates employment for whatever reason, shall be paid vacation allowance as provided herein.
 - (b) On the death of an employee, the vacation allowance will be paid to the employee's estate forthwith.

16.03 Where an employee qualifies for bereavement or any other approved leave or where it can be medically certified that an illness or accident occurred while on vacation, sick or other appropriate leave will be substituted and the vacation rescheduled at a mutually agreed upon future date.

ARTICLE 17 – Paid Holidays

17.01 (a) The following days shall be recognized as paid holidays:

New Year's Day	Family Day	Good Friday
Victoria Day	Canada Day	B.C. Day
Labour Day	National Day for Truth and Reconciliation	Thanksgiving Day
Remembrance Day	Christmas Day	Boxing Day

(b) The qualifiers for pay for a holiday shall be as set out in the *Employment Standards Act*. Holidays paid in accordance with the pay formula in the Act.

17.02 Employees who are required to work on any of the above-named holidays will receive one and one-half (1½) times their regular rates of pay for all hours worked in addition to pay for the holiday.

17.03 (a) If any of the above-mentioned paid holidays occur during an employee's vacation period, the employee will receive an additional day off with pay to be added on to the employee's vacation period or any other day by mutual agreement.

(b) If any of the above-mentioned paid holidays occur during an employee's regular day off, then the paid holiday will be declared as the employee's first regular shift immediately following the paid holiday or any other day by mutual agreement.

17.04 In a week in which two (2) Statutory Holidays occur, full-time employees shall only be scheduled for up to twenty-four (24) hours unless otherwise mutually agreed.

ARTICLE 18 – Health and Welfare

18.01 Sick Leave

As per Section 49.1 of the Employment Standards Act, the Employer will provide five days of paid sick time, to all employees who are unable to report for work on account of a medical illness.

18.02 Continuation of Benefits During Work Stoppages

In the event of a work stoppage, the Employer agrees at the written request of the Union, to maintain all insurance contributions, on behalf of all employees. The Union agrees to reimburse the Employer for the premiums during this period within thirty days of invoicing.

18.03 Health Spending Account (HSA)

The Employer agrees to establish a Health Spending Account (HSA) for all eligible employees working 24 hours per week or more, based on the monthly average of hours

worked. The HAS may be sued to reimburse eligible health-related expenses as defined by the *Canada Revenue Agency*.

The monthly value of the HAS shall be determined by the employees' continuous service with the Employer as follows:

Length of Continuous Service Monthly HSA Amount:

6 months to 1 year	\$50.00
1 year to 2 years	\$75.00
2 years to 3 years	\$100.00
3 years to 4 years	\$125.00
5 years +	\$150.00

ARTICLE 19 – General

19.01 The Employer will provide a bulletin board for posting Union notices to its members. The bulletin board shall be located to ensure it is visible to all bargaining unit employees.

19.02 If an employee is required by the Employer to take an independent medical examination (IME) at a physician chosen by the Employer and Union, including any associated medical tests or x-rays, the IME shall be at the expense of the Employer. Should the Employer require the Employee to have their medical practitioner fill out a form prepared by the Employer for the purpose of the IME, the Employer shall pay 100% of the cost of the form to a maximum of \$50. Such amount shall be payable within two weeks of providing the invoice to the Employer. For clarity, a regular physician's note to substantiate absences from work apart from the IME is not included in this clause.

19.03 Correspondence

The Employer shall provide the Union, through its Union Representative, with a copy of new or amended Employer policies applicable of the bargaining unit unless otherwise specified. Issues arising with respect to the content of the policies shall be addressed directly between the Union Representative and Human Resources.

19.04 Pay Cheque Error

Should any error occur in a pay cheque, attributable to the Employer, the Employer agrees to correct the error no later than the pay period immediately following the pay period in which it is discovered. In the event that the error is greater than \$100 the correction shall be made within five business days of discovery.

19.05 Employee Discounts

Employees shall be entitled to purchase up to three hundred dollars (\$300) worth of cannabis products per calendar month at wholesale cost.

All transactions under this provision must be processed by a member of the leadership team (Manager, Assistant Manager, or Supervisor).

The leadership team member processing the transaction shall provide a receipt clearly indicating the amount and items purchased. This receipt must be submitted to the

Manager's desk immediately following the transaction and must include the name of the employee who made the purchase.

19.06 Tips

The Employer agrees to implement a tip option at the point of sale (POS) terminal, allowing customers to leave gratuities via debit or credit card. The POS tip system will be implemented within six (6) weeks of ratification of the Collective Agreement.

Tips collected through the POS system will be pooled and distributed on a bi-weekly basis to bargaining unit members, in proportion to hours worked or as otherwise agreed to by a majority of staff through a member-controlled tip pool structure.

Only bargaining unit employees are entitled to receive tips.

Tip amounts will be paid out through regular payroll and will not be subject to administrative fees or deductions, other than those required by law.

The current practice of employees receiving and retaining cash tips shall continue unchanged.

Employees are expected to provide consistent service to all customers and shall not give preferential treatment based on whether a customer has previously left a tip.

Any change to the method of tip distribution or the introduction of a centralized or pooled system shall be subject to agreement with the Union.

ARTICLE 20 - Duration

20.01 This Collective Agreement shall remain in force and effect from date of ratification of this Agreement until May 21, 2027 and thereafter in accordance with this Section. The agreement will be 2 years from ratification date.

20.02 Either party may give the other party notice of renewal and/or amendment of this Collective Agreement at any time within one hundred and twenty (120) days prior to the expiry of this Collective Agreement. The parties shall meet within fifteen (15) days of such notice being received.

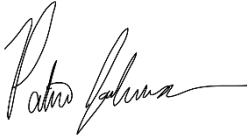
ARTICLE 21 – Schedule “A”

<u>YEARS WORKED</u>	<u>BUD TENDER</u>	<u>SUPERVISOR</u>
0 to 1	\$19.00	\$21.00
1 to 2	\$20.00	\$21.75
2 to 3	\$21.00	\$22.75
3 to 4	\$22.00	\$23.75
4 to 5	\$23.00	\$24.75

Effective the Sunday following ratification, all employees shall be placed at the next highest wage rate on the wage grid above their current hourly rate. Thereafter, employees shall progress through the wage scale annually on the anniversary of the ratification date.

SIGNED THIS 25th DAY OF August, 2025.

**FOR THE UNION
UNITED FOOD & COMMERCIAL
WORKERS, LOCAL 1518**



Patrick Johnson, President

**FOR THE EMPLOYER
1181854 B.C. LTD
DBA North Shore Cannabis Ltd.**



Rola Priatel (Aug 25, 2025 20:43:51 PDT)

Rola Priatel, Owner

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