

COLLECTIVE AGREEMENT

Between

EARTH TO SKY CANNABIS COMPANY LTD.

(hereinafter referred to as the “Employer”)

And

United Food and Commercial Workers, Local 1518

(hereinafter referred to as the “Union”)

August 1, 2025 – July 31, 2028

Ratified by member vote: August 1, 2025



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MEMORANDUM OF AGREEMENT made this 24th day of July, 2025

BETWEEN: Earth To Sky Cannabis Company Ltd., a body corporate carrying on business in Sooke and Trail, 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 Earth To Sky Cannabis Company Ltd. at 6691 Sooke Rd, Sooke, BC V9Z 0H2 and 1463 Bay Ave, Trail, BC V1R 4A9 save and except the Store Manager, persons above the rank of Manager and those excluded by the *Labour Relations Code* of British Columbia.
- 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 With the exception of contracted or excluded personnel in Article 1.01, all work in the handling and selling of merchandise in the retail stores of the Employer shall be performed only by employees of the bargaining unit who are members of UFCW Local 1518.

The parties agree to meet to discuss any additional third-party services that will impact existing employees' hours of work prior to those services being put in place.

No bargaining unit employee shall suffer a loss of hours as a direct result of excluded or contracted personnel working in the handling and selling of merchandise in the retail stores of the Employer.

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.

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 on providing as much advance notice to the Store Manager as possible.

3.03 Any employee who so desires it, shall have the right to review a copy of their own personnel file on a bi-annual basis, upon making a written request for same in advance. The Employee will have the opportunity to review a copy of their personnel file no later than fourteen (14) 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 at each store 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 and first obtaining permission from the Store Manager. Such consent from the Store Manager shall not be unreasonably withheld. Each steward shall, with the consent of the Store Manager, 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.

(d) Duties of the steward shall include:

- i. investigation of grievances, or matters which may give rise to a grievance, and assisting any employee which the steward represents in preparing and presenting a grievance in accordance with the grievance procedure;
- ii. attending meetings called by management; and
- iii. other responsibilities in accordance with Articles 3.05, and 3.07.

3.05 On commencing employment, the employee's Store Manager, or designate, 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 fifteen minutes (15) 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. Union representatives shall notify the Store Manager of their intention to visit 2 weeks in advance, or as much notice as possible.

3.07 Where an employee attends an interview with Management for the purpose of receiving a formal discipline report, the employee shall have the right to a witness who must be working in the store at the time the interview is being held. If during any other private corrective interview with Management, it is determined that there will be a discipline report on the employee's record, the interview may be temporarily suspended so that the employee may call in a witness who must be working in the store at the time the interview is being held. Where the employee is working alone, they have the right to have a Steward present, provided that the Steward's attendance will not cause undue delay in holding the interview.

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, one (1) from each store.

ARTICLE 4 – Management Function

4.01 The Union recognizes that the management of the Employer and its operations and the direction of the employees are the exclusive function of the Employer. The Employer agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement and the express provisions of this Agreement constitute the only limitations on the Employer's rights.

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 their 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 ten (10) 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 ten (10) 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) 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.

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) Meetings 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 reasonable cause to believe any equipment, machine, device or thing the worker is to use or operate would create an undue hazard to the health and safety of 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 twenty-eight (28) calendar days from such request. Such approval shall not be unreasonably denied.

10.02 Education/Union Convention Leave

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 four (4) 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, however, not more than one (1) employee from each store shall be away at any given time.

10.03 Bereavement Leave

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:

The employee's spouse, 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. 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.

10.04 Pregnancy/Parental/Adoption Leave

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

10.05 Domestic Violence Leave

An employee who is a victim of domestic violence is eligible for leave and shall take such leave in accordance with the Employment Standards Act. 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.

10.06 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 Probationary Employees

A newly hired employee shall serve a probationary period of ninety (90) days. Upon completion, seniority shall be retroactive to the date of hire. The probationary period may be extended with the consent of the Union. Such consent not to be unreasonably denied.

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

11.02 Accrual and Loss of Seniority

Seniority shall be determined by store and is defined as the length of continuous service in the bargaining unit, including pre-certification time and is considered for purposes of vacation preference, job posting, layoff and recall and as referenced in the Agreement. Length of continuous service shall be determined by the employee's period of employment from the most recent date of hire, excluding any period(s) of layoff, or periods outside the bargaining unit and shall be deemed to be continuous during any statutory or approved leave of absence.

Seniority will be lost if an employee:

- Is terminated for just cause and not reinstated.
- Voluntarily resigns;
- 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 6 months or their length of seniority, whichever is less.

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

11.04 **Hours and Shift Opportunities**

When additional hours or new shifts become available, they shall be offered in order of seniority and availability to current employees who possess the necessary skills and qualifications, before hiring externally. The Employer will not be required to offer an employee hours if it will result in overtime or extra pay.

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 three (3) weeks' notice 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 Layoff and recall shall be based on seniority by store 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.

ARTICLE 15 – Hours of Work and Overtime

15.01 Hours of Availability

Employees will complete an Hours of Availability form at the commencement of employment. All shifts will be scheduled subject to the Hours of Availability form.

An employee who seeks to change their availability will provide a new Hours of Availability form to the Employer for approval at least thirty-four (34) days prior to the effective date of change, or a lesser time if mutually agreed.

Conflicts in the implementation of scheduling under this clause will be resolved by seniority.

15.02 Shift Changes and Cancellations

- Shifts cancelled by the Employer require 24 hours' notice; otherwise, employees shall receive two (2) 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. The Employer will not be required to offer an employee hours if it will result in overtime or extra pay.

15.03 Rest Periods and Breaks

- Employees who work 7.5 hours or more in a day are entitled to a 30-minute paid break.
- Employees who work more than 4 hours but less than 7.5 hours are entitled to one 15-minute paid break and one 15-minute unpaid break.
- Employees who work 4 hours or less are not entitled to a break.
Interrupted breaks shall be made up in full.

15.04 Overtime

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

- All hours worked beyond 40 per week or if an employee has not had at least 32 consecutive hours free from work each week. There shall be no duplication of overtime premiums.

ARTICLE 16 – Vacation

16.01 Vacation and vacation 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 Store Manager, or designate, 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, or designate.

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 The following days shall be recognized as paid holidays:

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.

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

ARTICLE 18 – Health and Welfare

18.01 Sick Leave

After ninety (90) consecutive days of employment, the Employer will provide (6) six days of paid sick time each calendar year, to all employees who are unable to report for work

on Account of a medical illness. Paid sick leave will not accumulate and will not be paid out if unused.

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 An employee may be 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
All employees and one (1) designated intimate partner who resides with the employee are entitled to a twenty (20%) percent discount on regular price products purchased at any Earth to Sky Cannabis Company Ltd. location. Employees will be entitled to purchase from among up to four weeks' of new cannabis products listed by the Store Manager, or designate, at wholesale prices exclusively for educational tasting (max 1 item per variation (sku) per month, and up to 30g daily).

All transactions under this provision must be processed by another employee or the Store Manager, or designate.
- 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.

Each staff will be required to log on to their own designated till. Any tips received through the POS system at that that designated till will be paid out to that employee, bi-weekly on 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 at their designated till 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 July 31, 2028 and thereafter in accordance with this Section. The agreement will be three (3) 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.
- 20.03 This Agreement may be changed at any time during the life of this Agreement by written mutual agreement of the parties.
- 20.04 Both parties shall comply with the terms of this Agreement during the period of collective bargaining and until a new Collective Agreement is signed by the parties without prejudicing the position of the new or revised Agreement in making any matter retroactive in such revised Agreement. Notwithstanding the foregoing, the parties shall have the right to effect a legal strike or a legal lockout, as the case may be.

ARTICLE 21 – Wages

YEARS WORKED	BUD TENDER
0 to 1	\$19.00
1 to 2	\$19.50
2 to 3	\$20.00
3 to 4	\$20.50
4 to 5	\$21.00
5 to 6	\$21.50
6 to 7	\$22.00
7 to 8	\$22.25
8 to 9	\$22.50

Effective the Sunday following ratification, all employees shall be placed on the wage grid at the rate corresponding to their completed years of service with the Employer. Thereafter, employees shall progress through the wage scale annually on the employee's anniversary date.

Budtenders who are tasked with deliveries shall be paid an extra \$0.50/hr for time spent on the delivery.

SIGNED THIS 22ND DAY OF JANUARY, 2026.

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



Patrick Johnson, President

**FOR THE EMPLOYER
Earth to Sky Cannabis Company Ltd.**


Tracy Pheiffer (Jan 22, 2026 13:45:23 PST)

Tracy Pheiffer, Human Resources Manager
at Forbes Group on behalf of Earth to Sky
Cannabis Company Ltd.

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