

Collective Agreement between Karma and CUPE 1281, January 11, 2010

Highlights for the Board meeting of January 14, 2010

Compiled by Howard Kaplan on behalf of the Negotiating Committee

Karma members are owners and may therefore do any work in the co-op (though there is still some ambiguity about exactly what constitutes 'member labour').

All employees, other than temporary employees, must be union members.

Employees may also be Karma members but are deemed to resign employment immediately if elected to the Board.

Employees have the right to refuse service to belligerent individuals, but they must document what happened.

Karma may fill empty positions with member labour but may not terminate positions already occupied by union members in order to use member labour.

Each new Board will meet with the Union (it's not yet clear if that means with the bargaining unit or with a representative of the Union).

Employees negotiating the next collective agreement will do so on paid time up to but not including the point where a conciliator is brought in.

There are specific (standard) procedures for handling grievances and discipline.

Seniority is measured in hours of paid time, not in days since last hire. Therefore, part-time employees accumulate seniority slower than full-time employees.

New hires undergo a probationary period of 640 working hours, and they do not get the full job rate until they have accumulated 2800 paid hours (including breaks, holidays, etc.) on the job. (There may still be some ambiguities to be resolved here.)

Employees get 2 weeks' vacation for the first 4 years, then 2.4 weeks for the next 3 years, then 3 weeks. Any vacation in excess of 2 weeks can be carried to the next year.

Employees get 3.5% of their paid hours in sick leave – that's 8.75 days per year for a 5-day-per-week employee.

Employees get $\frac{2}{3}$ of two weeks' pay as a benefit when starting parental leave (such as maternity leave), to help cover the gap until UI starts.

Overtime past 40 hours in any week is either taken as lieu time or else paid in wages, but in either case at the rate of 1.5 times the excess hours.

There is only one job description, Retail Associate, and all hires must demonstrate their ability to take on the entire range of work required of that position in order to pass probation.

Existing hires pay \$12/pay towards their health benefits; new hires pay 20%; Karma and the Union will investigate alternatives to the current (Big Carrot) plan.

Employees get 22.5% off the working member price when shopping at Karma; this is slightly smaller than their current discount.

In lieu of retroactive pay, there is a signing bonus of \$30/hour for the average hours worked over the past year. For an employee working a consistent 40-hour week, that comes to \$1200.

The regular wage rate for a fully qualified employee is \$12.35/hour from the day that the union ratifies until May 31, and then \$12.60 per hour until May 31, 2011, when the contract expires. Employees already earning more get 1% raises immediately and 1.012% raises in June. New hires get less until they have accumulated 2800 hours seniority, in four steps below the top rate.