

IN THE MATTER OF AN ARBITRATION

B E T W E E N:

**MAPLE LEAF FOODS INC.
(Canning Facility)**

(the “Company”)

- and -

UNITED FOOD AND COMMERCIAL WORKERS CANADA, LOCAL 1006A

(the “Union”)

AWARD

Bi-Weekly Pay Grievance

The Company has given notice of its intention to move to a bi-weekly pay structure;

By grievance dated January 17, 2017 the Union has grieved the Company changing from weekly to bi-weekly payment (the “grievance”).

The Union has referred the grievance to arbitration to me.

The Company has announced the movement to a bi-weekly pay structure with a first pay date of January 9, 2020.

I have had the opportunity to confer with the Parties and based on their representation award as follows:

1. The Company has the right under the collective agreement to move to the bi-weekly pay structure.
2. The Company has agreed to delay the implementation of the bi-weekly pay structure to the first pay period of July, 2020.
3. The Union and the Company agree to jointly work toward the orderly implementation of the initiation of the bi-weekly pay structure to occur during the first pay period in July, 2020.

4 The grievance is resolved in accordance with the terms of this Award.

Dated at Toronto this 14th day of November 2019

“Janice Johnston”

Janice Johnston