

NEGOTIATIONS

UPDATE ON CONTRACT NEGOTIATIONS FOR UFCW LOCAL 401 MEMBERS

UFCW
local 401
A VOICE FOR WORKING ALBERTA

Your Voice Matters: Final Offer Ready for Your Vote

Dear UFCW 401 members at Sofina North,

[NOTE: You can find translated versions of this document and the employers offer, here.](#)



Since negotiations began last year, your *Union Negotiating Committee* has been hard at work advancing your priorities, concerns, and demands. Over the course of 15 bargaining days, and an additional three days with the help of a government-appointed mediator, we pressed the Company for meaningful improvements.

Throughout this process, our goal has been clear: to bring you the best possible offer for a fair vote.

While we made progress and reached agreement on many important items, we were not able to achieve a full agreement that addressed every concern members raised. On the final day of mediation, the Company presented what they called their *final offer*.

While this offer does not address every issue that was raised by the membership, your Union Negotiating Committee believes that through your support and solidarity, we were able to push the Company to put their best possible financial offer on the table, without some sort of strike or lockout.

“Sofina Workers have bargained strong together for over a year. While we might not have achieved everything we wanted, your strength and solidarity have pushed the Company further than they ever wanted to move,” says UFCW Local 401 President Thomas Hesse.

Highlights of the Company’s Final Offer:

- Four-year agreement expiring March 2028
- \$2.40 in wage increases, including \$1.30 at ratification
- \$0.75 retroactive pay on all hours worked back to April 1, 2024
- \$0.55 retroactive pay on all hours worked back to April 1, 2025
- Pathway to guaranteed hours for employees hired after 2020
- Increased boot allowance
- Improved vision care coverage
- New dual-ticket premium for tradespersons
- Introduction of apprenticeship rates and language
- Stronger health and safety provisions
- Improved Union representation protections

Toll Free: 1-800-252-7975 ♦ Edmonton: 780-452-0362 ♦ Calgary: 403-291-1047 ♦ Red Deer 403-342-0150
Fort McMurray: 780-743-4190 ♦ Brooks: 403-501-8486 ♦ Lethbridge: 403-328-4245

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These improvements represent meaningful gains. But the choice on whether to accept or reject them is yours to make.

To ensure you have time to review and reflect, we will be giving you a week before we hold our ratification votes. Your union strongly encourages you to read the full offer carefully and reach out to your *Union Negotiating Committee* with any questions you may have.

Don't wait for the info session to ask questions – start the conversation now.

"This vote is not just about this offer, it's also about your future," says Secretary Treasurer Richelle Stewart. "No one knows better what is right for you and your family than you. So, please, ask the questions you need answered to make an informed decision and make your voice heard by casting your vote!"

If members choose to reject the company's Final Offer, a strike vote will be held the following week.

Upcoming Meetings and Voting Details

Question & Answer Meeting: Wednesday, May 14, 2025.

12:00 p.m. to 5:00 p.m.

*Chateau Nova Kingsway, 159 Airport Rd NW,
Edmonton, AB*

In-Person Voting: Thursday, May 15, 2025. 12:00 p.m. to 5:00 p.m.

Sofina Plant – Main Lunchroom

Online Voting: For members **unable to attend in person**, online voting will take place:

7:00 p.m., Thursday, May 15 to 2:00 p.m., Friday, May 16, 2025

Note: Your union uses an independent voting company to ensure secure, anonymous ballots. You must have a valid email address on file to receive your ballot. If you're unsure, please contact your union office to update your information.

Your vote will determine the next steps. Make your voice heard on this important decision!

In solidarity,

Your UFCW Local 401 Union Bargaining Committee

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Fort McMurray: 780-743-4190 ♦ Brooks: 403-501-8486 ♦ Lethbridge: 403-328-4245



YABOOHA KAMA DANBAYSTA AH EE LOO SHAQEEYAASHA

EE HESHIISKA
KA YIMID

SOFINA FOODS INC.
EDMONTON NORTH
KUNA SOCDA
UNITED FOOD AND COMMERCIAL WORKERS – 401
Maajo 1, 2025

Sofina Foods waxay soo bandhigaysaa xirmada yabooha kama danbaysta ah ee balaaran si loo fududeeyo heshiis laga gaaro dhammaan arimaha jira ee u dhexeeya dhinacyada ayadoo la galaayo gorgortan ujeedadiisu tahay in heshiis la gaaro. Ayadoo qayb aasaasi ah u ah yabooha, arimaha aan looga hadlin hoos ayaa loo dayn doonaa sidoodii hore, sida ku cad luuqada horay ugu qornayd Heshiis Wadareedka u dhexeeya dhinacyada kaas oo ku ekaa Maarso 31, 2024.

Haddii aan heshiis lagu gaarin wada hadalka, qaybaha laga noqday ayaa dib loo soo celin karaa qaybaha la saxiixayna waxaa la shaacin karaa in ay yihiin waxba kama jiraan.

Soo jeedinadaan ayay soo gudbisay Shirkadu ayadoo aysan ku jirin eex aana la xadidayn shuruudaha guud ee Shirkadu xaqa u leedahay inay diido saxnaanta, fasiraada, ama dhaqan gelinta qodob kasta oo ku qoran Heshiis Wadareedka iyada oo aan loo eegayn soojeedinada ku jira.

Xirmada loo shaqeeyaha waxaa ku jira:

1. Soo jeedinada lifaaqa ku jira;
2. Dhammaan waxyaabaha horey ay ugu heshiiyeen dhinacyadu ee la saxiixay; iyo
3. Marka soojeedinada loo shaqeeyaha ama Midawga aan lagu qori dukumiintigaan, waxaa loo arkayaa kuwa la tuuray ama la diiday
- 4.

Ilaa in si gaar ah loo sheegay maahee, ma jiro wax ku jira Heshiis Wadareedka oo ah mid xili saxiixa kahor dhaqan gal ahaa. Shirkada ayaa aqbalaysa inay ka dhigto qiimaha mushaarka mid kasoo bilaabanaaya Abriil 1, 2024 shaqaalaha sida rasmiga ah u shaqeynaayay. Marka laga hadlaayo Farqadaha loo tixraacaayo, "saxiixida Heshiis Wadareedkaan"; taariikhda saxiixa ayaa la gelin doonaa Heshiis Wadareedka kahor inta aan la daabicin. Sidoo kale, dib u lambarayn kasta oo laga doonaayo qodobada Heshiis Wadareedka oo ka dhasha isbadellada ayaa la samayn doonaa kahor daabacaada Heshiiskaan.

Dhinacyadu waxay halkaan ku aqbalayaan in shuruudaha Heshiis Wadareedka ay noqdaan **laga bilaabo Abriil 1, 2024** ilaa **Maarso 31, 2028**. Taariikhda burinta ayaa noqonaysa taariikhda

Midawgu ka laabto.

Ayadoo shardi u ah Yaboohaah Kama Danbaysta ah, Shirkada ayaa ku turjumi doonta Yabooha Kama Danbaysta ah lix luuqadood oo guud oo looga hadlo Warshadda kuwaasoo la filaayo in midawgu u qaybin doono shaqaalaha. (Soomaali, Tigrinya, Punjabi, Tagalog, Amxaari, Oromo iyo Carabi)

SHAQADA GURIGA – Lagu Heshiiyay Maajo 27, 2024

Shirkadu waxay soo jeedinaysaa in dhinacyadu ay si siman u awoodaan inay saxaan naxwadda marka loo baahdo galka CBA ayna ku jirto laakiin kuma koobna qaybaha iyo qodobada si loo xaqiijiyo in Heshiiska ay fududahay in la akhriyo lana helo qodobada. Tan waxaa ku jiri doona adeegsiga eray bixinta dhammaan Heshiiska sida Shirkada ama Loo Shaqeeyaha laakiin aan la adeegsan labada. Tan ayaan siinayn dhinacyada awood ay ku badelaan xogta heshiiska ama turjumaadaha luuqadda [2024]

Fargadda 2.2 – Amaanka Midawga

2.1 Shirkadu waxay aqbalaysaa in xubinimada Midawga ay shardi u tahay shaqada dhammaan shaqaalaha ku jira qaybta gorgortanka.

Shirkadda ayaa xor u noqon doonta qorashada shaqaale cusub oo aan xubno ka ahayn Midawga, MARKA LA XAQIJIYO in xubnaha la sheegay ee aan xubinta ka ahayn midawga, haddii ay yihiin shaqaalaha wakhtiga gaarka ah ama wakhtiga buuxa, ay u qalmi doonaan xubinimada Midawga, ayna tahay inay codsi gudbistaan maalinta koowaad (1aad) ee shaqada, ayna xubno ku noqdaan sodon maalmood (30) gudahood. Dhammaan shaqaalaha waa inay Midawga siiyaan gunnooyinka joogtada ah. Shaqaalaha laga soo qaatay wakaalada banaanka siina wata shaqada kadib sodon (30) maalmood waa inay bixiyaan gunnada hore ee laga soo bilaabo maalinta koowaad (1aad) ee shaqada.

2.2 Shirkadda ayaa aqbalaysa inay siiso shaqaale kasta oo cusub wakhtiga shaqada foom sheegaaya shaqaalaha, masuuliyadiisa la xiriirta xubinimada Midawga, oo siinaysa Midawga foomka elektarooniga ah oo uu ku qoran yahay magaca, lambarka taleefanka, ciwaanka, ~~lambarka SIN~~, iyo waaxda shaqaale kasta oo ay siiyeen foomka warqadda ah, oo ay la socoto taariikhda shaqaalaha la siiyay shaqada. Shirkadda ayaa sidoo kale aqbalaysa inay siiso Midawga, halmar bishii, liiska cusub oo ka kooban isbadellada ku dhaca magaca, ciwaanka, lambarka taleefanka, ~~lambarka SIN~~, iyo waaxda. [2024]

Midawga ayaa qaadi doona qarashka dib u daabacida foomamka, xogta foomamkuna ay noqoto mid ay aqbali karto Shirkaddu. Shirkadda ayaa sidoo kale aqbalaysa inay siiso Midawga, halmar bishii, liiska ka kooban magacyada dhammaan shaqaalaha shaqadooda la joojiyay intii lagu jiray bishii hore. Shirkadda ayaa sidoo kale aqbalaysa inay siiso Midawga, halmar bishii, liiska ka kooban magacyada dhammaan shaqaalaha fasaxa ku maqnaa, ayna ku jiraan maalintii u danbaysay ee ay shaqeeyeen, nooca fasaxa, iyo taariikhda ay shaqada ku laabteen, oo lagu bixinaayo foom elektarooniga ah.

Shirkadda ayaa siin doonta Midawga warbixin bil kasta kaas oo ka kooban xogta soo socota:

- (i) **Magaca Buuxa;**
- (ii) **Lambarka Shaqaalaha;**

- (iii) Xaaladaha (Wakhtiga Buuxa, Nus Wakhtiga, Shaqeeya, Kaydka ah);
- (iv) Qaybta;
- (v) Taariikhda Shaqada;
- (vi) Taariikhda Kamid Ahaanshaha Midawga;
- (vii) Ciwaanka Guriga
- (viii) Lambarka Taleefanka
- (ix) Qiimaha Hadda ee Mushaarka

2.3 - Waxaa la Isku Raacay 28, 2024

Shirkadda ayaa aqbalaysa inay kajarto mushaaraadka shaqaale kasta marka ay ogolaansho sax ah ka qaadato shaqaalaha, sida khidmada diiwaan gelinta, gunnooyinka bil kasta, qiimeynada, ama lacagaha kale ee la jarto sida ay ogolaadeen Midawga Maxaliga ah ama marka uu codsado shaqaalaha ay qusayso marka uusan jirin ogeysiis ka yimid dhinacyada la sheegay.

Ogeysiiska isbadel kasta oo lagu sameeyo lacagaha lagu leeyahay ama qiimeynada sida la sheegay oo uu bixinaayo Xoghayaha Qasnadda ee Midawga. Lacagta laga jaro inta lagu jiro bisha waa in Shirkadu u dirtaa Xoghayaha Qasnadda ee Midawga, ugu danbayn maalinta tobnaad (10aad) ee bisha xigta, ayadoo lasoo raacinaayo faahfaahinta qoraalka ah ee magacyada shaqaalaha lacagta laga jaray, wadarta guud ee saacadaha caadiga ah ee la shaqeeyay asbuuc kasta, iyo lacagaha joogtada ah ee lagu leeyahay, khidmadaha diiwaan gelinta iyo qiimeynada. ~~iyo cadadka iyo ujeedada lacag kasta oo laga jaray.~~ Shirkadda ayaa sidoo kale aqbalaysa inay ku siiso bayaanka Midawga qaab elektaroonig ah.

Dhinacyada ayaa aqbalaaya in haddii Midawgu doonaayo hanaanka khidmadaha oo abuuraysa hanaan cusub oo maamul oo la xiriira loo Shaqeeyaha, dhinacyada ayaa kulmi doona si ay uga baaraan dagaan fursadaha gaarista xal. [2024]

Qodobka CUSUB 2.7 CUSUB – Wakiilka Midawga

Si kor loogu qaado xiriirad awanaagsan ee maamulka shaqaalaha, dhinacyada ayaa ku heshiin doona LOU cusub si loo bilaabo Wakiilka Midawga oo shaqeynaaya inta uu jirayao heshiis wadareedkaan. Wakiilkaan ayaa shaqada laga fasixi doonaa afar (4) saacadood oo xiriir ah asbuuc kasta subaxyada Arbacada inta u dhexaysa 8 subaxnimo iyo 12:00 duhurnimo lana siin doonaa mushaarkiisa caadiga ah ee loo shaqeeyaha kuwaas oo midawgu aqbalaayo inay u soo magaan Loo Shaqeeyaha ayna ku jiraan qarashaadka masuuliyadda mushaarka. Marka ujeedadu tahay kor u qaadista maamulka shaqaalaha ee wanaagsan, qofkaan ayaa ka qaybgeli doona gudiyada soo socda ayadoo qayb ka ah shaqadiisa:

- Gudiga Dhaqanka
- Kormeerada Warshadda ee HR-ta ee Asbuuclaha ah
- Maamulka Iskudhafka ah ee Shaqaalaha
- Kulannada Maamulka Xaadirista
- Kulannada cabashada ee talaabada 2
- Kulannada Xarunta Agaasinka Maalinlaha ah ee Mararka qaar la qabto (DDS) marka la codsado

- **Waajibaad kasta oo kale oo si siman ay ugu heshiiyeen midawga iyo maamulka**

Shaqadaan cusub waxaa soo dhajin doona midawga UFCW 401 kadibna xulasho ayay samayn doonaan midawgu ayadoo maraaya hanaanka wareysiga.

Midkood labada dhinac ayaa xaq u leh inuu buriyo heshiiskan LOU asagoo siinaaya dhinaca kale ugu yaraan ogeysiis lix maalmood kahor ah ama marka ay dhammaato mudada LOU. [2024]

2.8 – Sanduuqa Waxbarashada iyo Tababarka ee CUSUB – Oo lagu Heshiiyay Abriil 30, 2025

Loo shaqeeyaha ayaa aqbalaaya inuu qoondooyin ku daro Midawga Isbahaysiga Shaqaalaha Cuntada iyo Ganacsiga ee Canada, Sanduuqa Waxbarashada iyo Tababarka ee Lambar 401 ayadoo ku darsanaysa cadad dhan ~~hal senti (\$0.01)~~ shan (\$0.05) senti saacad kasta oo ay shaqeyaan xubnaha ilaa ugu badnaan 40 saacadood asbuucii. Dhankoodana Midawga ayaa muhiimada saari doona kor u qaadista tababarka ayna ku jirto Tababarka Badqabka shaqaalaha ku jira gorgortanka. [2024]

Qodobka 3.5 - Lacagta Joogtada ah ee Tookada – Waxaa lagu Heshiiyay Abriil 30, 2025

Shirkadda ayaa aqbalaysa inay siiso lacagta joogtada ah dhammaan shaqaalaha shaqeeya tookada shaqada ee tooko kale oo aan ahayn tookadiisa caadiga ah ee maalinta. Shirkadda ayaa bixin doonta ~~sadex (\$3.00) doolar afartan iyo shan (\$0.45) lixdan (\$0.60)~~ senti saacad kasta laga bilaabo taariikhda saxiixa ~~Heshiis Wadareedka 2019 – 2024. Laga bilaabo Abriil 1deeda, 2021 lacagtaan joogtada ah ayaa la kordhin doonaa konton (\$0.50) senti calaa saacad.~~ Laga bilaabo Abriil 1deeda, 2024 lacagtaan joogtada ah ayaa la kordhin doonaa konton iyo ~~shan (\$0.55) senti calaa saacad.~~ Lacagtaan joogtada ah ayaan loo aqoonsan doonin mid qayb ka ah qiimeyaasha caadiga ah ee shaqaalaha. [2024]

Qodobka 3.6 – Lagu Heshiiyay Febraayo 11, 2025

Shaqaalaha sida gaar ah loogu dhiibo inay ~~ka shaqeeyaan shaqada ilaalinta qaboojiyaha~~ awooda badan ama **ama qaboojiyaha muddooyin ka badan hal saac oo xiriir ah** ayaa la siin doonaa lacagta joogtada ah ee qaboojiyaha oo dhan ~~hal doolar iyo kontan (\$1.50) afartan iyo shan (\$0.45) konton (\$0.50)~~ senti saacad kasta oo ay shaqeeyaan. Ujeedada qodobkaan, ~~joogtaynta shaqada furinjiyeerka qaraxa~~ **ama furinjiyeerka** waa badbadilidda qalabka **iyoo shaqeynta muddooyin ka badan hal saac oo xiriir ah**, ayadoo la faarujinaayo furinjiyeerka qaraxa ama ~~furinjiyeerka~~, la safaayo qalabka, lana rasaynaayo kaydka. Lacagtaan joogtada ah ayaan loo aqoonsan doonin mid qayb ka ah qiimeyaasha caadiga ah ee shaqaalaha marnana ma jiri karto labo jibaarka ama sadex jibaarka wakhtiga dheeraadka ah ama magdhaw kasta oo kale oo joogto ah. [2024]

Qodobka 3.10 – Wakhtiyada Nasiinada

...

Shaqaale laga doonaayo inuu shaqeeyo wax ka badan shanta (5) saac ee ugu horaysa ama afarta iyo nuska (4 ½) saac ee labaad ayaa la siin doonaa labo (2) jibaar qiimaha caadiga ah dhammaan wakhtiga uu shaqeeyay ilaa laga siinaayo wakhtiga cunto cunista. Shaqaale laga doonaayo inuu shaqeeyo afarta iyo nuska (4 ½) saac ee tookada labaad, Shirkada ayaa siinaysa sodon (30) daqiiqo oo mushaar lagu siinaayo qiimeyaasha lagu bixinaayo mudadaas si uu ugu cunteeyo. Shaqaalaha ayaa heli doona dookh uu ku helaayo cunto kulul ama ~~shan iyo labaat~~an (\$25.00) doolar. ~~sagaal doolar (\$9.00)~~ **labo iyo toban (\$12.00)** doolar oo lagu daraayo jeegiisa xiga. ~~Laga bilaabo Abriil 1 deeda, 2021 gunnadaan cuntada ayaa la kordhin doonaa toban (\$10.00) doolar.~~ Shaqaalaha doorada qala waa inuu helaa wakhti ku filan nadiifinta shaqsiga ah kahor dhammaan mudooyinka nasiinada iyo mudooyinka cuntada. **[2024]**

Qodobka 4.7 – Lagu Heshiiyay Maajo 28, 2025

4.7 Shaqaalaha cusub ayaa ku jiri doona tijaabo muddo sagaashan (90) maalmood ah ama muddo kasta oo la kordhiyay oo ay ku heshiiyaan si wada jir ah Midawga iyo Shirkaddu inta lagu jiro wakhtiga shaqada laga cayrin karo ayadoo aan loo eegayn xubinimada Shirkaddana aan wax masuuliyad ah ka saarnayn inay shaqaalaha dib u shaqaalaysiiso. **Shaqaalaha tijaabada ku jira ayaa shaqada laga cayrin karaa marka ay keligeed go'aansato Shirkaddu.** Joojinta shaqaalaha tijaabada ku jira ayaan laga keeni karin cabasho **laakiin Shirkadda ayaa marqaati uga dhigi karta Wakiilka Midawga ee Dukaanka.** Hase yeeshee Shirkadda ayaa u dhaqmi doonta si macquul ah, takoor ka caagan, cadaalad ah, oo daacadnimo ku dhisan. **Marka shaqaalaha tijaabada ku jira shaqada laga saaro, waxaa la siin doonaa warqadda ka saaridda shaqada tijaabada ah taasoo nuqulkeeda la siin doono midawga. taas oo sheegaysa sababta shaqada looga joojiyay.** Dhammaan shaqaalaha jooga mudadada tijaabada ee sagaashan (90) maalmood ah ayaa noqon doona shaqaale rasmi ah waxayna xaq u leeyihiin kamid noqoshada midawga si waafaqsan mudada adeegga waxayna helayaan dhammaan faa'iidooyinka Heshiiskan waxaana keliya shaqada looga saari karaa sabab cadaalad ah. Haddii la ogaado in shaqaale si khaldan shaqada looga cayriyay, waa in aysan soo gaarin khasaarada luminta jago sare oo uu hayay, haddii shaqada lagu soo cesho. Shaqale kasta oo u shaqeeyay sagaashan (90) maalmood ama ka badan Shirkadda kaas oo shaqada laga cayriyay, laga joojiyay, ama iskiis uga tagay shaqada kadibna dib shaqada loogu soo celiyay hal (1) sano gudihiis, ayaa heli doona qiimaha mushaarka qaybta shaqada sida lagu cadeeyay Lifaafa A ee Heshiiskan. **[2024]**

4.9 Shaqooyinka Lasoo Xayiisiiyo – Lagu Heshiiyay Oktoobar 18, 2024

Marka shaqooyin banaanaadaan Shirkadduna u baahan tahay inay boosaska shaqaale badel ah u hesho, iyo marka Shirkaddu abuurto shaqooyin cusub, waa in lagu soo dhajiyaa boorka shaacinnada muddo afar (4) maalmood oo kuwa shaqada ah inta lagu jiro wakhtiga codsiyada qoraalka ah uu soo gudbin karo shaqaaluhu. **Shaqooyinka lasoo dhajiyo waxaa ku jiri doona qeexitaanka shaqada, tookooyinka, iyo saacadaha shaqada iyo qiimaha mushaarka.**

Nuqullada dhammaan shaqooyinkaan lasoo dhajiyo oo **ay la socdaan liiska magacyada** ayaa loo diri doonaa Midawga. Codsadaha ugu darajada sareeya ee Warshadda dhexdeeda ah ayaa heli doona shaqada noocaas ah ee lasoo dhejinaayo. Awooda ku filnaanshaha kadib marka tijaabo macquul ah la sameeyo si uu u fuliyo shaqada, xubinimada midawga ayaa lagu kala hormarayaa. Haddii aan codsiyo ku haboon la helin, markaas Shirkadda ayaa qaadan karta qof si ay u buuxiso shaqada. Waxaa la fahansan yahay in si loo codsado shaqo ka banaan Nadaafada, DarawalladaBadeecadaha, iyo Darawallada Shixnadaha iyo Gaynta Dalabaadka, shaqaale waa inuu u qalma shaqada.

Magacaabisyada ku meel gaarka ah ayay samayn kartaa Shirkaddu ayadoo sugaysa helitaanka codsiyada.

Dhammaan shaqooyinka rasmiga ah ayaa lasoo dhajin doonaa

Shaqaalaha hela dalacsiin uu ku helay hanaanka shaqo xayiisiinta ayaan loo ogolaan doonin inuu markale codsado ilaa in afar (4) bilood oo xiriir ah uu joogo maahee.

~~Keliya booska orjinaalka ah iyo shaqada booskeeda la buuxiyay ayaa lasoo dhajin doonaa. Keliya boosaska banaan ee la abuuray kadib xayiisiinta labaad ayaan lasoo dhajin doonin laakiin waxaa lagu buuxin doonaa sida loogu kala sareeyo shaqaalaha waaxda.~~

Shaqaalaha helaaya shaqada cusub ee lasoo dhajiyay ayaa la marsiin doonaa hanaanka tijaabada ilaa labaatan (20) maalmood ee uu shaqeeyay. Haddii uusan shaqada u qaban karin heerkii laga rabay, waxaa lagu celin doonaa shaqadiisii hore ama shaqaalaha ayaa ku noqon kara shaqadii hore haddii uusan ku qancin tan cusub. **Codsadaha ku xiga ee darajada sare leh ayaa laga dooran doonaa xayiisiintii koowaad haddii boosku banaan yahay labaatan (20) maalmood kadib. Boosaska banaan kadib labaatan (20) maalmood waa in dib loosoo xayiisiiyaa.**

Shaqaale ku maqnaa fasax ilaa lix (6) asbuuc ayaa gudbin kara codsiga qoraalka ah kahor inta uusan ka tagin shaqo gaar ah taas oo lasoo xayiisiin doono marka uu maqan yahay. Codsiga ayaa faalso noqon doona dhammaadka jadwalka maqnaanshaha la mudeeyay. [2024]

4.10 Dalacsiinnada iyo Layliyada Shaqada – Lagu Heshiiyay Oktoobar 18, 2025

~~(c) Marka shaqaalaha laga doonaayo inuu ka wareego hal (1) waax una wareego mid kale si rasmi ah sabab la xiriirta baahiyaha shaqada ee Shirkadda waxaa lagu samayn doonaa aasaaska soo _____ socda.~~

~~Fursadda wareejinta waa in la siiyaa shaqaalaha darajada sare leh. Marka uusan jirin shaqaale doonaaya inuu wareejinta qaato, shaqaalaha ugu darajada hooseeya ayaa la wareejin doonaa waxaana la siin doonaa fursadda koowaad ee ku laabashada waaxdaas marka boos ka banaanade.~~

4.13 Wareejinnada – Lagu Heshiiyay Oktoobar 18, 2024

Wareejinnada loo wareejiyo tooko kale ama waax kale waa in lagu saleeyaa sida loo kala darajo sareeyo. Shaqaalaha haysta hal (1) ama ka badan sano oo xubinimada ah ayaa soo gudbin kara codsi qoraal ah oo loo diraaqo Maamulaha Wax Soo Saarka marka la xaqiijiyo in aan wareejin lagu samayn laba iyo tobankii (12) bilood ee lasoo dhaafay. Dhammaan wareejinnada waa in lagu sameeyaa darajada ugu hoosaysa ee waaxda la codsaday. Marka la helo codsiga wareejinta, Shirkaddu waxay marka koobaad siin doontaa shaqaalaha darajada sare ee warshadda, iyo/ama tookada shaqada ee saamayntu ku dhacayso, fursadda buuxinta booska banaan ee wareejintu abuurtay. Marka uusan jirin shaqaale doonaaya inuu booska banaanaaday buuxiyo, markaas shaqaalaha codsanaaya wareejinta ayaa u adeegsan doona awoodiisa darajada inta badan shaqaalaha asaga ka hooseeya ee warshadda, iyo/ama waaxda, iyo/ama tookada shaqada uu shaqaaluhu doonaayo inuu u wareego. Dhammaan codsiyada wareejinta ayaa la ansixin doonaa ayadoo lagu saleynaayo kala saraynta darajada waxaana lagu fuliyaa sodon (30) maalmood oo kuwa shaqada ah gudahood. Shaqaalaha la wareejiyay ayaa mari doona mudada tijaabada ah ee sodonka (30) maalmood. Shirkadda ayaa shaqaale ku celin karta waaxda/tookada shaqada ee laga soo wareejiyay markii koobaad haddii uusan shaqada u qaban karin heerkii laga rabay, ama shaqaaluhu wuu ku noqon karaa waaxda/tookada shaqada haddii uusan shaqada cusub ku qancin.

4.15 – Lagu Heshiiyay Oktoobar 16, 2024

Janaayo kasta Shirkaddu waxay soo dhajin doontaa codsi shaqaalaha looga codsanaayo **inay sheegaan doonistooda helitaanka tababarka shaqooyin waaxo gaar ah.** inay ka shaqeeyaan shaqooyin ku meel gaar ah oo u dhigma ama ka sareeya shaqadooda hadda ee warshadda. Shaqaalaha ayaa lagu xulan doonaan kala saraynta darajada si ay u helaan tababarka. shaqo kasta oo ku meel gaar ah. Marka liisku uu ku filnaan waayo baahiyaha, Shirkadda ayaa soo gelin karta markale shaqada inta lagu jiro sanadka. Shaqaalaha ayaa dooran kara inay magacooda ka saaraan liiska marka ay doonaan.

Shaqaalaha qaatay tababarka ayaan diidi karin fursadaha shaqada ee shaqo gaar ah taas oo uu u qalmo muddo labo sano ah kadib tababarka.

Shaqaalaha ayaa ku dari kara magaciisa liiska kadib marka shaqada lasoo xayiisiiyay ay xiranto, hase yeeshee meesha kama saari doono shaqaale kasta oo horey u hayay shaqo ama loo tababaray shaqo gaar ah. **[2024]**

Qodobka 5.5 – Fasaxa Midawga – Lagu Heshiiyay Febraayo 10, 2025

Shirkadda ayaa aqbalaysa inay siiso wakhtiga fasaxa ee muhiimka ah, oo bilaa mushaar ah, aysana shaqaaluhu ku luminayn darajada uu gaaray shaqaale kasta kaasoo la dooray, la magacaabay, ama ay u xilsaartay Midawgu inuu ka qaybgalo shirka shaqaalaha ama uu qabto

Shaqada Rasmiga ah ee Midawga ee Sharciga ah, hase yeeshee, waa marka la xaqiijiyo in ogeysiis ku filan la siiyay Shirkadda si booska shaqaalahaas loo buuxiyo.

Marka maqnaanshaha fasaxa ah ay shaqaale siiso Shirkaddu, marka la xaqiijiyo in fasaxa noocaas ah uusan ka badnayn hal (1) sano, shaqaalaha ayaan waajihi karin luminta darajadiisa inta lagu jiro mudadaas.

Shirkadda ayaa bixin doonta mushaarka shaqaalaha kadibna midawga u diri doonta qaansheegta qarashka dhammaan wakhtiga ka lumay shaqaalaha ku maqan fasaxa Midawga.

Haddii fasaxa shaqaaluhu ka badan yahay sodon (30) maalmood oo xiriir ah, midawga ayaa sidoo kale laga qaadi doonaa qarashkaadka joogtada ah ee dheefaha shaqaalaha. [2024]

Qodobka 8 - Fasaxyada

8.4 (a) Xulashada mudada fasaxa ayaa lagu saleyn doonaa kala sareynta shaqaalaha ee waax kasta shaqaalaha darajada sare ayaana la siin kara dookha koowaad. Fasaxyada ayaa lagu bixin karaa wakhti kasta taas oo waafaqsan dalabaadka ganacsiga laakiin Shirkadda ayaa samayn doonta dedaalka ugu sareeya si ay fasaxyada u bixiso wakhtiga ay codsadaan shaqaaluhu. Fasaxyada waa in la qaataa sanadka fasaxa. Marka shaqaaluhu xaq u leeyihiin sadex (3) asbuuc ama ka badan oo fasax mushaar leh ah, shaqaalaha noocaas ah ayaa keliya mudeysan kara labo (2) asbuuc kahor Luuliyo iyo Agoosto.

Toban (10%) boqolkiiba gunnada fasaxa ee waax kasta ayaa la ogolaan doonaa. Marka ay suuragal tahay, sida ay go'aansato Shirkaddu, in ka badan toban (10%) boqolkiiba ayaa la ogolaan doonaa.

Shirkadda ayaa sidoo kale ogolaanaysa marka shaqaaluhu xaq u leeyihiin sadex (3) asbuuc ama ka badan oo fasax mushaar leh ah ayna codsadaan inay qaataan mudada u dhexaysa bilaha Janaayo 1deeda iyo Abriil 30keeda sanad kasta, shaqaalaha ayaa ayaa u qaadan kara si xiriir ah marka laga reebo Xiliyada dabaal degaga ~~Easter~~ **(afar asbuuc kahor Easter, Mahadnaqa ama Ciida Kiristaanka markaas oo gunnada fasaxa lagu xadidaayo 5%)** Marka ay suuragal tahay, sida uu go'aansado Maamulaha Warshadu, muddo ka badan shan (5%) boqolkiiba ayaa la ogolaan doonaa. [2024]

Qodobka 9.3 – Lagu Heshiiyay Febraayo 11, 2025

Isbadelka tignooloojiyada ayaa ka dhigan bixinta qalabka ay bixiso Shirkaddu inta lagu jiro mudada Heshiis Wadareedka kuwaasoo farsamo ahaan saamayn ku leh shuruudaha gorgortanka.

Marka loo shaqeeyuhu bixiso isbadelka tignooloojiyada taas oo keenaysa isbadellada waayn ee ku dhacaaya xaalada shaqada ama xaaladaha shaqada ee shaqaalaha, waa in

ay siisaa Midawga iyo shaqaale kasta oo saamayntu gaarayso ogeysiis ku filan oo macquul ah kahor inta aan la samayn isbadelka tignooloojiyada.

Marka Loo shaqeeyuhu ogaysiiyo Midawga in ay doonayso inay samayso isbadelka tignooloojiyada, Dhinacyada ayaa geli doona kulan wakhti loo cayimay gudahiis kadibna wadaagi doona kana doodi doona qorsheyaal kasta oo quseeya. [2024]

Qodobka 10 – Lagu Heshiiyay Febraayo 11, 2025

10.1 Shirkadda ayaa aqbalaysa inay bixiso fasaxa xanuunka oo mushaar leh, oo lagu qaadanaayo qiimaha hal (1) maalin oo fasaxa mushaarka ah bil kasta oo shaqaaluhu shaqeeyo. Shaqaalaha ayaa kaydsan doona hal (1) maalin oo fasaxa xanuunka ah keliya haddii uu shaqeeyay maalin kasta oo shaqo loo mudeeyay bisha kaydka fasaxa lagu xisaabinaayo. Fasaxa xanuunka ee mushaarka leh ayaa wadarta guud noqonaaya labaat (20) maalmood. Iskudarka ayaa ka bilaabanaaya dhamaystirka lix (6) bilood oo mudada u qalmidda ah.

- (a) Maalinta shaqaaluhu shaqeeyo wax kayar sadex (3) saacadood uuna guriga aado asagoo xanuunsan, maalintaas waa in loo xisaabiyaa maalinta koowaad ee xanuunka. Shaqaalaha xanuunsan waa in aan laga codsan inay warshadda sii joogaan wax ka badan sadex (3) saacadood si loo yareeyo maalinta koobaad ee xanuunka.
- (b) Ma jiro shaqaale ku maqan fasaxa xanuunka oo mushaar ku helaaya maalinta koowaad ee uu maqan yahay, marka laga reebo shaqaalaha maqnaa lix (6) maalmood ama ka badan haystayna dhibcaha u uruuray.
- (c) Shirkadda ayaa aqbalaysa inay bixiso lacagta fasaxa dhibcaha fasaxa xanuunka ee aan la adeegsan ee shaqaalaha kadib lix (6) bilood oo uu xanuunsanaa, labo iyo toban (12) bilood oo uu shaqada ma maqnaa iyo isla markaba kadib marka uu hawlgab noqodo uuna qaato lacagta Beeshinka. Dhammaan fasaxyada ayaa loo arkayaa wakhti la shaqeeyay marka la xisaabinaayo fasaxa xanuunka.
- ~~(d) Warqadda dhakhtarka ayaan loogu baahnayn labo (2) maalmood ama kayar oo qofku xanuunsanaa. Shirkaddu waa inay aqbashaa inay bixiso qarashaadka Dhakhtarka, marka Shirkaddu codsato, ilaa cadadka ugu badan oo ah konton (\$50.00) doolar/calaa risiid (marka la keeno cadeynta saxda ah ee risiidka).~~
- (e) Shaqaalaha lagu daboolo qodobada qaybtaan ayaa laga codsan karaa inay keenaan Foomka Awoodaha Shaqada (FAF) oo xaqiijinaaya caqabadaha haysta iyo xadidaadaha maqnaanshiyaasha ka badan shan maalmood ee keeni kara in caawimaad loo fidiyo. Mararka Loo Shaqeeyuhu codsato foomka FAF si buuxdana loo buuxiyo, Loo shaqeeyaha ayaa shaqaalaha u celinaya cadadka ugu badan ee lacag dhan \$65.00. [2024]**

Qodobka 11 – Dhaqaale Kabka Asbuuc kasta – Lagu Heshiiyay Febaraayo 10, 2025

Shirkada ayaa aqbalaysa inay siiso barnaamijka Caymiska Dhaqaale kabka ee Asbuuc kasta kaas oo siinaaya shaqaalaha lixdan iyo lix iyo sadex dalool labo dalool (66 $\frac{2}{3}$ %) boqolkiiba

mushaarkooda asbuuclaha ah ayadoo lagu saleynaayo afartan (40) saacadood asbuucii laguna bixinaayo qiimaha caadiga ah ee mushaarka oo dhan ilaa xadiga ugu badan ee lagu ogol yahay Sharciga Caymiska Shaqada ee ugu badnaan shan iyo toban (15) asbuuc ah marka uu ka maqan yahay shaqada sabab la xiriirta xanuun ama shil aan la xiriirin shaqada. Shaqaalaha shaqada laga fariisiiyay ayaan u qalmin inay qaataan dheefaha Dhaqaale Kabka Asbuuclaha ah. Dheefaha dakhliga asbuuclaha ah ayaa ka biloowda maalinta koowaad (1aad) ee naafada ka dhalatay dhaawaca ama maalinta afraad (4aad) ee shaqada ee xiriirka ah ee naafada ka dhalatay xanuunka laakiin aysan jirin dhacdo ka horaysay maalinta koowaad (1aad) ee daawaynta uu baxshay dhakhtarku.

Qorshaha Dheefta Kooxda waa in lagu baxshaa si waafaqsan xeerarka lagu cadeeyay dukumiintiga qorshaha iyo xeerarka qoran ee caymiska. Diidmada codsiga kabka dhaqaale ee asbuuclaha ah waa in racfaan looga qaataa ayadoo loo gudbinaayo bixiyaha caymiska ee Shirkadda kaas oo ka gaari doona go'aan kama danbays ah u qalmitaanka. Shirkaddu waa inay Midawga u dirtaa nuqulka warqadda go'aanka shirkadda caymiska ee la xiriirta sheegasho kasta oo la xiriirta dhaqaale kabka asbuuclaha ah sida ugu dhakhsaha badan ee macquulka ah kadib helitaanka go'aanka. [2024]

Qodobka 11.2 – Lagu Heshiiyay Maajo 28, 2024

11.2 Shaqaaluhu waa inay buuxiyaan sadex (3) bilood oo shaqo ah si ay ugu qalmaan caymisyada dheefaha ee ku qoran Qodobka 11.3, 11.4, iyo 11.6. Caymiska ayaa bilaabanaaya maalinta koowaad kadib dhamaystirka sadexda (3) bilood ee shaqada wuxuuna ku eg yahay isla markaba marka shaqada la joojiyo **sida ku cad dukumiintiyada qorshaha**. Shirkadda iyo Midawga ayaa isku raacaaya in khidmadda joogtada ah ee caymisyadaan ay bixiso todobaatan iyo shan (75%) boqolkiiba Shirkaddu halka laabtan iyo shan (25%) boqolkiiba uu bixinaayo shaqaaluhu. [2024]

Qodobka 11 CUSUB – Barnaamijyada Gunnadda Shaqaalaha – Lagu Heshiiyay Abriil 30, 2025

11.2 (b) Dhinacyada ayaa isku raacaya in Caafimaadka Kooxda iyo Qorsheyaasha Caafimaadka lagu maamulo qoraalka qorshaha waana in lagu baxshaa si waafaqsan xeerarka lagu cadeeyay dukumiintiga qorshaha iyo xeerarka qoran ee caymiska. Haddii shaqaale sii wado inuu shaqeeyo wax ka baxsan da'da ay cayintay Shirkadda caymisku (oo hadda ah 70) uusan u qalmin dheefaha, waa in uu taas badelkeed helaa cadad u dhigma khidmada bishii ee dheefaha Loo shaqeeyaha kuwaas oo ah dheefo canshuur laga jaraayo si loogu baxsho barnaamijka gaarka ah ee shaqaaluhu doorto ee gunnooyinka kadib taariikhda saxiixa heshiis wadareedka cusub. [2024]

Qodobka 19.1 – Asbuuca Shaqada ee Damaanadda Leh

Marka laga reebo ay tahay Xaalad Dabiici ah, qodobkaan ayaa qabanaaya keliya shaqaalaha rasmiga ah ee wakhtiga buuxa u shaqeeya Shirkadda.

Ujeedada qodobkaan marka laga hadlaayo "shaqaalaha rasmiga ah ee wakhtiga buuxa shaqeeya" waxaa laga wadaa shaqaale kasta oo si buuxda u shaqeeya kahor **Noofambar 30, 2020. Waxaa intaas dheer, Loo Shaqeeyaha ayaa aqbalaaya in shaqaale kasta oo ku jira todobaatan iyo shan (75%) boqolkiiba shaqaalaha ugu sareeya ee shaqeeya ugu yaraana hal (1) sano kamid ahaa midawga, uu xaq u leeyahay damaanada asbuucalaha ah. Qoondada todobaatan iyo shan (75%) boqolkiiba ayaa la go'aamin doonaa Janaayo 1 sanad kasta kadib marka la saxiixo. Ma jiraan shaqaale u qalma damaanadda asbuucalaha ah oo hadhoow dib laga go'aamin doono in uusan u qalmin, sababo la xiriirta dib u qaabaynta ama xirista waaxda ama arimaha kale ee yareynaaya tirada guud ee shaqaalaha. [2024]**

Marka shaqaale xaq u leh asbuuca shaqadda damaanadda leh loogu yeero inuu shaqeeyo inta lagu jiro asbuuca wuxuu xaq u yeelan doonaa inuu helo mushaar aan ka yareyn aasaaska soo socda ee sanad kasta:

Janaayo 1^{deeda} ilaa Maajo 31^{deeda} uu helay mushaarka sodon (30) saacadood asbuuc kasta; Juun 1^{deeda} ilaa Diseembar 31^{deeda} — sodon iyo lix (36) saacadood oo mushaar ah calaa asbuuc; ayadoo aan loo eegayn xaqiiqada ah in shaqaalaha noocaas ah uusan shaqayn saacadaha intaas dhan.

Talaabada Dabiiciga ah - Damaanadaan waa in laga dhimaa wakhti kasta oo maqnaansho la xiriira sabab kasta muddo sideed (8) saacadood ah maalin kasta oo buuxda taasoo warshadu aysan awoodin inay shaqeyso sabab la xiriirta dab, qarax, fashilka korontada, duufaan, helitaanka digaaga, shaqo joojin ama mudaarahaad ay abaabuleen midawga shaqaalaha ama koox kale oo lamid ah.

Laga bilaabo Abriil 1^{deeda}, 2013, Saacadaha la damaanad qaaday ayaa celcelis ahaan lagu xisaabin doonaa labo (2) asbuuc oo mudada mushaarka ah. Marka saacadaha shaqada ee shaqaale ay ka hoos maraan cadadka ugu yar ee damaanada, waa in lagu xisaabshaa laguna baxshaa mushaarkooda aasaaska celceliska ah ee lixdan iyo afarta (64) saac ah ee mushaarka laguna bixiyaa qiimihiisa caadiga ah ee muddo mushaareed kasta ama mushaar waafaqsan shaqada la qabtay mudada Janaayo 1deeda ilaa Maajo 31deeda iyo todobaatan iyo labo (72) saacadood oo mushaar ah laguna saleeyay qiimihiisa cadiga ah ee muddo mushaareed kasta ama mushaar waafaqsan shaqada la qabtay mudada Juun 1deeda ilaa Diseembar 31deeda. Qodobada soo socda ayaa qabanaaya arintaan:

Qodobada soo socda ayaa qabanaaya arintaan:

- (a) Shirkada ayaa waafajin doonta shaqaalaha jaangoynta shaqada la heli karo ama la filaayo in la heli doono. Si loo siiyo shaqaalahaas caadiga ah saacadaha shaqada damaanadda leh, Shirkada ayaa xor u noqon doonta inay u kala qaybiso waaxaha ayna shaqaalaha ka wareejiso hal waax una wareejiso mid kale, ayadoo tixgelin macquul ah la siinaayo kala sareynta, awooda, iyo isbadel kasta oo wayn oo ka dhaca xaaladaha goobta shaqada.
- (b) Shirkadu waxay ka filaysaa dhammaan shaqaalaha inay shaqada u qabsadaan si masuuliyad ku jirto; nooc kasta oo ay tahayba shaqada looga dhiibay waaxyadooda. Haddii shaqaale uu diido qabashada shaqo loo dhiibay, Shirkada ayaa laga cafin doonaa shardiga damaanad kasta oo la xiriirta shaqada la qabtay inta lagu jiray asbuucaas.
- (c) Damaanadu waa inay iskumid tahay asbuucyada midkood (1) kamid ah kow iyo tobanka (11) Fasaxyada Sharciga ah ku beegmaan halka asbuucyada kale, mushaarka la helay Fasaxa Sharciga ah ee la sheegay loo aqoonsanaayo mid qayb ka ah damaanadda.

- (d) Shaqaale kasta oo ka maqnaada shaqada kadib marka uu bilaabay shaqada asbuuc siinaayay xaqa helitaanka asbuuca shaqada damaanada leh, ayaa la dhimi doonaa damaanadiisa wakhtiga uu maqnaa.
- (e) Shaqaale kasta oo shaqada laga cayriyo wax ka badan hal (1) bil ayaan u qalmin asbuuca shaqada damaanada leh ee asbuuca dib shaqada loogu soo celiyo.
- (f) Marka uu shaqeeyay wakhti dheeraad ah ama saacadaha kale ee mushaarka dheeraadka ah leh, shaqaalaha ayaa loo xisaabin doonaa in, hal (1) saac ee uu shaqeeyay ay u dhiganto hal (1) saac oo damaanad leh keliya. **[2024]**

Qodobka 11.6 – Lagu Heshiiyay Febraayo 10, 2025

Shirkada ayaa wax ka badeli doonta Barnaamijkeeda Daryeelka Caafimaadka ayadoo ku daraysa dheefta caafimaadka indhaha. Dheefta caafimaadka indhaha ayaa bixin doonta ~~shan boqol (\$500.00)~~ labo boqol (\$200.00) oo doolar oo caymis ah afar iyo labaatankii (24) bilood kasta laga bilaabo koowda (1da) bisha xigta kadib marka la saxiixo. **Marka la saxiixo** heshiiska caymiska caafimaadka indhaha ayaa la kordhin doonaa ~~labe boqol iyo konton (\$250.00)~~ waxaana laga dhigayaa **sadex boqol (\$300.00)** oo doolar afar iyo labaaatan (24) bilood kasta. **[2024]**

Qodobka 12.3 – Lagu Heshiiyay Sibteembar 16, 2024

Waxaa jiri doona ~~Gudiga Isku dhafan ee~~ **Caafimaadka iyo Badqabka Goobta Shaqada S(JHSC)** ee Maamulka Midawga, **oo ka kooban ugu yaraan** la magacaabay ayna tahay in loo kala qaybiyo ~~labe (2) sadex (3)~~ wakiil oo ay magacaabeen Midawgu iyo ~~labe (2) sadex (3)~~ wakiil oo ay magacaabeen Maamulku. **Tirooyinka ayaa lagu kordhin karaa heshiis wadareed u dhexeeya dhinacyada. Shaqada guud ee gudigu waa inay ogaadaan ciladaha/khataraha caafimaadka iyo badqabka goobta shaqada ayna kala shaqeeyaan loo shaqeeyaha helitaanka xalal lagu ilaalinaayo badqabka goobta shaqada. Magacyada xubnaha JHSC ayaa lagu soo dhajin doonaa boorka fariimaha ee H&S.**

Gudiga JHSC ayaa lahaan doona labo (2) gudoomiye kuwaas oo shaqada isku bad-badeli doona:

- **Gudoomiyaha dhanka shaqaalaha waxaa dooran doona Midawga ayagoo ka dooran doona wakiilada shaqaalaha.**
- **Gudoomiyaha loo shaqeeyaha waxaa dooran doonta Shirkadda oo ka dooranaysa wakiilada shirkada.**
- **Gudoomiyaha kulanka ayaa masuul ka noqon doona dirista ajendaha sadex (3) maalmood kahor kulanka.**
- **Qodobada waxaa qori doona wakiilka shirkadda.**

JHSC waa inay buuxiyaan shuruudaha qaybta 13 ee Xeerka Caafimaadka iyo Badbaadada Shaqada ee Alberta.

JHSC ayaa kulmi doona bil kasta, wakhtiga shirkadda. Gudiga ayaa masuul ka noqon doona abuurista shardiga tixraaca xubnaha gudigu raacayaan kulanadooda.

Hal kamid ah xubnaha wakiilka midawga ee JHSC ayaa kala qayb geli doona Maamulaha Badqabka (ama wakiilkiisa) halmar bishii si loo sameeyo kormeerka badqabka. Wakhtigaan ayaa noqon doona wakhti mushaar leh.

Dhinacyada ayaa isku raacaaya in tababarka sanadlaha ah la siiyo xubnaha gudiga kaas oo ay ku jiraan tababarka badqabka oo qayb ka ah kulannada.

~~Labada Dhinaca waa inay diyaar u yihiin baahida magacaabida xubnaha Gudiga kuwaas oo kartida ugu haboon u leh kor u qaadista badqabka dhammaan Warshadda. Kulannada caadiga ah ee Gudiga Badqabka waa in la qabtaa bil kasta. Liiska magacyada xubnaha Gudiga Badqabka waa in lagu soo dhajiyaa boorka iclaanka ee qolka qadada.~~

Qodobka 12.5 – Lagu Heshiiyay Febraayo 11, 2025

~~Waa in aan shaqaale shardi looga dhigin inuu keligiis shaqeeyo wakhtina gudaha Warshadda sida lagu cadeeyay Qodobka 3.3~~

Haddii shaqaale laga doonaayo inuu keligiis shaqeeyo, waa in uu raaca "Habraciyada Shaqeynta Keligaa". Loo Shaqeeyuhu waa inay samayso intii karaankeeda ah si ay meesha uga saarto baahida in qof uu keligiis shaqeeyo laakiin marka ay muhiim tahay, shaqaaluhu wa ain uu u tababaran yahay uuna yaqaano habraciyada si loo ilaaliyo badqabkiisa. [2024]

Qodobka 13.3 – Lagu Heshiiyay maajo 29, 2024

Dhinacyada ayaa isku raacay inay u wareejiyaan 13.3, 13.6, 13.7, 13.9, 13.10 iyo 13.15 Qodobka 2 ee Heshiiska Gorgortan Wadareedka. [2024]

Qodobka 13.3 – Lagu Heshiiyay maajo 28, 2024

~~Shirkadda ayaa aqbalaysa in Midawgu uu xaq u leeyahay adeegsiga boorka iclaanada, oo loo adeegsanaayo soo dhajinta ogeysiisyada shaqooyinka rasmiga ah ee Midawga keliya, aana loo adeegsan boro-bagaandada siyaasadeed ee takoorka ah. Dhammaan ogeysiisyada noocaas ah waa in loo diraa saraakiisha Shirkadda si ay u ansixiyaan kahor inta aan lasoo dhajin.~~

Midawga ayaa keenaaya afar (4) boorarka iclaanka oo la qufuli karo kuwaasoo ay ku rakibayso Loo shaqeeuhu afar (4) goobood oo caan ah, oo la isku raacay gudaha Warshadda. Wakiilka Midawga iyo wakiilka dukaanka ayaa keliya ayaa haysan doona fureyaasha, laakiin waxaa la fahansan yahay in keliya Midawgu ay go'aaminayaan agabka lasoo bandhigaayo. Boorka iclaanka waxaa loo sameeyay in Midawgu ku soo bandhigo ogeysiisyada xogta shaqada rasmiga ah ee Midawga keliya loomana adeegsan karo boro-bagaandada takoorka ku dhisan ama siyaasadeed. Dhammaan ogeysiisyada

noocaas ah waa in loo diraa Maamulaha Shirkadda ama wakiilkiisa si ay u ansixiyaan kahor inta aan lasoo dhajin. Midawga ayaa masuul ka noqon doona ilaalinta iyo dayactirka boorka tilmaamaha. [2024]

Qodobka 13.5 – Gunnada Buudka – Lagu Heshiiyay Febraayo 10, 2025

...

Marka ay dhamaystaan lix (6) bilood oo shaqo ah, shaqaalaha laga doonayo inay xidhaan kabaha badqabka/**buudka oo ka koreeya buudka cinjirka ah ee la siiyay** waa in la siiyaa boqol (\$100.00) doolar oo ay ku iibsadaan jooga cusub ee kabaha badbaadada iyo intaas kadib oo markasta la siinaayo boqol (\$100.00) doolar lixdii (6) bilood oo kasta ama labo boqol (\$200.00) labo boqol iyo konton (\$200.00) **(\$250.00)** oo doolar labo iyo tobankii (12) bilood oo kasta. Qarashka cagta kabaha, xargaha buudka, iyo lacagta keenista waa inay dabooshaa gunnada buudku. Si ay ugu qalmaan qarash celinta dayactirka kabaha badqabka/**buudka** duquubay waa in la soo ceshaa marka kabaha loo badelaayo. **[2024]**

Qodobka 13.6 – Sarkaalka Xiriirada Midawga Shaqaalaha ee soo xaadiraaya Warshadda - Lagu Heshiiyay Maajo 28, 2025

Sarkaal kasta oo qaabilsan Xiriirada Midawga Shaqaalaha oo sharciyad haysta ayaa, marka uu ogolaansho ka helo Shirkadda, geli kara Warshadda, hase yeeshee, waa marka la xaqiijiyo in wakiilka la sheegay uusan luminayn wakhtiga shaqaalaha inta lagu jiro saacadaha shaqada.

Marka Shirkaddu u aragto inay muhiim tahay in shaqaalaha lagu qaabilo meel ka baxsan goobta shaqada, shaqaalaha waxaa la socon doona Wakiilka Dukaanka.

Marka shaqaale la wareysanaayo marka wareysiga noocaas ah uu keeni karo talaabo anshax marin ah, lagu xukumdo edbin, ama laga hakiyo ama laga saaro shaqada, wuxuu xaq u leeyahay Wakiilka Dukaanka. Dhinacyada ayaa isku raacaaya in haddii ay jirto xaalad degdeg ah taas oo la doonaayo in si degdeg ah loo xaliyo ama xaalad kasii darto wakiilka markaas la heli karo ayaa loo adeegsan doonaa si loo dejiyo xaalada loona fududeeyo wada hadal. Marka kulanku u gudbo kulan rasmi ah, shaqaalaha ayaa la waydiin doonaa Wakiilka shaqada ku jira tookadaas ee uu doonaayo in uu matalo. Shirkadda ayaa xaqiijin doonta in Wakiilkaas loo yeero si uu u matalo shaqaalahaas ayadoo lagu dabaqaayo shuruudaha shaqada.

Wakiilka Dukaanku waa in uusan ka tagin shaqadiisa si uu uga shaqeeyo ama u maareeyo xaalad kasta asagoo aan marka koowaad talo bixin kana helin ogolaansho Kormeerihiisa Koobaad. Shirkadda ayaa u dhaqmi doonta si macquul ah marka ay ka jawaabayso codsiyada noocaas ah.

Qodobka 13.13 – Ciladaha Mushaarka – Lagu Heshiyay maajo 28, 2024

Cilado kasta oo ku jira mushaaraadka la qaato kuwaas oo dhan boqol doolar (\$100.00) ama ka badan, waa in la saxaa labo (2) maalmood oo kuwa shaqada ah gudahood laguna baxshaa hanaanka lacag dirista elektarooniga ah. Ciladaha mushaarka ee ka yar boqol doolar (\$100.00) waa in la saxaa xili mushaareedka xiga. [2024]

Qodobka 15.1 – Lagu Heshiyay maajo 28, 2024

15.1 Waa in aan shaqaale la wareejin, la cayrin, ama lagu takoorin sinaba inuu sameeyay shaqada sharciga ah ee Midawga, ama inuu ka shaqeeyay Gudiga Midawga saacadaha ka baxsan wakhtigiisa shaqada, ama inuu Midawga u sheegay xadgudub ka dhan ah qodobada Heshiiskan.

Waxaa in aan marna lagu takoorin shaqaale diidmada jebinta sharciga ama u dhaqanka amarka sharciga ah ee Midawga. ~~Shirkadda ayaa sidoo kale aqbalaysaa in cidna lagu takoori karin tixraaca Sharciga Xuquuqda Aadanaha ee Alberta.~~

Shirkadda iyo Midawga ayaan shaqaale ama codsade ku takoori karin shaqada sabab la xiriirta isir, midab, jinsi, dookh galmo, jinsiyad, aqoonsiga jinsiga, dareenka jinsiga, naafada dhimirka, isha dakhliga, naafada jidhka, da'da, diinta, asalka dhalasho, meesha uu kasoo jeedo, xaalada guurka, ama aasaas kasta oo uu mamnuucaayo sharci quseeya. [2024]

Qodobka 15.3 & 15.4 – Lagu Heshiyay maajo 28, 2024

15.3 CUSUB - Shirkada iyo Midawga ayaa aqoonsan doorka muhiimka ah ee shaqaaluhu ka ciyaaraan guusha ganacsiga. Shirkadda iyo Midawga ayaa isku raacaaya in dhammaan shaqaalaha ay tahay in loola dhaqmo si cadaalad ah, sharaf leh, oo xushmad leh xaalad kasta oo jirtaba. [2024]

15.4 CUSUB - Shirkadda iyo Midawga ayaan u dulqaadan doonin falalka aargoosiga ah ee ka dhanka ah dadka, si daacadnimo leh, bixiya xogta ama ka qaybgala baaritaan ama soo gudbiyo sheegasho ka dhan ah Shirkadda. [2024]

17.3 – CUSUB – Lagu Heshiyay Febraayo 11, 2025

Nidaamyada otomaatiga ah ayay u adeegsan kartaa Shirkaddu uruurinta iyo taxliilinta xogta. Go'aan kasta oo kama danbays ah oo la xiriira talbooyinka anshaxa shaqaalaha, ayna ku jiraan digniinaha, hakinnada iyo ka cayrinta shaqada, waa in ay go'aamiyaan xubnaha uu u xilsaaray Maamulku. [2024]

Qodobka 20 – Joojinta iyo Cusbooneysiinta

Heshiiskan ayaa dhaqan galaaya laga bilaabo Abriil 1deeda, ~~2019~~ **2024** ilaa Maarso 31deeda, ~~2024~~ **2028** wuuna sii shaqeyn doonaa intaas kadib laga bilaabo sanad ilaa sanadka kale, laakiin labada dhinac midkood ayaa ugu yaraan lixdan (60) maalmood kahor dhacistaanka ama taariikhda cusbooneysiinta Heshiiska noocaas ah, siin kara ogeysiis qoraal ah dhinaca kale si loo buriyo Heshiiska noocaas ah ama kala hadlaaya dib u eegis lagu sameeyo heshiiska.

Qodobka 21.1 – Darawallada Gaadiidka Xayawaanka Qaada

Saacadaha shaqada, ayna ku jiraan xiliyada nasiinada, Darawallada Gaariyaasha Badeecadaha qaada ayaa sida Shirkadu u mudeysan samayn doona safaradooda, kuwaasoo waafaqsan sharciyada maamulaaya gaari wadista.

Maalinta shaqada ee caadiga ah ayaa lahaan karta wakhtiyada biloowga iyo dhammaadka ee kala duwan, asbuuca caadiga ah ee shaqaduna waa Axadda ilaa Khamiista oo isku dhafan.

Maalinta koobaad ee shaqada asbuuca, ama maalinta asbuuca ee ku xigta fasaxa guud, shaqada hore ee ka bilaabata kahor duhurkii 12:00 p.m. ayaa lagu bixinayaa qiimaha hal iyo nus (1 1/2X) oo lagu dhuftay qiimaha safarka halka biloowyada hore ee u dhexeeya 12:00 p.m. iyo 2:00 p.m. lagu baxsho qiimaha hal iyo rubuc (1 1/4X) oo lagu dhuftay qiimaha safarka.

Wakhtiga dheeraadka ah ayaa lagu bixin doonaa qiimaha hal iyo bar (1 1/2X) oo lagu dhuftay qiimaha caadiga ah ee saacadii dhammaan saacadaha ka badan sideed (8) saacadood maalin kasta, marka la xaqiijiyo in Darawalka Gaari Xayawaanka Qaada uu qabtay shaqooyinka qiimaha saacadii ee caadiga ah lagu baxsho.

Dhammaan shaqada la qabtay maalmaha nasiinada ayaa lagu bixin doonaa qiimaha hal iyo bar (1 1/2X) oo lagu dhuftay qiimaha caadiga ah ee saacadii marka la xaqiijiyo in Darawalka Gaari Xayawaanka Qaada uu qabtay shaqooyinka qiimaha saacadii ee caadiga ah lagu baxsho waxaana lagu bixinayaa hal iyo bar (1 1/2X) lagu dhuftay qiimaha safarka marka la xaqiijiyo in Darawalka Gaari Xayawaanka Qaada uu dhamaystiraayo safar.

Shaqooyinka lagu baxsho qiimaha saacadii ee caadiga ah ayaa lagu qeexayaa: wakhtiyada sugitaanka, hubinta, dayactirada gawaarida xamuulka ah, nasiinooyinka, wakhtiga nasashada ee sharciga ah, iyo wakhtiga rarista (keliya haddii wakhtiga raristu ka badan yahay hal iyo nus (1 1/2X) saacadood/raris kasta). Dhinacyada ayaa fahmaaya in ay jiri karaan xaaladaha isla noocaas ah oo aan ku jirin liiska. Dhinacyada ayaa buuxin doona kadibna xal ka gaari doona arimahaan, taas oo waafaqsan shaqada hadda.

Haddii Darawalka Gaari Badeecada Qaada laga codsado inuu joogo habaynka oo dhan si la iskugu badelo xamuulka, sideed (8) saacadood oo qiimaha saacadii ee caadiga ah calaa habayn ayaa la siin doonaa.

Diiwaanka wakhtiga: Shirkadda ayaa aqbalaysa inay bixiso aaladaha diiwaanka elektarooniga ah si qaab elektaroonig ah loogu qoro saacadaha la shaqeyay.

Mushaarka Shardiga ah waxaa lagu xisaabiyaa mushaaraadka guud, oo laga jaraayo wakhtiga dheeraadka ah, ee sanadkii hore oo loo qaybinaayo labo kun iyo sideetan (2080) saacadood kadibna lagu dhufatay maalin sideed (8) saacadood la shaqeeyay. Mushaarka Sharciga ah ayaa la xisaabin doonaa Janaayo 31deeda sanad kasta waxaana loo aqoonsadaa Darawalka Gaari Xayawaanka Qaada, marka ay shaqaaluhu codsadaan.

Mushaarka Fasaxa ee asbuuc kasta oo fasax la aado waa in lagu xisaabshaa labo (2%) boqolkiiba wadarta guud ee lacagta ay heleen shaqaaluhu sanad guuradii hore. Mushaarka Fasaxa waa la xisaabiyaa bisha ku xigta taariikhda shaqada la bilaabay waana in loo aqoonsadaa Darawalka Gaari Xayawaanka Qaada, marka ay shaqaaluhu codsadaan.

Mushaarka fasaxa xanuunka waxaa lagu xisaabiyaa mushaaraadka guud, oo laga jaraayo wakhtiga dheeraadka ah, ee sanadkii hore oo loo qaybinaayo labo kun iyo sideetan (2080) saacadood kadibna lagu dhufatay maalin sideed (8) saacadood ee la shaqeeyay.

Darawallada Gaari Badeecada Qaada waa in laga diiwaan gashaa isla dheefaha shaqaalaha kale ay ku jiraa sida ku cad Qodobka 11.

~~Qiimeyaasha kasta ee safarka wadooyinka cusub ayaa lagu abuuri doonaa si waafaqsan qaacidada ku qoran Lifaafa "B".~~

Qiimeyaasha mushaarka ayaa ku qoran Lifaafa "A"-[2024]

Qodobka 22.1 – Darawallada Gaariyaasha Masaafada aadka U Dheer

Saacadaha shaqada, ayna ku jiraan xiliyada nasiinada, Darawallada Gaariyaasha Masaafada aadka U Dheer ayaa sida Shirkadu u mudeysan samayn doona safaradooda, kuwaasoo waafaqsan sharciyada maamulaaya gaari wadista.

Asbuuca caadiga ah ee shaqadu waa Isniinta ilaa Jimcada isku dhaf. Wakhtiga dheeraadka ah ayaa lagu bixin doonaa qiimaha hal iyo bar (1 1/2X) oo lagu dhufatay qiimaha caadiga ah ee saacadii dhammaan saacadaha ka badan sideed (8) saacadood maalin kasta, marka la xaqiijiyo in Darawalka **Gaariyaasha Masaafada aadka U Dheer** uu qabtay shaqooyinka qiimaha saacadii ee caadiga ah lagu baxsho.

Darawallada **Gaariyaasha Masaafada aadka U Dheer** ee shaqeynaaya Asbuuca Shaqada isku Dhafan saacadhooda shaqada ayaa noqon doona afartan (40) saacadood asbuuc kasta, kuwaas oo ka kooban afar (4) maalmood oo min toban (10) saacadood ah midkiiba. Wakhtiga dheeraadka ah ee dheeriga ku ah jadwalka asbuuca shaqada la isku uruuriyay ayaa lagu bixin doonaa qiimaha hal iyo bar (1 1/2X) oo lagu dhufatay qiimaha caadiga ah ee saacadii, marka la xaqiijiyo in Darawalka **Gaariyaasha Masaafada aadka U Dheer** uu qabtay shaqooyinka qiimaha saacadii ee caadiga ah lagu baxsho.

Dhammaan shaqada la qabtay maalmaha nasiinada ayaa lagu bixin doonaa qiimaha hal iyo bar (1 1/2X) oo lagu dhufatay qiimaha caadiga ah ee saacadii marka la xaqiijiyo in Darawalka Gaariyaasha Masaafada aadka U Dheer uu qabtay shaqooyinka qiimaha saacadii ee caadiga ah lagu baxsho waxaana lagu bixinayaa hal iyo bar (1 1/2X) lagu dhufatay qiimaha safarka marka la xaqiijiyo in Darawalka Gaariyaasha Masaafada aadka U Dheer uu dhamaystiraayo safar.

Shaqooyinka lagu baxsho qiimaha saacadii ee caadiga ah ayaa lagu qeexayaa: wakhtiyada sugitaanka, hubinta, dayactirada gawaarida xamuulka ah, nasiinooyinka, wakhtiga nasashada ee sharciga ah, iyo wakhtiga rarista. Dhinacyada ayaa fahmaaya in ay jiri karaan xaaladaha isla noocaas ah oo aan ku jirin liiska. Dhinacyada ayaa buuxin doona kadibna xal ka gaari doona arimahaan, taas oo waafaqsan shaqada hadda.

Diiwaanka wakhtiga: Shirkadda ayaa aqbalaysa inay bixiso aaladaha diiwaanka elektarooniga ah si qaab elektaroonig ah loogu qoro saacadaha la shaqeeyay.

Mushaarka Shardiga ah waxaa lagu xisaabiyaa mushaaraadka guud, oo laga jaraayo wakhtiga dheeraadka ah, ee sanadkii hore oo loo qaybinaayo labo kun iyo sideetan (2080) saacadood waxaana lagu dhuftay maalin sideed (8) saacadood la shaqeeyay. Mushaarka Sharciga ah ayaa la xisaabin doonaa Janaayo 31deeda sanad kasta waxaana loo aqoonsadaa Darawallada Masaafada aadka U dheer, marka ay shaqaaluhu codsadaan.

Mushaarka Fasaxa ee asbuuc kasta oo fasax la aado waa in lagu xisaabshaa labo (2%) boqolkiiba wadarta guud ee lacagta ay heleen shaqaaluhu sanad guuradii hore. Mushaarka Fasaxa waa la xisaabiyaa bisha ku xigta taariikhda shaqada la bilaabay waana in loo aqoonsadaa Darawalka Gaari Badeecada Qaada, marka ay shaqaaluhu codsadaan.

Mushaarka fasaxa xanuunka waxaa lagu xisaabiyaa mushaaraadka guud, oo laga jaraayo wakhtiga dheeraadka ah, ee sanadkii hore oo loo qaybinaayo labo kun iyo sideetan (2080) saacadood kadibna lagu dhuftay maalin sideed (8) saacadood la shaqeeyay.

Darawallada Gaariyaasha Masaafada Aadka u Dheer waa in laga diiwaan gashaa isla dheefaha shaqaalaha kale ay ku jiraa sida ku cad Qodobka 11.

~~Qiimeyaasha kasta ee safarka wadooyinka cusub ayaa lagu abuuri doonaa si waafaqsan qaacidada ku qoran Lifaaqa "C".~~

Qiimeyaasha mushaarka ayaa ku qoran Lifaaqa "A"-[2024]

UP 28 / CP 21 – LIFAAQA A – MUSHAARAADKA

WAGES:	April 1, 2023	April 1, 2024	April 1, 2025	April 1, 2026	April 1, 2027	April 1, 2024	April 1, 2025	April 1, 2026	April 1, 2027
		Increase	Increase	Increase	Increase	Increase	Increase	Increase	Increase
		0.75	0.55	0.60	0.50	In dollars	In dollars	In dollars	In dollars
P1									
Starting Rate	\$ 19.55	\$ 20.30	\$ 20.85	\$ 21.45	\$ 21.95	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
After 3 Months	\$ 20.05	\$ 20.80	\$ 21.35	\$ 21.95	\$ 22.45	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
After 6 Months	\$ 20.55	\$ 21.30	\$ 21.85	\$ 22.45	\$ 22.95	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
After 9 Months	\$ 21.05	\$ 21.80	\$ 22.35	\$ 22.95	\$ 23.45	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
After 12 Months (Base Rate)	\$ 22.25	\$ 23.00	\$ 23.55	\$ 24.15	\$ 24.65	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P2									
Graders	\$ 22.25	\$ 23.00	\$ 23.55	\$ 24.15	\$ 24.65	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Rotomatic Operators	\$ 22.25	\$ 23.00	\$ 23.55	\$ 24.15	\$ 24.65	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P3									
Evisceration Line	\$ 22.38	\$ 23.13	\$ 23.68	\$ 24.28	\$ 24.78	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P4									
Assemble/Sort orders	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Grinder Operator	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Parts Sorter (BBQ)	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Power Jack Operator	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Saw Operators	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Scale Operators	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Truck and Crate Wash	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Truck Washer									
Turkey from tank to line	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Turkey Trussing (Cryovac)	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Utility person	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Vacuum Operator	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P5									
Freezer hand/Forklift Op.	\$ 22.98	\$ 23.73	\$ 24.28	\$ 24.88	\$ 25.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Receiver-Shipper	\$ 22.98	\$ 23.73	\$ 24.28	\$ 24.88	\$ 25.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Truck Driver (Class 3) with Air	\$ 22.98	\$ 23.73	\$ 24.28	\$ 24.88	\$ 25.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Sanitation Person	\$ 22.98	\$ 23.73	\$ 24.28	\$ 24.88	\$ 25.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P6									
Starting Rate	\$ 22.15	\$ 22.90	\$ 23.45	\$ 24.05	\$ 24.55	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Poultry-Killer Live Processor (After 6 mos.)	\$ 22.83	\$ 23.58	\$ 24.13	\$ 24.73	\$ 25.23	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Live Hangers (After 6 mos.)	\$ 23.90	\$ 24.65	\$ 25.20	\$ 25.80	\$ 26.30	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Live Processor/Blesser	\$ 23.90	\$ 24.65	\$ 25.20	\$ 25.80	\$ 26.30	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
P7									
Transfer of Care	\$ 28.20	\$ 28.95	\$ 29.50	\$ 30.10	\$ 30.60	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Local Truck Driver (Class 1) with Air	\$ 28.20	\$ 28.95	\$ 29.50	\$ 30.10	\$ 30.60	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Long/Live Haul (Class 1) with Air	\$ 23.45	\$ 24.20	\$ 24.75	\$ 25.35	\$ 25.85	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Long/Live Haul per km rate	\$ 0.38	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ -	\$ 0.01	\$ 0.01	\$ 0.01
*Long Haul Extended Length Premium	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05				
	April 1, 2023	April 1, 2024	April 1, 2025	April 1, 2026	April 1, 2027	April 1, 2024	April 1, 2025	April 1, 2026	April 1, 2027
MAINTENANCE WAGES:									
M1									
Maintenance Worker	\$ 26.30	\$ 27.05	\$ 27.60	\$ 28.20	\$ 28.70	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
M2									
Maintenance Mechanic Maintenance Helper	\$ 28.80	\$ 29.55	\$ 30.10	\$ 30.70	\$ 31.20	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
M3									
Journeyman Electrician	\$ 43.98	\$ 44.73	\$ 45.28	\$ 45.88	\$ 46.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Journeyman Millwright	\$ 43.98	\$ 44.73	\$ 45.28	\$ 45.88	\$ 46.38	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
M4									
5th Class Power Engineer	\$ 33.35	\$ 34.10	\$ 34.65	\$ 35.25	\$ 35.75	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
M5									
4th Class Power Engineer	\$ 35.35	\$ 36.10	\$ 36.65	\$ 37.25	\$ 37.75	\$ 0.75	\$ 0.55	\$ 0.60	\$ 0.50
Apprenticeship Program									
1st Year	80% of Classification								
2nd Year	85% of Classification								
3rd Year	90% of Classification								
4th Year	95% of Classification								
Journeyman	100% of Classification								
*The employer will eliminate the Maintenance Worker classification and bump the employee(s) in that classification up to a new classification called a Maintenance Helper.									

***Dhinacyada ayaa isku raacaya in qiimaha ku jira jadwalka nadaafada ay yihiin qiimeyaasha ugu hooseeya.**

***Shaqaalaha nadaafada oo haysta labo tigidh ama ka badan ayaa heli doona gunnada labada tigidh oo ah \$1.00 saacad kasta calaa tigidh. Lacagtaan joogtada ah ayaan loo aqoonsan doonin mid qayb ka ah qiimeyaasha caadiga ah ee shaqaalaha marnana ma jiri karto labo jibaarka ama sadex jibaarka wakhtiga dheeraadka ah ama magdhaw kasta oo kale oo joogto ah.**

***Madaxa Shaqaalaha ayaa heli doona \$1.00 oo ah khidbadda saacad kasta. Lacagtaan joogtada ah ayaan loo aqoonsan doonin mid qayb ka ah qiimeyaasha caadiga ah ee shaqaalaha marnana ma jiri karto labo jibaarka ama sadex jibaarka wakhtiga dheeraadka ah ama magdhaw kasta oo kale oo joogto ah.**

***Darawallada Gaariyaasha Masaafada Aadka u Dheer ee wadaaya tareeleyaasha dhaadheer (pup ama tareenka b) ayaa heli doona khidmad dhan \$0.05 senti calaa km kasta oo lagu saleynaayo qiimeyaasha km ee ku qoran Lifaaqa "B". Lacagtaan joogtada ah ayaan loo aqoonsan doonin mid qayb ka ah qiimaha caadiga ah ee shaqaalaha marnana ma jiri karto labo jibaarka ama sadex jibaarka wakhtiga dheeraadka ah ama magdhaw kasta oo kale oo joogto ah.**

***Qiimaha km ee Gaariyaasha Xayawaanka qaada ayaa lagu cadeeyay Lifaaqa "B".**

***Dhaqista Gaariga xamuulka ah – Gawaarida xamuulka ah ayaa la filayaa in la dhaqo halmar asbuuc kasta gunno dhan \$30.00 ayaana la bixin doonaa (HALMAR ASBUUCII). Darawalka ayaa masuul ka noqon doona u sheegista kormeerihiisa iyo/ama inuu ku soo sheego xaashidiisa wakhtiga shaqada maalinta iyo goobta taraaga lagu dhaqay si uu u helo gunnada. [2024]**

***Xiriirinta Rimoorka Tareelaha Masaafada Dheer \$10/calaa tareele**

QAYBAHA MUSHAARKA P1, P2, P3. Shaqooyinkaan ayaan ka doonayn shaqaalaha inuu qaado wax ka badan sodon iyo shan (35) bawn wakhti uun inta lagu jiro qabashada shaqooyinkiisa.

Shaqaalaha qabanaaya Tababarka Shaqada ayaa la siin doonaa ~~konton (\$0.50)~~ **lixdan (\$0.60)** senti oo khidmad ah saacad kasta oo uu ku qaato saacadaha tababarka shaqada ee ay u dhiibtay Shirkaddu. [2024]

Shaqaalaha qabanaaya shaqada nasinta shaqaale kale ayaa la siin doonaa konton (\$0.50) lixdan (\$0.60) senti oo khidmad ah saacad kasta oo uu ku qaato saacadaha nasinta ee ay u dhiibtay Shirkaddu.

Shaqaaale sameeyay wax ka badan lix (6) bilood oo shaqo ah loona dhiibay shaqo gaar ah, ayaa heli doona qiimaha mushaarka shaqada gaarka ah oo uu ku helaayo dhammaan saacadaha uu ka shaqeeyay shaqada.

LIFAAQA "B"

QIIMEYAASHA LIVEHAUL KMs EE TARKIDA IYO DIGIIRANTA		
SOO SAARE	Goobta	KM (celinta)
Abbotsford, BC (ku taala Edmonton)	Abbotsford, BC	2394
ARALYN		280
ARCO	LINDEN	568
ARENDS, Ben	Devon	89
BAGEMAN	Innsfail	408
BAERG, Kerry	Linden	250
BARKMAN		1788
Blue River, BC (ku taala Edmonton)	Blue River, BC	1522
BRANT COLONY	Brant	842
Calgary (ku taala Edmonton)	Calgary	640
CALLICOON	Hague, SK	1080
CARLSON	Maleb	1234
CHINOOKRIDGE	Linden	567
CIRCLE H	Dalmeny, SK	1092
CLEARSPRINGS - (HEPBURN)	Hepburn, SK	1050
CLOVER FOUR	Ponoka	184
GREG KRUIKSHANK	Thorhild	193
DEL & DALE	Linden	568
FEATHER FANTASY	Wetaskiwin	270
FEATHERCREST/Cullum, Dwight	Three Hills	540
GILCHIRIST Farms	Wainwright, AB	456
HAPPY VALLEY	Ferintosh	250
HOFMAN	LINDEN	568
HOMELAND	Fahler	855
IJTSMA, Klaas	Airdrie	583
IJTSMA, Willem	Rochester	205
JENSEN, Larry	Morrin	570
JUMBO VALLEY	Ft. McLeod	978

K&C FARMS (Penner)	Ardrossan	79
KAMLAH	Didsbury	520
Kamlah - Fowl - (Western)	Three Hills	540
KOFO (DeKONING)	Ardrossan	85
LEBLANC - (HILLCREST)	Bruno, SK	1248
LED - Doell	Hobbema	274
Lloydminster (ku taala Edmonton)	Lloydminster	504
MacMILLAN COLONY	Cayley	842
MALDA, Jim & Ruth	Ridge Valley	195
MAPLE DALE - 10 hr layover	Saltcoats, SK	1806
MENT 2B	Devon	87
MIALTA COLONY	Vulcan	903
MUNTZ, Gary	Vegreville	244
NANNINGA, Mark	Neerlandia	287
North Battleford	N. Battleford	789
NYMEYER	Coaldale	1113
OLSON, Duane	Drumheller	588
OLSON, Garry	Hobbema	274
PENNER - HUTCHENSON	Ardrossan	80
PILLARSTONE	Tofield	175
PINEPARK	Opal	122
POLAK	Rochester	218
PINE VALLEY (MENT 2B)	Devon	87
RAEYSON	Gibbons	78
RANGE 12	Ardrossan	80
RED WILLOW COLONY	Red Willow	406
RIETVELD	Tofield	130
RIVERBEND	Waldheim, SK	1056
Saskatoon (ku taala Edmonton)	Saskatoon, SK	1060
SILVER SPRING		576
SILVERCREEK COLONY	New Norway	256
SONRISE	Linden	568
SPRINGSIDE COLONY	Brooks	875
CLEARSPRING - (Sprucehill)	Hepburn, SK	1056
STONEHILL	, SK	1050

TIEMSTRA	Neerlandia	285
TWILIGHT COLONY	Fahler	855
VANDERRIJT	Bowden	370
VEBO	Thorhild	170
VELDHUIZEN (SPRINGSIDE)	Legal	85
WIERSMA	Cudworth, SK	1296
WILLOW CREEK	Monarch	1143
WOODEND	Linden, AB	221
WYNYARD	Wynyard, SK	1458
CALLICOON	Hague, SK	1080
CENTRAL PRAIRIE FARMS	Walheim, SK	1056
GREG KRUIKSHANK	Thorhild, AB	193
HILLSVALE COLONY	Cut Knife, SK	672
MAPLE DALE	Saltcoats, SK	1806
MENT 2B	Devon, AB	122
PILLARSTONE	Tofield, AB	130

*Masaafada markaas ee beeraleeyda iyo beeraha. Waxa alagu soo dari doonaa beeraha cusub kahor inta aan la dabaicin CBA.

WARQADAHA ISFAHANKA

LOU #1	Cusbooneysii
LOU #2	Cusbooneysii
LOU #3	Cusbooneysii sida hoos waxa looga badelay
LOU #4	TIRTIR
LOU #5	TIRTIR
LOU #6	TIRTIR

Warqadda Isfahanka #3 – Shaqaalaha Shisheeye ee Ku Meel Gaarka ah – La isku Raacay Febraayo 10, 2025

Ujeedo: Shaqaalaha Shisheeye ee Ku Meel gaarka ah

1. Haddii mustaqbalka ay Sofina Foods Inc. (Waxda Lilydale) North Plant (“Shirkadda”) ay danaynayso Barnaamijka Shaqaalaha Shisheeye ee Ku Meel gaarka ah (“Barnaamijka”), waxay aqbalaysaa qodobada soo socda:

- (a) Inay gudbiso codsi, ayna qaado dhammaan talaabooyinka kale ee muhiimka ah, si ay u hesho Qiimeynta Saamaynta Suuqa Shaqaalaha (“LMIA”) ayadoo wakiil laga yahay Shaqaalaha Shisheeye ee Ku Meel gaarka ah (“TFWs”).

- (i) Marka ay tani jirto, Midawga ayaa aqbalaaya in aysan bilaa sabab ku diidi doonin ogolaanshahooda codsi kasta oo lagu dalbanaayo LMIA.
- (b) Marka ay shaqaalaha TFW ka qaadanayso banaanka Canada ayadoo qayb ka ah barnaamijka shaqaale qorashada, Shirkadda ayaa:
 - (i) Diyaarin doonta oo bixin doonta qarashka safarka TFW-yada ee ka imaanaaya meesha ay dagan yihiin kuna imaanayaan goobta shaqada ee Shirkada gudaha Canada iyo qarashka ku laabashada wadankoodii haddii ogolaansaha shaqadu ka dhaco, ama codsigooda daganaansaha rasmiga ah la diido sida ku cad Shuruudaha Shaqada iyo Hormarinta Bulshada ee Canada;
 - (ii) Ka caawinta shaqaalaha TFW-yada inay helaan Caymiska Daryeelka Caafimaadka ee Alberta;
 - (iii) Inay siiso TFW-yada, ayna bixiso qarashka, caymiska caafimaadka ee gaarka loo leeyahay inta ay sugayaan caymiska Daryeelka Caafimaadka ee Alberta. Haddii loo baahan yahay, inay hesho ama qarashkiisa hor mariso adeegyada caafimaadka ayadoo ogolaanaysa in laga jaro jeegaga shaqaalaha si loogu daboolo adeegyada caafimaadka;
 - (iv) Inay u diyaariso guryaha qiimaha aban shaqaalaha TFW (oo leh qiimaha kirada waafaqsan tilmaamaha dawlada ayna ku jiraan tasiilaadka guriga marka laga reebo filada iyo taleefanka);
 - (v) Inay qiimeeyso aqoonta luuqadeed ee TFW-yada iyo, haddii loo baahdo, inay siiso waxbarashada ESL (oo waafaqsan shuruudaha AINP); iyo
 - (vi) Inay u sharaxdo TFW-yada dhammaan lacagaha laga jarto (Canshuuraha, CPP, EI, Khidmadaha Midawga, iwm.), qiimeyaasha kordhinta mushaarka iyo shuruudaha socdaalka kahor inta aan shaqaaluhu saxiixin heshiiska shaqada.
- (c) ~~Shaqaalaha TFW-yada ee u shaqeeya Shirkadda laga bilaabo Agoosto 8deeda, 2012 iyo TFW-yada la qoray kadib Agoosto 8deeda, 2012 kuwaasoo Canada ku jooga ogolaansaha shaqada ee saxda ah wakhtiga codsiga, Shirkadda ayaa daacadnimo leh iyo sida ugu dhakhsaha badan ee shaqaalaha TFW-yadu u qalmaan, laakiin ugu danbayn sagaal (9) bilood kadib marka ay ka shaqo bilaabeen Alberta ayagoo ah TFW, u gudbinaysa TFW-yada Barnaamijka Magacaabida Soo Galootiga ee Alberta ("AINP"), ama barnaamij lamid ah oo badel u ah AINP mustaqbalka, ayadoo nuqul siinaysa Midawga.~~
 - (i) Shirkadda ayaa sidoo kale u sharixi doonta TFW-yada hanaanka loo maro AINP iyo codsashada daganaansho rasmi ah.
 - (ii) Shirkada ayaa sidoo kale ka caawin doonta TFW-yada mudeynta dhammaan wareysiyada uu ka doonaayo AINP.
- (d) Haddii dawladu wax ka badesho Barnaamijka ama AINP, Shirkadda ayaa muhiimada saari doonta ku dhaqanka dhammaan isbadellada ay soo saartay dawladu Warqadaan

Isfahankana waxaa loo furi doonaa dib u eegis. Mushaaraadka, dheefaha, xaaladaha shaqada, iwm, waa in la waafajiyaa Heshiis Wadareedkaan.

- (e) Shirkadda ayaa qoran doonta shaqaalaha TFW-yada ee u qalma ayadoo niyadda ku haynaysa shuruudaha AINP. Shirkada ayaa adeegsan doonta dedaallada ugu fiican si ay u qorato keliya shaqaalaha TFW-yada ee lagu soo xulay maslaxada Warshadda.
- (f) Shirkadda iyo Midawga ayaa isku raacaaya in khilaafaad kasta oo la xiriira turjumaada, adeegsiga, ama jebinta heshiiskan LOU loo gudbin doono Kulannada Maamulka Shaqaalaha ee Isku Dhafan haddii aan xal laga gaarina, loo gudbin doono dhexdhexaadinta cabashada.

CUSUB – Warqadda Isfahanka #XX – Barnaamijka Tababarka Shaqada

Shirkadda iyo UFCW, Local 401 ayaa aqoonsan muhiimada shaqaalaha xirfadda sare leh. Dhinacyadaan ayaa sidaas awgeed isku raacay inay adkeeyaan hormarinta xirfadaha shaqaalahooda iyo xubnahooda ayagoo adeegsanaaya dalacsiinta iyo dhaqan gelinta Barnaamijka Tababarka Shaqada.

Sidaas awgeed, Dhinacyada ayaa isku raacay:

Shaqaaale kasta oo gala barnaamijka Tababarka ayaa dhamaysan doona Barnaamijka Tababarka guud ahaan wuxuuna kasii shaqeyn doonaa Sofina Foods Inc., mudada ugu yar ee labo sano ah kadib marka uu dhamaysto Barnaamijka. Ku fashilmidda buuxinta midkood ama labadaba shuruudahaan ayaa keeni doonta in shaqaalaha laga dalbado u celinta Sofina Foods qarashaadka waxbarashada ee Barnaamijka oo ay ku bixisay shaqaalaha. Haddii shaqaale uu qayb ahaan dhameeyo Barnaamijka ama uu ku fashilmo inuu u sii shaqeeyo Sofina Foods mudada buuxda ee labada sano ah kadib marka uu dhamaysto barnaamijka, cadadka qarashka waxbarashada ee uu soo magaayo ayaa xili hore lasii xisaabin doonaa. Shaqaalaha tababarku waa inuu dhamaystaa barnaamijka muddo lix (6) sano gudaheed ah.

Qiimaha lacagta waxbarashada ayaa laga soo celin karaa shaqaalaha ku fashilma buuxinta shuruudahaan ayadoo laga jaraayo lacagta fasaxa ama lacagaha kale ee shaqaaluhu xaqa u leeyahay wakhtiga uu shaqada ka tagaayo. Haddii aan lacagahaani ku filnayn dib u bixinta daynta shaqaalaha ayaa, kahor inta uusan shaqada ka tagin, dib u bixinaaya baaqiga kasoo haray lacagta shaqaaluhu shirkada ku leeyahay iyo daynta lagu leeyahay. Waxaa intaas dheer, haddii shaqaaluhu uusan dhamaysan barnaamijka lacagaha ayaa dib loogu magi doonaa hal (1) bil gudaheed nuqulka ugu danbeeyay ee tababarka shaqaalaha ama xiisada Barnaamijka. Shardigaan casharka ayaa meesha laga saari doonaa haddii shaqaaluhu ku qasbanaado ka bixida Barnaamijka sababo caafimaad oo sax ah awgood.

Shaqaalaha tababarka ku jira waa inuu keenaa dukumiintiga qoran ee kasoo baxay iskuduwaha Barnaamijka kaas oo sheegaaya inuu si buuxda u dhamaystay teeramkiisa dugsiga uuna u gudbay sanadka ugu sareeya ee waxbarashada gudaha Barnaamijka.

Shaqaale hadda shaqeeya kaas oo xiiseynaaya inuu tababarka ka qaybgalo lehna awoodaha oo buuxiyay shuruudaha hore si uu u dhameysto waxbarashada ayaa sii heli doona qiimihiisa hadda ee mushaarka ilaa uu ka bilaabaayo barnaamijka tababarka markaas, oo ku biiri doono cabirka hoos ku qoran:

Sanadka 1aad	80 % Kamid ah Qiimaha Qaybta
Sanadka 2aad	85 % Kamid ah Qiimaha Qaybta
Sanadka 3aad	90 % Kamid ah Qiimaha Qaybta
Sanadka 4aad	95 % Kamid ah Qiimaha Qaybta
Sanadka 5aad	100 % Kamid ah Qiimaha Qaybta

Kahor inta aysan bilaabin Barnaamijka Tababarka shaqaale kasta oo u shaqeeya Sofina kaas oo ka qaybgala Barnaamijka Tababarka Shaqada ayaa saxiixi doona Warqadda Muhiimad saarida asagoo aqbalaaya soo magista lacagta waxbarashada ee ku qoran farqadda (a) ee is-afgaradkaan ogolaanayana in laga jarto lacagta waxbarashada ee noocaas ah mushaarkiisa fasaxa ama lacagaha kale ee uu shirkada ku leeyahay ee ku qoran farqadda (b) ee kore.

Dhinacyada ayaa sidoo kale ku heshiinaaya arimaha soo socda:

- a) Tilmaamaha Tababarka shaqada waxaa fulin doonta Waaxda Ganacsiyada Xirfadda leh iyo Tababarka Shaqada ee Alberta.
- b) Qiimaha koton boqolkiiba (50%) ee qarashaadka waxbarashada ayay bixin doontaa Sofina Foods halka dhammaan qarashaadka kale uu masuul ka yahay shaqaalaha tababarka. Marka uu si buuxda u dhamaaysto Barnaamijka, Sofina ayaa u celin doonta shaqaalaha tababarka ku jira inta soo hartay ee konton boqolkiiba (50%) qarashaadka waxbarashada.
- c) Shaqaalaha tababarku waa inay doonayaan inay saxiixaan bayaanka muhiimad siinta oo sheegaaya in kadib dhamaystirka Barnaamijka Tababarka Shaqada uu Shaqaalaha Tababarku muhiimad siin doono u shaqeynta Sofina Foods ugu yaraan labo sano, uu u celin doono lacagaha ay Sofina Foods ku bixisay qarashaadka intii barnaamijku socday.
- d) Dhamaystirka Barnaamijka Tababarka ayaan si otomaatig ah uga dhignayn balan uu qofku ku helaayo xaalada Qof waxbarashadii u dhamaatay. Boos waa inuu banaan yahay hanaanka caadiga ah ee shaqada iyo dhamaystirka ayaana la waafajin doonaa.
- e) Shaqaalaha tababarka ku jira waa inay codsadaan Caymiska Shaqada marka ay ku jiraan tababarka qaybta. [2024]



Union Dues Structure

Preamble

Strong unions win good victories for their members that improve your life both at work and at home. An important part of having a strong union is investing in the resources we all need to push employers to give you the kind of good quality contract we're able to present here. The resources of our union come primarily from membership dues.

A key value of our union is fairness. UFCW Local 401 fights as hard for members in workplaces like Sofina as we do for large groups of members like those at Superstore, Safeway, JBS, Cargill or Olymel. In turn, we ask union members across the province to invest in our union's success with their dues at the same rates. The members Sofina in Edmonton are also transitioning to the new dues structure that is the same as the members at Sofina in Calgary

As an open, transparent, and democratic union, we are proposing the following increases in union dues for Sofina union members that we are asking you to vote on with your proposed new collective bargaining agreement. These proposed increases will ensure that Sofina union members are investing in a strong union that can fight for fair offers, meaningful wage increases, benefit improvements, and workplace rights, as all other UFCW Local 401 union members. At the same time, a eight-year progression will help to ensure that increases do not create an undue economic hardship on Sofina union members.

Upon ratification of the Collective Bargaining Agreement, with the effective date being the first pay period of the following month, the union dues and initiation fee for Sofina Edmonton – North Plant union members shall be:

Initiation Fees

Initiation fees for new employees: \$25.00 dollars.

This is a one-time only fee for newly hired employees. Current employees will NOT be required to pay this fee.

Flat rate union dues:

\$9.25 per week flat dues plus the \$2.00 per week for the National Defence Fund (NDF)

Hourly dues:

Your current dues equate to \$0.04 per hour worked. Hourly dues will increase according to the following schedule:

Year of wage increase	Per hour wage increase	Per hour dues increase
2025	\$1.30	\$0.04
2025	\$0.60	\$0.04
2026	\$0.50	\$0.03
2027	TBD	\$0.03
2028	TBD	\$0.03
2029	TBD	\$0.03
2030	TBD	\$0.03
2031	TBD	\$0.03

UNION DUES ARE TAX DEDUCTIBLE