

Memorandum of Settlement

Between:

ARAMARK Canada Ltd.

And

Unites Steelworkers, Paper and Forestry, Rubber, Manufacturing, Energy,
Allied Industrial and Service Workers International Union
(United Steelworkers)
Local 16506-23

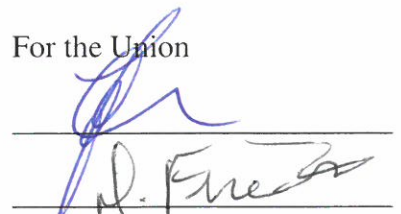
1. The Parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the Union do hereby agree to present all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the collective agreement shall be from **July 1, 2013** and will continue until **June 30, 2016**.
4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement, which expired on **June 30, 2013** with the additions and amendments in Appendix "I" (attached)
5. This Memorandum is subject to Ratification by the local union United Steelworkers Local 16506-23 membership.

Dated this date 10th day of July 2013 in the City of Hamilton

For the Company



For the Union



APPENDIX "I"

WAGES

Wage Increase:

July 1, 2013 - 0.15 cents

January 1, 2014 - 0.20 cents

July 1, 2014 - 0.15 cents

January 1, 2015 - 0.20 cents

July 1, 2015 - 0.20 cents

January 1, 2016 - 0.20 cents

BENEFITS

Article 5.03 – Welfare Benefit Plan

Effective July 1 2015 the 2013 ODA Dental Fee guide will apply.

Article 6

Replace “Operation Supervisor” with “Front Line Manager” in both places in article 6.06

NEW “ADD”

In the absence of the Front Line Manager for vacation purposes a \$1.50 per hour premium will be paid to the most senior & qualified employee designated to be in charge.

Article 12.10

Meal Deduction

Effective July 1, 2014 Employees shall be deducted \$2.25 per day work

Article 13

Termination

3 year term (July 1, 1013 – June 30, 2016)

Handwritten signatures in black ink, appearing to be initials or names, located at the bottom left of the page.