

# ***Partnership Agreement***

*Between*

Federated Co-operatives Limited (hereinafter referred to as FCL)

*and*

Saskatchewan Intergovernmental and Aboriginal Affairs Department  
(hereinafter referred to as Aboriginal Affairs)

The above named parties agree to work together to develop a strategy to promote the employment of Aboriginal persons within the workforce of FCL and its affiliated manufacturing and retail entities and further to develop such programs which will enhance Aboriginal business transactions with FCL and its affiliated manufacturing and retail entities.

The parties further agree the development of such a partnership must be based on the parties to the agreement having joint rights, responsibilities and authorities that foster a working relationship based on the following:

- fairness and equity;
- consistency of approach;
- Innovation and flexibility;
- mutual respect and dignity;
- open communication; and
- mutual trust.

The parties agree to work with the Aboriginal community, the concerned union(s) and the co-operatives affiliated with FCL to develop the strategy. More specifically the parties will undertake the following initiatives.

- 1 To promote and facilitate the employment of Aboriginal persons within FCL, Its manufacturing enterprises and retail co-operatives by:
  - (a) identifying current and future employment and career opportunities in the co-operative wholesale, manufacturing and retail sectors;
  - (b) identifying the knowledge and skills which are required to successfully compete for such jobs;
  - (c) communicating the employment and economic opportunities to the Aboriginal community;
  - (d) developing linkages to the Aboriginal labour force which will assist in the identification of qualified candidates for identified employment opportunities;
  - (e) reviewing co-operative human resource policies and practices to ensure they are culturally sensitive to Aboriginal peoples;
  - (f) accessing training programs and funding resources which can be utilized by prospective Aboriginal workers in planning and training and in other job related initiative; and

- (g) assisting in the placement of Aboriginal persons in co-operative sector employment.
2. To develop business initiatives of mutual benefit designed to foster the growth of co-operative retail sales within the Aboriginal community.
  3. To identify business opportunities in the co-operative sector where Aboriginal entrepreneurs may compete to provide services and goods required by the co-operative sector.
  4. To develop a process whereby the employment needs of Aboriginal persons can be communicated and promoted to the manufacturing and retail co-operative enterprises.
  5. To provide a mechanism whereby the Aboriginal viewpoint and support can be provided to various co-operative business initiatives.
  6. To deliver Aboriginal issues training to FCL, its manufacturing enterprises and retail co-operatives.
  7. To identify and utilize human and financial training resources which are available to deliver such training.
  8. To assist FCL, its manufacturing enterprises and retail co-operatives in negotiating modifications to collective agreements, to remove provisions which may create barriers to the appointment, retention and promotion of Aboriginal workers within cooperatives.

The parties further agree to develop a joint advisory committee to implement the principles outlined above and to monitor the progress, evaluate the results and report on the success of various initiatives carried out pursuant to the agreement.

Signed this 15th day of October, 1997

Original signed by Dennis G. Banda  
ON BEHALF OF FEDERATED  
CO-OPERATIVES LIMITED

Original signed by Bernhard H. Wiens  
ON BEHALF OF SASKATCHEWAN  
INTERGOVERNMENTAL AND  
ABORIGINAL AFFAIRS