

LABOUR AGREEMENT

2003 - 2008

BETWEEN

**CANADIAN FOREST PRODUCTS LTD.
PRINCE GEORGE PULP AND PAPER MILLS**

(hereinafter referred to as the **Company**)

- AND -

**PULP, PAPER AND WOODWORKERS
OF CANADA, LOCAL 9**

(hereinafter referred to as the **Union**)

**LABOUR AGREEMENT
2003 - 2008**

I N D E X

Article No.		Page No.
I	GENERAL.....	8
	SEC. 1 - Purpose	
	SEC. 2 - Mutual Responsibilities	
	SEC. 3 - No Interruption of Work	
	SEC. 4 - Human Rights	
	SEC. 5 - Scope of Agreement	
II	DEFINITIONS.....	8
III	BARGAINING AGENCY.....	9
	SEC. 1 - Recognition	
	SEC. 2 - Bulletin Boards	
IV	UNION SECURITY.....	9
	SEC. 1 - Cooperation	
	SEC. 2 - Union Shop	
	SEC. 3 - Discharge of Non-Members	
	SEC. 4 - Application for Membership	
	SEC. 5 - Union Dues Deduction	
V	STANDING COMMITTEE.....	10
VI	HOURS OF WORK.....	10
	SEC. 1 - Basic Work Week	
	SEC. 2 - Overtime	
	SEC. 3 - Days Off and Schedule of Shifts	
	SEC. 4 - Starting and Stopping Work	
	SEC. 5 - Meals	

Article No.		Page No.
VII	WAGES.....	15
	SEC. 1 - Wage Scale	
	SEC. 2 - Shift Differentials	
	SEC. 3 - Pulp Price Trigger Bonus	
VIII	ALLOWANCE FOR FAILURE TO PROVIDE WORK.....	16
	SEC. 1 - No Work	
	SEC. 2 - Where Shift Commenced	
IX	CALL TIME.....	17
	SEC. 1 - Qualifying Conditions	
	SEC. 2 - Payment	
X	FOURDRINIER WIRE ALLOWANCE.....	17
XI	VACATIONS.....	18
	SEC. 1 - Entitlement	
	SEC. 2 - Additional Pay	
	SEC. 3 - Payment on Termination	
	SEC. 4 - General Rules	
	SEC. 5 - Computation of Vacation Pay	
XII	STATUTORY HOLIDAYS.....	22
	SEC. 1 - Recognized Days	
	SEC. 2 - Adjustment in Hours	
	SEC. 3 - Holiday Work	
	SEC. 4 - Pay for Holiday Work	
	SEC. 5 - Qualifying Conditions	

Article No.		Page No.
XIII	SPECIAL (PERSONAL) FLOATING HOLIDAYS.....	25
	SEC. 1 - Floating Holidays	
	SEC. 2 - Qualifying Conditions	
XIV	SUPPLEMENTARY SPECIAL (PERSONAL) FLOATING HOLIDAYS.....	26
	SEC. 1 - Five-Year Service	
	SEC. 2 - Ten-Year Service	
	SEC. 3 - Twenty-Year Service	
	SEC. 4 - Rate for Holiday Work	
	SEC. 5 - Holiday Pay	
	SEC. 6 - Credit for Time Lost	
	SEC. 7 - Service Period	
	SEC. 8 - Partial Entitlement	
XV	WELFARE PLAN.....	28
	SEC. 1 - Plan	
	SEC. 2 - Board of Trustees	
	SEC. 3 - Interpretation	
	SEC. 4 - Umpire	
	SEC. 5 - Portability	
XVI	PENSION PLAN.....	29
	SEC. 1 - The Plan	
	SEC. 2 - Contributions	
	SEC. 3 - Board of Trustees	
	SEC. 4 - Pension Bridge Benefit	
XVII	SENIORITY.....	30
	SEC. 1 - Principles	
	SEC. 2 - Probationary Period	
	SEC. 3 - Retention of Seniority	
	SEC. 4 - Training	
	SEC. 5 - Lay-off and Vacation Entitlement	
	SEC. 6 - Welfare Coverage	

Article No.		Page No.
XVIII	LEAVE OF ABSENCE.....	33
	SEC. 1 - Union and Public Office	
	SEC. 2 - Bereavement Leave	
	SEC. 3 - Jury or Witness Duty	
	SEC. 4 - Steam Plant Leave	
	SEC. 5 - Maternity Leave	
	SEC. 6 - Other Leave	
	SEC. 7 - Time of Application	
XIX	ENVIRONMENTAL PROTECTION.....	34
XX	JOB SECURITY.....	35
	SEC. 1 - Objective	
	SEC. 2 - Definition	
	SEC. 3 - Joint Committee	
	SEC. 4 - Required Notice	
	SEC. 5 - Seniority Status	
	SEC. 6 - Severance Allowance	
	SEC. 7 - Training	
XXI	PERMANENT MILL CLOSURE.....	37
	SEC. 1 - Notice	
	SEC. 2 - Severance Allowance	
XXII	JOB ELIMINATION.....	38
	SEC. 1 - Definition	
	SEC. 2 - Exclusions	
	SEC. 3 - Notice	
	SEC. 4 - Elimination Options	
	SEC. 5 - Severance Allowance	

Article No.		Page No.
XXIII	CONTRACTING.....	40
XXIV	APPRENTICESHIP TRAINING PROGRAM.....	40
	SEC. 1 - Training Program	
	SEC. 2 - Apprenticeship Act	
XXV	COMPRESSED WORK WEEK.....	41
XXVI	SAFETY.....	41
	SEC. 1 - Principle	
	SEC. 2 - Joint Safety Committee	
	SEC. 3 - Safety Education	
	SEC. 4 - Joint Labour/Management Safety Conference	
XXVII	DISCIPLINARY ACTION.....	43
XXVIII	ADJUSTMENT OF COMPLAINTS.....	43
	SEC. 1 - Grievance Procedure	
	SEC. 2 - National Officer	
	SEC. 3 - Time Limit	
	SEC. 4 - Arbitration Procedure	
	SEC. 5 - Expedited Arbitration	
	SEC. 6 - Minutes	
	SEC. 7 - Local Agreements	
XXIX	FLEXIBLE WORK PRACTICES.....	46
XXX	JOB EVALUATION PLAN.....	46
XXXI	DURATION AND AMENDING PROCEDURE.....	46
	SEC. 1 - Term of Agreement	
	SEC. 2 - Labour Relations Code	
	SEC. 3 - Notice of Re-opening	
	SEC. 4 - Collective Bargaining	
	SEC. 5 - Termination	

Article No.	Page No.
------------------------	---------------------

SIGNATURES OF PARTIES TO AGREEMENT.....	48
---	----

EXHIBITS

EXHIBIT "A" -	Job Categories and Wage Rates.....	49
	Conversion Table By Steps.....	53
EXHIBIT "B" -	Welfare Plan.....	55
	Appendix 1 – Dental Care Plan.....	61
	Appendix 2 – LTD Plan.....	62
EXHIBIT "C" -	Apprenticeship Training Program.....	67
EXHIBIT "D" -	Steam Plant Vocational Leave.....	71
EXHIBIT "E" -	Job Evaluation Plan.....	73

STATEMENTS OF POLICY

II	DEFINITIONS.....	79
V	STANDING COMMITTEE.....	80
VI	HOURS OF WORK.....	80
VIII	ALLOWANCE FOR FAILURE TO PROVIDE WORK.....	83
IX	CALL TIME.....	84
XI	VACATIONS.....	85
XII	STATUTORY HOLIDAYS.....	85
XVIII	LEAVE OF ABSENCE.....	86
XXVI	SAFETY.....	87
XXVII	CAUSES FOR DISCIPLINARY ACTION.....	87
XXVIII	ADJUSTMENT OF COMPLAINTS.....	87
	EXHIBIT "A".....	88
	MISCELLANEOUS.....	88

LETTERS

LETTER OF UNDERSTANDING RE: REHIRING.....	88
--	----

Article No.	Page No.
LETTER OF INTENT	
RE: EQUIPMENT REPAIR.....	89
LETTER OF UNDERSTANDING	
RE: REHABILITATION AND RE-INTEGRATION PROGRAM.....	89
LETTER OF UNDERSTANDING	
RE: CONTRACTOR CODE OF ETHICS.....	89
LETTER OF UNDERSTANDING	
RE: FLEXIBLE WORK PRACTICES.....	91
LETTER BETWEEN THE PARTIES	
RE: COMMITMENT TO EMPLOYMENT.....	94
LETTER OF UNDERSTANDING	
RE: JOB SECURITY AND JOB ELIMINATION...	94
LETTER OF UNDERSTANDING	
RE: TRADES QUALIFICATIONS.....	95

A G R E E M E N T

ARTICLE I - GENERAL

Section 1: Purpose

The general purpose of this Agreement is, in the mutual interest of the employer and employee, to provide for the operation of the Plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output, cleanliness of Plant and protection of property. It is recognized by this Agreement to be the duty of the Company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

Section 2: Mutual Responsibilities

It is recognized by this agreement to be the duty of the Company to explain fully the terms of this Agreement to all its officers, foremen and others engaged in a supervisory capacity and it is recognized to be the duty of the Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

Section 3: No Interruption of Work

It is agreed that there shall be no strikes, walkouts or other interruption of work during the period of this Agreement. It is agreed that there shall be no lockouts by the Company during the period of this Agreement.

Section 4: Human Rights

The parties hereto subscribe to the principles of the Human Rights Code. The Company and Union recognize their respective obligations and responsibilities to provide a work environment free from sexual or personal harassment.

Section 5: Scope of Agreement

In the event of a change in Company status, members of Local 9 will retain all of their rights under the Labour Agreement.

ARTICLE II - DEFINITIONS

Wherever used in this Agreement, including Exhibits:

- (a) The word EMPLOYEES means all persons in the pulp and paper mills, well and pump house complex and general utility and lunchroom attendant in the corporate office at Prince George, B.C. except office and sales staff, supervisory personnel and paper machine, paper finishing and beater room employees. A complete list of the job categories and rates of the EMPLOYEES under this Agreement is attached hereto as Exhibit "A".
- (b) The words TOUR WORKERS means employees when engaged in operations scheduled in advance for at least twenty-four (24) hours' continuous running; it being understood, however, that if a Tour Worker is temporarily assigned to work not connected with the continuous operation on which he is usually employed, his status as to tour or day work during such temporary assignment is determined by the nature of such assignment. All other employees are considered Day Workers.
- (c) The word DAY means a period of twenty-four (24) hours beginning at 8:00 a.m., or at the regular hour of changing shifts nearest to 8:00 a.m., in the mill.
- (d) The word WEEK means a period of seven (7) calendar days beginning at 8:00 a.m., or at the regular hour of changing shifts nearest to 8:00 a.m., on Sunday.

ARTICLE III - BARGAINING AGENCY

Section 1: Recognition

The Company recognizes the Union as certified for a unit of its employees as defined in this Agreement.

Section 2: Bulletin Boards

The Company shall supply adequately enclosed official bulletin boards in each department for the use of the Union in posting of officially signed bulletins.

ARTICLE IV - UNION SECURITY

Section 1: Co-operation

The Company will co-operate with the Union in obtaining and retaining as members the employees as defined in this Agreement, and to this end will present to new employees and to all supervisors and foremen the policy herein expressed. Any new employee shall be introduced to the shop steward by his supervisor within three (3) days of starting work.

Section 2: Union Shop

All employees in the employment of the Company shall, as a condition of continued employment, maintain membership in good standing in the Union. New employees shall, as a condition of continued employment, become members of the Union thirty (30) days after becoming employed by the Company.

Section 3: Discharge of Non-Members

Any employee who fails to maintain his membership in good standing in the Union by reason of failure to pay dues or assessments shall be discharged after seven (7) days' written notice to the Company by the Union of the employee's failure to maintain his membership in good standing.

Section 4: Application for Membership

No employee shall be subject to any penalties against his application for membership or re-instatement, except as may be provided for in the Constitution and By-laws of the Union.

Section 5: Union Dues Deduction

The Company will deduct union dues from new employees who have worked a minimum of forty (40) hours.

ARTICLE V - STANDING COMMITTEE

Standing Committees shall be maintained in the following manner:

- (1) The General Manager shall appoint a Company Standing Committee of four (4) individuals which shall represent the Company.
- (2) The Union shall select from its membership a Union Standing Committee of four (4) which shall represent the Union for the purposes stated in this Agreement.

ARTICLE VI - HOURS OF WORK

Section 1: Basic Work Week

Both parties to this Agreement are committed to maintain the principle of a basic work week of forty (40) hours; but agree that additional time may be worked to permit operation or protection of the mill when paid for as shown in Section 2 herein.

Section 2: Overtime

Overtime at the rate of time and one-half will be paid to hourly paid workers on the following bases:

(1) Day Workers

- (a) For all work performed on Sunday (8 a.m. Sunday to 8 a.m. Monday) and on holidays as specified in Articles XII and XIII of this Agreement.
- (b) For all work in excess of eight (8) hours in any one day or in excess of eight (8) consecutive straight time hours.
- (c) For work performed on an employee's designated day off as provided for in Section 3 herein.
- (d) For work in excess of forty (40) hours average per week. By average is meant the number of weeks mutually agreed upon in advance as the correct schedule.
- (e) The Company agrees that employees may carry over Sunday Letter and Statutory Holiday time earned when sufficient straight-time hours are unavailable that week. The hours may be carried over after the week in which they are earned provided a regular work schedule is being followed.

(2) Tour Workers

- (a) For all work performed on Sunday (7 a.m. Sunday to 7 a.m. Monday) and on holidays as specified in Articles XII and XIII of this Agreement.
- (b) For all work in excess of eight (8) hours in any one day or in excess of eight (8) consecutive hours except:
 - (i) When such work in excess of eight (8) hours is caused by the change of shifts.
 - (ii) Overtime work by special arrangement between a Tour Worker and his mate to exchange shifts with the approval of his Supervisor, and when this can be accomplished without additional cost or penalty to the Company.
- (c) For work in excess of forty (40) hours average per week. By average is meant the number of weeks mutually agreed upon in advance as the correct schedule.

- (d) For work performed on an employee's designated day off as provided for in Section 3 herein.
- (e) The Company agrees that employees may carry over Sunday Letter and Statutory Holiday time earned when sufficient straight-time hours are unavailable that week. The hours may be carried over after the week in which they are earned provided a regular work schedule is being followed.

In the payment of overtime on the basis provided above, the one basis which results in the payment of the largest amount of overtime shall be used.

(3) Banking of Overtime

- (i) Tour Workers who work in excess of eight (8) consecutive hours shall have the option of receiving the overtime premium on the basis of this Section or of receiving straight time for hours in excess of eight (8) consecutive hours and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half (1/2) premium pay. Tour Workers who choose to bank overtime may later re-elect to receive the deferred one-half (1/2) premium pay.
- (ii) Day Workers who work in excess of ten (10) hours in a day shall have the option of receiving the overtime premium on the basis of this Section or of receiving straight time for hours in excess of ten (10) hours in a day and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half (1/2) premium pay. Day Workers who choose to bank overtime may later re-elect to receive the deferred one-half (1/2) premium pay.
- (iii) When banked time off is requested in writing seven (7) days in advance, employees shall receive written notice of the disposition of their request a minimum of seventy-two (72) hours prior to the requested time off. The payment of overtime shall not be a factor in cancelling approved time off.

Section 3: Days Off and Schedule of Shifts

- (a) The Company will designate regular periodic days off for each regular employee and will not change such designation without notice except in the case of breakdown.

Relief employees, employed to provide relief of employees who follow regular schedules, will be scheduled when required for coverage. The Company shall use its best efforts to:

- i) schedule days off for relief employees on a consecutive basis; and
- ii) provide established schedules for relief employees.

In the event the day or days off are changed to follow the original designated day or days off, then forty-eight (48) hours' notice will be given in advance of the original day or days off. In the event the day or days off are changed to precede the original designated day or days off, then forty-four (44) hours' notice must be given in advance of the new day or days off.

When sufficient notice is not given prior to the initial day or days off, then overtime will be paid for work performed on the original day or days off.

An employee may change his shift, day or days off by mutual arrangement with the foreman and shop steward of the department concerned without penalty to the Company.

- (b) Where a system of days off is now in effect, same shall remain in effect as long as mutually satisfactory to the Union and the Company.
- (c) When the Company changes an employee's shift schedule after the start of the week without notification being given during the first eight (8) hours of his last shift preceding the new shift, the employee shall receive two (2) hours penalty payment at the straight time day rate for the first shift worked resulting from the change.

If the change in shifts during the week is temporary, the penalty payment is not payable for the second change in shifts when the employee returns to his previously established shift schedule.

When an employee's established shift schedule is changed, the Company will, whenever practicable, notify the employee personally of the change.

- (d) The Company will cooperate with any Day Worker called in after twelve midnight to ensure that this work does not preclude him working his regular eight (8) hour shift the following day. This may be accomplished by altering the hours of work to the mutual satisfaction of the employee and his supervisor. No penalty shall apply to the Company as a result of such an arrangement.

Section 4: Starting and Stopping Work

(a) Tour Workers

When a tour begins, each Tour Worker is required to be in his place. At the end of a shift no Tour Worker shall leave his place to wash up and dress until his mate has reported to take on the responsibility of the position. If a Tour Worker does not report for his regular shift, his mate shall notify the Foreman. He shall remain at his post until a substitute is secured, and, if necessary, he shall work an extra four (4) hours. If work in excess of twelve (12) hours is required by refusal of a mate to report in, or when no other qualified relief is available, then the employee shall complete the extra shift.

Supervision will make substantial efforts to secure a substitute and the Company agrees to discuss in Standing Committee mutually agreeable procedures to achieve this purpose.

Arrangements shall be made by the Company to provide a hot meal at the start of the extra shift and at each four (4) consecutive hour period thereafter.

In the event a Tour Worker cannot report for his regular shift, he will, if it is reasonably possible, notify his Foreman or the office at least four (4) hours before his tour begins.

(b) Day Workers

Day Workers shall be at their respective posts ready to begin work at the time their pay starts and shall not quit work in advance of the time their pay stops. For example, if a Mechanic's pay time is from 8:00 a.m. to 12:00 noon, and from 1:00 p.m. to 5:00 p.m., he shall be at his post ready to work at 8:00 a.m. and 1:00 p.m. and shall not quit work until 12:00 noon and 5:00 p.m.

Section 5: Meals

A hot meal shall be provided to an employee when he is required to remain at work for more than one (1) hour after completion of his shift. One additional meal shall be provided every four (4) hours thereafter. The meal shall be eaten on Company time.

If an employee is called in early, and less than two (2) hours' notice has been given, a meal shall be provided at each regular meal time.

ARTICLE VII – WAGES

Section 1: Wage Scale

The wage scale for the term of this Agreement is attached as Exhibit "A".

Section 2: Shift Differential

(a) Tour Workers

- i) Tour Workers following compressed work week schedules shall be paid the following shift differential in addition to the hourly rate for all work performed as follows:

	% of base rate
7:00 am to 7:00 pm	2.50%
7:00 pm to 7:00 am	4.25%

- ii) Where tour work is scheduled 7-3, 3-11 and 11-7, the following shift differential will be paid in addition to the hourly rate on all work performed:

	% of base rate
7:00 am to 3:00 pm	2.00%
3:00 pm to 11:00 pm	3.55%
11:00 pm to 7:00 am	4.50%

- iii) Tour Workers not employed on a 20 or 21 shifts per week schedule:

	% of base rate
3:00 pm to 11:00 pm	2.25%
11:00 pm to 7:00 am	3.25%

(b) Day Workers

Day Workers scheduled in advance to work on other than their normal day shift will receive shift differential in addition to the hourly rate for all work performed as follows:

	% of base rate
4:00 pm to 12:00 am	2.25%
12:00 am to 8:00 am	3.25%

Note: Day Workers normally scheduled in excess of 8 hours in a day will receive the appropriate shift differential for all hours in excess of eight (8) hours as outlined above.

(c) All Employees

The Company shall not include the shift differential in any employee's wage rate for the calculation of overtime.

Section 3: Pulp Price Trigger Bonus

Provide a \$500 bonus payment for each active employee per calendar quarter for each calendar quarter that the RISI reported NBSK price delivered to Eastern US averages over US\$700/mt for the quarter. Such payments will be used for the purpose of providing a bridge benefit from age 60 to 61 initially, and then for other purposes as determined by the Local Union that directly benefit active or retired employees.

ARTICLE VIII - ALLOWANCE FOR FAILURE TO PROVIDE WORK

Section 1: No Work

In case any employee reports for his regular scheduled shift having been ordered to report for such work and then no work is provided, he shall nevertheless receive two (2) hours' pay for so reporting.

Section 2: Where Shift Commenced

In any case where an employee has commenced his regular scheduled shift, he shall receive a minimum of four (4) hours' pay except in cases of accident, breakdown, interruption of power, acts of God, or to cases of Call Time as provided in Article IX hereof. In cases of accident, breakdown, interruption of power or acts of God, the employee shall receive a minimum of two (2) hours' pay.

ARTICLE IX - CALL TIME

Section 1: Qualifying Conditions

An employee shall receive two (2) hours Call Time at the straight time rate in addition to pay for time actually worked under the following conditions:

(a) Call to work following a shift

When required to report for work after completing his designated shift.

(b) Call to work on a designated day off

When required to report for work on a designated day off.

(c) Statutory Holiday Work

For any work performed on a holiday as specified in Article XII.

(d) Assignment of work not connected with the initial call-in

When a Day Worker is required to report for work in accordance with (a), (b) or (c) above, he shall receive one (1) additional Call Time payment if the initial call-in was to perform emergency work and he is then required to perform any work other than that which necessitated the call-in.

Section 2: Payment

- (a) The employee shall receive a minimum payment of four (4) straight time hours' pay including payment for Call Time and time worked, but not the payment provided in Section 1(d).
- (b) Not more than one (1) basis shall be used to cover the same period of work except as provided in Section 1(d).
- (c) The Call Time payment will not be added to or paid in lieu of allowances payable under Articles VI, VIII and X.

ARTICLE X - FOURDRINIER WIRE ALLOWANCE

Tour Workers called to put on Fourdrinier Wires at a time other than their regular tour and are dismissed before their tour is scheduled to begin shall be paid for the time worked plus three (3) hours but not less than a total of six (6) hours on any one wire.

If Tour Workers are called to put on a Fourdrinier Wire before their shift is scheduled to begin and work through into their regular shift, they shall be paid for the time worked plus three (3) hours. If Tour Workers are asked to remain after their shift is scheduled to end, to put on a Fourdrinier Wire, they shall be paid for the time worked plus three (3) hours.

The above shall also apply to Tour Workers when working on machines other than their own.

In cases where more than one machine is involved, the above allowance shall be paid for each machine.

Tour Workers asked to assist to put a Fourdrinier Wire on a machine other than their own during their regular shift, shall receive three (3) hours' extra time, but in no case shall more than three (3) hours' extra time be allowed.

ARTICLE XI - VACATIONS

Section I: Entitlement

Subject to the requirements of this Article, every employee is entitled to a vacation and vacation pay as follows:

Length of Vacation		Vacation Pay, being the greater of:	
An employee who is on the payroll on May 1st, who has been continuously employed during the qualifying period, and who has:		% of the total wages earned by the employee during the preceding vacation period	or hours pay at the hourly rate of the employee's regular job.
(A) been employed for less than one year and does not qualify under (B) below;	1/4 day for each 40 hours of actual work performed during the preceding vacation period provided no vacation of less than one day will be granted.	4-1/2%	or NIL hours
B) been employed for less than one year but has worked not less than 1500 hours during the preceding vacation period or been employed for not less than one year and who has worked not less than 1200 hours during the preceding vacation period. The following hours will count as hours worked for the purpose of qualifying for a vacation: Vacations; Statutory Holidays; Special (Personal) & Supplementary Special (Personal) Floating Holidays; Jury or Witness Duty; Bereavement Leave; Contractual Steam Plant and Apprenticeship Leaves; Banked Days Off and Days Off in lieu of work performed on a Statutory Holiday;	2 weeks	4-1/2%	or 80 hours

(C) qualified for his 2nd vacation under this Agreement;	3 weeks	6-1/2%	or 120 hours
(D) qualified for his 7th vacation under this Agreement;	4 weeks	8-1/2%	or 160 hours
(E) qualified for his 14th vacation under this Agreement;	5 weeks	10-1/2%	or 200 hours
(F) qualified for his 23rd vacation under this Agreement;	6 weeks	12-1/2%	or 240 hours
(G) qualified for his 29th vacation under this Agreement.	7 weeks	14-1/2%	or 280 hours

Section 2: Additional Pay

In addition to the vacation pay to which an employee is entitled under Section 1 above, each employee shall, on qualifying for vacation under categories (B), (C), (D), (E), (F) and (G) above, be entitled to an additional amount of vacation pay equivalent to ten (10) hours' pay at the hourly rate of the employee's regular job in respect of the first week of his vacation.

Section 3: Payment on Termination

In the event an employee's employment terminates either before he becomes entitled to a vacation with pay, or, being entitled to it, before he takes it, he shall be paid on termination 4-1/2%, 6-1/2%, 8-1/2%, 10-1/2%, 12-1/2% or 14-1/2% (depending on whether he belongs in the category of employees described in (A) or (B), (C), (D), (E), (F) or (G) above respectively) of his wages earned during the period of employment ending with his termination in respect of which no vacation or vacation pay to which he remains entitled has been paid or taken.

Section 4: General Rules

- (a) The vacation period is May 1 to April 30.
- (b) Vacations with pay provided in accordance with Section 1 above for employees in category (A) may not be counted when determining whether an employee has qualified for the vacations provided under Section 1 for employees in categories (C), (D), (E), (F) or (G).
- (c) Vacations with pay are not cumulative and must be taken during the vacation period except as provided below:
 - 1) Vacations earned under Section 4 (d).

- 2) (i) At the start of the vacation year, employees may elect to receive all, part or none of their vacation pay in advance in full weekly increments.
 - (ii) Employees shall have the option at any time during the vacation year to bank paid vacation entitlement in excess of the statutory minimums to a maximum of 2 weeks per year for which the vacation pay advance has not been paid. Employees may accumulate a maximum of 6 weeks vacation in the bank.
 - (iii) (iii) Banked vacations must be taken prior to retirement and will be paid at the employee's current rate of vacation pay at the time when taking the banked vacation time off.
- (d) A vacation with pay provided under Section 1 for employees in category (A) may be taken during the vacation period in which the entitlement thereto is established, or during the next following vacation period.
 - (e) No employee may continue to work and draw vacation pay in lieu of taking the vacation. Vacation pay shall be paid to employees, upon request, within fourteen (14) days after May 1st.
 - (f) The allocation of vacation times is to be decided by the Company. However, the Company will endeavour by discussion with the employees or the Union, to arrange vacations to suit the employees' wishes.
 - (g) Time lost as the result of an accident recognized as compensable by the Workers' Compensation Board, suffered during the course of employment with the Company, shall be considered as time worked for the purpose of calculating vacation entitlement upon return to work.
 - (h) Time not exceeding one (1) year, lost as the result of a non-occupational accident, illness or approved maternity leave, shall be considered as time worked for the purpose of qualifying for vacation provided that at the time of the accident or illness or commencement of maternity leave the employee has been on the payroll for not less than one (1) year and returns to employment. It is understood that the employer may require that the employee provide a certificate from a qualified medical practitioner. Time exceeding one (1) year shall be recognized as uninterrupted service for the purpose of establishing vacation time off, upon return to work.
 - (i) Time lost as the result of layoff shall not be considered as time worked for the purpose of qualifying for a vacation.
 - (j) Time on Leave of Absence for union business duly approved by the employer in writing shall be considered as uninterrupted service for the purpose of establishing vacation time off, during the year of this absence as well as in ensuing years.

Vacation pay will apply as follows:

- (i) For the period of the person's absence while in the employ of the Union, the Union will be responsible for payment of all vacation credits due to the employee.
 - (ii) On return to active regular employment, the employee shall receive vacation pay equal to the appropriate percentage of the total wages earned by the employee while actively employed by the Company during the vacation year.
 - (iii) Subsequent vacation pay will be paid on the basis that Company service was uninterrupted.
- (k) Employees will be allowed to take vacations on a tour basis.
- (l) An employee, who has not taken his full vacation entitlement and who is precluded from doing so before the end of the vacation year by reason of sickness or injury, may defer unused vacation time into the next vacation year. Such deferred vacation time must be taken at a time to be decided by the Company which will endeavour by discussion with the employee to arrange the deferred vacation to suit the employee's wishes. Pay for such deferred vacation shall be the same as if taken in the original vacation year.

Section 5: Computation of Vacation Pay

Where an employee's vacation pay for the current year is to be computed as a percentage of his "total wages earned" in the previous year, such "total wages earned" shall include the amount of vacation pay the employee received in the previous year.

ARTICLE XII - STATUTORY HOLIDAYS

Section 1: Recognized Days

The following shall be the recognized Statutory Holidays:

New Year's Day	40 hours, 4:00 p.m. December 31 to 8:00 a.m. January 2
Easter Monday	24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday
Canada Day	24 hours, 8:00 a.m. July 1 to 8:00 a.m. July 2
Labour Day	24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday
Christmas Eve	24 hours, 8:00 a.m. December 24 to 8:00 a.m. December 25
Christmas Day	24 hours, 8:00 a.m. December 25 to 8:00 a.m. December 26
Boxing Day	24 hours, 8:00 a.m. December 26 to 8:00 a.m. December 27

Section 2: Adjustment in Hours

The hours of commencing and ending, specified above, may be varied by mutual agreement of the Company and the Union Standing Committee and the specified hour of commencing or ending will be adjusted to coincide with the regular hours for changing shifts.

In the event that Canada Day falls on Sunday, the following Monday will be observed and the specified hours correspondingly changed.

Section 3: Holiday Work

- (a) The Company will provide the Union with not less than thirty (30) days notice of the general scope of operating and/or maintenance plans on Statutory Holidays. Unanticipated weather conditions or maintenance requirements may alter those plans.
- (b) On Christmas Eve, Christmas Day, and Boxing Day, operational and maintenance manning required will be identified on a scheduled crew basis. Any employee scheduled to work who wishes to be excused from working on a particular Statutory Holiday will be accommodated provided a request for leave is made seven (7) days in advance of the Statutory Holiday and provided that a trained volunteer can be found to replace him for the shift. If no trained volunteer is found, the employee will be required to work the shift.
- (c) Employees who work at Christmas shall be paid double time for working during that period identified in Clause (b).

Section 4: Pay for Holiday Work

- (a) Overtime shall be paid for all work performed during holidays at the rates hereinafter specified.
- (b) An employee who works on such a holiday shall receive equal time off with pay at his straight time hourly rate. Such time off shall be treated in the same manner as a Special (Personal) Floating Holiday.

Section 5: Qualifying Conditions

In addition to any other compensation earned, any employee who is on the payroll of the Company on any of the foregoing recognized Statutory Holidays will be granted eight (8) hours' pay at the straight time rate of the employee's regular job, subject to compliance with all of the conditions (a) to (f) set forth below:

- (a) The employee must have been on the payroll for not less than the sixty (60) days just preceding the holiday and must have previously qualified for a Statutory Holiday as provided in (d) below, and
- (b) The employee must have worked at least one (1) day during the sixty (60)-day qualifying period just preceding the holiday, and
- (c) The employee must have worked his scheduled workday before, and his scheduled workday after, such holiday, unless failure to work his scheduled work day before or after the holiday was due to any of the following events:
 - (i) When the employee is on his regular authorized paid vacation;
 - (ii) When the employee is unable to work by reason of an industrial accident as recognized by the Workers' Compensation Board or non-occupational sickness or injury;
 - (iii) When the operation in which the employee is engaged is curtailed or discontinued by the decision of the Company and which curtailment or discontinuance changes or eliminates the employee's scheduled work day before, or his scheduled work day after, such holiday;
 - (iv) When a trade in shifts agreed upon between employees and approved in advance by the company results in a temporary change of the scheduled workday before, or the scheduled work day after, the holiday, provided the employee works the shift agreed upon;
 - (v) When the employee is on a leave of absence authorized by the Company.
- (d) The employee who has been on the payroll for at least sixty (60) days but who has not previously qualified for a Statutory Holiday will qualify for the holiday if he has worked a minimum of one hundred eighty (180) hours during the sixty (60)-day qualifying period just preceding the holiday and meets the requirements of (b) and (c) above.
- (e) Time lost as the result of an accident as recognized by the Workers' Compensation Board, suffered during the course of employment, or time lost as a result of non-occupational sickness or injury shall be considered as time worked for the purpose of qualifying for a recognized paid holiday, it being understood that the employee will only be entitled to this credit for time while on Workers' Compensation or non-occupational sickness or injury for a period of up to but not exceeding one (1) year from the date of his sickness or injury.

- (f) It is understood and agreed, however, that an employee shall not receive the above provided holiday pay if he has agreed to work on such holiday and fails or refuses to work, except in the case where bona fide sickness, or other bona fide reason approved by the Company, prevents his working on such holiday.

ARTICLE XIII - SPECIAL (PERSONAL) FLOATING HOLIDAYS

Section 1: Floating Holidays

There shall be granted annually five (5) Special (Personal) Floating Holidays with pay to regular full-time employees, such special holidays to be arranged at a time suitable to the employee and the Company, during the contract year, so that there will be no loss of production.

Effective May 1, 1998, employees on the compressed work week schedule shall be granted five (5), twelve (12) hour Special (Personal) Floating Holidays per contract year, as outlined in Subject XXIV Twelve (12) Hour Shifts, Section 10 (a).

Section 2: Qualifying Conditions

For each Special (Personal) Floating Holiday taken an employee will be granted eight (8) hours' pay on the straight time rate of the employee's regular job subject to the following:

- (a) A new employee must have been on the payroll for not less than ninety (90) days to qualify for his first Special (Personal) Floating Holiday and on the payroll for one hundred eighty (180) days to qualify for his second, third, fourth and fifth Special (Personal) Floating Holidays.
- (b) Employees will not qualify for Special (Personal) Floating Holidays if on leave of absence of more than nine (9) months in the contract year except in the case of sickness or injury.
- (c) If an employee is required to work on any of these Special (Personal) Floating Holidays, after a definite date has been designated for such holidays, the employee shall be paid overtime for such work at the rate of time and one-half. The employee will then be entitled to take said holiday or holidays with pay at a later date to be mutually agreed upon.
- (d) When the holiday is requested in writing seven (7) days in advance, the payment of overtime shall not be a factor in granting of Personal Floating Holidays. The employee shall receive written notice of the disposition of his request a minimum of seventy-two (72) hours prior to the requested Personal Floating Holiday.

ARTICLE XIV - SUPPLEMENTARY SPECIAL (PERSONAL) FLOATING HOLIDAYS

Section 1: Five-Year Service

After completing five (5) years of continuous service with the Company, an employee shall, in addition to the Special (Personal) Floating Holidays to which he is entitled under Article XIII of the Agreement, be entitled to one (1) Supplementary Special (Personal) Floating Holiday with pay each contract year, such special holiday to be arranged at a time suitable to the employee and the Company, during the contract year, so that there will be no loss of production.

An employee may elect to take his Supplementary Special (Personal) Floating Holidays as a vacation after completing five (5) years of continuous service with the Company. If an employee wishes to elect this option, he must advise the Company in writing of his election in advance for that five (5) year period. If an employee elects to take his Supplementary Special (Personal) Floating Holidays as a vacation, it may be taken in conjunction with the regular vacation to which the employee is entitled provided such regular vacation is not scheduled to be taken during the months of July or August, in which event the Supplementary Vacation shall be taken at a time to be agreed upon by the Company and the employee.

Transition

An employee who has taken single days as Supplementary Special (Personal) Floating Holidays under previous Labour Agreements within his current five (5) year entitlement period, will receive Supplementary Vacation proportionate to his remaining entitlement within that period.

Section 2: Ten-Year Service

After completing ten (10) years of continuous service with the Company, an employee shall, in addition to the Special (Personal) Floating Holidays to which he is entitled under Article XIII of the Agreement, be entitled to two (2) Supplementary Special (Personal) Floating Holidays with pay each contract year, such special holidays to be arranged at a time suitable to the employee and the Company, during the contract year, so that there will be no loss of production.

An employee may elect to take his Supplementary Special (Personal) Floating Holidays as a vacation after completing ten (10) years of continuous service with the Company, and again on his fifteenth (15) year of continuous service with the Company. If the employee wishes to elect this option, he must advise the Company in writing of his election in advance for that five (5) year period.

If an employee elects to take his Supplementary Special (Personal) Floating Holidays as a vacation, it may be taken in conjunction with the regular vacation to which the employee is entitled provided such regular vacation is not scheduled to be taken during the months of July or August, in which event the Supplementary Vacation shall be taken at a time to be agreed upon by the Company and the employee.

Transition

An employee who has taken single days as Supplementary Special (Personal) Floating Holidays under previous Labour Agreements within his current five (5) year entitlement period, will receive Supplementary Vacation proportionate to his remaining entitlement within that period.

Section 3: Twenty-Year Service

- (a) After completing twenty (20) years of continuous service, employees shall be granted three (3) Supplementary Special (Personal) Floating Holidays; after completing thirty (30) years of continuous service, employees shall be granted four (4) Supplementary Special (Personal) Floating Holidays, and after completing forty (40) years of continuous service employees shall be granted five (5) Supplementary Special (Personal) Floating Holidays, each contract year.
- (b) After completing twenty (20) years of continuous service an employee may elect to take his Supplementary Special Floating Holidays in one, two, three, four or five-week periods, depending on entitlement. In order to do so the employee must advise the Company in writing of his election in advance for each five (5) year period. He will be immediately entitled at the start of each five (5) year period to the number of days that would normally accrue to his credit during the said five (5) year period.

If an employee elects to take his Supplementary Special Floating Holidays in full week periods they may be taken in conjunction with the regular vacation to which the employee is entitled provided such regular vacation is not scheduled to be taken during the months of July or August, in which event the Supplementary Holiday shall be taken at a time to be agreed upon by the Company and the employee.

Section 4: Rate for Holiday Work

If an employee is required to work on the special holidays provided under Section 1, 2 and 3 above, after a definite date has been designated for such holidays, the employee shall be paid overtime for such work at the rate specified in the Agreement.

Section 5: Holiday Pay

In addition to any other compensation earned, an employee entitled to the special holidays provided under Sections 1, 2 and 3 above will be granted eight (8) hours' pay on the straight time rate of his regular job for each such holiday.

Section 6: Credit for Time Lost

Time lost as the result of an accident as recognized by the Workers' Compensation Board, suffered during the course of employment, shall be considered as time worked for the purpose of qualifying for the special holidays provided under Sections 1, 2 and 3 above, it being understood that the employee will only be entitled to this credit for time while on Workers' Compensation for a period of up to but not exceeding one (1) year from the date of his accident or injury.

Section 7: Service Period

For the purpose of determining eligibility for the special holidays provided under Sections 1, 2 and 3 above, an employee's service shall be calculated from the date of his joining the Company.

Section 8: Partial Entitlement

At retirement or termination from the Company, an employee shall be entitled to pay for Supplementary Special (Personal) Floating Holidays earned by completion of one or more five (5) year periods of service, but not taken, and to that portion of Supplementary Special (Personal) Floating Holiday pay proportionate to the number of years of service completed subsequent to his last five (5) year entitlement period.

ARTICLE XV - WELFARE PLAN

Section 1: Plan

It is agreed that a Health and Welfare Plan will be established based on the principles set out in this Article and Exhibit "B".

Section 2: Board of Trustees

A Board of Trustees will be constituted composed of two (2) members representing the Pulp, Paper and Woodworkers of Canada and two (2) members representing the companies, to be responsible for the selection of the underwriter or underwriters and the administration of the Plan.

Section 3: Interpretation

The Board of Trustees will decide all questions arising on matters of operation, administration and interpretation of the Plan and their decision will be binding on both parties.

Section 4: Umpire

Where a dispute is unresolvable by the Board of Trustees, it shall be submitted to an umpire whose decision will be binding on both parties. The umpire shall be mutually acceptable and be experienced in the group insurance field.

Notwithstanding the above, an umpire shall not decide on matters affecting the overall cost of the Plan and benefits it provides, nor is he empowered to deal with matters properly handled through the Adjustment of Complaints Procedure of this agreement, or matters that are properly dealt with through collective bargaining.

Should any conflict arise between the terms of the contract or contracts issued by the underwriter or underwriters and the terms of the Plan, the terms of the Plan shall prevail.

Section 5: Portability

The Plan will be on an industry basis and coverage will be portable in all units covered by the Health and Welfare Plan. There will be no further waiting period for qualified employees changing employers covered by the Plan.

ARTICLE XVI - PENSION PLAN

Section 1: The Plan

The Company will contribute to the Pulp and Paper Industry Pension Trust Fund established pursuant to the Pulp and Paper Industry Pension Plan and the Pulp and Paper Industry Pension Trust Agreement made effective July 1, 1975 and as amended from time to time.

Section 2: Contributions

The contribution levels will be based on a percentage of employees' hourly wage rates as follows:

The Company contribution level will remain at 10% for the duration of the agreement.

Employee contributions will increase from the current 3% as follows:

Effective January 1, 2004	4.5%
Effective January 1, 2005	6.0%
Effective January 1, 2006	7.0%
Effective January 1, 2007	8.0%

Section 3: Board of Trustees

The Board of Trustees will consist of three (3) trustees elected or appointed by the PPWC, three (3) trustees elected or appointed by the CEP, and three (3) trustees appointed by the member employers.

Section 4: Pension Bridge Benefit

The Company shall provide a pension bridge annuity of twenty dollars (\$20) per month per year of service to employees aged sixty-one (61) or older who retire prior to attaining age sixty-five (65). The pension bridge benefit will not be payable beyond the age of sixty-five (65). The calculation of the pension bridge benefit shall be credited on the same basis as under the terms and conditions of the Pulp and Paper Pension Plan.

An employee who chooses to retire at age sixty (60) shall have access to the bridging benefit paid by the Company when they reach age sixty-one (61).

The Pulp Price Trigger Bonus outlined in Article VII – Wages will, initially, be used for the purpose of funding pension bridge benefits from age sixty (60) to age sixty-one (61). The first three payments of the Pulp Price Trigger Bonus will be used for this purpose. The bridge benefit will be paid from age sixty (60) to age sixty-one (61) consistent with existing requirements at twenty dollars (\$20) per month per year of service as indicated above. Proceeds beyond the initial three Pulp Price Trigger Bonus payments will be used as directed by the Local Union for the direct benefit of active or retired employees.

ARTICLE XVII - SENIORITY

Section 1: Principles

- a) The Company recognizes the principles of seniority in their application to the promotion, demotion, transfer, layoff, recall and permanent movement from day to shift positions, of an employee, providing the employee has the qualifications and ability to perform the work.

In cases of permanent job transfers, it is not the Company's intent to give a junior employee preference over a senior employee on the basis that he has acquired experience by providing relief.

If an employee is moved out of a line-of-progression for any reason, the employer will not require re-testing of the employee for him to return to that specific line-of-progression. No employee will be removed from the mill as the result of unilateral testing by the employer.

- b) The Company and the Union recognize that it is desirable to reduce the effect of layoffs on employees and at the same time continue to recognize mill seniority, job qualifications and the role of lines-of-progression, job seniority and departmental seniority.
- c) Arrangements to implement the above principles will be discussed by the Company and the Union.

Section 2: Probationary Period

Until an employee has been on the payroll of the company for thirty (30) calendar days, or until he has accumulated thirty (30) working days in a ninety (90) calendar day period, he shall be considered a probationary employee and shall have no rights under Article XVII with respect to seniority.

Section 3: Retention of Seniority

- (a) Any employee, other than a probationary employee, whose employment ceases through no fault of his own, shall retain seniority and shall be recalled on the following bases:
 - (i) An employee with less than one year's continuous service shall retain these rights for six (6) months from the date of layoff.
 - (ii) An employee with one or more year's continuous service shall retain these rights for twelve (12) months from the date of layoff, plus two (2) additional months for each year's service up to an additional twenty-four (24) months.
- (b) Failure of the employee to report for work within one (1) week of notice by registered mail at his last address reported to and received by the mill shall result in his termination of employment with the Company. Bona fide reasons for failure to report shall not deprive an employee of his recall rights.

Section 4: Training

To facilitate laid-off employees exercising their mill seniority the following training will be provided:

- (a) Up to one (1) day where the layoff is estimated to be in excess of ten (10) days;
- (b) Up to two (2) days where the layoff is estimated to be in excess of 21 days;
- (c) Up to five (5) days where the layoff is estimated to be in excess of thirty-five (35) days;
- (d) Where the layoff is estimated to be in excess of ninety (90) days the company will discuss with the Union training provisions of up to fifteen (15) days;
- (e) Where a layoff results from a permanent partial plant closure or a temporary closure in excess of one hundred eighty (180) days, the Company will participate in a program of training or retraining for another job within the operation to facilitate the exercising of mill seniority, recognizing there will be limitations where special qualifications are required. Phasing in arrangements to implement the program will be discussed by the Company and the Union and shall not exceed three (3) months from the date of closure.

Section 5: Layoff and Vacation Entitlement

Time on layoff shall not be considered as time worked for the purpose of qualifying for vacation pay or holiday pay.

Section 6: Welfare Coverage

- (a) An employee with one (1) or more years' seniority may have his welfare coverage continued for six (6) months while on layoff.
- (b) An employee with more than four (4) months but less than one (1) years' seniority may have his welfare coverage continued for three (3) months while on layoff.
- (c) An employee who elects to maintain coverage while laid off will be required to pay the employee portion of the premium in advance on a monthly basis.
- (d) An employee who has welfare coverage as provided for in paragraphs (a) and (b) above, will on return to work have his welfare coverage extended by one month for each month in which he works.
- (e) An employee whose welfare coverage under paragraphs (a) and (b) above has expired, will on return to work be eligible for coverage for the period of his employment.
- (f) An employee will qualify for a new period of welfare coverage as provided in paragraphs (a) and (b) above if he returns to work for at least ten (10) days within a floating period of thirty (30) consecutive days.

ARTICLE XVIII - LEAVE OF ABSENCE

Section 1: Union and Public Office

The Company agrees that it is proper to grant leave to employees who have been elected or appointed to office in the Union, or who have been nominated, elected or appointed to Federal, Provincial, Municipal or Aboriginal office. However, it is not the intention of the Company to grant lifetime leaves of absence.

An employee appointed or elected to full-time office in his union, or to Federal, Provincial, Municipal or Aboriginal office, shall be granted as much leave as is necessary during the term of such office.

Seniority shall accumulate during the period of an employee's leave of absence.

Section 2: Bereavement Leave

- (a) When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence and he shall be compensated at his regular straight time hourly rate for hours lost from his regular schedule for a maximum of three (3) days.
- (b) Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, step-children, mother-in-law, father-in-law, son-in-law, daughter-in-law, step-parents, grandparents and grandchildren.
- (c) Compensable hours under the terms of the section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

Section 3: Jury or Witness Duty

(a) Wage Compensation

Any regular full-time employee who is required to report for Jury Selection, Jury Duty, Coroner's Inquest, or who is subpoenaed to serve as a witness in a court action, save and except actions involving the Company or Union, unless subpoenaed by the Crown, on a day when he would normally have worked, will be reimbursed by the Company for the difference between the pay received for such duty and his regular straight time hourly rate of pay for his regularly scheduled hours of work necessarily lost.

It is understood that employees will be reimbursed by the Company for the difference between the pay received for such duty and his straight time rate of pay for his regularly scheduled hours of work in that week. The employee will be required to furnish proof of performing such service and such duty pay received.

(b) Holidays and Overtime

Hours paid for such duty will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

Section 4: Steam Plant Leave

Steam Plant personnel shall be granted leave in accordance with the provisions of Exhibit "D" (Steam Plant Vocational Leave) for the purpose of attending vocational school.

Section 5: Maternity Leave

The Company will grant extended maternity leave without pay to female employees to a maximum of six (6) weeks in excess of that provided in the Employment Standards Act where there is a valid and documented medical reason applicable to the health or well-being of the mother and/or child.

Seniority shall accumulate during the period of an employee's leave of absence.

Section 6: Other Leave

Granting of leave is a matter between the employees and the mill management. The Company will consider length of service and will endeavour to arrange leave of absence to suit the employee's wishes. Employees with ten (10) or more years service will be given special consideration.

Section 7: Time of Application

An application for leave of absence shall be made by the employee as far in advance of the date requested as is reasonably possible under the circumstances.

ARTICLE XIX - ENVIRONMENTAL PROTECTION

The Company agrees to establish a Joint Labour/Management Environmental Protection Committee. The purpose of the committee will be to receive information, review problem areas and make appropriate suggestions regarding compliance.

ARTICLE XX - JOB SECURITY

Section 1: Objective

In view of the interest and concern by the parties in the impact on manpower and conditions of employment resulting from mechanization, technological changes and automation, it is recommended that the parties utilize to the best advantage of the Company and the employees all scientific improvements.

Section 2: Definition

Technological change, which term shall include automation, mechanization and process change, means the introduction of equipment or material of a different nature or kind than that previously utilized, or a change in the operation that is directly related to the introduction of that equipment or material.

Section 3: Joint Committee

A joint committee on automation will be established which shall consist of three (3) persons representing the Company and three (3) persons representing the Union. It shall be the function of the committee to study the effect of mechanization, technological changes and automation on employment in the mill and to make such recommendations as are agreed upon, to the General Manager, to ensure that the interests of the Company and of the employees are fairly and effectively protected.

Section 4: Required Notice

The Company will advise the appropriate committee or committees as soon as possible, and in any case not less than one hundred eighty (180) days before the introduction thereof, of mechanization, technological changes and/or automation which the Company has decided to introduce and which will result in terminations or other significant changes in the employment status of employees.

The Company will advise the appropriate committee or committees as soon as possible, and in any case not less than thirty (30) days before the expected date of the change of the anticipated time sequence of final installation and production start-up and the anticipated effect on the job status of individual employees.

Section 5: Seniority Status

- (a) In the event that it is necessary, crews will be reduced in accordance with Article XVII - Seniority.

- (b) An employee who is set back to a lower paid job because of mechanization, technological change or automation will receive the rate of his regular job at the time of the set-back for a period of six (6) months, and for a further period of six (6) months he will be paid an adjusted rate which will be midway between the rate of his regular job at the time of the set-back and the rate of his new regular job. At the end of this twelve (12) month period, the rate of his new regular job will apply. However, such employee will have the option of terminating his employment and accepting severance pay as outlined in Section 6 (a) below, provided he exercises this option within the initial six (6) month period referred to above.
- (c) An employee assigned to an equal or higher rated job because of mechanization, technological change or automation will have the option of terminating his employment and accepting severance pay as outlined in Section 6(a) below if the job should be proved to be unsuitable, provided he exercises his option within six (6) months of starting on the job.

In case of a dispute concerning suitability of the job, the employee may process a grievance.

Section 6: Severance Allowance

- (a) An employee with one (1) or more years of continuous service for whom no job is available because of mechanization, technological change or automation will, upon termination, receive a severance allowance calculated by one of the two following methods based on his last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used:

Years of Employment	Severance Allowance	
	Weeks/year*	% of Earnings
1st ten years	2	4%
Subsequent years	1	2%
Maximum Severance Allowance	45 Weeks	1800 hours
* computed on the basis of forty (40) straight time hours at the employee's regular rate.		

For employees with a minimum of one (1) years' employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

At the time of separation the employee shall have the option of receiving the severance allowance on termination, or he may elect to have his severance allowance held in abeyance for up to one (1) year from the date of termination. He may apply in writing at any time during the year, at which time his full severance allowance will be paid forthwith.

Where the right of recall and seniority retention under Article XVII is elected, the employee's severance allowance will be held in abeyance for the duration of his recall rights at which time the employee will be terminated and his severance allowance paid forthwith.

Where the employee renounces the right of recall during this period, the employee will be terminated and his severance allowance paid forthwith with all seniority and recall rights being forfeited.

No payment will be made under this section in cases where the employee has already qualified under Article XXII, Section 5, Job Elimination, or under Article XXI, Section 2, Permanent Mill Closure.

- (b) Such employees for whom no employment is available will be given at least thirty (30) days' notice of separation.

Section 7: Training

The Company agrees to participate in a program of training or retraining for another job within the operation for those employees who are displaced under the circumstances set forth herein.

ARTICLE XXI - PERMANENT MILL CLOSURE

Section 1: Notice

An employee terminated as a result of a permanent planned closure of the mill shall be given a minimum of sixty (60) days' notice of closure.

Section 2: Severance Allowance

Such employees shall be entitled to a severance allowance based on the years of employment during their last period of continuous service computed on the basis of forty (40) straight time hours at the employee's regular rate on the following basis:

2 week's pay per year to a maximum of fifty-two (52) weeks.

For employees with a minimum of one (1) years' employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

No payment will be made under this section in cases where the employee has already qualified under Article XX, Section 6, Job Security, or under Article XXII, Section 5, Job Elimination.

ARTICLE XXII - JOB ELIMINATION

Section 1: Definition

Job elimination means permanent loss of employment as the result of company decisions to eliminate positions, excluding those in Section 2 below.

Section 2: Exclusions

No payment will be made under Section 5 in cases:

- (a) of curtailments of a temporary or indefinite duration,
- (b) of employees hired for work of known or temporary duration,
- (c) where the employee has already qualified under technological change or permanent mill closure provisions.

Section 3: Notice

The Company will advise the Standing Committee at least forty-five (45) days prior to such job elimination. Crew reduction will be in accordance with Article XVII - Seniority.

Section 4: Elimination Options

An employee who qualifies under Section 1 above may elect one of the following options:

- (1) Recall and seniority retention as per Article XVII - Seniority, or
- (2) Severance allowance as per Section 5 below.

Such employee must elect his option within thirty (30) days of notification that his loss of employment is permanent. If Option (2) is selected, the employee will be deemed to have terminated effective the last day worked.

Where a temporary curtailment becomes permanent, severance eligibility will be determined by the status of the employee at the time of the temporary curtailment.

Section 5: Severance Allowance

Severance allowance will be calculated by one of the two following methods based on the last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used:

Years of Employment	Severance Allowance	
	Weeks/year*	% of Earnings
1st ten years	2	4%
Subsequent years	1	2%
Maximum Severance Allowance	45 Weeks	1800 hours
* computed on the basis of forty (40) straight time hours at the employee's regular rate.		

For employees with a minimum of one (1) years' employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

The severance allowance will not be more than the employee would normally receive if he remained at work at forty (40) hours per week to his normal retirement date.

At the time of separation the employee shall have the option of receiving his severance allowance on termination, or he may elect to have his severance allowance held in abeyance for up to one (1) year from the date of termination. He may apply in writing at any time during the year, at which time his full severance allowance will be paid forthwith.

Where the right of recall and seniority retention under Article XVII is elected, the employee's severance allowance will be held in abeyance for the duration of his recall rights at which time the employee will be terminated and his severance allowance paid forthwith.

Where the employee renounces the right of recall during this period, the employee will be terminated and his severance allowance paid forthwith with all seniority and recall rights being forfeited.

ARTICLE XXIII - CONTRACTING

- (a) The Company will notify the Union of its intention to have work performed by contractors in the mill, and will, emergencies excepted, afford the Union the opportunity to review it with the Company prior to a final decision being made. For this purpose, a Joint Contracting Committee will be established and it will be used as a forum to discuss the Company's contracting decisions.

In keeping with a joint commitment of the Company and the Union to provide as much maintenance and repair work as possible to the regular maintenance workforce, the Committee will also meet quarterly to make recommendations regarding the utilization of the mill maintenance workforce to minimize the use of contractors, both inside and out of the mill.

- (b) The Company will not bring a contractor into the mill:
 - (i) which directly results in the layoff of employees, or
 - (ii) to do the job of employees on layoff, or
 - (iii) to do the job of a displaced employee working outside his job category.
- (c) It is not the intent of the Company to replace its regular work force through the use of contract firms.

For greater clarity, it is agreed that:

- (a) The changes which provide that it is not the intent of the Company to replace its regular work force through the use of contract firms will not set aside existing external work arrangements and practices.
- (b) Working under the flexible work practices provisions does not mean that an employee has been displaced and is working outside of his job category.

ARTICLE XXIV - APPRENTICESHIP TRAINING PROGRAM

Section 1: Training Program

It is agreed that there shall be an Apprenticeship Training Program, the provisions of which are set forth in Exhibit "C", which is attached hereto and forms part of this Agreement.

Section 2: Apprenticeship Act

It is understood, however, that the grievance procedure as set forth in Article XXVIII - Adjustments of Complaints, shall not be applicable to those matters covered by the Apprenticeship and Tradesmen's Qualification Act which, by said Act, are deemed to be outside the jurisdiction of the Union.

ARTICLE XXV - COMPRESSED WORK WEEK

The Company and Union recognize the concept of the compressed work week. It is further understood that the compressed work week conditions will apply only to those departments that are on the compressed work week.

ARTICLE XXVI - SAFETY

Section 1: Principle

Employees and the Company are to comply with established safety rules as amended by the Joint Safety Committee from time to time. Employees will not be expected to operate with unsafe equipment or under unsafe working conditions. Employees are expected to report immediately any unsafe equipment. An employee who has reasonable cause to believe that an unsafe condition exists may refuse to work under such condition without being subject to discipline.

Section 2: Joint Safety Committee

The Union and the Company shall co-operate in selecting a Safety Committee, which will meet at least once a month to consider all safety problems.

The parties agree to co-operation and exchange of information with respect to health studies.

Section 3: Safety Education

The Union undertakes to promote safety education among its members in an effort to overcome accidents.

Section 4: Joint Labour/Management Safety Conference

- (1) A joint P.P.W.C./Industry Safety Conference of two (2) days' duration will be held annually at a time to be arranged between the parties to the agreement.

The timing of the conference will be dependent on practical considerations of travel arrangements. For the trial period of the term of this collective agreement the conference will be held at a location in close proximity to a mill in order that a mill tour can be included in the conference program. The purpose of the mill tour is to provide an opportunity to learn, from the host mill, practical means and methods of solving mutual problems in accident prevention.

- (2) It shall be the basic aim of this conference to develop a sincere desire by both Union and Management, at all levels, to promote a real joint safety program in all of the respective mills.
- (3) Not more than two (2) accredited delegates from the Union may attend the said safety conference and they shall be compensated by the Company for any loss of wages incurred as a result of their attending the said conference. It is understood that travelling and living expenses of those delegates will not be paid by the Company.
- (4) Mill Managers, senior company officials, and representatives of the Workers' Compensation Board will be encouraged to attend and participate. The attendance of senior company officials and mill managers is desirable for discussions with union mill delegates, even if the amount of representation is increased in some instances. Additional delegates of either labour or management will be permitted to attend on an observer basis.
- (5) The agenda to be confined to those matters of vital interest to the Pulp and Paper Industry with a view to establishing recommendations as a guide to member mills and local unions. Agenda items must be submitted, either singly or jointly, to the office of the National Union and to the Pulp and Paper Employee Relations Forum not later than October 1 of each year. The location of the Annual Conference shall be determined each year by the Planning Committee.
- (6) The Planning Committee shall meet no later than thirty (30) days prior to the established date of the conference to draft the agenda from the items submitted.
- (7) This Planning Committee shall be composed as follows:
 - (a) Two (2) management members from plant level.
 - (b) One (1) management member from the Forum level.
 - (c) Two (2) members from the Pulp, Paper and Woodworkers of Canada, who are the respective delegates from their locals.
 - (d) One (1) member from the P.P.W.C. National Office.

- (8) One (1) day of the Safety Conference shall be set aside for open discussion on safety problems; the rest shall be pre-planned by the Planning Committee with emphasis on industry-wide problems.

ARTICLE XXVII - DISCIPLINARY ACTION

The Company has the right to discipline or discharge employees for just and reasonable cause.

The disciplinary record of an employee, including letters of reprimand, warnings or decision making leaves, shall not be used against him/her at any time after twelve (12) months.

In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period provided no other discipline has occurred during that time.

The presence of a Shop Steward is mandatory unless waived by the employee at any meeting during which the employee is disciplined. The Company will notify the Union of an employee's choice to waive Shop Steward representation before the meeting takes place.

ARTICLE XXVIII - ADJUSTMENT OF COMPLAINTS

Preamble: It is mutually desired and intended by the parties that any dispute or complaint arising out of the interpretation of this agreement will be communicated by the employee to his/her supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a grievance.

If an employee is not satisfied with the resolution offered by his/her immediate supervisor he/she may then initiate a grievance.

Section 1: Grievance Procedure

Step One: In the event that a written grievance is submitted arising out of the operation of this Agreement, except in the cases of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time that the grievance arose, and any formal meeting to discuss the grievance shall be held in the presence of the shop steward.

Step Two: If there is no satisfactory resolution at first step, then the union may, within seven (7) days, advise the department supervisor that the employee intends to proceed with the grievance. The department supervisor and chief shop steward will then have fourteen (14) days from the date of notification to deal with, and answer the grievance. Grievances other than those of individual employees may be initiated at Step Two by either party.

Step Three: If there is no satisfactory resolution at second step then either party may, within seven (7) days, refer the question to the Standing Committees by advising the chairmen of the Standing Committees of the intention to proceed with the grievance. The Standing Committees will then have thirty (30) days to deal with, and answer the grievance.

Step Four: If there is no satisfactory resolution at third step then the question may, within seven (7) days upon written request of either Standing Committee, be referred to the President of the Union and the General Manager, who will then have thirty (30) days to deal with, and answer the grievance. Either party may elect to involve outside help at this step such as a regional union representative and/or a management representative from outside of Prince George.

Step Five: If there is no satisfactory resolution at fourth step then the matter may, within thirty (30) days, be referred to an Arbitrator.

The time periods may be extended by mutual agreement by the Company and the Union.

Where a grievance arising from the discharge of an employee progresses to arbitration, either party may elect, in writing, to utilize the procedure outlined in Section 5 below as an alternative to the arbitration procedure set out in Section 4.

Section 2: National Officer

It is understood that in all discussions concerning grievances, any National Officer may accompany the Union Standing Committee in their meetings with Company officials.

Section 3: Time Limit

- (a) In the event a grievance has not advanced to the next step within the time limit set forth in Section 1 above, then the grievance shall be deemed to be abandoned and all rights of recourse to the Adjustment of Complaints under this Agreement in respect of this grievance shall be at an end.
- (b) The time limit between steps may be extended by mutual consent.

Section 4: Arbitration Procedure

- (a) The Company will have the right to select one (1) member of this Arbitration Board and the Union shall select one (1) member, then the two (2) arbitrators thus named will choose a third arbitrator who shall act as Chairman.
- (b) After the Board of Arbitration has been chosen by the foregoing procedure this Board shall meet and hear evidence of both sides and render a decision within fifteen (15) days after they have concluded their hearings, said decision to be final and binding upon all parties to this Agreement.
- (c) In the case of discharge or suspension which the Board of Arbitration has determined to have been unjust, the Board shall order the reinstatement of the employee and shall award him back pay. In the case of back pay, should there be any doubt in the opinion of the Board, the Board may order all or part back pay as it deems fit.
- (d) Should the parties be unable to agree on a third arbitrator, either party may request the Minister of Labour to appoint one.
- (e) The parties may agree to submit the grievance to a sole arbitrator.

Section 5: Expedited Arbitration

- (a) An arbitrator shall be selected by mutual agreement of the Company and Union.
- (b) The chosen arbitrator must meet and hear the evidence of both parties within fifteen (15) days after assignment.
- (c) The unavailability of counsel shall not be a reason to delay an arbitration under this section.
- (d) The parties will endeavour to agree on a statement of material facts which may be submitted to the arbitrator in advance of the hearing.
- (e) The arbitrator will give his decision within one (1) week after the hearing. The reasons need not be given at the same time as the decision.
- (f) The provisions of Section 4(c) as they apply to discharge, shall apply to this section.

Section 6: Minutes

Approved minutes of Standing Committee meetings shall be signed by the Company and the Union.

Section 7: Local Agreements

Disputes arising under signed local agreements, which are supplementary to the Labour Agreement, shall be subject to the grievance procedure contained herein.

ARTICLE XXIX – FLEXIBLE WORK PRACTICES

Flexible work practices will be implemented consistent with the Letter of Understanding attached to this Labour Agreement.

ARTICLE XXX - JOB EVALUATION PLAN

It is agreed that there shall be a Job Evaluation Plan the provisions of which are set forth in Exhibit "E" which is attached hereto and forms part of this Agreement.

It is understood that the Job Evaluation Plan shall not be subject to the grievance procedure as set forth in Article XXVII, Adjustment of Complaints. Any dispute which may arise thereunder shall be dealt with as provided in the Job Evaluation Plan.

ARTICLE XXXI - DURATION AND AMENDING PROCEDURE

Section 1: Term of Agreement

This Agreement shall be in effect from midnight April 30, 2003 to midnight April 30, 2008 and thereafter from year to year subject to the conditions as set out in Sections 2 to 5 which follow hereunder.

Section 2: Labour Relations Code

The parties agree that the operation of sub-section (2) of Section 50 of the Labour Relations Code of British Columbia and Amendments thereto, is hereby excluded.

Section 3: Notice of Re-opening

This Agreement may be opened for collective bargaining as to changes as follows: either party desiring any change shall mail to the other party notice in writing, by registered mail, on or after January 1, 2008, but in any event not later than midnight April 30, 2008, that a change is desired, and if no such notice is given by either party on or after the said January 1 and before the said April 30, the earliest time at which such notice may be given by either party is the corresponding period in the following year. All notices given under the provisions of this section on behalf of the Union shall be given by the President (or Vice-President) of the Union, and similarly notices on behalf of the Company shall be given by the General Manager (or his representative).

Section 4: Collective Bargaining

If notice of desire for changes has been given in accordance with Section 3 above, the parties shall, as soon as agreeable to the parties following such date of notice, meet for collective bargaining, the Company being represented in such negotiations by a Bargaining Committee appointed by the Company, and the Union being represented by a Bargaining Committee selected by the Union. Any agreement on changes arrived at and approved in such negotiations shall be binding upon the parties to this Agreement. If such negotiations cannot be completed prior to the May 1 following the date on which such notice was given, any changes in compensation to employees shall nevertheless be retroactive to the said May 1.

Section 5: Termination

In case negotiations conducted in accordance with Section 4 break down, either party may terminate this Agreement upon the expiration of ten (10) days' notice in writing mailed by registered mail to the other party.

IN WITNESS WHEREOF, We, the undersigned have hereunto set our signatures this

____11th____ day of December, 2003 in Prince George, B.C.

Original Signed By:

**CANADIAN FOREST PRODUCTS LTD.
PRINCE GEORGE PULP AND PAPER
MILLS**

**PULP, PAPER AND WOODWORKERS
OF CANADA, LOCAL 9**

____Doug Daniels____

____Frank Robertson____

____Dick Newson____

____John Ball____

____Ray Smith____

____Keith Sullivan____

____Sam Sidsworth____

____Ken Fowler____

____Rick Lewis____

EXHIBIT 'A'

JOB CATEGORIES AND WAGE RATES

It is agreed that the schedule of job rates listed below will be considered as part of this Agreement and that all employees hired, transferred or promoted to any job, excluding Mechanics' jobs, will receive the job rate for such jobs on the dates so specified.

MECHANICS	May 1/03	May 1/04	May 1/05	May 1/06	May 1/07
Journeyman ("A" Mechanic)	30.355	31.115	31.735	32.370	33.015
"B" Mechanic	28.135	28.840	29.415	30.005	30.605
"C+" Mechanic	25.850	26.495	27.025	27.565	28.115
"C" Mechanic	24.775	25.395	25.905	26.425	26.955
"D" Mechanic	24.360	24.970	25.470	25.980	26.500
APPRENTICES					
5th Year Apprentice	30.355	31.115	31.735	32.370	33.015
4th Year Apprentice	28.135	28.840	29.415	30.005	30.605
3rd Year Apprentice	25.850	26.495	27.025	27.565	28.115
2nd Year Apprentice	24.775	25.395	25.905	26.425	26.955
1st Year Apprentice	24.360	24.970	25.470	25.980	26.500
Labour Rate	22.930	23.505	23.975	24.455	24.945

In the application of the adjustments of new hourly rates and the establishment of job rates and Mechanics' classifications described in the foregoing paragraph, no employee will have his present rate reduced.

MAINTENANCE

Lubrication Mechanic	28.135	28.840	29.415	30.005	30.605
Lub. Inspector - after 60 days	24.740	25.360	25.865	26.380	26.910
Oiler - 0 - 60 days	24.110	24.715	25.210	25.715	26.230
Garage Serviceman	24.110	24.715	25.210	25.715	26.230
Trade Utility - after 18 months	23.805	24.400	24.890	25.390	25.900
Trade Utility - 7 - 18 months	23.010	23.585	24.055	24.535	25.025
Trade Utility - 0 - 6 months	22.930	23.505	23.975	24.455	24.945

WOODYARD

Equipment Operator - Chip Pile	25.590	26.230	26.755	27.290	27.835
Equipment Operator - Utility	24.740	25.360	25.865	26.380	26.910
Utility Floater	22.930	23.505	23.975	24.455	24.945

	MAY 1/03	MAY 1/04	May 1/05	MAY 1/06	MAY 1/07
YARD					
Heavy Equipment Operator (Grove, 420 & 980 Loaders, & Grader)	25.590	26.230	26.755	27.290	27.835
Medium Equipment Operator (Double-axle and Dump Trucks, Dempster, Hiab, Garbage Truck, Backhoe & 950 Loader)	24.110	24.715	25.210	25.715	26.230
Light Equipment Operator (Single-axle Trucks & Forklifts)	23.690	24.280	24.765	25.260	25.765
Labourer	22.930	23.505	23.975	24.455	24.945
Janitor	22.930	23.505	23.975	24.455	24.945

PULPMILL

Prince George Pulp & Paper and Intercontinental Pulp Mills

Head Operator	31.770	32.565	33.215	33.880	34.560
Process Operator	30.275	31.030	31.650	32.285	32.930
Field Operator	27.080	27.755	28.310	28.875	29.455
Utility Relief	23.105	23.685	24.160	24.645	25.140
Utility Floater	22.930	23.505	23.975	24.455	24.945

STEAM AND RECOVERY

Prince George Pulp & Paper and Intercontinental Pulp Mills

Plant Engineer - 3 rd (2 competencies)	31.555	32.345	32.990	33.650	34.325
Plant Engineer - 3 rd (1 competency)	28.775	29.495	30.085	30.685	31.300
Field Engineer - 4 th (3 competencies)	27.505	28.195	28.760	29.335	29.920
Field Engineer - n.t. (3 competencies)	27.080	27.755	28.310	28.875	29.455
Field Engineer - 4 th (2 competencies)	26.240	26.895	27.435	27.985	28.545
Field Engineer - n.t. (2 competencies)	25.815	26.460	26.990	27.530	28.080
Field Engineer - 4 th (1 competency)	24.325	24.935	25.435	25.945	26.465
Field Engineer - n.t. (1 competency)	23.895	24.490	24.980	25.480	25.990
Utility Relief	23.105	23.685	24.160	24.645	25.140

PULP MACHINE

Prince George Pulp & Paper Mill

Machine Tender	28.995	29.720	30.315	30.920	31.540
Back Tender	27.305	27.990	28.550	29.120	29.700
Scalerman	25.180	25.810	26.325	26.850	27.385
Pulp Tester	24.740	25.360	25.865	26.380	26.910
Utility Relief	23.105	23.685	24.160	24.645	25.140
Utility Floater	22.930	23.505	23.975	24.455	24.945

	MAY 1/03	MAY 1/04	May 1/05	MAY 1/06	MAY 1/07
Intercontinental Pulp Mill					
Machine Tender	30.275	31.030	31.650	32.285	32.930
Back Tender	28.155	28.860	29.435	30.025	30.625
Field Operator	25.590	26.230	26.755	27.290	27.835
Pulp Tester	24.740	25.360	25.865	26.380	26.910
Utility Relief	23.105	23.685	24.160	24.645	25.140
Utility Floater	22.930	23.505	23.975	24.455	24.945
WAREHOUSE					
Prince George Pulp & Paper Mill					
Warehouseman	25.590	26.230	26.755	27.290	27.835
Paper Driver	24.950	25.575	26.085	26.605	27.135
Pulp Driver	24.520	25.135	25.640	26.155	26.680
Utility Floater	22.930	23.505	23.975	24.455	24.945
Intercontinental Pulp Mill					
Warehouseman	24.950	25.575	26.085	26.605	27.135
Lift Truck Operator/Leadhand	24.740	25.360	25.865	26.380	26.910
TECHNICAL					
Prince George Pulp & Paper Mill					
Beater Tester	25.180	25.810	26.325	26.850	27.385
Chip Quality Tester	23.495	24.080	24.560	25.050	25.550
Utility Relief	23.105	23.685	24.160	24.645	25.140
MILL STORES					
Prince George Pulp & Paper and Intercontinental Pulp Mills					
Storesman #1	25.590	26.230	26.755	27.290	27.835
Storesman #2 - after 1 year	24.520	25.135	25.640	26.155	26.680
Storesman #2 -2nd 6 months	23.895	24.490	24.980	25.480	25.990
Storesman #2 - 1st 6 months	23.495	24.080	24.560	25.050	25.550
Utility Floater	22.930	23.505	23.975	24.455	24.945
CAFETERIA					
Lunchroom Attendant	24.110	24.715	25.210	25.715	26.230
Lunchroom Assistant	23.105	23.685	24.160	24.645	25.140
CORPORATE OFFICE					
General Utility	23.105	23.685	24.160	24.645	25.140

DIRTY MONEY

While engaged in working on the following jobs, employees will be paid their regular rate, or fifteen (15) cents per hour over base rate, whichever is greater.

1. Handling bag lime.
2. Abnormal handling of sodium sulphate.
3. Cleaning out lime kilns.
4. Cleaning out liquor tanks.
5. Recovery furnace hearth clean-out.
6. Cleaning out upper passes in recovery.
7. Cleaning out upper passes in power boiler.
8. Cleaning out green and white liquor clarifier and mud washers.
9. Cleaning out inside precipitator and cyclone duct.
10. Blowing out Flakt dryer steam coils.

SPRAY PAINTING AND SANDBLASTING

An additional eight (8) cents per hour will be paid to Painters while actually using spray guns or sandblasting equipment.

HEIGHT PAY

Employees working over thirty feet (30') in height from non-permanent structures will be paid an additional fifteen (15) cents per hour while so working.

STEAM AND RECOVERY TICKET DIFFERENTIALS

Ticket differential for Steam and Recovery Engineers working on jobs below their ticket qualifications will be:

1st class	-	forty (40) cents per hour
2nd class	-	thirty (30) cents per hour
3rd class	-	twenty-five (25) cents per hour
4th class	-	ten (10) cents per hour

JACKHAMMERING

Employees actually using a Jackhammer shall receive \$23.690 per hour effective May 1, 2003, \$24.280 per hour effective May 1, 2004, \$24.765 per hour effective May 1, 2005, \$25.260 effective May 1, 2006, and \$25.765 effective May 1, 2007, or their regular rate, whichever is greater.

METRIC TOOLS

The company will make available trades person's tools required upon the introduction of the metric system.

**JOB EVALUATION PLAN
CONVERSION TABLE BY STEPS**

STEP	MAY 01/03	MAY 01/04	MAY 01/05	MAY 01/06	MAY 01/07
Base	22.930	23.505	23.975	24.455	24.945
1/2	23.005	23.580	24.050	24.530	25.020
1	23.105	23.685	24.160	24.645	25.140
2	23.305	23.890	24.370	24.855	25.350
3	23.495	24.080	24.560	25.050	25.550
4	23.690	24.280	24.765	25.260	25.765
5	23.895	24.490	24.980	25.480	25.990
6	24.110	24.715	25.210	25.715	26.230
7	24.325	24.935	25.435	25.945	26.465
8	24.520	25.135	25.640	26.155	26.680
9	24.740	25.360	25.865	26.380	26.910
10	24.950	25.575	26.085	26.605	27.135
11	25.180	25.810	26.325	26.850	27.385
12	25.390	26.025	26.545	27.075	27.615
13	25.590	26.230	26.755	27.290	27.835
14	25.815	26.460	26.990	27.530	28.080
15	26.025	26.675	27.210	27.755	28.310
16	26.240	26.895	27.435	27.985	28.545
17	26.440	27.100	27.640	28.195	28.760
18	26.660	27.325	27.870	28.425	28.995
19	26.865	27.535	28.085	28.645	29.220
20	27.080	27.755	28.310	28.875	29.455
21	27.305	27.990	28.550	29.120	29.700
22	27.505	28.195	28.760	29.335	29.920
23	27.705	28.400	28.970	29.550	30.140
24	27.930	28.630	29.205	29.790	30.385
25	28.155	28.860	29.435	30.025	30.625
26	28.370	29.080	29.660	30.255	30.860
27	28.565	29.280	29.865	30.460	31.070
28	28.775	29.495	30.085	30.685	31.300
29	28.995	29.720	30.315	30.920	31.540
30	29.225	29.955	30.555	31.165	31.790

**JOB EVALUATION PLAN
CONVERSION TABLE BY STEPS**

STEP	MAY 01/03	MAY 01/04	MAY 01/05	MAY 01/06	MAY 01/07
31	29.430	30.165	30.770	31.385	32.015
32	29.640	30.380	30.990	31.610	32.240
33	29.855	30.600	31.210	31.835	32.470
34	30.070	30.820	31.435	32.065	32.705
35	30.275	31.030	31.650	32.285	32.930
36	30.500	31.265	31.890	32.530	33.180
37	30.700	31.465	32.095	32.735	33.390
38	30.905	31.680	32.315	32.960	33.620
39	31.130	31.910	32.550	33.200	33.865
40	31.345	32.130	32.775	33.430	34.100
41	31.555	32.345	32.990	33.650	34.325
42	31.770	32.565	33.215	33.880	34.560
43	31.980	32.780	33.435	34.105	34.785
44	32.190	32.995	33.655	34.330	35.015
45	32.405	33.215	33.880	34.560	35.250
46	32.630	33.445	34.115	34.795	35.490
47	32.825	33.645	34.320	35.005	35.705
48	33.045	33.870	34.545	35.235	35.940
49	33.255	34.085	34.765	35.460	36.170
50	33.465	34.300	34.985	35.685	36.400
51	33.685	34.525	35.215	35.920	36.640
52	33.885	34.730	35.425	36.135	36.860
53	34.100	34.955	35.655	36.370	37.095
54	34.325	35.185	35.890	36.610	37.340
55	34.525	35.390	36.100	36.820	37.555
56	34.750	35.620	36.330	37.055	37.795
57	34.955	35.830	36.545	37.275	38.020
58	35.165	36.045	36.765	37.500	38.250
59	35.375	36.260	36.985	37.725	38.480
60	35.600	36.490	37.220	37.965	38.725
61	35.815	36.710	37.445	38.195	38.960
62	36.020	36.920	37.660	38.415	39.185
63	36.230	37.135	37.880	38.640	39.415
64	36.450	37.360	38.105	38.865	39.640
65	36.650	37.565	38.315	39.080	39.860

EXHIBIT "B"

WELFARE PLAN

This Exhibit sets forth the respective coverages, benefits, rights and obligations of the Company and its employees, effective January 1, 1977 under the Welfare Plan pursuant to Article XV of this Agreement.

1. Compliance

The Board of Trustees will use its best efforts to provide coverage in accordance with its obligations set forth in Article XV and Exhibit "B" of this Agreement, subject to the limitations found in the contracts of the selected carrier or carriers.

2. Coverage and Benefits

(a) Group Term Life Insurance

The Welfare Plan will include Group Term Life Insurance in accordance with the following Table of Hourly Job Rate Brackets and Corresponding Coverages. Benefits will be payable as a result of death, from any cause on a twenty-four (24) hour coverage basis.

While not included in the Welfare Plan, the Company will provide employees the opportunity to purchase optional life insurance for themselves and their dependents through payroll deduction.

(b) Accidental Death or Dismemberment Insurance

In addition to the above Group Term Life Insurance coverage the Welfare Plan will include Accidental Death Insurance as outlined in the Table on a twenty-four (24) hour coverage basis.

Dismemberment Insurance benefits of the Welfare Plan will be in accordance with the schedules offered by the particular carrier involved, such coverage to be on a twenty-four (24) hour basis.

(c) Non-Occupational Accident and Sickness Insurance

The Welfare Plan will include Non-occupational Accident and Sickness Insurance in accordance with the Table. Weekly Indemnity benefits will be payable beginning with the first day of disability caused by non-occupational accident and beginning with the fourth day of disability caused by non-occupational sickness, except that in

23.00	"	"	"	23.25	570
23.25	"	"	"	23.50	575
23.50	"	"	"	23.75	580
23.75	"	"	"	24.00	585
24.00	"	"	"	24.25	590
24.25	"	"	"	24.50	595
24.50	"	"	"	24.75	600
24.75	"	"	"	25.00	605
25.00	"	"	"	25.25	610
25.25	"	"	"	25.50	615
25.50	"	"	"	25.75	620
25.75	"	"	"	26.00	625
26.00	"	"	"	26.25	630
26.25	"	"	"	26.50	635
26.50 or over					640

(Add the following brackets)

Effective May 1, 2004	26.50 but less than 26.75	
	26.75 " " " 27.00	\$640
	27.00 " " " 27.25	645
	27.25 or over	650 655
Effective May 1, 2005	27.25 but less than 27.50	\$655
	27.50 " " " 27.75	660
	27.75 " " " 28.00	665
	28.00 or over	670
Effective May 1, 2006	28.00 but less than 28.25	\$670
	28.25 " " " 28.50	675
	28.50 " " " 28.75	680
	28.75 or over	685
Effective May 1, 2007	28.75 but less than 29.00	\$685
	29.00 " " " 29.25	690
	29.25 " " " 29.50	695
	29.50 or over	700

***Note:** Each of the hourly job rates in the above table is defined as the straight time rate of the employee's regular job, exclusive of all premiums and fringes.

(f) Dental Care Plan

The Welfare Plan will include a Dental Care Plan which will reimburse members for expenses incurred in respect of the coverages summarized in Appendix "1". The Plan will not duplicate benefits provided now or which may be provided in the future by any government program.

(g) Long Term Disability Plan

The Welfare Plan will include a Long Term Disability Plan summarized in Appendix "2".

(h) Out-of-Province Travel Plan

The Welfare Plan will include an Out-of-Province Travel Plan, as follows:

"When in the opinion of the attending physician and attending specialist a medical procedure is required that is not available in B.C., and is one for which the Medical Services Plan of B.C. will accept financial responsibility, the cost of travel and accommodation to the limits specified below will be paid for by the Plan.

Where the attending physician specifies that an attendant is required, the travel and accommodation expenses for such person will be paid to the limit specified. The maximum limit under any one claim will be the return economy airfare or equivalent for patient and attendant, plus accommodation expenses up to a maximum of \$1,500. Receipts will be required and forwarded on the claim form prescribed by the Carrier. This benefit will not stack on top of or duplicate existing provisions under local Medical Travel Benefit or government plans."

3. Waiting Period

All full-time employees who are actively working and have completed thirty (30) days' service shall be enrolled for coverages and benefits set forth in this Exhibit as a condition of employment.

4. Union/Management Welfare Committee

A Union/Management Welfare Committee shall be established which shall consist of not less than two (2) nor more than three (3) members representing the Union, and not less than two (2) nor more than three (3) members representing the Company. The Union/Management Welfare Committee shall meet as necessary to deal with questions which may arise concerning the operation of the Welfare Plan and to perform any service required by the Trustees to ensure the smooth running of the Plan.

5. Changes in Classification

The regular wage rate of the employee in effect on July 1 and January 1 will determine his entitlement to Group Life and Accidental Death and Dismemberment coverages as outlined in the schedule contained in Exhibit "B". Where an employee's regular duties consist of more than one job, his regular rate shall be deemed to be the average of the rates applicable to such jobs.

6. Costs

Net costs of the coverages and benefits made available to employees under the Welfare Plan will be shared between the Company and the said employees in accordance with the following:

Group Term Life Insurance, Accidental Death or Dismemberment Insurance, Medical-Surgical Coverage and Extended Health Benefit and Dental Plan

Company	100 %
Employee	Nil

Non-occupational Accident and Sickness Insurance, Long Term Disability Plan

Company	70 %
Employee	30 %

The Company agrees to reimburse employees for the costs of medical forms and specialist reports when required by the WI and LTD carriers. This is agreed on the basis that the Company will be reimbursed by the carrier.

7. Distribution of Surplus

The current practice for surpluses generated by the Health and Welfare Trust is for both parties to take a contribution holiday. It is agreed that the Union may use employee surpluses or increased employee contributions to improve benefits provided by the Health and Welfare Trust. Such benefits must be pooled separately in such a way that the additional benefits paid for by employees do not impact on the present or future experience of the base plan such that the Company's present or future costs would be increased.

8. Disputes

No dispute arising out of the operation, administration or interpretation of any coverage contract between the Trustees and the Carrier shall be subject to the Adjustment of Complaints procedure of this Agreement. Any such dispute shall be adjudicated under the terms of such coverage contract.

9. Disputed Workers' Compensation Board Weekly Indemnity Claims

If an employee covered by the Welfare Plan suffers a disability, payment for which is in dispute with the Workers' Compensation Board, weekly indemnity payments under the Welfare Plan will be paid retroactively as set forth in this Exhibit if requested by the employee and provided he has been off work for at least two (2) weeks due to the disability without the Workers' Compensation Board having accepted the claim.

If the Workers' Compensation Board claim is subsequently established the employee will then repay the weekly disability payment received to the appropriate fund or insurance company.

10. Change in Benefits

In the case of an employee who is on active claim arising from a disability which occurred before a negotiated change in benefits and which continues thereafter, the said employee shall, as from the effective date of the negotiated change, be paid the changed weekly indemnity benefit, be covered for the changed Group Term Life Insurance and Accidental Death and Dismemberment Insurance, and make the changed contributions.

11. Leave of Absence - Full-Time Union Employees

Employees on leave of absence for the purpose of fulfilling duties assigned to them by the Pulp, Paper and Woodworkers of Canada or Local Union shall have their respective Welfare Plan coverages maintained at the mill from which they are on leave.

The coverage premium for these employees is to be paid by the National Office or the Local Union as applicable. The Company will submit an invoice monthly to the appropriate office.

12. Notice of Employees Receiving Benefits

The Company will periodically provide the Union and Trustees the names of those employees receiving Non-occupational Accident and Sickness Insurance, Long Term Disability Plan Benefits and Workers' Compensation Board Benefits.

13. Interpretation of "Company" and "Employees"

For the purposes of the Welfare Plan "Employees" includes qualified employees of the Pulp, Paper and Woodworkers of Canada or any local thereof which is a member of the

Health and Welfare Plan and "Company" includes the union employer of such employees.

14. Surviving Spouse and Dependent Coverage

Where a surviving spouse and dependents of a deceased employee are not covered by such plans by reason of their own employment, the company will extend the coverage under Medical-Surgical Plan, the Extended Health Benefit Plan and the Dental Plan for a period of twelve (12) months following the death.

15. Welfare Plan Survivor Benefits for Work Related Death

In the event of a work related death (as defined by the WCB), the Company will continue the extended health benefits for all registered dependents until they reach the age of majority.

APPENDIX "1"

DENTAL CARE PLAN

A. Benefits

(i) Diagnostic Services

All necessary procedures to assist the dentist in evaluating the existing conditions to determine the required dental treatment, including:

Oral examinations

Consultations

X-rays (complete mouth X-rays will be covered only once in a three (3) year period)

(ii) Preventive Services

All necessary procedures to prevent the occurrence of oral disease, including:

Cleaning and scaling

Topical application of fluoride

Space maintainers

(iii) Surgical Services

All necessary procedures for extractions and other surgical procedures normally performed by a dentist.

(iv) Restorative Services

All necessary procedures for filling teeth with amalgam, synthetic porcelain, and stainless steel crowns. Gold inlays or onlays will be provided as a filling material only when teeth, in the professional opinion of a dentist, cannot be restored with any of the above materials. Gold foil will be provided only in cases of repair to pre-existing gold restorations.

(v) Prosthetic Repairs

All necessary procedures required to repair or reline, fixed or removable appliances.

(vi) Endodontics

All necessary procedures required for pulpal therapy and root canal filling.

(vii) Periodontics

All necessary procedures for the treatment of tissues supporting the teeth.

(viii) Prosthetic Appliances and Crown and Bridge Procedures

(a) Crowns and bridges.

(b) Partial and/or complete dentures, but not more than once in five (5) years.

(ix) Orthodontics

The services of a certified Orthodontist registered as such by the College of Dental Surgeons of British Columbia only after the patient has been covered continuously for twelve (12) months. Appliances lost, broken or stolen will not be replaced.

The maximum lifetime benefit is \$3,500 per person for all services provided by an Orthodontist.

B. Co-Insurance

In respect of Benefits (i) to (vii), the Plan will provide reimbursement of 90% of eligible expenses.

Benefits (viii) and (ix) will be subject to 50% co-insurance.

APPENDIX "2"

PULP AND PAPER INDUSTRY LONG TERM DISABILITY PLAN SUMMARY

1. Eligibility

- (a) All hourly employees who are working full time for full pay will be eligible for coverage. Minimum hours worked must be no less than thirty (30) per week.
- (b) Coverage will commence after thirty (30) days of service.
- (c) Employees must be actively at work, full-time and for full pay on the date coverage commences.

2. Level of Benefits

50% of regular weekly earnings calculated at forty (40) times the disabled employee's hourly straight time job rate at the date of onset of disability plus any negotiated increases to that hourly straight time job rate which would take place during the elimination period.

An employee who is under 60 years of age and reaches his/her 5 year anniversary on long term disability, will have his/her future disability benefit recalculated using the greater of his/her existing long term disability benefit or a recalculation using the base rate that is in place on that date.

An employee who reaches a subsequent 5 year anniversary (i.e. 10 years, 15 years, 20 years, etc.) on long term disability and is under 60 years of age will have his/her future disability benefit recalculated using the greater of his/her existing long term disability benefit or a recalculation using the base rate that is in place on that date.

The recalculated weekly benefit when combined with all other disability income which the disabled employee is receiving will not exceed 70% of 40 hours multiplied by the base rate in effect at the time of recalculation.

3. Elimination Period

Benefits commence after the employee has been totally and continuously disabled for fifty-two (52) weeks or has exhausted his weekly indemnity benefits whichever occurs last.

4. L.T.D. Benefit Payments

- (a) There will be a minimum of sixty (60) months of benefit payment for persons with sixty (60) or less months of service.
- (b) Additional benefits will be paid on the basis of one (1) month for each two (2) months of continuous service beyond the sixty (60) months service with the member pulp and paper company up to the date of onset of disability.
- (c) Benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him further under (b) above. At the point when he runs out of L.T.D. benefit, he will retire.

Benefit payment will not be paid beyond age sixty-five (65) and in all cases, will cease on recovery.

5. Definition of Total Disability

- (a) The disabled employee's inability to perform the duties of his own occupation for the first eighteen (18) months of L.T.D. disability payments and thereafter his inability to perform the duties of any occupation for which he is qualified by education, training or experience.
- (b) During a period of disability the disabled employee must be under the regular care and attention of a medical doctor, or in cases of disability arising from a mental or nervous condition, a psychiatrist.

6. Integration with Other Disability Income

- (a) The benefit from this plan combined with all other disability income to which the disabled employee is entitled will not exceed 70% of the employee's basic wage at date of disability.

All other disability income will include: C.P.P./Q.P.P. primary disability pension benefits, Workers' Compensation, disability income from a group or association plan, disability income arising out of any law or legislation, and wage continuation or pension plan of any employer including the Pulp and Paper Industry Pension Plan. Private or individual disability plan benefits of the disabled employee will not reduce the benefit from this plan.

In the event that all other disability income reduces the payment from this plan below \$25.00 per month, this plan will nevertheless pay a minimum of \$25.00 per month from the date disability income commences.

- (b) Increases in C.P.P./Q.P.P. disability pensions or Workers' Compensation disability pensions that result from increases in the Canadian Consumer Price Index and which occur after the date disability payments from this plan commence will not further reduce the benefits from this plan.
- (c) Subrogation shall apply to the Weekly Indemnity Plan but not to the Long Term Disability Plan as documented in the Trustees Meeting Minutes dated January 21 and 22, 1999.

7. Rehabilitative Employment

- (a) During a period of total disability under this plan, a disabled employee may engage in rehabilitative employment in which case the benefit from this plan will be reduced by 50% of the employee's rehabilitative employment income that exceeds \$50 per month. The benefit from this plan will be further reduced by the amount that remuneration from rehabilitative employment plus the benefit from the L.T.D. plan exceeds 75% of the employee's basic wage at date of disability.
- (b) Rehabilitative employment shall mean any occupation or employment for wage or profit or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee, and his doctor in consultation with the underwriter of the L.T.D. plan.
- (c) Rehabilitative employment will be deemed to continue until such time as the employee's earnings from rehabilitative employment exceed 75% of his straight time earnings at date of disability but in no event for more than twenty-four (24) months from the date rehabilitative employment commences.

8. Exclusions

Disabilities resulting from the following are not covered:

- (a) War, insurrection, rebellion or service in the armed forces of any country.
- (b) Participation in a riot or civil commotion.
- (c) Intentionally self-inflicted injuries.
- (d) Pregnancy, childbirth, miscarriage or abortion. Severe complications following termination of pregnancy will however be covered.

9. Pre-Existing Conditions

A disability that results from an accident, illness, mental or nervous disorder for which the employee received treatment or medical supplies within the ninety (90) day period

prior to joining the plan will not be covered unless the employee has completed twelve (12) consecutive months of employment during which he was not absent from work from the aforementioned accident, sickness or mental disorder.

10. Successive Disabilities

A subsequent disability that is related to a previous disability and occurs within six (6) months of an employee's return to work will be considered a continuation of the previous L.T.D. disability and the employee will not be eligible for weekly indemnity benefits. The employee under these circumstances will be eligible to receive benefits without the necessity of completing another elimination period.

11. Terminations

Coverage will cease:

- (a) On termination of employment.
- (b) On a date fifty-two (52) weeks prior to an employee's 65th birth date.
- (c) On the date leave of absence commences except as provided for in the Labour Agreement.
- (d) On the date an employee is laid off except when an employee has requested continuation of coverage in accordance with Section 6 of Article XVII of the Labour Agreement, in which case coverage under the plan will continue only for the periods specified in the aforementioned sections of the Labour Agreement. In the event an employee becomes totally disabled while covered by this plan under this provision, the elimination period will commence on the date such an employee is scheduled to return to active full-time employment.

Employees who have sufficient seniority and who request continuation of coverage under this plan during a period of lay off will be required to pay their portion of the plan premium.

12. Contribution Waiver

Contributions are to be waived when an employee is in receipt of L.T.D. payments.

CONDITIONS FOR IMPLEMENTING THE PLAN

- (1) The Long Term Disability Plan is payment in kind of the employee's share of the reduction in the Unemployment Insurance Premium resulting from the qualification of the Weekly Indemnity Plan under the Unemployment Insurance Regulations.

The full U.I.C. premium reduction including the employee 5/12th's share will be retained by the employer.

- (2) When an employee becomes totally disabled under this plan he or she will be paid any outstanding entitlement with respect to vacations, supplementary vacations, statutory holidays, special (personal) floating holidays, and any half-time portion of banked overtime.
- (3) Upon commencement of L.T.D. benefits all terms and conditions of the Labour Agreement will become inoperative except where provided for in Article 4 (b), (c) and (d) below.
- (4)
 - (a) Negotiated wage increases will apply as per Article 2 of the Plan Summary but subsequent increases in plan benefits will not affect employees on L.T.D. benefits.
 - (b) Employees in receipt of L.T.D. benefits from this plan will continue to accrue credit under the Pulp and Paper Industry Pension Plan provided such employees are not in receipt of a disability pension under the Pulp and Paper Industry Pension Plan.
 - (c) Employees in receipt of disability payments from this plan will continue to be covered under his employer's medical, extended health and dental plans. Coverage under the employer's group life and A. D. & D. plans will also continue in accordance with the conditions of those plans.
 - (d) An employee returning to work from an L.T.D. claim will return to a job his seniority, qualifications and ability to perform the work properly entitle him to.
 - (e) Active claims as referred to in Section 10 of Exhibit "B" of the Labour Agreement will be defined as that period of time during which an employee is in receipt of weekly indemnity payments only.

EXHIBIT "C"

APPRENTICESHIP TRAINING PROGRAM

1. The purpose of the program is to provide tradesmen of the highest calibre.
2. The Apprenticeship Training Program will cover the trades as set forth below:

Electrician	Bricklayer/Mason
Machinist	Automotive Mechanic
Pipefitter	Carpenter
Instrument Mechanic	Sheet Metal Worker

Welder
Painter
Heat and Frost Insulator

Millwright
Refrigeration Mechanic
Heavy Duty Mechanic

General Principles

3. The period of Apprenticeship Training will be as defined by the Apprenticeship Branch for each trade. The apprentice will receive the journeyman's rate on successful completion of his apprenticeship or after successful completion of four (4) years, whichever happens sooner, only on the understanding that he completes his full term of training. If the apprentice refuses to continue his training, he will be removed from the program with no standing as a journeyman in his trade.
4. Training syllabus for each trade to be designed to meet the requirements of the particular trade involved.
5. All provisions of the Labour Agreement shall be applicable to apprentices in the program.
6. Apprentices hired with previous training may be placed into the training program at a level determined by the Joint Apprenticeship Committee, with advice from the Apprenticeship Branch.
7. Under the program, apprentices will receive rates as per Exhibit "A" of the Labour Agreement.

Progression through the schedule of rates is subject to successful completion of prescribed theoretical training, practical training and tests. The schedule of rates applies on date of qualification or as otherwise provided for in Item 12.

Joint Union-Management Apprenticeship Committee

8. This Committee will be comprised of an equal number of Union and Management representatives not to exceed, in total, three (3) from each group.

The purpose of the Committee will be to develop and supervise the procedures required to carry out the intent of the program as agreed to. The Committee will also carry out the following duties:

- (a) The Company to establish in-plant training programs to support the training syllabus as developed by the Apprenticeship Branch of the Department of Labour for each trade involved. Supervision of the established program shall be the responsibility of the Joint Committee.

- (b) Set standards for entry into the Apprenticeship Program that are not inconsistent with the standards recommended by the Apprenticeship Branch.
- (c) Carry out periodic reviews of the training programs at intervals of not more than three (3) months.
- (d) See that the required practical tests are carried out in cooperation with the Apprenticeship Branch.
- (e) Determine the tool requirements by years of training.
- (f) Joint Committee to review any case of lost time from the program because of sickness, accident, etc. and to determine the amount of additional time necessary before an employee meets his requirements of time served.

Central Advisory Committee

- 9. There shall be established a Central Advisory Committee of representatives of labour and management, for the purpose of considering policy questions and possible necessary amendments from time to time. This committee to be composed of equal representation from labour and management not to exceed, in total, three (3) from each group.

Entry to Program - New Apprentices

- 10. Selection for entry into the program of persons who have no previous training in the trade will be made by the Company provided that the standards for acceptance established by the Joint Union/Management Apprenticeship Committee and the Apprenticeship Branch are applied and that first consideration is given to members of the bargaining unit.

Schedule of Training for Apprentices

- 11. Upon completion of each period of training in an approved Vocational School, an apprentice will be required to pass examinations set by the Apprenticeship Branch. Practical examinations shall be confined to the area of training received.

In the event of failure to pass examinations, the apprentice shall be required to undergo a period of re-training on subject material specified by the Apprenticeship Branch authorities and will be required to be re-examined within twelve (12) months. Failure to pass the second examination will result in a review of his position by the Joint Apprenticeship Committee and could result in his removal from the program. Employees who are removed from the program will be offered an entry job in keeping with their plant seniority.

12. (a) Successful applicants will be assigned to a specific trade as a probationer for a two (2) month period. During the probationary period he shall receive the first year apprentice rate.
 - (b) During each year of apprenticeship, he shall work at the trade and attend vocational school as required by the regulations pursuant to the Apprenticeship Act.
 - (c) Upon the successful completion of his term of apprenticeship and receipt of his Certificate of Apprenticeship, issued by the Provincial Apprenticeship Committee, the Apprentice shall be designated as a certified journeyman at the regular hourly rate for "A" Mechanics.
 - (d) If any of the aforementioned work periods are exceeded due to the unavailability of vocational school facilities, such extra time will be credited to the apprentice in succeeding training requirements. Also, the apprentice's rate shall be adjusted retroactively to the commencement of the scheduled year providing he successfully passes the examinations. Retroactivity will not apply where re-testing is necessary.
 - (e) For trades exceeding four (4) years, the following shall be in addition to the above. On successful completion of the fourth period of training at the vocational school, and having spent twelve (12) months as a fourth year apprentice, he shall be reclassified and paid the fifth year apprentice rate which is equivalent to the "A" Mechanic rate for the following twelve (12) months. On completion of the final period at the vocational school the fifth year apprentice shall write his final examination set by the Apprenticeship Branch and, upon becoming certified, shall be designated as a certified journeyman at the regular hourly rate for "A" Mechanics.
13. Wherever reference is made to a year (or twelve (12) months) as an apprentice, it shall mean a period of not less than 1600 hours worked, the said period to include time spent at the vocational school.

Cost of Books

14. The Company will pay 100% of the cost of text books specified by the Apprenticeship Branch. The apprentice will keep these books as his personal property.

Allowances and Wage Make-up

15. (a) Upon successful completion of the required period of vocational school training, the Company will reimburse out-of-town expenses to a maximum of two (2) hours pay per day at the first year apprentice rate on a seven (7)

day basis while in attendance at school. The reimbursement will also apply to Steam Plant personnel. This allowance will be paid for the duration of vocational training, regardless of whether the employee remains at school or commutes to and from school during the period of training. This allowance provided by the Company will not apply to any periods of training as specified in Item #11.

- (b) The payment of this allowance is in addition to the payment of the employee's regular straight time rate, based on a forty (40) hour work week.
- (c) The Company will reimburse for the costs of tuition and student fees.

General

- 16. (a) The Company agrees to develop and provide a program of on-the-job training for each trade, which shall include doing jobs of gradually increasing skills consistent with the apprentice's training and ability.
- (b) Apprentices will be required to acquire and build a kit of tools progressively throughout the program, as specified by the Apprenticeship Branch and the Joint Union-Management Apprenticeship Committee.
- (c) A category known as "Trade Utility" may be established in the Mechanical Department and complement for such category will be determined by the Company. Employees in this category will be employed to assist tradesmen and apprentices with labour and similar work but will not be used in a manner that will interfere with the application of the training program (see Item #7(iv) of Memorandum of Agreement dated April 20, 1964). Trade Utility rates will be paid in accordance with Exhibit "A".

Certification of Present "A" and "A+" Tradesmen

- 17. Testing of existing "A" and "A+" Mechanics for a certificate of competency shall be at the employee's option. Failure to have obtained a trade qualification certificate shall not prejudice the status of a journeyman within the pulp and paper industry. Should he desire to enter the program, it will be for the purpose of additional training only, without reduction in rate of pay.

The first time an existing "A" or "A+" Mechanic elects to take the test for a Tradesmen's Qualification Certificate he shall receive pay, not to exceed four (4) hours, for time lost from work, if he is required to take the test during his regular work schedule. The Company will pay the fee cost of this first Tradesmen's Qualification Certification examination.

EXHIBIT "D"

STEAM PLANT VOCATIONAL LEAVE

1. Upon successful completion of the Department of Education Correspondence Course for a **FOURTH CLASS STATIONARY STEAM ENGINEERING CERTIFICATE**, or possessing equivalent qualifications acceptable to the vocational school authorities, employees shall be granted three (3) weeks' leave of absence with pay to attend the Vancouver Vocational School to complete the course and write the examination for the Fourth Class Stationary Steam Engineering Certificate.

During his first week at the school the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the two (2) weeks and write the prescribed examination.

In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted three (3) weeks' leave of absence, two (2) weeks with pay and one (1) without, to return to the vocational school to complete the course and write the prescribed Fourth Class Certificate examination.

2. Upon successful completion of the Department of Education Correspondence Course for a **THIRD CLASS STATIONARY STEAM ENGINEERING CERTIFICATE**, or possessing equivalent qualifications acceptable to the vocational school authorities, employees shall be granted six (6) weeks' leave of absence with pay to attend the Vancouver Vocational School to complete the course and write the examination for the Third Class Stationary Steam Engineering Certificate.

During his first week at the school the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the following four (4) weeks and write the prescribed examination. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted six (6) weeks' leave of absence, five (5) weeks with pay and one (1) without, to return to the vocational school to complete the course and write the prescribed Third Class Certificate examination.

3. Upon successful completion of the Department of Education Correspondence Course for a **SECOND CLASS STATIONARY STEAM ENGINEERING**

CERTIFICATE, or possessing equivalent qualifications acceptable to the vocational school authorities, employees shall be granted ten (10) weeks' leave of absence with pay, on the basis set forth hereunder, to attend the Vancouver Vocational School to complete the two-part course and write the examination for the Second Class Stationary Steam Engineering Certificate.

- (i) Five (5) weeks' leave of absence with pay to complete Part "A" (Mathematics & Physics).
- (ii) Five (5) weeks' leave of absence with pay to complete Part "B" (Basic Engineering).

During his first week at the school in each of the above mentioned cases (i) and (ii) the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the following four (4) weeks and write the examination prescribed for Part "A" or "B", whichever is applicable.

In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted five (5) weeks' leave of absence, four (4) weeks with pay and one (1) without, to return to the vocational school to complete the course and write the examination prescribed for Part "A" or "B", whichever is applicable.

4. One (1) week's pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.
5. Leaves of absence with pay will be granted to steam plant personnel on the basis as set forth in 1, 2 and 3 above. Any further vocational training required to pass each respective certificate shall be at the employee's expense and such additional leave of absence will be granted.
6. The Company will bear the cost of the prescribed examination and tuition fees, if any, required of candidates writing for stationary engineering certificates.
7. The Company will grant transportation allowance to steam plant personnel attending vocational school on the same basis that transportation allowance is being granted at the time by the Apprenticeship Branch to apprentices attending an approved vocational school.
8. Leaves of absence will be granted at a time suitable to management, bearing in mind the Vocational School curriculum.

9. Normally it will not be possible to grant leave of absence to more than one (1) steam plant employee at a time. However, if relief is available this limit may, at the discretion of management, be exceeded.
10. If at any time provision is made whereby transportation and/or other allowances are granted by the government to steam plant personnel attending an approved vocational school to write for stationary engineering certificates, the provisions set forth above will then be amended to take into account such government allowances.
11. Upon successful completion of the required period of vocational school training, the Company will reimburse out-of-town expenses to a maximum of two (2) hours pay per day at the first year apprentice rate on a seven (7) day basis while in attendance at school.
12. The Company will pay 100% of the cost of text books specified by the vocational training school as required for those writing for stationary engineering certificates. The employee will keep these books as his personal property.

EXHIBIT "E"

JOB EVALUATION PLAN

1. The Job Evaluation Plan

The Job Evaluation Plan is a plan developed for the purpose of uniformly evaluating and appraising jobs according to the skill, working conditions and responsibility factors required by and contained in each job, thereby resulting in the establishment of a uniform method of wage rate determination.

2. The Scope and Limitations of the Plan

(a) The Job Evaluation Plan shall not be applied to the following job fields covered by Appendix "A" of the Labour Agreement:

- (i) Mechanical Trades (See Exhibit "1" attached for definition).
- (ii) Longshoring.
- (iii) Saw Filers and Saw Fitters.
- (iv) Jobs on Newsprint Machines.

(b) Except as provided in Section 2(a) above, all jobs covered by the Labour Agreement shall be considered eligible for evaluation when presented in the manner prescribed herein to the Joint Job Evaluation Board hereinafter provided for.

3. Administration and Procedure

(a) Job Evaluation Directors

(i) The Job Evaluation Directors shall be composed of one (1) representative of the Pulp Paper and Woodworkers of Canada (PPWC) and one (1) representative of the Pulp and Paper Employee Relations Forum.

(ii) It shall be the duty of the Job Evaluation Directors:

a) to direct and supervise the functioning of the Job Evaluation Plan in accordance with the policies and procedures adopted by the parties to the Agreement through the Administrative Committee comprised of the Job Evaluation Directors, 3 designated representatives from the PPWC Local Unions and 3 designated representatives of the companies using the plan.

b) to receive reports from Plant Evaluation Committees and to recommend improvements where necessary in the procedure of the Committees.

c) to review cases of evaluation upon request of either Union or Company members of the Plant Evaluation Committees.

d) to review the general operation of the Joint Job Evaluation Board as to methods, factors, procedures, delays, and to order such reviews or surveys of job fields as necessary. It shall also be the duty of the Job Evaluation Directors to adjudicate any disagreement which might arise in the functioning of the Plan.

e) to direct the Joint Job Evaluation Board as to changes in methods which do not constitute basic changes. The Directors shall neither negotiate rates nor exercise any of the collective bargaining functions of the National Union or the Company.

f) to recommend improvements in the Job Evaluation Plan to the Administrative Committee for consideration. Only in the Administrative Committee is vested the power to amend, add to, or subtract from, the Plan.

g) when the Directors are unable to resolve, within sixty (60) days, matters referred to them under (c) or (d) above, the matter may be referred by either Director or the Union or Company members of the Plant Evaluation Committees to the Independent Review Officer as provided for under paragraph 3(d) below.

(b) Joint Job Evaluation Board

(i) The Joint Job Evaluation Board shall consist of one (1) representative of the National Union and one (1) representative of Pulp and Paper Employee Relations Forum.

(ii) It shall be the duty of the Joint Job Evaluation Board to evaluate and set the rate for any job presented for evaluation in accordance with this Plan. It shall also be the duty of the Board to develop, revise and maintain in an up-to-date manner the tables necessary to the functioning of the Job Evaluation Plan. All decisions of the Joint Job Evaluation Board must be agreed to by both members of the Board before becoming official.

(c) Plant Evaluation Committee

(i) The Mill Manager and the Union shall create a Plant Evaluation Committee which shall consist of not less than two (2) nor more than three (3) members representing the Union involved and not less than two (2) nor more than three (3) members representing the Company.

(ii) It shall be the duty of the Plant Evaluation Committee

a) to act upon all requests for job evaluation, within the scope and limitations of the Plan as stipulated in Section 2 above, which may arise if, in their opinion, such evaluation would result in a rate change. Any decision to submit a job to the Joint Job Evaluation Board for evaluation must be unanimously agreed upon by all members of the Plant Evaluation Committee representing both the Company and the Union.

b) to make investigations of jobs to be submitted for evaluation, prepare job descriptions, arrange schedule of interviews required, determine and arrange for the attendance of those job representatives who desire to be present at the explanation of the evaluation computations, as provided in Section 4(d) and to assist in pointing out factual and pertinent information relative to the job to the Joint Job Evaluation Board at the time of evaluation.

c) to make a written report to the Job Evaluation Directors of the jobs on which the Union and the Company members of the Committee have been unable to agree as to whether an evaluation should be made, with a statement of the facts on which the disagreement was based.

(iii) Either the Union or the Company members of the Plant Evaluation Committee may request a review by the Job Evaluation Directors of any case of evaluation where, in their opinion, proper application of the job evaluation standards has not been accomplished.

(d) Independent Review Officer

(i) The Pulp Paper and Woodworkers of Canada and the Pulp and Paper Employee Relations Forum shall appoint an Independent Review Officer for the term of the Collective Agreement.

(ii) The Independent Review Officer shall neither be an employee of the Union, Company, nor their agencies.

(iii) The Independent Review Officer shall have the authority to render decisions on matters that have been referred to him, which are appropriate under the Plan.

(iv) The Pulp and Paper Employee Relations Forum and the Pulp, Paper and Woodworkers of Canada shall each pay one-half of the fees and expenses of the Independent Review Officer incurred in the adjudication of disputes.

4. General Policies

(a) The evaluated job rate arrived at through official evaluation by the Joint Job Evaluation Board will be final and binding upon both parties to the Labour Agreement unless review has been requested as provided in Section 3(a)(ii)(c) or 3(a)(ii)(g). In case of such review the decision of the Job Evaluation Directors or, where appropriate the Independent Review Officer shall be final and binding upon both parties. Where a number of appeals indicate a problem within a job field, the Directors shall refer such problems to the Administrative Committee for final determination.

(b) Where an official evaluation indicates an upward adjustment in the rate for a job the adjustment will be retroactive to the date agreed upon by the Plant Evaluation Committee which is entered on, and a part of, the application for evaluation provided for in Section 3(c)(ii)(a) setting forth the duties of the Plant Evaluation Committee.

(c) Where a new job has been created, the Plant Evaluation Committee of the mill will make application to the Joint Job Evaluation Board for a temporary rate for the new job. An evaluated rate will be established by the Job Evaluation Board before a period of twelve (12) months has expired following the start of the new job except in those cases where a specific request is made by the Plant Evaluation Committee to the Job Evaluation Directors to retain the temporary rate beyond twelve (12) months, and the request is approved by the Directors. It will be the duty of the Plant Evaluation Committee to agree on a date on which the job became sufficiently stabilized to permit evaluation, and any increase resulting from the evaluated rate will be paid retroactively to the agreed-upon start-up date of the new equipment or the commencement of the job.

(d) The Joint Job Evaluation Board will complete its evaluation of all jobs at the particular mill involved. The Joint Job Evaluation Board will explain in detail the evaluation computations to the Plant Evaluation Committee and to those job

representatives present, before leaving the mill. In those cases where it is not possible to complete the evaluation at the mill, the Joint Job Evaluation Board will return to the mill and explain the evaluation computations before making the results official.

(e) The Joint Job Evaluation Board shall furnish to the Plant Evaluation Committee a copy of the job description and evaluation computation forms pertaining to jobs that have been evaluated. Copies of the forms furnished are to be retained in the files at a suitable place, and will be open to members of the Plant Evaluation Committee for study or review.

NOTE: It is understood that the Plant Evaluation Committee files referred to in this subsection are to be available at all times to the members of that Committee for study and review. It will be left to the Plant Evaluation Committee at each mill to determine the most suitable place in which to locate these files.

(f) Members of the Plant Evaluation Committee or other employees in the mill who are relieved from their jobs during working hours to assist in carrying out the functions of the Job Evaluation Plan or to receive training therein will be paid by the Company at their regular job rates for the time lost during their regular shifts, thereby preventing any loss in regular income. Time put in on evaluation work outside the employee's regular shift will not be paid for by the Company.

(g) When a survey or Job Field Study is authorized by the Directors, a projected completion date will be established. The completion date will also be used as a guide in determining the date for implementation of changes that result from the study.

(h) A Local Union may opt out of the Job Evaluation Plan during the thirty (30) days following ratification of the Memorandum for renewal of the Agreement. The effective date of any opting out will be the last day of the expiring Agreement.

EXHIBIT "1"

DEFINITION OF MECHANICAL TRADES

Any employee whose work is primarily in any one or more than one of the trades listed hereunder shall be classed as a "MECHANIC".

Machinists	Tinsmiths and Sheet Metal Workers
Millwrights	Automotive Mechanics
Carpenters	Masons
Electricians	Roll Grinders
Pipefitters	Instrument Mechanics
Welders	Pattern Makers
Painters	Heat & Frost Insulators
Blacksmiths	Refrigeration Mechanics

STATEMENTS OF POLICY

Taken from the Transcripts
of Negotiations
for Contract Years

1945 - 1952 Inclusive

and from Memoranda issued during
subsequent Wage Conferences

**CANADIAN FOREST PRODUCTS LTD.
PRINCE GEORGE PULP AND PAPER MILLS DIVISION**

and

**PULP, PAPER AND WOODWORKERS OF CANADA
LOCAL 9**

FOREWORD

The Statements of Policy contained in this booklet have been re-worded for the sake of brevity and clarity, and have been agreed to by both labour and management representatives. They are intended as a supplemental guide in the interpretation of the Agreement on the points which they cover.

STATEMENTS OF POLICY

ARTICLE II - DEFINITIONS

- (a) **Definition of "Supervision"**. (Memorandum of Agreement dated January 30, 1958)

Employees and employers recognize that supervisors are excluded from the provisions of the Joint Labour Agreement and accordingly it is improper for supervisors normally to do the kind of work which is done by those defined as employees in the Agreement.

It is also recognized that for the practical and efficient operation of the mills there are occasions when a supervisor must help. Such occasions must be temporary in nature and must not result in the displacement or exclusion of employees under the Agreement.

(b) Definition of "Him". (Page 98, 1946 Transcript)

Wherever the word "him" appears in the Agreement it will be taken as referring to a male or female employee as the case may be.

(c) Definition of "Engineering". (Page 35, 1947 Transcript)

The word "engineering" as used in this section does not refer to steam operating engineers.

ARTICLE V - STANDING COMMITTEE

Payment of Representatives on Union Standing Committee. (Pages 109-110, 1950 Transcript)

- (i) The general principle to be followed is that no employee's normal earnings shall be reduced by virtue of his attendance at a Standing Committee meeting.
- (ii) Employees attending meetings called while they are on duty will be paid for the time in attendance providing a meeting does not extend past the end of a shift.

If it does extend past the end of the shift, no allowance is made for such additional time.

- (iii) Employees attending meetings during their time off will not be paid.
- (iv) Where it is necessary to relieve an employee attending a meeting, the relief man will be paid at straight time except for any time in excess of eight (8) hours in a day which will be paid for at time and one-half.
- (v) The time of the meeting shall be determined by mutual agreement.

ARTICLE VI - HOURS OF WORK

(a) Section 2: Overtime

Computation of Overtime for Sunday and Holiday Work. (Statement by Manufacturers on June 1, 1962, in reply to Union Agenda Item No. 7 requesting that the terms and conditions of the letter of October 18, 1946, commonly referred

to as the "Sunday Letter", be extended to apply to all mills, parties to the Joint Labour Agreement).

It is hereby agreed by the companies party to the Joint Labour Agreement that:

- (i) The hours worked on Sundays and on the recognized paid Statutory Holidays provided for in the above referred to Joint Labour Agreement will be used in the computation of the forty (40) hour work week.
- (ii) The foregoing arrangement applies only to Sunday and recognized paid statutory holiday hours and no other hours on which time and one-half has been paid, nor hours paid for Call Time, may be used for the purpose of calculating the forty (40) hour week.
- (iii) For the purpose of calculating overtime, the basic forty (40) hour work week shall be reduced by eight (8) hours in any week in which a recognized paid statutory holiday occurs. Should more than one (1) recognized paid statutory holiday occur in any week, the basic forty (40) hour work week shall that week be reduced by eight (8) hours for each such recognized paid statutory holiday.

For example, in a week in which one (1) recognized paid statutory holiday occurs, overtime will be paid for hours worked in excess of thirty-two (32). Should it happen that two (2) recognized paid statutory holidays occur in one (1) week, then overtime will be paid for hours worked in excess of twenty-four (24) that particular week.

The work week shall start at 8:00 a.m. (or at the regular hour of changing shifts nearest to 8:00 a.m.) Sunday.

Those mills which are presently working on a forty-two (42) hour per week schedule and which have not yet adopted the so-called "1946 Sunday Letter" shall only adopt the terms set out herein after the implementation of a forty (40) hour per week schedule.

There shall be a three (3) months' training period in which to prepare personnel necessary to effect the change from a forty-two (42) hour to a forty (40) hour per week schedule.

The foregoing is to be considered as supplementary to Article VI, Section 2, Overtime, of the Joint Labour Agreement and supersedes all existing local agreements in respect of the computation of overtime for Sunday and holiday work.

(b) Section 2: Overtime, (1) Day Workers

Clarification of Overtime to Day Workers. (Page 90, 1949 Transcript)

The employee's designated day off is Tuesday. He is given less than forty-eight (48) hours' notice that it is to be changed to Friday. He is then paid as follows:-

Sunday	8 hours plus 4;
Monday	8 hours;
Tuesday	8 hours plus 4;
Wednesday	8 hours;
Thursday	8 hours;
Friday	Off;
Saturday	4 hours.

If he is called back at 1:00 p.m. Saturday to work four (4) hours in the afternoon, is he entitled to time and one-half? The answer is "no" for the reason that the Agreement stipulates that overtime will only be paid on the one basis. In other words, we cannot pay overtime twice on the same time. However, in the letter of October 18, 1946, Powell River Company Limited and Pacific Mills Limited did agree to include Sunday time and designated holidays time in the forty-four (44) hour week (amended to forty (40) hours 1952-53), even though time and one-half had been paid on it. They did not agree to include any other time on which time and one-half had been paid and there is no intention of broadening it at this time. On this principle, therefore, in the case above, the hours the employee worked on Tuesday, his designated day off, are eliminated from inclusion in the forty-four (44) hour week (amended to forty (40) hours 1952-53).

(c) Section 2: Overtime, (2) Tour Workers

Clarification of Payment of Overtime to Tour Workers. (Page 270, 1948 Transcript)

Where a tour worker works an extra shift due to the absence of his mate who has given proper notice and the overtime worked by the tour worker extends into another day, he will still be paid at the rate of time and one-half.

Relief of Mates. (Page 328, 1950 Transcript)

Management will do everything in its power to relieve men within twelve (12) hours when these men are working due to the absence of a mate.

Section 3: Days Off and Schedule of Shifts

(a) Scheduling of Days Off. (Memorandum, 1953 Wage Conference)

The manufacturers agree that the scheduling of days off shall be on a consecutive basis wherever practicable.

(b) Clarification of "Breakdown". (Statement of Manufacturers, 1959 Wage Conference)

A breakdown in one department which compels the closing down of one or more additional departments is a breakdown within the meaning of this section, providing the company uses its discretion in handling the case and where there is no loss of time unjustly caused to an employee.

Section 4: Starting and Stopping Work (b) Day Workers

Clarification of "Starting". (Page 260, 1948 Transcript)

When a day worker is established on a job that is some distance from his shop he shall be on that job ready to begin work at the time his pay starts and shall not cease work in advance of the time his pay stops. If the worker's time clock is not located close to the route he must travel to his job, he may, at the discretion of management, report directly to the job without punching his time card and his foreman shall be responsible for having his time recorded.

ARTICLE VIII - ALLOWANCE FOR FAILURE TO PROVIDE WORK

(a) Clarification of the word "Accident". (Page 60, 1945 Transcript)

The word "accident" as used in this section means a mishap occurring to an individual resulting in a shutdown. In other words, the occasion involves the human element as distinguished from the mechanical.

(b) Clarification of "Employee's Regular Job". (Page 61 et seq., 1945 Transcript)

In the application of this section it is considered that the allowance is due to an employee only in the case where he is reporting for his regular duties and then no work is provided. If the employee's regular duties consist of ship loading and bull gang work, he may be transferred from one regular assignment to another without penalty providing he obtains work on either job. However, while working on ships he will receive the ship rate and while working in the yard he will receive the bull gang rate.

In the case of an employee, whose regular duties consist of one specified job, and who reports for work and finds no work available, if such employee then transfers to a job carrying a lower rate, at his election, he shall nevertheless receive the rate paid him on his regular job.

ARTICLE IX - CALL TIME

(a) Applicability of Section in Specific Instances. (Page 157, 1946 Transcript)

- (i) When a day worker whose shift is from 8:00 a.m. to 5:00 p.m. is told to go home at 12:00 noon and return at 4:00 p.m. for work, he will receive two (2) hours' Call Time because the shift was designated at 12:00 noon.
- (ii) A day worker whose shift is from 8:00 a.m. to 5:00 p.m. is told to continue his work until 6:00 p.m. and then at 6:00 p.m. is told to go home and return at 8:30 p.m. will receive two (2) hours' Call Time since more than two (2) hours have elapsed.
- (iii) A day worker whose shift is from 8:00 a.m. to 5:00 p.m. is told to continue his work until 6:00 p.m. and then at 6:00 p.m. is told to report at 7:30 p.m. will not receive Call Time because two (2) hours have not elapsed.

(b) Definition of "Regular Scheduled Shift". (Page 65, 1949 Transcript)

A regular scheduled shift is the work defined for an employee by management.

(c) Applicability of Section in Specific Instances. (Questions and answers - report of Call Time Committee, 1949 Transcript)

- (i) Section 1(d) relating to the payment of Call Time to tour workers, the phrase "after he has completed his shift" shall be considered to mean at that point when his pay stops upon being relieved by a mate.
- (ii) A day worker is called in on his designated day off reporting for work at 8:00 a.m. and working until 10:00 a.m. for which he received four (4) hours' pay as the minimum allowance for an employee who starts work. If notification had not been given during his last shift preceding the work involved, he would qualify for Call Time and would also qualify under the provisions of Section 2(a) wherein a minimum of four (4) hours' pay will be paid for each call when work has actually commenced both to tour workers and day workers. In the above case the worker worked two (2) hours at the overtime rate plus a two (2)-hour call which would entitle him to five (5) hours' pay, thereby meeting the requirements of Section 2. It should be made clear that an employee under these circumstances will not receive four (4) hours' minimum pay plus Call Time, if any, but that the four (4) hours' minimum pay includes the Call Time payment.

- (iii) A day worker normally working the 8-5 or 8-4 shift is ordered to go home at 12:00 noon and report back for work at 4:00 p.m. or 12:00 p.m. The employee in question is entitled to Call Time since his designated shift terminated at 12:00 noon and more than two (2) hours elapsed between his designated shift and his return to work.

ARTICLE XI - VACATIONS

(a) Application of 4-Week Vacation Clause.

The provisions of Section 4 shall not be made inoperative due to the fact that the Joint Labour Agreement has not been in operation for fifteen (15) years.

(b) Allotment of Vacation Time. (Statement by Companies, 1959 Wage Conference)

Companies will endeavour, by discussion with the employees or their representatives, to arrange vacations to suit the employees' wishes.

(c) Computation of Vacation Pay

Where an employee's vacation pay for the current year is to be computed as a percentage of his "total wages earned" in the previous year, such "total wages earned" shall include the amount of vacation pay the employee received in the previous year.

ARTICLE XII - STATUTORY HOLIDAYS

(a) Work to be Performed. (Page 238, 1948 Transcript)

Employees who are required to work on designated holidays are expected to perform regular maintenance and routine duties normally assigned to them.

(b) Clarification of What Repair Work May be Done. (Page 240, 1948 Transcript)

In a case of an emergency involving the closing of the mill for a day or more and a loss of employment to a substantial number of men, employees are expected to perform repair work on holidays.

(c) Clarification of Section 4. (Page 265, 1948 Transcript)

- (i) In the calculation of the forty-two (42) hour work week (amended to forty (40) hours 1952-53) the payment of holiday pay will not be used unless the employee actually worked.

- (ii) It is understood that an employee's vacation shall be exclusive of a paid holiday as recognized by the Joint Labour Agreement. Therefore, if one or more such holidays fall within the employee's vacation period, he will be required to take the comparable number of additional days off. The employee shall only receive the pay for such recognized paid holidays falling within his vacation period when he takes the required additional time off.
- (iii) Where an employee, after having agreed to do so, fails or refuses to work on a holiday, on account of sickness, or other bona fide reason, the company reserves the right to investigate the absence of the employee to decide whether or not he is entitled to holiday pay.
- (iv) The sixty (60)-day qualifying period referred to in clause (a) refers to "calendar" days.

(d) Clarification of Section 4(d). (Page 105, 1950 Transcript)

Employees absent on the "scheduled work day before and/or the scheduled work day after a recognized holiday" are excused from their regular scheduled shifts in instances of sickness, or of sickness in the family, and are, therefore, entitled to holiday pay. The question of the validity of the excuse of sickness can be determined by Management in each Mill in each case.

ARTICLE XVIII - LEAVE OF ABSENCE

Section 2: Bereavement Leave

Bereavement Leave Clause Does Not Affect Changing of Days Off. (Statement agreed upon 1964 Wage Conference)

That in the application of the Bereavement Leave clause, days off may only be changed in accordance with the provisions of Article VI of the Joint Labour Agreement.

Section 3: Jury or Witness Duty

Jury or Witness Duty Clause Does Not Affect Changing of Days Off. (Statement agreed upon 1964 Wage Conference)

That in the application of the Jury or Witness Duty clause, days off may only be changed in accordance with the provisions of Article VI of the Joint Labour Agreement.

ARTICLE XXVI - SAFETY

Unsafe Working Conditions. (Page 136, 1947 Transcript)

It is not the policy of management to require an employee to work under unsafe conditions. It is admitted by the union and management that it is impossible to draw a hard and fast line as to what is safe and unsafe. Being a factual question, each case must be decided on its merits, but in general an employee who justifiably refuses to work under unsafe conditions would not be subject to discipline.

ARTICLE XXVII - CAUSES FOR DISCIPLINARY ACTION

(a) Notification of Union Standing Committee by Employer. (Page 70 et seq., and page 126, 1945 Transcript)

Wherever practical, Management will notify the Union Standing Committee of its intention to discharge an employee. Under certain well-recognized circumstances where no premeditation is involved, it is permissible for the company to discharge an employee immediately without recourse to the Standing Committee. The employee still has the right to present his case to the Standing Committee for consideration and if deemed proper the Standing Committee may follow the usual grievance procedure.

(b) Neglect of Duty. (Page 75 et seq., 1946 Transcript)

It is recognized by both management and the union that a mutual problem exists on the question of neglect of duty and the union undertakes to do everything possible to see that its members live up to the spirit and intent of the agreement.

(c) Definition of "Gambling" and "Mill Premises". ((i) Page 307; (ii) Page 97, 1950 Transcript)

- (i) Definition of gambling will be in accordance with local mill rules.
- (ii) Mill premises is defined as the actual mill area and is not to include the townsite, or bunkhouses.

ARTICLE XXVIII - ADJUSTMENT OF COMPLAINTS

Standing Committee Can Call in Members for Discussion of Grievances with Management. (Page 261, 1946 Transcript)

It is agreed that the Union Standing Committee may call in any other employee to accompany them in their meetings with company officials.

EXHIBIT "A"

Clarification. (Memorandum No. 6, 1952 Wage Conference)

"An employee shall be considered as having been promoted to a higher rate job when he has taken over the duties and responsibilities of that job, without the guidance of the employee who is breaking him in. He shall then receive the higher rate. During the period the employee is being broken in and another employee is on the job and carrying the responsibility for it, the employee being broken in shall receive the hourly rate of his previous regular job."

MISCELLANEOUS

(a) Rents and Services. (Page 122, 1947 Transcript)

Services in mill towns include such items as the general store, hospital, living quarters, rent, power, light, water, garbage, etc. In respect to the future, when all controls are eliminated, the companies' policy will be to provide at all times the best possible services to the people working in these communities at the best possible cost. Profit on service has never been a factor in the companies' determination of the price of the services.

(b) Status of Employees Refusing to Work in Excess of Eight (8) Hours Per Day or Scheduled Hours Per Week. (Page 91, 1949 Transcript)

If an employee is requested to work in excess of eight (8) hours in any one day or in excess of his scheduled work week hours in any one week, the employee has the right to come in or not to come in and no penalty can be imposed by the employer for the failure of the employee to come in. It is understood, however, that the Companies are entitled to look for reasonable co-operation from their employees.

Letter of Understanding – Re: Rehiring

The following practice will be observed during the 2003-2008 contract:

When hiring new employees, preference will be given to laid off former employees in order of their previous mill seniority, providing:

- a) their recall rights under Section 3 of Article XVII - Seniority have expired;
- b) they have a current application on file;
- c) they have the qualifications and ability to perform the work properly.

Application must be made within thirty (30) days of the expiry of recall rights and will remain in effect for three (3) months unless renewed. An application or renewal may be

extended for a period of three (3) months at any time during the third month of its currency. Normal job qualifications must be met.

A former employee will no longer have preference if he fails to accept an offered position. Those hired under this practice will be new employees.

Letter of Intent Re: Equipment Repair

For the term of the renewed Collective Agreement, the Company will not send equipment out of the mill for repair which directly results in the layoff of tradesmen or apprentices.

Letter of Understanding - Re: Rehabilitation And Re-Integration Program

The Joint Health and Welfare Committee will investigate and make recommendations on the implementation of an effective Rehabilitation/Re-integration Program during the term of this agreement.

The goal of the Program will be to assist workers injured either on or off the job to return to the mainstream of employment at the mill.

Letter of Understanding - Re: Contractor Code Of Ethics

This is to confirm the agreement between the Company and your union respecting the conditions that would apply to contractors coming onto the mill site to perform construction work or perform maintenance and repair work of a nature normally performed by employees in the bargaining unit. This agreement will prevail for the duration of the Collective Agreement. In entering into this agreement, the Union acknowledges that, subject to contracting Article XXIII the Company retains the right to select contractors as it deems appropriate.

No aspect of this policy applies to contractors which are certified to a Union recognized by the Local Union, it being clearly understood that a union's affiliation to the Canadian Labour Congress, the B.C. Federation of Labour or the Confederation of Canadian Unions warrants such recognition.

Any other contractor who comes onto the mill site to perform construction work or perform maintenance and repair work which is of a nature normally performed by employees in the bargaining unit shall abide by the following Code of Ethics. This Code defines the terms and conditions under which these contractors and their employees will be governed during the term of their contract.

1. Minimum Wages

The contractor's straight time hourly rate of pay for a journeyman will not be less than the straight time hourly rate for the equivalent mill journeyman. The contractor's straight time hourly rate of pay for all other employees shall not be less than the straight time hourly base rate for the mill.

2. Contributions to the Pulp and Paper Industry Pension Plan

Subject to the approval of the plan trustees and the appropriate regulatory authorities, the Company shall remit annually to the Pulp and Paper Industry Pension Plan the following:

- (a) For contractors performing maintenance and repair work of a nature normally performed by employees in the bargaining unit - the equivalent contributions.
- (b) For contractors performing construction work - one-half the equivalent contributions.

3. Remittance to the Local Union

One percent (1%) of all wages earned calculated on the basis of straight time hours worked shall be remitted to the Local Union on a monthly basis.

4. Adherence to Safety Regulations

Contractors performing construction work are responsible for ensuring that their employees comply with the health and safety regulations and policies applicable to the work being performed. When the contractors' employees are performing maintenance and repair work which is of a nature normally performed by employees in the bargaining unit, the contractors and their employees shall adhere to the established health and safety regulations and policies in force at the mill site. Management commits to deal promptly with any violations brought to its attention by the Joint Health and Safety Committee.

5. Honouring of Picket Lines

Contractors' employees shall honour all legal picket lines at the mill site. Failure to do so shall result in disqualification from future access to the mill site for the term of the contract. A contractor will not be allowed on the mill site if it has a current, demonstrated practice of crossing legal picket lines.

The Company will honour the commitments made in this letter for the duration of the Labour Agreement and will ensure that a copy of this letter is provided to any contractor participating in the contract bidding process.

Letter of Understanding – Re: Flexible Work Practices

1. The introduction of flexible work practices is designed to improve productivity, improve product quality, reduce downtime and lower costs while ensuring that the work is completed in a safe manner. The efficiencies that result from flexible work practices are also intended to assist in fulfilling the intention of Article XXIII of the Labour Agreement.
2. The parties agree that this letter on flexible work practices recognizes that the primary responsibility for the operation of the mill will remain with operators and the primary responsibility for maintaining the mill will remain with trades persons and steam plant maintenance employees.
3. It is understood that the intent of this letter will supersede local practices, and verbal and written agreements, which would impair the implementation of flexible work practices.
4. All work will be performed in a manner consistent with safety articles of the Labour Agreement as well as the company's safety rules and the regulations issued by the Workers' Compensation Board of B.C. It is recognized that some tasks can only be performed by employees who possess certain government certifications and in that instance, the work will only be performed by employees who possess the required government certificate.
5. The intent of this agreement is to provide that all employees will safely utilize all of their existing skills and maximize their productivity and learn and use new skills to enhance their effectiveness.
6. The Company and the Union will meet to discuss a module-based training program that will enhance the existing skills of employees. They will also discuss the option of using trainers from the bargaining unit to assist in the design and delivery of the training modules. The Company will design and introduce new training programs to facilitate the implementation of and evolution of flexible work practices.
7. All employees will be required to complete training programs as prescribed by the Company and utilize new skills acquired as a result of training. Training will be consistent for all employees in each job classification as defined by the business areas at each site.
8. The parties recognize that the acquisition of new skills that facilitate the implementation of flexible work practices is an ongoing process and will continue over time to support the changing needs of the business.
9. The following payments will be made for flexible work practices:

Maintenance employees \$.95 per hour
Operations employees \$.40 per hour

To be implemented as follows:

- Upon ratification of the collective agreement, \$.45 per hour for Maintenance employees and \$.20 per hour for Operating employees.
- Immediate utilization of existing skills that may not have been previously used due to restrictive work practices.
- Employees assisting each other regardless of department or occupation.
- \$.25 per hour for Maintenance employees and \$.20 per hour for Operators upon successful completion of each modular training program and utilization of skills acquired as a result of this training. There will be two training modules for Maintenance employees and one training module for Operations employees.

Apprentices will be paid the maintenance premiums in the usual proportion.

The same delineation which defines who is an operator and who is a maintenance employee shall apply to the payment of premiums. Maintenance employees will include all journey persons, apprentices and lubrication mechanics.

The parties agree that there will be no pyramiding of credits under the job evaluation plan for duties that are being compensated for under the flexible work practices agreement, unless the changes constitute new regular job duties added to their classification as defined by the job evaluation plan. These new regular job duties must result from either new or changed procedures/equipment or from the permanent reassignment of duties from another job classification.

Effective April 30, 2003 all flexible work practice payments will be rolled into the wage rates and reflected in Exhibit "A".

10. Training programs implemented under Point 6 are not intended to force qualification in another trade.

11. The Company agrees that no employee will lose their employment with the Company as a direct result of the implementation of flexibility initiatives under this letter. This provision applies to only those employees employed at the date of ratification of this agreement.
12. No trades person or apprentice will be involuntarily displaced from their respective trade on a permanent basis as a result of the implementation of flexible work practices.
13. It is not intended that flexible work practices shall result in a trades person being assigned to a non-trades classification when someone outside of his trade is performing his trade core duties.
14. The Company agrees that no employee's regular job rate will be reduced when he is assigned to perform work under this work place flexibility agreement. This does not apply to an employee who is laid off or whose job is temporarily curtailed and is recalled or works in a different job category on the basis of mill seniority.
15. The Company commits to maintain apprenticeship agreements.
16. For the term of the renewed Labour Agreement, the Company and the Local Union agree to establish and participate in a Presidents' Council that will meet quarterly to discuss issues related to productivity, morale, profitability, work opportunities, market conditions, any alleged discrimination, the ongoing effectiveness of flexible work practices and any other problems related to flexible work practices.

The Presidents' Council shall be comprised of the:

Group Vice President, Pulp and Paper
Vice President, Industrial Relations
President of PPWC Local 9
General Managers
Members of the Local Union as designated by the Union
Members of mill management as designated by the Company
National President PPWC, or designate

The Company will pay all reasonable expenses to attend the Presidents' Council meetings.

17. The parties agree that disputes relating to the implementation of this letter shall be reviewed by the President's Council which will make every effort to resolve these disputes in accordance with the spirit and terms of this letter.

Letter Regarding PPWC Local 9 and Prince George Pulp and Paper Mills

With respect to the implementation of flexible work practices at Prince George Pulp and Paper Mills, the parties agree that they will consult with respect to ways and means to avoid jurisdictional difficulties between the unions.

Letter Between The Parties - Re: Commitment to Employment

Protecting and enhancing employment in the pulp and paper industry is a joint commitment of the Company and the Union. The Company and Union agree that stable employment must be based upon economically viable operations, a high level of labour productivity and quality production.

To this end, the parties will continue to discuss means to preserve and enhance employment during the term of the Agreement,

1. The Company and the Union will establish a joint committee on apprenticeship and employment opportunities. The joint committee will be made up of PPWC local and National representatives and Mill Management representatives.
2. The joint committee will examine ways to enhance employment opportunities through new work arrangements, including reduced overtime and working time alternatives. The Company agrees to provide the joint committee with relevant information to ensure an informed discussion of the issues.
3. The joint committee will make recommendations to the parties on enhanced employment opportunities and make recommendations no later than March 31, 2004.
4. Both parties undertake to give active consideration to all recommendations and vigorously work towards implementation of recommendations where agreement is reached.

Letter Of Understanding – Re: Job Security And Job Elimination

In the event that downsizing occurs under the Job Security and Job Elimination articles of the Labour Agreement, the Company undertakes to discuss the application of the severance pay provisions with the Union.

Letter Of Understanding – Re: Trades Qualifications

British Columbia is facing a skills shortage and the pulp and paper industry is not exempt from the impending crisis. PPWC and CANFOR both clearly recognize the critical nature of apprenticeship training and certified trades qualifications mechanisms, and to this end will work toward a strategy of maintaining the principles of certified trades training for British Columbia, and the opportunity for workers to participate in inter-provincial qualifications examinations.

The parties agree to work cooperatively on the issues of workplace and trades training. The Union and the Company agree that closer cooperation will help protect them against any changes that could negatively impact the skills levels and portability of trades persons in B.C. The Joint Union/Management Apprenticeship Committee, with equal representation from Canfor and the Pulp, Paper and Woodworkers of Canada, will be designated to fulfill the commitments outlined in this letter.

The parties also agree that all recommendations from this committee will be communicated collectively to the provincial government.

SUPPLEMENTAL AGREEMENT

SUBJECT		PAGE
I	AMBULANCE, AND EMERGENCY RESPONSE PAY.....	99
II	BANKING OF SHIFT DIFFERENTIAL.....	99
III	CLOTHING.....	99
	a) Cafeteria Uniforms	
	b) Coveralls	
	c) Gloves	
	d) Intercon Pulp Mill Safety Clothing	
	e) Janitor Smocks	
	f) Safety Footwear	
	g) Personal Rubber Boots	
	h) Welders' Hats	
	i) Winter Clothing	
IV	NON-OCCUPATIONAL ACCIDENT AND SICKNESS INSURANCE.....	102
V	AD&D INSURANCE - AMBULANCE AND EMERGENCY RESPONSE CREWS.....	102
VI	HEIGHT PAY.....	102
VII	JOB POSTING.....	103
VIII	LINES OF PROGRESSION AND RELIEVING ON SHIFT.....	105
	a) Lines of Progression	
	b) General	
	c) Steam Plant	
	d) Mill Stores	
	e) Yard	
IX	MEALS AND MEAL TICKETS.....	110
X	MECHANIC'S TOOLS.....	110

SUBJECT	PAGE
XI MEDICAL TRAVEL AND ACCOMMODATION PLAN.....	111
XII OILERS.....	113
XIII MISCELLANEOUS FACILITIES.....	116
a) Car Washes	
b) Cheque Distribution	
c) Hair Dryers	
d) Lockers	
e) Microwaves	
XIV PRESCRIPTION GLASSES.....	117
XV PRE-RETIREMENT COUNSELLING.....	118
XVI REPORTING TO WORK.....	118
a) Starting & Stopping Times	
b) When Unable to Report	
XVII SANDBLASTING.....	118
XVIII SELECTION OF APPRENTICES.....	118
XIX SENIORITY.....	120
a) Definitions	
b) Rules	
XX STANDING COMMITTEE.....	122
XXI STATUTORY HOLIDAYS.....	123
a) Deferred Stats	
b) Leave of Absence	
c) Meals	
XXII TOOL CRIB.....	123
a) General Duties	
b) Relief	

SUBJECT	PAGE
XXIII TRAINING.....	125
a) Steam Plant	
b) Yard	
XXIV TWELVE (12) HOUR SHIFTS.....	125
XXV VACATIONS.....	129
XXVI WOODYARD.....	129
XXVII BENEFITS FOR RETIREES.....	129
XXVIII EMPLOYMENT OF STUDENTS.....	129
XXIX PULP AND PAPER TECHNOLOGY PROGRAM.....	130
XXX LEAVE OF ABSENCE.....	130
XXXI APPLICATION FOR CEP JOB VACANCIES.....	131
XXXII PPWC LOCAL 9 EDUCATION AND UPGRADING FUND.....	131
SIGNATURES OF THE PARTIES.....	132

I AMBULANCE AND EMERGENCY RESPONSE PAY

Qualified Company ambulance drivers (PG Warehouse Leadhand, Paper Driver and Pulp Driver) will receive \$0.25 per hour, in addition to their regular job rate, for all hours worked. Members of the Company Emergency Response Crew will receive \$0.40 per hour, in addition to their regular job rate, for all hours worked.

II BANKING OF SHIFT DIFFERENTIAL

a) The banking of shift differential will be administered as follows:

Employees may elect, with fourteen (14) days notice in writing to the Company, to accumulate shift differential earned and receive payment in the following manner:

1. An employee may, with appropriate notice, request time off subject to the conditions of Article XIV Supplementary Special (Personal) Floating Holidays, Section 1 of the Agreement when the money accumulated is at least the equivalent of the wages he would have earned at his regular straight time rate for the time off he has requested.
2. An employee may elect only once each contract year to accumulate shift differential.
3. An employee may at any time request, in writing, payment of money accumulated to his credit, and will receive it in the pay period following the request.
4. If any employee elects to bank his shift differential, the leave must be taken prior to December 1, following the expiry of the contract year in which the differential was banked.
5. It is understood that this accumulated time off may not be taken in the prime vacation period (June through September) except to complete a tour in conjunction with annual vacation.

b) Banked Shift Differential may be taken off in a minimum of 2 hour units, as long as worked time or other eligible time off is supplemented to cover for a regular shift.

III CLOTHING

a) Cafeteria Uniforms

The company will supply five (5) uniforms and one pair of “duty” shoes per year to each full time Cafeteria employee.

b) Coveralls

Coveralls will be supplied for dirty jobs throughout the mill. The method of control and issue will be worked out by each department supervisor.

An adequate supply of coveralls will be available from tool cribs on a loan basis, upon signed authorization of a supervisor, to employees performing “dirty” jobs, including spray painting.

One (1) pair of personalized nomex coveralls will be supplied to members of the Emergency Response Crew.

Three (3) pairs of personalized coveralls will be supplied to the following classified operators:

- Intercon and P.G. Steamplant Field Engineers
- Intercon and P.G. Pulpmill Field Operators
- Intercon and P.G. Utility Reliefs
 - Steamplant and Pulpmill
- Intercon and P.G. Permanent Utility Floaters
 - Steamplant and Pulpmill

Three (3) pairs of personalized coveralls will be supplied to members of the Yard Crew, with the exception of janitors.

Five (5) sets of personalized coveralls will be supplied to all tradesmen, apprentices and trade utilities.

c) Gloves

Gloves will be supplied for jobs requiring them and for the safe performance of work. Gloves will not be supplied for personal comfort. Gloves will be replaced in all instances when worn gloves are turned in. If the old pair is not available to turn in, no new issue will be made without authorization in writing from the supervisor.

d) Intercon Pulp Mill Safety Clothing

A rubber suit, face shield and lockers will be supplied for the use of Field Operators at Intercon for each crew.

e) Janitor Smocks

Janitors will be supplied with smocks on the same basis as uniforms for Cafeteria workers.

f) Safety Footwear

A rebate of the cost of safety footwear will be paid to employees upon presentation of receipts on the following basis: 80% of the cost of the first pair of boots in a contract year and 60% on subsequent pairs in a contract year. The wearing of approved safety footwear is a condition of employment.

Temporary employees working for any of Canfor's pulp and paper mills in Prince George will be limited to reimbursement for one (1) pair of safety boots in a contract year.

g) Personal Rubber Boots

One (1) pair per year of personal rubber boots will be provided to the following classified operators: P.G. and Intercon Pulpmill Field Operators, P.G. & Intercon Pulpmill Utility Reliefs, and P.G. & Intercon Pulpmill Utility Floaters.

h) Welders' Hats

Hats will be provided to welders.

i) Winter Clothing

i) Eight (8) suits of winter clothing will be available, upon the written authorization of a supervisor, in each mill tool crib for loan to employees who do not normally work outside in extreme cold weather. The Yard forklift driver will be eligible.

ii) Snowmobile suits will be available through the tool crib for Yard employees required to clean switches and Pulp Machine/Warehouse employees who fill propane tanks in winter months. Gloves will be issued as personal issue the same as for welders.

iii) Mill Stores will keep three (3) pairs of snow suits in the department for their own use.

iv) Insulated coveralls, in various sizes, will be available for Utility Equipment Operators in the Woodyard. These coveralls will be issued as required by the supervisor.

- v) Winter parkas will be available for Steam Plant Field Engineers and issued as required by the supervisor.
 - vi) Winter mitts or insulated gloves will be provided to the Yard Crew, Maintenance Crews working outside, Utility Equipment Operators in the Woodyard, and Pulp Machine/Warehouse employees who handle propane for forklifts. These mitts or gloves will be issued by the supervisor and replaced when an employee turns in a worn set.
- k) Chemical Resistant Coats
- Beater Testers in the Technical Department will be provided with chemical resistant laboratory coats.

IV NON-OCCUPATIONAL ACCIDENT AND SICKNESS INSURANCE

- a) The number of hours an employee must regularly work to qualify for Non-Occupational Accident and Sickness Insurance is twenty (20) hours per week, and payment will be based on the percentage of normal hours worked compared to the regular forty (40) hour week.
- b) Deductions from Statutory Holiday pay provided to an employee while he is on Weekly Indemnity, will not be made until the employee returns to work.

V AD & D INSURANCE - AMBULANCE AND EMERGENCY RESPONSE CREWS

An additional \$125,000 of Accidental Death and Dismemberment (AD & D) Insurance will be provided, at no cost to the employee, to cover employees engaged in emergency response or ambulance activities on behalf of the Company. Employees will be covered while they are involved in emergency situations and while attending crew practices or drills.

This coverage is in addition to the benefits outlined in Exhibit "B" - Welfare Plan of the Labour Agreement.

VI HEIGHT PAY

- a) Employees who work from non-permanent structures at a height of thirty (30) feet or above will be paid an additional \$0.15 per hour while so working.

- b) Employees who work on spring boards above the boiler floor will receive height pay as outlined in (a) above.

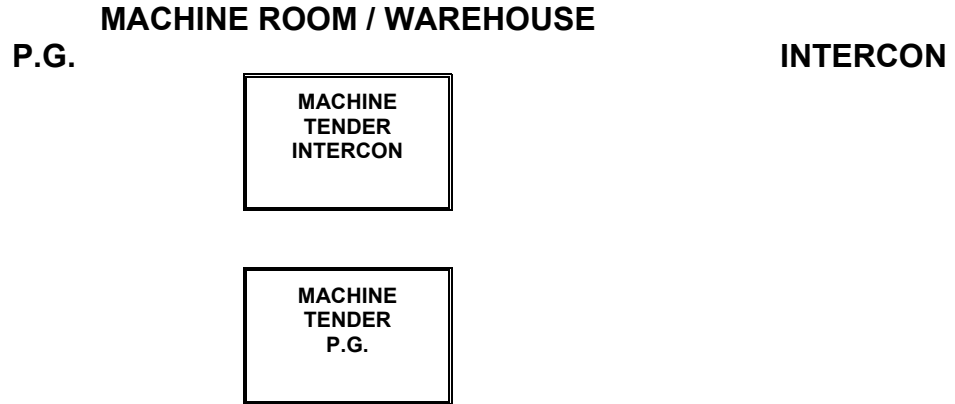
VII JOB POSTING

- a) The job posting system for permanent positions will be administered as outlined below:
 1. Bottom rung jobs in lines-of-progression and jobs not in lines-of-progression will be posted when the Human Resources Department determines that permanent openings exist.
 2. All postings will be made on an official job posting bulletin board located at each of the mills' main entrances, i.e. one location only at each mill.
 3. All postings will be for a period of ten (10) calendar days.
 4. Selection of applicants will be made by the superintendent concerned.
 5. Each job posting shall note certain qualifications required for the job, and the number required to fill the posting. Should the number required change before the posting comes down the new requirement will be highlighted on the posting.
 6. Employees responding to a job posting notice must obtain an application form from either Human Resources Department or Gatehouse at each mill and return to the same by the closing time specified.
 7. An employee selected to fill a posted job vacancy shall not have the privilege of bidding again until twelve (12) months have elapsed from the closing date of the posting or written permission is given by the superintendent of his new department.
 8. If an employee is selected to fill a posted job vacancy he will serve a probationary period of thirty (30) calendar days. He will retain seniority in his former department and job within the probationary period if he elects to do so, or if he is found unsuitable for the job.
 9. An employee will be permitted to bid on only one job posting at a time, an exception to this will be apprenticeship postings. Applications for other openings will not be entertained until the disposition of the original bid is known, by all concerned.

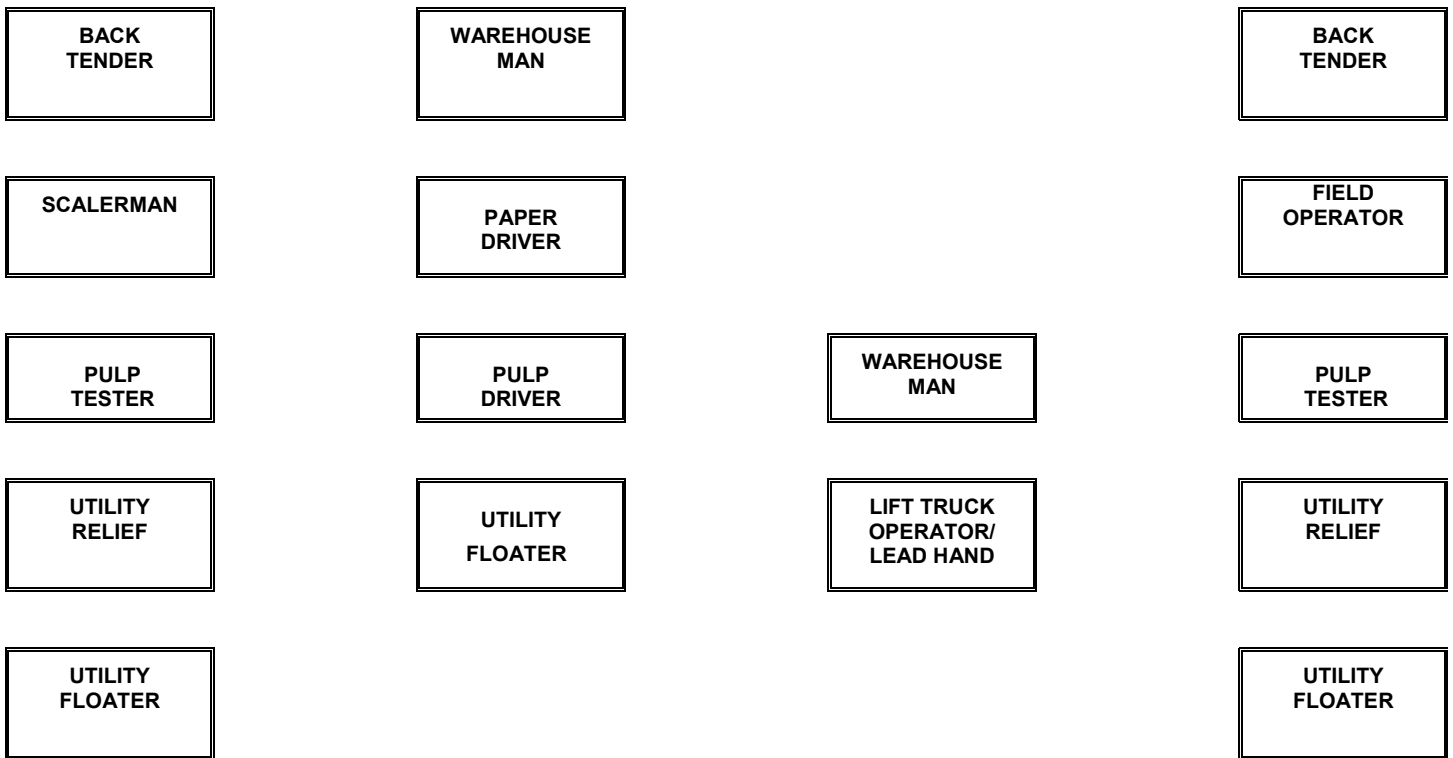
10. An employee wishing to transfer to a certain job must, in order to be considered, make appropriate application for the job each time it is posted in order to indicate his continuing desire for transfer.
 11. When a job in a given department has been posted and not more than sixty (60) days have elapsed since the closing date of the posting, it may or may not be necessary to re-post. Selection can be made from the previous posting.
 12. Providing the employee has the qualifications and the ability to perform the work properly, bargaining unit seniority will determine the selection for the posted position.
 13. In the event the Company is unable to find a suitable employee through job posting, it will be necessary to go outside to find someone capable of filling the job needs.
 14. There will be no reference to the word "temporary" on job postings.
- b) Job Posting Bulletin Boards will be installed at each Gatehouse and all job postings and names of successful applicants will be posted.

VIII LINES-OF-PROGRESSION AND RELIEVING ON SHIFT

a) Department lines-of-progression are outlined below:



THE SENIOR QUALIFIED BACK TENDER BY DEPARTMENT SENIORITY OF BOTH MILLS WILL BE PROMOTED



STEAM AND RECOVERY

P.G.

**PLANT
ENGINEER
2 PER CREW**

**SPARE PLANT
ENGINEER**

**FIELD
ENGINEER
3 PER CREW**

**UTILITY
RELIEF**

INTERCON

**PLANT
ENGINEER
2 PER CREW**

**SPARE PLANT
ENGINEER**

**FIELD
ENGINEER
3 PER CREW**

**UTILITY
RELIEF**

**Sr. Qualified
3rd
by Department Seniority**

**Sr. Qualified
4th
by Department Seniority**

WOODYARD

**EQUIPMENT
OPERATOR
- CHIP PILE**

**EQUIPMENT
OPERATOR
- UTILITY**

**UTILITY
FLOATER**

YARD

**HEAVY
EQUIPMENT
OPERATOR**

**MEDIUM
EQUIPMENT
OPERATOR**

**LIGHT EQUIPMENT
OPERATOR**

LABOURER

JANITOR

MILL STORES

STORESMAN #1

STORESMAN #2

UTILITY FLOATER

P.G. TECHNICAL

**BEATER
TESTER**

**CHIP
TESTER**

**UTILITY
RELIEF**

PULP MILL

P.G.

**HEAD OPERATOR
1 PER CREW**

**PROCESS OPERATORS
2 PER CREW**

**FIELD OPERATORS
3 PER CREW**

INTERCON

**HEAD OPERATOR
1 PER CREW**

**PROCESS OPERATORS
2 PER CREW**

**FIELD OPERATORS
3 PER CREW**

**PROCESS UTILITY RELIEFS
16 IN TOTAL**

**PROCESS UTILITY
FLOATERS
8 IN TOTAL**

b) General

Set-ups for relieving will be done on “an up the shift basis” regardless of seniority.

c) Steam Plant

Vacancies created in the Steam Plant will be filled and certification will be required in the time periods outlined below:

Steam Plant employees will be given maximum opportunity to achieve the power engineering certification necessary for promotion. Third Class vacancies will be filled in the following order:

1. By the most senior (departmental seniority) qualified engineer in a 4th Class position in the Steam and Recovery Departments of both mills.
2. By the most senior 3rd from either department applying for the vacancy prior to the expiration of a thirty day period from vacancy.
3. By the most senior 3rd Class Power Engineer from within the mill applying for the position.
4. By hiring outside the Company.

Fourth Class vacancies will be filled in the following order:

1. By the most senior (departmental seniority) qualified 4th in the Steam and Recovery Departments of both mills.
2. By the most senior 4th Class Power Engineer from within the mills applying for the position.
3. By hiring outside the Company.

To encourage this to happen on a seniority basis, the following steps will take place:

1. Vacancies will exist 8:01 a.m. the day following termination or permanent move ups.
2. Permanent moves will take place on day 1 of the 30 day period when filled by the most senior employee and on day 31 for Steps 1, 2, 3 and 4 in the case of 3rd class vacancies and Steps 1, 2 and 3 in the case of 4th class vacancies.

3. The most senior qualified engineer in the department with the vacancy will be promoted temporarily when the 30 day period is applicable.
4. When no certified engineers are available, the most senior man in the department with the vacancy will be used temporarily in the case of a 4th Class ticket in the case of a 3rd Class vacancy.
5. New personnel in the Steam and Recovery Department will acquire 4th Class qualifications within 18 months of entering the department on a permanent basis. Employees failing to qualify will return to the labour pool. However transfers out will not be made until the employee has had the opportunity through department scheduling to attend school.
6. When promotions are made by Step 2, advertisement will be made concerning the vacancies in both departments for not less than fifteen (15) days.
7. When positions are filled by Steps 3 and 4, advertisement will be made mill wide for not less than fifteen (15) days.
8. The normal method of demoting will apply except for those who bypassed others as result of attaining a ticket.

e) Mill Stores

Storesmen working night shift or weekends when no Tool Crib Attendant is on duty will receive \$0.10/hour in addition to their regular rate during those periods. Storesmen #2 will not be required to work on shifts until appropriate training has been provided.

f) Yard

Heavy Equipment Operators operate the Grove, 420 and 980 Loaders, and Grader.

Medium Equipment Operators operate the Garbage Truck, Backhoe, 950 Loader, Dempster, Hiab and Double Axle and Dump Trucks.

Light Equipment Operators operate Single Axle Trucks, Crew Cabs, Pickups and Forklifts.

Each employee in the Yard either learns to operate each piece of equipment competently in his category within six (6) months or moves

down the line-of-progression to the category in which he can operate each piece of equipment and will receive the rate for that category.

IX MEALS AND MEAL TICKETS

- a) Meal tickets will be redeemable in the Cafeteria during regular opening hours for the purchase of food only. The total value of the ticket is \$8.00.
- b) One-half hour at the employee's regular rate is to be recorded on the time sheet when he elects not to eat the overtime meal.
- c) Hot overtime meals will be prepared in the Cafeteria to the limit of the present facilities and in compliance with the health regulations. When overtime meals are required in excess of the capabilities of the facility the normal procedures of going to an outside supplier will apply. This procedure should generally apply only during the two major shuts per year per mill or at the time of a major mill breakdown resulting in excessive meal demands.
- d) When the Company designates a shutdown of three (3) days or more duration and work is arranged on a 10 hour day, a hot meal will not be provided. In lieu of the hot meal, meal break and current meal ticket entitlement, an employee who works on the basis of the 10 hour day will receive a special meal ticket, valued at the current base rate, plus one-half hour at the employee's regular rate. Both the meal allowance and the additional pay will be included on the employee's regular pay cheque. The 10 hour day will be based on 10 hours of work with a 30 minute unpaid meal break, one 10 minute break in the morning and a 20 minute break in the afternoon.

If an employee is working a shutdown based on a 10 hour day and is unexpectedly required to work more than 10 hours, then an option will be provided regarding the meal. The employee will be given the choice of receiving a hot meal, with time appropriate to eat the meal, or continue to work and be provided with a special meal ticket, valued at the current base rate, plus one-half hour at the employee's regular rate.

In the event of shutdowns scheduled on the basis other than 10 hour days or shutdowns of less than three (3) days duration, this provision does not apply.

X MECHANIC'S TOOLS

- a) A Tool Floater policy will be provided to cover stolen tools on a 50/50 premium shared cost basis.

- b) Places to lock up tool boxes will be supplied in outlying shop areas outside of main shops.
- c) Tool lock ups will be made available in satellite area maintenance shops.
- d) The following is a Tool Replacement policy regarding the loss, repair and purchase of tools:
 - 1. The Company will replace damaged tools where there is reasonable certainty that negligence has not been involved.
 - 2. In general, worn tools will not be replaced, except that worn parts such as crescent jaws, hammer handles and tape refills, etc. will be replaced.
 - 3. Lost or stolen tools will not be replaced, except under very unusual circumstances.
 - 4. Flashlights will be issued to tradesmen and will only be replaced on the same basis as tools.
 - 5. To ensure the uniform application of this policy, Maintenance Superintendents will adjudicate all claims. Trades Supervisors shall refer all claims to the Maintenance Superintendents concerned.
 - 6. Tradesmen will be able to purchase the tools involved in their trade at cost through Mill Stores.
- e) Pipefitters will be supplied with 16' X 3/4" measuring tapes and carpenters with 25' measuring tapes.
- f) A carpenter's apron will be replaced when it has worn out and has been turned in to the supervisor.

XI MEDICAL TRAVEL AND ACCOMMODATION PLAN

The terms of the "Medical Travel and Accommodation Plan" shall be subject to the limitations in the contract of the selected carrier.

Cost sharing of the premium for this benefit will be 20% employee and 80% employer. The plan will be compulsory for all eligible employees and will not duplicate benefits provided now or which may be provided in future by any government program.

Terms and Conditions

- a) If an attending physician determines that adequate treatment is unavailable locally for an employee, or employee's registered dependent, then return public transportation will be provided to the nearest appropriate medical treatment centre so that appropriate treatment can be obtained. This treatment must be performed by a member of the College of Physicians and Surgeons of B.C. and occur within 6 months of the attending physician's referral.

Where specialized oral surgery is medically required and treatment is not available in Prince George, upon referral of the attending physician return public transportation will be provided to the nearest appropriate treatment centre so that appropriate treatment can be obtained. This treatment must be performed by a member of the College of Dental Surgeons of B.C. and occur within 6 months of the attending physician's referral.

When treatment is not available in British Columbia, then upon referral of the attending physician, and a certified specialist, the above terms and conditions will apply to the next nearest centre elsewhere in Canada or the continental United States.

"Registered Dependents" are defined as:

the spouse of the employee AND

any child, step-child, legally adopted child, or legal ward of the employee (including a child in respect of whom an adult stands in place of a parent) who is supported by the employee and who (a) is not married and (b) is under the age of 21 years or is in full time attendance at a school or university, and who is ordinarily resident in British Columbia.

- b) Where necessary, and at the request of the attending physician, transportation will be provided to an attendant so that the individual who is referred can be accompanied during treatment.
- c) Also, where transportation has been provided to the nearest major medical centre where adequate facilities are available, provision for assistance regarding accommodation is limited to commercial facilities and/or public facilities for the patient and attendant before and after medical treatment and shall be limited to a total of seven (7) days at \$95 per day.

Sympathetic consideration shall be given on an individual basis to extend the seven (7) day maximum where the required treatment extends beyond

this length of time. This consideration shall be determined by the Joint Union/Management Health and Welfare Committee.

- d) Transportation costs for the patient and attendant where applicable will be advanced by the Company upon presentation of proof of the need to travel.

XII OILERS

- a) Oilers will service the oil centrifuge.
- b) The line-of-progression for Oilers is administered as follows:

Qualifications for entry to the Oiler line-of-progression are:

Grade Twelve (12), or equivalent, plus successful completion of the Apprenticeship Wonderlic and Mechanical Aptitude tests at the same level as that for mechanical trades.

1. Oiler 0 - 60 days

This is a probationary period during which time the employee may gradually purchase the tools required to carry out the duties of a Lubrication Inspector.

2. Lubrication Inspector 60 days to 1 year

The following list of tools are required before reclassification from Oiler:

- 1 only 12" adjustable (crescent) wrench
- 1 only 10" adjustable (crescent) wrench
- 1 only 14" pipe wrench
- 1 only pair of standard pliers
- 1 only standard blade screwdriver
- 1 only set of Allen wrenches up to 1/2"
- 1 only small set of fitting extractors (easy out) 1/4" maximum
- 1 only set of combination or box wrenches to 1 1/4"
- 1 only ballpeen hammer

The duties of the Lubrication Inspector are:

To open, inspect, clean out, drain and refill lubricant reservoirs and housings (such as couplings), as required by lubrication schedules and to replace filters. This includes gasket making and replacement.

To remove, reinstall and replace lubrication fittings, pipe nipples, tubes or hoses available from stock in standard lengths and sizes (including drilling and tapping where needed).

To remove, reinstall or replace lubrication fittings, filters, plugs, caps, guards, covers over lubricant reservoirs including bearing caps and seals but not including those over pressurized bearings or containers.

To check and refill automatic lubrication systems to ensure adequate flow of lubricants to the required points and to adjust the regulation of such lubricant flow, and to dismantle and clean such devices as needed. This does not include hydraulic systems or heat exchangers.

To tighten existing lube lines as needed to seal leaks.

To clean out, service and replace parts in such lubrication devices as portable pumps, pumps, grease guns and lubricant dispensing equipment. This does not include changing bearings on equipment.

To inspect seals, packing glands, running temperatures and to report (in writing on standard form) conditions that may lead to failure.

To perform lubrication assignments and carry out schedules as directed within the intent of the foregoing duties.

To maintain good housekeeping storage areas and to dispose of empty containers and unwanted lubricants.

To report lubricant requirements in writing to the supervisor to ensure the maintenance of adequate supplies.

To inspect equipment while on tour for hot noisy bearings (motors, V-belts, couplings, pulleys) etc., and report same.

To be responsible for complete mill lubrication, on a rotational basis on weekend coverage, with the exception of electric motors.

3. Lubrication Mechanic Over 1 Year

In addition to the tools for Lubrication Inspector, the following tools are required:

1 tool box

2 ballpeen hammers (two of either No. 3, No. 1 1/2 or No. 1/2)
1 set of 2 punches and 2 chisels
1 hand hacksaw
1 pair vise grips
1 centre punch
1 - 8' or 10' steel tape
2 screwdrivers, assorted sizes
1 aligning bar
1 set of feeler gauges

The duties of the Lubrication Mechanic are those of the Lubrication Inspector, plus the following:

When requested, assists Millwrights in the repair and replacement of reduction units and bearings. This assistance will involve removal and reinstallation of the equipment and lubrication where required. This, also involves the use of wrenches, slings, chain blocks and similar lifting or handling equipment. The responsibility for the adequacy of the repairs will rest with the tradesman doing the job. Makes up simple lubricating devices such as oil wicks or similar devices.

Maintains required set of tools as per above list. Uses a vibration meter as directed by maintenance supervisors to take readings and report conditions of equipment.

The following comments are intended to clarify the Oiler line-of-progression and the duties of the Lubrication Mechanic.

1. All Lubrication Inspectors who have been employed as Lubrication Inspectors by this or any other company for a period exceeding one year will be automatically classified as Lubrication Mechanics and receive the appropriate training thereafter.

Onus of proof of past experience as a Lubrication Inspector must be provided by the employee.

Employees, who post into the Oiler line-of-progression with no previous experience, will start off as Oilers and progress to the level of a Lubrication Mechanic on the basis of the time periods referred to in Section (b) above.

2. This program is not intended to delete the vibration readings responsibility from the Millwright Journeyman but Lubrication

Mechanics will be expected to take vibration readings as directed by their supervisor.

3. The intent of the item which deals with assisting Millwrights can better be explained by an example. In the case of a gear box which has failed due to gears being stripped, the Lubrication Mechanic and Millwright or Millwrights will remove the cover.

The Millwrights will remove the shafts and gears to the shop and assemble the new gears and bearings in the shafts as required. During this time the Lubrication Mechanic would be removing the oil from the gear box. The Lubrication Mechanic would clean the gear box of all teeth, foreign matter and sludge, clean out all the lubricating piping and/or channels and have the gear box ready for the return of the internals. The internals would be replaced, possibly with the help of the Lubrication Mechanic and the necessary lubrication added after the covers have been replaced by the Millwright assisted by the Lubrication Mechanic.

It could mean that a Lubrication Mechanic and a Millwright working together as per the example may eliminate the need for a Trade Utility but this would only happen where lubrication was part of the repair.

XIII MISCELLANEOUS FACILITIES

- a) Car Washes

The car washes will be maintained and will operate as long as is reasonably practical. In addition, the problem of fallout will continue to receive top priority.

- b) Cheque Distribution

The same facilities in both mills will be provided in reference to cheque distribution, safety boots, etc.

- c) Hair Dryers

Hair dryers will be installed in all locker rooms having shower facilities.

- d) Lockers

All permanent employees are entitled to have two (2) lockers.

- e) Microwaves

Either microwaves or two burner counter-top stoves will be provided in all designated lunchrooms.

XIV PRESCRIPTION GLASSES

The Company has a policy for replacement of prescription glasses as follows:

Considering that the Company

1. Encourages all employees to properly protect their eyesight at all times.
2. Recognizes that an employee's prescription glasses can be damaged from impact while at work.
3. Recognizes that an employee's prescription glasses can inadvertently be lost while he is doing his job, i.e., fall into a repulper, etc.

The Company is prepared to replace eye glasses which are lost or damaged at work, or prescribed for replacement, at company expense, on the following basis:

1. Prescription lenses (replacement maximum once per year)
2. Hardex lenses only
3. Safety-type frames only
4. Side shields, if so desired.

Tinted glasses and costs for anything other than as noted in 1, 2, 3 and 4 above will be at the employee's expense.

To obtain glasses, hardexing or safety frames under this policy:

1. The employee will contact the Human Resources Department and obtain a requisition form.
2. The requisition form is then completed and must be signed by the department superintendent to indicate approval.
3. The completed, signed form will then be taken to the optician as specified by the Company.

XV PRE-RETIREMENT COUNSELLING

The Company will provide a pre-retirement counselling program. The Company will involve the Union in the design of the program.

XVI REPORTING TO WORK

a) Starting and Stopping Times

There is a 15 minute spread in starting times for Day Workers between the two mills by having Intercon start early. This will be at no cost to the Company.

Break time for both mills will be 10:00 a.m. in the morning and 2:30 p.m. in the afternoon.

Start/stop times for 8 hour shift workers will be:

7:00 a.m. - 3:00 p.m. (days)
3:00 p.m. - 11:00 p.m. (afternoons)
11:00 p.m. - 7:00 a.m. (nights)

Start/stop times for 12 hour shift workers are outlined in Subject XXIV - Twelve (12) Hour Shifts, Item 17.

b) When Unable to Report

In the event an employee is prevented from reporting to work, as a first attempt he must contact his supervisor but if unable to contact his supervisor contacting the Security Office is adequate.

XVII SANDBLASTING

Normal sandblasting jobs will be done by Painters. When there are jobs of a greater magnitude they will be subject to joint discussion.

XVIII SELECTION OF APPRENTICES

The selection of apprentices will be based on the following standards:

Part One

1. The following educational standards must be achieved:

	E & I	P/F, M/W, MACH, H. D. MECH	CARP, INS, MAS, PAINT, TIN, WELD
EDUCATION	GRADE 12 OR EQUIVALENT	GRADE 12 OR EQUIVALENT	GRADE 12 OR EQUIVALENT
REQUIRED COURSES	ENGLISH 12 MATH 12 PHYSICS 11	MATH 11 PHYSICS 11	MATH 11
REFRESHER COURSES*	MATH 12 PHYSICS 11	OLA MATH 106 PHYSICS 11	OLA MATH 106

*Newly selected apprentices must successfully complete the refresher courses before their first schooling date. Failure to do so will result in removal from the apprenticeship program and assignment to the Labour Pool. Refresher courses are not necessary if the “required courses” have been taken within three (3) years of the apprenticeship postings.

- Each applicant for an apprenticeship posting will be required to successfully complete the Apprenticeship Test Battery. The tests and the minimum test scores are:

	E & I	OTHER TRADES
WONDERLIC	27	24
CAAT – LEVEL C (MECH. REASONING)	53	53
CAAT – LEVEL D (MATHEMATICS)	27	24
MULTIDIMENSIONAL TEST BATTERY - OBJECT ASSEMBLY - DIGIT SYMBOL - SPATIAL	COMBINED SCORE 65 TH PERCENTILE	COMBINED SCORE 65 TH PERCENTILE

Note: All tests must be passed. Employees who do not pass, must wait one (1) year before they can re-write the test battery. The only exception to this rule is in the case of a math exam failure. The completion of a math upgrading course is sufficient prerequisite to rewrite the math test. Employees who write the test battery will also complete a reading comprehension test. While there is no minimum scoring requirement for this test, all applicants will be provided with their test scores and encouraged to take upgrading courses when test results are low.

The test battery must have been successfully completed within five (5) years of the apprenticeship postings to be considered current and qualify for consideration.

Part Two

1. The most senior applicant in the bargaining unit meeting the Company standards will be selected. In the event that the most senior applicant does not meet the Company standards, the Union members of the Joint Apprenticeship Committee will be given the opportunity to voice their objection prior to the final appointment by the Company.
2. The Union members of the Joint Apprenticeship Committee will receive the following:
 - a) A complete list of all the applicants and their mill seniority dates.
 - b) A complete list of all the applicants and whether they passed or failed. Individual marks will be provided with the permission of the employee.
 - c) The name(s) of the successful applicant(s) prior to their being notified of the appointment.

XIX SENIORITY

- a) Definitions:

Mill Seniority - the period of time in which an employee is continuously employed within the bargaining unit subject to the provisions of Article XVII - Seniority.

Departmental Seniority - the time that an employee has been continuously employed within a department or promotional line from the date of permanent classification into a position in that line.

Job Seniority - the period of time that an employee has been classified and employed in a particular job, except where the classification is on a temporary basis due to temporary vacancies.

- b) Rules:

1. Employees will progress up a promotional line in the normal method (see Article XVII, Section 1) except at cross-over points between the two mills. At cross-over points, the most senior (Dept. seniority) qualified operator of both mills will be promoted. (See Subject VIII - Lines-of-Progression and Relieving on Shift).
2.
 - i) In the case of demotion or shutdowns in excess of thirty (30) days, employees will return to lower jobs in their line-of-progression, including jobs they may not have been

previously classified in, based on job, department and mill seniority in that order.

In demotions at cross-over points, department seniority will determine into which line the employee is demoted.

- ii) Graduating apprentices in the Maintenance Department will be credited with job seniority retroactive to the start of their apprenticeship. A job seniority adjustment will be made for all employees who have completed an apprenticeship.

Demotions in the Maintenance Department will be by job, department and mill seniority in that order.

NOTE: Employees recalled to their department will return on job, department and mill seniority in that order. The adjusted maintenance job seniority applies for future recall and demotions within the Maintenance Department.

- iii) In situations concerning the start-up of a department after a shutdown, employees will return to the positions they held before the shutdown.
- iv) In situations concerning a permanent department closure or start up or elimination of a line of progression, problems will be discussed at a joint meeting of Union and Management.
- v) Employees affected by layoff will first apply job seniority, then department seniority and finally mill seniority to determine if work is available in the mill, subject to the limitations of Sections 4 & 5 below.

Employees who are laid off from their department will be able to exercise their mill seniority to occupy bumpable entry-level jobs in the mill.

If employees do not have enough mill seniority to occupy bumpable entry-level jobs, they will, before being laid off out of the mill, have the opportunity of looking back to either the department (in the case of production employees) or job (in the case of maintenance employees) that they occupied at the time of initial layoff.

- a) In Production departments, if operators with less mill seniority are employed in the department that they occupied at the time of

initial layoff, then the employees with the least mill seniority will be laid off out of the mill and the originally displaced employees will re-enter the department at the bottom of the line-of-progression.

- b) In the Maintenance department, employees will look back to the job that they occupied at the time of initial layoff. If employees with less mill seniority are occupying their job, then the employees with the least mill seniority will be laid off out of the mill and be replaced by the originally displaced employees.

This provision will be referred to as "double bumping".

3. Transfers - there shall be a probationary period of thirty (30) days. During this period an employee may return to the former job either at his or the Company's request, without loss of seniority in the former position. The period of thirty (30) days may be extended by mutual consent of the Union and Management.
4. Slot-ins - where it is necessary to slot-in employees because of steam tickets, the slot-in will maintain job seniority over employees in positions below him. Other special requirements will be discussed jointly prior to action being taken.
5. Freezing - a person frozen in a line of progression shall still have first chance at future promotions. Once a man has permitted himself to be bypassed he will not exercise his department seniority in obtaining a job senior to the man who bypassed him.
6. Labour Pool and Retention of Department Seniority - employees who have been hired into the mill on job posting to fill permanent positions in specific departments may be transferred to the Labour Pool upon completion of the job they were hired into. When transferred to the Labour Pool under the above circumstances, employees will maintain seniority in the hiring department until they go back to that department or accept a transfer to another department.

XX STANDING COMMITTEE

The normal starting time of Standing Committee meetings will be 3:00 p.m., but may, from time to time be changed to 8:00 a.m. upon reasonable request.

XXI STATUTORY HOLIDAYS

a) Deferred Stats.

Statutory Holidays falling on an employee's regular day off will be covered as outlined below:

When a Statutory Holiday falls on an employee's day off, he may if he elects to, take an alternate day off within the contract year (or within two (2) months if Easter Monday is deferred) - in accordance with the following provisions:

1. The employee must apply to his immediate supervisor in writing prior to the Statutory Holiday.
2. The alternate day off will be scheduled in relation to the shift schedule to minimize relief requirements or must conform to minimum departmental or trades requirements.
3. The Statutory Holiday pay shall be deferred until the day off is taken. The pay shall be eight (8) hours at straight time rate for each Statutory Holiday.
4. This agreement does not void the conditions upon which the Statutory Holiday pay is earned as set out in Article XII, Section 5.
5. When an employee elects to defer his Statutory Holiday pay, the work week in which the Stat. occurs will not be shortened according to the terms of the "Sunday Letter".

b) Leave of Absence

When a Statutory Holiday occurs while an employee is on leave of absence, another day off will not be granted. However, this shall not affect the employee's Statutory Holiday pay provided other conditions of Article XII are complied with.

c) Meals

The Company agrees to supply a hot meal at mid-shift for those employees required to work on a Statutory Holiday when the mill is shutdown. This meal will be provided from the Cafeteria.

XXII TOOL CRIB

a) The general duties of the Tool Crib Attendant are outlined below:

1. Dispenses tools

2. Receives rental equipment from rental firms, signs out rental equipment to supervisors and follows up on the return of such equipment to the rental firms in town.
 3. Maintains tool crib inventory and orders stock as necessary, including spare parts.
 4. Looks after loan of tool crib tools to Company employees.
 5. Initiates work orders and gets tools to the proper departments for major maintenance.
 6. Trains stores personnel for off shift coverage.
 7. Minor repairs of the following nature will be performed by the Tool Crib Attendant:
 - i) checks for loose bolts and secures same
 - ii) checks chain falls and come-a-longs for worn chains and hooks and replaces as required
 - iii) checks oil levels in hydraulic jacks and fills as required
 - iv) checks and tests extension lights and replaces bulbs as required
 - v) sharpens drill bits as and when required
 - vi) checks Hilti gun, cleans and oils as required
 - vii) overhauls come-a-longs
 - viii) replaces couplers on hydraulic jacks and pumps as required
 - ix) keeps threads on pulling gear equipment free and clean of all foreign objects (uses die thread nut)
 - x) replaces tips on snap ring pliers as required
 - xi) changes cutting disc on Skil saw
 - xii) changes grinding discs, stones or sanding discs on grinders as required
 - xiii) replaces straps on strap wrenches
 - xiv) replaces cutting blades on bolt cutter and pipe cutters
 - xv) changes hook jaws and heel jaws on pipe wrenches, and screws and jaws on crescent wrenches
 - xvi) cleans and checks all equipment between use
 8. Major overhauls and rebuilding of equipment will be the responsibility of appropriate tradesmen.
 9. The Company will supply all tools required for the repairs as outlined in Item No. 7.
- b) 1. Journeymen will be used as relief for Tool Crib Attendants.

2. When a permanent Tool Crib Attendant vacancy occurs, it will be filled by a journeyman on assignment.
3. The current incumbent in the PG Tool Crib will be paid the "B" Mechanic rate. This rate is provided on the basis that the PG Tool Crib Attendant will perform the same repairs as the journeyman attendant at Intercon.

XXIII TRAINING

a) Steam Plant

An employee who is sitting for a Boiler Inspector's examination for ticket upgrading will be paid at his regular job rate to a maximum of eight (8) hours for each day of the sitting, providing he would otherwise be working on the days in question.

b) Yard

Equipment Operators will receive job training by accredited instructors as agreed upon by the supervisor and the employee concerned.

XXIV TWELVE (12) HOUR SHIFTS

1.
 - a) The introduction of the twelve (12) hour shift schedule was agreed to July 1, 1979.
 - b) The 12 hour shift schedule may be cancelled if initiated by either party with 30 days written notice or 7 days if mutually agreed to by the Union and the Company.
 - c) A 12 hour shift committee will be maintained consisting of three members from Local 9 and three members from the Company. The purpose of the committee will be to meet and resolve problems that may arise from time to time regarding the twelve hour shift schedule.
2. The implementation of the compressed work week will be on the conditions that there will be no extra cost to the Company and that the efficiency of any department or departments will not decrease.
3. For the purpose of covering for short term or short notice absences, the crew will be moved up on shift if all positions required to be filled can be filled.

It is clearly understood by both parties that replacements must be available for relief purposes when required and that these replacements must come from employees on their scheduled days off.

To ensure that such replacements will be available, employees prior to going on their scheduled days off, will indicate to their supervisor when they will be available for work.

4. Any employee entering the 12 hour shift schedule will be paid the overtime premium for hours worked in excess of eight (8) hours on the first 12 hour shift, unless notification of entry was given during the first eight (8) hours of his last shift preceding the new 12 hour shift.
5. Overtime at the rate of time and one-half will be paid for all work in excess of twelve (12) hours in any one day except when such work in excess of twelve (12) hours is caused by the change of shift.
6. Tour workers who work in excess of 12 consecutive hours on a regularly scheduled shift, or in excess of eight (8) consecutive hours on a scheduled day off shall have the option of receiving the overtime premium on the basis of Article VI - Hours of Work or of receiving straight time for hours in excess of 12 or 8 consecutive hours respectively, and taking equivalent time off in units of not less than 4 hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it was banked, may be carried over to the next contract year for the purpose of taking equivalent time off.

If equivalent time off is not taken by the end of the contract year following the contract year in which it was earned, the Company shall pay the deferred one-half premium pay. Tour workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

7. For the purposes of the twelve (12) hour shift schedule, the payment of Shift Differential will be based on tour work in accordance with Article VII - Wages, Section 2, Paragraph (a).
8. Vacation time for purpose of 12 hour shifts will be banked and withdrawn as employees take scheduled days off as vacation. The minimum time off will be seven (7) calendar days free from work. Vacations shall cover a complete tour for either 24 or 36 hours of vacation pay. However, if vacations are taken in conjunction with a 40 hour averaging day off, either 12 or 24 hours of vacation pay can be taken to cover the tour.

No leave of absence will be allowed in a minimum weeks vacation unless there are no vacation hours left in the bank.

The maximum time off for a weeks vacation will be five working days, i.e.:

DD / OO NNN OO DD OOO / NN

for forty hours vacation pay .

A leave of absence will be allowed in a maximum weeks vacation for hours over forty. For example, in the above the employee would receive 40 hours vacation pay and 20 hours leave of absence.

The maximum leave of absence allowed for vacation will be 20 hours per week.

Tour workers will be considered on vacation from the last shift worked to the first scheduled shift back.

9. An employee who has been employed for less than one year and does not qualify under (b) of Article XI - Vacations, will receive a vacation of two hours for each full week of actual work performed during the preceding vacation period. No vacation of less than 8 hours will be granted.
10. When taking Special and Supplementary Special (Personal) Floating Holidays, Banked Overtime, Banked Shift Differential and Deferred Statutory Holidays, the following rules apply:
 - a) Employees on the compressed work week schedule shall be granted five (5), twelve (12) hour Special (Personal) Floating Holidays per contract year.
 - b) For purposes of the twelve (12) hour shift schedule, entitlement to Supplementary Floating Holidays will be calculated on the basis of the number of days for which the employee has qualified, multiplied by eight (8) hours, subject to all other conditions of Article XIV - Supplementary Special (Personal) Floating Holidays.
 - c) For the purpose of the twelve (12) hour shift schedule, entitlement to Deferred Statutory Holidays will be calculated on the basis of the number of days for which the employee has qualified multiplied by eight (8) hours.
 - d) Floating Holidays, Banked Overtime, Banked Shift Differential and Deferred Statutory Holidays can only be taken off in twelve (12) hour units.
 - e) Employees will be permitted to group Floating Holidays, Banked Overtime, Banked Shift Differential and Deferred Statutory Holidays to facilitate taking time off in twelve (12) hour units.
 - f) Employees may take four (4) hours from grouped hours if so desired to supplement Statutory Holiday pay, if they would normally have worked a twelve (12) hour shift on that day.

- g) When a Statutory Holiday falls on a employee's regular day off, he may if he elects to, take an alternate day off within the contract year, according to the provisions of Subject XXI - Statutory Holidays (a). Any hours remaining at the end of the contract year will be paid to the employee.
 - h) With the above exceptions, and those found elsewhere in this subject, all other conditions of the main body of the Labour Agreement will be applied in relation to 12 Hour Shift Workers.
11. When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence and he shall be compensated at his regular straight time hourly rate for hours lost from his regular schedule, to a maximum of twenty-four (24) hours pay, according to the provisions of Article XVIII, Section 2, Bereavement Leave.
 12. Any regular full time employee who is required to perform Jury Duty, or who is subpoenaed to serve as a witness in a court action or Coroner's Inquest, save and except actions involving the Company or trade union, unless subpoenaed by the Crown; on a day on which he would normally have worked, will be reimbursed by the Company for the difference between the pay received for such duty and his regular straight time hourly rate of pay for his regularly scheduled hours of work. It is understood that such a reimbursement shall not be for hours in excess of twelve (12) hours per day or forty-eight (48) or thirty-six (36) hours per week depending on the number of days scheduled that week less pay received for such duty. The employee shall be required to furnish proof of performing such service and such duty pay received in accordance with Article XVIII, Section 3(a), Jury or Witness Duty.
 13. Employees will give as much notice as they possibly can on requests of leave, so that they can be replaced at straight time. Otherwise the necessity to work employees on their days off will effectively negate the benefits gained from the additional days free from work in the compressed work week.
 14. When the Company changes an employee's shift schedule after the start of the week without notification being given during the first twelve (12) hours of his last shift preceding the new shift, the employee shall receive two (2) hours penalty payment at the straight time day rate for the first shift worked resulting from the change.

If the change in shifts during the week is temporary, the penalty payment is not payable for the second change in shifts when the employee returns to his previously established shift schedule.
 15. For the purposes of the twelve (12) hour schedule, Sunday Letter entitlement will be based on the forty-eight (48) or thirty-six (36) hour work week, depending on the number of days scheduled in that week.

16. The averaging period for the twelve (12) hour shift schedule will be six (6) weeks and a floating day off will be arranged so that forty (40) hours per week are worked on average.
17. The twelve (12) hour shift times of 7:00 a.m. to 7:00 p.m. and from 7:00 p.m. to 7:00 a.m. will define a DAY as a period of twenty-four (24) hours, beginning at 7:00 a.m. and a WEEK as a period of seven (7) calendar days beginning at 7:00 a.m. Sunday.

XXV VACATIONS

- a) Vacations will be granted in individual departments on the basis of mill seniority up until April 1st of each year, after which time they will be on a first-come, first-serve basis. The Company will continue to establish the numbers of employees who can be absent in a line-of-progression or job category.
- b) Day Workers will be provided with a seven (7) day clear period of vacation time off. A Day Worker, who is regularly scheduled to work Monday to Friday, will take five (5) days of vacation from Monday to Friday and the following Saturday and Sunday will be considered as part of the vacation period.

If a Statutory Holiday falls within the above mentioned vacation period, the Statutory Holiday may be deferred in accordance with the provisions outlined in Subject XXI - Statutory Holidays, Section (a) Deferred Stats.

XXVI WOODYARD

- a) Woodyard personnel are part of production.
- b) Woodyard employees will have access to the food services on the same basis as other operating departments.

XXVII BENEFITS FOR RETIREES

The Company will provide medical and extended health benefits (excluding vision care) to retirees from the bargaining unit.

These benefits were provided in exchange for the feeding and burning of hog fuel and the water washing of recovery boilers in the steam plants of both mills during the period between 7:00 a.m. December 24th and 7:00 a.m. December 27th when these were "down" Statutory Holidays.

XXVIII EMPLOYMENT OF STUDENTS

Students will be employed under the following terms and conditions:

- a) The word "student" refers to a person who is enrolled, or intends to be enrolled, in a full-time educational program. In operating departments, students will be employed to provide relief to bottom jobs in the lines-of-progression for regular employees who are on vacation or other time off. In other departments students will be hired as labourers.
- b) Students will be identified as such at the outset of an employment period and must indicate that they will be returning to school immediately following a vacation or semester break. A Student Payroll Status Advice form will specify the expected employment period and be signed by the student. The Union will receive a copy of the completed form.
- c) Students who wish to change their status and apply for regular full-time employment must indicate this intention in writing to the Human Resources Department. At this time they will cease being students and will be terminated. They will then be considered for permanent openings provided they meet the requirements of a permanent employee.
- d) No regular employee will be laid off as a result of students being employed and all employees with recall rights who are on lay off will be recalled before a student is hired.
- e) Seniority rights as outlined in Article XVII - Seniority do not apply to students.
- f) Students will not be eligible to apply for job postings.
- g) Each student will receive a copy of these terms of employment during the indoctrination process.

XXIX PULP AND PAPER TECHNOLOGY PROGRAM

Employees who have been approved for enrolment in the Northern Alberta Institute of Technology (NAIT) pulp and paper technology program will receive the following one-time bonuses for the successful completion of each of the program's three (3) sections.

Section 1 - \$100

Section 2 - \$200

Section 3 - \$300

XXX LEAVE OF ABSENCE

Long service employees with ten (10) or more years of seniority will be granted a, **once only**, leave of absence of up to six (6) months. This request would be conditional on the following:

- i) Three (3) months notice must be given. (The notice period may be reduced or waived in cases of emergencies or for compassionate reasons.)
- ii) Only one (1) employee can be off on leave at a time in each department.
- iii) The leave cannot be used to work for another forest products company.
- iv) All other owed time must be used before an unpaid leave will be granted.

XXXI APPLICATION FOR CEP JOB VACANCIES

PPWC members, providing they meet the minimum qualifications of the job, will be chosen on the basis of seniority on CEP, Local 1133 job vacancies before a new employee is hired from outside.

Once chosen, the successful applicant will serve a thirty (30) calendar day probationary period. During this time he will retain his seniority and job in his former department if either he elects to return to his former job or if he is found to be unsuitable for the new job.

Notices regarding job vacancies on the paper machine will be posted on the official job posting bulletin boards for a period of one week. PPWC employees interested in applying on these vacancies must apply, in writing, to the Human Resources Department within this period.

XXXII PPWC LOCAL 9 EDUCATION AND UPGRADING FUND

The Company will provide funding of two (2) cents per hour worked for an education and upgrading fund to be administered by the Union. The contributions will be paid on a monthly basis.

**CANADIAN FOREST PRODUCTS LTD.
PRINCE GEORGE PULP AND PAPER
MILLS DIVISION**

**PULP, PAPER AND WOODWORKERS
OF CANADA, LOCAL 9**
