

MOA
Mackenzie Pulp
&
CEP Local 1092
Revision 7

March 30, 2010

Memorandum of Understanding Mackenzie Pulp and CEP Local 1092

1. RENEW ALL LETTERS OF UNDERSTANDING AND INTENT WITH THE FOLLOWING AMENDMENTS:

- a) **LETTER OF UNDERSTANDING – COMMITMENT TO EMPLOYMENT** - AMEND POINT #3 BY DELETING "AND MAKE RECOMMENDATIONS NO LATER THAN MARCH 31ST, 2004."

2. ARTICLE XXIX – ENVIRONMENTAL PROTECTION

AMEND THE SECOND PARAGRAPH TO READ AS FOLLOWS:

The purpose of the Committee will be to receive information, review problem areas and make appropriate suggestions regarding compliance including challenges related to climate change.

3. ARTICLE VIII – JOB EVALUATION

a) **AMEND STEAM PLANT WAGE RATE STEPS TO THE FOLLOWING:**

The parties agree to the application of the following increase in step rates for the Education Credits for Steam and Power Certificates:

- 4th class Certificates from 2.00 steps to 4.00 steps
- 3rd class Certificates from 4.50 steps to 8.00 steps
- 2nd class Certificates from 6.00 steps to 10.00 steps

- b) The parties agree that a job field survey will be conducted for the steam and recovery jobs.

4. ARTICLE XIX – WELFARE PLAN AND EXHIBIT "C"

a) **AMEND APPENDIX 2 – LONG TERM DISABILITY PLAN SUMMARY – CONDITIONS FOR IMPLEMENTING THE PLAN – POINT 2 TO READ AS FOLLOWS:**

When an employee becomes totally disabled under this plan, they shall have the option of taking all outstanding earned time off with pay, such as vacations, supplementary vacations, statutory holidays, special (personal) floating holidays and any half-time portion of banked overtime.

b) AMEND APPENDIX 2 – LONG TERM DISABILITY PLAN SUMMARY #6 – INTEGRATION WITH OTHER DISABILITY INCOME TO PROVIDE:

The benefit from this plan combined with all other disability income to which the disabled employee is entitled will not exceed 80% of the employee's regular wage rate at the date of disability.

c) AMEND APPENDIX 2 – LONG TERM DISABILITY PLAN SUMMARY –#2 – LEVEL OF BENEFITS – PARAGRAPHS 2 – 4 AS FOLLOWS:

Employees who are under age 60 years of age will have their future disability benefit recalculated by applying the contractual wage increases that were applied in each year, during the period of their disability, to their long term disability benefit.

Delete the third paragraph

The recalculated weekly benefit when combined with all other disability income to which the disabled employee is receiving will not exceed 80% of 40 hours multiplied by the regular wage rate in effect at the time of the recalculation.

d) AMEND EXHIBIT "C" – WELFARE PLAN – 2. COVERAGES AND BENEFITS (C) – NON – OCCUPATIONAL ACCIDENT AND SICKNESS INSURANCE as follows:

The Welfare Plan will include Non-Occupational Accident and Sickness Insurance that will provide a benefit of sixty percent (60%) of the employee's regular job rate to the maximums in the following table.

Maximum Weekly Indemnity Benefits Payable	
Effective Date	Benefit Maximum
Date of ratification	\$750.00 per week
May 1, 2009	\$800.00 per week
May 1, 2010	\$820.00 per week
May 1, 2011	\$845.00 per week

Note: The increases effective May1, 2010 and May 1, 2011 reflect the May 1, 2009 benefit being increased in accordance with the general wage increases effective on those dates.

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 those cases of non-occupational sickness, which results in the claimant being hospitalized as a bed patient, and in those cases where surgery is performed which

necessitates loss of time from work, the said Weekly Indemnity benefits will be payable beginning with the first day of sickness. Benefits will be payable for a maximum of fifty-two (52) weeks during any one period of disability.

Weekly Indemnity benefits which begin prior to age 65 will continue until the employee has received at least fifteen (15) weeks of benefits, or until the employee is no longer disabled or retires, whichever ever comes first. Where the employee recovers an amount from a liable third party for loss of income as a result of the same accident or illness, they must reimburse the Plan once they have received 100% of their gross wages lost.

Delete the Wage Scale / Benefit Schedule from the renewed labour agreement.

e) AMEND EXHIBIT "C" – WELFARE PLAN – 2. COVERAGES AND BENEFITS (D) – MEDICAL SURGICAL COVERAGE

Amend the renewed labour agreement to provide for an increase under the Extended Health Benefits Plan Lifetime Maximum to \$200,000.00.

f) AMEND EXHIBIT "C" – WELFARE PLAN – 2. COVERAGES AND BENEFITS (A) – GROUP TERM LIFE INSURANCE AND EXHIBIT "C" – WELFARE PLAN – 2. COVERAGES AND BENEFITS (B) – ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BY REPLACING THE EXISTING TABLE OF BENEFITS WITH THE FOLLOWING NEW TABLE:

MAXIMUM INSURANCE BENEFITS PAYABLE		
EFFECTIVE DATE	GROUP TERM LIFE	AD&D
DATE OF RATIFICATION	\$91,000	\$91,000
MAY 1, 2009	\$93,300	\$93,300
MAY 1, 2010	\$95,600	\$95,600
MAY 1, 2011	\$98,500	\$98,500

g) JOINT TRUSTEED HEALTH AND WELFARE PLAN

The parties agree to form a committee to investigate the feasibility of a Jointly Trusteed Health and Welfare Plan. This committee will communicate its findings during the term of the renewed labour agreement.

Should any improvements to the Welfare Plan be negotiated during the next Pattern Bargain they will form part of this Agreement.

5. ARTICLE XX – PENSION PLAN

- a) The parties agree to refer the matter of integrating the bridge provisions into the Pulp and Paper Industry Pension Plan to the Board of Trustees for their review and consideration.

On the above issue, it is agreed that prior to the implementation of any change to the Pulp & Paper Industry Pension Plan or proceeding with the review, there must be unanimous approval of the nine (9) trustees.

- b) **AMEND SECTION 5 : PENSION BRIDGING BENEFIT BY INSERTING THE FOLLOWING NEW LANGUAGE:**

The Company shall provide employees with a pension bridge annuity of twenty dollars (\$20.00) per month per year of service at age sixty (60) or older who retire prior to attaining age sixty-five (65). The pension bridge benefit will not be payable beyond age 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 & Paper Industry Pension Plan.

An employee who chooses to retire at age fifty-five (55) or later shall have access to the bridging benefit paid by the Company when they reach age sixty (60).

- c) **AMEND SECTION 5: PENSION BRIDGING BENEFIT BY DELETING THE REFERENCE TO THE PULP PRICE TRIGGER.**

Should any improvements to the Pension Plan be negotiated during the next Pattern Bargain they will form part of this Agreement.

6. ARTICLE XXI – SENIORITY

- a) **AMEND SECTION 2: PROBATIONARY PERIOD AS FOLLOWS:**

Until an employee has been on the payroll of the Company for forty (40) calendar days, or until he/she has accumulated thirty (30) working days in a ninety (90) calendar day period, he/she shall be considered a probationary employee and shall have no rights under Article XXI with respect to seniority.

- b) **AMEND SECTION 3: RETENTION OF SENIORITY (ii) AS FOLLOWS:**

An employee with one (1) or more years of continuous service shall retain these rights for eighteen (18) months from the date of lay-off, plus two (2) additional months for each year of service up to an additional twenty-four (24) months.

- c) **AMEND SECTION 4: TRAINING AS FOLLOWS:**

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

- (a) Up to two (2) days where the layoff is estimated to be in excess of ten (10) days.
- (b) Up to five (5) days where the layoff is estimated to be in excess of twenty-one (21) days.
- (c) Up to eight (8) days where the layoff is estimated to be in excess of thirty-five (35) days;
- (d) Up to ten (10) days where the layoff is estimated to be in excess of sixty (60) days
- (e) Where the layoff is estimated to be in excess of ninety (90) days the Company will discuss with the Local Union training provisions of up to fifteen (15) days;
- (f) Where a layoff results from a permanent partial plant closure or temporary closure in excess of ninety (90) days, the Company will participate in a program of training or re-training for another job within the operations to facilitate the exercising of mill seniority, recognizing there will be some limitations where special qualifications are required. Phasing in arrangements to implement the program shall be concluded prior to the closure.

7. ARTICLE XXII - JOB SECURITY

- a) **AMEND SECTION 6: SEVERANCE ALLOWANCE (a) BY REPLACING THE EXISTING TABLE AND INSERTING THE NEW TABLE AS FOLLOWS:**

YEARS OF EMPLOYMENT	SEVERANCE ALLOWANCE	
	WEEKS PER YEAR OF SERVICE	% OF EARNINGS
1 st Twenty (20) Years	2	4%
Subsequent Years	1	2%
Maximum Severance Allowance	52 Weeks *	2080 Hours

* COMPUTED ON THE BASIS OF FORTY (40) STRAIGHT TIME HOURS AT THE EMPLOYEE'S REGULAR RATE.

- b) **AMEND SECTION 6: SEVERANCE ALLOWANCE (a) BY INSERTING A NEW PARAGRAPH AS FOLLOWS:**

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.

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

8. ARTICLE XXIII - PERMANENT MILL CLOSURE

a) AMEND SECTION 2: SEVERANCE ALLOWANCE AS FOLLOW:

Such employees shall be entitled to a severance allowance of two (2) weeks per year of service to a maximum of sixty (60) weeks based on the employee's years of employment during the employee's last period of continuous service computed on the basis of forty (40) straight time hours per week at the employee's regular rate.

b) AMEND SECTION 2: SEVERANCE ALLOWANCE BY INSERTING A NEW THIRD PARAGRAPH AS FOLLOWS:

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

9. ARTICLE XXIV - JOB ELIMINATION

a) AMEND SECTION 5: SEVERANCE ALLOWANCE (a) BY REPLACING THE EXISTING TABLE AND INSERTING THE NEW TABLE AS FOLLOWS:

YEARS OF EMPLOYMENT	SEVERANCE ALLOWANCE	
	WEEKS PER YEAR OF SERVICE	% OF EARNINGS
1 st Twenty (20) Years	2	4%
Subsequent Years	1	2%
Maximum Severance Allowance	52 Weeks *	2080 Hours

* COMPUTED ON THE BASIS OF FORTY (40) STRAIGHT TIME HOURS AT THE EMPLOYEE'S REGULAR RATE.

b) AMEND SECTION 6: SEVERANCE ALLOWANCE (a) BY INSERTING A NEW PARAGRAPH AS FOLLOWS:

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

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

10. ARTICLE VII – WAGES AND EXHIBIT A – JOB CATEGORIES AND WAGE RATES

AMEND ARTICLE VII AND EXHIBIT A TO PROVIDE THE FOLLOWING:

a) i.) A WAGE ADJUSTMENT FOR THE MECHANICS (JOURNEYMAN) CATEGORY AS FOLLOWS:

Effective May 1, 2008 provide a general wage increase of 2%
Effective May 1, 2009 provide a general wage increase of 2.5%
Effective May 1, 2010 provide a general wage increase of 2.5%

ii.) Effective May 1, 2011 provide a general wage increase (all categories) of 3%

General wage increases for years 2012, 2013 and 2014 will be as per the Pattern Improvements.

b) A Trades Adjustment (applied prior to general wage adjustment):

Effective May 1, 2008 provide an adjustment of \$.70 per hour

c) Amend Steam Plant Certification Bonus to:

1. Employees holding a 4th Class Certificate, where no certificate is required, will receive thirty-five cents (\$.35) per hour over their job rate.
2. Employees holding a 3rd Class Certificate, where a 4th Class certificate is required, will receive fifty cents (\$.50) per hour over their job rate.
3. Employees holding a 2nd Class Certificate, where a 3rd Class certificate is required, will receive fifty-five cents (\$.55) per hour over their job rate.
4. Employees holding a 1st Class Certificate, where a 2nd Class certificate is required, will receive sixty-five cents (\$.65) per hour over their job rate.

d) Delete Section 3: Pulp Price Trigger Bonus

11. ARTICLE XXVIII – SAFETY AND OCCUPATIONAL HEALTH

AMEND SECTION 4: JOINT LABOUR / MANAGEMENT SAFETY CONFERENCE AS FOLLOWS:

Section 4: Joint Labour / Management Safety Conference

- (1) A Joint Labour / Management Safety Conference of two (2) days will be held annually.

- (2) It shall be the basic principle of this Conference to assist the delegates in the development of an effective safety program through the promotion and implementation of best practices for an effective safety program in each mill.
- (3) To accomplish the implementation of an effective safety program in the mill, each Local Union shall have two (2) delegates in attendance at the safety conference. The two (2) delegates shall be compensated by their respective employer for any loss of wages. Travel and hotel expenses of the delegates shall not be paid by their respective employers.
- (4) A senior management representative shall attend the conference. Senior company officials and representatives of WorkSafe BC will be encouraged to attend. Additional delegates of either labour or management will be permitted to attend on an observer basis.
- (5) The agenda shall address issues that will promote occupational health and safety in their respective workplaces. Agenda items shall be submitted to the respective representative no later than November 30th prior to the conference.
- (6) The Planning Committee shall initially meet no later than one hundred and eighty (180) days prior to the established date of the conference and then schedule follow up meetings in accordance as required by the planning committee.
- (7) The Planning Committee shall be comprised of the following members:
 - a) One (1) CEP Local Union member
 - b) One (1) PPWC Local Union member
 - c) One (1) CEP representative from the Regional Office
 - d) One (1) PPWC representative from the National Office
 - e) One (1) Employer representative from the employer group
 - f) One (1) Industry representative
 - g) One (1) Conference Facilitator
- (8) The Occupational Health and Safety Conference shall be funded on the basis of an industry contribution of three cents (\$.03) per employee per hour worked into a Jointly Trusteed Occupational Health and Safety Conference Fund.

The funding shall provide that when the monies in the Joint Trustee Occupational Health and Safety Conference Fund reach Two Hundred Thousand Dollars (\$200,000.00), the funding will be discontinued until the fund has been reduced to Fifty Thousand Dollars (\$50,000.00).

The Jointly Trusteed Fund will be used for the payment of wage loss for Local Union planning committee attendees and conference expenses.

12. ARTICLE XXXIII - DURATION AND AMENDING PROCEDURE

a) AMEND SECTION 1: TERM OF AGREEMENT AS FOLLOWS:

This agreement shall be in effect from midnight April 30, **2010** to midnight April 30, **2015**, and thereafter from year to year subject to the conditions as set out in Sections 2 to 5 which follow hereunder.

b) AMEND SECTION 3: NOTICE OF RE-OPENING AS FOLLOWS:

This Agreement may be opened for collective bargaining as to changes as follows:

- either party desiring any change shall mail to other party notice in writing, by registered mail, on or after January 1, **2015** but in any event no later than midnight April 30, **2015**, that any 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 herein on behalf of the Union shall be given by the Union (or its representative) and similarly notices on behalf of the Company shall be given by the President of the Company (or his representative).

General Article 1

Section 5: Scope of Agreement

Delete the language regarding Scope of Agreement.

Article IV: Union Security

Section 5: Union Dues Deduction:

After completion of the 40 day probationary period, union dues will be deducted from the employees pay.

Article VI: Hours of Work

Section 2: Overtime

(1) Day Workers

- Delete provisions for Sunday Letter Carry-over, and all Sunday work will be paid at straight time.

(2) Tour Workers

- Delete provisions for Sunday Letter Carry-over, and all Sunday work will be paid at straight time.

(3) Banking of Overtime

- Delete provisions for the banking of overtime.

Section 4: Starting and Stopping Work

Tour Workers

- Change four (4) hours to six (6) hours

Section 5: Meals

The following language will be included in the new agreement.

The Company will provide a meal(s) when required in accordance with the following:

If an employee is held over in excess of two (2) hours beyond his regular shift, he will be provided with a meal if he so chooses.

A second meal will be provided if requested, every four (4) hours beyond the previous meal.

If an employee is called to report to work in advance of his regular shift without a minimum of two (2) hours notice, he will be provided with a meal within two (2) hours of the start of his regular shift and a meal every four (4) hours thereafter to a maximum of three (3) meals

Article X: 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 when less than two (2) hours notice has been given.

Article XI: Fourdrinier Wire Allowance

This language will only pertain to the installation of an endless wire on the Fourdrinier.

Article XV: Vacation

Section 4: General Rules

- Vacation will be paid out when the vacation is taken.
- Vacations will be booked with preference to seniority between April 15th and May 1st considering prime time booking rules which is two (2) weeks in prime time for the senior employee. All remaining vacation must be booked without preference to seniority before October 1st. The company will book all outstanding vacation after this date.
- Agreed to vacation time may be changed throughout the year with permission of the supervisor without any cost incurred to the company.
- Vacation must be taken in forty hour (40) blocks for day workers and forty eight (48) hour blocks for tour workers. The remaining hours are to be taken in one final block. A tour worker may book forty (40) hours plus eight (8) hours leave of absence (LOA) to obtain a tour off.
- (j) the reference to 7 days schedules and leave of absences is not included in this agreement.

Article XVI: Supplemental Vacation

Supplemental Vacation

- Supplemental Vacation will be capped at three (3) weeks after 25th year of service.

Section 2: General Provisions

(d) Supplemental vacation will only be allowed to be taken in forty (40) hour blocks for day workers and forty eight (48) hour blocks for tour workers. The remaining hours are to be taken in one final

block. A tour worker may book forty (40) hours plus eight (8) hours leave of absence (LOA) to obtain a tour off.

Article XVII Statutory Holidays

Section 1: Recognized Days:

- New Years Stat reduced to a twenty four (24) hour stat from forty (40) hour stat starting 8 pm December 31st to 8 pm January 1st or at the time shifts relieve which ever is closest.

Section 4: Pay for Holiday Work

Section 5: Employee's Day off Falls on a Statutory Holiday

- If a statutory holiday falls on a regular day off, an employee shall be paid out 8 hours at their hourly rate in the pay period earned, and not have the option of taking equivalent time off.

Article XVIII: Special Floating Holidays

Section 1: Floating Holidays

- Overtime will be a factor in the granting of Floating holidays.

Article XIX: Welfare Plan

Section 1: The Plan

As per the pattern agreement

Exhibit A: Job Categories and Wages

- Changes are to be made to reflect the elimination of Traffic and Janitor

Exhibit B: Job Evaluation Plan

Exhibit 1: Definition of Mechanical Trades

- Add Instrumentation Technologist

Exhibit D: Apprenticeship Training Program

- Reference to apprenticeship branch to be replaced by Industry Training Authority (ITA)

Appendix E: Steam Plant Leave

(11) Government Allowance

- Delete reference to Government allowance as no longer applicable.

Exhibit F: Codification of Local Items:

Item #1: Sunday Letter – Delete. Scheduled Sunday work will be paid at straight time.

Item #9: Meal Policy

Maintaining of a meal facility on site will not be included in this agreement

The Company policy is to provide a meal(s) when required in accordance with the following:

- (a) If an employee is held over in excess of two (2) hours beyond his regular shift, he will be provided with a meal if he so chooses.
- A second meal will be provided if requested, every four (4) hours beyond the previous meal.
- (c) If an employee is called to report to work in advance of his regular shift without a minimum of two (2) hours notice, he will be provided with a meal within two (2) hours of the start of his regular shift and a meal every four (4) hours thereafter to a maximum of three (3) meals.

Normally, meals will be provided from off site. When that is impractical due to the time of day, provision will be made for pre-prepared meals.

Item #15: Emergency Response

Designated Emergency Response Team:

- Remove Shift Millwright
- Remove Shift Electrician
- #1 Traffic Operator

Item #16: Car Wash

- Amend to one car wash per month. Tickets are non redeemable.

Item #18: Safety Meetings

- Safety meetings will be held on site and the Company will pay all contractual remuneration.

Item #19: Student Memorandum

- Delete reference to overtime distribution.

Item #20: Seniority 1 (b) (c)

Delete reference to Traffic Day Side, Traffic Shift Side, and Janitor

Item #21: Power and Recovery Seniority

Add (c)

An employee who works in Power and Recovery will have 48 months in which to attain a 3rd Class Certificate after receiving their 4th Class Certificate. During the 48 month period the employee will move up the line of progression as his department seniority allows.

If after 48 months following receiving their 4th Class Certificate the employee has not attained a 3rd Class Certificate he will be removed from the Power and Recovery department and join the Training Relief pool. This same employee will not be eligible to sign another permanent Power and Recovery Shift Utility posting until after he attains a 3rd Class Power Engineering Certificate.

Item #22: Hiring and Terminations

Provide changes to the Union regarding employee compliment once per year.

Item # 23: Clothing

- Delete #8 – covered in #4

Item # 25: Radios

- Delete Radios

Item # 27: Microwave Ovens -

The company will provide microwave ovens in the following areas only:

- Maintenance Lunch Room
- Pulping Group Control Room
- Dry End Control Room
- Wet End Control Room
- Power & Recovery Control Room

Item # 28: Footwear -

The company will assist in the purchase of two (2) pair of safety boots or shoes per year by refunding 60% of the cost of each pair of safety boots or shoes purchased by the employee for his personal use at any retail store provided a valid receipt has been presented to the payroll department. The footwear purchased will not exceed \$250.

Item #30: Job Postings

A - Permanent Postings

Add New Wording:

No vacation request can be approved in a new department until the employee has become permanent to that department

B - Temporary Postings

- Vacancies will be filled from the bottom for a maximum of six months.

Item #31: Shift Labor Utility

Item #1

- Delete reference to Traffic Utility

Item #32: Apprenticeship Selection – Amend

B. Seniority

- Any employee who has completed his probationary period is eligible to apply for an apprenticeship.
- Seniority will receive **one and one half (1.5)** points for each year of mill seniority to a maximum of **fifteen (15)** points

C: Personal Interviews - Delete

D: Pre-Apprenticeship Training

- Additional points will be awarded for meeting ITA (Industry Training Authority) pre-program recommendations to a maximum of 10 points.

K: Eligibility

- Ineligibility will not be part of this agreement.

An employee will receive only 1 apprenticeship through the mill.

Item # 34: Apprenticeship and Power Engineering School

- Delete reference to Government Grant

Item #35: Medical Travel

- To be administered by the benefit provider or carrier, not the mill.

Item #38: Compressed Work Week:

A.

(6) New Language

Tour workers who work more than twelve (12) hours shall receive overtime paid at time and one half for hours worked.

- 8. a) Meals will be provided as per Article VI: Hours Of Work
- (9) Shift Differential will be included in this agreement. Purchased from 7% general wage increase.
- (11) Floating holidays will be provided for by the elimination of Sunday premium time. Overtime will be a factor in the granting of Floating holidays.
- (12) Taking of banked overtime, and days in lieu of statutory holidays will not be included in this agreement.
- (14) If a statutory holiday falls on a regular day off, an employee shall be paid out 8 hours at their hourly rate in the pay period earned and not have the option of taking equivalent time off.
- (17) Deferred Statutory holidays will be paid by the 7% general wage increase, and reduction in hours in the work week will not be included in this agreement.

B. Call In Procedure

3. Traffic and Protection Relief

Delete reference to Traffic

Item 39: Leave Of Absence, Union Business

New Wording

The union will reimburse the company all costs incurred to cover the absence.

Item #40: Air Ecologizers - Delete

Item #44: Retiree Benefits

The Company will provide the following for employees who will be eligible to retire from active service in CEP Local 1092 after the signing of the Agreement.

For the lifetime of the retired employee and his/her spouse at the time of retirement:

- Premium payment for BC Medical Plan for the retired employee and eligible dependents will be 50/50 cost sharing between the company and retired employee, except those premiums that are 100% employee paid.
- Premium payment for a basic extended health benefits plan for the retired employee and eligible dependents will be 50/50 cost sharing between the company and retired employee, except those that are 100% employee paid.
- Retirees who elect to reside outside the province will, upon receipt of proof of medical & extended health plan participation, be reimbursed to a maximum reimbursement of the equivalent of BC premiums

New

These benefits will be provided to employees with 10 years or more of service.

Item #45: Joint Policy Manual

Changes to Current Joint Policies

Delete

- JP 1.00 Continuous Wire Change
- JP 4.00 Light Duty
- JP 5.00 Guidelines Meal Entitlement
- JP 9.00 Weekend Janitor Training
- JP 12.00 Days in Lieu
- JP 14.00 Shift side Traffic Call-in
- JP 15.00 Traffic Day side Call-in

Update

- JP 2.00 Emergency Response Team-Fire Fighting
- JP 16.00 Shop Wide Call
- JP 3.00 Employee Courses

Item #46: Granting Of Bank Time

It is agreed that the granting of Bank Time Off will not be included in this agreement

Item #47: Maintenance Rest Time - Day Worker

Maintenance rest time will not be included in this agreement.

Statements of Policy Updated 2003 – 2008

Any reference to the changes identified in 2003-2008 Statements of Policies pertaining to the agreement will be superseded by the new agreement on the date of signing.

The following Letter of Understanding will not be included in the new agreement

- Letter of Understanding Rehiring

The Agreement will acknowledge that the operational changes of Traffic Department and Janitor position are not in breach of the current article XXV.

The Agreement will provide that while Mackenzie Pulp is a successor employer, it is not liable for the actions of any employer which preceded it, nor is it bound by any previous past practices.

Meal Value

- The value of the meal will be determined by the meal provider

Maintenance 10 hour shift schedule

- The Company agrees to a six (6) month trial one year after the mill comes into production.

Recall

- The Company will allow recall rights to thirty days from the date the notices are sent out.

Traffic Department & Janitor

- Those who wish severance must notify the Company in writing within fifty days after the commencement of recall.