

Collective Agreement

Between

Fletcher Challenge Canada Ltd
Elk Falls Pulp Div.

and

Communication, Energy and Paperworkers Union of Canada
Local 630

Begins:
05/01/1997

Terminates:
04/30/2003

10441 (02)

**Agreement between Fletcher Challenge Canada Elk Falls
Pulp Division and Paper Division, and the Communications,
Energy and Paperworkers Union, Local 630
1997 - 2003**

I N D E X

Article No.		Page
I	GENERAL SEC. 1 - Purpose SEC. 2 - Mutual Responsibilities SEC. 3 - No Interruption of Work SEC. 4 - Human Rights	6
II	DEFINITIONS	8
III	BARGAINING AGENCY SEC. 1 - Recognition SEC. 2 - Bulletin Boards	9
IV	UNION SECURITY SEC. 1 - Cooperation SEC. 2 - Union Shop SEC. 3 - Discharge of Non-Members SEC. 4 - Application for Membership	9
V	STANDING COMMITTEE	10
VI	HOURS OF WORK 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	10
VII	WAGES SEC. 1 - Wage Scale SEC. 2 - Shift Differentials	15
VIII	JOB EVALUATION PLAN	17
IX	ALLOWANCE FOR FAILURE TO PROVIDE WORK SEC. 1 - No Work SEC. 2 - Where Shift Commenced	17
X	CALL TIME SEC. 1 - Qualifying Conditions SEC. 2 - Payment	17

Article No.		Page
XI	FOURDRINIER WIRE ALLOWANCE	18
XII	JURY DUTY	19
XIII	BEREAVEMENT LEAVE SEC. 1 - Compensation SEC. 2 - Definition of Family SEC. 3 - Effect on Vacation Entitlement	19
XIV	LEAVE OF ABSENCE SEC. 1 - Union and Public Office SEC. 2 - Steam Plant Leave SEC. 3 - First Aid Certificates SEC. 4 - Maternity Leave SEC. 5 - Other Leave	20
XV	VACATIONS SEC. 1 - Entitlement SEC. 2 - Additional Pay SEC. 3 - Payment on Termination SEC. 4 - General Rules SEC. 5 - Computation of Vacation Pay	21
XVI	SUPPLEMENTARY VACATIONS SEC. 1 - Eligibility SEC. 2 - General Provisions SEC. 3 - Partial Entitlement	2s
XVII	STATUTORY HOLIDAYS SEC. 1 - Recognized Days SEC. 2 - Adjustment in Hours SEC. 3 - Holiday Work SEC. 4 - Pay for Holiday Work SEC. 5 - Employee's Day Off Falls on Statutory Holiday SEC. 6 - Qualifying Conditions	26
XVIII	SPECIAL (PERSONAL) FLOATING HOLIDAYS SEC. 1 - Floating Holidays SEC. 2 - Qualifying Conditions	29
XIX	WELFARE PLAN SEC. 1 - Plan SEC. 2 - Joint Welfare Board	30

Article No.		Page
XX	PENSION PLAN SEC. 1 - The Plan SEC. 2 - Contributions SEC. 3 -Board of Trustees SEC. 4 -Existing Plan	30
XXI	SENIORITY SEC. 1 - Principle SEC. 2 - Probationary Period SEC. 3 - Retention of Seniority SEC. 4 - Training SEC. 5 - Layoff and Vacation Entitlement SEC. 6 -Welfare Coverage	31
XXII	JOB SECURITY 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	34
XXIII	PERMANENT MILL CLOSURE SEC. 1 - Notice SEC. 2 - Severance Allowance	36
XXIV	JOB ELIMINATION SEC. 1 - Definition SEC. 2 - Exclusions SEC. 3 - Notice SEC. 4 - Elimination Options SEC. 5 - Severance Allowance	37
XXV	CONTRACTING	39
XXVI	APPRENTICESHIP TRAINING PROGRAM SEC. 1 - Training Program SEC. 2 - Apprenticeship Act	40
XXVII	COMPRESSED WORK WEEK	40
XXVIII	SAFETY AND OCCUPATIONAL HEALTH SEC. 1 - Principle SEC. 2 - Joint Safety Committee	40

Article No.		Page
	SEC. 3 - Safety Education	
	SEC. 4 - Joint Labour/Management Safety Conference	
XXIX	ENVIRONMENTAL PROTECTION	42
XXX	DISCIPLINARY ACTION	42
XXI	ADJUSTMENT OF COMPLAINTS	42
	SEC. 1 - Grievance Procedure	
	SEC. 2 - National Officer	
	SEC. 3 - Time Limit	
	SEC. 4 - Arbitration Procedure	
	SEC. 5 - Expedited Arbitration	
XXXII	FLEXIBLE WORK PRACTICES	45
XXXIII	DURATION AND AMENDING PROCEDURE	46
	SEC. 1 - Term of Agreement	
	SEC. 2 - Industrial Relations Act	
	SEC. 3 - Notice of Re-opening	
	SEC. 4 - Collective Bargaining	
	SEC. 5 - Termination	
	SIGNATURES OF PARTIES TO AGREEMENT	47
EXHIBITS	7	
EX "A"	Job Categories & Wage Rates	48
	B.C. Newsprint Schedule	70
	Job Evaluation Conversion Table By Steps	83
	Workplace Flexibility Adjustments	85
EX "B"	Job Evaluation Plan	86
EX "C"	Welfare Plan	92
EX "D"	Apprenticeship Training Program	106
EX "E"	Steam Plant Vocational Leave	111
STATEMENTS OF POLICY		
II	DEFINITIONS	115
V	STANDING COMMITTEE	115
VI	HOURS OF WORK	116

Article No.		Page
IX	ALLOWANCE FOR FAILURE TO PROVIDE WORK	118
X	CALL TIME	119
XVII	STATUTORY HOLIDAYS	120
XXVIII	SAFETY AND OCCUPATIONAL HEALTH	121
XXX	DISCIPLINARY ACTION	121
XXXI	ADJUSTMENT OF COMPLAINTS	122
	EXHIBIT "A"	122
	MISCELLANEOUS	122
	LETTER OF UNDERSTANDING RE: APPRENTICESHIP EXPENSES	123
	LETTER OF UNDERSTANDING RE: REHIRING	124
	LETTER OF INTENT RE: CONTRACTING OUT	125
	LETTER OF UNDERSTANDING - FLEXIBLE WORK PRACTICES	126
	LETTER OF UNDERSTANDING RE: REHABILITATION AND REINTEGRATION	130
	LETTER RE: CONTRACTING OUT	131
	LETTER RE: COMMITMENT TO EMPLOYMENT	133
	LETTER RE: JOB SECURITY	135
	LETTER RE: APPRENTICESHIP OPPORTUNITIES	136

**AGREEMENT BETWEEN FLETCHER CHALLENGE
CANADA LIMITED, ELK FALLS PULP DIVISION AND
ELK FALLS PAPER DIVISION, AND THE
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION, LOCAL 630**

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 Union to cooperate fully 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.

The Company and the Union recognize their respective obligations and responsibilities to provide a work environment free from sexual and personal harassment.

Section 3: No Interruption of Work

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

Section 4: Human Rights

The Company and Union subscribe to and support the principles of the Human Rights Code of British Columbia, Section 8 of which reads as follows:

"(1) Every person has the right of equality of opportunity based upon bona fide qualifications in respect of his occupation or employment, or in respect of an intended occupation,

employment, advancement, or promotion; and, without limiting the generality of the foregoing,

(a) no employer shall refuse to employ, or to continue to employ, or to advance or promote that person, or discriminate against that person in respect of employment or a condition of employment; and

(b) no employment agency shall refuse to refer him for employment, unless reasonable cause exists for such refusal or discrimination.

(2) For the purposes of sub-section (1),

(a) the race, religion, colour, age, marital status, ancestry, place of origin, or political belief of any person or class of persons shall not constitute reasonable cause;

(b) a provision respecting Canadian citizenship in any Act constitutes reasonable cause; (1974, Bill 178, s.6)

(c) the sex of any person shall not constitute reasonable cause unless it relates to the maintenance of public decency;

(d) a conviction for a criminal or summary conviction charge shall not constitute reasonable cause unless such charge relates to the occupation or employment, or to the intended occupation, employment, advancement, or promotion, of a person.

(3) No provision of this section relating to age shall prohibit the operation of any term of a bona fide retirement, superannuation, or pension plan, or the terms or conditions of any bona fide group or employee insurance plan, or of any bona fide scheme based upon seniority."

Section 5: Scope of Agreement

While the present ownership of the Pulp and Paper businesses of Fletcher Challenge Canada Limited remains unchanged as defined within the Labour Code, this agreement shall be considered a master agreement with respect to general terms and conditions of employment. However, in application it will apply separately to each business except in respect to permanent vacancies and any layoffs.

For the term of the Collective Agreement, in the event of a change in common employer status of either of the pulp or paper businesses, employees directly impacted by a permanent layoff will be allowed to exercise their seniority rights to transfer

between the different legal entities. In addition, where employees are permanently displaced through the application of the new Article Flexible Work Practices, this provision shall be further extended to include such employees for the life of the agreement. These rights are limited to employees employed at the date of ratification of this agreement.

ARTICLE II - DEFINITIONS

Wherever used in this Agreement, including Exhibits:

(a) The word **EMPLOYEES** means all persons on the payroll of the Company at the location named in this Agreement, excepting: those engaged in administration, in actual supervision, in sales, engineering, technical and research, accounting, clerical, stenographic and other office work, excluding those employed on jobs listed in Exhibit "A".

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** mean 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/she is usually employed, his/her 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 the day on which the actual work week begins in the mill.

(e) **GRIEVANCE, DISPUTE** or **COMPLAINT** means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, and **PARTY** means either one of the parties to this Agreement.

ARTICLE III - BARGAINING AGENCY

Section 1: Recognition

The Company recognizes the Communication, Energy and Paperworkers Union as the only agency representing all employees as defined in this Agreement for the purpose of collective bargaining.

Section 2: Bulletin Boards

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

ARTICLE IV - UNION SECURITY

Section 1: Cooperation

The Company will cooperate 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/her membership in good standing in the Union shall be discharged after seven (7) days written notice to the Company by the Union of the employee's failure to maintain his/her membership in good standing.

Section 4: Application for Membership

No employee shall be subject to any penalties against his/her application for membership or reinstatement, except as may be provided for in the Constitution and By-Laws of the National Union and the Union. A copy of such Constitution and

By-Laws, and any changes thereto, shall be transmitted to the Company.

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) three (3) individuals which shall represent the Company.
- (2) The Union shall select from its membership a Union Standing Committee of three (3) 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 on the following bases:

(1) Day Workers

- (a) For all work performed on Sunday (8:00 a.m. Sunday to 8:00 a.m. Monday) and on holidays as specified in Article XVII 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 (8:00 a.m. Sunday to 8:00 a.m. Monday) and on holidays as specified in Article XVII 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/her mate to exchange shifts with the approval of his/her 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 bases 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 premium pay. Tour Workers who choose to bank overtime may later re-elect to receive the deferred one-half 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 premium pay. Day Workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

(iii) When the 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 will designate regular, periodic days off for all other employees and will not change such designation without notice except in the case of breakdown. The Company shall use its best efforts

(i) to schedule days off for relief employees on a consecutive basis; and

(ii) to 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 (40) 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.

The employees may change their day or days off by mutual arrangement with the Foreman and the Shop Steward of the department concerned without penalty to the employer.

(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, it being understood that this has reference to the mill system of days off and not to the individual employee's days off.

(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/her 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/her 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) Where an employee is temporarily off work because of a shutdown of his/her job, department or plant of more than ten (10) days duration, the employee's regular schedule of hours per day and days per week, including his/her starting time and designated days off, shall, commencing with the eleventh (11th) day of such shutdown, be considered as having been suspended and shall not be in effect for the balance of said shutdown.

Call Time shall not be payable for assignments to extra work during such latter period or for assignments in connection with the resumption of operation of the job.

The ten (10) day period referred to above shall be exclusive of any recognized paid Statutory Holidays which may fall therein.

(e) 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/her place. At the end of a shift no Tour Worker shall leave his/her place to wash up and dress until his/her mate has changed his/her clothes and reported to take on responsibility of the position.

If a Tour Worker does not report for his/her regular shift, his/her mate shall notify the Foreman. He/she shall remain at his/her post until a substitute is secured, and, if necessary, he/she 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. It is the duty of a Tour Worker to report for his/her regular shift, unless he/she has already arranged with his/her Foreman for a leave of absence. If unavoidably prevented from reporting, he/she must give notice to his/her Foreman, or at the office, if reasonably possible, at least four (4) hours before his/her tour goes on duty.

(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/she shall be at his/her 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: Meal Tickets

(a) Tour Workers

A meal ticket shall be provided to any Tour Worker required to work more than nine (9) consecutive hours. If he/she

continues to work, a meal ticket shall be provided every four (4) hours thereafter. When an employee has to work one extra shift he/she is entitled to receive one meal ticket at the start of the shift and another meal ticket four (4) hours later.

(b) **Day Workers**

Any Day Worker required to work more than one (1) hour beyond the end of his/her regular scheduled eight (8) hour shift, shall receive one meal ticket. If he/she continues to work, a meal ticket shall be provided every four (4) hours thereafter.

(c) **All Workers**

An employee scheduled into work with less than 2 hours notice will be given a meal ticket immediately and every 4 hours thereafter.

(d) **Payment of Meal Tickets**

Payment of meal tickets will be via the employee's pay cheque.

ARTICLE VII - WAGES

	May 1, 1998 (% of base pay)	May 1, 2000 (% of base pay)
8:00am to 8:00pm	2.25%	2.50%
8:00pm to 8:00am	4.00%	4.25%

addition to the hourly rate on all work performed:

	May 1, 1998 (% of base pay)	May 1, 2000 (% of base pay)
8:00am to 4:00pm	1.75%	2.00
4:00pm to 12:00am	3.30%	3.55%
12:00am to 8:00am	4.25%	4.50%

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

	May 1, 1998 (% of base pay)	May 1, 2000 (% of base pay)
4:00pm to 12:00am	2.00%	2.25%
12:00am to 8:00am	3.00%	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:

	May 1, 1998 (% of base pay)	May 1, 2000 (% of base pay)
4:00pm to 12:00am	2.00%	2.25%
12:00am to 8:00am	3.00%	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.

ARTICLE VIII -JOB EVALUATION PLAN

It is agreed that there shall be a Job Evaluation Plan the provisions of which are set forth in Exhibit "B" 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 XXXI, Adjustment of Complaints. Any dispute which may arise thereunder shall be dealt with as provided in the Job Evaluation Plan.

ARTICLE IX - ALLOWANCE FOR FAILURE TO PROVIDE WORK

Section 1: No Work

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

Section 2: Where Shift Commenced

In any case where an employee has commenced his/her regular scheduled shift, he/she 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 X 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 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 under the following conditions:

- (a) **Call to work following a shift**
When required to report for work after completing his/her 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 XVII.

(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/she shall receive one (1) additional Call Time payment if the initial call-in was to perform emergency work and he/she is then required to perform 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, IX and XI.

ARTICLE XI - 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 XII -JURY DUTY

Section 1: 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 Trade Unions, 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 in 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.

Section 2: 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.

ARTICLE XIII - BEREAVEMENT LEAVE

Section 1: Compensation

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/she shall be compensated at his/her regular straight time hourly rate for hours lost from his/her regular schedule for a maximum of three (3) days.

Section 2: Definition of Family

Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, stepchildren, mother-in-law, father-in-law, sons-in-law, daughters-in-law, stepparents, grandparents and grandchildren.

Section 3: Effect on Vacation Entitlement

Compensable hours under the terms of this Article 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.

ARTICLE XIV • 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/her 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: Steam Plant Leave

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

Section 3: First Aid Certificates.

A First Aid Attendant authorized by the Company to attend classes or write examinations for obtaining, renewing or upgrading a first aid ticket will be compensated for lost earnings. The duration of the course shall include graveyard shifts on the day immediately preceding the day the course/exam begins and the day the course/exam finishes. The Company shall compensate the first aid attendant for travel each way for training at the straight time hourly rate.

The maximum travel time shall be four hours for traveling to the course and four hours when returning from the course.

Section 4: 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.

Section 5: 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 or more years service will be given special consideration. Special consideration will be given to requests for leave for bona fide educational purposes.

ARTICLE XV - VACATIONS

Section 1: Entitlement

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

An employee who is on the payroll on May 1st, who has been continuously employed during the qualifying period, and who has:	Length of Vacation	Vacation Pay, being the greater of: -% 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 full week 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		

	Length of Vacation	Vacation Pay, being the greater of
been employed for not less than one year and who has worked not less than 1200 hours during the preceding vacation period *.	2 weeks	4-1/2% or 80 hours
C) qualified for his/her 2nd vacation under this Agreement;	3 weeks	6-1/2% or 120 hours
D) qualified for his/her 7th vacation under this Agreement;	4 weeks	8-1/2% or 160 hours
E) qualified for his/her 14th vacation under this Agreement;	5 weeks	10-1/2% or 200 hours
F) qualified for his/her 23rd vacation under this Agreement;	6 weeks	12-1/2% or 240 hours
G) qualified for his/her 29th vacation under this Agreement;	7 weeks	14-1/2% or 280 hours

* The following hours will count as hours worked for the purpose of qualifying for a vacation: Vacations; Supplementary Vacations; Statutory Holidays; Special (Personal) Floating Holidays; Jury or Witness Duty; Bereavement Leave; Contractual Steam Plant, Apprenticeship and First Aid Leaves; Banked Days off and Days Off in lieu of work performed on a Statutory Holiday.

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) or (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/her vacation.

Section 3: Payment on Termination

In the event an employee's employment terminates either before he/she becomes entitled to a vacation with pay, or, being entitled to it, before he/she takes it, he/she 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/she belongs in the category of employees described in (A) or (B), (C), (D), (E), (F) or (G) above respectively) of his/her wages earned during the period of employment ending with his/her termination in respect of which no vacation or vacation pay to which he/she 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 minimum to a maximum of 2 weeks per year for which the vacation pay in advance has not been paid. Employees may accumulate a maximum of 6 weeks vacation in the bank.

(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.

(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 employee's 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 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) When operating conditions permit, the Company agrees in principle to granting two (2) days leave of absence to allow shift workers on a seven (7) day schedule a full seven (7) day tour off, for one (1) week's vacation - five (5) days with pay and two (2) without pay.

Due to mill start-ups, training and various operating schedules and practices involved, details should be resolved between the Company and the Union.

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/her "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 XVI - SUPPLEMENTARY VACATIONS

Section 1: Eligibility

(a) After completing five (5) or more years of continuous service with the Company, an employee shall, in addition to the regular vacation to which he/she is entitled, become eligible to receive a Supplementary Vacation with pay each five (5) years as set forth below:

Years of Completed Continuous Service	Weeks of Supplementary Vacation
After Five (5)	One (1)
After Ten (10)	Two (2)
After Fifteen (15)	Two (2)
After Twenty (20)	Three (3)
After Twenty-Five (25)	Three (3)
After Thirty (30)	Four (4)
After Thirty-Five (35)	Four (4)
After Forty (40)	Five (5)

(b) For the purpose of determining eligibility for Supplementary Vacation, an employee's service shall be calculated from the date of his/her joining the Company.

Section 2: General Provisions

(a) The Supplementary Vacation 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.

(b) The Supplementary Vacation must be taken prior to the employee becoming eligible for his/her next earned period of Supplementary Vacation as provided for in Section 1(a) above.

(c) One (1) weeks Supplementary Vacation pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.

(d) An employee may elect to take his/her Supplementary Vacation one day at a time according to the following schedule:

After 5 years service - one (1) day per year
After 10 years service - two (2) days per year
After 15 years service - two (2) days per year
After 20 years service - three (3) days per year
After 25 years service - three (3) days per year
After 30 years service - four (4) days per year
After 35 years service - four (4) days per year
After 40 years service - five (5) days per year

If the employee wishes to elect this option, he/she must advise the Company, in writing, of his/her election in advance for that five (5) year period. However, employees may revoke this option at any time during the five (5) year period and take any remaining Supplementary Vacation days as weeks. Any remaining Supplementary Vacation days that cannot be taken in multiples of five (5) will be taken in one block.

Section 3: Partial Entitlement

At retirement or termination from the Company an employee who has completed five (5) or more years of service shall be entitled to that portion of Supplementary Vacation Pay proportionate to the number of years of service completed subsequent to his/her last five (5) year entitlement period.

ARTICLE XVII - 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 requested 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 work 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/her straight time hourly rate. Such time off shall be treated in the same manner as a Special (Personal) Floating Holiday.

(c) The time off and pay provided in (b) above replaces any time off and pay provisions in respect of the same statutory holiday work under current local arrangements.

Section 5: Employee's Day Off falls on a Statutory Holiday

An employee shall have the option of taking equivalent time off if a statutory holiday falls on a regular day off.

Section 6: 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/her scheduled work day before, and his/her scheduled work day after, such holiday, unless failure to work his/her scheduled work day before or after the holiday was due to any of the following events:

(i) When the employee is on his/her 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/her 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 work day 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/she has worked a minimum of one hundred and 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 not exceeding one year, 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 year from the date of his/her sickness or injury.

(f) It is understood and agreed, however, that an employee shall not receive the above provided holiday pay if he/she 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/her working on such holiday.

ARTICLE XVIII - 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.

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 (effective May 1, 1998: twelve (12) hours for Tour Workers covered by C.W.W. agreements) 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/her first Special (Personal) Floating Holiday and on the payroll for one hundred and eighty (180) days to qualify for his/her 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 the 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 the granting of Personal Floating Holidays. The employee shall receive written notice of the disposition of his/her request a minimum of seventy-two (72) hours prior to the requested Personal Floating Holiday.

ARTICLE XIX - WELFARE PLAN

Section 1: The Plan

There shall be a Welfare Plan pursuant to the terms and conditions of Exhibit "C", which is attached hereto and forms part of this Agreement. Membership in the Plan for all eligible employees shall be a condition of employment on and after July 1, 1973.

Section 2: Joint Welfare Board

A Joint Welfare Board shall be established comprised of three (3) members appointed by the National Union and three (3) members appointed by the Pulp and Paper Industrial Relations Forum.

The function of the Board will be to review the operations of the Plan. It will formulate and review uniform statistical reports to be supplied by the Company for the purpose of ensuring compliance with Exhibit "C". The Company agrees to furnish to the Board such statistical reports as the Board may require.

ARTICLE XX - PENSION PLAN

Section 1: The Plan

The Company agrees to contribute to a Pension Plan which will be established pursuant to the general principles set forth in the Pension Plan Summary dated December 6, 1975 and revised effective January 1, 1997.

Section 2: Contributions

Contributions are to be made by the Company and the employee to the Pension Plan for each hour worked as follows:

	May 1, 1997	January 1, 1999	January 1, 2002* [*]
Company	9%	10%	10%
Employee	1%	2%	3%

* During the last year of the Collective Agreement, a review will be conducted to determine if the funding can be reduced at the expiry of the Collective Agreement without compromising the benefit objectives of the Trustees.

The parties understand that arrangements have been made with the Pension Trustees that will ensure that anyone retiring during the term of this Agreement will receive a supplemental pension credit for each month of the 1997-98 strike based on the \$40 minimum in the plan.

Section 3: Board of Trustees

A Board of Trustees will be established pursuant to the Pension Plan Summary dated December 6, 1975, to administer the said Plan.

Section 4: Existing Plan

It is recognized that some employees may exercise the option to remain in the Pension Plan which was provided for in the 1973-74 B.C. Standard Labour Agreement as Article XX, and Exhibit "E". This Plan will continue in respect of such employees and the Joint Union/Management Pension Committee provided for therein will continue to function as necessary.

ARTICLE XXI - SENIORITY

Section 1: Principles

(a) The Company recognizes the principles of seniority in their application to the promotion, demotion, transfer, lay-off and recall 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/she 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 retesting of the employee for him/her 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/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.

Section 3: Retention of Seniority

(a) Any employee, other than a probationary employee, whose employment ceases through no fault of his/her own, shall retain seniority and shall be recalled on the following bases:

(i) **An** employee with less than one (1) years continuous service shall retain these rights for six (6) months from the date of lay-off.

(ii) An employee with one (1) or more years continuous service shall retain these rights for twelve (12) months from the date of lay-off, plus two (2) additional months for each years 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/her last address reported to and received by the mill shall result in his/her termination of employment with the Company. Bona tide reasons for failure to report shall not deprive an employee of his/her 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 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 eight (180) days, the Company will participate in a program of training or retraining for another job within the operations 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 local Union and shall not exceed three (3) months from the date of closure.

Section 5: Lay-off and Vacation Entitlement

Time on lay-off 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/her 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/her welfare coverage continued for three (3) months while on lay-off.
- (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/her

welfare coverage extended by one month for each month in which he/she 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/her employment.

(f) **An** employee will qualify for a new period of welfare coverage as provided in paragraphs (a) and (b) above if he/she returns to work for at least ten (10) days within a floating period of thirty (30) consecutive days.

ARTICLE XXII - JOB SECURITY

Section 1: Objective

The Company and Union recognize that technological change, while necessary to the industry, may have an impact on employees. It is the purpose of the following provisions to assist employees in adjusting to the effects of such change.

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 Mill 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 and 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 XXI - Seniority, of the Agreement.

(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/her 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/she will be paid an adjusted rate which will be midway between the rate of his/her regular job at the time of the set-back and the rate of his/her new regular job. At the end of this twelve (12) month period, the rate of his/her new regular job will apply. However, such employee will have the option of terminating his/her employment and accepting severance pay as outlined in Section 6(a) below, provided he/she 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/her employment and accepting severance pay as outlined in Section 6(a) below if the job should be proved to be unsuitable, provided he/she exercises his/her 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 or her 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/yr* OR	% 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/she may elect to have his/her severance allowance held in abeyance for up to one(1) year from the date of termination. He/she may apply in *writing* at any *time* during the year, at which time his/her full severance allowance will be paid forthwith.

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

Where the employee renounces the right of recall during this period, the employee will be terminated and his/her 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 XXIV, Section 5, Job Elimination, or under Article XXIII, 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 XXIII - 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 his/her years of employment during his/her 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:

For the first 10 years of employment	2 weeks pay per year
For subsequent years of employment	1 weeks pay per year

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 XXII, Section 6, Job Security, or under Article XXIV, Section 5, Job Elimination.

ARTICLE XXIV - 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 XXI - Seniority.

Section 4: Elimination Options

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

(1) Recall and seniority retention as per Article XXI - Seniority, or

(2) Severance allowance as per Section 5 below.

Such employee must elect his/her option within thirty (30) days of notification that his/her 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/yr* OR	% 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/she remained at work at forty (40) hours per week to his/her normal retirement date

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

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

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

ARTICLE XXV - CONTRACTING

(a) The Company will notify the Union of their 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 practice provisions does not mean that an employee has been displaced and is working outside of his job category.

ARTICLE XXVI - 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 "D", 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 XXXI - Adjustment 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 XXVII - 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 XXVIII - SAFETY AND OCCUPATIONAL HEALTH

Section 1: Principle

Employees and the Company are to comply with established safety rules as amended by the Joint Safety Committees 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 conditions without being subject to discipline.

Section 2: Joint Safety Committee

(a) The Union and the Company shall cooperate in selecting one or more Safety Committees, which will meet at least once a month to consider all safety and occupational health problems.

(b) The Joint Safety Committee shall consist of equal representation from Company and Union. This Committee shall meet at least once a month to consider all safety and occupational health problems.

Section 3: Safety Education

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

The Company undertakes to promote safety and occupational health education among all its employees in an effort to overcome accidents and occupational health problems.

Section 4: Joint Labour/Management Safety Conference

(1) A Joint C.E.P., Industry Safety Conference of two (2) days duration will be held annually in October or November.

(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 the mill.

(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) The Mill Manager, senior company officials, and representatives of the Workers' Compensation Board will be encouraged to attend. The attendance of senior company officials and the Mill Manager 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 Industrial Relations Forum not later than April 1, each year.

(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 items submitted.

(7) This Planning Committee shall be composed as follows:

- (a) Three (3) Management members from Plant level
- (b) Two (2) members from the Forum level.

(c) Three (3) members from the Communication, Energy and Paperworkers Union who are the respective delegates from their locals.

(d) Two (2) members from the C.E.P. National level.

(8) One-half (1/2) 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 XXIX - ENVIRONMENTAL PROTECTION

If the Union requests, a Joint Environmental Protection Committee will be established at the mill. The purpose of the Committee will be to receive information, review problem areas, and make appropriate suggestions regarding compliance.

ARTICLE XXX - DISCIPLINARY ACTION

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

The presence of a Union Shop Steward is mandatory unless waived by the employee at any meeting during which the employee is disciplined.

The disciplinary record of an employee, including letters of reprimand or warnings, 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.

ARTICLE XXXI - 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 their 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 their immediate supervisor they may then initiate a grievance.

Section 1: Grievance Procedure

The grievance procedure is designed to resolve, as quickly as

practical, disputes or complaints as to the interpretation or operation of this Agreement.

Step One In the event that a written grievance is submitted arising out of the interpretation or operation of this Agreement, except in cases of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time the dispute arose. The grievance shall first be taken up with the immediate supervisor by the employee with the shop steward. The supervisor will answer the grievance within seven (7) days of receiving the written grievance.

Step Two If there is no satisfactory resolution at first step 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 from either Standing Committee, be referred to the President of the Local and the Senior Mill 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 Elk Falls.

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 Management and the Local 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 and the National Officer may call upon members of the Union Standing Committee or any other employee to accompany them 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, 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 and the Union will endeavour to agree upon the selection of the Arbitrator. In the event the Company and the Union are unable to agree upon the selection of the Arbitrator, they will apply, within the thirty (30) day period, to have the Arbitrator appointed under the provisions of Section 86 of the Labour Relations Code of British Columbia.

(b) After the Arbitrator has been chosen he/she shall meet and hear evidence of both sides and render a decision within fifteen (15) days after he/she has concluded his/her hearings, said decision to be final and binding upon all parties to this Agreement.

(c) The parties shall bear in equal portions the fees and expenses of the Arbitrator and rental of any premises used for the hearing.

(d) The Arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no

authority to alter, modify, subtract from or supplement them in any way.

(e) In the case of discharge or suspension which the Arbitrator has determined to have been unjust the Arbitrator shall order the reinstatement of the employee and shall award him/her back pay. In the case of back pay, should there be any doubt in the opinion of the Arbitrator, the Arbitrator may order all or part back pay as he/she deems fit.

Section 5: Expedited Arbitration

(a) A panel of six (6) arbitrators, each of whom shall be appointed for a two (2) year term, shall be selected by mutual agreement of the Pulp and Paper Industrial Relations Forum on behalf of the company and the Communications Energy and Paperworkers Union on behalf of the union. Grievances processed under this section shall be assigned to the Arbitrators on a rotational basis.

(b) **An** Arbitrator must meet and hear the evidence of both parties within fifteen (15) days after assignment. If an Arbitrator is unable to commit himself to do so, the grievance shall immediately be assigned to the next Arbitrator in order of rotation.

(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/her decision and his/her written reasons within one week after the hearing. The reasons need not accompany the decision. Neither the decision nor the reasons will form precedent.

(f) The provisions of Sections 4(b), (c), (d) and (e) as it applies to discharge, shall apply to this section.

ARTICLE XXXII - FLEXIBLE WORK PRACTICES

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



ARTICLE XXXIII - DURATION AND AMENDING PROCEDURE

Section 1: Term of Agreement

This Agreement shall be in effect from midnight April 30, 1997 to midnight April 30, 2003, and thereafter from year to year subject to the conditions as set out in Sections 2 to 5 which follow hereunder.

It is understood that Fletcher Challenge Canada Limited will not be the target in the next set of bargaining.

Section 2: Labour Relations Code

The parties agree that the operation of Section 50(2) of the Labour Code of British Columbia 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, 1997, but in any event not later than midnight, April 30, 1997, 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 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 Vice-president, Elk Falls Pulp and Paper (or his/her 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 said 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 above 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:

HOWARD BURLEIGH
VICE PRESIDENT
FLETCHER CHALLENGE
CANADA

GREG DEROUIN,
PRESIDENT
COMMUNICATION,
ENERGY AND
PAPERWORKERS UNION,
LOCAL 630

ELK FALLS CEP LOCAL #1123
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.

	May 1, 1997	May 1, 1998	May 1, 1999
MECHANICS			
A Mechanic	25.870	26.385	26.915
Journeyman			
B Mechanic	23.930	24.410	24.900
C+ Mechanic	22.020	22.460	22.910
C Mechanic	21.155	21.580	22.010
D Mechanic	20.800	21.215	21.640

APPRENTICES			
5th Year Apprentice	25.870	26.385	26.915
4th Year Apprentice	23.930	24.410	24.900
3rd Year Apprentice	22.020	22.460	22.910
2nd Year Apprentice	21.155	21.580	22.010
1st Year Apprentice	20.800	21.215	21.640
Labour Rate	19.855	20.250	20.655

MECHANICS			
Trade Utility:			
- after 18 months	20.120	20.520	20.930
- Next 12 months	19.925	20.325	20.730
- 0 - 6 months	19.855	20.250	20.655
Roll Grinder	\$0.30 above A Mechanic Journeyman		
Large Lathe	\$0.30 above A Mechanic Journeyman		
Roll Balancer	\$0.30 above A Mechanic Journeyman		

MISCELLANEOUS MAINTENANCE			
* Lubrication Mechanic	23.930	24.410	24.900
9 Kraft Mill Oiler	21.450 E	21.880 E	22.320 E
9 News Machine Oiler	21.450 E	21.880 E	22.320 E
9 #3 & #4 Machine Area Oiler	21.450 E	21.880 E	22.320 E
9 TMP Oiler	21.450 E	21.880 E	22.320 E
7 Lime Plant Recaust Oiler	21.085 E	21.505 E	21.935 E

**ELK FALLS CEP LOCAL #1123
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.

	May 1, 2000	May 1, 2001	May 1, 2002
MECHANICS			
A Mechanic	27.455	28.005	28.565
Journeyman			
B Mechanic	25.400	25.910	26.430
C+ Mechanic	23.370	23.835	24.310
C Mechanic	22.450	22.900	23.360
D Mechanic	22.075	22.515	22.965

APPRENTICES			
5th Year Apprentice	27.455	28.005	28.565
4th Year Apprentice	25.400	25.910	26.430
3rd Year Apprentice	23.370	23.835	24.310
2nd Year Apprentice	22.450	22.900	23.360
1st Year Apprentice	22.075	22.515	22.965
Labour Rate	21.070	21.490	21.920

MECHANICS			
Trade Utility:			
- after 18 months	21.350	21.775	22.210
- Next 12 months	21.145	21.570	22.000
- 0 - 6 months	21.070	21.490	21.920
Roll Grinder	\$0.30 above A Mechanic Journeyman		
Large Lathe	\$0.30 above A Mechanic Journeyman		
Roll Balancer	\$0.30 above A Mechanic Journeyman		

MISCELLANEOUS MAINTENANCE			
* Lubrication Mechanic	25.400	25.910	26.430
9 Kraft Mill Oiler	22.765 E	23.220 E	23.685 E
9 News Machine Oiler	22.765 E	23.220 E	23.685 E
9 #3 & #4 Machine Area Oiler	22.765 E	23.220 E	23.685 E
9 TMP Oiler	22.765 E	23.220 E	23.685 E
7 Lime Plant Recast Oiler	22.375 E	22.825 E	23.280 E

		May 1, 1997	May 1, 1998	May 1, 1999
Miscellaneous Maintenance (con't)				
6	Conveyor Oiler	20,895 E	21,315 E	21,470 E
8	Water Supply Mtce. Man	21,260 E	21,685 E	22,120 E
15	Knife & Slitter Grinderman	22,590 E	23,040 E	23,500 E
3	Jackhammerman	20,355 E	20,760 E	21,175 E
3	Insulator Helper Tool Crib Attendant/ Repairman:	20,355 E	20,760 E	21,175 E
9	- 0 - 12 months	21,450 E	21,880 E	22,320 E
11	- 13 - 18 months	21,840 E	22,275 E	22,720 E
15	- 19 - 24 months	22,590 E	23,040 E	23,500 E
19	- Over 24 months Salvage:	23,335 E	23,800 E	24,275 E
2	- 0 - 6 months	20,185 E	20,590 E	21,000 E
5	- 7 - 12 months	20,705 E	21,120 E	21,540 E
6	- Over 12 months Garage Serviceman:	20,895 E	21,315 E	21,740 E
4	- 0 - 3 months	20,525 E	20,935 E	21,355 E
6	- 4 - 6 months	20,895 E	21,315 E	21,740 E
8	- 7 - 12 months	21,260 E	21,685 E	22,120 E
10	- Over 12 months	21,635 E	22,070 E	22,510 E
1	Machine Shop Cleanup & Utility	20,005 E	20,405 E	20,815 E

Lubrication mechanic's rate will be paid after three (3) years as an Oiler provided Lubrication Mechanic duties are performed.

BOOM

31	Skipper-Seymour Crown - 350T - Masters Ticket	25,595 E	26,105 E	26,625 E
29	Skipper - Seymour Crown - Small Craft Certificate	25,215 E	25,720 E	26,235 E
20	Lead Boomman	23,520 E	23,990 E	24,470 E
14	Dominion Dredge	22,405 E	22,855 E	23,310 E
11	Boatman - Bankia	21,840 E	22,275 E	22,720 E
10	Licensed Deckhand - Seymour Crown	21,635 E	22,070 E	22,510 E
8	Deckhand - Seymour Crown	21,260 E	21,685 E	22,120 E

		May 1, 2000	May 1, 2001	May 1, 2002
Miscellaneous Maintenance (con't)				
6	Conveyor Oiler	22,175 E	22,620 E	23,070 E
8	Water Supply Mtce. Man	22,560 E	23,010 E	23,470 E
15	Knife & Slitter Grinderman	23,970 E	24,450 E	24,940 E
3	Jackhammerman	21,600 E	22,030 E	22,470 E
3	Insulator Helper	21,600 E	22,030 E	22,470 E
	Tool Crib Attendant/ Repairman:			
9	- 0 - 12 months	22,765 E	23,220 E	23,685 E
11	- 13 - 18 months	23,175 E	23,640 E	24,115 E
15	- 19 - 24 months	23,970 E	24,450 E	24,940 E
19	- Over 24 months	24,760 E	25,255 E	25,760 E
	Salvage:			
2	- 0 - 6 months	21,420 E	21,850 E	22,285 E
5	- 7 - 12 months	21,970 E	22,410 E	22,860 E
6	- Over 12 months	22,175 E	22,620 E	23,070 E
	Garage Serviceman:			
4	- 0 - 3 months	21,780 E	22,215 E	22,660 E
6	- 4 - 6 months	22,175 E	22,620 E	23,070 E
8	- 7-12 months	22,560 E	23,010 E	23,470 E
10	- Over 12 months	22,960 E	23,420 E	23,890 E
1	Machine Shop Cleanup &Utility	21,230 E	21,655 E	22,090 E

Lubrication mechanic's rate will be paid after three (3) years as an Oiler provided Lubrication Mechanic duties are performed.

BOOM

31	Skipper-Seymour Crown - 350T - Masters Ticket	27,160 E	27,705 E	28,260 E
29	Skipper - Seymour Crown - Small Craft Certificate	26,760 E	27,295 E	27,840 E
20	Lead Boomman	24,960 E	25,460 E	25,970 E
14	Dominion Dredge	23,775 E	24,250 E	24,735 E
11	Boatman - Bankia	23,175 E	23,640 E	24,115 E
10	Licensed Deckhand - Seymour Crown	22,960 E	23,420 E	23,890 E
8	Deckhand - Seymour Crown	22,560 E	23,010 E	23,470 E

		May 1, 1997	May 1, 1998	May 1, 1999
Boom (con't)				
7	Deckhand - Bankia	21.085 E	21.505 E	21.935 E
8	Dredge Swamper	21.260 E	21.685 E	22.120 E
7	Boomman	21.085 E	21.505 E	21.935 E
17	Float Building & Maintenance Man	22.955 E	23.415 E	23.885 E

CHIP HANDLING

22	Colby Crane Operator - Leadhand	23.900 E	24.380 E	24.870 E
15	Colby Crane Operator	22.590 E	23.040 E	23.500 E
10	#3 Pile Equipment Operator - Cat 824	21.635 E	22.070 E	22.510 E
10	Barge Equipment Operator	21.635 E	22.070 E	22.510 E
9	Equipment Operator	21.450 E	21.880 E	22.320 E
9	Chip Screen Tender	21.450 E	21.880 E	22.320 E
6	Sludge Conveyor Equip Operator	20.895 E	21.315 E	21.740 E
2	Equip Utility Man	20.185 E	20.590 E	21.000 E
1	Conveyor Utility Man	20.005 E	20.405 E	20.815 E

THERMO MECHANICAL PULPING

42	TMP Operator A	27.665 E	28.220 E	28.785 E
28	TMP Operator B	25.025 E	25.525 E	26.035 E
11	Peroxide Bleach Plant Operator	21.840 E	22.275 E	22.720 E
10	Equipment Operator	21.635 E	22.070 E	22.510 E
7	TMP Operator C	21.085 E	21.505 E	21.935 E
1	Clean Up & Utility	20.005 E	20.405 E	20.815 E

KRAFT PULP

31	Cooking Systems Operator	25.595 E	26.105 E	26.625 E
25	Continuous Digester Operator	24.470 E	24.960 E	25.460 E
19	Batch Digester Operator	23.335 E	23.800 E	24.275 E
17	Causticizing Operator	22.955 E	23.415 E	23.885 E
15	Lime Kiln Operator	22.590 E	23.040 E	23.500 E
26	Senior Bleach Operator	24.655 E	25.150 E	25.655 E
20	Operating Assistant	23.520 E	23.990 E	24.470 E
16	Chemi-Washer Operator	22.775 E	23.230 E	23.695 E
16	Washing/Screening Operator	22.775 E	23.230 E	23.695 E
4	Chemical Unloader	20.525 E	20.935 E	21.355 E
1/2	Clean-up	19.920 E	20.320 E	20.725 E

		May 1, 2000	May 1, 2001	May 1, 2002
Boom (con't)				
7	Deckhand - Bankia	22,375 E	22,825 E	23,280 E
8	Dredge Swamper	22,560 E	23,010 E	23,470 E
7	Boomman	22,375 E	22,825 E	23,280 E
17	Float Building & Maintenance Man	24,365 E	24,850 E	25,345 E

CHIP HANDLING

22	Colby Crane Operator - Leadhand	25,365 E	25,870 E	26,385 E
15	Colby Crane Operator	23,970 E	24,450 E	24,940 E
10	#3 Pile Equipment Operator - Cat 824	22,960 E	23,420 E	23,890 E
10	Barge Equipment Operator	22,960 E	23,420 E	23,890 E
9	Equipment Operator	22,765 E	23,220 E	23,685 E
9	Chip Screen Tender	22,765 E	23,220 E	23,685 E
6	Sludge Conveyor Equip. Operator	22,175 E	22,620 E	23,070 E
2	Equip Utility Man	21,420 E	21,850 E	22,285 E
1	Conveyor Utility Man	21,230 E	21,655 E	22,090 E

THERMO MECHANICAL PULPING

42	TMP Operator A	29,360 E	29,945 E	30,545 E
28	TMP Operator B	26,555 E	27,085 E	27,625 E
11	Peroxide Bleach Plant Oper.	23,175 E	23,640 E	24,115 E
10	Equipment Operator	22,960 E	23,420 E	23,890 E
7	TMP Operator C	22,375 E	22,825 E	23,280 E
1	Clean Up & Utility	21,230 E	21,655 E	22,090 E

KRAFT PULP

31	Cooking Systems Operator	27,160 E	27,705 E	28,260 E
25	Continuous Digester Operator	25,970 E	26,490 E	27,020 E
19	Batch Digester Operator	24,760 E	25,255 E	25,760 E
17	Causticizing Operator	24,365 E	24,850 E	25,345 E
15	Lime Kiln Operator	23,970 E	24,450 E	24,940 E
26	Senior Bleach Operator	26,170 E	26,695 E	27,230 E
20	Operating Assistant	24,960 E	25,460 E	25,970 E
16	Chemi-Washer Operator	24,170 E	24,655 E	25,150 E
16	Washing/Screening Operator	24,170 E	24,655 E	25,150 E
4	Chemical Unloader	21,780 E	22,215 E	22,660 E
1/2	Clean-up	21,140 E	21,565 E	21,995 E

		May 1, 1997	May 1, 1998	May 1, 1999
FOURDRINIER PULP MACHINE				
33	Machine Tender	25.975 E	26.495 E	27.025 E
25	Back Tender	24.470 E	24.960 E	25.460 E
12	Senior Balerman	22.025 E	22.465 E	22.915 E
8	Junior Balerman	21.260 E	21.685 E	22.120 E
2	#3 & #4 Machine Room Utility	20.185 E	20.590 E	21.000 E

MACHINE ROOM

3	Beater Utility Man	20.355 E	20.760 E	21.175 E
1	Clean-up and Utility	20.005 E	20.405 E	20.815 E

CORE DEPARTMENT

5	Core Utility - Lift Operator	20.705 E	21.120 E	21.540 E
5	Core Cutter	20.705 E	21.120 E	21.540 E
1	Core Helper	20.005 E	20.405 E	20.815 E

STEAMPLANT

41	Recovery Engineer, Sr., 3rd	27.475 E	28.025 E	28.585 E
39	Assistant Shift Engineer, 3rd	27.100 E	27.460 E	28.195 E
29	Recovery Engineer, Jr., 3rd	25.215 E	25.720 E	26.235 E
25	Asst. Shift Engineer, Jr., 3rd	24.470 E	24.960 E	25.460 E
24	Turbine Service Eng., 3rd	24.275 E	24.760 E	25.255 E
22	S.E.T. Engineer, 4th	23.900 E	24.380 E	24.870 E
20	#2 Recovery Fireman, 4th	23.520 E	23.990 E	24.470 E
16	Assistant Engineer, 4th	22.775 E	23.230 E	23.695 E
15	#1 Recovery Fireman, 4th	22.590 E	23.040 E	23.500 E
4	Utility -Power Plant (No ticket)	20.525 E	20.935 E	21.355 E
4	Utility - Recovery (No ticket)	20.525 E	20.935 E	21.355 E
3	#5 P.B. Lubrication	20.355 E	20.760 E	21.175 E
1	Conveyorman	20.005 E	20.405 E	20.815 E
1	Salt Cake -Janitor	20.005 E	20.405 E	20.815 E

		May I, 2000	May I, 2001	May I, 2002
FOURDRINIER PULP MACHINE				
33	Machine Tender	27.565 E	28.115 E	28.675 E
25	Back Tender	25.970 E	26.490 E	27.020 E
12	Senior Balerman	23.375 E	23.845 E	24.320 E
8	Junior Balerman	22.560 E	23.010 E	23.470 E
2	#3 & #4 Machine Room Utility	21.420 E	21.850 E	22.285 E

MACHINE ROOM

3	Beater Utility Man	21.600 E	22.030 E	22.470 E
1	Clean-up and Utility	21.230 E	21.655 E	22.090 E

CORE DEPARTMENT

5	Core Utility - Lift Operator	21.970 E	22.410 E	22.860 E
5	Core Cutter	21.970 E	22.410 E	22.860 E
1	Core Helper	21.230 E	21.655 E	22.090 E

STEAM PLANT

41	Recovery Engineer, Sr., 3rd	29.155 E	29.740 E	30.335 E
39	Assistant Shift Engineer, 3rd	28.760 E	29.335 E	29.920 E
29	Recovery Engineer, Jr., 3rd	26.760 E	27.295 E	27.840 E
25	Asst. Shift Engineer, Jr., 3rd	25.970 E	26.490 E	27.020 E
24	Turbine Service Eng., 3rd	25.760 E	26.275 E	26.800 E
22	S.E.T. Engineer, 4th	25.365 E	25.870 E	26.385 E
20	#2 Recovery Fireman, 4th	24.960 E	25.460 E	25.970 E
16	Assistant Engineer, 4th	24.170 E	24.655 E	25.150 E
15	#1 Recovery Fireman, 4th			
A	Utility - Power Plant (No ticket)	21.780 E	22.215 E	22.660 E
A	Utility - Recovery (No ticket)	21.780 E	22.215 E	22.660 E
3	#5 P.B. Lubrication	21.600 E	22.030 E	22.470 E
1	Conveyorman	21.230 E	21.655 E	22.090 E
1	Salt Cake - Janitor	21.230 E	21.655 E	22.090 E

	May 1, 1997	May 1, 1998	May 1, 1999
Steam Plant (cont'd)			
Repair Engineer, 3rd - Over 6 months	25.870	26.390	26.920
9 Repairman, 4th	21.450 E	21.880 E	22.320 E

MILL STORES

13 Receiver	22.205 E	22.650 E	23.105 E
10 Assistant Receiver	21.635 E	22.070 E	22.510 E
8 Storesman: - Over 12 months	21.260 E	21.685 E	22.120 E
4 - 7 - 12 months	20.525 E	20.935 E	21.355 E
2 - 0 - 6 months	20.185 E	20.590 E	21.000 E
3 Utility Truck Driver	20.355 E	20.760 E	21.175 E

YARD

20 Vehicle Crew Lead Hand	23.520 E	23.990 E	24.470 E
19 Mobile Crane (40 Ton)	23.335 E	23.800 E	24.275 E
13 Mobile Crane (28 Ton)	22.205 E	22.650 E	23.105 E
11 Mobile Crane (8 Ton)	21.840 E	22.275 E	22.720 E
10 Yard Power Saw	21.635 E	22.070 E	22.510 E
Repairs-Major			
1 Mobile Crane Helper	20.005 E	20.405 E	20.815 E
8 Cat Operator - D8	21.260 E	21.685 E	22.120 E
6 Large Fork Lift	20.895 E	21.315 E	21.740 E
6 Front End Loader	20.895 E	21.315 E	21.740 E
7 Cat Operator - D5	21.085 E	21.505 E	21.935 E
5 Power Lift (Fork)	20.705 E	21.120 E	21.540 E
3 Truck Driver	20.355 E	20.760 E	21.175 E
8 Ships Gear Repairs	21.260 E	21.685 E	22.120 E
4 Ships Lineman - (Handling Deepsea Ships)	20.525 E	20.935 E	21.355 E
Air Winch Operator	20.230 N	20.635 N	21.050 N
1 Railway Track Repairs	20.005 E	20.405 E	20.815 E
15 Rigger	22.590 E	23.040 E	23.500 E
4 Rigger's Mate	20.525 E	20.935 E	21.355 E
1 Rigger's Helper	20.005 E	20.405 E	20.815 E
4 Chip Truck Driver	20.525 E	20.935 E	21.355 E
4 Truck Driver-Tandem axle	20.525 E	20.935 E	21.355 E
3 Road Sweeper Operator	20.355 E	20.760 E	21.175 E
1 Waste Hog Operator	20.005 E	20.405 E	20.815 E
1/2 Gardener	19.920 E	20.320 E	20.725 E

	May 1, 2000	May 1, 2001	May 1, 2002
Steam Plant (cont'd)			
Repair Engineer, 3rd Over 6 months	27,460	28,010	28,570
9 Repairman, 4th	22,765 E	23,220 E	23,685 E

MILL STORES

13 Receiver	23,565 E	24,035 E	24,515 E
10 Assistant Receiver	22,960 E	23,420 E	23,890 E
8 Storesman: - Over 12 months	22,560 E	23,010 E	23,470 E
4 - 7 - 12 months	21,780 E	22,215 E	22,660 E
2 - 0 - 6 months	21,420 E	21,850 E	22,285 E
3 Utility Truck Driver	21,600 E	22,030 E	22,470 E

YARD

20 Vehicle Crew Lead Hand	24,960 E	25,460 E	25,970 E
19 Mobile Crane (40 Ton)	24,760 E	25,255 E	25,760 E
13 Mobile Crane (28 Ton)	23,565 E	24,035 E	24,515 E
11 Mobile Crane (8 Ton)	23,175 E	23,640 E	24,115 E
10 Yard Power Saw Repairs-Major	22,960 E	23,420 E	23,890 E
1 Mobile Crane Helper	21,230 E	21,655 E	22,090 E
8 Cat Operator - D8	22,560 E	23,010 E	23,470 E
6 Large Fork Lift	22,175 E	22,620 E	23,070 E
6 Front End Loader	22,175 E	22,620 E	23,070 E
7 Cat Operator - D5	22,375 E	22,825 E	23,280 E
5 Power Lift (Fork)	21,970 E	22,410 E	22,860 E
3 Truck Driver	21,600 E	22,030 E	22,470 E
8 Ships Gear Repairs	22,560 E	23,010 E	23,470 E
4 Ships Lineman - (Handling Deepsea Ships)	21,780 E	22,215 E	22,660 E
Air Winch Operator	21,470 N	21,900 N	22,340 N
1 Railway Track Repairs	21,230 E	21,655 E	22,090 E
15 Rigger	23,970 E	24,450 E	24,940 E
4 Rigger's Mate	21,780 E	22,215 E	22,660 E
1 Rigger's Helper	21,230 E	21,655 E	22,090 E
4 Chip Truck Driver	21,780 E	22,215 E	22,660 E
4 Truck Driver-Tandem axle	21,780 E	22,215 E	22,660 E
3 Road Sweeper Operator	21,600 E	22,030 E	22,470 E
1 Waste Hog Operator	21,230 E	21,655 E	22,090 E
1/2 Gardener	21,140 E	21,565 E	21,995 E

	May 1, 1997	May 1, 1998	May 1, 1999
Yard (con't)			
Yard Equipment Oper	19.855	20.250	20.655
0 Yard Swamper (Lumber)	19.855 E	20.250 E	20.655 E

WAREHOUSE

14 Checker/Dispatcher	22.405 E	22.855 E	23.310 E
9 Power Lift Operator News	21.450 E	21.880 E	22.320 E
7 Power Lift Operator #4PM	21.085 E	21.505 E	21.935 E
6 Power Lift Operator #3PM	20.895 E	21.315 E	21.740 E
Clean-up	19.855	20.250	20.655

RAILWAY

14 Engineer	22.405 E	22.855 E	23.310 E
9 Brakeman - Head	21.450 E	21.880 E	22.320 E
5 Brakeman	20.705 E	21.120 E	21.540 E
4 Fireman	20.525 E	20.935 E	21.355 E

DEEP SEA SHIP LOADING

Dock Foreman	23.340	23.805	24.280
Loading Foreman	24.910	25.410	25.920
Winch Operator-Double	23.845	24.320	24.805
Winch Operator- Single	23.405	23.875	24.355
Hatch Tender	23.405	23.875	24.355
Power Lift Oper in Hold	23.405	23.875	24.355
Lead Holdman	23.405	23.875	24.355
Holdman	23.045	23.505	23.975
Slingman	22.650	23.105	23.565
Power Lift to ship's side	21.810	22.245	22.690
Power Lift Operator (loading out in warehouse)	21.810	22.245	22.690
Tractor Operator - large	21.345	21.770	22.205
Tractor Operator - small	21.215	21.640	22.075

GANTRY CRANE SHIPS & STAR BULK CARRIERS

Loading Foreman	25.220	25.725	26.240
Gantry Crane Operator	24.335	24.820	25.315
Ship Utility	23.045	23.505	23.975
Power Lift Operator	20.560	22.245	22.690
Tractor Operator (large)	21.345	21.770	22.205

	May 1, 2000	May 1, 2001	May 1, 2002
Yard (con't)			
Yard Equipment Oper.	21.070	21.490	21.920
0 Yard Swamper (Lumber)	21.070 E	21.490 E	21.920 E

WAREHOUSE

14 Checker/Dispatcher	23.775 E	24.250 E	24.735 E
9 Power Lift Operator News	22.765 E	23.220 E	23.685 E
7 Power Lift Operator #4PM	22.375 E	22.825 E	23.280 E
6 Power Lift Operator #3PM Clean-up	22.175 E	22.620 E	23.070 E
	21.070	21.490	21.920

RAILWAY

14 Engineer	23.775 E	24.250 E	24.735 E
9 Brakeman - Head	22.765 E	23.220 E	23.685 E
5 Brakeman	21.970 E	22.410 E	22.860 E
4 Fireman	21.780 E	22.215 E	22.660 E

DEEP SEA SHIP LOADING

Dock Foreman	24,765	25,260	25,765
Loading Foreman	26,440	26,970	27,510
Winch Operator-Double	25,300	25,805	26,320
Winch Operator- Single	24,840	25,335	25,840
Hatch Tender	24,840	25,335	25,840
Power Lift Oper in Hold	24,840	25,335	25,840
Lead Holdman	24,840	25,335	25,840
Holdman	24,455	24,945	25,445
Slingman	24,035	24,515	25,005
Power Lift to ship's side	23,145	23,610	24,080
Power Lift Operator (loading out in warehouse)	23,145	23,610	24,080
Tractor Operator - large	22,650	23,105	23,565
Tractor Operator - small	22,515	22,965	23,425

GANTRY CRANE SHIPS & STAR BULK CARRIERS

Loading Foreman	26,765	27,300	27,845
Gantry Crane Operator	25,820	26,335	26,860
Ship Utility	24,455	24,945	25,445
Power Lift Operator	23,145	23,610	24,080
Tractor Operator (large)	22,650	23,105	23,565

	May 1, 1997	May 1, 1998	May 1, 1999
DEEP SEA BARGE LOADING			
Loading Foreman	24.910	25.410	25.920
Barge Tender	23.405	23.875	24.355
Crane Operator (double winch)	23.845	24.320	24.805
Power Lift in Barge	23.405	23.875	24.355
Holdman (Dunnage Man)	23.405	23.875	24.355
Slingman	22.650	23.105	23.565
Tractor Operator- Large	21.345	21.770	22.205

BARGE - COASTAL

18	Leadhand Barge	23.155 E	23.620 E	24.090 E
8	Power Lift	21.260 E	21.685 E	22.120 E
5	Tractor Operator	20.705 E	21.120 E	21.540 E
4	Bargeman	20.525 E	20.935 E	21.355 E
0	Yard Swamper	19.855 E	20.250 E	20.655 E

INDUSTRIAL RELATIONS

	First Aid Attendant			
12	-Level III Unrestricted	22.025 E	22.465 E	22.915 E
11	- Level III Restricted	21.840 E	22.275 E	22.720 E
3	Plant Protection Patrolman	20.355 E	20.760 E	21.175 E
2	Construct'n Gate Attendant	20.185 E	20.590 E	21.000 E
2	#2 Route Patrolman	20.185 E	20.590 E	21.000 E

First Aid Attendants

The following bonuses will be paid to employees who, though not First Aid Attendants, perform first-aid duties in addition to their regular duties (combination jobs):

Level III ticket will be paid job rate + eighty-five (85) cents

Level II ticket will be paid job rate + fifty (50) cents

or the designated First-Aid Attendant's rate for the equivalent ticket, whichever is the greater

	May 1, 2000	May 1, 2001	May 1, 2002
DEEP SEA BARGE LOADING			
Loading Foreman	26,440	26,970	27,510
Barge Tender	24,840	25,335	25,840
Crane Operator (double winch)	25,300	25,805	26,320
Power Lift in Barge	24,840	25,335	25,840
Holdman (Dunnage Man)	24,455	24,945	25,445
Slingman	24,035	24,515	25,005
Tractor Operator- Large	22,650	23,105	23,565

BARGE - COASTAL

18	Leadhand Barge	24,570 E	25,060 E	25,560 E
8	Power Lift	22,560 E	23,010 E	23,470 E
5	Tractor Operator	21,970 E	22,410 E	22,860 E
4	Bargeman	21,780 E	22,215 E	22,660 E
0	Yard Swamper	21,070 E	21,490 E	21,920 E

INDUSTRIAL RELATIONS

	First Aid Attendant			
12	- Level III Unrestricted	23,375 E	23,845 E	24,320 E
11	- Level III Restricted	23,175 E	23,640 E	24,115 E
3	Plant Protection Patrolman	21,600 E	22,030 E	22,470 E
2	Construct'n Gate Attendant	21,420 E	21,850 E	22,285 E
2	#2 Route Patrolman	21,420 E	21,850 E	22,285 E

STEAMPLANT TICKET BONUS SYSTEM

1. Employees holding a 4th class ticket, where no ticket is required, will receive ten (10) cents per hour over their job rate.
2. Employees holding a 3rd class ticket, where a 4th class ticket is required, will receive twenty five (25) cents per hour over their job rate.
3. Employees holding a 2nd class ticket, where a 3rd class ticket is required, will receive thirty (30) cents per hour over their job rate.
4. Employees holding a 1st class ticket, where a 2nd class ticket is required, will receive forty (40) cents per hour over their job rate.

Note: Only one of the above bonuses is applicable - no stacking.

Maintenance Empincers to be paid operating rate when relieving operators.

DEEP SEA LOADING

Power Lift Truck Operator (warehouse to final positioning of product aboard the barge). Operators will receive a split rate based on 50% of the time at the "Power Lift Truck Operator in Barge" rate and 50% of the time at the regular Lift Truck Operator's rate. Other personnel working aboard a deep sea barge shall receive an equivalent rate specified for like duties connected with deep sea ship loading.

A deep sea barge within the meaning of this agreement shall be defined as any scow or barge, which in the course of its current voyage to a foreign port, crosses a line drawn from Cape Flattery to Lat. 50-00' N, Long. 130-00' W, to Lat. 56-00' N, Long. 138-00' W, to Cape Spencer.

Deep sea loading rates and conditions will also apply for the barge and container loading of pulp and paper destined for foreign ports by water beyond the above defined line which in the course of the voyage is transhipped through another port within the above defined line.

It is understood and agreed that the above statement does not apply to current barge loading.

A differential of fifteen (15) cents per hour shall be paid to Holdmen actually loading cargo by hand in a confined space when there is less than six feet (6') of head room at the lowest point of coaming.

Time and one-half shall be paid to deep sea ship loading crews for work performed after 4:30 p.m. and on Saturdays.

DIRTY MOSEY

Employees earning five (5) cents or less above base rate will be paid an additional fifteen (15) cents per hour while performing the following work:-

- Lime kiln - all work inside kiln.
- Liquor tanks - when working inside tanks.
- Lime elevator - for cleaning elevator pit.
- Steam plant - boiler tubes and passes cleanout.
- Recovery - electro-static precipitator cleanour.
- Recovery - boiler rube passes.
- Handling sulphur equipment.
- Blowing down trusses when abnormally dirty.
- Cleaning out plenum chamber.
- Dumping bag lime.

Clearing out hang-ups in lime silo.
Clearing out lime conveyor hang-ups.
Cleaning sanitary sewers and recaust. overflow sewer.
Needle gunning.
#5 Power Boiler - when emptying ash silo.

METRIC TOOLS

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

ELK FALLS CEP LOCAL #630

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.

	May 1, 1997	May 1, 1998	May 1, 1999
Labour Rate	19.855	20.250	20.655

STOCK PREPARATION

27	Stock Prep Leadman	24.840 E	25.335 E	25.840 E
20	Stockman - #4 Machine	23.520 E	23.990 E	24.470 E
17	Stockman - #5 Machine	22.955 E	23.415 E	23.885 E
14	Stock Prep. Asst. #1 & #2	22.405 E	22.855 E	23.310 E
8	Helper - #4 Stock Prep	21.260 E	21.685 E	22.120 E

MACHINE ROOM

No. 1 Paper Machine - News
(Rates - Bracket 75)
(Width of Machine 280")

Machine Tender	32.210	32.855	33.510
Back Tender	29.615	30.205	30.810
Winderman	27.065	27.605	28.155
Fourth Hand	23.515	23.985	24.465
Fifth Hand	22.515	22.965	23.425
Sixth Hand	21.285	21.710	22.145

So. 2 Paper Machine - News
(Rates - Bracket 74)
(Width of Machine 260")

Machine Tender	32.140	32.785	33.440
Back Tender	29.535	30.125	30.730
Winderman	26.995	27.535	28.085
Fourth Hand	23.490	23.960	24.440
Fifth Hand	22.460	22.910	23.370
Sixth Hand	21.260	21,685	22.120

ELK FALLS CEP LOCAL #630

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.

	May 1, 2000	May 1, 2001	May 1, 2002
Labour Rate	21,070	21,490	21,920

STOCK PREPARATION

27	Stock Prep Leadman	26,355 E	26,880 E	27,420 E
20	Stockman - #4 Machine	24,960 F	25,460 E	25,970 E
17	Stockman - #5 Machine	24,365 E	24,850 E	25,345 E
14	Stock Prep. Asst. #1 & #2	23,775 E	24,250 E	24,735 E
8	Helper - #4 Stock Prep	22,560 E	23,010 E	23,470 E

MACHINE ROOM

No. 1 Paper Machine - News (Rates - Bracket 75) (Width of Machine 280")

Machine Tender	34.180	34.865	35.560
Back Tender	31.425	32.055	32.695
Winderman	28.720	29.295	29.880
Fourth Hand	24.955	25.455	25.965
Fifth Hand	23.895	24.375	24.865
Sixth Hand	22.590	23.040	23.500

No. 2 Paper Machine - News (Rates - Bracket 74) (Width of Machine 260")

Machine Tender	34,110	34,790	35,485
Back Tender	31,345	31,970	32,610
Winderman	28,645	29,220	29,805
Fourth Hand	24,930	25,430	25,940
Fifth Hand	23,835	24,310	24,795
Sixth Hand	22,560	23,010	23,470

	May 1, 1997	May 1, 1998	May 1, 1999
--	----------------	----------------	----------------

**No. 4 Paper Machine - Specialty Paper
(Rates - Bracket 75)
(Width of Machine 280")**

45	Machine Tender	28.425 H	28.995 H	29.575 H
35	Back Tender	26.545 H	27.075 H	27.615 H
21	Winderman	23.900 H	24.380 H	24.870 H
12	Fourth Hand	22.025 E	22.465 E	22.915 E
7	Fifth Hand	21.085 E	21.505 E	21.935 E

**No. 5 Paper Machine - News
(Rates - Bracket 100)
(Width of Machine 360")**

	Machine Tender	33.795	34.470	35.160
	Back Tender	31.165	31.790	32.425
	Winderman	28.645	29.220	29.805
	Fourth Hand	24.565	25.055	25.555
	Fifth Hand	23.530	24.000	24.480
	Sixth Hand	21.845	22.280	22.725

Paper Machines - Miscellaneous

44	Clothing Man	28.040 E	28.600 E	29.170 E
	Clothing & Clean-up:			
15	- over 18 months	22.590 E	23.040 E	23.500 E
11	- 13 - 18 months	21.840 E	22.275 E	22.720 E
7	- 7 - 12 months	21.085 E	21.505 E	21.935 E
3	- 0 - 6 months	20.355 E	20.760 E	21.175 E
	Spare & Clean-up	19.855	20.250	20.655

FINISHING ROOM

20	Lead Operator - Scale	23.520 E	23.990 E	24.470 E
11	Utility Scale	21.840 E	22.275 E	22.720 E
8	#4 Rewinder Operator	21.260 E	21.685 E	22.120 E
6	Label Operator	20.895 E	21.315 E	21.740 E
4	Header Operator	20.525 E	20.935 E	21.355 E
2	#5 Sorter Feeder	20.185 E	20.590 E	21.000 E
1	Sorter Operator	20.005 E	20.405 E	20.815 E

May 1, 2000	May 1, 2001	May 1, 2002
----------------	----------------	----------------

**No. 4 Paper Machine - Specialty Paper
(Rates - Bracket 75)
(Width of Machine 280")**

45	Machine Tender	30.165 H	30.770 H	31.385 H
35	Back Tender	28.165 H	28.730 H	29.305 H
21	Winderman	25.365 H	25.870 H	26.385 H
12	Fourth Hand	23.375 E	23.845 E	24.230 E
7	Fifth Hand	22.375 E	22.825 E	23.280 E

**No. 5 Paper Machine - News
(Rates -Bracket 100)
(Width of Machine 360")**

Machine Tender	35.865	36.580	37.310
Back Tender	33.075	33.735	34.410
Winderman	30.400	31.010	31.630
Fourth Hand	26.065	26.585	27.115
Fifth Hand	24.970	25.470	25.980
Sixth Hand	23.180	23.645	24.120

Paper Machines - Miscellaneous

44	Clothing Man	29.755 E	30.350 E	30.955 E
	<i>Clothing & Clean-up:</i>			
15	- over 18 months	23.970 E	24.450 E	24.940 E
11	- 13 - 18 months	23.175 E	23.640 E	24.115 E
7	- 7 - 12 months	22.375 E	22.825 E	23.280 E
3	- 0- 6 months	21.600 E	22.030 E	22.470 E
	Spare & Clean-up	21,070	21.490	21.920

FINISHING ROOM

20	Lead Operator - Scale	24.960 E	25.460 E	25.970 E
11	Utility Scale	23.175 E	23.640 E	24.115 E
8	#4 Rewinder Operator	22.560 E	23.010 E	23.470 E
6	Label Operator	22.175 E	22.620 E	23.070 E
4	Header Operator	21.780 E	22.215 E	22.660 E
2	#5 Sorter Feeder	21.420 E	21.850 E	22.285 E
1	Sorter Operator	21.230 E	21.655 E	22.090 E

		May 1, 1997	May 1, 1998	May 1, 1999
TECHNICAL DEPARTMENT				
18	Paper Technician	23,155 E	23,620 E	24,090 E
13	Pulp Mill Technician	22,205 E	22,650 E	23,105 E
11	Process Technician	21,840 E	22,275 E	22,720 E
10	Environmental Technician	21,635 E	22,070 E	22,510 E
10	Kraft Specialty Tester	21,635 E	22,070 E	22,510 E
9	Laboratory Technician	21,450 E	21,880 E	22,320 E
9	Paper Tester	21,450 E	21,880 E	22,320 E
8	Laboratory Sample Clerk	21,260 E	21,685 E	22,120 E
7	Pulp Machine Tester	21,085 E	21,505 E	21,935 E
6	Kraft Pulp Tester	20,895 E	21,315 E	21,740 E
6	Beater Technician	20,895 E	21,315 E	21,740 E
3	Groundwood Pulp Tester	20,355 E	20,760 E	21,175 E
1	Project Technician	20,005 T	20,405 T	20,815 T

	May 1, 2000	May 1, 2001	May 1, 2002
--	----------------	----------------	----------------

TECHNICAL DEPARTMENT

18	Paper Technician	24.570 E	25.060 E	25.560 E
13	Pulp Mill Technician	23.565 E	24.035 E	24.515 E
11	Process Technician	23.175 E	23.640 E	24.115 E
10	Environmental Technician	22.960 E	23.420 E	23.890 E
10	Kraft Specialty Tester	22.960 E	23.420 E	23.890 E
9	Laboratory Technician	22.765 E	23.220 E	23.685 E
9	Paper Tester	22.765 E	23.220 E	23.685 E
8	Laboratory Sample Clerk	22.560 E	23.010 E	23.470 E
7	Pulp Machine Tester	22.375 E	22.825 E	23.280 E
6	Kraft Pulp Tester	22.175 E	22.620 E	23.070 E
6	Beater Technician	22.175 E	22.620 E	23.070 E
3	Groundwood Pulp Tester	21.600 E	22.030 E	22.470 E
1	Project Technician	21.230 T	21.655 T	22.090 T

C.E.P. LOCAL #630 - B.C. NEWSPRINT WAGE SCHEDULE

PER MINUTE	WIDTH OF MACHINE IN INCHES															
	SPEED IN 11		2		2		2		2		3		3		3	
	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2200 - 2249	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
2250 - 2299	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
2300 - 2349	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
2350 - 2399	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
2400 - 2449	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
2450 - 2499	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
2500 - 2549	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
2550 - 2599	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
2600 - 2649	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
2650 - 2699	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
2700 - 2749	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
2750 - 2799	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
2800 - 2849	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
2850 - 2899	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
2900 - 2949	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
2950 - 2999	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
3000 - 3049	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
3050 - 3099	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
3100 - 3149	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
3150 - 3199	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
3200 - 3249	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
3250 - 3299	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
3300 - 3349	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87
3350 - 3399	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
3400 - 3449	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
3450 - 3499	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
3500 - 3549	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91
3550 - 3599	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
3600 - 3649	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
3650 - 3699	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94
3700 - 3749	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
3750 - 3799	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
3800 - 3849	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
3850 - 3899	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98
3900 - 3949	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99
3950 - 3999	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
4000 - 4049	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101
4050 - 4099	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102
4100 - 4149	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103
4150 - 4199	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104
4200 - 4249	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105
4250 - 4299	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106
4300 - 4349	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107
4350 - 4399	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
4400 - 4449	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109
4450 - 4499	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110
4500 - 4549	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	
4550 - 4599	97	98	99	100	101	102	103	104	105	106	107	108	109	110		

B.C. NEWSPRINT SCHEDULE**MAY 1, 1997**

Bracket#	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	29.810	27.890	25.300	22.560	21.680	20.925
52	29.910	27.990	25.455	22.655	21.740	20.930
53	30.080	28.075	25.520	22.710	21.770	20.945
54	30.180	28.165	25.615	22.735	21.800	20.945
55	30.295	28.250	25.690	22.765	21.850	20.975
56	30.405	28.305	25.755	22.810	21.905	20.975
57	30.515	28.380	25.860	22.830	21.920	21.000
58	30.605	28.445	25.910	22.870	21.950	21.000
59	30.715	28.530	26.000	22.920	21.980	21.025
60	30.835	28.590	26.060	22.940	22.015	21.025
61	30.950	28.670	26.125	22.990	22.030	21.085
62	31.060	28.750	26.210	23.005	22.070	21.095
63	31.160	28.820	26.275	23.045	22.090	21.105
64	31.265	28.875	26.340	23.080	22.120	21.110
65	31.355	28.960	26.400	23.120	22.160	21.135
66	31.460	29.015	26.470	23.165	22.195	21.135
67	31.570	29.100	26.530	23.180	22.205	21.170
68	31.675	29.160	26.585	23.205	22.240	21.170
69	31.770	29.210	26.665	23.225	22.255	21.180
70	31.875	29.280	26.720	23.305	22.295	21.180
71	31.940	29.350	26.790	23.340	22.345	21.215
72	32.020	29.415	26.870	23.390	22.380	21.230
73	32.085	29.480	26.935	23.435	22.430	21.250
74	32.140	29.535	26.995	23.490	22.460	21.260
75	32.210	29.615	27.065	23.515	22.515	21.285
76	32.285	29.680	27.130	23.550	22.550	21.320
77	32.335	29.725	27.180	23.610	22.595	21.330
78	32.405	29.810	27.255	23.640	22.640	21.340
79	32.465	29.850	27.305	23.685	22.660	21.365
80	32.535	29.920	27.385	23.725	22.710	21.405
81	32.605	29.990	27.445	23.755	22.760	21.430
82	32.650	30.040	27.500	23.810	22.790	21.450
83	32.725	30.105	27.570	23.850	22.830	21.460
84	32.780	30.165	27.630	23.895	22.880	21.505
85	32.835	30.230	27.695	23.915	22.925	21.515
86	32.915	30.295	27.755	23.985	22.955	21.530
87	32.965	30.365	27.825	24.020	23.000	21.555
88	33.030	30.420	27.870	24.065	23.045	21.575
89	33.105	30.480	27.950	24.085	23.100	21.610
90	33.145	30.545	28.005	24.155	23.140	21.625

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	33.230	30.605	28.060	24.190	23.175	21.635
92	33.285	30.660	28.140	24.215	23.210	21.665
93	33.345	30.740	28.190	24.265	23.240	21.680
94	33.405	30.795	28.260	24.305	23.305	21.725
95	33.475	30.850	28.325	24.360	23.335	21.735
96	33.520	30.935	28.385	24.385	23.380	21.750
97	33.595	30.975	28.445	24.430	23.420	21.775
98	33.665	31.050	28.510	24.480	23.455	21.790
99	33.720	31.115	28.575	24.520	23.510	21.830
100	33.795	31.165	28.645	24.565	23.530	21.845
101	33.855	31.225	28.715	24.605	23.560	21.865
102	33.930	31.285	28.775	24.650	23.620	21.880
103	33.990	31.355	28.840	24.695	23.650	21.910
104	34.045	31.410	28.900	24.740	23.690	21.925
105	34.115	31.475	28.970	24.775	23.725	21.955
106	34.180	31.530	29.030	24.815	23.755	21.975
107	34.240	31.595	29.100	24.865	23.810	21.990
108	34.305	31.660	29.160	24.900	23.845	22.020
109	34.365	31.720	29.215	24.945	23.880	22.035
110	34.440	31.790	29.290	24.985	23.915	22.065

B.C. NEWSPRINT SCHEDULE**MAY 1, 1998**

Bracket#	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	30.405	28.450	35.805	23.010	22.115	21.345
52	30.510	28.550	25.965	23.110	22.175	21.350
53	30.680	28.635	26.030	23.165	22.205	21.365
54	30.785	28.730	26.125	23.190	22.235	21.365
55	30.900	28.815	26.205	23.220	22.285	21.395
56	31.015	28.870	26.270	23.265	22.345	21.395
57	31.125	28.950	26.375	23.285	22.360	21.420
58	31.215	29.015	26.430	23.325	22.390	21.420
59	31.330	29.100	26.520	23.380	22.420	21.445
60	31.450	29.160	26.580	23.400	22.455	21.445
61	31.570	29.245	26.650	23.450	22.470	21.505
62	31.680	29.325	26.735	23.465	22.510	21.515
63	31.785	29.395	26.800	23.505	22.530	21.525
64	31.890	29.455	26.865	23.540	22.560	21.530
65	31.980	29.540	26.930	23.580	22.605	21.560
66	32.090	29.595	27.000	23.630	22.640	21.560
67	32.200	29.680	27.060	23.645	22.650	21.595
68	32.310	29.745	27.115	23.670	22.685	21.595
69	32.405	29.795	27.200	23.690	22.700	21.605
70	32.515	29.865	27.255	23.770	22.740	21.605
71	32.580	29.935	27.325	23.805	22.790	21.640
72	32.660	30.005	27.405	23.860	22.830	21.655
73	32.725	30.070	27.475	23.905	22.880	21.675
74	32.785	30.125	27.535	23.960	22.910	21.685
75	32.855	30.205	27.605	23.985	22.965	21.710
76	32.930	30.275	27.675	24.020	23.000	21.745
77	32.980	30.320	27.725	24.080	23.045	21.755
78	33.055	30.405	27.800	24.115	23.095	21.765
79	33.115	30.445	27.850	24.160	23.115	21.790
80	33.185	30.520	27.935	24.200	23.165	21.835
81	33.255	30.590	27.995	24.230	23.215	21.860
82	33.305	30.640	28.050	24.285	23.245	21.880
83	33.380	30.705	28.120	24.325	23.285	21.890
84	33.435	30.770	28.185	24.375	23.340	21.935
85	33.490	30.835	28.250	24.395	23.385	21.945
86	33.575	30.900	28.310	24.465	23.415	21.960
87	33.625	30.970	28.380	24.500	23.460	21.985
88	33.690	31.030	28.425	24.545	23.505	22.005
89	33.765	31.090	28.510	24.565	23.560	22.040
90	33.810	31.155	28.565	24.640	23.605	22.060

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	33.895	31.215	28.620	24.675	23.640	22.070
92	33.950	31.275	28.705	24.700	23.675	22.100
93	34.010	31.355	28.755	24.750	23.705	22.115
94	34.075	31.410	28.825	24.790	23.770	22.160
95	34.145	31.465	28.890	24.845	23.800	22.170
96	34.190	31.555	28.955	24.875	23.850	22.185
97	34.265	31.595	29.015	24.920	23.890	22.210
98	34.340	31.670	29.080	24.970	23.925	22.225
99	34.395	31.735	29.145	25.010	23.980	22.265
100	34.470	31.790	29.220	25.055	24.000	22.280
101	34.530	31.850	29.290	25.095	24.030	22.300
102	34.610	31.910	29.350	25.145	24.090	22.320
103	34.670	31.980	29.415	25.190	24.125	22.350
104	34.725	32.040	29.480	25.235	24.165	22.365
105	34.795	32.105	29.550	25.270	24.200	22.395
106	34.865	32.160	29.610	25.310	24.230	22.415
107	34.925	32.225	29.680	25.360	24.285	22.430
108	34.990	32.295	29.745	25.400	24.320	22.460
109	35.050	32.355	29.800	25.445	24.360	22.475
110	35.130	32.425	29.875	25.485	24.395	22.505

B.C. NEWSPRINT SCHEDULE**MAY 1, 1999**

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	31.015	29.020	26.320	23.470	22.555	21.770
52	31.120	29.120	26.485	23.570	22.620	21.775
53	31.295	29.210	26.550	23.630	22.650	21.790
54	31.400	29.305	26.650	23.655	22.680	21.790
55	31.520	29.390	26.730	23.685	22.730	21.825
56	31.635	29.445	26.795	23.730	22.790	21.825
57	31.750	29.530	26.905	23.750	22.805	21.850
58	31.840	29.595	26.960	23.790	22.840	21.850
59	31.955	29.680	27.050	23.850	22.870	21.875
60	32.080	29.745	27.110	23.870	22.905	21.875
61	32.200	29.830	27.185	23.920	22.920	21.935
62	32.315	29.910	27.270	23.935	22.960	21.945
63	32.420	29.985	27.335	23.975	22.980	21.955
64	32.530	30.045	27.400	24.010	23.010	21.960
65	32.620	30.130	27.470	24.050	23.055	21.990
66	32.730	30.185	27.540	24.105	23.095	21.990
67	32.845	30.275	27.600	24.120	23.105	22.025
68	32.955	30.340	27.655	24.145	23.140	22.025
69	33.055	30.390	27.745	24.165	23.155	22.035
70	33.165	30.460	27.800	24.245	23.195	22.035
71	33.230	30.535	27.870	24.280	23.245	22.075
72	33.315	30.605	27.955	24.335	23.285	22.090
73	33.380	30.670	28.025	24.385	23.340	22.110
74	33.440	30.730	28.085	24.440	23.370	22.120
75	33.510	30.810	28.155	24.465	23.425	22.145
76	33.590	30.880	28.230	24.500	23.460	22.180
77	33.640	30.925	28.280	24.560	23.505	22.190
78	33.715	31.015	28.355	24.595	23.555	22.200
79	33.775	31.055	28.405	24.645	23.575	?? 225
80	33.850	31.130	28.495	24.685	23.630	22.270
81	33.920	31.200	28.555	24.715	23.680	22.295
82	33.970	31.255	28.610	24.770	23.710	22.320
83	34.050	31.320	28.680	24.810	23.750	22.330
84	34.105	31.385	28.750	24.865	23.805	22.375
85	34.160	31.450	28.815	24.885	23.855	22.385
86	34.245	31.520	28.875	24.955	23.885	22.400
87	34.300	31.590	28.950	24.990	23.930	22.425
88	34.365	31.650	28.995	25.035	23.975	22.445
89	34.440	31.710	29.080	25.055	24.030	22.480
90	34.485	31.780	29.135	25.135	24.075	22.500

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	34.575	31.840	29.190	25.170	24.115	22.510
92	34.630	31.900	29.280	25.195	24.150	22.540
93	34.690	31.980	29.330	25.450	24.180	22.555
94	34.755	32.040	29.400	25.285	24.245	22.605
95	34.830	32.095	29.470	25.340	24.275	22.615
96	34.875	32.185	29.535	25.375	24.325	22.630
97	34.950	32.225	29.595	25.420	24.370	22.655
98	35.025	32.305	29.660	25.470	24.405	22.670
99	35.085	32.370	29.730	25.510	24.460	22.710
100	35.160	32.425	29.805	25.555	24.480	22.725
101	35.220	32.485	29.875	25.595	24.510	22.745
102	35.300	32.550	29.935	25.650	24.570	22.765
103	35.365	32.620	30.005	25.695	24.610	22.795
104	35.420	32.680	30.070	25.740	24.650	22.810
105	35.490	32.745	30.140	25.775	24.685	22.845
106	35.560	32.805	30.200	25.815	24.715	22.865
107	35.625	32.870	30.275	25.865	24.770	22.880
108	35.690	32.940	30.340	25.910	24.805	22.910
109	35.750	33.000	30.395	25.955	24.845	22.915
110	35.835	33.075	30.475	25.995	24.885	22.955

B.C. NEWSPRINT SCHEDULE**MAY 1, 2000**

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	31.635	29.600	26.845	23.940	23.005	22.205
52	31.740	29.700	27.015	24.040	23.070	22.210
53	31.920	29.795	27.080	24.105	23.105	22.225
54	32.030	29.890	27.185	24.130	23.135	22.225
55	32.150	29.980	27.265	24.160	23.185	22.260
56	32.270	30.035	27.330	24.205	23.245	22.260
57	32.385	30.120	27.445	24.225	23.260	22.285
58	32.475	30.185	27.500	24.265	23.295	22.285
59	32.595	30.275	27.590	24.325	23.325	22.315
60	32.720	30.340	27.650	24.345	23.365	22.315
61	32.845	30.425	27.730	24.400	23.380	22.375
62	32.960	30.510	27.815	24.415	23.420	22.385
63	33.070	30.585	27.880	24.455	23.440	22.395
64	33.180	30.645	27.950	24.490	23.470	22.400
65	33.270	30.735	28.020	24.530	23.515	22.430
66	33.385	30.790	28.090	24.585	23.555	22.430
67	33.500	30.880	28.150	24.600	23.565	22.465
68	33.615	30.945	28.210	24.630	23.605	22.465
69	33.715	31.000	28.300	24.650	23.620	22.475
70	33.830	31.070	28.355	24.730	23.660	22.475
71	33.895	31.145	28.425	24.765	23.710	22.515
72	33.980	31.215	28.515	24.820	23.750	22.530
73	34.050	31.285	28.585	24.875	23.805	22.550
74	34.110	31.345	28.645	24.930	23.835	22.560
75	34.180	31.425	28.720	24.955	23.895	22.590
76	34.260	31.500	28.795	24.990	23.930	22.625
77	34.315	31.545	28.845	25.050	23.975	22.635
78	34.390	31.635	28.920	25.085	24.025	22.645
79	34.450	31.675	28.975	25.140	24.045	22.670
80	34.525	31.755	29.065	25.180	24.105	22.715
81	34.600	31.825	29.125	25.210	24.155	22.740
82	34.650	31.880	29.180	25.265	24.185	22.765
83	34.730	31.945	29.255	25.305	24.225	22.775
84	34.785	32.015	29.325	25.360	24.280	22.825
85	34.845	32.080	29.390	25.385	24.330	22.835
86	34.930	32.150	29.455	25.455	24.365	22.850
87	34.985	32.220	29.530	25.490	24.410	22.875
88	35.050	32.285	29.575	25.535	24.455	22.895
89	35.130	32.345	29.660	25.555	24.510	22.930
90	35.175	32.415	29.720	25.640	24.555	22.950

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	35.265	32.475	29.775	25.675	24.595	22.960
92	35.325	32.540	29.865	25.700	24.635	22.990
93	35.385	32.620	29.915	25.750	24.665	23.005
94	35.450	32.680	29.990	25.790	24.730	23.055
95	35.525	32.735	30.060	25.845	24.760	23.065
96	35.575	32.830	30.125	25.885	24.810	23.085
97	35.650	32.870	30.185	25.930	24.855	23.110
98	35.725	32.950	30.255	25.980	24.895	23.125
99	35.785	33.015	30.325	26.020	24.950	23.165
100	35.865	33.075	30.400	26.065	24.970	23.180
101	35.925	33.135	30.475	26.105	25.000	23.200
102	36.005	33.200	30.535	26.165	25.060	23.220
103	36.070	33.270	30.605	26.210	25.100	23.250
104	36.130	33.335	30.670	26.255	25.145	23.265
105	36.200	33.400	30.745	26.290	25.180	23.300
106	36.270	33.460	30.805	26.330	25.210	23.320
107	36.340	33.525	30.880	26.380	25.265	23.340
108	36.405	33.600	30.945	26.430	25.300	23.370
109	36.465	33.660	31.005	26.475	25.340	23.385
110	36.550	33.735	31.085	26.515	25.385	23.415

B.C. NEWSPRINT SCHEDULE**MAY 1, 2001**

Bracket#	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	32.270	30.190	27.380	24.420	23.465	22.650
52	32.375	30.295	27.555	24.520	23.530	22.655
53	32.560	30.390	27.620	24.585	23.565	22.670
54	32.670	30.490	27.730	24.615	23.600	22.670
55	32.795	30.580	27.810	24.645	23.650	22.705
56	32.915	30.635	27.875	24.690	23.710	22.705
57	33.035	30.720	27.995	24.710	23.725	22.730
58	33.125	30.790	28.050	24.750	23.760	22.730
59	33.245	30.880	28.140	24.810	23.790	22.760
60	33.375	30.945	28.205	24.830	23.830	22.760
61	33.500	31.035	28.285	24.890	23.850	22.825
62	33.620	31.120	28.370	24.905	23.890	22.835
63	33.730	31.195	28.440	24.945	23.910	22.845
64	33.845	31.260	28.510	24.980	23.940	22.850
65	33.935	31.350	28.580	25.020	23.985	22.880
66	34.055	31.405	28.650	25.075	24.025	22.880
67	34.170	31.500	28.715	25.090	24.035	22.915
68	34.285	31.565	28.775	25.125	24.075	22.915
69	34.390	31.620	28.865	25.145	24.090	22.925
70	34.505	31.690	28.920	25.225	24.135	22.925
71	34.575	31.770	28.995	25.260	24.185	22.965
72	34.660	31.840	29.085	25.315	24.225	22.980
73	34.730	31.910	29.155	25.375	24.280	23.000
74	34.790	31.970	29.220	25.430	24.310	23.010
75	34.865	32.055	29.295	25.455	24.375	23.040
76	34.945	32.130	29.370	25.490	24.410	23.080
77	35.000	32.175	29.420	25.550	24.455	23.090
78	35.080	32.270	29.500	25.585	24.505	23.100
79	35.140	32.310	29.555	25.645	24.525	23.125
80	35.215	32.390	29.645	25.685	24.585	23.170
81	35.290	32.460	29.710	25.715	24.640	23.195
82	35.345	32.520	29.765	25.770	24.670	23.220
83	35.425	32.585	29.840	25.810	24.710	23.230
84	35.480	32.655	29.910	25.865	24.765	23.280
85	35.540	32.720	29.980	25.895	24.815	23.290
86	35.630	32.795	30.045	25.965	24.850	23.305
87	35.685	32.865	30.120	26.000	24.900	23.335
88	35.750	32.930	30.165	26.045	24.945	23.355
89	35.835	32.990	30.255	26.065	25.000	23.390
90	35.880	33.065	30.315	26.155	25.045	23.410

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	35.970	33.125	30,370	26.190	25.085	23.420
92	36.030	33.190	30.460	26.215	25.130	23.450
93	36.095	33.270	30.515	26.265	25.160	23.465
94	36.160	33.335	30.590	26.305	25.225	23.515
95	36.235	33.390	30.660	26.360	25.255	23.525
96	36.285	33.485	30.730	26.405	25.305	23.545
97	36.365	33.525	30.790	26.450	25.350	23.570
98	36.440	33.610	30.860	26.500	25.395	23.590
99	36.500	33.675	30.930	26.540	25.450	23.630
100	36.580	33.735	31.010	26.585	25.470	23.645
101	36.645	33.800	31.085	26.625	25.500	23.665
102	36.725	33.865	31.145	26.690	25.560	23.685
103	36.790	33.935	31.215	26.735	25.600	23.715
104	36.855	34.000	31.285	26.780	25.650	23.730
105	36.925	34.070	31.360	26.815	25.685	23.765
106	36.995	34.130	31.420	26.855	25.715	23.785
107	37.065	34.195	31.500	26.910	25.770	23.805
108	37.135	34.270	31.565	26.960	25.805	23.835
109	37.195	34.335	31.625	27.005	25.845	23.855
110	37.280	34.410	31.705	27.045	25.895	23.885

B.C. NEWSPRINT SCHEDULE**MAY 1, 2002**

Bracket #	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
51	32.270	30.190	27.380	24.420	23.465	22.650
52	32.375	30.295	27.555	24.520	23.530	22.655
53	32.560	30.390	27.620	24.585	23.565	22.670
54	32.670	30.490	27.730	24.615	23.600	22.670
55	32.795	30.580	27.810	24.645	23.650	22.705
56	32.915	30.635	27.875	24.690	23.710	22.705
57	33.035	30.720	27.995	24.710	23.725	22.730
58	33.125	30.790	28.050	24.750	23.760	22.730
59	33.245	30.880	28.140	24.810	23.790	22.760
60	34.040	31.565	28.770	25.325	24.305	23.215
61	34.170	31.655	28.850	25.390	24.325	23.280
62	34.290	31.740	28.935	25.405	24.370	23.290
63	34.405	31.820	29.010	25.445	24.390	23.300
64	34.520	31.885	29.080	25.480	24.420	23.305
65	34.615	31.975	29.150	25.520	24.465	23.340
66	34.735	32.035	29.225	25.575	24.505	23.340
67	34.855	32.130	29.290	25.590	24.515	23.375
68	34.970	32.195	29.350	25.630	24.555	23.375
69	35.080	32.250	29.440	25.650	24.570	23.385
70	35.195	32.325	29.500	25.730	24.620	23.385
71	35.265	32.405	29.575	25.765	24.670	23.425
72	35.355	32.475	29.665	25.820	24.710	23.440
73	35.425	32.550	29.740	25.885	24.765	23.460
74	35.485	32.610	29.805	25.940	24.795	23.470
75	35.560	32.695	29.880	25.965	24.865	23.500
76	35.645	32.775	29.955	26.000	24.900	23.540
77	35.700	32.820	30.010	26.060	24.945	23.550
78	35.780	32.915	30.090	26.095	24.995	23.560
79	35.845	32.955	30.145	26.160	25.015	23.590
80	35.920	33.040	30.240	26.200	25.075	23.635
81	35.995	33.110	30.305	26.230	25.135	23.660
82	36.050	33.170	30.360	26.285	25.165	23.685
83	36.135	33.235	30.435	26.325	25.205	23.695
84	36.190	33.310	30.510	26.380	25.260	23.745
85	36.250	33.375	30.580	26.415	25.310	23.755
86	36.345	33.450	30.645	26.485	25.345	23.770
87	36.400	33.520	30.720	26.520	25.400	23.800
88	36.465	33.590	30.770	26.565	25.445	23.820
89	36.550	33.650	30.860	26.585	25.500	23.860
90	36.600	33.725	30.920	26.680	25.545	23.880

Bracket#	M.T.	B.T.	WINDER	4th Hand	5th Hand	6th Hand
91	36.690	33.790	30.975	26.715	25.585	23.890
92	36.750	33.855	31.070	26.740	25.635	23.920
93	36.815	33.935	31.125	26.790	25.665	23.935
94	36.885	34.000	31.200	26.830	25.730	23.985
95	36.960	34.060	31.275	26.885	25.760	23.995
96	37.010	34.155	31.345	26.935	25.810	24.015
97	37.090	34.195	31.405	26.980	25.855	24.040
98	37.170	34.280	31.475	27.030	25.905	24.060
99	37.230	34.350	31.550	27.070	25.960	24.105
100	37.310	34.410	31.630	27.115	25.980	24.120
101	37.380	34.475	31.705	27.160	26.010	24.140
102	37.460	34.540	31.770	27.225	26.070	24.160
103	37.525	34.615	31.840	27.270	26.110	24.190
104	37.590	34.680	31.910	27.315	26.165	24.205
105	37.665	34.750	31.985	27.350	26.200	24.240
106	37.735	34.815	32.050	27.390	26.230	24.260
107	37.805	34.880	32.130	27.450	26.285	24.280
108	37.880	34.955	32.195	27.500	26.320	24.310
109	37.940	35.020	32.260	27.545	26.360	24.330
110	38.025	35.100	32.340	27.585	26.415	24.365

**JOB EVALUATION PLAN
CONVERSION TABLE BY STEPS**

STEP	May 1 1997	May 1 1998	May 1 1999	May 1 2000	May 1 2001	May 1 2002
Base	19.855	20.250	20.655	21.070	21.490	21.920
1/2	19.920	20.320	20.725	21.140	21.565	21.995
1	20.005	20.405	20.815	21.230	21.655	22.090
2	20.185	20.590	21.000	21.420	21.850	22.285
3	20.355	20.760	21.175	21.600	22.030	22.470
4	20.525	20.935	21.355	21.780	22.215	22.660
5	20.705	21.120	21.540	21.970	22.410	22.860
6	20.895	21.315	21.740	22.175	22.620	23.070
7	21.085	21.505	21.935	22.375	22.825	23.280
8	21.260	21.685	22.120	22.560	23.010	23.470
9	21.450	21.880	22.320	22.765	23.220	23.685
10	21.635	22.070	22.510	22.960	23.420	23.890
11	21.840	22.275	22.720	23.175	23.640	24.115
12	22.025	22.465	22.915	23.375	23.845	24.320
13	22.205	22.650	23.105	23.565	24.035	24.515
14	22.405	22.855	23.310	23.775	24.250	24.735
15	22.590	23.040	23.500	23.970	24.450	24.940
16	22.775	23.230	23.695	24.170	24.655	25.150
17	22.955	23.415	23.885	24.365	24.850	25.345
18	23.155	23.620	24.090	24.570	25.060	25.560
19	23.335	23.800	24.275	24.760	25.255	25.760
20	23.520	23.990	24.470	24.960	25.460	25.970
21	23.715	24.190	24.675	25.170	25.675	26.190
22	23.900	24.380	24.870	25.365	25.870	26.385
23	24.080	24.560	25.050	25.550	26.060	26.580
24	24.275	24.760	25.255	25.760	26.275	26.800
25	24.470	24.960	25.460	25.970	26.490	27.020
26	24.655	25.150	25.655	26.170	26.695	27.230
27	24.840	25.335	25.840	26.355	26.880	27.420
28	25.025	25.525	26.035	26.555	27.085	27.625
29	25.215	25.720	26.235	26.760	27.295	27.840
30	25.410	25.920	26.440	26.970	27.510	28.060
31	25.595	26.105	26.625	27.160	27.705	28.260
32	25.785	26.300	26.825	27.360	27.905	28.465
33	25.975	26.495	27.025	27.565	28.115	28.675
34	26.160	26.685	27.220	27.765	28.320	28.885
35	26.345	26.870	27.405	27.955	28.515	29.085
36	26.545	27.075	27.615	28.165	28.730	29.305
37	26.720	27.255	27.800	28.355	28.920	29.500
38	26.900	27.440	27.990	28.550	29.120	29.700
39	27.100	27.640	28.195	28.760	29.335	29.920

STEP	May 1 1997	May 1 1998	May 1 1999	May 1 2000	May 1 2001	May 1 2002
40	27.290	27.835	28.390	28.960	29.540	30.130
41	27.475	28.025	28.585	29.155	29.740	30.335
42	27.665	28.220	28.785	29.360	29.945	30.545
43	27.850	28.405	28.975	29.555	30.145	30.750
44	28.040	28.600	29.170	29.755	30.350	30.955
45	28.230	28.795	29.370	29.955	30.555	31.165
46	28.425	28.995	29.575	30.165	30.770	31.385
47	28.600	29.170	29.755	30.350	30.955	31.575
48	28.795	29.370	29.955	30.555	31.165	31.790
49	28.980	29.560	30.150	30.755	31.370	31.995
50	29.165	29.750	30.345	30.950	31.570	32.200
51	29.360	29.945	30.545	31.155	31.780	32.415
52	29.535	30.125	30.730	31.345	31.970	32.610
53	29.725	30.320	30.925	31.545	32.175	32.820
54	29.920	30.520	31.130	31.755	32.390	33.040
55	30.105	30.705	31.320	31.945	32.585	33.235
56	30.295	30.900	31.520	32.150	32.795	33.450
57	30.480	31.090	31.710	32.345	32.990	33.650
58	30.660	31.275	31.900	32.540	33.190	33.855
59	30.850	31.465	32.095	32.735	33.390	34.060
60	31.050	31.670	32.305	32.950	33.610	34.280
61	31.240	31.865	32.500	33.150	33.815	34.490
62	31.420	32.050	32.690	33.345	34.010	34.690
63	31.605	32.235	32.880	33.540	34.210	34.895
64	31.800	32.435	33.085	33.745	34.420	35.110
65	31.980	32.620	33.270	33.935	34.615	35.305

Workplace Flexibility Adjustments

One of the following premiums will be **added** to each employee's rate of pay for all hours worked. It will be included in the calculation of overtime rates, vacation pay, pension contributions, and any other payments or benefits that are based on the employee's rate of pay.

	Apr 20/98	May 1/98	May 1/99	May 1/00	May 1/01	May 1/02
All Journeypersons						
Ratification Premium	0.450	0.460	0.470	0.480	0.490	0.500
- After Module 1	0.700	0.715	0.730	0.745	0.760	0.775
- After Module 2	0.950	0.970	0.990	1.010	1.030	1.050
5th Year Apprentice						
Ratification Premium	0.450	0.460	0.470	0.480	0.490	0.500
- After Module 1	0.700	0.715	0.730	0.745	0.760	0.775
- After Module 2	0.950	0.970	0.990	1.010	1.030	1.050
4th Year Apprentice ("B" Mechanic)						
Ratification Premium	0.420	0.430	0.440	0.450	0.460	0.470
- After Module 1	0.670	0.685	0.700	0.715	0.730	0.745
- After Module 2	0.920	0.940	0.960	0.980	1.000	1.020
3rd Year Apprentice ("C+" Mechanic)						
Ratification Premium	0.330	0.335	0.340	0.345	0.350	0.355
- After Module 1	0.580	0.590	0.600	0.610	0.620	0.630
- After Module 2	0.830	0.845	0.860	0.875	0.890	0.910
2nd Year Apprentice ("C" Mechanic)						
Ratification Premium	0.235	0.240	0.245	0.250	0.255	0.260
- After Module 1	0.485	0.495	0.505	0.515	0.525	0.535
- After Module 2	0.735	0.750	0.765	0.780	0.795	0.810
1st Year Apprentice ("D" Mechanic)						
Ratification Premium)	0.225	0.230	0.235	0.240	0.245	0.250
-After Module 1	0.475	0.485	0.495	0.505	0.515	0.525
- After Module 2	0.725	0.740	0.755	0.770	0.785	0.800
Operations Employees						
Ratification Premium)	0.200	0.205	0.210	0.215	0.220	0.225
- After Module 1	0.400	0.410	0.420	0.430	0.440	0.450

EXHIBIT "B"

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 Exhibit "A" of the Labour Agreement:

- (i) Mechanical Trades (See Exhibit "I" 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 Communication Energy and Paperworkers Union and one (1) representative of Pulp and Paper Industrial 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 an Administrative Committee comprised of the Job Evaluation Directors, 3 designated representatives from the 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 parties to the Agreement.

f) to recommend improvements in the Job Evaluation Plan to 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 Industrial 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 Communication, Energy and Paperworkers Union and the Pulp and Paper Industrial 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/her which are appropriate under the Plan.

(iv) The Pulp and Paper Industrial Relations Forum and the Communication Energy and Paperworkers Union 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)(i)(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 mill. 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 sub-section 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 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

EXHIBIT "C" WELFARE PLAN

This Exhibit "C" sets forth the respective coverages, benefits, rights and obligations of the Company and its employees under the Welfare Plan established pursuant to Article XIX of this Agreement.

1. Compliance

(a) The Company will comply with the terms and conditions set forth in this Exhibit "C", and provide the coverages required therein.

(b) The coverages shall be subject to the limitations in the contracts of the selected carrier or carriers.

2. Coverages 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.

(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 and paralysis 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 those cases of non-occupational sickness, which result 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.

Only one (1) waiting period will be required for serious illnesses which require kidney dialysis, chemotherapy, radiation or other similar recurring treatments. This will provide benefits, after the initial waiting period, for any subsequent lost time.

Benefit payment will not be made beyond age 65 and in all cases, will cease on recovery. 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 receive 100% of their loss. One hundred percent (100%) of their loss includes gross wages lost.

The premium structure for coverage of an employee over the age of 64 will be as follows:

First three months	75% of Normal Premium
Second three months	50% of Normal Premium
Third three months	25% of Normal Premium
Last three months	No Premium

(d) **Medical-Surgical Coverage**

The Welfare Plan will include Medical-Surgical coverage as required by the B.C. Medical Commission. An Extended Health Benefit Plan with coverage as per the M.S.A. Pulp and Paper Industry brochure dated July 1, 1981, including Vision Care coverage for employees and eligible dependants will also form part of this Agreement.

Effective July 1, 1984, the co-insurance rate for hospitalization will be incorporated into the Extended Health Benefit coverage to a maximum of \$8.50 per day.

(e) **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 "I". The Plan will not duplicate benefits provided now or which may be provided in the future by any government program.

(f) **Long Term Disability Plan**

The Welfare Plan will include a Long Term Disability

Plan summarized in Appendix "2"

(g) Table of Hourly Job Rate Brackets and Corresponding Coverages

	Group Term Life	AD&D
May 1, 1997	\$ 68,000.00	\$ 68,000.00
May 1, 1998	\$ 71,000.00	\$ 71,000.00
May 1, 1999	\$ 74,000.00	\$ 74,000.00
May 1, 2000	\$ 76,000.00	\$ 76,000.00
May 1, 2001	\$ 78,000.00	\$ 78,000.00
May 1, 2002	\$ 80,000.00	\$ 80,000.00

<u>Hourly Job Rate*</u>	<u>Non-Occupational Weekly Accident & Sickness Insurance</u>
--------------------------------	---

19.75 but less than 20.00	505
20.00 but less than 20.25	510
20.25 but less than 20.50	515
20.50 but less than 20.75	520
20.75 but less than 21.00	525
21.00 but less than 21.25	530
21.25 but less than 21.50	535
21.50 but less than 21.75	540
21.75 but less than 22.00	545
22.00 but less than 22.25	550
22.25 but less than 22.50	555
22.50 but less than 22.75	560
22.75 but less than 23.00	565
23.00 but less than 23.25	570
23.25 but less than 23.50	575
23.50 but less than 23.75	580
23.75 or over	585

Effective May 1, 1998

23.75 but less than 24.00	585
24.00 or over	590

Effective May 1, 1999

24.00 but less than 24.25	590
24.25 or over	595

Effective May 1, 2000

24.25 but less than 24.50	595
24.50 but less than 24.75	600
24.75 or over	605

Effective May 1, 2001

24.75 but less than 25.00	605
25.00 but less than 25.25	610
25.25 or over	615

Effective May 1, 2002

25.25 but less than 25.50	615
25.50 but less than 25.75	620
25.75 or over	625

* **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.

(h) 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 the coverages and benefits set forth in this Exhibit as a condition of employment.

4. Joint Welfare Board

A Joint Welfare Board shall be established comprised of three (3) members appointed by the National Union and three (3) members appointed by the Pulp and Paper Industrial Relations Forum. The function of the Board will be to review the operations of the Plan. It will formulate and review uniform statistical reports to be supplied by the Company for the purpose of ensuring

compliance with Exhibit "C". The Company agrees to furnish to the Board such statistical reports as the Board may require.

5. Union Welfare Committee - Management Welfare Committee

The Union Welfare Committee shall be appointed and shall meet with a Management Welfare Committee with respect to questions which may arise concerning the operations of the Welfare Plan. The Union Welfare Committee shall consist of not less than two (2) and not more than three (3) members, it being agreed such committee members shall be selected by the Union from participating employees who are working in the mill at the time of appointment to and while serving on such Committee. The Company shall appoint a Management Welfare Committee consisting of not less than two (2) members and not more than the aggregate number of members of the Union Welfare Committee.

6. Changes in Classification

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

7. costs

Net costs of the coverages and benefits made available to participating 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.
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 Weekly Indemnity/Long Term Disability Plan will assume all costs for completion of forms required by the carrier. It is agreed that the cost for completion of forms will not exceed \$25.00 for each form.

8. Reporting Period

The report shall cover the twelve (12) month period ending November 30. Such reports will be submitted to the Joint Welfare Board not later than March 1 of each year. The Board shall distribute copies of the reports to the Local Union concerned.

9. Changes in Premiums and Employee Contribution

It is understood that any change in respect of either the premium rate charged by the carrier or the basis of the employer-employee sharing thereof may only be made effective as of July 1 in any year.

10. Distribution of Surplus

It is understood that surplus accumulations, if any, will be used only for the purpose of reducing premium costs.

Surplus accumulations must be disposed of within reasonable time limits. Questions in this respect will be referred to the Joint Welfare Board for decision.

11. Disputes

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

The parties agree to examine comparable methods of dispute resolution under the Plan. If the parties cannot resolve this matter within 90 days of ratification, then Vince Ready will be given the authority to arbitrate the provision.

12. 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/she 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.

13. 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.

14. Coverage During Leave of Absence

The following coverage will be provided **up** to a total of three (3) months in any one calendar year:

(a) The Welfare Plan for employees on authorized leave of absence on Local Union business.

(b) Group Term Life Insurance, Accidental Death and Dismemberment Insurance, and Medical-Surgical coverage for employees on authorized leave of absence for extended vacation purposes.

15. Surviving Spouse and Dependent Coverage

Where a surviving spouse and dependants 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 six (6) months, commencing on the first of the month following the month in which the death occurs.

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 relines 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 \$2,500 per person for all services provided by an Orthodontist (\$3,000 effective May 1, 1998 and \$3,500 effective May 1, 2000).

B. Co-Insurance

In respect of Benefits (i) to (vii), the Plan will provide reimbursement of 80% of eligible expenses (85% effective May 1, 1998 and 90% effective May 1, 2000).

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

**ELK FALLS PULP AND PAPER 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.

Effective May 1, 1997 an employee who is under 60 years of age and has previously reached 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 effective on May 1, 1997.

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 effective on the date of that 10th anniversary.

The recalculated weekly benefit when combined with all other disability income to 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/her 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 Company up to the date of onset of disability.

(c) For those who are either on W.I. or L.T.D. effective July 1, 1988, and continue to be disabled, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him/her further under (b) above. At the point that he/she runs out of L.T.D. benefit, he/she can elect to either retire early or go on disability pension benefit until age sixty-five (65), at which time he/she will retire.

(d) For new claims that commence after July 1, 1988, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him/her further under (b) above. At the point when he/she runs out of L.T.D. benefit, he/she 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/her own occupation for the first eighteen (18) months of L.T.D. disability payments and thereafter his/her inability to perform the duties of any occupation for which he/she 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.

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/her 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/her 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/she 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 Collective 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 XXI of the Agreement, in which case coverage under the plan will continue only for the periods specified in the aforementioned sections of the 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'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 Collective 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/her 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/her seniority, qualifications and ability to perform the work properly entitle him/her to.

(e) Active claims as referred to in Section 14 of Exhibit "C" 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 "D"

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 trade where applicable for the mills concerned, as set forth below:

Electrician	Mason
Machinist	Automotive Mechanic
Pipefitter	Instrument Mechanic
Carpenter	Sheet Metal Worker
Welder	Millwright
Painter	Moulder
Pattern Maker	Refrigeration Mechanic
Bricklayer	Heavy Duty Mechanic
	Heat and Frost Insulator

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 rate on successful completion of his/her Apprenticeship or after successful completion of four (4) years, whichever happens sooner, only on the understanding that he/she completes his or her full term of training. If the Apprentice refuses to continue his/her training, he/she will be removed from the Program with no standing as a Journeyman in his/her 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 in effect at the mill 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/her 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 mill employees.

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/her position by the Joint Apprenticeship Committee and could result in his/her 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/she shall receive the first year apprentice rate.

(b) During each year of Apprenticeship, he/she 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/her term of Apprenticeship and receipt of his/her 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/she 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/she 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 or her 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 textbooks specified by the Apprenticeship Branch. The apprentice will keep these books as his/her personal property.

Allowances and Wage Make-up

15. While attending an approved Vocational School the Apprentice will receive from the Government, allowances and school expenses in accordance with the Government's schedule of grants pertaining to Apprenticeship Training. In addition, the employee shall receive from the Company, an allowance comprised of the difference between his or her regular straight time rate, based on a forty (40) hour week, and the weekly living allowance granted by the appropriate government authorities. Allowances provided by the employer shall not apply to any periods of retraining as specified in Item 11.

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 at plant level.

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/she 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/she shall receive pay, not to exceed four (4) hours, for time lost from work, if he/she is required to take the test during his/her regular work schedule. The Company will pay the fee cost of this first Tradesmen's Qualification Certification examination.

EXHIBIT "E"
STEAM PLANT VOCATIONAL LEAVE

1. Fourth Class Certificate

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 an approved Vocational School to complete the course and write the examination for the Fourth Class Stationary Steam Engineering Certificate.

During his/her first week at the School the employee will be evaluated by the school authorities to determine his/her knowledge of the subject, and if the evaluation is favourable he/she will continue his/her studies at the school during the two 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/she 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. Third Class Certificate

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 an approved Vocational School to complete the course and write the examination for the Third Class Stationary Steam Engineering Certificate.

During his/her first week at the school the employee will be evaluated by the school authorities to determine his/her knowledge of the subject, and if the evaluation is favourable he/she will continue his/her studies at the school during the following four 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/she 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 prescribed Third Class Certificate examination.

3. Second Class Certificate

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 an approved 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/her 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/her knowledge of the subject, and if the evaluation is favourable he/she will continue his/her 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/she 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. Basis of Pay

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. Additional Leave

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. Books

The Company will pay 100% of the cost of textbooks specified by the Vocational Training School as required for those writing for Stationary Engineering Certificates. The employee will keep these books as his/her personal property.

7. Examination and Tuition Fees

The Company will bear the cost of the prescribed Examination and Tuition Fees, if any, required of candidates writing for Stationary Engineering Certificates.

8. Transportation Allowance

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.

9. Timing of Leave

Leaves of Absence will be granted at a time suitable to the Company, bearing in mind the Vocational School curriculum.

10. Number on Leave

Normally it will not be possible to grant leave of absence to more than one Steam Plant employee at a time. However, if relief is available this limit may, at the discretion of the Company, be exceeded.

11. Government Allowances

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.

12. Living Out Allowance

While an employee is attending Vocational School on the basis set forth in 1, 2 and 3 above, the Company will pay a living out allowance which, combined with any Government living out allowance to which he/she may be entitled, is equal to the living out allowance he/she would receive from the appropriate Government authorities as an Apprentice, pursuant to Section 15 of Exhibit "D".

STATEMENTS OF POLICY
1945 - 1994
B.C. STANDARD LABOUR AGREEMENT

Taken from the Transcripts of
Negotiations for Contract Years

1945 - 1952 inclusive

and from Memoranda issued during
subsequent Wage Conferences

FOREWORD

During the 1946 Labour Conference it was jointly agreed that the Companies and the Union would each appoint a Committee of two (2) to select from the verbatim transcripts of the 1945-46 and the 1946-47 Joint Conferences "Statements of Policy" which were then to be approved by the International Officers of the Union and by representatives of the Companies and thereafter printed in a booklet to be entitled "Statements of Policy". (See 1946 Transcript, page 80 and page 159). This policy has been re-adopted at subsequent Labour Conferences.

The Statements of Policy contained in this booklet have been reworded for the sake of brevity and clarity, and have been agreed to by both Union and Company representatives. They are intended as a supplemental guide in the interpretation of the contract 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 B.C. Standard 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 "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 the 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**

It is hereby agreed by the Companies party to the B.C. Standard Labour Agreement that:

(i) The hours worked on Sundays and on the recognized paid Statutory Holidays provided for in the above referred to B.C. Standard 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 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 pulp mills which are presently working on a forty-two (42) hour 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 B.C. Standard 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 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 contract 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 40 hours 1952-53).

Definition of What Constitutes a Mate at Powell River. (Page 312, 1950 Transcript)

In the case of the Block Loader, there are two men on one side and one on the other. These will be numbered 1, 2 and 3. No. 1 man relieves No. 1; No. 2 relieves No. 2; and No. 3 relieves No. 3.

Relief of Mates. (Page 328, 1950 Transcript)

The Company 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) Sunday Running

At a meeting held in Vancouver, B.C., on June 15th, 1953, between the representatives of the Powell River Company Limited and those of Local 142 of the United Papermakers and Paperworkers, continuous operation of the paper machines was agreed upon in accordance with an understanding as set out in the Minutes of the said meeting.

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 the Company, report directly to the job without punching his time card and his foreman shall be responsible for having his time recorded.

Article IX - 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.

(c) **Clarification of "Breakdown"**. (Page 258, 1948 Transcript)

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.

Article X - 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.

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

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

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

(i) In Section 2(a) relating to the payment of Call Time to Tour Workers, the phrase "after he has completed his regular 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 3(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/her to five (5) hours pay, thereby meeting the requirements of Section 3. 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 XVII - 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 B.C. Standard 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(c).** (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 the Company in each mill in each case.

Article XXVIII - Safety and Occupational Health

Unsafe Working Conditions. (Page 136, 1947 Transcript)

It is not the policy of the Company to require an employee to work under unsafe conditions. It is admitted by the Union and the Company 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 XXX - Disciplinary Action

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

Wherever practical, the Company 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.

Article XXXI - Adjustment of Complaints

Standing Committee Can Call in Members for Discussions of Grievances with the Company. (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) Status of Employees Refusing to Work in Excess of 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.

(b) Native Indian Employment

In response to a Union proposal relative to encouragement of Native Indians to seek employment, the Industry will participate with the National Union in a joint committee to function during the term of the 1970 Labour Agreements. The committee will be known as the Native Indian Employment Committee, and will consist of eight (8) members, four (4) representatives of the Unions and four (4) representatives of the Industry.

The purpose of the committee will be to examine problems relative to employment of Native Indians and make appropriate recommendations to the Company and Union to further this objective.

May 1, 1992

Re: 1992 Union Agenda Item #20(3)-Apprenticeship

LETTER OF UNDERSTANDING AMENDED 1994

On successful completion of the required period of vocational school training, the Company will reimburse out-of-town expenses to a maximum of \$30.00 per school day attended to apprentices who qualify for the government living-out allowance. This reimbursement will also apply to Steam Plant personnel.

It will be paid after the employee's return to work and when verification of vocational school attendance is received from the appropriate agency.

This letter was renewed by agreement between the Company and the Union for the term of the 1997-2003 Labour Agreement.

May 24, 1992

Re: **1992** Union Agenda Item **#22** - Rehiring

Mr. Norm McLellan
Vice-president, Region IV
Canadian Paperworkers
Union
#540-1199 West Pender St.
Vancouver, B.C. V5E 2R1

Mr. Stan Shewaga
President
Pulp, Paper and
Woodworkers of Canada
201-1184 West 6th Avenue
Vancouver, B.C. V6H 1A4

Dear Norm and Stan:

Re: Letter of Understanding - Rehiring

The following practice will be observed during the 1992-94 contract.

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

- a) their recall rights under Section 3 of Article XXI - 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."

Yours very truly,

Eric Y. Mitterndorfer, President

This letter was renewed by agreement between the Company and the Union for the term of the **1997-2003** Labour Agreement.

May 24, 1992

Re: 1992 Union Agenda Item #26 - Contracting Out

Mr. Norm McLellan
Vice-president, Region IV
Canadian Paperworkers Union
#540-1199 West Pender Street
Vancouver, B.C. V5E 2R1

Mr. Stan Shewaga
President
Pulp, Paper and Woodworkers of Canada
201-1184 West 6th Avenue
Vancouver. B.C. V6H 1A4

Dear Norm and Stan:

LETTER OF INTENT

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.

Yours very truly,

Eric Y. Mitterndorfer
President

This letter was renewed by agreement between the Company and the Union for the term of the 1997-2003 Labour Agreement.

FLEXIBLE WORK PRACTICES

LETTER OF UNDERSTANDING

APRIL 14, 1998

- 1 The introduction of flexible work practices is designed to improve productivity, improve product quality, reduce down time 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 23 of the PPWC Agreement and Article 25 of the CEP 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 collective 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 unions 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 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 journeypersons, steam plant maintenance employees, roll grinders, roll balancers, lubrication mechanics and saw filers.

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.

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 employees 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 Collective Agreement, the Company and the Unions agree to establish and participate in a Presidents' Council which 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 will be composed of:
 - the Presidents of both operating companies;
 - Paperco V.P. of Manufacturing;
 - Pulpco site Managers;
 - Senior Human Resources representatives;
 - Vice President, Western Region, CEP;
 - President, PPWC;
 - Presidents of the 5 Local Unions.

-
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 CROFTON AND ELK FALLS
MILLS**

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

Re: 1994 Union Agenda Item # 5 - 3(c) Rehabilitation and Re-Integration Program

October 7, 1994

Mr. Brian Payne
Vice-president, Region IV
Communications, Energy and Paperworkers Union
#540-1199 West Pender Street
Vancouver, B.C. V5E 2R1

Dear Brian:

Re: Letter of Understanding - Rehabilitation and Re-Integration

To facilitate the rehabilitation and, wherever practical, the re-integration of injured or disabled Elk Falls employees into the mainstream of the workforce in the mill, the Company and the Union agree to establish a program that will provide meaningful support and guidance to affected employees.

A joint union-management steering committee will be established to investigate and make recommendations on the implementation of an effective rehabilitationhe-integration program during the term of this agreement.

The steering committee shall be comprised of **up** to three (3) representatives each from the Company and the union, a maximum of six (**6**).

The program will be modelled on the principles of our existing Employee Assistance Program.

Yours truly,

R.J. Homer
Vice President

This letter was renewed by agreement between the Company and the Union for the term of the 1997-2003 Labour Agreement.

January 27, 1995

LETTER FROM PRESIDENT OF FLETCHER CHALLENGE
CANADA TO THE C.E.P. AND THE P.P.W.C.

This is to confirm the agreement between the Company and your respective unions 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 Unions acknowledge that, subject to contracting Article XXV (C.E.P.) and Article XXIII (P.P.W.C.), 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 & 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 Collective Agreement and will ensure that a copy of this letter is provided to any contractor participating in the contract bidding process.

This letter was renewed by agreement between the Company and the Union for the term of the 1997-2003 Labour Agreement.

April 14, 1998

Mr. Brian Payne
Vice-president, Region IV
Canadian Paperworkers Union
#540-1199 West Pender Street
Vancouver, B.C. V5E 2R1

Mr. Garry Worth, President
Pulp, Paper and Woodworkers of Canada
201-1184 West 6th Avenue
Vancouver, B.C. V6H 1A4

Dear Brian and Garry,

Re: Commitment to Employment

Protecting and enhancing employment in the pulp and paper industry is a joint commitment of the Company and the Unions. The Company and the Unions 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 Unions shall establish a joint task force on apprenticeship and employment. The task force will be made up of local Union representatives, mill management representatives, and representatives of CEP and PPWC national Unions, and FCC.
2. The task force will consult with Mr. Gary Wouters, the B.C. Jobs Advocate named by the provincial government under the Jobs and Timber Accord, and through the Advocate inquire into available provincial government support for apprenticeship and employment initiatives.
3. The task force will examine ways to enhance the apprenticeship program and discuss the enhancement of employment opportunities through new work arrangements, including reduced overtime and working time alternatives. The Company agrees to provide the

task force with relevant information to ensure an informed discussion of these issues.

4. The task force shall make recommendations to the parties on an enhanced apprenticeship program and make other recommendations no later than October 1, 1999. Should the task force be unable to agree on joint recommendations, the Unions and the Company will each provide separate recommendations on these matters.
5. Task force recommendations will not be binding on the Company. However, both parties undertake to give active consideration to all recommendations.

Yours very truly

Howard Burleigh
Vice President, Human Resources

April 14, 1998

Mr. Brian Payne
Vice-President, Region IV
Canadian Paperworkers Union
#540-1199 West Pender Street
Vancouver, B.C. V5E 2R1

Mr. Garry Worth
President
Pulp, Paper and Woodworkers of Canada
201-1184 West 6th Avenue
Vancouver, B.C. V6H 1A4

Dear Brian and Gamy,

RE: Job Security

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 Unions.

Yours truly,

Howard Burleigh
Vice President, Human Resources

April 14, 1998

Mr. Brian Payne
Vice-president, Region IV
Canadian Paperworkers Union
#540-1199 West Pender Street
Vancouver, B.C. V5E 2R1

Mr. Garry Worth
President
Pulp, Paper and Woodworkers of Canada
201-1 **184** West 6th Avenue
Vancouver, B.C. V6H 1A4

Dear Brian and Garry,

The Company agrees to the establishment of a committee composed of management representatives from the Pulp and Paper divisions of Fletcher Challenge Canada Limited and appropriate representatives ~~of~~ the CEP and PPWC to explore the possibility of working with government and community colleges with a view to enhancing apprenticeship opportunities within the province.

The parties understand that such a program would be based on the principle of cost neutrality to the Company and there would be a requirement for joint representation to Government to access funds for this purpose.

This committee will be established within three months from the date of ratification of the new labour agreement.

Yours truly,

Howard Burleigh
Vice President, Human Resources

Codification of Local Agreements

Between

*Fletcher Challenge Canada LTD
Elk Falls Paper Div.*

And

*Communications, Energy and paperworkers Union
Local 630
1997*

CEP LOCAL 630 - CODIFICATION OF LOCAL AGREEMENTS

INDEX

ITEM NO.	PACE NO.
1. By-Pass Policy.....	2
2. Transportation	3
3. Job Posting Procedure	3
4. Meal Tickets	5
5. Safety Shoes	5
6. Weekly Indemnity Tax.....	5
7. Annual Vacation Pay	5
8. Compressed Work Week Banking - Day Off.....	6
9. Compressed Work Week Rotations	6
10. Compressed Work Week Assignment - Day Worker.....	6
11. Compressed Work Week Relief Policy.....	6
12. Spareboard.....	6
13. Elk Falls Retired Associates - Extended Health Benefits .	6
14. Elk Falls Retired Associates - Extended Health Benefits .	6
15. Supplementary Group Life Insurance	7
16. Newsprint Machines and Kraft Mill Relief Pools	7
17. Payroll Direct Deposit.....	7
18. R.R.S.P. Payroll Deduction.....	7
19. Pay Cheque Distribution	7
20. Prescription Eyeglass Policy	7
21. Primary Lunchroom Equipment.....	8
22. Leave of Absence Policy.....	9
23. Compressed Work Week --8 Week Rotation Shift	9
24. Chiropractic Services.....	9
25. Emergency Calls - Clothing Crew.....	9
26. Finishing Room - Additional Personnel.....	10
27. Papermaker Pool	10
28. Payment for Sunday-Prior to Monday Statutory Holiday	11
29. W.C.B. First Aid Tickets	12
30. Newsprint Machines. Juice Provision.....	12
31. Emergency Response Crews - A.D.&D. Coverage.....	12
32. Emergency Response Crew Bonus	13
33. Protective Clothing.....	13
34. Protective Rain Gear.....	13
35. Glove Policy.....	13

139

**CODIFICATION OF LOCAL AGREEMENTS - CEP
LOCAL 630
JULY 1, 1991, Amended January, 1995 and May 1998**

The following are the continuing items from previous and present bull sessions and local signed side agreements. In the interest of brevity, the exact wording of the agreement may have been altered. In case of dispute, the original text or minutes will apply.

ITEM NO. 1 - By-Pass Policy

The following "By-Passing" ground rules are established to cover situations in which an employee voluntarily declines a promotion within an established progression ladder. Nothing in these "By-Passing" ground rules shall in any way contravene nor alter the seniority provisions of the Elk Falls Labour Agreement.

- (1) Job freezing will be discouraged by both parties and only well substantiated requests will be considered. In the consideration of any freezing or unfreezing request, the Company and the Union shall have the right to require the applicant to supply all pertinent information, including where appropriate, medical evidence in the support of his/her case. No employee will voluntarily freeze until he/she receives Company and Union approval to do so.
- (2) An employee is considered to be by-passed if he/she voluntarily refuses any promotion, temporary or permanent, and an employee with less seniority accepts the promotion.
- (3) An employee who by-passes a more senior employee will be senior to the by-passed employee in all respects except in demotion, in which case he/she goes back down around the employee by-passed. **An** employee backs down via the same route he/she went up.
- (4) **An** employee frozen in a position will not relieve up.
- (5) No more than one employee in each job category may voluntarily freeze him or her self.
- (6) **A** by-passed employee will sign a by-pass (Waiver of Promotion) form in cases of voluntary by-pass and will be considered for the next opening unless he/she states on his/her by-pass form (Waiver of Promotion) that he/she relinquishes the right to all future promotions until he/she advises his/her supervisor in writing that he/she once again desires to be considered for promotion.

(7) **A** by-pass (Waiver of Promotion) form will be signed by the employee who is by-passed and the employee who is to receive the promotion. **A** copy of the form will be placed in each employee's file and a copy transmitted to the local Union.

Steam Plant Ticket Seniority

(1) **A** new employee hired into a position equivalent to the ticket he/she holds establishes ticket seniority immediately.

(2) **A** new employee hired into a position lower than the ticket he/she holds does not establish ticket seniority for 6 months.

(3) **An** employee on the crew who obtains a higher ticket establishes ticket seniority immediately on obtaining such ticket.

ITEM NO. 2 -Transportation

a) The company will arrange transportation to his/her home for an employee who does not have transportation and who is held over for a period in excess of 15 minutes beyond the end of his/her regular scheduled shift.

b) The transportation policy may be applied to the car pool members rather than the held over driver subject to his/her supervisor's approval and the following conditions:

i) It is understood the above amendment simply moves the taxi transportation entitlement, namely one taxi, from the held over driver to his/her car pool members which leaves the held over driver his/her own transportation upon completion of the overtime.

ii) All drivers and car pool members will be registered for qualification.

iii) The car pool driver will notify his/her car pool members if held over and his/her supervisor will authorize the gate to provide the transportation.

iv) This provision will be cancelled if found to be unmanageable or if abuses develop.

ITEM NO. 3 -Job Posting Procedure

(1) Bidding will be open to entry jobs only in lines of progression whenever Management decides that a permanent job opening exists.

However twice per year Management will review work done by Spareboard employees and where an obvious permanent, full time need has developed, the position will be posted

(2) **All** job openings (as determined in Article I) will be posted on the official mill bulletin board for seven days (fourteen for apprenticeships).

a) Job postings shall note any limitations or requirements applying to applicants for the job.

b) Job evaluation job descriptions may be viewed at the Human Resources office during office hours for those wishing a more complete description of a posted position.

c) A job posting information phone line will be established to allow employees to access information on current job postings.

(3) All applicants from within the mill will be considered prior to any hiring from outside.

(4) An employee who is selected to fill a posted job vacancy shall not have the privilege of bidding again until twelve months has elapsed.

However, if Management removes the employee from the posted position within the 30 day probationary period or the posted position is subsequently permanently eliminated, the one year rule will be waived.

The one year ineligibility for bidding begins on the day the first successful candidate for the posting is notified.

The one year ineligibility for bidding will be waived for apprenticeship postings.

The one year ineligibility for bidding will not apply to successful applicants to the Spareboard papermaker pool on postings in local 630's jurisdiction for which they have been trained.

(5) The senior qualified employee, subject to the limitations referred to in Article 2(a) will be selected for posted job vacancies.

"Qualified" means the ability of an employee to satisfactorily discharge the duties and responsibilities of the job involved based on his/her qualifications and his/her past performance, and as to entry on the bottom rung of a progression ladder, means, in addition, his/her ability to progress through the ladder.

(6) The employee selected to fill a posted job vacancy will serve a thirty day probationary period in his/her new department while he/she retains seniority in his/her former department during this thirty day period. He/she also retains the right to return to his/her former department and job within this thirty day period if he/she elects to do so. The 30 day time limits referred to above are extended to 60 days in the case of apprentices.

(7) A vacancy unfilled by the posting procedure will be filled by the senior qualified Spareboard employee. The Spareboard employee so assigned will accumulate job and department seniority but will not be subject to the one year loss of bidding rights.

(8) Spareboard employees will not accumulate department seniority except as outlined in Article 7.

(9) The job posting procedure will only be changed by mutual agreement of the Local and the Company.

(10) Where applicable, an entry job will be posted as an intra-departmental job posting prior to a mill posting.

(11) Copies of this policy shall be posted and made known to the employees of the Company.

ITEM NO. 4 - Meal Tickets

Effective on the date of ratification of the collective agreement, the value of a meal ticket will be the greater of \$15.00 or 77% of base rate (rounded to the nearest 5 cents).

ITEM NO. 5 - Safety Shoes

Since all employees are required to wear safety footwear at the Elk Falls Mill, the company will contribute toward the cost of that footwear as follows: 60 percent company cost sharing on two pair of safety footwear to a \$100 maximum company contribution per contract year.

ITEM NO. 6- Weekly Indemnity Tax

The Company will make arrangements to deduct income tax from weekly indemnity payments at the source on the condition it be deducted on one basis. that of a married employee with no children.

ITEM NO. 7 - Annual Vacation Pay

Employees will have the option of receiving their annual vacation pay advance in any month after May 1st of each year subject to the following conditions:

- a) A minimum of two weeks annual vacation must be pre-scheduled prior to submitting the request form.
- b) This option is only available prior to any annual vacation time taken off.
- c) The annual vacation pay request form must be completed and in the Time Office by the end of each month for pay-out the following mid-month.

ITEM NO. 8 - Compressed Work Week Banking - Day Off

When an employee works on a scheduled day off on a 12 hour Compressed Work Week shift, he/she has the option to bank overtime after 8 hours worked.

ITEM NO. 9- Compressed Work Week Rotations

If an employee works more than four 48 hour tours in an 8 week averaging cycle, he/she will be paid overtime and call time for working on any designated day off within that averaging period and he/she will be able to decline the additional work on the same basis as normally pertains to working on days off.

ITEM NO. 10 - Compressed Work Week Assignment

- Day Worker

An employee entering the Compressed Work Week, having reported for work as a Day Worker, will be paid overtime after 8 hours worked and provided with a meal ticket after 9 hours. This provision covers a Day Worker entering the Compressed Work Week on his/her first shift without notice.

ITEM NO. 11 - Compressed Work Week Relief Policy

In principle, a serious attempt will be made to relieve a Compressed Work Week employee after 18 hours worked provided relief is available and/or the next shift comes in 6 hours early.

ITEM NO. 12 - Spareboard

a) We will undertake the necessary training, based on mill need but not on speculation since training is very expensive and must be applied on the job shortly thereafter or is wasted. On this basis, we will do the necessary training in an attempt to assign the Spareboard employees with the normal 40 hours.

b) The Spareboard employees will, in concept and where appropriate, be included in the Department's vacation policy and vacation allotment.

ITEM NO. 13 - Elk Falls Retired Associates - M.S.P.

The current company 50% cost sharing on the premiums for the basic Medical-Surgical (M.S.P.) for the Elk Falls hourly retired associates will be increased from 50% to 100% company contribution.

ITEM NO. 14 - Elk Falls Retired Associates - Extended Health Benefits

A Basic Extended Health benefit plan without vision care and subject to a \$25,000 life time limit will be provided to hourly Elk Falls Mill retirees.

ITEM NO. 15 - Supplementary Group Life Insurance

a) An Optional Group Life Insurance Plan at the employee's cost via payroll deduction will be made available to all Elk Falls hourly employees with provision for coverage of the employee's spouse or dependent children. The conditions and limitations of the plan will apply.

b) An Optional Group Life Insurance Plan at the retirees' cost will be made available to all Elk Falls hourly retirees.

ITEM NO. 16 - Newsprint Machines and Kraft Mill Relief Pools

A Newsprint Machines relief pool and a Kraft Mill relief pool will be created on the following conditions:

a) Size of the pools will be determined by Management and will be smaller than normal departmental relief requirements.

b) The initial manning of these pools will be from the trained incumbent relief personnel selected on the basis of seniority. Future openings will be filled via the Job Posting Principles.

c) Scheduling of these relief pool employees will be on the basis of need and any surplus relief pool manpower will be re-assigned on the Spareboard.

d) Members of the relief pools will have department seniority from the date of pool selection.

e) These pools are created on a one-year trial basis.

ITEM NO. 17 - Payroll Direct Deposit

A payroll direct deposit system will be introduced with the long term objective to have 100 percent employee participation. All new employees will be enrolled automatically.

ITEM NO. 18 - R.R.S.P. Payroll Deduction

Arrangements will be made with Evergreen Savings Credit Union to set up an R.R.S.P. Payroll Deduction option.

ITEM NO. 19 - Pay Cheque Distribution

Pay cheques will be distributed to the departments along with the pay statements and will show, within computer limitations, the status of outstanding paid time.

ITEM NO. 20 - Prescription Eyeglass Policy

a) **"Pitted" Glasses Resulting from Working Conditions**
The Company will provide replacement personal prescription lenses, excluding contact lenses, for Welders, Machinists, Sheet Metal Mechanics or any other tradesmen normally assigned to work with Welders whose personal prescription glasses become unserviceable due to pitting as a result of work-related burning, welding or grinding. The Pitted Eye Glass Policy will operate under the following conditions:

i) Clear evidence that lenses were damaged on the job by pitting. This policy is not intended to apply to anything other than pitting and will not cover damage such as heavy scratching.

ii) Replacement must be with safety hardex lenses. Replacement does not apply to frames.

iii) Replacement of lenses limited to a maximum of one pair per contract year.

iv) Application for replacement lenses will be made to Industrial Relations. Industrial Relations will examine the lenses, determine if the Pitted Eye Glass Policy applies, and arrange where appropriate for the replacement lenses.

v) The decision of the Industrial Relations Department shall be final and any abuse of the policy by an employee will result in no further coverage by the policy for that employee.

vi) Where necessary, the employee will provide the lens prescription.

b) "Damaged" Glasses Resulting from Working Conditions

The Damaged Prescription Eye Glass Replacement Policy will operate on the following basis. The Company will provide replacement parts, lenses or replacement eye glasses damaged or destroyed as a result of a work related incident or accident not covered by the Workers' Compensation Board. This policy is designed to provide the coverage when the glasses are made unserviceable as a result of an incident or accident. The following conditions will govern the application of this policy.

i) The employee will report the incident or accident to his/her supervisor with all pertinent details as soon as possible after occurrence.

ii) The damaged eye glasses will be presented, along with all pertinent details, to Industrial Relations as soon as possible.

iii) Industrial Relations will assess the circumstances, determine if the policy applies and arrange for the replacement parts, lenses or eye glasses. The employee, where necessary, will provide the eye glass prescription.

iv) The decision of the Industrial Relations Department shall be final and any abuse by an employee will result in no further coverage of the policy for that employee. This policy will only apply once to an employee in a contract year and will not cover contact lenses.

ITEM NO. 21 - Primary Lunchroom Equipment

Primary designated lunchrooms will be provided with refrigerators, microwaves or stoves where needed as determined by the Industrial Relations Manager.

ITEM NO. 22 - Leave of Absence Policy

In situations where an employee's entire vacation entitlement has been taken and/or pre-scheduled and **no** other **paid time** is available, the Company will consider requests for unpaid leaves of absence of up to 3 days per contract year.

ITEM NO. 23 - Compressed Work Week - 8 Week Rotation

The following practise shall he applied to relief employees who do not follow a complete compressed work week rotation (four 48 hour weeks and four 36 hour weeks) throughout an eight week compressed work week averaging period:

1. A relief employee who works up to and including four 48 hour compressed work weeks in an 8 week CWW averaging period receives overtime after 44 hours worked for each of those weeks as per all local Compressed Work Week Agreements.
2. A relief employee who has completed four 48 hour compressed work weeks (4-12 hour shifts) within a given 8 week CWW averaging period shall be paid overtime for hours worked in excess of 36 hours in any subsequent week in the averaging period in which he/she works at least one 12 hour CWW shift or for hours worked on a scheduled day off.
3. A relief employee who has not yet completed four 48 hour compressed work weeks (four 12 hour shifts) within the current 8 week CWW averaging period, and works something other than four 12 hour shifts (48 hour tour) in a week, shall be paid overtime for all hours worked in excess of 40 hours in that week.

ITEM NO. 24 - Chiropractic Services

The current Aetna policy regarding recognition of chiropractic services for weekly indemnity will be revised from the current one week limit to a reasonable length of time with a maximum of four weeks considered to be reasonable. Aetna will continue to determine if the employee's condition is within the skills and qualifications of a chiropractor. Aetna reserves the right, in specific cases, to set the duration of weekly indemnity benefits.

ITEM NO. 25 - Emergency Calls - Clothing Crew

A clothing crew member called in at night on an emergency job will be paid time and one-half for the duration of the job even if the work extends past 8:00 a.m. of the next morning provided he/she is called in prior to 6:00 a.m. Should he/she be called in after 6:00 a.m., he/she would revert to straight time commencing at 8:00 a.m.

ITEM NO. 26 - Finishing Room - Additional Personnel

The Finishing Room Supervisor is advised that if in his/her opinion the production flow requires additional temporary personnel, then such relief can be supplied.

ITEM NO. 27 - Papermaker Pool

A) 1 A Papermaker Pool will be established to provide employees to relieve (or perform extra assignments at the direction of supervision) in jobs within Local 630 recognition (i.e. Nos. 1 and 2 Paper Machines; No. 4 Paper Machine; Paper Machine Clothing Crew; Stock Prep.; Technical and Finishing). It is understood that extra Spareboard employees, in addition to Papermaker Pool employees, may be assigned to work in any of the foregoing listed departments.

2 Vacancies in the Papermaker Pool will be filled on the basis of posted job bids, in keeping with the mill job posting principles, or in the absence of applications, the senior qualified Spareboard employee will be assigned to the Papermaker Pool. A Papermaker Pool employee shall have the right to apply for posted jobs in accordance with the mill job posting principles.

3 The size of the Papermaker Pool will be determined by Management. The company does not commit itself to a specific number of Papermaker Pool employees but will initially assign 12 people to the Papermaker Pool.

4 Papermaker Pool employees will be arranged in order of Papermaker Pool seniority, and in the event two employees hold equal Papermaker Pool seniority, mill seniority shall prevail. Papermaker Pool employees **will** not acquire job nor departmental seniority in the departments in which they are relieving.

5 Permanent job vacancies which develop in entry jobs in progression ladders within Local 630 recognition will be filled in accordance with the mill job posting principles. In the absence of qualified applicants, the senior qualified Papermaker Pool employee will automatically be assigned to the vacancy.

- 6 a) Employees assigned or posting to the Papermaker Pool shall serve a 30-day probationary period in the Papermaker Pool.
- b) Should a Papermaker Pool employee fail, during his/her probationary period in the Papermaker Pool, to meet the requirements of supervision he/she shall be removed from the Papermaker Pool and be returned to

his/her former department as provided in the mill job posting principles.

c) An employee who has passed his/her initial 30-day probationary period in the Papermaker Pool, shall, in addition, serve a 30-day probationary period in any department to which he/she posts or is permanently assigned. If a Papermaker Pool employee fails to meet the requirements in this permanent assignment, he/she shall return to the Papermaker Pool and retain his/her previous Papermaker Pool seniority.

d) Management's decision regarding probationary employees' ability to adequately perform the requirements of the job shall be final. Management will, however, consider any suggestions by Local 630 regarding probationary employees.

7 *It is understood that junior Papermaker Pool employees may at times work at higher wage rated jobs than more senior Pool employees.*

8 Papermaker Pool employees who are not assigned by supervision to jobs under Local 630 recognition shall be assigned to the mill Spareboard for other assignments throughout the mill.

9 In the event of curtailment, effected employees holding departmental seniority in Local 630 recognition and for whom no work is available, shall be assigned to the Papermaker Pool in accordance with that departmental seniority but in any case they shall be considered to be senior to the regular Papermaker Pool employees. Qualifications will be a factor in the re-assignment of laid-off employees from the Papermaker Pool.

The foregoing fulfils the Bull Session item agreed to during the 1970 Bull Session negotiations.

B) We will increase to 24 the number of employees on the Spareboard who are designated as Papermaker Pool, on the condition that this be considered the last necessary increment. We will ensure that training requirements are met on the Papermaker Pool and that it is increased over the present practice as we see the need.

ITEM NO. 28 - Payment for Sunday - Prior to Monday Statutory Holiday

Elk Falls Management agrees to pay each member of local 1131 who actually works a full shift the Sunday before a recognized statutory holiday which falls on a Monday, eight (8) hours pay on

the straight time rate of the employee's regular job in addition to his/her normal Sunday pay. Further, each employee eligible for the additional eight (8) hours pay will be granted one (1) day off to be arranged at a time suitable to the employee and the Company during the following 12 months so that there will be no loss of production. The added pay will be banked and paid at such time the employee takes his/her one (1) day off. In cases of less than eight (8) hours worked, the added pay will be one (1) hour at straight time for each hour worked. In cases where four (4) or more but less than eight (8) hours are worked the employee may elect to take an alternate day off with the appropriate amount of pay or take only the pay. In cases where less than four (4) hours are worked, the employee will only receive the appropriate amount of pay.

In return, Local 1131 agrees to the elimination of the Sunday down before a Monday statutory holiday agreement referred to in a letter dated July 15, 1954 from T.B. Hargreaves to J.H. Torrence (ref - meeting Thursday, May 8, 1952 in Victoria, B.C.).
Signed this 19th day of July, 1973.

ITEM NO. 29 - W.C.B. First Aid Tickets

(a) The outside education assistance policy will be modified to include the W.C.B. First Aid Ticket course. It is understood that prior Company approval of the course is required and the 75% refund of the course fee and books is made on successful completion of the course.

(b) Any employee who is not required to possess a valid W.C.B. First Aid Ticket as a condition of his/her job will, upon successful completion of the prescribed W.C.B. course requirements, qualify for an annual bonus while holding a valid W.C.B. First Aid Ticket.

(c) An annual bonus of \$200.00 will be paid for a W.C.B. Level II First Aid Ticket and \$300.00 for a W.C.B. Level III First Aid Ticket provided the employee is willing to be identified as a first aid resource and is prepared to respond in a first aid emergency. It is understood that a maximum of \$300.00 will be awarded in any 12 month period.

ITEM NO. 30 - Paper Machines, Juice Provision

Each year the company will provide \$500 to each crew (A,B,C,D) on the Paper Machines and to the Clothing Crew to a total of \$2,500 to allow them to purchase juice as necessary.

ITEM NO. 31 - Elk Falls Emergency Response Crews

Designated Elk Falls Mill Emergency Response crews will be provided with \$100,000 accidental death and dismemberment insurance over and above the regular A.D.& D. coverage. This

additional A.D.& D. coverage will only apply to designated Elk Falls Mill Emergency Response crews and will apply when engaged in Elk Falls Mill Emergency Response activities or operations.

ITEM NO. 32 -Emergency Response Crew Bonus

A 25 cent per hour bonus will be paid on all hours worked to volunteer members of the Emergency Response Team(s) who have the responsibility to respond to emergency situations including fire fighting and rescue situations.

ITEM NO. 33 - Protective Clothing

Protective clothing for employees whose normal duties do not require a permanent set of clothing will be provided and issued through the store room, upon authorization of a supervisor.

ITEM NO. 34 -Protective Rain Gear

The Company will take orders from employees for rain gear for their personal use at cost price and place the orders once per month through the Mill Store. The Company will absorb the freight and handling costs associated with the orders involved. The Company will select two (2) styles in different price ranges from which the employees will make their selection.

ITEM NO. 35 - Glove Policy

In departments where gloves are necessary, employees will be issued gloves upon request. In order to obtain replacement gloves, an employee will be required to return an old pair in exchange. If an employee does not have an old pair to exchange, he/she will be required to purchase the replacement pair.

151