

COLLECTIVE AGREEMENT

BETWEEN

**MOORE CANADA
d/b/a
RR DONNELLEY**

RECEIVED
JUL 15 2008

AND

**NATIONAL AUTOMOBILE, AEROSPACE,
TRANSPORTATION AND GENERAL WORKERS UNION
OF CANADA (CAW-CANADA)**

AND ITS LOCAL 887

**CAW  TCA
CANADA**

August 28, 2008 to August 27, 2011

10469(06)

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ARTICLE - 1

RECOGNITION

- 01 The Company recognizes the Union as the exclusive bargaining agent for all employees of Moore Canada d/b/a/ RR Donnelley in the City of Trenton save and except Supervisors, persons above the rank of Supervisor, office and sales staff, students employed during the school vacation period and persons employed on a cooperative training basis with a recognized college or university.
- 1.02 The terms "part-time employee", whenever used, shall mean those employees regularly scheduled to work twenty (20) hours a week or less.
- 1.03 The term "temporary employee", whenever used, shall mean employees who are hired for a period not exceeding 90 calendar days to replace regular employees for purposes of authorized leave of absence, vacations, or general holidays or other short term purposes in accordance with the provisions of this collective agreement. The Company shall notify the Union Chairperson in writing, of the names, date of hire and rate of pay upon hiring temporaries.
- 1.04 All new employees must serve a 90 Calendar day probationary period.

ARTICLE - 2

COOPERATION

The Union and all employees will cooperate with the Company to assure a full shift of work on the part of each of the members of the bargaining unit. Everyone will support the Company actively in its efforts to eliminate waste in production, to lower cost, to conserve materials and supplies, to maintain and improve the quality of workmanship and housekeeping, to assist in preventing accidents and to strengthen goodwill between the Company, the employees, the customers and the public.

ARTICLE - 3

UNION REPRESENTATION

- 3.01 The Union may elect four (4) members, provided each member so elected has completed one year of service in the Local, to serve along with Chairperson as the bargaining and grievance committee.

For the purpose of this collective agreement, the zones will be identified as follows:

- Preliminary
- Manufacturing
- Maintenance, Materials and Coater

In addition, a service representative from the Canadian Automobile Workers Union, and the President of Local 887, provided he/she is a Moore Canada employee, may attend all bargaining committee or grievance committee meetings with the employer.

3.02 No more than one member can be elected from each of the zones in accordance with the CAW National Constitution. The zones are referred to in Article 3.01 above.

3.03 The Union may designate two (2) members plus two (2) alternatives in the bargaining unit who have completed one year of service in the Plant as safety representatives to the Safety Committee for the Plant.

3.04 The Union shall notify the Company in writing from time to time of the names of the Stewards and Committee persons and Chairperson, as each becomes effective. This will also apply to designated alternates. The Company will not be required to recognize any employee **as** a Steward or as a Committee person or Chairperson or the negotiation committee without notice in writing from the Union.

All meetings with the Company shall be scheduled during normal working hours and the committee may meet by themselves for up to thirty (30) minutes prior to any scheduled meeting, paid for by the Company. The National Representative may be present for all meetings as provided above.

3.05 The Company will endeavor to maintain the presence of one steward on the day shift and we will meet with the union to seek a solution whenever keeping at least one steward on day shift is not possible.

3.06 The Company will pay Union Committee members for any time spent meeting with the Company during negotiations including time spent in caucus meetings to a maximum of eight (8) hours per day at straight time. Should conciliation become necessary, the Committee will be paid for time spent while conciliation is convened with the attendance of both parties required up to a maximum of eight (8) hours per day at straight time. The Union shall reimburse the Company 50% of the total costs necessitated by the previous paragraphs of Section 3.06.

ARTICLE - 4

NO STRIKES OR LOCK-OUTS

- 4.01** The Company agrees that there will be no lock-out of employees during the terms of this collective agreement.
- 4.02** During the term of this collective agreement, the Union agrees that there will be no strikes, work stoppages, slowdowns, picketing, interruption or interference with work or the operations of the employer, including picketing or boycotts by, or on behalf of, the employees. No member, officer or representative of the Union shall authorize, instigate, aid or condone any such activities and all Stewards and bargaining committee members shall repudiate such activities and attend work as normal.

ARTICLE - 5

DUES CHECK OFF

- 5.01** Each employee will execute a written authorization form as set out in Appendix "1" and upon receipt of each authorization form, the Company agrees to deduct from the wages of each employee in the bargaining unit, dues in accordance with the CAW constitution and/or local union bylaws.
- A fifteen (**15**) minute orientation will be granted for all new employees. This orientation will not take place during working hours.
- 5.02** Nothing in the agreement requires an employee to become a member of the Union.
- 5.03** The deduction referred to in paragraph **5.01** above shall be made from the wages owing each employee, provided the employee worked **40** or more hours in the month. Initiation fees shall be deducted from all employees who become members of the Union. The Financial Secretary of the Local Union will notify the Company in writing of any changes in the amount of Union dues and/or initiation fees to be deducted in line with constitution requirements of the National Union.
- 5.04** Amounts deducted hereunder shall be paid by cheque payable to the Union, and remitted by mail to the Financial Secretary of the Union on or before the fifteenth day of each month following.
- 5.05** The Union shall indemnify and save the Company harmless from all claims, demands, actions, or liability arising out of or in any way connected with

the collection of union dues or the equivalent.

ARTICLE - 6

MANAGEMENT FUNCTIONS

- 6.01 Except as otherwise expressly abridged or modified by this collective agreement, nothing shall be deemed to limit the Company in its function of operating and managing its affairs in all respects. In doing so, it is agreed that it is important for the Company to be as efficient and cost effective as possible.
- 6.02 For greater certainty, but without limiting the generality of the foregoing, the Company shall have the sole and exclusive right:
- (a) to plan, operate and manage its affairs and facility in all aspects including to hire, direct, inspect, control and schedule its work force and operations, assign hours of work and overtime, transfer, classify, promote, demote, lay off, recall, evaluate, retire, and discipline or discharge in accordance with Article 27;
 - (b) to determine job content and assignments, standards or performance, qualifications of and number of employees to perform work, and to select procedures, methods, equipment, supplies, services and facilities to be used;
 - (c) to establish, enforce, change and amend from time to time regulations to be observed by employees.
- 6.03 These management functions shall not be exercised in a manner inconsistent with the specific terms of the collective agreement.
- 6.04 The company may allow non-bargaining unit employees to perform bargaining unit work and/or use the company's equipment or processes, so long as it does not cause a bargaining unit employee to be laid off. Such usage should be incidental and will not be used to avoid the filling of a full-time position.

ARTICLE - 7

HOURS OF WORK

7.01 The regular hours of work shall be apportioned as follows: either Monday to Friday inclusive, eight (8) hours each OR Monday to Sunday inclusive, 12 hours each to provide seven (7) day coverage as business conditions dictate. The Company reserves the right to implement a continuous operation (**24** hours per day, seven (7) days per week) based on 12 hour shifts. Employees will receive two (2) weeks notice for implementation or suspension of the 24 X 7 shift schedule. The Company, however, does not guarantee to provide work for either the daily or weekly hours listed below.

Shifts for **24 X 5** Work Week (applies to all Shifts starting at the indicated times)

First Shift	7:00 AM - 5:00 PM
Second Shift	3:00 PM - 1:00 AM
Night Shift	11:00 PM - 9:00 AM

24 X 5 Lunch and Breaks – Non-Continuous. The Company agrees to provide employees on the **24 X 5** schedule one (1) 10-minute paid break and a 20-minute unpaid lunch within the first five (5) hours of the employee's shift.

24 X 5 Lunch and Breaks – Continuous. The Company agrees to provide employees on the **24 X 5** schedule 30 minutes of paid break/lunch time within the first five (5) hours of the employee's shift

Shifts for 24 x 7 Work Week

Day Shift	7 AM to 7 PM
Night Shift	7 PM to 7 AM

24 X 7 Lunch and Breaks. The Company agrees to provide employees on the **24 X 7** schedule 30 minutes of paid break/lunch time within the first five (5) hours of the employee's shift and an additional 30 minutes of paid break/lunch time to be taken during the second five (5) hours of the shift as operations permit.

It is understood that all employees will place priority on keeping the equipment running and maximizing efficiencies. This will require that

employees take break time in intervals that allow for the continuous operation of the plant's equipment and, at times, may require the temporary interruption of an employee's break/lunch, or the taking of breaks/lunchtime in smaller intervals, e.g. three (3) 10 – minute breaks.

The Union and the Company agree that handling break/lunch time in this flexible manner provides a greater right of benefit than that provided by the Ontario Employment Standards Act

- 7.02 No overtime will be worked without prior authorization of the employer. Authorized time worked by an employee in excess of his/her regular hours will be paid in accordance with Article 8 - Overtime. There will be no pyramiding of shift premiums. Overtime will be paid on the basis of completed units of six (6) minutes.
- 7.03 Shift Premium - 24 x 5 Work Week: In the event of the Plant working more than one shift, the shifts other than the day shift shall be considered off shifts for which a premium will be paid. The premium for the second shift will be 90 cent per hour and the premium for the night shift will be 1.00 dollar per hour. Shift Premium -24 x 7 Work Week: Employees who work the night shift shall receive a premium of one (1) dollar and (20) cents per hour. Beginning August 28, 2009, all shift premiums shall be increased by five (5) cents. Beginning August 28, 2010, all shift premiums shall be increased by an additional five (5) cents.
- 7.04 The Company agrees to maintain the existing outside smoking area (Smoke Shack) so long as applicable laws permit and the expense of maintaining this structure does not significantly increase.

ARTICLE - 8

OVERTIME

- 8.01 It is agreed that the Company may require employees to perform work in excess of their regularly scheduled hours up to the weekly maximum provided under Employment Standards, and such work shall be performed. The Company will endeavour to provide reasonable notice of overtime.
- 8.02 Overtime shall be calculated on a weekly basis and shall be paid at the rate of time and one-half for all hours worked over the employee's standard workweek. The regularly scheduled hours at straight time must be completed before overtime rates will apply. All paid, excused absences will be considered hours worked for overtime purposes.

8.03 24 X 5 Work Week

For authorized work done by an employee on Saturday, Sunday and Holidays, the overtime rate shall be time and one-half.

24 X 7 Work Week

For authorized work done by an employee on the first, second and/or third day of overtime within a rest period, the overtime rate shall be time and one-half.

8.04 If an employee has completed his or her regular shift and has left the plant, or is on his or her regularly scheduled days off and is called back to work for emergency reasons, applicable overtime rates will be paid for the actual hours worked. The minimum will be four **(4)** hours pay at straight time.

If the call-in time is pre-arranged, payment for the time worked will be at the applicable overtime rates and not on the basis of the emergency call-in pay procedure.

ARTICLE - 9

SENIORITY

9.01 All employees' names shall appear on the full-time seniority list after they have successfully completed their probationary period. The list will show the last date of hire with the Plant.

Seniority for all full-time employees in the bargaining unit on the effective date of this collective agreement shall be based on their last date of hire into a full-time position with the Plant.

In the case of all new employees hired after the signing date of this collective agreement, a master seniority numbering system will determine highest seniority.

9.02 Each person who is newly hired into the bargaining unit shall be on probation for ninety (90) calendar days, during which time the probationer shall not have seniority and may be terminated for cause or on a basis which the Company may determine. Any such termination shall not be disputed through the complaint or grievance and arbitration procedure.

- 9.03 The Company will provide the Union with a copy of the seniority list every four months. A copy of the list may be posted on the Union bulletin board. Only additions to, deletions from, or typographical errors in the seniority list may be challenged under this clause. If the union does not object to the accuracy of the seniority list within ten (10) business days of receipt, the seniority list will be deemed accurate and the union thereby waives any right to grieve assignment of overtime errors which may result from the use of the incorrect seniority list.
- 9.04 Employment out of the Bargaining Unit – if returned to Bargaining Unit, the employee returns with zero seniority.
- 9.05 Temporary Job Assignments out of the bargaining unit may last for a maximum period of six (6) months. This six (6)-month period may be extended an additional 30 calendar days upon mutual agreement between the Company and the Union.

ARTICLE - 10

LOSS OF SENIORITY

- 10.01 Seniority and employment shall terminate immediately for any of the following reasons:
- (a) if the employee quits;
 - (b) if the employee is discharged, and such discharge is not reversed through the grievance or arbitration procedure.
 - (c) if an employee is absent without reasonable cause for three (3) working days without properly notifying the Company of the absence;
 - (d) if an employee fails to report within three (3) working days when recalled by the Company and after delivery of the recall notice by registered mail to the address on record with the Company. The three day period will start upon the date of the delivery of the recall notice;
- This clause will not apply to recalls of five (5) days or less.
- (e) if an employee overstays a leave of absence without permission of the Company or utilizes the leave of absence for other than the reasons for which it was granted;

- (9) if an employee refused to continue to work or to return to work in violation of the no strikes and lock-out article;
- (g) if an employee retires;
- (h) if an employee with six (6) months or less service is absent due to sickness or injury for a period of more than six (6) months. Employees who have more than six (6) months service will be retained for a period equal to their length of service, but not to exceed 18 months, except in the case of an employee on Workers' Compensation or Long Term Disability for as long as he/she remains unemployed.
- (i) if an employee with six (6) months or less service is on layoff for a period of more than six (6) months. Employees who have more than six (6) months service will be retained for a period equal to their length of service, but not to exceed twelve (12) months.

ARTICLE - 11

JOB POSTING

- 11.01 Where the Company creates a new position or wishes to fill a vacancy, it will post the position for information purposes for five (5) working days. The employee who is qualified and who has the qualifications, ability, efficiency, and skill to fill the vacancy immediately, shall be selected. When two (2) or more employees who are qualified are equal, seniority will be the determining factor. The Human Resources Department will post notice of the successful applicant within three (3) working days of awarding the job.
- 11.02 If no employee is qualified to fill the vacancy immediately, the Company may choose to place another person from outside the bargaining unit into the position or may choose an employee from the bargaining unit for training.
- 11.03 It is agreed that internal postings will be settled within sixty (60) days from the date the posting closes. It is also agreed that external postings will be settled within 90 days from the date the posting closes. The Company will endeavour to adhere to these guidelines. In the event that an opening has not been filled within these time frames, the Company will approach the Union for an extension (if the situation warrants) or the position is to be re-posted.

- 11.04** An employee in Categories 1-4 will have been in his/her current position for a minimum of 6 months before being eligible to apply for a transfer. An employee in Categories 5-7 will have been in his/her current position for a minimum of nine **(9)** months before being eligible to apply for a transfer. Exceptions may be made to this at the sole discretion of management.

ARTICLE - 12

LAYOFFS

It is understood and agreed that no training is to take effect during the bumping period.

- 12.01** In the case of a layoff from the bargaining unit or a recall of an employee with seniority to a position in the bargaining unit, seniority shall govern as between all individual employees so long as the senior employee is immediately qualified and able to perform satisfactorily the work which is available at the rate of pay applicable to the job.

In the event of layoff, the Press Operators or Collator Operators will be given the opportunity to bump into Offline Applications Operator, , Nipson and Diecutter, provided they are able to perform satisfactorily the key responsibilities and duties of the job within a **(2)** two calendar week orientation and familiarization period from the start date of the job.

If a laid off employee is unable to perform satisfactorily the key responsibilities and duties of the job of a displaced employee within the above **(2)** two calendar week period, then that employee will be laid off without the opportunity to exercise his/her seniority rights.

- 12.02** The employee whose job is being eliminated, and who has the seniority and qualifications to replace another employee, must replace the lowest seniority employee in the department (Preliminary, Manufacturing, Maintenance, Materials, Coater). That employee who has been bumped will then replace the lowest seniority employee in the department (Preliminary, Manufacturing, Maintenance, Materials, Coater). That employee will then replace the lowest seniority employee in the plant for which the more senior employee is qualified. That employee will then replace the lowest seniority employee in the plant in a **job** for which the more senior employee is qualified. Those employees working in the "Hub" may not bump employees in the manufacturing departments noted above, except when layoff is for a period of greater than **14** days.

- 12.03 In the event of layoffs, Union Committee members will be retained in their respective Zones, regardless of their seniority, as long as they can perform the work that remains in the Zone. The Union Chairperson will be the last employee in the bargaining unit to be laid off, as long as he/she can perform the available work.
- 12.04 All temporary employees and students will be laid off first, in the event of layoff.

ARTICLE – 13

INCAPACITATED EMPLOYEE

- 13.01 Where an employee has become incapable of performing the essential duties of his or her job on a regular basis, the Company may, in its discretion, unilaterally reassign the employee to another vacant position in the bargaining unit without regard to the layoff, recall and promotion provisions of this agreement, provided the employee is capable, in the opinion of the Company, of satisfactorily performing the duties of the new position. If no such position becomes available within the time as prescribed in Article 10.01 (h), then the employee shall lose all seniority and be deemed to have been terminated in accordance with Article 10.01(h).
- 13.02 In order to form the opinions required, the Company Doctor must receive access from the employee involved to all relevant medical records and opinions respecting the employee. The information will be deemed as confidential and shall not be shared with the employer.
- 13.03 If a dispute arises between the employee's Doctor and the Company's Doctor, a specialist will be chosen by mutual agreement to render an independent assessment.

ARTICLE - 14

VACATIONS

- 14.01 Vacation time will be chosen within the department the employee has worked with for the previous (90) ninety days.
- 14.01 (a) Employees with less than one year of service as of June 30th will receive one week of vacation with pay equal to 4% of their gross earnings.

- 14.01 (b) Employees with one or more years of service as of June 30th will receive two weeks of vacation with pay equal to 4% of their gross earnings or 80 hours pay, whichever is greater, for the year ending June 30th.
- 14.01 (c) Employees with five (5) or more years of service as of June 30th will receive three weeks vacation with pay equal to 6% of their gross earnings or 120 hours pay, whichever is greater, for the year ending June 30th.
- 14.01 (d) Employees with ten (10) or more years of service as of June 30th will receive four weeks of vacation with pay equal to 8% of their gross earnings or 160 hours pay, whichever is greater, for the year ending June 30th.
- 14.01 (e) Employees with twenty (20) or more years of service as of June 30th will receive five weeks of vacation with pay equal to 10% of their gross earnings or 200 hours pay, whichever is greater, for the year ending June 30th.
- 14.01 (f) Should a holiday provided for in this agreement to which the employee would obviously be entitled occur during an employee's vacation, the employee will be allowed an extra day of vacation or an extra day of pay in lieu of the holiday, by mutual agreement.
- 14.01 (g) If an employee celebrates their 5th, 10th or 20th year of service between July 1 and December 31 of a vacation year, then that employee is eligible for a 3rd, 4th or 5th week of vacation (respectively) in that year. This entitlement is available to the employee only after the anniversary of their date of hire.
- 14.01 (h) Employees will cease to be eligible for vacation pay when they have been absent from work on Worker's Compensation for a period of 12 months.
- 14.02 The Company will schedule (2) weeks of vacation for eligible employees between the beginning of the last week of June and the end of the first week in September (the 10 week summer period) so long as no more than 20% (will be rounded up with standard rounding rules beginning January 1/06) of **all** employees in your vacation group are scheduled *off*.
- 14.03 The third (3rd), fourth (4th) and fifth (5th) weeks, when applicable, may or may not be taken with the other two (2) weeks at the discretion of the Company. Subject to the demands of the business and the requirement that no more than (10) ten percent of all employees in your vacation group

may be scheduled off at any one time, the third (3rd), fourth (4th) and fifth (5th) weeks of vacation will be taken at a time mutually agreed upon between the employee and the Company with every effort being made to accommodate employee requests.

Employees may take up to ten (10) days of their vacation, one day at a time, provided they are entitled to at least three (3) weeks of vacation in accordance with Article 14.01 of the agreement. Employees may take five (5) days of their vacation, one day at a time, provided they are entitled to at least two (2) weeks of vacation in accordance with Article 14.01 of the agreement. The scheduling of this type of vacation will be by mutual agreement between management and the employee.

14.04

- (a) A vacation request list will be circulated by the department Supervisor starting no later than February 1st for employees to indicate their preference for scheduling their first two (2) weeks of vacation. The scheduling of the first two (2) weeks is to be completed by the last day of February. The third (3rd), fourth (4th), and fifth (5th) weeks of vacation will be scheduled respectively during the month of March. Seniority will prevail until April 1, thereafter, further selection shall be on a first-come, first-serve basis.
- (b) The final list will be posted on May 1st and an individual's scheduled vacation will not be subject to change unless by mutual consent.
- (c) Beginning in 2009, the vacation scheduling period will be October 1st through December 15th following the procedures outlined above. The final list will be posted on January 15th and an individual's scheduled vacation will not be subject to change unless by mutual consent. Seniority will prevail until December 31st, thereafter, further selection shall be on a first-come, first-serve basis.

14.05 Ten percent of an operation within a department may be away at any one time with the following exceptions:

- (a) The 10 week summer period - 20% away;
- (b) March School Break - 15% away.
- (c) Month of December - 10% away, or more as mutually agreed upon by the Company and the Union.
- (d) First week of November - 10% away

14.06 The vacation scheduling period will be fifteen (15) months, from January 1st of one year to March 31st of the following year. Beginning in 2009, the

vacation scheduling period will be twelve (12) months, from January 1st to December 31st..

- 14.07 An employee who terminates employment before full entitlement has been earned for a year and who has taken more than the actual earned vacation entitlement during the period will, at the date of termination, reimburse the employer for any unearned vacation pay received.

ARTICLE - 15

PAID HOLIDAYS

- 15.01 (a) Employees will be paid their regular-daily rate for their normal (eight (8) hour) work day for New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving, Christmas, Boxing Day, and two (2) Personal Holidays. This is providing that the employee puts in a full day's work on the working day preceding and the working day following the paid holiday (this includes previously approved scheduled time off) and the employee has worked 12 days in the 28 preceding the holiday. The qualifier of working 12 days in the 28 preceding the holiday will not apply if failure to do so was a result of the employee being on Worker's Compensation.
- 15.01 (b) The working hours revolving around the Christmas and the New Year's holidays will be pre-set by mutual agreement. All other holidays will be observed on shifts that start between 12:00a.m. and 11:59p.m. on the date the holiday is observed. When it is necessary to schedule work on New Year's Day, Christmas Day and/or Boxing Day the Company will utilize volunteers.
- 15.01 (c) If any of the above holidays falls on a Saturday, it will be observed on the previous Friday and paid for. If any of the above holidays falls on a Sunday, it will be observed on the following Monday and paid for. It is further agreed that neither Christmas Eve nor New Year's Eve will be considered as a working shift, for the afternoon shift.
- 15.02 Any employee required to work on the Holidays listed in 15.01 (a) will be paid as follows: 24x5 week: If the employee works a Holiday, they will receive their regular daily rate (eight (8) hour basis) for the Holiday. Additionally, they will be paid time and one-half for the hours actually worked on the Holiday. 24x7 week: If the employee works a Holiday as part of their regularly scheduled shift, they will receive their regular daily rate

(eight (8) hour basis) for the Holiday. Additionally, they will be paid time and one-half for the hours actually worked on the Holiday. Holiday pay rules apply to probationary employees, as well.

ARTICLE - 16

HEALTH AND SAFETY

- 16.01 The Company agrees to abide by the current legislation governing the Health & Safety Act and Regulations and Workers' Right to Refuse Unsafe Work.
- 16.02 The Company agrees to recognize a safety committee composed of two (2) employees appointed by the Union and two (2) members appointed by the Company.
- 16.03 The National Union Health and Safety Representative shall have access to the workplace upon obtaining approval from the Plant Manager with reasonable advance notice.
- 16.04 The Company will pay 100% to a maximum of \$150 towards the cost of one pair of Safety Shoes and/or Boots per calendar year.

ARTICLE - 17

WAGES

- 17.01 The basic hourly rates of pay for the classifications in the bargaining unit will be set forth in Schedule A for those employees hired prior to November 1, 2005 and in Schedule B for those employees hired on or after November 1, 2005.
- 17.02 Effective August 28, 2008 - all wage classifications set forth in Schedule A and Schedule B of this agreement shall receive a 2.25% per hour wage increase assuming agreement is ratified on October 10, 2008.
- 17.03 Effective August 28, 2009 - all wage classifications set forth in Schedule A and Schedule B of this agreement shall receive a 2.25% per hour wage increase.
- 17.04 Effective August 28, 2010 - all wage classifications set forth in Schedule A and Schedule B of this agreement shall receive a 2.25% per hour wage increase.

ARTICLE - 18

BENEFITS

- 18.01 All employees will be entitled to “Moore Choice” benefit plans in accordance with the terms and conditions of these plans, as determined by the Company.
- 18.02 Employees will be covered by the Moore Canada Hourly Short Term Disability plan in accordance with the terms and conditions of the plan, as determined by the Company.

ARTICLE - 19

LEAVE OF ABSENCE

19.01 Notice of Absence

Employees are required to attend work regularly. When unable to attend, the employee must contact his/her supervisor as far in advance as possible or the scheduled start time giving the reason the employee is unable to attend work, the date of expected return, if known, and the details as to where the employee can be contacted during the absence. If the employee cannot contact his/her supervisor/leadhand, another member of management must be contacted by the employee. An employee may be required by the employer to substantiate the reasons for any absence.

19.02 Leave of Absence Without Pay

The Company, in its sole discretion, may grant a leave of absence without pay for personal emergencies or for important family reasons. An employee requesting such a leave of absence must provide as much notice as possible to the immediate Supervisor, clearly stating in writing the reasons for the request and the proposed duration.

19.03 Return to Work

An employee who fails to return to work from an authorized leave of absence for reasons which are unsatisfactory to the employer or who utilizes the leave of absence for other than the reasons for which it was granted, shall lose all rights under the collective agreement and the employee's employment shall be deemed to be terminated forthwith.

ARTICLE - 20

MATERNITY, PATERNITY AND ADOPTION LEAVE

The employees covered by this section of the agreement will receive all coverage they are entitled to under the Employment Standards Act of Ontario.

ARTICLE - 21

JURY OR WITNESS LEAVE

21.01 An employee who has completed his or her probationary period and who is summoned for jury duty or who is subpoenaed to appear as a witness at Court proceedings at a time during which he or she would normally have worked, will be granted a leave of absence without loss of pay for the time required to attend Court providing he or she:

- (a) Advises his or her Supervisor immediately after being notified of the requirement to attend court;
- (b) Renders an accounting of amounts received together with proof of attendance;
- (c) Returns to work if he or she is released from court at 12 noon or before.

21.02 Compensation for such leave shall be based on the number of working hours missed on an employee's regular work schedule. Employees who are interested parties (plaintiff/defendant) in the court proceeding are not eligible for compensation under this section.

ARTICLE - 22

DEATH IN AN EMPLOYEE'S FAMILY

22.01 In the event of death in an employee's immediate family, up to three (3) working days leave of absence will be granted without loss of pay to arrange and attend the funeral. The time off as is necessary will not exceed three (3) working days in succession and the employee will be paid for the days which he/she would otherwise have worked at his/her regular scheduled hours and regular hourly pay. Immediate family means: spouse,

children, parents, parents-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandparents-in-law, step-parents, and grandchild.

- 22.02 In the event of the death of an employee's spouse, partner or child, an additional two working day's leave of absence will be granted without loss of pay.
- 22.03 Further, it is understood that only the actual number of working days lost, up to and including the day of the funeral, will be paid for, except in the death of a spouse, partner or child or in special cases. Should a death, referred to in this Article, occur while an employee is on vacation, the employee will be credited with the vacation time missed due to the Bereavement Leave.
- 22.04 This leave of absence shall not be construed as applying to instances where an employee does not attend a funeral due to distance requirements, etc. One day compassionate leave will be granted to employees who cannot attend the funeral.

ARTICLE - 23

UNION LEAVES

The Company will grant leave of absence without pay or loss of seniority to up to four (4) employees at any one time, who have completed one year of service in the plant, for the purposes of attending official union functions provided the leave is requested at least two weeks prior to the leave and that such leave does not impair the Company's ability to run the business. The Company will make every effort to grant such requests on the understanding that the Union will make every attempt to avoid the months of July and August.

ARTICLE - 24

NO DISCRIMINATION

The Company and the Union are committed to creating a climate of understanding and mutual respect in the Trenton workplace that values the dignity, contribution and work ethic of all employees. Neither the Company nor the Union will discriminate in any employment decision because of race, religion, color, national origin, sex, age, disability, perceived disability, sexual orientation, veteran status or genetic information. This includes persistent innuendoes or threats that may never be carried out. Both the Company and the Union also agree to comply with all applicable federal,

provincial or local laws. Any reference in this Agreement to the masculine gender shall be interpreted to include the female gender.

ARTICLE - 25

GRIEVANCES

GRIEVANCE PROCEDURE

- 25.01 The purpose of this article is to establish a procedure for the settlement of all grievances. A grievance under this collective agreement is a complaint in writing by an employee or a group of employees, the Union or the Company, as provided herein regarding the interpretation, application, administration or an alleged violation of the collective agreement.
- 25.02 **STEP ONE:** It is understood that there is no grievance until the member of management of the aggrieved employee has first been given an opportunity to deal with the complaint. Such complaints must be discussed in the presence of a Committee person, if so requested, with the supervisor to whom the employee directly reports within five (5) working days after the circumstances that gave rise to the grievance first occurred or became known to the grievor. The employee's immediate member of management will reply within five (5) working days. If the complainant is not satisfied with the oral reply of the supervisor, a written grievance may be filed in the following manner and sequence.
- 25.03 **STEP TWO:** The employee must, with the assistance of his department Steward if the employee requested, present his grievance in writing to the Operations Manager within five (5) working days of the receipt of the oral reply referred to in 25.02 above. The Operations Manager shall respond within five (5) working days of receipt of the grievance. If it is not referred to Step 2, as provided below, the grievance will be considered to be satisfactorily resolved on the basis of such decision. The grievance must state the name of the grievor and classification, the name of the Steward for the department involved in processing the written grievance, the date upon which the grievance was prepared, the details of the grievance, the date upon which it is alleged to have first occurred, the department Manager's name and title, the articles and sections of the agreement alleged to be violated, the remedy sought and the signature of the grievor and the Steward. Within five (5) working days of receipt of the grievance, the Operations Manager or his designate, shall arrange a meeting to discuss the grievance with the employee and the responsible steward. Within five working days of the meeting, the Operations Manager shall respond in writing to the grievance

- 25.04 STEP THREE: If the Operations Manager's response is not satisfactory, the Plant Chairperson must inform the Operations Manager in writing within five (5) working days of receipt of the Operations Manager's response that the grievance will be presented to the Plant Manager. Within five (5) working days of receipt of the grievance, the Plant Manager or his designate, shall arrange a meeting to discuss the grievance with the employee and the grievance committee. Within five (5) working days of the meeting, the Plant Manager shall respond in writing to the grievance. If the Plant Manager's response is not satisfactory, the Plant Chairperson must inform the Plant Manager in writing within five (5) working days of receipt of the Plant Manager's response that the grievance will be presented to an Arbitration Board established in accordance with the Labour Relations Act of Ontario. If no written request for arbitration is received within the time specified by the Company or Union, as the case may be, the grievance shall be deemed to have been settled and not eligible for arbitration.
- 25.05 Any difference arising directly between the Company and the Union concerning the interpretation, application, administration or alleged violation of this collective agreement may be originated as a grievance in Step 2 by either party. The information identified in Step 2 must be included in the grievance. This must be done within five (5) working days after the circumstances giving rise to the grievance first occurred. The grievance shall be answered in writing by the Company or the Union, as the case may be, within fifteen (15) working days following the receipt of the grievance. Failing receipt of a satisfactory answer, the grievance may be submitted to arbitration as in Article 25.05 above. It is understood that a grievance dealt with under this paragraph shall not include any matter upon which an employee would be personally entitled to grieve and the regular grievance procedure for personal grievance shall not be bypassed except where the Union establishes that the employee has not grieved an unreasonable standard that is patently in violation of this agreement and that adversely affects the right of persons in the bargaining unit.
- 25.06 A grievance by a group of employees regarding the interpretation, application, administration or an alleged violation of this collective agreement may be filed in accordance with the provisions of this article beginning at Step 2 providing the facts of each employee's case are the same and any legal issue is also the same.
- 25.07 Time Limits
All time limits referred to in the grievance procedure shall be deemed to be mandatory unless extended by mutual written agreement of the Company and the union. If the grievance *is* not responded to by the Company within the agreed time limit, the Union may refer the grievance to the next step of the grievance procedure. If the grievance is not presented by the Union at

any step in accordance with the prescribed time limits, the grievance is deemed to be withdrawn.

- 25.08** No monetary adjustment effected under the grievance procedure or arbitration procedure shall be made retroactive to a date prior to the date of occurrence of the circumstances giving rise to the grievance which shall in no case be longer than ten (10) days prior to the date of the filing of the written grievance in Step 1. In addition, any compensation or wages lost will be less any monies earned elsewhere or received from unemployment insurance.
- 25.09** The grievance or the reply will be delivered by hand, if possible, and will be deemed to be presented and received on the date so delivered.
- 25.10** The parties agree that efficiency of plant operations is of primary concern. The processing of a grievance to management will be done during working hours at a mutually agreed upon time so as not to interfere with efficiency of operations. The normal daily pay of bargaining unit employees involved will not be reduced.
- 25.11** The term "working days" when used in the article shall exclude Saturdays, Sundays, and the holidays enumerated in Article 15 respecting holidays.

ARTICLE - 26

ARBITRATION

ARBITRATION BOARD

- 26.01**
- (a) If either party so wishes, grievances shall be heard by a single arbitrator. If a single arbitrator is requested, the party shall in its notice of intent to proceed to arbitration; suggest a person to serve as arbitrator. The other party shall respond within five (5) working days, agreeing either to the proposed single arbitrator or suggesting alternate arbitrators. If the parties cannot agree on an arbitrator within five (5) days, either party may request the Minister of Labour for the Province of Ontario to appoint a single arbitrator.
 - (b) By mutual agreement, the parties may agree to proceed to arbitration of a particular grievance by the procedure of exchanging lists of three (3) proposed single arbitrators. In the event that a name is proposed common to both lists, such person shall be invited to serve as arbitrator of the grievance. When no name is common to both lists, the party requesting that the matter be submitted to arbitration may,

within ten (10) working days after the lists have been exchanged, request the Minister of Labour to appoint an impartial arbitrator and the requestubg party shall provide the other party with a copy of the request.

26.02 No person may be appointed to the Arbitration Board who has been involved in any attempt to negotiate or settle the grievance.

26.03 The following provisions shall govern Arbitration Boards:

- (a) in any arbitration, the written record of the grievance at Step 2 shall be presented to the Arbitration Board and the award of the Board shall be confined in determining issues therein set out;
- (b) no matter shall be submitted to arbitration which has not been properly carried through all the requisite steps of the grievance procedure;
- (c) the Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this collective agreement nor to modify, alter, add to, subtract from or amend any part of this collective agreement.
- (d) the written findings of the majority of the Arbitration Board as to the interpretation, application, administration or alleged violation of this collective agreement, will be final and binding upon the parties concerned; in the event that a grievance is referred to an Arbitration Board on which it has no power to rule, the case shall be dismissed without decision or recommendation on its merits.

26.04 The term "working days" when used in this article shall exclude Saturdays, Sundays and the holidays enumerated in Article 15 respecting holidays.

ARTICLE - 27

DISCIPLINE AND DISCHARGE

27.01 The termination of a probationer may be for cause on a basis which the Company may determine.

27.02 Without restricting the Company's right to discharge for cause generally, the following offenses shall be considered just cause for discharge:

- (a) the possession or use of or being under the influence of alcohol, or unprescribed drugs on the employer's premises;

- (b) theft, deliberate destruction, or sabotage of property or equipment;
- (c) conviction of a criminal offence under the Criminal Code reasonably related to the Company's duties.

It is understood that each case will be reviewed on its own merits.

27.03 The question of whether, in fact, an employee committed an offence referred to in 27.02 may be submitted to the grievance and arbitration procedure.

27.04 A claim of discharge without cause by an employee who has completed the probationary period shall be treated as a grievance if a written statement of such grievance in the form set out in Step 2 of the grievance procedure is lodged with the Company within five (5) working days of the discharge, commencing at the third step of the grievance procedure. Subject to 27.02 above, a grievance arising because of discharge may be settled under the grievance procedure by:

- (a) confirming the employee's dismissal; or
- (b) reinstating the employee with or without compensation for the time lost; or
- (c) any other arrangement mutually agreed to between the parties or by any other arrangement decided by a Board of Arbitration.

27.05 If an employee is to be summoned to a meeting of the Company for the purpose of being disciplined, the employee shall be so advised and may request the attendance of the Steward for the department in which the grievor works after having been advised of his/her right to do so. If the Steward is unavailable, another Steward or the Plant Chairperson may be designated. The unavailability of Stewards shall not stop the meeting or affect the quality of the discipline meted out in extreme cases only. The Company shall provide the employee and the Union with a copy of any written discipline.

27.06 Letters of Discipline shall be removed from an employee's file after a period of 24 months. An exception shall be made for Letters of Discipline that involve acts of violence and issues involving human rights.

ARTICLE - 28

BULLETIN BOARD

28.01 The Company will provide one bulletin board in the Plant for the use of the Chairperson of the negotiating committee for posting notices of the following types:

- (a) notices of recreational and social events;
- (b) notices of elections;
- (c) notices of results of elections;
- (d) notices of meetings;
- (e) notices of general health and safety matters;
- (9) notices and/or brochures provided by the CAW.

28.02 The union bulletin board shall not be used for posting or distributing political matters or union matters not directly related to the bargaining unit and the administration of this collective agreement, including any postings related union organizing at other RR Donnelley or subsidiary locations.

28.03 Each notice which is to be posted shall be provided to the Plant Manager, or in his/her absence the Operations Manager, in advance for information and approval, which shall not be unreasonably denied. Notices so approved shall be signed by the Chairperson and the Plant Manager, or in his absence the Operations Manager. Posted notices which are not so approved shall be removed.

ARTICLE 29

PLANT CLOSURE

29.01 The Company agrees to provide plant closure provisions as contained in the current Employment Standards Act as a minimum upon closure for the duration of this agreement.

The Company further agrees to discuss with the Union the effects of such closure on the RR Donnelley Pension Plan – Canada as it relates to the bargaining unit. Any input provided by the Union shall be given appropriate consideration, but the length of discussions and any determinations made with regard to the Plan remain the sole and exclusive decision and right of the Company.

ARTICLE 30

TECHNOLOGICAL CHANGE

- 30.01 The parties recognize that technological changes may be necessary in order to further the continued growth and success of the Company. It is agreed that in the event of technological changes, both parties will meet at the earliest practical time to discuss the matter and discuss the effect of the decision on employees concerned. Should this discussion result in disagreement, the issue may be subject to the grievance procedure. However, the filing of any grievance shall not delay the implementation of the planned change.
- 30.02 If new equipment or material is introduced into the Trenton Plant which could adversely affect the employment of a significant number of employees in the bargaining unit, then the following procedure will be followed:
1. A displaced employee will be offered re-training on available jobs of equal or higher rates of pay.
 2. If jobs are unavailable as in 1. above, a displaced employee will be offered re-training, where necessary, on available jobs at a lower rate of pay.
 3. If no jobs are available as in 1 or 2 above, or are unacceptable to the employee, or the employee is unable to perform the job after the retraining period, then the employee will exercise his/her rights under the bumping clause of the collective agreement.

ARTICLE - 31

DURATION OF AGREEMENT

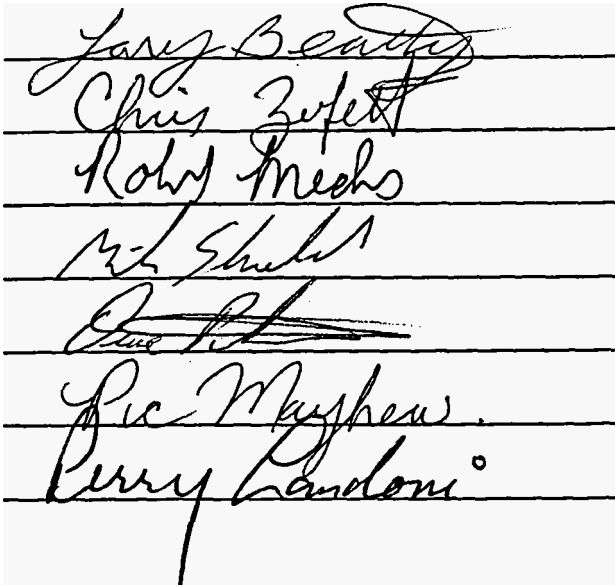
- 31.01 This collective agreement shall become effective on August 28, 2008 and shall remain in full force and effect until 11:59:59 PM on August 27, 2011.
- 31.02 Either party may notify the other in writing, at least ninety (90) calendar days prior to the expiration date, that it desires to negotiate amendments to the collective agreement or to terminate it. In the event that no notice has been given as required above, the agreement shall continue in full force and effect until twelve (12) months thereafter.
- 31.03 If, pursuant to such negotiations, an agreement is not reached prior to the

current expiry date, this agreement shall remain in full force and effect until the date on which a new agreement is made effective between the parties or until the date on which either of the parties may lawfully alter the terms or conditions of employment in accordance with the Labour Relations Act, whichever date shall first occur.

31.04 This agreement supersedes any previous agreements between the Company, its employees and the Union. It is the intent and purpose of the parties that this agreement between the Company and **the** Union constitutes the entire agreement between the parties and supersedes all previous contracts, verbal ~~or~~ written between the parties. Changes may be made at any time by mutual consent. Any such changes shall be reduced to writing, signed by the parties hereto, and approved in the same manner as provided for in this agreement.

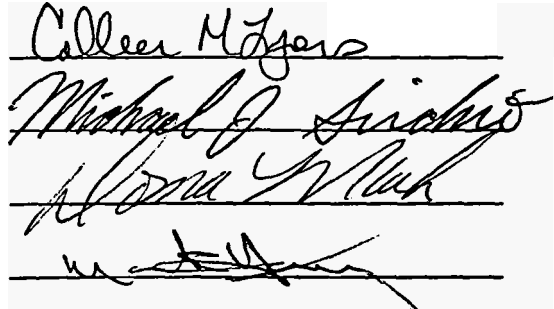
31.05 If any provision of this agreement is found to be unlawful or in conflict with any governmental restrictions, said provision(s) will be considered void or adjusted to comply with the minimum standards set by the ESA (Employment Standards Act) but all other provisions of the agreement will continue in full force and effect.

ON BEHALF OF THE UNION



Handwritten signatures of union representatives on a lined background. The signatures are: Larry Beatty, Chris Zupetta, Rohy Meeks, Mark Shultz, [unclear], Ric Mayhew, and Perry Landoni.

ON BEHALF OF THE COMPANY



Handwritten signatures of company representatives on a lined background. The signatures are: Colleen Myers, Michael J. Siroch, [unclear], and [unclear].

SCHEDULE A
TRENTON PRODUCTION RATE SCHEDULE
August 28, 2008 - August 27, 2009

CAT	START	3 MOS	6MOS	12MOS	18MOS	24MOS	30MOS	36MOS	42MOS	48MOS
10	16.21	16.61	17.30	17.97	18.64	19.32	20.00	20.67	21.36	22.02
9	15.47	16.00	16.50	17.14	17.77	18.38	19.10	19.88	20.58	21.40
8	15.47	16.00	16.51	17.14	17.72	18.32	18.92	20.13	20.16	20.79
7	15.47	16.00	16.51	17.14	17.72	18.32	18.93	19.60	20.16	
6	15.16	15.60	16.16	16.68	17.25	17.83	18.39	18.94	19.58	
5	15.16	15.60	16.10	16.60	17.25	17.83	18.39	18.94		
4	14.75	15.21	15.73	16.37	16.95	17.63	18.39			
3	14.75	15.21	15.47	15.99	16.40	16.97	17.52			
2										
1										

Employees laid off in Schedule A Rate Schedule will be recalled to Schedule A Rate Schedule.

Lead Hands* to receive a premium of 80 cents/hour maximum over top rate.

Lead Hand promotions to have a 25 cent /hour increase starting on the effective date of the promotion

Category 10: Electrician/Electronics Technician, Aquaflex/Imaging Press Operator, Label Technician

Category 9: Press Operator, Maintenance Mechanic, Label Coater Technical Engineer

Category 8: Speedimailer Collator Operator, Offline Speedifold Operator, Label Coater Operator

Category 7: Speediflex-Speediflo Collator Operator

Category 6: Imaging Equipment Operator, Stock Handler, Rotoflex/Diecutter Operator, Label Die Facilitator, Wall Unit/Tamerack Operator

Category 5: CWN Slitter Operator, Number Mechanic, Offline Applications Operator, Moore Comp Systems Operator

Category 4: Shipper/Receiver

Category 3: Shipping Clerk, Press & Collator Utility Person, Waste Handler, Warehouse Order Filler, Material Layout, Doctor Slitter Operator, Collator Service Person, Prelim Planner, Proof Reader, Plate Reader, Platemaker, General Finishing Person

Category 2: NONE

Category 1: NONE

TRENTON PRODUCTION RATE SCHEDULE
August 28, 2009 - August 27, 2010

CAT	START	3 MOS	6MOS	12MOS	18MOS	24MOS	30MOS	36MOS	42MOS	48MOS
10	16.57	16.98	17.69	18.37	19.06	19.75	20.45	21.14	21.84	22.52
9	15.82	16.36	16.87	17.52	18.17	18.79	19.53	20.33	21.04	21.88
8	15.82	16.36	16.87	17.52	18.12	18.74	19.36	20.58	20.62	21.26
7	15.82	16.36	16.87	17.52	18.12	18.74	19.36	20.04	20.62	
6	15.50	15.95	16.53	17.05	17.64	18.23	18.80	19.37	20.03	
5	15.50	15.95	16.46	16.98	17.64	18.23	18.80	19.37		
4	15.08	15.55	16.08	16.74	17.34	18.02	18.80			
3	15.08	15.55	15.82	16.35	16.77	17.35	17.92			
2										
1										

Employees laid off in Schedule A Rate Schedule will be recalled to Schedule A Rate Schedule.

Lead Hands* to receive a premium of 80 cents/hour maximum over top rate.

Lead Hand promotions to have a 25 cent/hour increase starting on the effective date of the promotion

Category 10: Electrician/Electronics Technician, Aquaflex/Imaging Press Operator, Label Technician

Category 9: Press Operator, Maintenance Mechanic, Label Coater Technical Engineer

Category 8: Speedimailer Collator Operator, Offline Speedifold Operator, Label Coater Operator

Category 7: Speediflex-Speediflo Collator Operator

Category 6: Imaging Equipment Operator, Stock Handler, Rotoflex/Diecutter Operator, Label Die Facilitator, Wall Unit/Tamerack Operator

Category 5: CWN Slitter Operator, Number Mechanic, Offline Applications Operator, Moore Comp Systems Operator

Category 4: Shipper/Receiver

Category 3: Shipping Clerk, Press & Collator Utility Person, Waste Handler, Warehouse Order Filler, Material Layout, Doctor Slitter Operator, Collator Service Person, Prelim Planner, Proof Reader, Plate Reader, Platemaker, General Finishing Person

Category 2: NONE

Category 1: NONE

SCHEDULE A
TRENTON PRODUCTION RATE SCHEDULE
August 28, 2010 - August 27, 2011

CAT	START	3 MOS	6MOS	12MOS	18MOS	24MOS	30MOS	36MOS	42MOS	48MOS
10	16.95	17.37	18.08	18.79	19.49	20.20	20.91	21.62	22.33	23.02
9	16.17	16.73	17.25	17.92	18.58	19.21	19.97	20.79	21.52	22.38
8	16.17	16.73	17.26	17.92	18.53	19.16	19.78	21.05	21.08	21.74
7	16.17	16.73	17.26	17.92	18.53	19.16	19.79	20.49	21.08	
6	15.85	16.31	16.90	17.44	18.04	18.64	19.22	19.81	20.48	
5	15.85	16.31	16.83	17.36	18.04	18.64	19.22	19.81		
4	15.42	15.90	16.44	17.11	17.73	18.43	19.22			
3	15.42	15.90	16.17	16.72	17.15	17.74	18.32			
2										
1										

Employees laid off in Schedule A Rate Schedule will be recalled to Schedule A Rate Schedule.

Lead Hands* to receive a premium of 80 cents/hour maximum over top rate.

Lead Hand promotions to have a 25 cent/hour increase starting on the effective date of the promotion

Category 10: Electrician/Electronics Technician, Aquaflex/Imaging Press Operator, Label Technician

Category 9: Press Operator, Maintenance Mechanic, Label Coater Technical Engineer

Category 8: Speedimailer Collator Operator, Offline Speedifold Operator, Label Coater Operator

Category 7: Speediflex-Speediflo Collator Operator

Category 6: Imaging Equipment Operator, Stock Handler, Rotoflex/Diecutter Operator, Label Die Facilitator, Wall Unit/Tamerack Operator

Category 5: CWN Slitter Operator, Number Mechanic, Offline Applications Operator, Moore Comp Systems Operator

Category 4: Shipper/Receiver

Category 3: Shipping Clerk, Press & Collator Utility Person, Waste Handler, Warehouse Order Filler, Material Layout, Doctor Slitter Operator, Collator Service Person, Prelim Planner, Proof Reader, Plate Reader, Platemaker, General Finishing Person

Category 2: NONE

Category 1: NONE

**SCHEDULE B
(HIRED AFTER 11/5/05)
TRENTON PRODUCTION RATE SCHEDULE
August 28, 2008 – August 27, 2009**

CAT	START	6MOS	12MOS	18MOS	24MOS	30 MOS	36 MOS
7	\$18.17	\$18.71	\$19.24	\$19.78	\$20.31	\$20.84	\$21.38
6	\$17.11	\$17.48	\$17.85	\$18.23	\$18.60	\$18.97	\$19.24
5	\$14.43	\$14.97	\$15.50	\$16.03	\$17.64		
4	\$12.83	\$13.36	\$14.16	\$14.97			
3	\$12.32	\$12.77	\$13.36	\$13.94			
2	\$10.89	\$11.36	\$12.78				
1	\$10.70	\$11.09	\$12.25				

Category 7 Electrician/Electronics Technician, Aquaflex/Imaging press operator, Label Technician

Category 6 Press Operator, Maintenance Mechanic

Category 5 Coater Operator, Collator Operator

Category 4 Diecage, Imaging, Roto Cut, Wall Unit/ Tamarack
Ink Technican/ Stock Handler

Category 3 Layout/Slitter/Waste person, Shipper Receiver, Moore Comp.

Category 2 Service Layout/Waste person, General Finishing, Platemaker, Offline operator,
equipment Proof reader.

Category 1 Shipping Clerk, Waste Handler, Utility person

* Lead Hands appointed by management discretion

Lead Hands to receive a premium of 80 cents/hour maximum over top rate.

**SCHEDULE B
(HIRED AFTER 11/5/05)
TRENTON PRODUCTION RATE SCHEDULE
August 28, 2009 – August 27, 2010**

CAT	START	6MOS	12MOS	18MOS	24MOS	30MOS	36MOS
7	\$18.58	\$19.13	\$19.67	\$20.23	\$20.77	\$21.31	\$21.86
6	\$17.49	\$17.87	\$18.25	\$18.64	\$19.02	\$19.40	\$19.67
5	\$14.75	\$15.31	\$15.85	\$16.39	\$18.04		
4	\$13.12	\$13.66	\$14.48	\$15.31			
3	\$12.60	\$13.06	\$13.66	\$14.25			
2	\$11.14	\$11.62	\$13.07				
1	\$10.94	\$11.34	\$12.53				

Category 7 Electrician/Electronics Technician, Aquaflex/Imaging press operator, Label Technician

Category 6 Press Operator, Maintenance Mechanic

Category 5 Coater Operator, Collator Operator

Category 4 Diecage, Imaging, Roto Cut, Wall Unit/ Tamarack
Ink Technican/ Stock Handler

Category 3 Layout/Slitter/Waste person, Shipper Receiver, Moore Comp.

Category 2 Service Layout/Waste person, General Finishing, Platemaker, Offline operator,
equipment Proof reader.

Category 1 Shipping Clerk, Waste Handler, Utility person

* Lead Hands appointed by management discretion

Lead Hands to receive a premium of 80 cents/hour maximum over top rate.

**SCHEDULE B
(HIRED AFTER 11/5/05)
TRENTON PRODUCTION RATE SCHEDULE
August 28, 2010 – August 27, 2011**

CAT	START	6MOS	12MOS	18MOS	24MOS	30MOS	36MOS
7	\$19.00	\$19.56	\$20.12	\$20.68	\$21.23	\$21.79	\$22.35
6	\$17.89	\$18.28	\$18.66	\$19.06	\$19.45	\$19.83	\$20.12
5	\$15.09	\$15.65	\$16.21	\$16.76	\$18.44		
4	\$13.41	\$13.97	\$14.80	\$15.65			
3	\$12.88	\$13.35	\$13.97	\$14.57			
2	\$11.39	\$11.88	\$13.36				
1	\$11.19	\$11.59	\$12.81				

Category 7 Electrician/Electronics Technician, Aquaflex/Imaging press operator, Label Technician

Category 6 Press Operator, Maintenance Mechanic

Category 5 Coater Operator, Collator Operator

Category 4 Diecage, Imaging, Roto Cut, Wall Unit/ Tamarack
Ink Technican/ Stock Handler

Category 3 Layout/Slitter/Waste person, Shipper Receiver, Moore Comp.

Category 2 Service Layout/ Waste person, General Finishing, Platemaker, Offline operator,
equipment Proof reader.

Category 1 Shipping Clerk, Waste Handler, Utility person

* Lead Hands appointed by management discretion

Lead Hands to receive a premium of 80 cents/hour maximum over top rate.

APPENDIX "1"

DUES CHECK OFF AUTHORIZATION

I _____ hereby authorize the Company to
(employee's name)

deduct Union Dues directly from the wages owing me. I understand that union dues will be

the first two hours wages earned by me in any month that I have worked 40 or more hours.

Employee's Signature

Date

August 28, 2005

Mr. Bruce Forsythe
Plant Chairperson
C.A.W. (Local 887)
TRENTON PLANT

LETTER OF UNDERSTANDING – PRODUCTION RELATED INCENTIVE PLANS

Dear Bruce:

Union employees shall be eligible to participate in the Company's Winshare Program. The metrics, formula and other factors applicable to the Trenton Winshare Program shall be determined on an annual basis at the sole discretion of management. The amount of the awards, if any, due employees will be calculated by the Company. The Union shall have no right to grieve or otherwise challenge the metrics, formula, calculation or other determinations or factors established by the Company in connection with the establishment, amendment and annual determinations under the Winshare Program. The Company will provide the union with an explanation of calculations. The Union waives its rights to any other information regarding the Winshare Program other than what the Company in its sole discretion provides. The Company may discontinue the Winshare Program if it does so at its other facilities as well.

FOR THE UNION

FOR THE COMPANY

Bruce Forsythe

Steve Kolesar