

2000 - 2003

AGREEMENT

BETWEEN



CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND

PULP, PAPER AND
WOODWORKERS OF CANADA
LOCAL 25



AGREEMENT

This Agreement entered into this 1st day of July, 2000.

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division
(hereinafter known as the Company)
OF THE FIRST PART

**AND: PULP, PAPER AND WOODWORKERS
OF CANADA, LOCAL 25**
(hereinafter known as the Union)
OF THE SECOND PART

ARTICLE 1 - GENERAL PROVISIONS

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, physical welfare and mental welfare of the employees, economy of operation, quality and quantity of out-put, cleanliness of Plant and protection of property. It is recognized by this Agreement to be the duty of the Company and the employees to co-operate fully, individually and collectively for the advancement of said conditions.

Section 2: Mutual Responsibilities

It is recognized by this Agreement to be the duty of the Signatory 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 Signatory Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

Section 3: No Strike Pending Grievance and Arbitration Procedure

The Union shall not cause, promote, sanction or authorize any strike, sit-down, sympathetic strike or other interference with work by the employees for any cause whatsoever until all provisions of this Agreement relating to grievance and arbitration procedure have been complied with, unless failure to comply with such procedure is due to any act or refusal to act or misconduct by the Company.

Section 4: No Lockout Pending Grievance and Arbitration Procedure

The Company shall not create or institute any lockout of the employees with respect to any dispute between the Company and the Union, or the Company and its employees, until all provisions of this Agreement relating to grievance and arbitration procedure have been complied with unless failure to comply with such procedure is due to any act or refusal to act or misconduct by the Union or its employees.

Section 5: No Discrimination

The Company agrees that there shall be no intimidation or discrimination against any employee by reason of his legitimate activities as a member of the Union, nor because of race, creed, colour, sex, nationality, religion, age or marital status; and the Union agrees that there shall be no intimidation on its part toward any employee of the Company by reason of his not being a member of the Union, nor shall there be any intimidation or discrimination on the part of the Union towards any employee of the Company because of race, creed, colour, sex, nationality, religion, age or marital status.

Section 6: Gender

The masculine gender is used throughout this Agreement for convenience only and by no means is intended to exclude female employees from the provisions herein. Wherever the masculine or singular is used, the same shall be construed as meaning the feminine or plural, unless otherwise specifically stated.

ARTICLE 2 - DEFINITION

The term employee as used and for the purpose of this Agreement shall include all persons employed by the Company on whose behalf the Pulp, Paper and Woodworkers of Canada, Local 25 has been certified as Bargaining Agent, except and excluding supervisory officials having the authority to hire and fire, office, sales, and security (watchmen).

ARTICLE 3 - MANAGEMENT

Section 1: Management Rights

- a) The management of the operation and the direction and promotion of the employees are vested in the Management, subject to the provisions of this Agreement,
- b) The Company shall have the right to select its employees and discharge them for just and reasonable cause.

Section 2: Supervision

Employees and employers **recognize** that supervisors are excluded from the provisions of the Collective 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 Contract.

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 Contract.

The Company will make every effort under such circumstances to provide a replacement.

ARTICLE 4 - BARGAINING AGENCY

Section 1: Recognition

The Company recognizes Local 25 of the Pulp, Paper and Woodworkers of Canada as the certified bargaining agent representing all employees as defined in this Agreement.

It is agreed that the Local Union may hold meetings or conduct referendums on Company premises. National Officers or their representative shall not be denied access to the Plant.

Section 2: Contracting Out

The Union recognizes that from time to time, the Company must contract out work not normally done by their employees. The Union also recognizes it is necessary at times to contract out work normally done by the employees. However, in the event that the Company decides to contract out work normally done by employees, it will do so only after advising the Standing Committee on the basis that the contracting out will not displace any of the regular employees.

Section 3: Bulletin Boards

The Company shall supply an adequately enclosed bulletin board at a location immediately adjacent to the main employee entrance to the building.

All lunchrooms will be provided with bulletin boards.

The Union agrees that only official Union publications shall be posted.

ARTICLE 5 - UNION SECURITY

Section 1: Membership

All employees covered by this Agreement shall, within thirty (30) calendar days after entering employment, become members of the Union. All employees shall maintain membership therein throughout the term of this Agreement as a condition of continued employment.

Section 2: Dues Check-off

The Company shall require all new employees, at the time of hiring, to execute assignment of wages (**PPWC Dues Check-off Authorization**) in triplicate on forms supplied by the Union. This assignment will become effective according to Article 5.

Section 3: Dues Remittance

Until the assignment is revoked by the employee, the Company shall remit the dues deducted pursuant to such assignment to the Union named herein within the following calendar month together with a written statement of names of the employees for whom the deductions were made and the amount of each deduction.

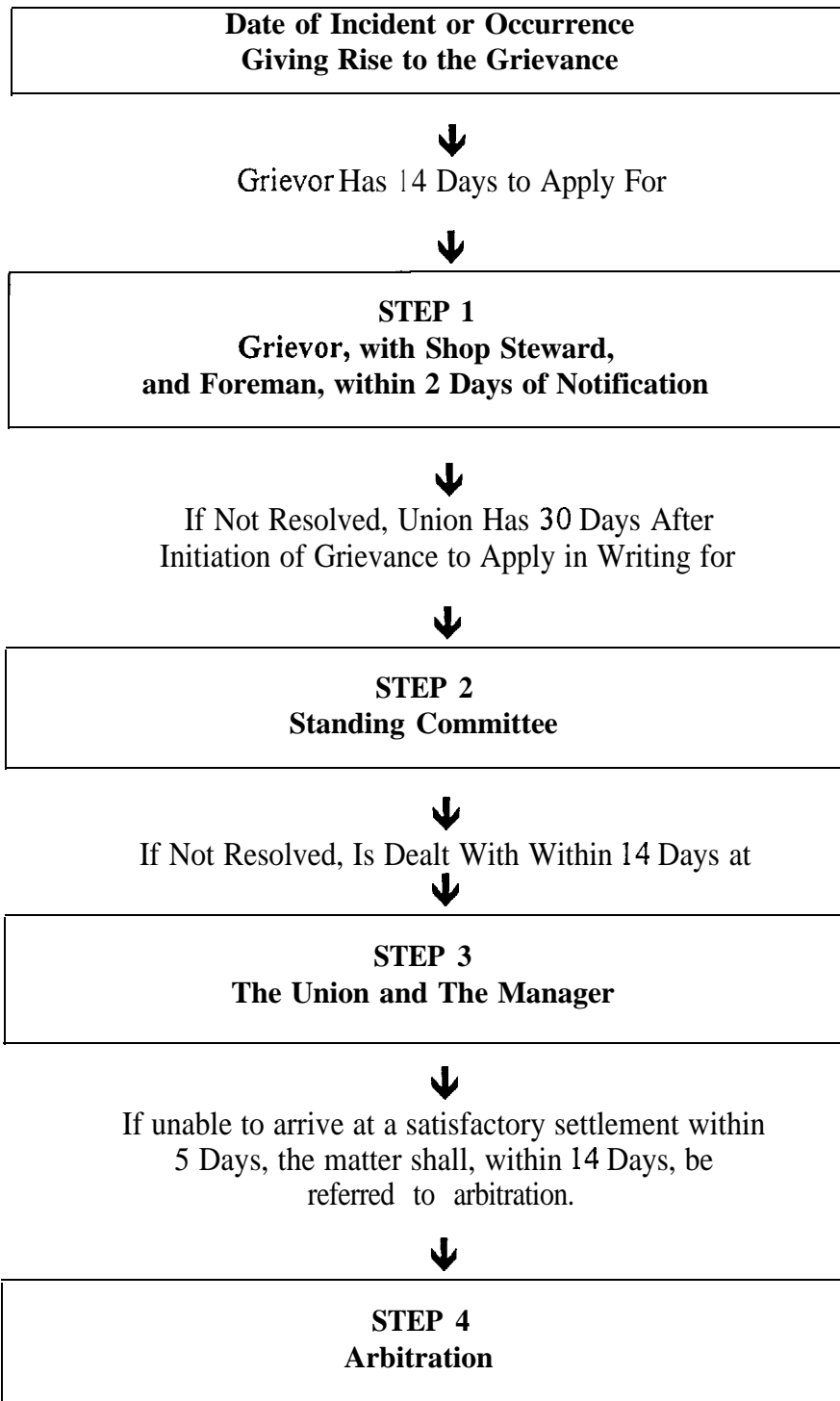
Section 4: Maintenance of Membership

Any employee who fails to maintain his membership in the Union as prescribed herein by reason of refusal to pay dues and assessments shall be discharged forthwith after seven (7) days written notice to the Company of the said employee's refusal to maintain his membership.

Section 5: Right to Membership

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

GRIEVANCE PROCEDURE CHART



This diagram is for general information only, and is not to be construed as amending or modifying in any aspect the specific provision of Article 6 (Grievance Procedures).

ARTICLE 6 - GRIEVANCE PROCEDURE

Section 1: Standing Committee

The Company shall appoint a maximum of five (5) appropriate representatives, any four (4) of whom will serve as a Standing Committee. The Local Union shall select a maximum of five (5) employees, any four (4) of whom will serve as a Standing Committee.

Section 2: Grievance Procedure

In the event that there is any dispute or complaint as to the interpretation of any of the clauses of this Agreement or any grievance arising out of the operation of this Agreement, it shall be dealt with in the following manner:

- a) The individual employee involved, accompanied by a shop steward, shall first take up the matter with the foreman directly in charge of the work within fourteen (14) days of the occurrence of the event or events giving rise to the grievance. A grievance meeting will be held within two (2) working days of notification of the grievance. The Company will endeavour to relieve the shop steward of the employee's choice as quickly as practical.
- b) If the grievance is not then satisfactorily solved, it shall be referred to the Standing Committee, where it shall be reduced to writing and shall be dealt with within thirty (30) days of the initiation of the grievance. The Company will provide a written answer on the Step 2 grievance form.
- c) If the two Standing Committees are unable to arrive at a satisfactory settlement, the question shall be taken up directly with the Manager, within fourteen (14) days of the completion of the procedure out-lined in (b) above.
- d) If the Manager and Local Union are unable to arrive at a satisfactory settlement, within five (5) days, the question shall within fourteen (14) days of completion of this procedure be referred to a Board of Arbitration as provided for in Section 3 of this Article.
- e) It is agreed that the above time limits may be extended by mutual agreement but if a grievance has not advanced to the next step within the specified or extended time limit then the grievance shall be deemed to be abandoned and all rights of recourse to the grievance procedure shall be at an end.
- f) In case of suspension or discharge the Company will notify the Standing Committee of the situation within twenty-four (24) hours of such action. If requested, a Standing Committee meeting will be arranged within twenty-four (24) hours of the notification. Weekends and Statutory Holidays excluded from time limit applications.
- g) It is understood that in all discussions concerning grievances, any National Officers may accompany the Union Standing Committee in their meetings with Company officials.
- h) The Union may have a member attend any meeting of the Committees.
- i) Employees attending meetings called while they are on duty will be paid for the time lost from their regular shift.

Section 3: Arbitration

- a) In the case of any dispute arising under this Agreement which the Parties are unable to settle between themselves, the matter shall be determined by Arbitration in the following manner:
- b) Either Party may notify the other Party in writing by registered mail, of the question or questions to be arbitrated. Each of the Parties shall, as soon as possible, refer the matter to a mutually agreed-upon Arbitrator.
- c) The parties agree to give priority to arbitration cases involving the discharge of an employee. It is further agreed that a panel of arbitrators, acceptable to both parties, shall be established. The selection of an Arbitrator shall be by numerical order from the panel if available to act within a ninety (90) day period. The selection of an Arbitrator for the next arbitration shall commence with the next name in numerical sequence. Any member of this panel, who, having been requested in turn to act as an Arbitrator, is unwilling or unable to act, shall not again be requested to so act until his name comes up again on the regular rotation of the panel.
- d) The decision of the Arbitration will be final and binding upon the Company and the Union.
- e) If any Arbitrator finds that any employee has been unjustly suspended or discharged, that employee shall be reinstated by the Company without loss of pay and with all his rights and privileges preserved under the term of this Agreement, provided always that if it is shown to the Arbitrator that the employee has been in receipt of wages during the period between discharge (or suspension) and reinstatement or date of failure to re-hire and re-hiring, the amount so received shall be deducted from wages payable by the Company pursuant to this Section.
- f) The Company and the Union shall bear in equal proportions the expenses and allowances of the Arbitrator and stenographic and secretarial expense and rent.
- g) Any Arbitration to be held hereunder shall be held at the City of Prince George (unless mutually agreed otherwise).

ARTICLE 7 - HOURS OF WORK

Section 1: Hours and Overtime

- a) The regular hours of work shall be eight (8) hours per day and forty (40) hours per week with rate and one-half for any hours worked over eight (8) hours per day and forty (40) hours per week, except as provided in (b) below. Production employees shall be paid rate and one-half for Saturday or Sunday regardless of the number of hours worked during the week, except as provided in Section 1: (b) and Section 4: a) below.
- b) Double straight-time rates shall be paid for the following:
 - (i) Hours worked in excess of eleven (11) hours per day.
 - (ii) Hours worked on Sunday by employees who have worked five (5) shifts during the preceding six (6) days.
 - (iii) Item (ii) above shall not apply to employees who work on Sunday as a regular scheduled day.
 - (iv) For the purposes of this provision, a Statutory Holiday shall be considered as a shift worked.
- c) An employee covered by this Agreement who refuses to work overtime shall not be subject to any penalty.

Agreement to work overtime when required to maintain efficient operation, or for the protection of life and property, will not be unreasonably withheld.

Section 2: Casual Work

- a) The term Casual Work as used in this Agreement shall apply only to work performed on Saturday and/or Sunday by either laid-off regular employees or other persons hereinafter referred to as Casual Employees,
- b) Casual work on production shall be paid for at one and one-half times job rate.
- c) Casual work on maintenance, repair or preparatory work shall be paid for at straight-time job rate.
- d) Regular laid-off employees shall not be classified as Casual Employees, and shall have preference for available work over the said Casual Employees.

Section 3: On 5-Day Operation

Maintenance, Repair and Construction employees can be employed on an any five (5) consecutive days basis, the days off to be mutually agreed between the employees and the Company. In such case Saturday and Sunday, if part of an employee's regular work week, shall be considered as regular working days and paid for at straight-time rates. Any work performed on an employee's rest day, at the request of the Company, shall be paid for at rate and one-half. However, if an employee requests a temporary change in his rest days, work performed on these days shall be at straight time.

Section 4: Shift Completion

- a) It is agreed between the Parties that if three (3) hours or less are necessary after midnight Friday, or after midnight preceding a Statutory Holiday to complete the shift which commenced work on Friday afternoon or the afternoon preceding the Statutory Holiday, time worked after midnight Friday or after midnight preceding a Statutory Holiday to complete the particular shift will be paid at straight-time.
- b) Notwithstanding anything to the contrary contained in this Agreement, it is further agreed that in all three-shift operations, the time established as the regular starting time of the midnight shift following a Statutory Holiday shall not be changed by reason of the Statutory Holiday.

Section 5: Shift Change

When an employee's shift schedule is changed due to an action of the Company, without twenty-four (24) hours notice of such change, the employee will receive rate and one-half for hours worked outside his established shift on the first day of such change. If the change of shifts during the week is temporary, the penalty payment is not payable for the second change of shifts.

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

Section 6: Three-Shift Operation

- a) The Company shall have the right to operate the plant or any part thereof on a three-shift basis and all employees working under this Agreement shall receive eight (8) hours pay upon completion of the full hours established as their regular shift.
- b) It is agreed that Clause (a) above shall only apply to those employees actually working on a three-shift basis.
- c) The Company shall have the right to determine the number of shifts operated in any unit or department of the operation.
- d) Where less than three (3) shifts are worked, Clause (a) of this section shall not apply.

Section 7: Swing Shift

The working force on the day shift shall alternate with the working force on the afternoon shift on a regular basis as agreed upon by the Company and the Union.

Section 8: Rest Periods

All employees who work a scheduled shift of more than six and one half (6 1/2) hours shall be entitled to two (2) ten (10) minute rest periods during each regular shift. All employees who work a scheduled shift of six and one half (6 1/2) hours or less, shall be entitled to one (1) twenty (20) minute rest period. The Company shall have the right to use relief employees in implementing this provision,

Section 9: No Work

The foregoing provisions of this Article shall not be construed as guaranteeing to any employee any number of hours of work per day or per week.

Section 10: Lunch Periods

- a) All maintenance employees who are expected to perform work during their scheduled lunch period shall be paid for the first eight (8) hours after the start of their scheduled shift. Such eight (8) hours shall be recognized as hours worked under Section 1 of this Article.
- b) All other employees who work during their lunch period shall be paid time and one-half for their lunch break.
- c) Designated First Aid Attendants who are expected to perform work during their scheduled lunch period will be paid in accordance with (a) above.

Section 11: Hot Meals

- a) When an employee is required to work unscheduled overtime for two (2) hours or more beyond the end of his regular shift, the Company shall provide a hot meal,
- b) In the event the overtime assignment is concluded at the end of the two (2) hours the Company will provide a meal voucher to the value of thirteen dollars (\$13.00) redeemable at approved establishments. The employee will be paid an additional one-half (1/2) hour at the applicable overtime rate. Effective July 1, 1998 the value of the meal voucher shall be increased to fifteen dollars (\$15.00).
- c) In the event the work continues beyond the two (2) hours, the Company will provide a meal at the job site, to be eaten in a one-half (1/2) hour time period paid for by the Company at the applicable overtime rate.
- d) Should the work continue an additional four (4) hours, [a total of six (6) hours beyond the end of the regular shift], a meal voucher as outlined in (b) above will be provided in addition to (c) above.

Section 12: Minimum Time Between Shifts

When an employee's schedule provides less than eight (8) hours of rest between shifts, he shall at the discretion of the Supervisor, be permitted to leave early or report late to the extent necessary to ensure an eight (8) hour break, without loss of pay.

ARTICLE 8 -HOURS OF WORK/ALTERNATE PRODUCTION SCHEDULES

Section 1: Hours and Overtime

The regular hours of work shall be eight (8) hours per day and forty (40) hours per week:

- a) Rate and one-half shall be paid for the following:
 - (i) Hours worked over eight (8) hours per day.
 - (ii) Hours worked over forty (40) hours per week.
- b) Double straight-time rates shall be paid for the following:
 - (i) Hours worked in excess of eleven (11) hours per day.
 - (ii) Hours worked on Sunday by employees who have worked five (5) shifts during the preceding six (6) days.
 - (iii) Item (ii) above shall not apply to employees who work on Sunday as a regular scheduled day.
 - (iv) For the purposes of this provision, a Statutory Holiday shall be considered as a shift worked.

Section 2: Days Off

- a) In the event the day or days off are changed, then twenty-four (24) hours notice must be given in advance of the new or original day or days off. When sufficient notice is not given, then time and one-half will be paid for work performed on the original day or days off.
- b) The employees may change their day or days off by mutual arrangement with the foreman of the department concerned without penalty to the company.

Section 3: Casual Worker

Casual work shall be paid for at straight-time job rate.

Section 4: Shift Completion

- a) It is agreed between the Parties that if three (3) hours or less are necessary after midnight of a rest day or after midnight preceding a Statutory Holiday to complete the shift which commenced work on a rest day afternoon or the afternoon preceding the Statutory Holiday, time worked after midnight of a rest day or after midnight preceding a Statutory Holiday to complete the particular shift will be paid at straight-time.

Section 5: General

- a) An employee covered by this Agreement who refuses to work overtime shall not be subject to any penalty.

Agreement to work overtime when required to maintain efficient operation or for the protection of life and property will not be unreasonably withheld.

- b) The provisions of Sections 5, 6, 7, 8, 9, 10, 11 and 12 of Article 7 will apply,

ARTICLE 9 - SENIORITY

Section 1: Principle

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 properly.

Section 2: Probation Period

It is mutually agreed that all employees are hired on probation, the probationary period to continue until twenty five (25) days have been worked in a four (4) calendar month period, during which time they are to be considered temporary workers only, and during this same period shall have no rights under Article 9 with respect to retention of seniority nor any rights under those provisions of Article 6 relating to discharge or suspension.

Upon completion of the probationary period, they shall be regarded as regular employees and shall be entitled to seniority dating from the day on which they entered the Company's employ.

Section 3: Application

This Agreement covers operations of the Company at it's location in the B.C.R. Industrial Site and shall be organized for seniority purposes as follows:

- i) Plant
- ii) Job

Plant seniority shall be determined by the most recent date of hire with the Company.

Job Seniority shall be determined by the date of the job posting.

Section 4: Seniority Lists

The Company shall supply the Union once every three (3) months with seniority lists which shall be kept up-to-date, particularly in the event of a reduction of forces.

The Company will advise the Union once each month of changes to the said list.

Section 5: Lay-offs or Reduction of Forces

- a) In the event of a reduction of forces, the application of plant seniority shall apply and the last person hired shall be the first released, subject to the provisions of Sections 1 and 3 of this Article.
- b) Employees retained on the payroll shall have the right to retain their jobs according to their job seniority, Employees with insufficient job seniority to retain their jobs or whose job is no longer available shall return to jobs previously held in order of job seniority date and in such case displace an employee with less job seniority providing he has the qualifications and ability to perform the work properly.
- c) During a reduction of forces, an employee can elect whether or not to apply his job seniority to obtain a lesser paying job which he previously held or accept the lay-off until his regular job becomes available provided that:
 - i) Laid-off employees will be called back according to plant seniority, subject to Article 9.
 - ii) When a senior employee elects to be laid-off, his return to work will not result in his displacing a junior employee.
- d) Where a reduction of forces is caused by emergency conditions, the application of seniority as agreed to under Section 5 (a) may be postponed for such periods as may be necessary not exceeding three (3) working days. If the Company decides to exercise its' rights under this provision, it shall notify the Union Standing Committee as soon as possible.

Section 6: Seniority Retention

Seniority during lay-off shall be retained on the following basis:

- a) Employees with less than one (1) year's service shall retain their seniority for a period of eight (8) months.
- b) Employees with one (1) or more year's service shall retain their seniority for one (1) year, plus one (1) additional month for each year's service up to an additional twelve (12) month period.

Section 7: Re-hiring or Re-establishment of Forces

- a) In the case of re-establishment of forces, demoted employees shall have first claim on their previously held jobs and in such event, jobs shall not be posted.
- b) When rehiring after a reduction of forces, employees shall be notified by telegram or registered letter at least seven (7) days before re-starting of operation. The employees must reply by telegram or registered letter in the affirmative within ninety-six (96) hours of the telegram or registered letter being sent out by the Company, and appear for work not later than the above stated seven (7) day period.
- c) It shall be the employee's responsibility to keep the Company informed of his address during the period of lay-off
- d) It is agreed that all employees shall, upon returning to employment, in accordance with this section, retain all seniority rights subject to Section 6 (a) and (b) above.

ARTICLE 10 - NEW MACHINERY

Section 1: Break-in Period

In the event that new machinery is installed, the Parties shall meet after the new machinery is operating properly to determine the wage rate(s) to be paid for operating the new machinery. Such new rates to be based on similar or related classifications in the Wage Schedule and/or usual rates paid for this type of work in the Veneer Manufacturing Industry of British Columbia. Two (2) months will be considered adequate to run-in the new machinery and establish the new rate although this time period may be extended by mutual consent.

Section 2: Rates

New rates established under this Article shall be retroactive to the machinery start-up

Section 3: Grievance

This Article is subject to Article 6 of this Agreement.

ARTICLE 11 - MACHINERY OPERATION

To ensure the safety of employees and minimize damage to equipment, the Company shall ensure that machinery and equipment shall be operated only by duly authorized personnel who have been properly instructed in its' safe operation.

ARTICLE 12 - LEAVE OF ABSENCE

Section 1: Elected Office

This Company agrees that it is proper to grant leave of absence to employees who have been elected or appointed to an office or position in their Union, or who have been nominated or elected to Federal, Provincial or Municipal Office.

Section 2: Union Leave

In the case of an employee being appointed or elected to a full-time office or position in his Union, leave of absence up to one (1) year will be granted. Further leave may be granted by mutual consent.

Section 3: Public Office

- a) The Company will grant leave of absence for campaign purposes to candidates for Federal, Provincial or Municipal elective public office for periods up to and including eight (8) weeks, provided the Company is given due notice in writing of twenty (20) calendar days, unless the need for such application could not reasonably be foreseen.
- b) Employees elected or appointed to Federal, Provincial or Municipal office shall be granted as much leave as is necessary during the term of such office. Municipal office holders where the term of public office is served intermittently, shall give the Company reasonable notice for absences from work for conducting Municipal business.
- c) The employee who obtains this leave of absence shall return to his Company within thirty (30) calendar days after completion of public office.

Section 4: Compassionate Leave

By mutual agreement leave of absence will be granted to a maximum of six (6) months without pay to the employees for compassionate reasons conditional on the following terms:

- a) That the employee apply at least one (1) month in advance unless the grounds for such application could not reasonably be foreseen.
- b) That the employee shall disclose the grounds for application.
- c) The Company shall grant such leave where a bona fide reason is advanced by the applicant or may postpone leave where a suitable replacement is not available.

- d) Employees granted leave of absence pursuant to this Section shall be required to pay the appropriate premiums for health and welfare, dental and medical coverage.

Section 5: Maternity/Parental Leave

The Company will provide Maternity and/or Parental Leave in accordance with the provisions of the Employment Standards Act of the Province of British Columbia.

The Company shall pay the appropriate premiums for Health & Welfare, Dental and Medical coverage for the period of Maternity or Parental Leave as defined in the Employment Standards Act of the Province of British Columbia.

Upon request, where there is a valid medical reason, the Company will provide for a reasonable period of time for extended maternity leave without pay to female employees.

Section 6: Bereavement Leave

- a) When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence for which he shall be compensated at his regular straight time hourly rate of pay for hours lost from his regular work schedule for a maximum of three (3) working days,
- b) Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, mother-in-law, father-in-law, sons-in-law, daughters-in-law, step-parents, grandparents, grand-children and step-children.
- c) It is understood by the Company and the Union that this article will not be considered part of the vacation clause and that an employee must apply for the stated leave of absence as soon as possible after receiving notification of the bereavement.

Section 7: Jury/Witness Duty

- a) Any regular full time employee who is required to perform Jury Duty, Coroner's Duty, or as a Crown Witness or Coroner's Witness on a day which he would normally have worked will be reimbursed by the Company for the difference between the pay received for such Duty and his regular straight time hourly rate of pay for his regularly scheduled hours of work. It is understood that such reimbursement shall not be for hours in excess of eight (8) per day or forty (40) per week, less statutory pay received for these duties. The employee will be required to furnish proof of duties performed and pay received.
- b) Hours paid for under this section will be counted as hours worked for the purpose of qualifying for vacation and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.
- c) This provision does not apply to an employee who performs Witness Duty as a result of voluntary association with the auxiliary R.C.M.P.

Section 8: Seniority

Seniority will accumulate during an employee's leave of absence.

ARTICLE 13 - JOB SECURITY

Section 1: Advance Notice

The Company will notify the Standing Committee one hundred and eighty (180) days in advance of intent to institute material changes in working methods or facilities which would involve the discharge or laying off of employees. Employees discharged or laid-off because of technological change or automation shall be entitled to severance of seven (7) days' pay for each year of continuous service to maximum of thirty (30) weeks' pay.

Section 2: Joint Committee

A Joint Committee will be formed consisting of two (2) members representing the Union and two (2) members representing the Company to discuss ways and means of assisting those employees who will be discharged or laid-off as a result of technological change.

Section 3: Rate Adjustment

An employee who is set back to a lower paid job, in accordance with Article 9 because of mechanization, technological change or automation will receive the rate of his regular job at the time of the set-back for a period of three (3) months and for a further period of three (3) months he will be paid an adjusted rate which will be midway between the rate of his regular job at the time of the set-back and the rate of his new regular job. At the end of this six (6) month period the rate of his new regular job will apply. However, such employee will have the option of terminating his employment and accepting severance pay as outlined above, providing he exercises this option within the six (6) month period referred to above.

Section 4: Permanent Plant Closure

- a) Employees terminated by the Company because of permanent plant closure, shall be entitled to severance pay equal to seven (7) days' pay for each year of continuous service and thereafter in increments of completed months of service.
- b) Where a plant is relocated and the employees involved are not required to relocate their place of residence or are not terminated by the employer as a result of the plant relocation, they shall not be entitled to severance pay under this Article.
- c) Effective July 1st, 1982, sixty (60) days notice of closure will be provided.

ARTICLE 14 - HEALTH & SAFETY

Section 1: Safety

The Company and employees shall co-operate to assure safe working methods and conditions and to devise plans for the furtherance of safety measures. Equipment and devices mutually agreed upon shall be provided by the Company.

Section 2: Unsafe Conditions

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.

Section 3: Committee

A Safety Committee shall be established consisting of a minimum of three (3) members representing the Company and a minimum of three (3) members representing the employees. Employee representatives will be elected by a vote conducted by the Union.

Section 4: Meetings

Safety and Committee meetings and inspections shall be held on Company time and shall be paid according to Article 7, Section 1 of this Agreement,

Section 5: Safety Equipment

Where the following articles of equipment are required to be used by the Employer or by the Workers' Compensation Board, the employer shall supply employees with the articles of equipment as follows:

- (1) At no cost to the employee:
 - a) aprons
 - b) hard hats
 - c) welding goggles, etc.
 - d) eye protection (goggles) and one pair of prescription safety glasses (based on the BCAO Program) once within the term of the Collective Agreement.
 - e) ear protection and one set of molded ear plugs once within the term of the Collective Agreement.
 - f) gloves
 - g) fallers' pants
 - h) hair nets
 - i) shin guards

- (2) Safety Boot Allowance. One pair of safety boots to a maximum of \$100.00 (upon presentation of receipts) once within the term of the Collective Agreement,

Notwithstanding the foregoing all articles of equipment are to be replaced only when they are presented worn or damaged beyond repair; otherwise the replacement will be at the expense of the employee.

ARTICLE 15 - STATUTORY HOLIDAYS

Section 1: Observance of

- a) All employees who work on New Year's Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day shall be paid rate and one-half for all hours so worked.
- b) In the event one of the above Statutory Holidays falls on a Saturday or Sunday, the previous Friday or the following Monday shall be observed as the Holiday as agreed between the Company and the Union.
- c) In case of a maintenance employee where one of the Statutory Holidays is observed on his rest day, he shall have a day off without pay in lieu thereof at a mutually agreeable time.
- d) In the event of a Statutory Holiday falling on a Tuesday, Wednesday or Thursday, and when the Company and Union mutually agree, the said holiday may be observed the preceding Monday or following Friday respectively.
- e) When a Statutory Holiday falls on a Friday, employees working on a Tuesday to Saturday work week, by mutual agreement between the Company and the Union may work on the Friday Statutory Holiday at the straight time job rates and substitute Saturday as the Statutory Holiday.
- f) An employee who qualifies for the following holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day - under the conditions set out following, shall be paid for the holiday eight (8) hours pay at his regular job rate.
- g) An employee working on a paid holiday shall be paid in addition to his holiday pay, rate and one-half for any hours worked on a shift designated as a "holiday shift".

Section 2: Qualification

- a) To qualify for Statutory Holiday pay, an employee must have been on the Company payroll for the thirty (30) calendar days immediately preceding the Statutory Holiday and must have worked his last regularly scheduled work day before, and his first regularly scheduled work day after the holiday, unless his absence is due to a compensable injury or illness, which occurred within six (6) months of the holiday, or the employee is on authorized leave of absence in accordance with Article 12.
- b) In the case of illness or injury, the Company shall have the right to request a certificate from a qualified medical practitioner,
- c) Notwithstanding any of the foregoing provisions, the employee must have worked one day before and one day after the holiday, both of which must fall within a period of ninety (90) calendar days.

Section 3: Personal Floating Holiday

- a) Regular full-time employees will be granted one (1) Personal Floating Holiday during each contract year of this Agreement, to be arranged at a time suitable to the employee and the Company, so that there will be no loss of production.
- b) Qualifying Conditions

When the Personal Floating Holiday is taken, an employee shall be paid for the said holiday at his regular job rate of pay for his regular work schedule, subject to the following conditions:

- i) A new employee must have been on the payroll for not less than ninety (90) consecutive calendar days to qualify for the Personal Floating Holiday.
- ii) An employee will not qualify for the Personal Floating Holiday if on leave of absence for more than nine (9) months in the contract year, except in the case of sickness or injury.
- iii) An employee shall apply on an approved form, at least fourteen (14) days in advance, for his Personal Floating Holiday. The employee shall receive notice of the disposition of his request as early as is possible but in any event not later than seven (7) days prior to the requested Personal Floating Holiday.
- iv) If an employee is required to work on his Personal Floating Holiday after a definite date has been designated for such holiday 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 holiday with pay at a later date to be mutually agreed upon.
- v) Personal Floating Holiday not taken or scheduled by May 1 st. of each contract year will be scheduled by management,
- vi) A Personal Floating Holiday shall not be scheduled on an employee's regular rest day.
- vii) Where an employee chooses Saturday or Sunday as a Personal Floating Holiday straight time rates will apply.

ARTICLE 16 - CALL BACK TIME

Employees called back to work after completion of their regular scheduled shift shall be paid a minimum of four (4) hours at time and one-half except that such minimum work shall not be payable when the employee is asked to continue working past the end of his regular shift.

ARTICLE 17 - PAY DAYS

The Company shall provide for regular pay days every second week and each employee shall be furnished with an itemized statement of earnings and deductions.

Personalized statements detailing calculation of vacation pay will be provided with Vacation Pay cheques.

ARTICLE 18 - LETTERS OF UNDERSTANDING

Letters of Understanding may be required from time to time to clarify and/or record certain interpretations of the Agreement. When signed by both Parties such Letters of Understanding are to be considered as part of this Agreement, and subject to re-negotiation at the expiry date of the subject letter.

Letters of Understanding will be signed by the President and Secretary of the Local Union, or their appointed alternates.

Letters of Understanding entered into prior to the date of signing of this Agreement shall have no effect.

ARTICLE 19 - VACATIONS WITH PAY

Effective July 1st., 1982 the following sections will apply.

Section 1: One to Two Years' Service

- a) The Annual Vacation for employees with one (1) to two (2) years' service covered by this Agreement shall be two (2) weeks and the pay therefore shall be based upon five percent (5%) of the total wages or salary earned by the employee during the working year.
- b) An employee with one (1) to two (2) years' service whose employment is terminated shall receive vacation pay at the rate of five percent (5%) of the wages or salary earned during the period of entitlement.

Section 2: Two to Seven Years' Service

- a) Employees with two (2) or more years' continuous service shall receive three (3) weeks vacation with vacation pay based on seven percent (7%) of the total wages or salary earned by the employee during the working year.
- b) The additional one (1) week may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Section 1 herein.
- c) An employee with two (2) or more years' continuous service whose employment is terminated shall receive vacation pay at the rate of seven percent (7%) of the wages or salary earned during the period of entitlement.

Section 3: Seven to Fifteen Years' Service

- a) Employees with seven (7) or more years' continuous service shall receive four (4) weeks vacation with vacation pay based on nine percent (9%) of the total wages or salary earned by the employee during the working year.
- b) The additional one (1) week may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Sections 1 and 2 herein.
- c) An employee with seven (7) or more years' continuous service whose employment is terminated shall receive vacation pay at the rate of nine percent (9%) of the wages or salary earned during the period of entitlement.

Section 4: Fifteen to Twenty-Four Years' Service

- a) Employees with fifteen (15) or more years' continuous service shall receive five (5) weeks' vacation with vacation pay based on eleven percent (11%) of the total wages or salary earned by the employee during the working year.
- b) The additional one (1) week may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Sections 1, 2, or 3 herein.
- c) An employee with fifteen (15) or more years' continuous service whose employment is terminated shall receive vacation pay at the rate of eleven percent (11%) of the total wages or salary earned by the employee during the period of entitlement.

Section 5: Twenty-Four Years' Service

- a) Employees with twenty-four (24) or more years' continuous service shall receive six (6) weeks' vacation with vacation pay based on thirteen percent (13%) of the total wages or salary earned by the employee during the working year.
- b) The additional one (1) week may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Sections 1, 2, 3, or 4 herein.
- c) An employee with twenty-four (24) or more years' continuous service whose employment is terminated shall receive vacation pay at the rate of thirteen percent (13%) of the total wages or salary earned by the employee during the period of entitlement.

Section 6: Thirty Years' Service

- a) Employees with thirty (30) or more years' continuous service shall receive seven (7) weeks' vacation with vacation pay based on fifteen percent (15%) of the total wages or salary earned by the employee during the working year,
- b) The additional one (1) week may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Section 1, 2, 3, 4, or 5 herein.
- c) An employee with thirty (30) or more years' continuous service whose employment is terminated shall receive vacation pay at the rate of fifteen percent (15%) of the total wages or salary earned by the employee during the period of entitlement.

Section 7: Options

Subject to the qualifications contained in Section 8: Qualifications for Vacation Pay, the following provisions will apply:

YEARS OF SERVICE	PERCENTAGE OF EARNINGS or	NUMBER OF HOURS AT THE HOURLY RATE OF THE EMPLOYEES REGULAR JOB
1-2		80 HOURS
2-7	AT THE	120 HOURS
7-15	APPLICABLE	160 HOURS
15-24	RATE	200 HOURS
24-30		240 HOURS
30 & Over		280 HOURS

The hourly rate of the employee's regular job as noted above shall mean the hourly rate of the employee's regular job at the time of the Company vacation pay cut-off date.

Section 8: Qualification for Vacation Pay

- a) In order to qualify for the greater of percentage of earnings or number of hours, as provided for in Section 7 above, an employee must have worked a minimum of fifteen hundred (1500) hours in his first year of service and must have worked a minimum of two-thirds (2/3) of the full time hours available on his job during succeeding years of entitlement.
- b) For purposes of calculating minimum hours as in (a) above, the calculation period shall be from the cut-off date in one year to the cut-off date in the succeeding year.

Section 9: Qualified Absence

- a) The following shall be considered as days actually worked for determining vacations with pay for an employee after one (1) continuous year of employment:
 - i) Absence on Workers' Compensation up to a period of one (1) year, provided the employee returns to his employment.
 - ii) Absence due to illness up to a period of one (1) year, provided the employee returns to his employment. The Company shall have the right to require a certificate from a qualified medical practitioner. The employee shall have a reasonable period of time to present such medical certificate.
 - iii) Absence due to bereavement leave in accordance with the terms and conditions of the Agreement.
 - iv) Absence due to time served on Jury Duty in accordance with the terms and conditions of the Agreement.
 - v) Absence as a result of Statutory Holidays, and Annual Vacations.
 - vi) Any other absence duly approved by the Company in writing shall be credited towards entitlement for annual vacation but time spent on such leave shall not be counted in computing vacation pay or requisite hours noted under Section 8.
- b) Absence as a result of lay off shall be credited towards calculation of continuous service and shall be counted in calculating full time hours available under Section 8 hereof, but shall not be considered as hours actually worked for determining vacations with pay.

Section 10: Vacation Time

- a) The allotment of vacation time is to be decided by the Company.
- b) Vacations are not cumulative and must be taken within the vacation period.
- c) All earned vacations must be taken.
- d) Working years shall be calculated according to the number of anniversaries of an employee's date of hire.

Section 11: Cut-Off Date

The Company has the right to maintain the principle of a once yearly vacation pay calculation and pay-out. The vacation pay cut-off date shall be the nearest payroll ending date to May 31st.

Although the above will continue to be the default position, the Company will provide an option for employees to receive their vacation pay when they take vacation time off. Employees wishing to exercise this option must do so by May 1st each year or they will be paid out in accordance with the paragraph above. Employees who elect this option will receive their vacation pay on a pro-rated hourly basis at the time they take vacation. An adjustment will be made the following May 31st to pay any outstanding vacation pay entitlement.

Section 12: Plant Closures/Vacation Shut-downs

- a) Closures and partial closures from the market or other unforeseen circumstances will not be considered as vacation period shut-down unless the Union request discussion as to the feasibility of such a decision.
- b) Planned vacation period shut-downs for part or all of operations will be communicated to the Local Union three (3) months in advance of the 1st of the month in which the shut-down is to take place.
- c) Every effort will be made to schedule annual vacation shut-downs during the school vacation period.
- d) Employees required for clean up, spark watching and labouring work during the vacation shut-down period will be selected on the basis of plant seniority from the bid sheet posted on the main plant bulletin board for this purpose.
- e) The Company will give consideration to employees requesting vacation outside the vacation shut-down period provided the employee makes his request known as soon as possible following the announcement of the vacation shut-down. Such request will not be arbitrarily denied.

ARTICLE 20 - CANCELLATION OF WORK

Section 1: Minimum Pay

Any employee reporting for work on call for the Company shall be paid his regular rate of pay for the entire period spent at the place of work in response to the call with a minimum of, in any one day:

- a) Two hours' pay at the employee's regular rate except when the employee's condition is such that he is not competent to perform his duties.
- b) If the Employee commences work, four (4) hours' pay at this regular rate, except where his work is suspended because of inclement weather or reasons completely beyond the control of the Company.

Section 2: Notice of Cancellation

- a) **Day Shift**
Sufficient notice cancelling the work call for the Plant or any Department shall be deemed to have been given for the first or Day shift, provided notices have been given over radio stations C.K.P.G. and C.J.C.I. wherever possible the previous evening, but not later than one and one-half (1 1/2) hours before shift commences with two (2) broadcasts within a one half (1/2) hour period.
- b) **Afternoon Shift**
Sufficient notice cancelling the work call for the Plant or any Department shall be deemed to have been given for the Afternoon shift when notice has been given over radio stations C.K.P.G. and C.J.C.I. whenever possible during the hours from 12:00 noon to 1:00 p.m. but not later than one and one-half (1 1/2) hours before shift commences with two (2) broadcasts within a one-half (1/2) hour period.
- c) **Graveyard Shift**
Sufficient notice cancelling the work call for the Plant or any Department shall be deemed to have been given for the Graveyard shift when notice has been given over radio stations C.K.P.G. and C.J.C.I. whenever possible during the hours from 8:00 p.m. to 9:00 p.m. but not later than one and one-half (1 1/2) hours before shift commences with two (2) broadcasts within a one half (1/2) hour period.
- d) Notwithstanding the foregoing, the Company will make every effort to notify employees directly.

Section 3: Alternate Work

In the event an employee is set back to a lower rated job after the commencement of his regular shift, he has the option of accepting the other duties and the applicable rate or going home, However, in the event that the employee's regular rate of pay is maintained, he may be assigned other duties that are within his competence to perform.

ARTICLE 21 - HEALTH AND WELFARE

It is agreed that a health and welfare plan covering all employees be instituted in accordance with the principles hereinafter set out:

Section 1: Medical Coverage

- a) The Company agrees to provide medical coverage for the employees by participating in the Medical Services Plan of British Columbia.
- b) The Company agrees to provide Extended Health Benefits, including hospitalization coverage up to a maximum of \$8.50 per day, to its employees by participating in a plan entered into between the Company and an appropriate carrier. This Plan shall be subject to the usual deductibles.
 - i) Effective July 1, 1995 - Physiotherapist/Massage Practitioners limit shall be five hundred dollars (\$500.00) per member or dependent per calendar year. Effective July 1, 1995 - Chiropractic/Naturopathic Physicians limit shall be four hundred dollars (\$400.00) per member or dependent per calendar year.
 - ii) Effective July 1, 1998 the Extended Health Benefit maximum benefit payable is increased from \$25,000 to \$50,000.
 - iii) Effective July 1, 2000 - orthotics to a maximum of \$150.00 per member or dependent per calendar year.
 - iv) The parties agree to extend the existing Extended Health Benefits Plan to incorporate a medical travel allowance in accordance with Appendix No. 3.
- c) Medical coverage eligibility shall be the first of the month following date of employment.
- d) Total cost of providing medical coverage, including Extended Health Benefit coverage, shall be borne by the Company.

Section 2: Insurance Coverage

- a) Group Life Insurance for each qualified employee:
 - Effective July 1, 1998 \$80,000
 - Effective July 1, 2001 \$90,000
 - Effective July 1, 2002 \$100,000
- b) Accidental Death and Dismemberment Insurance for each qualified employee:
 - Effective July 1, 1998 \$80,000
 - Effective July 1, 2001 \$90,000
 - Effective July 1, 2002 \$100,000

The Cost of Group Life and Accidental Death and Dismemberment Insurance coverage will be borne by the Company.

c) Weekly Indemnity for each qualified employee:

Effective July 1, 2000 \$476.00 per week
Effective July 1, 2001 \$504.00 per week
or the amount required to qualify for the EI rebate, whichever is the greater.

- i) Cost of Weekly Indemnity Insurance shall be borne 75% by the Company and 25% by the covered Employee.
 - ii) Weekly Indemnity coverage will be based on fifty-two (52) weeks payable the first day of accident and the fourth day of illness retroactive to the first day in event of hospitalization.
 - iii) It is understood that any change in respect of the premium rate charged by the carrier may only be made effective as of July 1 in any year.
 - iv) 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.
 - v) The Company and the Union will review every six (6) months the operation of the Weekly Indemnity Plan and Statistical reports supplied by the carrier.
- d) New employees entering employment prior to the 15th day inclusive of any calendar month will be enrolled in the Plan effective the first day of the following month.

Employees entering employment after the 15th of the month will be enrolled effective the first day of the second month following date of employment.

- e) Participation in the Plan is to be a condition of employment,
- f) Weekly Indemnity coverage is excluded for employees while on Leave of Absence for Extended Vacation purposes. (This limitation is not to be applied to Vacations with Pay as provided for in Article 19).

Section 3: Dental Plan

A dental plan will be provided based on the following general principles:

- a) Basic dental services (Plan "A") - Plan pays 100% of approved schedule of fees.
- b) Prosthetics, crowns and bridges (Plan "B") - Plan pays 60% of approved schedule of fees.
- c) Orthodontic (Plan "C") - Plan pays 50% of approved schedule of fees only after the patient has been covered continuously for twelve (12) months. Effective July 1, 1994 the lifetime maximum benefit is \$2,500.00 per person for all services provided by an Orthodontist.

Effective July 1, 2000 the lifetime maximum benefit for Plan "C" (Orthodontic) is increased to \$5,000 for dependant children only.

- d) New employees entering employment prior to the 15th day inclusive of any calendar month will be enrolled in the Plan effective the first day of the following month.

Employees entering employment after the 15th day of the month will be enrolled effective the first day of the second month following date of employment.

- e) Total cost of providing coverage shall be borne by the Company.

Section 4: Long Term Disability Plan

Effective January 1st, 1981 a Long Term Disability Plan be provided in accordance with the terms and conditions of Supplement No. 4.

Section 5: Optical Benefits

Effective July 1, 1997 a Vision Care Program to provide for payment up to a maximum of two hundred dollars (\$200.00) per member or dependent in any twenty-four (24) consecutive month period, for charges incurred relative to the purchase of lenses and frames or contact lenses when prescribed by a person legally qualified to make such prescription.

Effective July 1, 1999, the Vision Care limit is increased from two hundred dollars (\$200.00) to two hundred fifty dollars (\$250.00) per member or dependent in any twenty-four (24) consecutive month period.

Section 6: Coverage During Lay-off

Coverage during lay-off will be provided as follows:

- a) Employees with one (1) or more years' seniority, six (6) months.
- b) Employees with more than four (4) months, but less than one (1) years' seniority, three (3) months,
- c) Total cost of providing insurance coverage shall be borne by the Company.

ARTICLE 22 -WAGES

Section 1: Basic Rate

- a) Effective July 1, 2000, the wages of all hourly rated employees will be increased by two percent (2%) per hour.

Effective July 1, 2001, the wages of all hourly rated employees will be increased by two percent (2%) per hour.

Effective July 1, 2002, the wages of all hourly rated employees will be increased by two percent (2%) per hour,

- b) The parties agree that the minimum rate for common labour shall be:
 - i) Effective July 1, 2000 - \$21.09 per hour,
 - ii) Effective July 1, 2001 - \$21.52 per hour.
 - iii) Effective July 1, 2002 - \$21.95 per hour.
- c) Welders must be qualified as required under the Standard Forest Industry welding specifications and either having completed the three (3) year Apprenticeship Program or having worked in the trade for six thousand (6,000) hours as a welder.

d)		July 1, 2000	July 1, 2001	July 1, 2002
	Welder – Level C Rate:	\$26.91	\$27.45	\$28.00
	Welder – Level B Rate:	\$27.46	\$28.01	\$28.57

- ii) Employees employed as welders and who are required by the employer to renew their welding qualifications shall be granted up to five (5) days paid leave of absence to attend school for instruction. The Company shall pay the cost of instruction and examination.
- iii) The Company will apply the above only to the limit of the plant requirements.

Section 2: Shift Differential

The first shift is the recognized day shift. Hours worked outside the recognized day shift shall be regarded as the second and third shifts.

A shift differential of thirty-one cents (31¢) per hour shall be paid for second and third shifts.

A day shift employee working in excess of his regular shift shall be paid rate and one-half (1 1/2) without the differential.

Any employee on the second and third shifts working in excess of his regular shift shall receive rate and one-half (1 1/2). For the purposes of the last sentence, rate shall be plus thirty-one cents (31¢).

Persons employed other than on regular shifts shall be paid the thirty-one cents (31¢) shift differential for all hours worked outside the recognized day shift.

Section 3: Construction Contracting

- a) It is agreed that Plant Tradesmen who are assigned by the Company to carry out work directly related to “new” construction with tradesmen employed by an outside contractor, plant tradesmen will be paid the “outside” contractor(s) rate(s).
- b) For the purpose of this Agreement “new” construction shall be defined as meaning:
 - i) The construction of major new buildings and major additions to existing buildings.
 - ii) The addition of new or used major production machinery and related equipment not previously in existence.
- c) i) “Tradesmen” shall mean journeymen and apprentices in the following trades:

Machinist	Millwright
Steamfitter/Pipefitter	Welder
Electrician	Carpenter

 - ii) Contractor’s Rate shall only mean the hourly wage paid by that contractor and not any other payment or working conditions.

ARTICLE 23 - PENSION PLAN

The Parties agree to implement terms and conditions of the Pension Plan as determined by negotiations between P.P.W.C / C.E.P. and the Pulp Industry representatives.

ARTICLE 24 - DURATION OF AGREEMENT

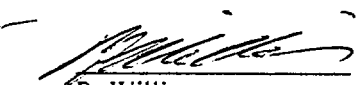
This Agreement is to be effective from *July 1st, 2000 and after, until the 30th day of June, 2003* and thereafter from year to year unless written notice of contrary intention is given by either party within the last four (4) months of the Contract.

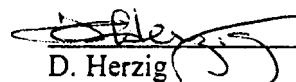
If no agreement is reached at the expiration of this contract, the contract shall remain in force until subsequent Agreement is reached, or the contract is terminated.

DATED this 01 day of December 2000.

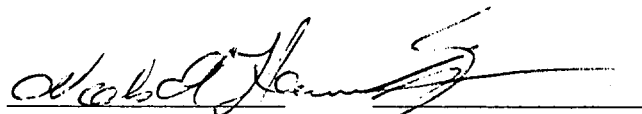
FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

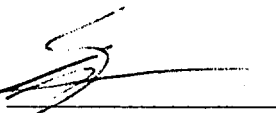

R. Korda

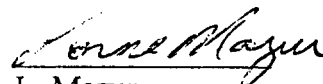

R. Williams


D. Herzig

FOR: PULP. PAPER AND WOODWORKERS OF CANADA LOCAL 25


N. Hansen


S. Howard-Gibbon


L. Mazur

SUPPLEMENT No. 1 - WAGE SCALE

Supplement No. 1 attached forms the wage scale for the Plywoods operation covered by this Agreement.

Category	July 1/00	Effective July 1/01	July 01/02
PRODUCTION			
Utilityperson BR	21.09	21.52	21.95
Lathe Charger Attendant	21.35	21.78	22.22
Lathe Charger Attendant (Lathe Operator Trainee)	21.64	22.07	22.51
Lathe Charger Attendant (Qualified Lathe Operator)	22.61	23.06	23.52
Lathe Operator	26.92	27.46	28.01
Clipper Operator	22.42	22.87	23.33
Clipper Attendant	22.12	22.56	23.01
Green Chain Offbearer	21.47	21.90	22.34
# 1 Lathe Stacker Attendant	21.81	22.25	22.70
#2 Lathe Stacker Attendant	21.91	22.35	22.80
Chipper Attendant	21.64	22.07	22.51
Loader Operator Fork	22.86	23.32	23.79
Veneer Dryer Operator	23.75	24.23	24.71
Veneer Dryer Feeder/ Combination	21.35	21.78	22.22
Veneer Dryer Feeder	21.26	21.69	22.12
Dryer Offbearer (Qualified Dryer Operator)	22.21	22.65	23.10
Dryer Offbearer (Dryer Operator Trainee)	21.81	22.25	22.70
Dryer Offbearer Stacker Attendant	21.81	22.25	22.70
Dryer Grader/Stacker Attendant	22.26	22.71	23.16
Dryer Offbearer Grader	21.79	22.23	22.67
Dryer Offbearer	21.47	21.90	22.34
Re-dry Machine Operator	21.81	22.25	22.70
Line Attendant	24.40	24.89	25.39
Lay-Up Line Person	21.84	22.28	22.73
Lay-Up Line Person (Line Attendant/Trainee/Qualified)	22.21	22.65	23.10
Press Operator	23.70	24.17	24.65
Press Helper	21.64	22.07	22.51
Press Helper (Press Operator Trainee)	21.64	22.07	22.51
Press Helper (Qualified Press Operator)	22.03	22.47	22.92
Glue Mixer	22.21	22.65	23.10
Sizing Saw Operator (Grade Line)	23.54	24.01	24.49
Panel Bin Attendant (Sizing Saw Operator Trainee)	22.51	22.96	23.42

Hand Grader Plywood --			
Putty Patch	21.64	22.07	22.51
Panel Bin Attendant (Qualified			
Sizing Saw Operator)	22.90	23.36	23.83
Panel Bin Attendant	22.24	22.68	23.13
Tongue & Groove Operator	21.73	22.16	22.60
Sander Operator	22.48	22.93	23.39
Utilityperson			
(Forklift Operator Trainee)	21.21	21.63	22.06
Utilityperson			
(Qualified Forklift Operator)	21.61	22.04	22.48
Forklift Operator / Plant	22.25	22.70	23.15
Tallyperson-Car Loading	21.81	22.25	22.70
Shipping Forklift Operator	22.41	22.86	23.32
Building/Grounds Clean-up	21.63	22.06	22.50
Janitor	21.12	21.54	21.97
Weekend Cleanup	21.09	21.52	21.95

YARD

Base Rate	21.09	21.52	21.95
Scaler/Bucker (Company Saw)	23.06	23.52	23.99
Bucker (Company Saw)	22.21	22.65	23.10
Wagner Operator	24.98	25.48	25.99
Loader Operator Grapple	23.59	24.06	24.54
Chipper Attendant	21.64	22.07	22.51
Utilityperson	21.09	21.52	21.95

BARKER

Log Cut-Off Saw /			
Barker Operator	23.79	24.27	24.76
Loader Operator Fork	22.86	23.32	23.79
Block Vat Attendant	21.64	22.07	22.51
Building/Grounds Cleanup	21.63	22.06	22.50
Base Rate	21.09	21.52	21.95

MAINTENANCE

Utilityperson	21.09	21.52	21.95
Electrical Apprentice			
- 3 month probationary period	21.88	22.32	22.77
Electrical Apprentice			
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Electrician – Certified	27.46	28.01	28.57
Heavy Duty Mechanic Apprentice			
- 3 month probationary period	21.88	22.32	22.77
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Heavy Duty Mechanic - Certified	27.46	28.01	28.57
Millwright Apprentice			
- 3 month probationary period	21.88	22.32	22.77
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Millwright – Certified	27.46	28.01	28.57
Pipefitter – Certified	27.46	28.01	28.57
Welder – Level C	26.91	27.45	28.00
Welder – Level B	27.46	28.01	28.57
Oiler	23.79	24.27	24.76
Grinderman	23.76	24.24	24.72
Carpenter – Certified	27.22	27.76	28.32
Painter – Certified	27.01	27.55	28.10
Machinist – Certified	27.46	28.01	28.57
Trade Utilityperson	21.23	21.65	22.08

E. & O.E.

FIRST AID ATTENDANTS

The following bonuses shall be paid to First Aid Attendants who perform other duties in addition to their First Aid Duties (Combination Jobs):

Level 3 Certification - Job Rate plus \$0.85

A First Aid Attendant authorized by the Company to attend classes for obtaining, renewing or upgrading a First Aid Ticket will be compensated for time lost at his regular straight time hourly rate.

The Company shall pay the cost of tuition for renewal of Industrial First Aid Tickets upon successful completion of the course.

Designated First Aid Attendants and First Aid Attendants who have provided first aid coverage for 100 hours during the preceding 12 months shall be authorized to attend classes to renew or upgrade their first aid tickets.

Employees with First Aid Tickets not acting as attendants during a shift will receive a bonus of \$0.10.

PLUMBER/PIPEFITTER

#2 B.C. Industrial Gas Ticket - \$0.25.

Bonuses are paid for each hour worked and will not be included in any employee's wage rate.

E. & O.E.

SUPPLEMENT No. 2

JOB TRAINING/POSTING AGREEMENT

PURPOSE

It is agreed between the parties that the intent of the Job Training/Posting Program is for the express purpose of giving all employees an opportunity to change their occupation and to upgrade employee qualifications and make experienced personnel available to fill each job vacancy from within the bargaining unit, other than base rate jobs.

Jobs shall be divided into three (3) categories.

Category A - Employees bidding on training positions in this category shall be required to work on a specific job in the immediate area and paid in accordance with Supplement No. 1. If there are no vacancies in the training/holding position, the Company may post for training positions in this category and upon qualifying, the employee may return to his original job.

Job	Training Position
Lathe -	Lathe Charger Attendant (Lathe Operator Trainee)
Dryer -	Dryer Offbearer (Dryer Operator Trainee)
Press -	Press Helper (Press Operator Trainee)
Sizing Saw -	Panel Bin Attendant (Sizing Saw Operator Trainee)
Wagner Operator	Loader Operator Grapple Qualified (Wagner Operator Trainee)
Line Attendant -	Lay-Up Line Person (Line Attendant Trainee)
Shipping Forklift -	Forklift Trainee (Shipping) – Tallyperson/Forklift Qualified
Forklift Operator/Plant -	Utilityperson (Forklift Operator Trainee)

Category B - Employees bidding on jobs in this category must be prepared to go to a designated area and will be paid during training at his regular job rate or the designated job rate, whichever is the greater. Upon qualifying, the employee may return to his original job.

Job Training Position

Loader Operator (Fork) -	Loader (Fork) Trainee
Barker & Saw Operator -	Barker & Saw Trainee
	Green End
Glue Mixer -	Glue Mixer Trainee
	Dry End
Loader Operator (Grapple) -	Loader (Grapple) Trainee
Grinderman -	Grinder Trainee
Oiler -	Oiler Trainee
Sander Operator	Sander Trainee
Tongue & Groove Operator	Tongue & Groove Trainee

Category C - These jobs shall be excluded from the training program, except they shall have on the job instruction, to ensure the safety of the employees and the quality and quantity of production.

Scaler/Bucker	Chipper Attendant
Bucker	Clipper Attendant
Lathe Charger Attendant	Trades Utilityperson
Green Chain Oftbearer	Dryer Feeder
Strapper	Base Rate Jobs
Dryer Offbearer	Stacker Attendant
Lay-Up Line Person	Block Vat Attendant
Press Helper	Redry Machine Operator
Panel Bin Attendant	Building/Grounds Cleanup
Tallyperson	Janitor
Putty Patcher	

BIDDING PROCEDURE

1. The Company recognizes the principles of seniority (Article 9) in the application of this Program in accordance with the following:
 - a) Permanent job vacancies in Categories A and B will be filled by the most senior applicant having qualified through the Company training Program.
 - b) Permanent job vacancies in Category C shall be filled by the most senior applicant who has the qualifications and ability to perform the job properly.
 - c) Training positions in Categories A and B will be filled by the most senior applicant.
2. The job vacancy shall be posted on the plant bulletin board for three (3) working days exclusive of Saturday, Sunday and Statutory Holidays.
3. Employees who wish to bid on the posted job shall make application on the form provided within the posting period. In the case of multiple postings, the employee who bids on more than one job should indicate his preference in the column provided. Failing this, he will be selected in the order that the jobs were posted.
4. An employee absent on an approved leave of absence, illness, accident, or lay-off for two (2) complete days of a job posting or training position will be allowed to make application within three (3) days of his return, but in no event later than fifteen (15) working days of the posting.
5. The Company will post the name of the successful bidder on the plant bulletin board as soon as selected and it will remain posted for fifteen (15) working days.
6. The Company will maintain a list of successful bidders with the date, and if possible, the date the job becomes effective. This list will be made available to the local union upon request.

GENERAL PROVISIONS

1. The Company agrees to provide a qualified operator for the instruction of trainees. During the initial instructions of the trainee, the qualified person will remain with the trainee at all times, while he is operating the machine. Once a minimum level of competency has been reached, the trainee may operate the equipment without direct supervision, provided that a qualified operator remains in the immediate area, and is not assigned to any other duties which will prevent him from lending assistance to the trainee upon request by the trainee.

The selection of the instructing operator is at the discretion of the management but will not result in the removal of any regular employee from his regular job, except by mutual agreement.

It is agreed and understood that the Company has the right to provide trainees with training aids.

2. It is agreed that a weekly job training record shall be kept for all employees in the training program, and that this record shall be signed by the employee and the supervisor in charge of the training. If an employee refuses to sign, the Company will notify the Union Standing Committee.
3. If the trainees validated weekly report indicates to management that a trainee would require an excessive amount of time to train, or owing to a lack of skill or understanding, unduly impedes production, or endangers equipment, he may be removed at any time during the training. If this occurs prior to thirty (30) calendar days of the bid, the next senior applicant shall then be selected (Article 9). If this occurs after the above mentioned period, the trainee position shall be re-posted.
4. In the event of an employee being declared unsuitable, all his training reports on the position from which he was removed will be made available to the Union Standing Committee.
5. If a trainee has been declared unsuitable because of lack of qualifications or ability to become qualified on a trainee position (provided the job content has not changed):
 - a) he shall have the right to return to his last held job.
 - b) he can no longer bid on that training position for one (1) year.
 - c) the training position will then be filled in accordance with number three.
6. Refresher training will be provided to qualified employees at the discretion of management, The incumbent operator will not be displaced.
7.
 - a) Employees who successfully post to permanent job vacancies or training positions shall be assigned to such positions for a familiarization period of five (5) working days. During the familiarization period, employees who indicate their desire to be removed from the position shall be reassigned to their previous position not later than the first shift of the following week.
 - b) Employees who wish to remove themselves from a permanent job after having completed the familiarization period, will be placed in a base rate position and forfeit rights to post to other positions in the same category for a period of ninety (90) calendar days.
 - c) During the familiarization period, rights to currently posted positions will be forfeited. The familiarization period may be extended by mutual agreement.
 - d) Employees rebidding a position will not be allowed a second familiarization period except in the case of significant change in the job content.

8. Persons accepted to the job vacancy or trainee positions are ineligible for postings in the same category for a period of ninety (90) calendar days,

It is understood employees may only train in one (1) training position at any given time.
9. When filling positions of a permanent nature, consideration to previous qualifications will not be given to employees who are rehired.
10. Management reserves the right to hire an employee to fill a vacancy when the job training/posting procedure does not produce a qualified applicant.
11. It is understood the Company will make every effort to ensure that all job vacancies and trainee positions are filled.
12. The Company will post temporary vacancies when there is an expectation that such vacancy will exist for a continuous period of three (3) months or more.

SUPPLEMENT No. 3

APPRENTICESHIP TRAINING PROGRAM

BETWEEN

CANADIAN FOREST PRODUCTS LTD.

North Central Plywoods Division

AND

PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 25

in co-operation with

INDUSTRY TRAINING AND APPRENTICESHIP COMMISSION, PROVINCE OF
BRITISH COLUMBIA

PART 1: PURPOSE

The purpose of this program is to improve the knowledge and skill of persons employed by the Company, thereby providing tradesmen of the highest calibre, in respect to the Trades named in Part 2 herein.

PART 2: TRADES

- | | |
|------------------------|------------------|
| 1) Millwright | - 4 year program |
| 2) Electrician | - 4 year program |
| 3) Heavy Duty Mechanic | - 4 year program |

PART 3: GENERAL PRINCIPLES

Section 1: Collective Agreement

All provisions of the Collective Agreement shall be applicable to Apprentices on this program.

Section 2: Right to Continue

Once started in the program, subject, however, to the provisions of the Collective Agreement, the Apprentice shall have the right to continue, providing that he passes all of the prescribed tests and work is available for him.

Section 3: Tests

Upon completion of each period of training in the vocational school, an Apprentice will be required to pass a test, In the event of failure to pass such a test the Apprentice will be given a second opportunity, but in the event of failure to pass on the occasion of the second such test, he shall be required to withdraw from the program.

Section 4: Meaning of "Year"

Wherever reference is made to a year as an Apprentice, it shall mean a period of not less than two hundred (200) working days; the said period to include time spent at the Vocational School and earned vacations.

Section 5: Training Time Entitlement

Subject to the provisions herein, an Apprentice who is hired by the Company and who has had training in another Apprenticeship Plan, will be given recognition of such training time.

Section 6: On-The-Job Training

The Company will ensure that the Apprentices will be given the necessary on-the-job practical training as outlined by the Apprenticeship and Tradesmen's Qualification Act.

Section 7: Present Journeymen

Persons presently employed as Journeymen who do not wish to become certified or who take the Tradesmen's qualification examination and fail, shall continue to be employed as Journeymen.

If a person presently employed as a Journeyman fails to pass the test for a voluntary Tradesmen's qualification certificate, he can then become indentured as an Apprentice at no reduction in rate of pay.

PART 4: SELECTION OF APPRENTICES

Section 1: Seniority

When the Company requires Apprentices, it is agreed that the vacancy will be posted on the plant bulletin board and applicants selected in accordance with the provisions of Article 9 (Seniority) of the Collective Agreement, Selection of applicants will be based on plant seniority, competency considered. It is understood that the Company may utilize tests to help determine an applicant's suitability for an Apprenticeship.

Section 2: Successful Applicants

Successful applicants will be assigned as probationers for a three (3) month period unless the applicants previous experience renders such assignment unnecessary.

Section 3: Entrance Standards

Entrance to the program will in all cases be subject to the applicant meeting the standards required for acceptance by the Industry Training and Apprenticeship Commission. The parties agree to meet with representatives of the British Columbia Apprenticeship Commission for the purpose of developing an appropriate test for applicants who bid for Apprenticeship vacancies. When the test has been developed and agreed to by the parties, it will be used to test applicants prior to selection.

Section 4: Age Limit

There shall be no age limit for applicants.

PART 5: TRAINING SCHEDULES

Section 1: Assignment as Apprentices

All successful applicants (see appropriate appendix) will be registered as Apprentices and be so assigned for an agreed to period, prior to attending vocational school.

Section 2: 4-Year Schedule

1st Year

Apprentice 1 st Year At Operation: First 7.25 months
At School: Current ITAC requirements – 7 weeks.

2nd Year

Apprentice 2nd Year At Operation: First 10.25 months
At School: Current ITAC requirements – 7 weeks.

3rd Year

Apprentice 3rd Year At Operation: First 10.25 months
At School: Current ITAC requirements – 7 weeks.

4th Year

Apprentice 4th Year At Operation: First 10.25 months
At School: Current ITAC requirements – 7 weeks.

Section 3: Electricians

Notwithstanding the provision of Section 2 herein, the Electrician Apprentices shall be required to take ten (10) weeks (current ITAC requirements) at school during each year of the program, with the period in the operation reduced accordingly.

Section 4: Passing Tests

Apprentices must successfully pass the test prescribed by the Industry Training and Apprenticeship Commission before promotion from one Apprenticeship year to the next.

Section 5: Journeyman Qualifications

“Subject to the conditions of this section as listed below, it is agreed that following completion of the period of required training and upon becoming certified, the Journeyman shall receive the certified Journeyman’s rate of pay”.

Conditions under which the above will apply:

- a) Only to a Journeyman who has gone through the indentured Apprenticeship Training Program under the sponsorship of the Company for which he is working.
- b) That he is working in the Maintenance Department,
- c) That all work normally done in the specified trade is being performed by the person employed in the Maintenance Department.
- d) That nothing in this clause shall prohibit the laying off of Journeyman or Apprentices if they are not required. Lay-offs will be carried out in accordance with the provision of Article 9 (Seniority).
- e) An Apprentice will accumulate job seniority from the date of his acceptance into the training program. Job seniority for the successful applicant as a certified journeyman will commence on the date of the job posting.

Section 6: Vocational School Delay

If any of the periods provided for in Section 2 herein are exceeded by reason of Vocational School facilities being unavailable, such period of excess shall be credited to the Apprentice in succeeding training requirements.

PART 6: WAGE RATES

Section 1: Rates and Increments

- a) Wage rates for Apprentices in the first year of the program shall be that specified in the attached wage supplement.
- b) On successful completion of the first period of training at the vocational school, an Apprentice who passes his test shall be reclassified and paid the Apprentice 2nd year rate.
- c) On successful completion of the second period of training at the vocational school, an Apprentice who passes the test shall be reclassified and paid the Apprentice 3rd year rate.
- d) On successful completion of the third period of training at the vocational school, an Apprentice who passes his test shall be reclassified and paid the Apprentice 4th year rate.
- e) Persons employed as tradesmen, and who are certified as such, shall receive the certified rate for the trade as agreed to between the Company and the Union.

Section 2: Expenses

Fares, lost time pay and school expenses are to be paid by the appropriate Government authorities as part of the cost of the Apprenticeship Plan, with the exception that the employer shall pay the Apprentice, while attending Vocational school, the difference between the subsidy granted by the appropriate Government authorities (not to include travel and living away allowance) and the regular wages of the employee concerned.

The employer contribution for the last two weeks at school will be withheld until the Apprentice has returned to work and worked for four (4) weeks.

The Company will pay 100% of the cost of textbooks specified by the Apprenticeship Commission.

Section 3: Delay in Testing

Where an employee incurs delay in taking one of the tests under this Program, through no fault of his own, the delay shall not prejudice his right to wage increments provided for in Section 1 herein,

PART 7: TOOLS

Section 1:

All Journeymen Tradesmen shall be required to have a full kit of hand tools necessary to perform the job for which they are hired, with the exception of machinery or tools which shall not be deemed to fall within the responsibility of the Journeyman.

Section 2:

The Apprentice shall be required to have and maintain a basic tool kit and to be in the general process of building up the necessary tools to equip himself for the job.

Section 3:

The Company and the Union will negotiate the supplying of metric tools where required.

PART 8: WAGE SUPPLEMENT

As agreed to on the attached supplement.

These rates will be revised from time to time in accordance with changes negotiated between the Company and the Union.

E. & O.E

APPENDIX No. 1

WAGE SUPPLEMENT

APPRENTICESHIP TRAINING PROGRAM

The following rates shall apply for the purpose of the Apprenticeship Training Program.

Category	July 1/00	Effective July 1/01	July 1/02
ELECTRICIAN APPRENTICE			
- 3 month probationary period	21.88	22.32	22.77
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Electrician – Certified	27.46	28.01	28.57
HEAVY DUTY MECHANIC APPRENTICE			
- 3 month probationary period	21.88	22.32	22.77
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Heavy Duty Mechanic - Certified	27.46	28.01	28.57
MILLWRIGHT APPRENTICE			
- 3 month probationary period	21.88	22.32	22.77
- 1 st year (9 months)	21.88	22.32	22.77
- 2 nd year	22.28	22.73	23.18
- 3 rd year	23.15	23.61	24.08
- 4 th year	25.05	25.55	26.06
Millwright – Certified	27.46	28.01	28.57

E. & O.E.

SUPPLEMENT No. 4

LONG TERM DISABILITY PLAN

1. Eligibility

- a) Hourly employees who are working full time for full pay. Minimum hours worked no less than 30 per week.
- b) Coverage to commence on the first day of the month following thirty (30) days of service.
- c) Enrolment in the Plan to be compulsory.
- d) Must be actively at work, full time and for full pay on date coverage commences.
- e) With respect to employees who are actively at work and who have completed thirty (30) days of employment as well as employees who are in receipt of Weekly Indemnity will commence on the date the plan is implemented.

2. Level of Benefit

The level of benefit shall be \$1,400.00 per month. For all new claims established after July 1, 1997, the monthly benefit shall be \$1,500.00.

3. Elimination Period

Benefits commence after the employee has been totally and continuously disabled for fifty-two (52) weeks.

4. Maximum Duration of L.T.D.I. Benefit Payments

Benefits will be paid for a maximum period of sixty (60) months or until attainment of age sixty (60) or until recovery, whichever is the shorter period. In the case of employees with five (5) or more years service, at onset of disability, benefits will be paid for a maximum period of one hundred twenty (120) months or until attainment of age sixty (60) or until recovery, whichever is the shorter period.

5. Definition of Total Disability

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

6. Integration with Other Disability Income

- a) The Benefit from this Plan combined with all other disability income to which the disabled employee is entitled will not exceed seventy percent (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.
- 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 fifty percent (50%) of the employee's rehabilitative employment income that exceeds fifty dollars (\$50.00) 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 seventy-five percent (75%) of the employee's basic wage at date of disability.
- b) Rehabilitative employment shall mean any occupation or employment for wage or profit or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee, and his doctor in consultation with the underwriter of the L.T.D. Plan.
- c) Rehabilitative employment will be deemed to continue until such time as the employee's earnings from rehabilitative employment exceed seventy-five percent (75%) of his straight time earnings at date of disability but in no event for more than twenty-four (24) months from the date rehabilitative employment commences.

8. Exclusions

Disabilities resulting from the following are not covered:

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

9. Pre-Existing Conditions

To be applicable to employees hired after the effective date of the plan. A disability that results from an accident, illness, mental or nervous disorder for which the employee received treatment or medical supplies within the ninety (90) day period prior to joining the Plan will not be covered unless the employee has completed twelve (12) consecutive months of employment during which he was not absent from work from the aforementioned accident, sickness or mental disorder.

10. Successive Disabilities

A subsequent disability that is related to a previous disability and occurs within six (6) months of an employee's return to work will be considered a continuation of the previous L.T.D. disability and the employee will not be eligible for W.I. 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 sixtieth (60) birthday.
- c) On the date leave of absence commences except as provided for in the Collective Agreement.

12. Contributions

- i) Cost of Long Term Disability Insurance shall be borne 70% by the Company and 30% by the covered Employee.
- ii) It is understood that any change in respect of the premium rate charged by the carrier may only be made effective as of July 1 in any year.
- iii) It is understood that surplus accumulation, if any, will be used only for the purpose of reducing premium costs. Surplus accumulations must be disposed of within reasonable time limits.
- iv) The Company and the Union will review every six (6) months the operations of the Long Term Disability Plan and Statistical reports supplied by the carrier.

13. Conditions for Implementing the Plan

- a) The Long Term Disability Plan is payment in kind of the employee's share of the reduction in the Employment Insurance Premium resulting from the qualification of the Weekly Indemnity Plan under the Employment Insurance Regulations. The full E.I. premium reduction including the employee's five twelfth's (5/12th's) share will be retained by the employer.
- b) When an employee becomes totally disabled under this Plan he or she will be paid any outstanding entitlement with respect to vacations, statutory holidays, personal floating holiday. Upon commencement of L.T.D. benefits all terms and conditions of the Collective Agreement will become inoperative except where provided for in Article 13 c) ii), c) iii) and c) iv) of this Plan Summary.
- c) The following will also pertain:
 - i) Negotiated wage increases or subsequent increases in plan benefits will not affect employees on L.T.D. benefits.
 - ii) 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.
 - iii) Employees in receipt of disability payments from this plan will continue to be covered under his employer's Medical, Extended Health and Dental plans, Coverage under the employer's group life and A.D.& D. plans will also continue in accordance with the conditions of those plans.
 - iv) An employee returning to work from an L.T.D. claim will return to a job that his seniority, qualifications and ability to perform the work properly entitled him to.

E. & O.E.

SUPPLEMENT No. 5

CASUAL EMPLOYEES

1. Definition

Casual Employees for the purpose of this agreement shall be defined as employees who work on week-end cleanup crews and/or assist maintenance crews on weekends.

2. Seniority

The employer agrees to keep a separate seniority list of casual employees who have worked at least ten (10) working days, exclusively for recall purposes and subject to Article 7 Section 2 (c), further agrees to recall casual employees in accordance with their seniority as set forth in this list. A copy of such list shall be sent to the Union once every three (3) months. The Company will advise the Union once each month of changes to the said list.

3. Statutory Holidays

- a) Casual Employees who work on Statutory Holidays as defined in Article 15 Section 1: a) shall be paid rate and one-half for all hours so worked.
- b) Casual Employees who assist Maintenance crews on week-ends shall observe the holiday on the same day as such maintenance crews in accordance with Article 15 Section 1: e).

4. Vacation Pay

- a) Casual Employees with one year of service or less shall receive vacation pay at the rate of four percent (4%) of the total wages or salary earned during the working year.
- b) Casual Employees with more than one year of service shall receive vacation pay at the rate of five percent (5%) of the total wages or salary earned during the working year.

5. Hours of Work and Overtime

Casual Employees are employed on an irregular basis and shall be paid at rate and one-half for hours worked in excess of eight (8) hours per day and forty (40) hours per week.

Double straight time rates shall be paid for hours worked in excess of eleven (11) hours per day.

An employee covered by this Agreement who refuses to work overtime shall not be subject to any penalty.

Agreement to work overtime when required to maintain efficient operation or for the protection of life and property will not be unreasonably withheld.

6. Leave of Absence

The Company will give consideration to reasonable requests for leaves of absence from Casual Employees and will be subject to the Employment Standards Act of the Province of British Columbia where applicable.

7. Severance Pay - Plant Closure

For the purpose of this supplement with reference to Article 13 Section 4 - seven (7) days' pay for casual employees shall be defined as follows: 1.4 times the average weekly pay for the last six (6) weeks worked.

8. Exclusions

The following Articles/Sections of the Collective Agreement shall not apply to casual employees:

- **Article 7 - Hours of Work**
Sections 1, 3, 4, 5, 6 & 7.
- **Article 8 - Hours of Work/Alternate Production Schedules**
Sections 1, 2, 3, 4 & 5.
- **Article 9 - Seniority**
Sections 1, 2, 3, 4, 5, 6 & 7.
- **Article 10 - New Machinery**
Sections 1, 2 & 3.
- **Article 12 - Leave of Absence**
Sections 2, 3, 4, 5, 6, 7 & 8.
- **Article 13 - Job Security**
Sections 1, 2 & 3.
- **Article 15 - Statutory Holidays**
Sections 1, 2 & 3.
- **Article 16 - Call Back Time**
- **Article 19 - Vacations with Pay**
Sections 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 & 11.
- **Article 20 - Cancellation of Work**
Sections 2 & 3.
- **Article 21 - Health & Welfare**
Sections 1, 2, 3, 4, 5 & 6.
- **Supplement No. 2 Job Training/Posting Agreement**
- **Supplement No. 3 Apprenticeship Training Program**
- **Supplement No. 4 Long Term Disability Plan**
- **Letters of Understanding**

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 25

RE: FIRE CREW

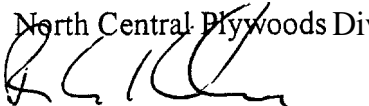
The Parties hereto mutually agree to the following terms and conditions regarding the plant fire crew:

1. Participation on the fire crew is voluntary, selection of crew members is a management prerogative.
2. Payment of Wages - Training Sessions
 - i) Fire crew members attending training sessions called while they are on duty will be paid their regular straight time hourly rate of pay for the time lost from their regular shift.
 - ii) Fire crew members attending training sessions outside of their regular shift hours who would otherwise qualify for overtime consideration will be paid their regular job rate at time and one half.
 - iii) Fire crew members attending training sessions outside of their regular shift hours who would not otherwise qualify for overtime consideration will be paid their regular straight time hourly rate of pay.
3. Payment of Wages - Fighting Fire

Employees actively engaged in fighting fire will be paid their regular job rates according to Article 7, Section 1 of the Collective Agreement.
4. Casualty Insurance: In addition to the amounts specified in the Collective Agreement, casualty insurance coverage of \$30,000.00 will be provided for all fire crew members.
5. Training Bonus: two hundred fifty dollar (\$250.00) bonus will be paid at the end of each calendar year to fire crew members who have attended a minimum of seventy five percent (75%) of fire crew training sessions scheduled during that year.

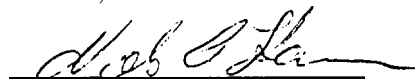
DATED this 1st day of DECEMBER, 2000

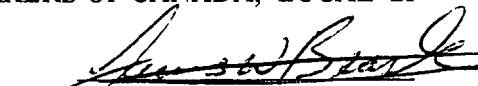
FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division


R. Korda


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25


N. Hansen


J. Beasley

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 25

RE: WELFARE COVERAGE LAY-OFF /REINSTATEMENT

Clarification of Welfare Coverage during Lay-off

A. During Benefit Retention Period Weekly Indemnity

Benefits will be payable when an employee is recalled to full time employment and unable to report due to a covered disability which occurred during the period of coverage and in the case of a temporary recall, benefits will be payable for days actually lost from such recall.

B. Following the Benefit Retention Period/Until Expiry of the Seniority Retention Period.

i) Return to Regular Full Time Employment

Full benefit coverage will be provided effective the first of the month following the date of return.

ii) Return to Temporary Employment

- a) Medical Services Plan and Extended Health Benefit coverage will be provided effective the first day of the month following the date of return, subject to employees working into that month.
- b) Employees recalled prior to the fifteenth day inclusive of any calendar month who continuously work into the following month will be provided Group Life, Accidental Death and Dismemberment, Weekly Indemnity and Dental coverage effective the first day of the following month.
- c) Employees recalled after the fifteenth day of any calendar month who continuously work into the second month will be provided Group Life, Accidental Death and Dismemberment, Weekly Indemnity and Dental coverage effective the first day of the second month following the date of return.
- d) Weekly Indemnity Benefits will be payable for days actually lost from temporary employment, following the effective date of coverage.


C. Following eligibility under B, Medical Services Plan and Extended Health Benefits coverage will cease at the end of the month of lay-off or termination. All other benefit coverage will cease on the date of lay-off or termination.

D. Benefit Retention

Employees must return to regular full time employment to requalify for a new benefit retention period.

DATED this 15 day of DECEMBER, 2000.

FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

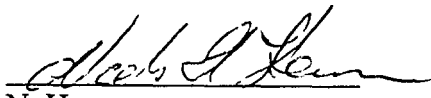


R. Korda

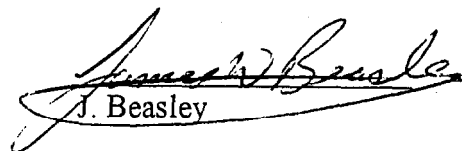


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25



N. Hansen



J. Beasley

LETTER OF UNDERSTANDING

BETWEEN: **CANADIAN FOREST PRODUCTS LTD.**
North Central Plywoods Division

AND: **PULP, PAPER & WOODWORKERS OF CANADA,**
LOCAL 25

JURY/WITNESS DUTY

The parties hereto mutually agree the following will apply in conjunction with Article 12 - Section 7 :

- a) **dayshift** - when an employee is on dayshift and is discharged prior to noon, he is required to return to work for the remainder of the day. However, should the employee be released in the afternoon, he need not return to work that day. Likewise, if the employee is not required to report to court until the afternoon, it is required he will work the morning portion of his shift.

- b) **afternoon shift** - when an employee is on afternoon shift and is discharged prior to noon, he is required to work his regularly scheduled shift. However, should the employee be released in the afternoon, he shall not be required to report for work on that day.

- c) **graveyard shift** - when an employee is on graveyard shift and he reports to court in the morning but is discharged prior to noon then he shall be required to work his regularly scheduled shift. However, should the employee be released in the afternoon, he would not be required to report for work on the shift that immediately follows his attendance in court.

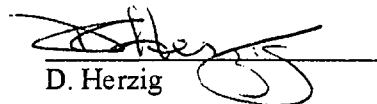
When a graveyard shift worker who has previously been selected for jury/witness duty is required to report for such duty in the morning, he shall not be required to work his regular shift immediately preceding the day in question.

DATED this 15th y o f December, 2000.

FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division




R. Korda

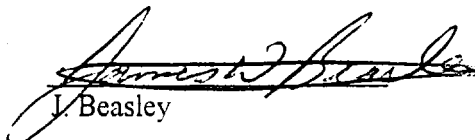


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25



N. Hansen



J. Beasley

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA,
LOCAL 25

RELIEF ASSIGNMENTS

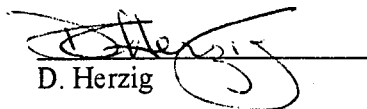
The Company may temporarily appoint employees to a Supervisory or Staff Position to fill vacancies resulting from vacations, illness or other short term requirements subject to the following conditions:

1. Bargaining Unit employees will be made aware of temporary staff positions by bulletin board notice. Employees who have completed their probation period may apply by submitting a resume to the Human Resources Department.
2. Candidates who possess the minimum requirements will be interviewed and the successful candidate selected on the basis of ability and qualifications.
3. No employee may be selected for an aggregate period in excess of forty-five (45) working days in a calendar year. Periods of time required for training will be over and above the forty-five (45) day period.
4. During the assignment, the employees so selected shall be required to maintain membership in the Union in accordance with Article 5 of the Collective Agreement. However, overtime opportunities shall not be available to him during that assignment.
5. Employees so selected shall be required to carry out all functions of the job except disciplinary matters.
6. During the period an employee is acting in this capacity, he will be paid a premium of \$1.00 an hour above his regular rate or above the highest rate of the employees supervised, whichever is the greater.
7. The Company will advise the Union of the assignments and the expected duration at least one (1) week in advance except in situations where the vacancy is unplanned. In those circumstances the notice will be given on the first business day following the beginning of the assignment.

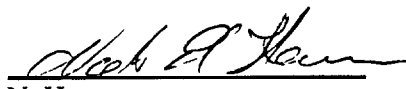
DATED this 1st y o f December, 2000.

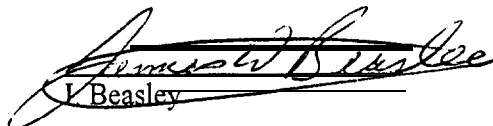
FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division


R. Korda


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25


N. Hansen


J. Beasley

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA,
LOCAL 25

PRODUCTION RELIEF

OBJECTIVE

To provide that the senior qualified relief will be assigned relief duties.

RELIEF POSITIONS INVOLVED

Dryer Operator
Press Operator

Sizing Saw Operator
Line Attendant
Forklift Operator/Plant

PROCEDURE

When an opening for the positions identified is known to be for a duration of two months or more, the senior qualified relief (job seniority) will be assigned relief duties regardless of which shift the opening occurs on. Other openings for these positions will be filled by the senior qualified relief on shift (relief seniority).

The present practice of providing relief for other job categories will continue.

EXCEPTIONS


It is recognized that at times this procedure may not be followed due to emergencies, manning requirements, operational needs and availability of relief employees.

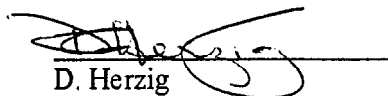
REVIEW

This agreement will be jointly reviewed following six months of operation and may be amended if mutually agreed upon.

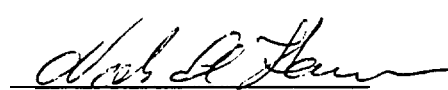
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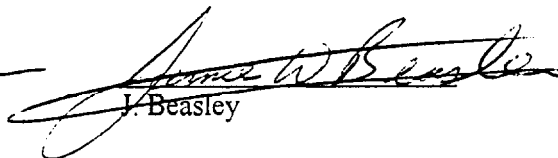
FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division


R. Korda


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25


N. Hansen


J. Beasley

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA,
LOCAL 25

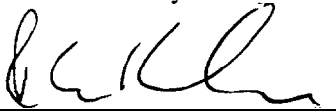
LIST OF ARBITRATORS

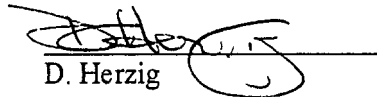
The parties hereto mutually agree to the following list of Arbitrators to be used in conjunction with Article 6 - Section 3 (c):

- | | |
|-------------------|--------------------|
| 1. Paul Devine | 5. Richard Longpre |
| 2. Judi Korbin | 6. Stan Lanyon |
| 3. John Kinzie | 7. Donald Monroe |
| 4. Robert Blasina | |


DATED this 10th day of DECEMBER, 2000.

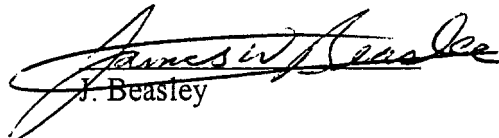
FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division


R. Korda


D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25


N. Hansen


J. Beasley

APPENDIX NO. 2

MEDICAL TRAVEL ALLOWANCE

The parties agree to extend the existing Extended Health Benefits Plan to incorporate a medical travel allowance for necessary medical travel from Prince George when members or their dependants are referred by their attending physician to medical specialists in B.C. and such referrals require travel from Prince George in excess of 500 kms on a round trip basis.

The Medical Travel Allowance provision will be effective January 1, 1998. The Standing Committee will work out all details of the provision prior to implementation based on the following agreed upon principles:

1. The maximum allowance payable on behalf of any member or dependent is \$600 over the term of the agreement.
2. Eligible expenses will include bills for regularly scheduled economy class air fares, hotel accommodation and taxi fares.
3. Travel by private automobile will be paid for at \$0.30 per kilometre.
4. All medical referrals will be in writing and travel must take place within two months of the Physician's referral, unless the earliest possible date of availability of the Specialist is beyond two months from the referral.
5. Entitlement to hotel expenses will be based on the reasonableness of the member or dependent being unable to return home on the day of referral.
6. A claim form with receipts must be filed by the member within 90 days of the date eligible expenses are incurred.
7. Expenses which are payable under the Workers Compensation Act, the Medical Services Plan of B.C., the Insurance Corporation of B.C. or any other government authority or insurance plan will not be eligible for reimbursement from the provision.

LETTER OF AGREEMENT

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA
LOCAL 25

WEEKEND MAINTENANCE SHIFT AGREEMENT

The parties hereby agree to the following terms and conditions regarding a weekend maintenance shift schedule.

These terms and conditions are a variance to the pertinent articles of the current Collective Agreement between the parties.

1. HOURS OF WORK

The hours of work shall be:

6:00 a.m. Saturday	to	6:30 p.m. Saturday 12 hours
6:00 a.m. Sunday	to	6:30 p.m. Sunday 12 hours.
and			
8:00 a.m. Friday	to	4:30 p.m. Friday 8 hours
or			
8:00 a.m. Monday	to	4:30 p.m. Monday 8 hours

2. PAY

For the thirty-two (32) hours worked on this shift, forty (40) hours will be paid at straight time rates. Hours worked in excess of thirty-two (32) on the weekend will be paid at the overtime rate of double time. Hours worked on scheduled rest days will be paid in accordance with the provisions of the Collective Agreement. Employees who work portions of this shift (i.e. less than the full thirty-two (32) hours) will be paid at time and one quarter for each hour worked.

3. SHIFT PREMIUM

Shift premium will apply to forty (40) hours of straight time pay for the thirty-two (32) hours worked. If less than the full shift (thirty-two (32) hours) worked, the shift premium shall apply to actual hours worked only.

4. STATUTORY HOLIDAYS

If the holiday falls on a scheduled day off, it will be observed on the following Friday. Where two (2) statutory holidays occur in the same calendar week, one will be observed on the previous Friday. If the holiday falls on a scheduled work day and the employee is required to work, he shall receive time and one half for all hours worked in addition to the forty (40) hours for the pay period. If the holiday falls on a scheduled work day and the employee is scheduled off he shall receive the forty (40) hours pay for that pay period. Except in an emergency situation, employees will be scheduled off on Remembrance Day, Christmas Day, Boxing Day, and New Years Day.

5. PERSONAL FLOATER

A personal floater may be taken on any scheduled work day, subject to normal approvals, and the employee will be paid for the hours as if he had worked on that day.

6. HEALTH AND WELFARE AND PENSION

The same as if working a forty (40) hour week. Pension contributions will be paid on hours paid rather than hours worked.

7. BEREAVEMENT LEAVE

As per the Collective Agreement except substitute shifts for days.

8. JURY DUTY

As per the Collective Agreement and Letter of Understanding.

9. PROBATIONARY PERIOD

Twenty-two (22) shifts worked.

10. VACATION ENTITLEMENT AND PAY

As per the Collective Agreement,

11. POSTING

The positions required for this crew will be posted and the successful applicants selected on the basis of seniority. In addition to the regular Maintenance positions, a position of Utility/First Aid will be posted.

12. SHIFT CHANGES

When an employee is re-assigned from five (5) eight (8) hour days to the weekend maintenance shift, he shall finish his last 5 x 8 schedule and commence the new schedule on the following Friday.

When an employee is reassigned from the weekend maintenance shift to a five (5) eight (8) hour day schedule, he shall be given the first day of the new schedule off with no loss of pay.

13. BREAKS

Employees are entitled to one thirty (30) minute unpaid lunch break for each of the three (3) shifts. The crew will determine the regular lunch time which will be uninterrupted. Employees are entitled to twenty (20) minutes of paid breaks per eight (8) hours shift and forty (40) minutes of paid breaks per twelve (12) hour shift. The crew along with the supervisor will determine the duration and frequency of these breaks.

14. **OTHER**

Maintenance employees assigned to this crew shall not be required to perform duties normally performed by production employees.

15. **DURATION**

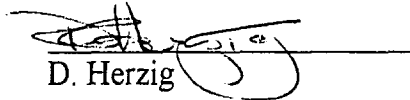
The parties agree to implement this agreement for a period of three (3) months. Thereafter the agreement may be cancelled upon thirty (30) days written notice by either party.

DATED this 5th day of DECEMBER , 2000.

FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division




R. Korda



D. Herzig

FOR: PULP, PAPER AND WOODWORKERS OF CANADA, LOCAL 25



N. Hansen



J. Beasley

LETTER OF AGREEMENT

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

AND: PULP, PAPER & WOODWORKERS OF CANADA
LOCAL 25

BARKER / FINISHING END **10 HOUR PRODUCTION WORK SCHEDULE**

The parties agree to the following terms and conditions regarding a 10 hour production schedule for the above mentioned areas only. Implementation shall be subject to approval of majority of the incumbent employees in the positions.

These terms and conditions are a variance to the pertinent articles of the current Collective Agreement between the parties.

1. **HOURS OF WORK**

The Hours of Work shall be:

Monday through Thursday or Tuesday through Friday with the first shift from 6:00 a.m. to 4:30 p.m., with the second shift from 4:30 p.m. to 3:00 a.m. alternating every two (2) weeks. The Company shall give each employee one calendar month notice of change from one schedule to the other.

All hours in excess of the regular hours shall be paid in accordance with the Collective Agreement.

2. **SHIFT PREMIUM**

Shift premium will apply to all hours worked before 8:00 am and after 4:30 pm.

3. **BREAKS**

Employees are entitled to one thirty (30) minute unpaid lunch break for each shift, with three (3) ten (10) minute rest periods.

4 STATUTORY HOLIDAYS

If a Statutory Holiday falls on a scheduled workday, the employee shall be paid as though they had worked that day.

If the Statutory Holiday(s) falls on a scheduled day off, the holiday shall be observed on the following work day(s).

5 PERSONAL FLOATER

A Personal Floater may be taken on any scheduled work day, subject to normal approvals and the employee will be paid for the hours as if he had worked on that day.

6. HEALTH AND WELFARE AND PENSION

The same as if working a five (5) day forty (40) hour week. W.I. based on seven (7) day week with 1/7 for portion thereof.

7. BEREAVEMENT LEAVE

As per Collective Agreement three (3) days.

8. DURATION

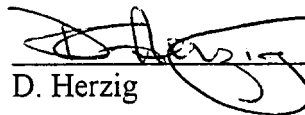
The parties agree to implement this agreement for a period of three (3) months. Thereafter the agreement may be cancelled upon thirty (30) days written notice by either party.

Dated this 15th day of DECEMBER, 2000.

FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division



R. Korda

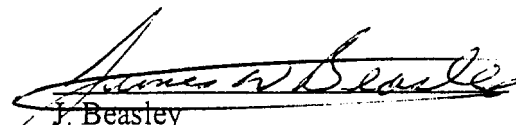


D. Herzig

AND: PULP, PAPER AND WOODWORKERS OF CANADA,
LOCAL 25



N. Hansen



J. Beasley

LETTER OF AGREEMENT

BETWEEN: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division
(The Company)

AND: PULP, PAPER AND WOODWORKERS
OF CANADA, LOCAL 25
(The Union)

DRYER / GREEN END COMPRESSED WEEKEND PRODUCTION WORK SCHEDULE

The parties agree to the following terms and conditions regarding a compressed weekend production schedule. The purpose of this agreement is to reduce overtime and increase manning.

These terms and conditions are a variance to the pertinent articles of the current Collective Agreement between the parties.

1. HOURS OF WORK

The Hours of Work shall be:

1:00 a.m. Saturday to 10:30 a.m. Saturday
6:30 p.m. Saturday to 6:30 a.m. Sunday
2:30 p.m. Sunday to 11:59 p.m. Sunday.

2. PAY

For the thirty-one (31) hours worked on this shift, forty (40) hours will be paid at straight time rates. Hours worked on scheduled rest days will be paid in accordance with the provisions of the Collective Agreement. Employees who work portions of this shift (i.e. less than the full thirty-one (31) hours) will be paid at time multiplied by one point two nine (1.29) for each hour worked.

3. SHIFT PREMIUM

Shift premium will apply to forty (40) hours of straight time pay for the thirty-one (31) hours worked. If less than the full shift (31 hours) worked, the shift premium shall apply for actual hours worked only.

4. BREAKS

Employees are entitled to one (1) thirty (30) minute paid lunch break for each shift, with two (2) fifteen (15) minute rest periods on the nine and one-half (9.5) hour shifts and four ten (10) minute rest periods on the twelve (12) hour shift.

5. STATUTORY HOLIDAYS

If a Statutory Holiday falls on a scheduled day off, it will be observed on the first shift the following Saturday. Where two (2) Statutory Holidays fall in the same calendar week it shall be observed on the last shift on the preceding Sunday and the first shift the following Saturday.

If a Statutory Holiday falls on a Saturday, the employee shall receive the first shift off and if the Statutory Holiday falls on a Sunday, the employee shall receive the last shift off and be paid as though they had worked that shift.

Where the Christmas and Boxing Day Statutory Holidays fall on both Saturday and Sunday the employees shall receive all three (3) shifts off without loss of pay. If only one of the Christmas Statutory Holidays falls on either Saturday or Sunday the employees shall receive two shifts off, one of which shall be the 12 hour shift.

Time off on Statutory Holidays will be paid as if it was time worked.

6. PERSONAL FLOATER

A Personal Floater may be taken on any scheduled shift, subject to normal approvals and the employee will be paid for the hours as if he had worked on that shift,

7. HEALTH AND WELFARE AND PENSION

The same as if working a forty (40) hour week. Pension contributions will be paid on hours paid rather than hours worked.

8. BEREAVEMENT LEAVE

As per Collective Agreement except substitute shifts for days.

9. VACATION ENTITLEMENT AND PAY

One weekend equals one week vacation.

10. POSTING

The positions required for this crew will be posted and the successful applicants selected on the basis of seniority. Successful applicants shall be given three (3) weekends as a familiarization period during which they may return to their previous position and shift.

The positions to be posted shall be:

Lathe Operator	Dryer Operator
Loader Operator (Fork)	Lathe Charger Attendant
Forklift Operator	Clipper Attendant
Stacker Attendant	Dryer Grader Stacker Attendant
Chipper Attendant	Dryer Offbearer (Qualified Dryer Operator)
Utility /First Aid Attendant	2 Dryer Offbearers

In addition to the regular Production positions, positions of Electrician and Millwright shall be posted.

The shift will be operated on the basis that the employees shall be assigned to their bid positions when work is available in those positions. However, when work is not available in those positions, they may be assigned to work in other production positions. Employees on this schedule shall be paid their bid job rate or the job rate whichever is greater.

11. SHIFT CHANGES

When an employee is re-assigned from the regular production shift to the compressed weekend shift, he shall finish his last shift and commence work on the Saturday of the following week.

When an employee is re-assigned from the compressed weekend shift back to a regular production schedule, he shall receive the first two (2) days of the new schedule off with no loss of pay.

12. OTHER

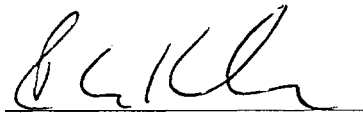
Maintenance employees assigned to this crew shall not be required to perform duties normally performed by production employees.

13. DURATION

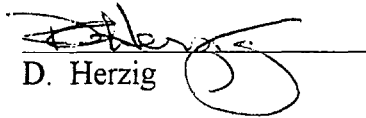
The parties agree to implement this agreement for a period of three (3) months. Thereafter the agreement may be cancelled upon thirty (30) days written notice by either party.

Dated this 1st day of DECEMBER, 2000.

FOR: CANADIAN FOREST PRODUCTS LTD.
North Central Plywoods Division

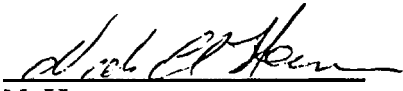


R. Korda

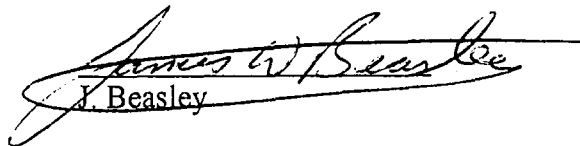


D. Herzig

AND: PULP, PAPER AND WOODWORKERS OF CANADA
LOCAL 25



N. Hansen



J. Beasley

APPENDIX No. 3

Letter of Intent

APPRENTICES

July 6, 2000

Mr. Niels Hansen
President, Local 25,
Pulp, Paper and Woodworkers of Canada
Prince George, BC

Dear Mr. Hansen:

This is to clarify the Company's intent with respect to the hiring of additional apprentices during the term of this collective agreement (July 1, 2000 - June 30, 2003).

A review of our present Millwright and Electrician demographics and anticipated turnover indicate the following potential plan for an apprenticeship program:

One Millwright Apprentice, during the term of this collective agreement.

One Electrical Apprentice, during the term of this collective agreement.

The proposed Program is contingent upon periodic manpower budget reviews and approvals, the economic performance and viability of our business.

This plan is not to be construed as a guarantee to maintain the existing level of manning since many other factors impact on manning decisions, such as economics, markets, technological changes and costs. The Company maintains the right to hire tradespersons directly from outside the plant when circumstances require.

Yours truly,



R.G. Korda,
Plant Manager

APPENDIX No. 4

CLARIFICATION OF WAGES ON DAY OF COMPENSABLE INJURY

Employees who require treatment by a qualified medical practitioner due to a work related injury will receive their regular straight time hourly rate for the time lost from their regular shift on the day of injury. In such cases where it is possible, the employee must return to work on a timely basis following treatment.

SUPPLEMENT NO. 6

Education Trust Fund

The parties agree to establish a Fund based on the following parameters:

1. The fund to be structured as to comply with all requirements of a trust as specified by Revenue Canada.
2. Effective July 1, 2000 the Company will contribute, 3 cents (\$0.03) per hour worked per employee, to the Fund.
3. The Funds will be directed to the Education Trust Fund by the Company.
4. The Education Trust Fund will be jointly directed and managed by a committee of two representatives from the Company and two representatives from the Union as selected by the Company and PPWC Local 25.
5. The Fund will provide funding for the purpose as defined by the following:

Education Trust Fund Policy Statement

The strength of the PPWC Local 25 relies on the continued commitment of the membership to effect positive change. There is an increasing need for our leaders and membership to understand and respond to emerging issues affecting the Forest Industry and/or our membership. We need to renew and build upon the historic principles of the PPWC Local 25 through a comprehensive education program which will enrich union membership and enhance the objectives of the PPWC Local 25 as a proud and progressive Union.

To this end, the Trustees will develop and deliver a wide range of programs which may include:

Grievance Handling	Collective Bargaining	Environmental Issues
Land Use Issues	Stewards Training	Communications Skills
Leadership Training	Economic Issues	Benefits Training
Health and Safety	Union History	Parliamentary Procedure
Public Speaking		

Without limiting the generality of the foregoing, the Fund will be used to develop and deliver programs, and to pay for administrative costs, time lost from work to attend education and training, travel, accommodations and such other reasonable costs as the Trustees determine appropriate regarding the operations and administration of the Fund.