

Memorandum of Agreement

Between

Smurfit-MBI
Calgary Container Plant

-and-

Communication, Energy & Paperworkers Union of
Canada, Local 539

Date: Tuesday, June 22, 2010 @ 14:30

Re: Extension of Current Collective Agreement

Date: Tuesday, June 22, 2010

The Company is offering the following for the extension of the September 1, 2007 – January 31, 2010, collective agreement. The monetary items offered herein are contingent upon acceptance and ratification. Should acceptance and ratification not take place, the Company reserves the right to withdraw its offer.

TERM OF EXTENSION TO AGREEMENT

**Two (2) years
(February 1, 2010 – January 31, 2012)**

WAGES

Wage increases will be as follows:

\$1100	2010	Upon ratification
2%	January 1, 2011	

The \$1100 lump sum for 2010 shall be issued to active employees on the first payroll following the ratification of the extension to the collective agreement. This lump sum payment is subject to all applicable deductions.

15 MINUTE PRE-SHIFT MEETING

The letter of understanding for the 15 minute pre-shift meeting will be deleted. The Company is committed to the SAFE process and will continue safety dialogues with employees at the machine centre, along with plant meetings during regular working hours as designated by management.

It is understood that the Company reserves the right at its discretion to schedule a meeting a minimum of one day a week. Should such be the case, twenty-four (24) hours notice will be given to the employees.

PENSION PLAN FOR UNIONIZED EMPLOYEES

Bridging

Exhibit D, Paragraph 12

The Company agrees to renew the terms of bridging from (February 1, 2010 – July 31, 2012).

The bridging provision would remain at the current formula with no increase for the revised term of the agreement.

Pension Formula

The flat benefit rate of \$612 per year of credited service will be extended:

- Up to December 31, 2010 on January 1, 2011
- Up to December 31, 2011 on January 1, 2012

IN WITNESS WHEREOF, we, the undersigned, have as the accredited representative of the respective parties to this Memorandum of Agreement here unto set our signature this ____ day of _____, 2010 at Calgary, Alberta:

For the Union

For the Company

**Rod Wood
National CEP Representative**

**Jean Marc Thibodeau
Director of Human Resources – Canada**

**L. Brian Ouellette
Plant Chairman**

**Norman Shearer
Production Manager**

Todd Marshall

**Cecil Anderson
BU Human Resources Manager**

Lonnie McKinley

**J. Robert Caswell
Human Resources Supervisor**

Marc Sullivan

