

COLLECTIVE AGREEMENT

Between

**NATIONAL AUTOMOBILE, AEROSPACE, TRANSPORTATION
AND GENERAL WORKERS UNION OF CANADA (CAW-CANADA)
LOCAL 2216**

-and-

**.CLARENCE FARM SERVICES LIMITED
Truro, N.S.**

ARTICLE I - THE PARTIES

1.01 This Agreement is made and entered into between the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) and its Local 2216 (hereinafter called the "Union") and Clarence Farm Services Limited, Truro, Nova Scotia (hereinafter called the "Employer").

ARTICLE II - DEFINITIONS

2.01 "Part-time employees" are those who work less than twenty-four (24) hours per week.

2.02 A "student" is a casual person employed for temporary interim periods.

2.03 A "probationary employee" is a person who has been in the employ of the Employer for a period of less than forty (40) consecutive working days in a six (6) month period.

2.04 An "employee" is a member of the bargaining unit as defined in Article 3.01 who has been in the employ of the Employer for a period of forty (40) or more continuous working days within a six (6) month period and alone is entitled to the benefits of this Agreement. The term "employee" shall be deemed not to include part-time employees, students or probationary employees.

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ARTICLE III - UNION RECOGNITION

- 3.01 The Employer recognizes the Union as the exclusive bargaining agent for all its employees at 57 Brunswick Street, Truro, Nova Scotia, excluding mill superintendent and those above, quality control supervisor and office employees, part-time employees, students and probationary employees.
- 3.02 The Union recognizes the responsibility of its members to perform their respective duties for the Employer faithfully and diligently and to carry out at all times their individual responsibilities according to the regulations, methods and procedures established by the Employer, subject to the provisions of this Agreement.

ARTICLE IV - MANAGEMENT RIGHTS AND RULES

- 4.01 The Union agrees that, subject only to the provisions of this Agreement, it is the exclusive right of the Employer to:
- (a) Maintain order, discipline and efficiency;
 - (b) Hire, suspend, discharge, classify, reclassify, transfer, promote, demote and lay off employees;
 - (c) Judge the skill, ability, qualifications and efficiency of employees;
 - (d) Manage and operate the Employer's business.
- 4.02 The Union recognizes that the Employer has the right to make rules and regulations that are reasonable, provided they are not inconsistent with this Agreement.
- 4.03 Supervisory employees will not be permitted to perform work on any job customarily performed by employees in the bargaining unit except in the following situations:
- (a) emergencies, when regular employees are not immediately available; and
 - (b) instruction or training of employees.

ARTICLE V - UNION SECURITY

- 5.01 All employees who, on the date of signing of this Agreement, are Union members in good standing, shall as a condition of employment maintain Union membership. All new employees hired as of the date of the signing of this Agreement shall as

a condition of employment become Union members within forty **(40)** working days from the date of employment and shall as a condition of employment remain Union members in good standing.

- 5.02 It is agreed that the Union and the employees will not engage in Union activities during working hours or hold meetings at any time on the premises of the Employer without the permission of the Employer.

ARTICLE VI - CHECK OFF

- 6.01 All employees in the bargaining unit who are required to pay Union dues shall be required to sign an authorization assigning to the Union an amount equivalent to regular Union dues and other amounts chargeable by the Union. The Employer agrees to deduct such amounts from the monthly wages of employees upon receipt of signed authorizations, and to remit them to the Financial Secretary of the Union by the 15th of the month following the month in which the deductions are made. The Employer shall, when remitting such dues, provide the name of the employee from whose pay the deductions have been made.

ARTICLE VII - UNION ACTIVITY

- 7.01 The Union shall notify the Employer, in writing, of the names of the Union's representatives as follows: officers, bargaining committee members, grievance committee members and stewards.
- 7.02 The Employer shall provide a bulletin board for the use of the Union at an appropriate location upon which the Union shall have the right to post notices relating to matters of interest to the Union and the employees.
- 7.03 In order that a **loss** of production will be kept to a minimum, it is understood that grievances will be serviced outside of working hours wherever possible. If it does become necessary to service a grievance during working hours, employees will not leave their jobs without obtaining the Employer's permission, such permission not to be unreasonably withheld. The Employer reserves the right to limit such time during working hours if it deems the time so taken to be excessive.
- 7.04 Leave of absence, without pay but without loss of seniority or other benefits shall be granted to employees who are absent for the purpose of attending Union conventions, Union schools and seminars. Such leave of absence shall be restricted to one employee at any one time.

ARTICLE VIII - NONDISCRIMINATION

8.01 The Employer and the Union shall not discriminate against employees with respect to terms or conditions of employment on the grounds of race, creed, colour, age, sex, marital or parental status, religion, nationality, ancestry or place of origin, union membership or activity, family relationship, place of residence, political affiliation or activities, or sexual orientation.

ARTICLE IX - NON-INTERRUPTION OF WORK

9.01 The Union agrees that it will not cause, authorize or sanction its members to cause or take part in any sitdowns or slowdowns or any strike or stoppage of operations or any curtailment of work or restriction of or interference with production or any picketing of the Employer's premises as long as this Agreement continues to operate.

9.02 The Employer agrees that it will not cause or direct any lockout as long as this Agreement continues to operate.

9.03 No employee shall be forced as a condition of employment to cross a legal picket line.

ARTICLE X - SENIORITY

10.01 Seniority shall be determined by the length of continuous service with the Company. Continuous service in general means active service without interruption. Although service is interrupted, seniority accumulates in the case of:

- (a) approved leaves of absence (the Company will give a written approval to the employee with a copy to the Union);
- (b) layoffs not in excess of eighteen (18) consecutive months, subject to recall requirements set forth below;
- (c) period of injury or illness where a written leave of absence is not necessary; and
- (d) other legitimate reasons approved by the Company.

10.02 **Loss of Seniority** - An employee shall lose all seniority rights and employee status in the event he:

- (a) quits or retires;
- (b) is discharged for just cause;
- (c) is continuously laid off for a period in excess of eighteen (18) months;
- (d) has been granted a leave of absence and does not return at the expiration date; and

(e) he is absent for three (3) working days without authorization and does not give a satisfactory reason.

10.03 Temporary or Seasonal Employees - Employees hired for temporary or seasonal work are considered temporary employees. To obtain seniority rights, they must be retained after the completion of the temporary or seasonal work and complete the forty (40) working days probationary period. In such a case, seniority shall date from the time of hiring. Seasonal employees who have been employed for at least three (3) months per year for two (2) consecutive years, while not accumulating seniority, need not complete a probationary period before obtaining permanent status.

10.04 Probationary Employees - A new employee entering the service of the Company shall be considered as a probationary employee during the first forty (40) working days of service and an employee will not be considered as having established any seniority rights until he has completed the above designated number of days with the Company, after which seniority shall date from the time of hiring.

ARTICLE XI - JOB POSTINGS, PROMOTIONS AND TRANSFERS

11.01 All permanent job vacancies and temporary jobs which are expected to last thirty (30) days or more, exclusive of vacancies caused by sickness or injury or seasonal work, will be posted for three (3) working days and will be finally awarded within seven (7) working days after the closing of the bid. The job posting will detail the rate, the shift, the qualifying period for the job, and circumstances bearing on the time of the commencement of the job.

11.02 Plant seniority will first apply among those possessing the required qualifications, after which recourse will be had to other sources. The new rate will not apply until the employee is qualified. An employee will be deemed qualified when the employee requires no more supervision than other qualified employees in the same classification.

11.03 In the event the employee is not qualified with the period as shown on the posting, the employee will be returned to the employee's prior job and the next eligible bidder will then be given an opportunity to qualify.

11.04 During the qualifying period the rate of pay for an employee who is bidding up will be the employee's prior rate.

- 11.05 If for some reason the posted job is awarded to someone other than the senior applicant, the Company will meet with the Union and the employee and explain the reason.
- 11.06 Employees promoted to supervisory positions at the Truro plant will retain seniority earned while in the bargaining unit and in addition will accumulate seniority up to one year while a supervisor. If such supervisory employees are returning to the Truro bargaining unit, they may exercise seniority by displacing the junior employee or making application for any job vacancy.
- 11.07 Employees in any classification are expected to perform any duties to which they may be reasonably assigned.
- 11.08 Employees temporarily transferred to a higher rated job shall receive the higher rate for the time spent on that job on an hour-by-hour basis. Employees transferred to a lower rated job shall maintain their regular rate.
- 11.09 Lead Hand jobs will be appointed from the bargaining unit.

ARTICLE XII - LAYOFF AND RECALL

- 12.01 The Employer shall notify the employees who are to be laid off five (5) working days prior to the effective date of layoff or award pay in lieu thereof.

ARTICLE XIII - JOB DESCRIPTIONS AND JOB CLASSIFICATIONS

- 13.01 **Job** classifications are set out in Schedule " A of this Agreement.

ARTICLE XIV - GRIEVANCE PROCEDURE

- 14.01 Differences concerning the interpretation, application, administration of alleged violation of the provisions of this Agreement may be a grievance and shall be dealt with as herein provided. No grievance shall be considered where the circumstances giving rise to it occurred or originated more than two (2) working days before the filing of the grievance.
- 14.02 Grievances arising under this Agreement shall be dealt with as follows:

STEP I-The aggrieved employee shall present his grievance in writing to the mill superintendent. He shall have the assistance of his steward if he so desires. If

a settlement satisfactory to the employee concerned is not reached within two (2) working days (or any longer time which may be mutually agreed upon) the grievance may be presented as set forth in Step 2 within two (2) working days thereafter.

STEP 2 - The aggrieved employee may, with a shop steward, present his grievance in writing to the general manager of the Employer, or his nominee, who shall render his decision within four (4) working days after receipt of the grievance. If the reply is unsatisfactory to the Union, the aggrieved employee

may, with the Union's National Representative, present the grievance again to the general manager or his nominee within four (4) working days of the reply. The general manager or his nominee shall render his decision within four (4) working days after receipt of the second presentation of the grievance.

STEP 3 - If there is no settlement of the grievance at Step 2, the grievance may be referred by either party to arbitration as provided in Article XV, at any time within four (4) working days after the second decision in Step 2.

- 14.03 Should a grievance arise between the Company and the Union affecting the Union as such, or the employees as a whole, the Union shall have the right to file a grievance beginning at Step 2 of the grievance procedure as outline in Article 14.02.
- 14.04 It is understood that the Employer may submit to the Union any complaint with respect to the conduct of the Union, its officers or members, or any complaint that a contractual obligation undertaken by the Union in this Agreement has been violated. Such complaint, if not resolved by verbal discussion, shall be reduced in writing and delivered or forwarded by mail to the Union's National Representative, whereupon it shall be discussed with the President and the Union National Representative. Failing a satisfactory settlement within four (4) working days after the filing of the grievance, the Company may refer the grievance to arbitration in accordance with Step 3.
- 14.05 Any time limits referred to in this Article may be extended by mutual agreement.

ARTICLE XV - ARBITRATION

- 15.01 Where a grievance is to be referred to arbitration, the following procedure shall apply:
- (a) The party referring the grievance shall give notice to the other party, within the time limit set forth in Step 3, Article XIV, indicating that it intends to refer the matter to arbitration and give the name and address of its appointee to the arbitration board.
 - (b) Within five (5) working days after receipt of such notice the other party shall respond by indicating the name and address of its appointee to the arbitration board.

- (c) The appointees so selected shall within five (5) working days after receipt of the notice of the appointment of the second of them, appoint a third person who shall be the chairperson of the arbitration board.
 - (d) If the recipient of the notice fails to name an appointee or if the two appointees fail to agree upon a chairperson within the aforesaid time limits, the appointee may be named by the Federal Minister of Labour, upon request of the other party.
 - (e) Any of the aforementioned time limits may be extended by mutual consent of the parties.
- 15.02 Notwithstanding the provisions of 15.01, the parties may by mutual agreement submit the grievance to a sole arbitrator to be chosen by mutual consent.
- 15.03 The decision of a Board of Arbitration, or a majority thereof, of a single arbitrator shall be final and binding on both parties.
- 15.04 The Board of Arbitration or sole arbitrator shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 15.05 Each of the parties to this Agreement shall bear the expenses of the arbitrator appointed by it and the parties shall jointly bear the expenses of the chairperson, or of a sole arbitrator.
- 15.06 An arbitration board or arbitrator shall have the power to modify any penalty imposed by the Employer.

ARTICLE XVI - DISCHARGE AND DISCIPLINE

- 16.01 No employee shall be disciplined or discharged without just cause.
- 16.02 When an employee is to be called into the office for disciplinary action, he shall be advised in advance and shall be accompanied by a steward unless he requests the steward not to be present.
- 16.03 A claim by a permanent employee who has attained seniority that he has been unjustly discharged shall be treated as a grievance if a written statement of such grievance is lodged with the plant manager within three (3) working days of the discharge.

- 16.04 Rules will be followed that are posted throughout the plant.
- 16.05 No disciplinary action or reprimand is to be held into an employee's file after twelve (12) months of any incident.

ARTICLE XVII - WAGES

- 17.01 A schedule of wage rates shall be attached to this Agreement as Schedule " A" and shall be part of this Agreement.

ARTICLE XVIII - HOURS OF WORK

- 18.01 The regular work week shall be Monday to Friday, forty (40) hours, and shall be worked in five (5) consecutive days, Monday to Friday, and the regular work day shall be eight (8) hours per day.

ARTICLE XIX - OVERTIME AND PREMIUM PAY

- 19.01 Overtime at the rate of time and one-half the employee's individual hourly rate will be paid for all work performed over forty (40) hours in any week or over eight (8) hours in any one day.
- 19.02 The Employer shall have the right to schedule overtime when in its discretion overtime is required.
- 19.03 Unless he has been notified beforehand not to report for work, any employee reporting for work at his scheduled starting time shall be provided with a minimum of four (4) hours work or pay in lieu thereof.
- 19.04 An employee who is called into work outside his regular scheduled hours shall be paid a minimum of four (4) hours pay at his regular rate or one and one-half ($\frac{1}{2}$) times the rate for hours worked, whichever is the greater of the two, whenever there is a break between the employee's regular scheduled hours and the work the employee is called in to do.
- 19.05 A premium of sixty-five cents (65¢) per hour shall be paid to all night shift employees who work the night shift.
- 19.06 Overtime rates shall be paid as follows:

- (i) One and one-half times (1/2X) an employee's regular rate shall be paid when an employee is required to work on his first day of rest;
- (ii) Doubletime (2X) an employee's regular rate shall be paid when an employee is required to work on a second day of rest or on a holiday listed in Article XX of this Agreement.

19.07 Overtime for Classified Work - The daily or weekly overtime for classified work will be offered first to the man on the job, on the shift where the overtime occurs. In a case where the said employee is unable to accept the overtime, he will be excused from such overtime, if a qualified replacement can be secured. The overtime then shall be offered to the most senior and qualified employee on the shift where the overtime occurs. Should all senior qualified employees refuse the said overtime, the least senior qualified employee on this shift will be required to work the overtime.

Overtime for Unclassified Work - The assignment of overtime for unclassified work shall be offered to the senior qualified employee on the shift where the overtime occurs. In a case where all senior qualified employees were excused from overtime work, the least senior qualified employee on this shift will have to accept the overtime.

ARTICLE XX - HOLIDAYS AND HOLIDAY PAY

20.01 The Employer agrees to grant the following paid holidays:

New Year's Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Labour Day	Employee's Birthday
Civic Holiday	

and any other day declared a holiday by the Federal Government.

20.02 The employees shall receive one (1) day's pay for each holiday. An employee who works on a holiday shall be paid for that day at the rate of double time his regular rate of pay plus an extra day's pay, or at the option of the Employer, another day off with pay, at a time to be mutually selected by the Employer and the employee.

- 20.03 If any of the above holidays falls on an employee's scheduled day off, the employee shall receive a day's pay or another day off with pay at the option of the Employer at a time to be mutually selected by the Employer and the employee.
- 20.04 To be eligible for holiday pay an employee must work the full work day immediately preceding such holiday and the full work day immediately following such holiday, unless absent with the permission of the Employer or because of proven sickness.

ARTICLE XXI

- 21.01 Vacation time shall be allotted to suit the wishes of the employee where possible but will be subject finally to approval by the Employer based on its needs to keep work schedules in the most efficient way. Employees are expected to take their vacation leave at least one week at a time. Senior employees will be given preference. In scheduling vacations, the Company will give consideration to the needs of production and the seniority and desires of employees. Where vacation relief help is hired, it may be necessary to schedule all vacation in the summer months when such relief help is available.

Vacations must be taken during the twelve (12) months between January 1st and December 31st of the same year.

- 21.02 An employee who has been continuously employed for a period of at least six (6) months, and less than one (1) year, shall be entitled to an annual vacation of one (1) week.
- 21.03 An employee who has been continuously employed for a period of one (1) year to five (5) years will be entitled to an annual vacation of two (2) weeks.
- 21.04 An employee who has been continuously employed for five (5) years but less than thirteen (13) years shall be entitled to an annual vacation of three (3) weeks.
- 21.05 An employee who has been continuously employed for thirteen (13) years but less than twenty (20) years shall be entitled to an annual vacation of four (4) weeks.
- 21.06 An employee who has been continuously employed for twenty (20) years but less than twenty-eight (28) years shall be entitled to an annual vacation of five (5) weeks.

- 21.07 An employee who has been continuously employed for twenty-eight (28) years or more shall be entitled to an annual vacation of six (6) weeks.
- 21.08 Vacation schedule shall be posted by May 30th of each year.
- 21.09 The Company will provide for payment of vacation pay either on the first of June or when vacation is taken, as requested by individual employees.
- 21.10 An employee who is on vacation and suffers a death in his/her immediate family as described in Article 22.01 shall be entitled to cancel his/her vacation for that period of bereavement and have that period of vacation rescheduled as mutually agreed.

ARTICLE XXII - LEAVE OF ABSENCE

- 22.01 Every employee is entitled to and shall be granted, in the event of the death of a member of his immediate family, bereavement leave for any of his normal working days that occur during the five (5) days immediately following the day of the death. For the purposes of this Article, immediate family shall mean spouse, child, parent, brother, sister, grandparent and grandchild, guardian, father-in-law, mother-in-law and step-family members. Three (3) days leave shall be granted in the event of the death of a brother-in-law or sister-in-law. One-half (½) day leave for the death of an aunt or uncle shall be granted for the day of the funeral.
- 22.02 The Employer may grant a leave of absence without pay to an employee for a period not exceeding one week in any one year, and without loss of seniority.

ARTICLE XXIII - HEALTH AND SAFETY

- 23.01 The Employer and the Union agree that they mutually desire to maintain high standards of safety and health in order to prevent injury or illness. The Employer will endeavour to make adequate and reasonable provisions for safety and health of the employees during the hours of their employment. The Union will cooperate with the Employer in encouraging employees to observe whatever safety regulations may be in effect from time to time.
- 23.02 The Employer may require any or all employees to submit to physical examination by the Employer's physician at reasonable times.
- 23.03 In the event the Employer's premises are inspected by a government inspector, the steward shall be asked to accompany the inspector along with the Employer

provided the shop steward is available and his accompanying them does not interfere with his normal working duties.

ARTICLE XXIV - CLOTHING

24.01 Each year in September each regular employee who works on average twenty-four (24) hours or more per week will have his/her choice of two (2) shirts, two (2) pants and two (2) jackets or two (2) coveralls, one pair of safety boots (maximum \$130.00). If employees do not need a pair of boots, they may trade them for more pants, jackets, shirts or coveralls or vice versa, depending on the needs of the employee. Decision as to what is purchased will have to be done in the month of September. Maintenance personnel will have this clothing allowance increased by \$100.00. Each employee will receive two (2) pairs of gloves per year of the Collective Agreement paid for by the Company. The type of gloves will be chosen by the Company.

ARTICLE XXV - DURATION AND TERM OF AGREEMENT

25.01 This Agreement shall remain in effect from and including September 1, 2002, to and including October 31, 2004, and shall continue thereafter for a period of one (1) year each unless either party notifies the other up to 120 days prior to the expiration date by written notice that it wishes to terminate or amend this Agreement or to negotiate a new one.

25.02 Any provisions of this Agreement may be amended by mutual consent of the parties at any time.

25.03 Notices to be effective shall be in writing and shall be served in the following manner:

- (a) If given by the Employer, it must be served either by personal service or by registered mail to the National Representative of the Union; if by mail, addressed to CAW-Canada, 63 Otter Lake Court, Halifax, NS, B3S 1M1.
- (b) If given by the Union, it must be served either by personal service or by registered mail to the General Manager of the Employer. If served by mail, then addressed to Clarence Farm Services Limited, 70 Industrial Avenue, Truro, NS B2N 6V2.
- (c) If such service is by registered mail, the addressee shall be deemed to have been served the day next following the mailing day on which mail is ordinarily delivered.

ARTICLE XXVI - BENEFIT AND BINDING

- 26.01 This Agreement shall ensure to the benefit of and be binding upon the parties hereto, their respective successors and assigns.
- 26.02 **Breaks** - All employees shall have two (2) fifteen (15) minute breaks, one in mid morning and one in mid afternoon.

Lunch Breaks

- (1) One-half($\frac{1}{2}$) hour will be given to employees for lunch between 12:00 - 1:00 p.m.
- (2) Any employee working three (3) hours or more beyond his regular hours is eligible for a meal with receipt or voucher and every four (4) hours thereafter. The allowance is \$7.00 for plant workers.

ARTICLE XXVII - JURY DUTY

- 27.01 Any employee called for jury duty shall be reimbursed by the Company for the difference between jury fees and any straight time wages he would otherwise have received (not in excess of eight (8) hours per day or forty (40) hours per week) for the actual time he is necessarily required to be absent from work. As soon as the employee is released from jury duty, he must call his supervisor for instructions on reporting for work. He is not required to report for night shift when on jury duty.

ARTICLE XXVIII - LEAD HAND RESPONSIBILITIES

- 28.01 The Lead Hand responsibilities are to:
- (a) receive orders from the Production Manager for the shift he is working and ensure other shift workers are carrying out their duties in a proper **and** efficient manner to accomplish the work assigned;
 - (b) aim toward and achieve maximum production as well as instill among his co-workers this same desire for maximum individual productivity;
 - (c) report to Production Manager any required maintenance or repairs which have come to his attention;

- (d) act as an example in his own job and promote a sense of pride and worker harmony within his shift;
- (e) ensure his shift is aware of management concerns as posted from time to time and implement procedures recommended in these postings re housekeeping, security, quality control, etc.; and
- (f) no Lead Hand shall hire, layoff, suspend, discharge or exercise other discipline.

ARTICLE XXIX - TECHNOLOGICAL CHANGE AND SEVERANCE PAY

29.01 Employees who lose their job due to plant closure or technological change shall be entitled to severance pay in accordance with the following:

One (1) to five (5) years	- four (4) weeks pay
Five (5) to ten (10) years	- six (6) weeks pay
Ten (10) to fifteen (15) years	- eight (8) weeks pay
Fifteen (15) to twenty (20) years	- ten (10) weeks pay
Twenty (20) to twenty-five (25) years	- twelve (12) weeks pay
Over twenty-five (25) years	- fourteen (14) weeks pay

Any employee accepting severance shall forfeit all rights and privileges in this Agreement and shall be deemed to have quit the employ of the Company.

ARTICLE XXX - PAID EDUCATION LEAVE

30.01 There will be an annual payment of \$500.00 to the Paid Education Leave Program with the first participant from this unit in 1994.

ARTICLE XXXI - HUMAN RIGHTS TRAINING

31.01 The Company will pay one (1) hour of an annual two (2) hour human rights training session.


ARTICLE XXXII - SOCIAL JUSTICE FUND

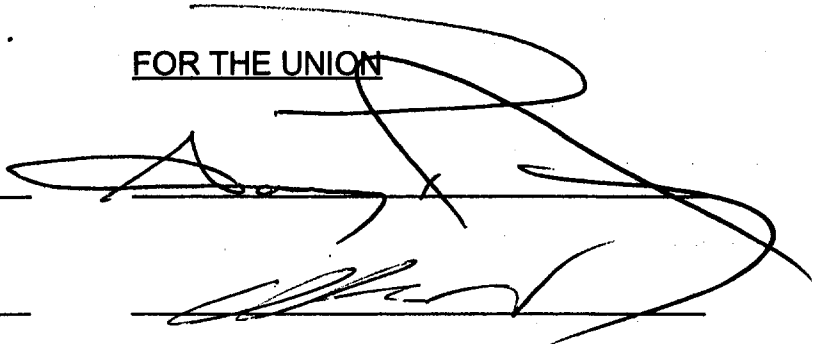
32.02 There will be an annual payment of \$250.00 to the CAW Social Justice Fund.

Dated at TRURO this 3rd day of October, 2002.

FOR THE COMPANY

FOR THE UNION





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LETTER OF UNDERSTANDING

RE: HEALTH AND SAFETY

During recent negotiations, the parties discussed the need to maintain the highest possible standard of occupational health and safety within the feed mill and affiliated work.


To this end, it was agreed that upon ratification of the Agreement, both parties would at an early date:

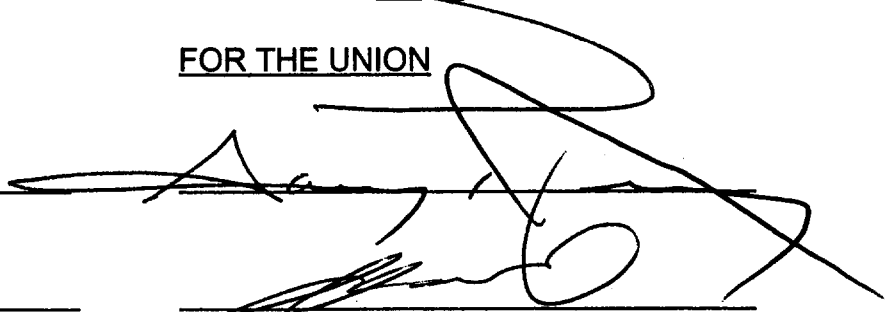
1. Review legislation pertinent to present operations and refine and/or develop procedures and programs to ensure compliance.
2. Develop and implement appropriate communication procedures to deal with occupational health and safety matters.
3. Review and if necessary, revise present inspection/audit procedures.
4. Develop and implement occupational health and safety training programs for all workers.
5. Develop and implement appropriate occupational health and safety training for the Joint Health and Safety Committee.
6. Develop a program for safe handling of chemicals.
7. Review hygiene facilities.
8. Develop appropriate personal protective equipment programs.

Dated at TRURO this 30th day of October, 2002.

FOR THE COMPANY

FOR THE UNION





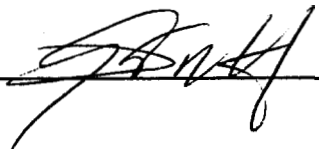
LETTER OF UNDERSTANDING

RE: RRSPs

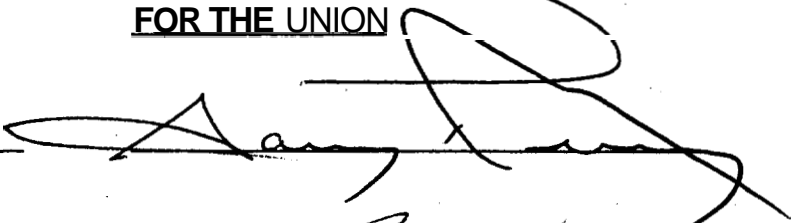
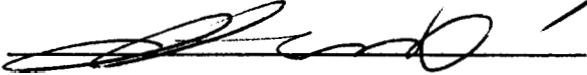
As a tentative start in providing for retirement income, the Company and the Union will explore various options in RRSPs and the Company will provide for payroll deductions towards the purchase of employee selected benefits.

Dated at TRURO this 30th day of October, 2002.

FOR THE COMPANY



FOR THE UNION

SCHEDULE "A"

GRADE	LEVEL	September 1, 2002	November 1, 2002	November 1, 2003
Grade II Pellet Operator Receiver/Unloader	Start	\$13.75	\$14.50	\$14.90
	3 Months	\$13.80	\$14.55	\$14.95
	12 Months	\$14.25	\$15.00	\$15.40
	18 Months	\$14.50	\$15.25	\$15.65
Grade III Mixer Operator Maintenance Drug Dispenser	Start	\$14.00	\$14.75	\$15.15
	3 Months	\$14.25	\$15.00	\$15.40
	12 Months	\$14.50	\$15.25	\$15.65
	18 Months	\$14.75	\$15.50	\$15.90
Grade V Lead Hand		\$15.25	\$16.00	\$16.40

NOTE It is agreed that upon the ratification of this executed Collective Agreement, all employees covered shall be entitled to a \$500.00 signing bonus.

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