

LABOUR AGREEMENT 2017-2021



BETWEEN

Catalyst



Powell River Division

AND



UNIFOR
theUnion

LOCAL 1

AGREEMENT
OF THE PULP AND PAPER INDUSTRY IN
THE PROVINCE OF BRITISH COLUMBIA
2017-2021

This AGREEMENT made this 15th day of June, 2018

BETWEEN

CATALYST PAPER
- POWELL RIVER DIVISION

(hereinafter referred to as the Company)

PARTY OF THE FIRST PART

- AND –

LOCAL 1 of UNIFOR

(hereinafter referred to as the Union)

PARTY OF THE SECOND PART
WITNESSETH:

**POWELL RIVER DIVISION
LABOUR AGREEMENT 2017 - 2021**

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AGREEMENT

ARTICLE I - GENERAL

Section 1: Purpose

The general purpose of this Agreement is, in the mutual interest of the employer and employee, to provide for the operation of the Plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output, cleanliness of Plant and protection of property. It is recognized by this Agreement to be the duty of the Company and the Union to cooperate fully for the advancement of said conditions.

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

Section 2: Mutual Responsibilities

It is recognized by this Agreement to be the duty of the Company to explain fully the terms of this Agreement to all its officers, foremen and others engaged in a supervisory capacity and it is recognized to be the duty of the Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

Section 3: No Interruption of Work

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

Section 4: Human Rights

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

“(1) Every person has the right of equality of opportunity based upon bona fide qualifications in respect of his occupation or employment, or in respect of an intended occupation, employment, advancement, or promotion; and, without limiting the generality of the foregoing;

- (a) no employer shall refuse to employ, or to continue to employ, or to advance or promote that person, or discriminate against that person in respect of employment or a condition of employment; and
 - (b) no employment agency shall refuse to refer him for employment, unless reasonable cause exists for such refusal or discrimination.
- (2) For the purposes of sub-section (1),
- a) the race, religion, colour, age, marital status, ancestry, place of origin, or political belief of any person or class of persons shall not constitute reasonable cause;
 - b) a provision respecting Canadian citizenship in any Act constitutes reasonable cause; (1974, Bill 178, s.6)
 - c) the sex of any person shall not constitute reasonable cause unless it relates to the maintenance of public decency;
 - d) a conviction for a criminal or summary conviction charge shall not constitute reasonable cause unless such charge relates to the occupation or employment, or to the intended occupation, employment, advancement, or promotion, of a person.
- (3) No provision of this section relating to age shall prohibit the operation of any term of a bona fide retirement, superannuation, or pension plan, or the terms or conditions of any bona fide group or employee insurance plan, or of any bona fide scheme based upon seniority."

Section 5: Successorship

In the event of a change in employer status, members of Local 1 will retain all of their rights under the Collective Agreement

ARTICLE II - DEFINITIONS

Wherever used in this Agreement, including Exhibits:

- (a) The word EMPLOYEES means all persons on the payroll of the Company at Powell River, excepting: those engaged in administration, in actual supervision, in sales, engineering, technical and research, accounting, clerical, stenographic and other office work, or watchmen's functions excluding those employed on jobs listed in Exhibit "A".

- A complete list of the job categories and rates of the EMPLOYEES under this Agreement is attached hereto as Exhibit "A".
- (b) The words TOUR WORKERS mean employees when engaged in operations scheduled in advance for at least twenty-four (24) hours continuous running; it being understood, however, that if a Tour Worker is temporarily assigned to work not connected with the continuous operation on which he is usually employed, his status as to tour or day work during such temporary assignment is determined by the nature of such assignment. All other employees are considered Day Workers.
- (c) The word DAY means a period of twenty-four (24) hours beginning at 8:00 a.m. or at the regular hour of changing shifts nearest to 8:00 a.m., at Powell River.
- (d) The word WEEK means a period of seven (7) calendar days beginning at 8:00 a.m., or at the regular hour of changing shifts nearest to 8:00 a.m., on the day on which the actual work week begins in Powell River.
- (e) GRIEVANCE, DISPUTE or COMPLAINT means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, and PARTY means either one of the parties to this Agreement.

ARTICLE III - BARGAINING AGENCY

Section 1: Recognition

The Company recognizes UNIFOR and the Union as the only agency representing all employees as defined in this Agreement for the purpose of Collective Bargaining.

Section 2: Bulletin Boards

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

ARTICLE IV - UNION SECURITY

Section 1: Cooperation

The Company will cooperate with the Union in obtaining and retaining as members the employees as defined in this Agreement, and to this end will present to new employees and to all supervisors and foremen the policy herein expressed.

Any new employee shall be introduced to the Shop Steward by his supervisor within three (3) days of starting work.

Section 2: Union Shop

All employees in the employment of the Company shall, as a condition of continued employment, maintain membership in good standing in the Union. New employees shall, as a condition of continued employment, become members of the Union thirty (30) days after becoming employed by the Company.

Section 3: Discharge of Non-Members

Any employee who fails to maintain his membership in good standing in the Union shall be discharged after seven (7) days written notice to the Company by the Union of the employee's failure to maintain his membership in good standing.

Section 4: Application for 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 National Union and the Union. A copy of such Constitution and By-Laws, and any changes thereto, shall be transmitted to the Company.

Section 5: Union Dues Deduction

The Company will deduct union dues from new employees who have worked a minimum of forty (40) hours.

ARTICLE V - STANDING COMMITTEE

Standing Committees shall be maintained in the following manner:

- (1) The Mill Manager shall appoint a Company Standing Committee of three (3) individuals which shall represent the Company
- (2) The Union shall select from its membership a Union Standing Committee of three (3) which shall represent the Union for the purposes stated in this Agreement.

ARTICLE VI - HOURS OF WORK

Section 1: Basic Work Week

Both parties to this Agreement are committed to maintain the principle of a basic work week of forty (40) hours, but agree that additional time may be worked to permit operation or protection of the Mill when paid for as shown in Section 2 herein.

Section 2: Overtime

Overtime at the rate of time and one-half will be paid on the following basis:

(1) Day Workers

- (a) For all work performed on Sunday (8:00 a.m. Sunday to 8:00 a.m. Monday) and on holidays as specified in Article XVII of this Agreement.
- (b) For all work in excess of eight (8) hours in any one day or in excess of eight (8) consecutive straight time hours.
- (c) For work performed on an employee's designated day off as provided for in Section 3 herein.
- (d) For work in excess of forty (40) hours average per week. By average is meant the number of weeks mutually agreed upon in advance as the correct schedule.
- (e) The Company agrees that employees may carry over statutory holiday time earned when sufficient straight-time hours are unavailable that week. The hours may be carried over after the week in which they are earned provided a regular work schedule is being followed.

(2) Tour Workers

- (a) For all work performed on Sunday (8:00 a.m. Sunday to 8:00 a.m. Monday) and on holidays as specified in Article XVII of this Agreement.
- (b) For all work in excess of eight (8) hours in any one day or in excess of eight (8) consecutive hours except:
 - (i) When such work in excess of eight (8) hours is caused by the change of shifts,
 - (ii) Overtime work by special arrangement between a Tour Worker and his mate to exchange shifts with the approval of his Supervisor, and when this can be accomplished without additional cost or penalty to the Company.

(c) For work in excess of forty (40) hours average per week. By average is meant the number of weeks mutually agreed upon in advance as the correct schedule.

(d) For work performed on an employee's designated day off as provided for in Section 3 herein.

In the payment of overtime on the basis provided above, the one basis which results in the payment of the largest amount of overtime shall be used.

(e) The Company agrees that employees may carry over statutory holiday time earned when sufficient straight-time hours are unavailable that week. The hours may be carried over after the week in which they are earned provided a regular work schedule is being followed.

(3) Banking of Overtime

(i) Tour Workers who work in excess of eight (8) consecutive hours shall have the option of receiving the overtime premium on the basis of this Section or of receiving straight time for hours in excess of eight (8) consecutive hours and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half premium pay. Tour Workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

(ii) Day Workers who work in excess of ten (10) hours in a day shall have the option of receiving the overtime premium on the basis of this Section or of receiving straight time for hours in excess of ten (10) hours in a day and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the

contract year following the contract year in which it is earned, the Company shall pay the deferred one-half premium pay. Day Workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

(iii) When the banked time off is requested in writing seven (7) days in advance, employees shall receive written notice of the disposition of their request a minimum of seventy-two (72) hours prior to the requested time off. The payment of overtime shall not be a factor in cancelling approved time off.

(iv) The parties agree that Article VI (3), Banking of Overtime will be suspended for the term of this agreement.

Section 3: Days Off and Schedule of Shifts

(a) (i) The Company will designate regular periodic days off for each regular employee and will not change such designation without notice except in the case of breakdown.

In the event the day or days off are changed to follow the original designated day or days off, then forty-eight (48) hours notice will be given in advance of the original day or days off. In the event the day or days off are changed to precede the original designated day or days off, then forty (40) hours notice must be given in advance of the new day or days off.

When sufficient notice is not given prior to the initial day or days off, then overtime will be paid for work performed on the original day or days off.

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

(ii) Relief employees, employed to provide relief of employees who follow regular schedules, will be scheduled when required for coverage. The Company will designate regular, periodic days off for all other employees and will not change such designation without notice except in the case of breakdown. The Company shall use its best efforts:

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

(b) To provide established schedules for relief employees.

(b) Where a system of days off is now in effect, same shall remain in effect as long as mutually satisfactory to the Union and the

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

- (c) When the Company changes an employee's shift schedule after the start of the week without notification being given during the first eight (8) hours of his last shift preceding the new shift, the employee shall receive two (2) hours penalty payment at the straight time day rate for the first shift worked resulting from the change.

If the change in shifts during the week is temporary, the penalty payment is not payable for the second change in shifts when the employee returns to his previously established shift schedule.

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

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

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

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

- (e) The Company will cooperate with any day worker called in after twelve midnight to ensure that this work does not preclude him/her working his regular eight (8) hour shift the following day. This may be accomplished by altering the hours of work to the mutual satisfaction of the employee and his supervisor. No penalty shall apply to the Company as a result of such an arrangement.

Section 4: Starting and Stopping Work

(a) Tour Workers

When a tour begins, each Tour Worker is required to be in his place. At the end of a shift no Tour Worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on responsibility of the position.

If a Tour Worker does not report for his regular shift, his mate shall notify the Foreman. He shall remain at his post until a substitute is secured, and, if necessary, he shall work an extra four (4) hours. If work in excess of twelve (12) hours is required by refusal of a mate to report in, or when no other qualified relief is available, then the employee shall complete the extra shift. It is the duty of a Tour Worker to report for his regular shift, unless he has already arranged with his Foreman for a leave of absence. If unavoidably prevented from reporting, he must give notice to his Foreman, or at the office, if reasonably possible, at least four (4) hours before his tour goes on duty.

(b) Day Workers

Day Workers shall be at their respective posts ready to begin work at the time their pay starts and shall not quit work in advance of the time their pay stops. For example, if a Mechanic's pay time is from 8:00 a.m. to 12:00 noon and from 1:00 p.m. to 5:00 p.m., he shall be at his post ready to work at 8:00 a.m. and 1:00 p.m. and shall not quit work until 12:00 noon and 5:00 p.m.

Section 5: Meals

(a) Tour Workers

A hot meal, if not declined, shall be furnished at the usual meal time by and at the expense of the Company to any Tour Worker required to work more than nine (9) consecutive hours. If he continues to work, a meal which shall be hot if practicable shall be provided every four (4) hours thereafter. When an employee has to work one extra shift, arrangements shall be made, by the Company, to provide one meal at the start of the shift and another meal or lunch four (4) hours later. The meal shall be eaten on Company time.

(b) Day Workers

Any Day Worker required to work more than one (1) hour beyond the end of his regular scheduled eight (8) hour shift, shall be furnished a hot meal at the usual meal time by and at the expense of the Company. If he continues to work, a meal which shall be hot if practicable shall be provided every four (4) hours thereafter.

(c) All Workers

Any employee called in for an emergency before his shift commences, without time to arrange for his normal lunch or meal, will be given meals, hot if practicable, at the usual meal hours, or as close to that time as can conveniently be arranged.

ARTICLE VII - WAGES

Section 1: Wage Scale

The wage scale for the term of this Agreement is attached as Exhibit "A" and forms part of this Collective Agreement. Any new job rate will become part of Exhibit "A".

a) Provide a general wage increase as follows:

- 2% effective May 1, 2017
- 1% effective May 1, 2018
- 1% effective November 1, 2018
- 1% effective May 1, 2019
- 1% effective November 1, 2019
- 2% effective May 1, 2020
- 2% effective November 1, 2020

b) Provide a wage adjustment to operations and maintenance as follows:

- 50 (fifty) cents per hour effective on the date of ratification
- 10 (ten) cents per hour effective May 1, 2020
- Apprentices will be paid the maintenance premiums in the usual proportions.

Trades Adjustment:

- \$1.00 per hour, effective May 1, 2017
- \$0.50 per hour, effective May 1, 2020

Section 2: Shift Differential

The base rate for the purpose of calculating shift differential shall be as follows:

Date	Base Rate
May 1st, 2017	\$26.305
May 1st, 2018	\$26.57
June 28th, 2018	\$27.07
November 1st, 2018	\$27.34
May 1st, 2019	\$27.615
November 1st, 2019	\$27.89
May 1st, 2020	\$28.55
November 1st, 2020	\$29.12

a) Tour Workers

(i) Tour workers following compressed work week schedules shall be paid the following shift differential in addition to the hourly rate for all work performed as follows:

	% of base pay
8:00 am to 8:00 pm	2.50%
8:00 pm to 8:00 am	4.25%

(ii) Where tour work is scheduled 8-4, 4-12 and 12-8, the following shift differentials will be paid in addition to the hourly rate on all work performed:

	% of base pay
8:00 am to 4:00 pm	2.00%
4:00 pm to 12:00 am	3.55%
12:00 am to 8:00 am	4.50%

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

	% of base pay
4:00 pm to 12:00 am	2.25%
12:00 am to 8:00 am	3.25%

b) Day Workers

Day Workers scheduled in advance to work on other than their normal day shift will receive shift differential in addition to the hourly rate for all work performed as follows:

	% of base pay
4:00 pm to 12:00 am	2.25%
12:00 am to 8:00 am	3.25%

Note: Day Workers normally scheduled in excess of eight (8) hours in a day will receive the appropriate shift differential for all hours in excess of eight (8) hours as outlined above.

c) All Employees

The Company shall not include the shift differential in any employee's wage rate for the calculation of overtime.

ARTICLE VIII - JOB EVALUATION PLAN

It is agreed that there shall be a Job Evaluation Plan the provisions of which are set forth in Exhibit "B" which is attached hereto and forms part of this Agreement.

It is understood that the Job Evaluation Plan shall not be subject to the grievance procedure as set forth in Article XXXI, Adjustment of Complaints. Any dispute which may arise thereunder shall be dealt with as provided in the Job Evaluation Plan.

ARTICLE IX - ALLOWANCE FOR FAILURE TO PROVIDE WORK

Section 1: No Work

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

Section 2: Where Shift Commenced

In any case where an employee has commenced his regular scheduled shift, he shall receive a minimum of four (4) hours pay except in cases of accident, breakdown, interruption of power, acts of God, or to cases of Call Time as provided in Article X hereof. In cases of accident, breakdown, interruption of power or acts of God, the employee shall receive a minimum of two (2) hours pay.

ARTICLE X - CALL TIME

Section 1: Qualifying Conditions

An employee shall receive two (2) hours Call Time at the straight time rate in addition to pay for time actually worked under the following conditions, if with less than 48 hours' notice:

- (a) Call to work following a shift
When required to report for work after completing his designated shift.
- (b) Call to work on a designated day off
When required to report for work on a designated day off.
- (c) Statutory Holiday Work
For any work performed on a holiday as specified in Article XVII.
- (d) Maintenance/Day Worker Start Times
The company may alter the start time of an employee from the regular start/stop time by up to two (2) hours (no earlier than 6 A.M.).

Section 2: Payment

- (a) The employee shall receive a minimum payment of four (4) straight time hours pay including payment for Call Time and time worked.
- (b) Not more than one (1) basis shall be used to cover the same period of work.
- (c) The Call Time payment will not be added to or paid in lieu of allowances payable under Articles VI, IX and XI.

ARTICLE XI - FOURDRINIER WIRE ALLOWANCE

Tour Workers called to put on Fourdrinier Wires at a time other than their regular tour and are dismissed before their tour is scheduled to begin shall be paid for the time worked plus three (3) hours but not less than a total of six (6) hours on any one wire.

If tour workers are called to put on a Fourdrinier Wire before their shift is scheduled to begin and work through into their regular shift they shall be paid for the time worked plus three (3) hours. If tour workers are asked to remain after their shift is scheduled to end, to put on a Fourdrinier Wire, they shall be paid for the time worked plus three (3) hours.

The above shall also apply to tour workers when working on machines other than their own.

In cases where more than one machine is involved, the above allowance shall be paid for each machine.

Tour workers asked to assist to put on a Fourdrinier Wire on a machine other than their own during their regular shift, shall receive three (3) hours extra time, but in no case shall more than three (3) hours extra time be allowed.

ARTICLE XII- JURY DUTY

Section 1: Wage Compensation

Any regular full time employee who is required to report for Jury Selection, Jury Duty, Coroner's Inquest or who is subpoenaed to serve as a witness in a court action, save and except actions involving the Company or Trade Unions, unless subpoenaed by the Crown, on a day when he/she would normally have worked, will be reimbursed by the Company for the difference between the pay received in such duty and his regular straight time hourly rate of pay for his regularly scheduled hours of work necessarily lost. It

is understood that employees will be reimbursed by the Company for the difference between the pay received for such duty and his straight time rate of pay for his regularly scheduled hours of work in that week. The employee will be required to furnish proof of performing such service and such duty pay received.

Section 2: Holidays and Overtime

Hours paid for such duty will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

ARTICLE XIII - BEREAVEMENT LEAVE

Section 1: Compensation

When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence and he shall be compensated at his regular straight time hourly rate for hours lost from his regular schedule for a maximum of three (3) days.

Section 2: Definition of Family

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

Section 3: Effect on Vacation Entitlement

Compensable hours under the terms of this Article will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

ARTICLE XIV - LEAVE OF ABSENCE

Section 1: Union and Public Office

The Company agrees that it is proper to grant leave to employees who have been elected or appointed to office in the Union, or who have been nominated, elected or appointed to Federal, Provincial, Municipal or Aboriginal office. However, it is not the intention of the Company to grant lifetime leaves of absence.

An employee appointed or elected to full-time office in his Union, or to Federal, Provincial, Municipal or Aboriginal office, shall be

granted as much leave as is necessary during the term of such office. Seniority shall accumulate during the period of an employee's leave of absence.

Section 2: Steam Plant Leave

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

Section 3: First Aid Certificates

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

The maximum travel time shall be four (4) hours for traveling to the course and four hours when returning from the course."

Section 4: Maternity Leave

The Company will grant extended maternity leave without pay to female employees to a maximum of six (6) weeks in excess of that provided in the Employment Standards Act where there is a valid and documented medical reason applicable to the health or well-being of the mother and/or child.

Seniority shall accumulate during the period of an employee's leave of absence.

Section 5: Other Leave

Granting of leave is a matter between the employees and the mill management. The Company will consider length of service and will endeavour to arrange leave of absence to suit the employee's wishes. Employees with ten (10) or more years service will be given special consideration.

ARTICLE XV - VACATIONS

Section 1: Entitlement

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

	Length of Vacation	Vacation Pay, being the greater of:
An employee who is on the payroll on May 1st, who has been continuously employed during the qualifying period, and who has:		-% of the total wages earned by the employee during the preceding vacation period OR hours pay at the hourly rate of the employee's regular job.
A) been employed for less than one year and does not qualify under (B) below;	1/4 day for each full week of actual work performed during the preceding vacation period provided no vacation of less than one day will be granted.	
B) been employed for less than one year but has worked not less than 1500 hours during the preceding vacation period OR been employed for not less than one year and who has worked not less than 1200 hours during the preceding vacation period. The following hours will count as hours worked for the purpose of qualifying for a vacation: Vacations; Supplementary Vacations; Statutory Holidays; Special (Personal) Floating Holidays; Jury or Witness Duty; Bereavement Leave; Contractual Steam Plant, Apprenticeship and First Aid Leaves; Banked Days Off and Days Off in lieu of work performed on a Statutory Holiday;	2 weeks	3% or 80 hours
C) qualified for his/her 2nd vacation under this Agreement;	3 weeks	5% or 120 hours
D) qualified for his/her 7th vacation under this Agreement;	4 weeks	7% or 160 hours
E) qualified for his/her 14th vacation under this Agreement;	5 weeks	9% or 200 hours
F) qualified for his/her 23rd vacation under this Agreement;	6 weeks	11% or 240 hours
G) qualified for his/her 29th vacation under this Agreement;	7 weeks	13% or 280 hours

The parties agree to reinstate the percentage of vacation pay to the 2008-2012 Collective Agreement: i.e. , 4½%, 6½%, 8½%, 10½%, 12½%, 14½% effective April 30, 2021. This supercedes all local agreements.

Section 2: Payment on Termination

In the event an employee's employment terminates either before or after he becomes entitled to a vacation with pay, or being entitled to it, before he takes it, he shall be paid on termination 3%, 5%, 7%, 9%, 11% or 13% (depending on whether he belongs in the category of employees described in (A) or (B), (C), (D), (E), (F) or (G) above respectively) of his wages earned during the period of employment ending with his termination in respect of which no vacation or vacation pay to which he remains entitled has been paid or taken.

Section 3: General Rules

- (a) The vacation period is May 1 to April 30.
- (b) Vacations with pay provided in accordance with Section 1 above for employees in category (A) may not be counted when determining whether an employee has qualified for the vacations provided under Section 1 for employees in categories (C), (D), (E), (F) or (G).
- (c) Except as provided in Section 3(d) below, vacations with pay are not cumulative and must be taken during the vacation period.
- (d) A vacation with pay provided under Section 1 for employees in category (A) may be taken during the vacation period in which the entitlement thereto is established, or during the next following vacation period.
- (e) No employee may continue to work and draw vacation pay in lieu of taking the vacation.
- (f) The allocation of vacation times is to be decided by the Company. However, the Company will endeavour by discussion with the employees or the Union, to arrange vacations to suit the employee's wishes.
- (g) Time lost as a result of an accident recognized as compensable by Workers' Compensation Board, suffered during the course of employment with the Company, shall be considered as time worked for the purpose of calculating vacation entitlement upon return to work.
- (h) Time not exceeding one year, lost as the result of a non-occupational accident, illness or approved maternity leave, shall

be considered as time worked for the purpose of qualifying for vacation provided at the time of the accident or illness or commencement of maternity leave, the employee has been on the payroll for not less than one (1) year and returns to employment. It is understood that the employer may require that the employee provide a certificate from a qualified medical practitioner. Time exceeding one (1) year shall be recognized as uninterrupted service for the purpose of establishing vacation time off, upon return to work.

- (i) Time lost as the result of layoff shall not be considered as time worked for the purpose of qualifying for a vacation.
- (j) When operating conditions permit, the Company agrees in principle to granting two (2) days leave of absence to allow shift workers on a seven (7) day schedule a full seven (7) day tour off, for one (1) week's vacation - five (5) days with pay and two (2) without pay.
Due to mill start-ups, training and various operating schedules and practices involved, details should be resolved at mill level.
- (k) Employees who qualify for vacations in categories (c),(d), (e), (f) or (g) may elect to forfeit up to two (2) weeks vacation time [subject to the Employment Standards minimum] and be paid the vacation pay that they would have received in lieu of those weeks.

Section 4: Computation of Vacation Pay

Where an employee's vacation pay for the current year is to be computed as a percentage of his "total wages earned" in the previous year, such "total wages earned" shall include the amount of vacation pay the employee received in the previous year.

ARTICLE XVI - SUPPLEMENTARY VACATIONS

Section 1: Eligibility

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

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

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

Section 2: General Provisions

- (a) The Supplementary Vacation may be taken in conjunction with the regular vacation to which the employee is entitled provided such regular vacation is not scheduled to be taken during the months of July or August, in which event the Supplementary Vacation shall be taken at a time to be agreed upon by the Company and the employee.
- (b) The Supplementary Vacation must be taken prior to the employee becoming eligible for his next earned period of Supplementary Vacation as provided for in Section 1(a) above.
- (c) One (1) weeks Supplementary Vacation pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.
- (d) An employee may elect to take his Supplementary Vacation one day at a time according to the following schedule:

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

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

Section 3: Partial Entitlement

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

**ARTICLE XVII - STATUTORY HOLIDAYS
365 Days Running**

Section 1: Recognized Days

The following shall be the recognized Statutory Holidays:

New Year's Day	40 hours, 4:00 p.m. December 31 to 8:00 a.m. January 2
Easter Monday	24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday
Canada Day	24 hours, 8:00 a.m. July 1 to 8:00 a.m. July 2
Labour Day	24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday
Christmas Eve	24 hours, 8:00 a.m. December 24 to 8:00 a.m. December 25
Christmas Day	24 hours, 8:00 a.m. December 25 to 8:00 a.m. December 26
Boxing Day	24 hours, 8:00 a.m. December 26 to 8:00 a.m. December 27

Section 2: Adjustment in Hours

The hours of commencing and ending, specified above, may be varied by mutual agreement of the Company and the Union Standing Committee and the specified hour of commencing or ending will be adjusted to coincide with the regular hours for changing shifts.

In the event that Canada Day falls on Sunday, the following Monday will be observed and the specified hours correspondingly changed.

Section 3: Holiday Work

- (a) The Company will provide the Union with not less than thirty (30) days notice of the general scope of operating and/or maintenance plans on statutory holidays. Unanticipated weather conditions or maintenance requirements may alter those plans.

- (b) On Christmas Eve, Christmas Day and Boxing Day, operational and maintenance manning required will be identified on a scheduled crew basis. Any employee scheduled to work who wishes to be excused from working on a particular statutory holiday will be accommodated provided a request for leave is requested seven (7) days in advance of the statutory holiday and provided that a trained volunteer can be found to replace him/her for the shift. If no trained volunteer is found, the employee will be required to work the shift.
- (c) Employees who work at Christmas shall be paid double time for work during that period identified in Clause "b" as above.

Section 4: Pay for Holiday Work

- (a) Overtime shall be paid for all work performed during holidays at the rates hereinafter specified.
- (b) An employee who works on such a holiday shall receive equal time off with pay at his straight time hourly rate. Such time off shall be treated in the same manner as a Special (Personal) Floating Holiday.
- (c) The time off and pay provided in (b) above replaces any time off and pay provisions in respect of the same statutory holiday work under current local arrangements.

Section 5: Qualifying Conditions

In addition to any other compensation earned, any employee who is on the payroll of the Company on any of the foregoing recognized statutory holidays will be granted eight (8) hours pay at the straight time rate of the employee's regular job, subject to compliance with all of the conditions (a) to (f) set forth below:

- (a) The employee must have been on the payroll for not less than the sixty (60) days just preceding the holiday and must have previously qualified for a statutory holiday as provided in (d) below, and
- (b) The employee must have worked at least one (1) day during the sixty (60) day qualifying period just preceding the holiday, and
- (c) The employee must have worked his scheduled work day before, and his scheduled work day after, such holiday, unless failure to work his scheduled work day before or after the holiday was due to any of the following events:
 - (i) When the employee is on his regular authorized paid vacation;

- (ii) When the employee is unable to work by reason of an industrial accident as recognized by the Workers' Compensation Board or non-occupational sickness or injury;
 - (iii) When the operation in which the employee is engaged is curtailed or discontinued by the decision of the Company and which curtailment or discontinuance changes or eliminates the employee's scheduled work day before, or his scheduled work day after, such holiday;
 - (iv) When a trade in shifts agreed upon between employees and approved in advance by the Company results in a temporary change of the scheduled work day before, or the scheduled work day after, the holiday, provided the employee works the shift agreed upon;
 - (v) When the employee is on a leave of absence authorized by the Company.
- d) The employee who has been on the payroll for at least sixty (60) days but who has not previously qualified for a Statutory Holiday will qualify for the holiday if he has worked a minimum of one hundred and eighty (180) hours during the sixty (60) day qualifying period just preceding the holiday and meets the requirements of (b) and (c) above.
- (e) Time lost as the result of an accident as recognized by the Workers' Compensation Board, suffered during the course of employment, or time lost as a result of non-occupational sickness or injury shall be considered as time worked for the purpose of qualifying for a recognized paid holiday, it being understood that the employee will only be entitled to this credit for time while on Workers' Compensation or non-occupational sickness or injury for a period of up to but not exceeding one (1) year from the date of his sickness or injury.
- (f) It is understood and agreed, however, that an employee shall not receive the above provided holiday pay if he has agreed to work on such holiday and fails or refuses to work, except in the case where bona fide sickness, or other bona fide reason approved by the Company, prevents his working on such holiday.
- (g) An employee shall have the option of taking equivalent time off if a statutory holiday falls on a regular day off.

NOTE: When a statutory holiday falls on an employee's day off, they will have the option of taking equivalent time off with pay at a later date. The employee must provide seven (7) days notice to

the Supervisor / Pay Office before a statutory holiday that they intend to take this option. These days in lieu remaining at the end of the contract year in which it was earned may be carried over to the next contract year in order that it be taken. This time will be treated as a deferred stat.

ARTICLE XVIII - SPECIAL (PERSONAL) FLOATING HOLIDAYS

Section 1: Floating Holidays

There shall be granted annually five (5) Special (Personal) Floating Holidays with pay to regular full-time employees, such special holidays to be arranged at a time suitable to the employee and the Company, during the contract year, so that there will be no loss of production.

Effective May 1st, 1998 there shall be five (5) twelve hour special personal floating holidays provided to those employees who are defined as tour workers.

Employees who normally work a combination of 8 and 12 hour shifts will be paid as per the schedule for the week in which he/she takes a Floating Holiday.

Section 2: Qualifying Conditions

For each Special (Personal) Floating Holiday taken an employee will be granted eight (8) hours pay (12 hours for tour workers) on the straight time rate of the employee's regular job subject to the following:

- (a) A new employee must have been on the payroll for not less than ninety (90) days to qualify for his first Special (Personal) Floating Holiday and on the payroll for one hundred and eighty (180) days to qualify for his second, third, fourth and fifth Special (Personal) Floating Holidays.
- (b) Employees will not qualify for Special (Personal) Floating Holidays if on leave of absence of more than nine (9) months in the contract year except in the case of sickness or injury.
- (c) If an employee is required to work on any of these Special (Personal) Floating Holidays, after a definite date has been designated for such holidays, the employee shall be paid overtime for such work at the rate of time and one-half. The employee will then be entitled to take the said holiday or holidays with pay at a later date to be mutually agreed upon.

- (d) When the holiday is requested in writing seven (7) days in advance, the payment of overtime shall not be a factor in the granting of Personal Floating Holidays. The employee shall receive written notice of the disposition of his request a minimum of seventy-two (72) hours prior to the requested Personal Floating Holiday.

ARTICLE XIX - WELFARE PLAN

Section 1: The Plan

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

ARTICLE XX - PENSION PLAN

Section 1: The Plan

The Company agrees to contribute to the Pulp and Paper Industry Pension Trust Fund established pursuant to the Pulp and Paper Industry Pension Plan and the Pulp and Paper Industry Trust Agreement made effective July 1, 1975 and as amended from time to time.

Section 2: Contributions

The Company commits to the following with respect to the Pension Plan:

The Company contribution level will remain at 10% for the term of the agreement.

The Company agrees to allow employee contributions in excess of the current 3% level. Employee contributions will be in accordance with the schedule below:

Effective January 1, 2004	4.5%
Effective January 1, 2005	6.0%
Effective January 1, 2006	7.0%
Effective January 1, 2007	8.0%

The Union agrees to provide the Company with audited financial statements and actuarial valuations as per the plan.

Section 3: Bridge Benefit

- (a) The Company shall provide employees with a pension bridge annuity of twenty dollars (\$20.00) per month per year of service at age sixty (60) or older who retire prior to attaining age sixty-five (65). The pension bridge benefit will not be payable beyond age sixty-five (65). The calculation of the pension bridge benefit shall be credited on the same basis as under the terms and conditions of the Pulp & Paper Industry Pension Plan.
- (b) An employee who chooses to retire at age fifty-five (55) or later shall have access to the bridging benefit paid by the Company when they reach age sixty (60).

Section 4: Integration of Pension Bridge Benefits

The parties agree to refer the matter of integrating the bridge provisions into the Pulp & Paper Industry Pension Plan to the Board of Trustees for their review and consideration.

On the above issue, it is agreed that prior to the implementation of any change to the Pulp & Paper Industry Pension Plan or proceeding with the review, there must be unanimous approval of the nine (9) trustees.

Section 5: Board of Trustees

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

The Company agrees to the revised governance of the plan as proposed below:

- 3 Trustees appointed by the member employers
- 3 Trustees elected or appointed by UNIFOR
- 3 Trustees elected or appointed by the PPWC

Section 6: Existing Plan

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

ARTICLE XXI - SENIORITY

Section 1: Principles

- (a) The Company recognizes the principles of seniority in their application to the promotion, demotion, transfer, lay-off, recall and permanent movement from day to shift positions of an employee, providing the employee has the qualifications and ability to perform the work.

In cases of permanent job transfers, it is not the Company's intent to give a junior employee preference over a senior employee on the basis that he has acquired experience by providing relief.

If an employee is moved out of a line of progression for any reason, the employer will not require retesting of the employee for him to return to that specific line of progression. No employee will be removed from the mill as the result of unilateral testing by the employer.

- (b) The Company and the Union recognize that it is desirable to reduce the effect of layoffs on employees and at the same time continue to recognize mill seniority, job qualifications and the role of lines of progression, job seniority and departmental seniority.
- (c) Arrangements to implement the above principles will be discussed by the Company and the Union.

Section 2: Probationary Period

Until an employee has been on the payroll of the Company for ninety (90) calendar days, or until he/she has accumulated sixty (60) working days in a one hundred and eighty (180) calendar day period, he/she shall be considered a probationary employee and shall have no rights under Article XXI with respect to seniority.

No person will be considered a probationary employee more than once without the mutual agreement of the Company and the Union.

Section 3: Retention of Seniority

- (a) Any employee, other than a probationary employee, whose employment ceases through no fault of his own, shall retain seniority and shall be recalled on the following basis:
- (i) An employee with less than one (1) years continuous service shall retain these rights for six (6) months from the date of lay-off.

- (ii) An employee with one (1) or more years continuous service shall retain these rights for eighteen (18) months from the date of layoff, plus two (2) additional months for each years service up to an additional twenty four (24) months.

- (b) Failure of the employee to report for work within one (1) week of notice by registered mail at his last address reported to and received by the mill shall result in his termination of employment with the Company. Bona fide reasons for failure to report shall not deprive an employee of his recall rights.

Section 4: Training

To facilitate laid off employees exercising their mill seniority the following training will be provided:

- (a) Up to two (2) days where the layoff is estimated to be in excess of (10) days;
- (b) Up to five (5) days where the layoff is estimated to be in excess of (21) days;
- (c) Up to eight (8) days where the layoff is estimated to be in excess of thirty five (35) days;
- (d) Up to ten (10) days where the layoff is estimated to be in excess of sixty (60) days;
- (e) Where the layoff is estimated to be in excess of ninety (90) days the Company will discuss with the Local Union training provisions of up to fifteen (15) days;
- (f) Where a layoff results from a permanent partial plant closure or a temporary closure in excess of ninety (90) days, the Company will participate in a program of training or retraining for another job within the operations to facilitate the exercising of mill seniority, recognizing there will be limitations where special qualifications are required. Phasing in arrangements to implement the program shall be concluded prior to the closure.

Section 5: Lay-off and Vacation Entitlement

Time on lay-off shall not be considered as time worked for the purpose of qualifying for vacation pay or holiday pay.

Section 6: Welfare Coverage

- (a) An employee with one (1) or more years seniority may have his welfare coverage continued for six (6) months while on layoff.
- (b) An employee with more than four (4) months but less than one

(1) years seniority may have his welfare coverage continued for three (3) months while on lay-off.

- (c) An employee who elects to maintain coverage while laid off will be required to pay the employee portion of the premium in advance on a monthly basis.
- (d) An employee who has welfare coverage as provided for in paragraphs (a) and (b) above, will on return to work have his welfare coverage extended by one (1) month for each month in which he works.
- (e) An employee whose welfare coverage under paragraphs (a) and (b) above has expired, will on return to work be eligible for coverage for the period of his employment.
- (f) An employee will qualify for a new period of welfare coverage as provided in paragraphs (a) and (b) above if he returns to work for at least ten (10) days within a floating period of thirty (30) consecutive days.

ARTICLE XXII - JOB SECURITY

Section 1: Objective

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

Section 2: Definition

Technological change, which term shall include automation, mechanization, and process change, means the introduction of equipment or material of a different nature or kind than that previously utilized, or a change in the operation that is directly related to the introduction of that equipment or material.

Section 3: Joint Committee

A joint committee on automation will be established which shall consist of three (3) persons representing the Company and three (3) persons representing the Union. It shall be the function of the committee to study the effect of mechanization, technological changes and automation on employment in the mill at which it is appointed and to make such recommendations as are agreed upon, to the local mill manager, to ensure that the interests of the

Company and of the employees are fairly and effectively protected.

Section 4: Required Notice

The Company will advise the appropriate committee or committees as soon as possible, and in any case not less than one hundred and eighty (180) days before the introduction thereof, of mechanization, technological changes and/or automation which the Company has decided to introduce and which will result in terminations or other significant changes in the employment status of employees.

The Company will advise the appropriate committee or committees as soon as possible, and in any case not less than thirty (30) days before the expected date of the change of the anticipated time sequence of final installation and production start-up and the anticipated effect on the job status of individual employees.

Section 5: Seniority Status

- (a) In the event that it is necessary, crews will be reduced in accordance with Article XXI - Seniority, of the Agreement.
- (b) An employee who is set back to a lower paid job because of mechanization, technological change or automation will receive the rate of his regular job at the time of the set-back for a period of six (6) months, and for a further period of six (6) months he 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 twelve (12) 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 in Section 6(a) below, provided he exercises this option within the initial six (6) month period referred to above.
- (c) An employee assigned to an equal or higher rated job because of mechanization, technological change or automation will have the option of terminating his employment and accepting severance pay as outlined in Section 6(a) below if the job should be proved to be unsuitable, provided he exercises his option within six (6) months of starting on the job.

In case of a dispute concerning suitability of the job, the employee may process a grievance.

Section 6: Severance Allowance

- (a) An employee with one (1) or more years of continuous service for

whom no job is available because of mechanization, technological change or automation will, upon termination, receive a severance allowance calculated by one of the two following methods based on his last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used.

Maximum Severance Allowance 52* weeks / 2080 hours

Years of Employment	Severance Allowance weeks/yr* or % of Earnings	
1st twenty (20) years	2	4%
Subsequent years	1	2%

**Computed on the basis of forty (40) straight time hours at the employee's regular rate.*

For employees with a minimum of one (1) years employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

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

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

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

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

No payment will be made under this section in cases where the employee has already qualified under Article XXIV, Section 5, Job Elimination, or under Article XXIII, Section 2, Permanent Mill Closure.

- (b) Such employees for whom no employment is available will be given at least thirty (30) days notice of separation.

Section 7: Training

The Company agrees to participate in a program of training or retraining for another job within the operation for those employees who are displaced under the circumstances set forth herein.

ARTICLE XXIII - PERMANENT MILL CLOSURE

Section 1: Notice

An employee terminated as a result of a permanent planned closure of the mill shall be given a minimum of sixty (60) days notice of closure.

Section 2: Severance Allowance

Such employees shall be entitled to a severance allowance of two (2) weeks pay per year of service to a maximum of sixty (60) weeks based on the employee's years of employment during the employee's last period of continuous service and is computed on the basis of forty (40) straight time hours per week at the employee's regular rate.

For employees with a minimum of one (1) years' employment during their last period of continuous service severance allowance shall not be less than four (4) weeks pay.

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

No payment will be made under this section in cases where the employee has already qualified under Article XXII, Section 6, Job Security, or under Article XXIV, Section 5, Job Elimination.

ARTICLE XXIV - JOB ELIMINATION

Section 1: Definition

Job elimination means permanent loss of employment as the result of Company decisions to eliminate positions, excluding those in Section 2 below.

Section 2: Exclusions

No payment will be made under Section 5 in cases:

- (a) Of curtailments of a temporary or indefinite duration.
- (b) Of employees hired for work of known or temporary duration.
- (c) Where the employee has already qualified under technological change or permanent mill closure provisions.

Section 3: Notice

The Company will advise the Standing Committee at least forty-five (45) days prior to such job elimination. Crew reduction will be in accordance with Article XXI - Seniority.

Section 4: Elimination Options

An employee who qualifies under Section 1 above may elect one of the following options:

- (1) Recall and seniority retention as per Article XXI - Seniority, or
- (2) Severance allowance as per Section 5 below.

Such employee must elect his option within thirty (30) days of notification that his loss of employment is permanent. If Option (2) is selected, the employee will be deemed to have terminated effective the last day worked. Where a temporary curtailment becomes permanent, severance eligibility will be determined by the status of the employee at the time of the temporary curtailment.

Section 5: Severance Allowance

Severance allowance will be calculated by one of the two following methods based on the last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used:

Years of Employment	Severance Allowance	
	Weeks/yr*	OR% of Earnings
1st twenty (20) years	2	4%
Subsequent years	1	2%

Maximum Severance Allowance 52* weeks 2080 hours

**Computed on the basis of forty (40) straight time hours at the employee's regular rate.*

For employees with a minimum of one (1) years employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

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

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

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

ARTICLE XXV - CONTRACTING

- (a) The Company will notify the Union of their intention to have work performed by contractors in the mill, and will, emergencies excepted, afford the Union the opportunity to review it with the Company prior to a final decision being made. For this purpose, a Joint Contracting Committee will be established and it will be used as a forum to discuss the Company's contracting decisions.

In keeping with a joint commitment of the Company and the Union to provide as much maintenance and repair work as possible to the regular maintenance workforce, the Committee will also meet quarterly to make recommendations regarding the utilization of the mill maintenance workforce to minimize the use of contractors, both inside and out of the mill.

- (b) The Company will not bring a contractor into the mill:
 - (i) Which directly results in the layoff of employees, or
 - (ii) To do the job of employees on layoff, or
 - (iii) To do the job of a displaced employee working outside his job category.

- (c) It is not the intent of the Company to replace its regular work force through the use of contract firms.

For greater clarity it is agreed that:

- (a) The changes which provide that it is not the intent of the Company to replace its regular work force through the use of contract firms will not set aside existing external work arrangements and practices.
- (b) Working under the flexible work practice provisions does not mean that an employee has been displaced and is working outside his job category.

ARTICLE XXVI - APPRENTICESHIP TRAINING PROGRAM

Section 1: Training Program

It is agreed that there shall be an Apprenticeship Training Program, the provisions of which are set forth in Exhibit "D", which is attached hereto and forms part of this Agreement.

Section 2: Apprenticeship Act

It is understood, however, that the grievance procedure as set forth in Article XXXI - Adjustment of Complaints, shall not be applicable to those matters covered by the Apprenticeship and Tradesmen's Qualification Act which, by said Act, are deemed to be outside the jurisdiction of the Union.

ARTICLE XXVII - COMPRESSED WORK WEEK

The Company and Union recognize the concept of the compressed work week. It is further understood that the compressed work week conditions will apply only to those departments that are on the compressed work week.

ARTICLE XXVIII- SAFETY AND OCCUPATIONAL HEALTH

Section 1: Principle

Employees and the Company are to comply with established safety rules as amended by the Joint Safety Committees from time to time. Employees will not be expected to operate with unsafe equipment

or under unsafe working conditions. Employees are expected to report immediately any unsafe equipment. An employee who has reasonable cause to believe that an unsafe condition exists may refuse to work under such conditions without being subject to discipline.

Section 2: Joint Safety Committee

- (a) The Union and the Company shall cooperate in selecting one or more Safety Committees, which will meet at least once a month to consider all safety and occupational health problems.
- (b) The local Joint Safety Committee shall consist of equal representation from Company and Union. This Committee shall meet at least once a month to consider all safety and occupational health problems.

Section 3: Safety Education

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

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

Section 4: Joint Labour/Management Safety Conference

- (1) A Joint Labour / Management Safety Conference of two (2) days will be held annually.
- (2) It shall be the basic principle of this Conference to assist the delegates in the development of an effective safety program through the promotion and implementation of best practices for an effective safety program in each mill.
- (3) To accomplish the implementation of an effective safety program in the mill, each Local Union shall have two (2) delegates in attendance at the safety conference. The two (2) delegates shall be compensated by their respective employer for any loss of wages. Travel and hotel expenses of the delegates shall not be paid by their respective employers.
- (4) A senior management representative shall attend the conference. Senior company officials and representatives of WorkSafe BC will be encouraged to attend. Additional delegates of either labour or management will be permitted to attend on an observer basis.

- (5) The agenda shall address issues that will promote occupational health and safety in their respective workplaces. Agenda items shall be submitted to the respective representative no later than November 30th prior to the conference.
- (6) The Planning Committee shall initially meet no later than one hundred and eighty (180) days prior to the established date of the conference and then schedule follow up meetings in accordance as required by the planning committee.
- (7) The Planning Committee shall be comprised of the following members:
 - (a) One (1) UNIFOR Local Union member
 - (b) One (1) PPWC Local Union member
 - (c) One (1) UNIFOR representative from the Regional Office
 - (d) One (1) PPWC representative from the National Office
 - (e) One (1) Employer representative from the employer group
 - (f) One (1) Industry representative
 - (g) One (1) Conference Facilitator
- (8) The Occupational Health and Safety Conference shall be funded on the basis of an industry contribution of three cents (\$.03) per employee per hour worked into a Jointly Trusteed Occupational Health and Safety Conference Fund. The funding shall provide that when the monies in the Joint Trusteed Occupational Health and Safety Conference Fund reach Two Hundred Thousand Dollars (\$200,000.00), the funding will be discontinued until the fund has been reduced to Fifty Thousand Dollars (\$50,000.00).

The Jointly Trusteed Fund will be used for the payment of wage loss for Local Union planning committee attendees and conference expenses.

ARTICLE XXIX - ENVIRONMENTAL PROTECTION

If the Union requests, a Joint Environmental Protection Committee will be established at the mill.

The purpose of the Committee will be to receive information, review problem areas and make appropriate suggestions regarding compliance including challenges related to climate change.

ARTICLE XXX - DISCIPLINARY ACTION

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

The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against him/her at any time after twelve (12) months.

In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period provided no other discipline has occurred during that time.

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

ARTICLE XXXI - ADJUSTMENT OF COMPLAINTS

Section 1: Grievance Procedure

Step One Should there be any dispute or complaint as to the interpretation of any clauses of this Agreement, or any grievance arising out of the operation of this Agreement, except in the cases of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time the dispute, complaint or grievance arose, and such dispute, complaint or grievance shall first be taken up with the Foreman by the employee with the Shop Steward.

Step Two If no satisfactory settlement is made, the employee may, within thirty (30) days, refer the question to the Union Standing Committee. Within three (3) days after written notification by either the Union or the Standing Committee to the other of the existence and general outline of any dispute, complaint or grievance, the Company Standing Committee and the Union Standing Committee shall agree on a mutually satisfactory date for a meeting thereon, but in no case longer than five (5) days after such notice is given. Subjects not listed on the written notice shall nevertheless be dealt with. Grievances other than those involving individual employees may be initiated at the Step Two by either party.

Step Three If there is no satisfactory resolution at second step then the question may, within seven (7) days upon written request of

either Standing Committee be referred to the President of the Local and the Senior Mill Manager. They will then have thirty (30) days to deal with, and answer the grievance. Either party may elect to involve outside help at this step such as a regional Union representative and/or a Management representative from outside Powell River.

Step Four If there is no satisfactory resolution at third step then the matter may, within thirty (30) days, be referred to an Arbitrator.

The time periods may be extended by mutual agreement by Management and the Local Union.

Where a grievance arising from the discharge of an employee progresses to arbitration, either party may elect, in writing, to utilize the procedure outlined in Section 5 below as an alternative to the arbitration procedure set out in Section 4.

Section 2: National Officer

It is understood that in all discussions concerning grievances, any National Officer may accompany the Union Standing Committee in their meetings and the National Officer may call upon members of the Union Standing Committee or any other employee to accompany them in their meetings with Company officials.

Section 3: Time Limit

- (a) In the event a grievance has not advanced to the next step within the time limit set forth in Section 1, then the grievance shall be deemed to be abandoned and all rights of recourse to the Adjustment of Complaints under this Agreement in respect of this grievance shall be at an end.
- (b) The time limit between steps may be extended by mutual consent.

Section 4: Arbitration Procedure

- (a) The Company and the Union will endeavour to agree upon the selection of the Arbitrator. In the event the Company and the Union are unable to agree upon the selection of the Arbitrator, they will apply, within the thirty (30) day period, to have the Arbitrator appointed under the provisions of Section 86 of the Labour Relations Code of British Columbia.
- (b) After the Arbitrator has been chosen he shall meet and hear evidence of both sides and render a decision within fifteen (15) days after he has concluded his hearings, said decision to be final and binding upon all parties to this Agreement.

- (c) The parties shall bear in equal portions the fees and expenses of the Arbitrator and rental of any premises used for the hearing.
- (d) The Arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no authority to alter, modify, subtract from or supplement them in any way.
- (e) In the case of discharge or suspension which the Arbitrator has determined to have been unjust the Arbitrator shall order the reinstatement of the employee and shall award him back pay. In the case of back pay, should there be any doubt in the opinion of the Arbitrator, the Arbitrator may order all or part back pay as he deems fit.

Section 5: Expedited Arbitration

- (a) A panel of six (6) arbitrators, each of whom shall be appointed for a two (2) year term, shall be selected by mutual agreement of the Pulp and Paper Employee Relations Forum on behalf of its member companies and UNIFOR on behalf of its local unions. Grievances processed under this section shall be assigned to the Arbitrators on a rotational basis.
- (b) An Arbitrator must meet and hear the evidence of both parties within fifteen (15) days after assignment. If an Arbitrator is unable to commit himself to do so, the grievance shall immediately be assigned to the next Arbitrator in order of rotation.
- (c) The unavailability of counsel shall not be a reason to delay an Arbitration under this section.
- (d) The parties will endeavour to agree on a statement of material facts which may be submitted to the Arbitrator in advance of the hearing.
- (e) The Arbitrator will give his decision and his written reasons within one week after the hearing. The reasons need not accompany the decision. Neither the decision nor the reasons will form precedent.
- (f) The provisions of Sections 4(b), (c), (d) and (e) as it applies to discharge, shall apply to this section.

ARTICLE XXXII - DURATION AND AMENDING PROCEDURE

Section 1: Term of Agreement

This Agreement shall be in effect from midnight April 30, 2017 to midnight April 30, 2021, and thereafter from year to year subject to the conditions as set out in Sections 2 to 5 which follow hereunder.

Section 2: Labour Relations Code

The parties agree that the operation of Section 50(2) of the Labour Relations Code of British Columbia is hereby excluded.

Section 3: Notice of Re-opening

This Agreement may be opened for collective bargaining as to changes as follows:

Either party desiring any change shall mail to the other party notice in writing, by registered mail, on or after January 1, 2021, but in any event not later than midnight, April 30, 2021, that a change is desired, and, if no such notice is given by either party on or after the said January 1 and before the said April 30, the earliest time at which such notice may be given by either party is the corresponding period in the following year.

All notices given under the provisions herein on behalf of the Union shall be given by the Union (or its representative) and similarly notices on behalf of the Company shall be given by the Vice-President, Human Resources of the Company (or his representative).

Section 4: Collective Bargaining

If notice of desire for changes has been given in accordance with Section 3 above, the parties shall, as soon as agreeable to the parties following such date of notice, meet for bargaining, the Company being represented in such negotiations by a Bargaining Committee appointed by the Company, and the Union being represented by a Bargaining Committee selected by said Union. Any agreement on changes arrived at and approved in such negotiations shall be binding upon the parties to this Agreement. If such negotiations cannot be completed prior to the May 1 following the date on which such notice was given, any changes in compensation to employees shall nevertheless be retroactive to the said May 1.

Section 5: Termination

In case negotiations conducted in accordance with Section 4 above break down, either party may terminate this Agreement upon the expiration of ten (10) days notice in writing mailed by registered mail to the other party.

MEMORANDUM OF AGREEMENT BETWEEN:

UNIFOR, LOCAL 1
("Union")

AND:

CATALYST PAPER CORPORATION
POWELL RIVER
("Company")


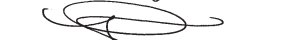

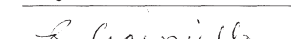
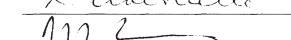



The Company and the Union, hereby, agree to the following changes to the Labour Agreement between them expiring April 30, 2021.

Both parties recommend these terms of settlement to their respective principles.




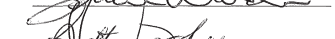
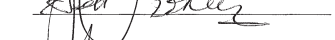



SIGNED and AGREED in NANAIMO, BRITISH COLUMBIA

This 15 day of June, 2018

On behalf of the Company:
Catalyst Paper Corporation



Cher

L. Crainville






On behalf of the Union:
Unifor Local 1

EXHIBITS

EXHIBIT "A" JOB CATEGORIES AND WAGE RATES

It is agreed that the schedule of job rates listed below will be considered as part of this agreement and that all men hired, transferred or promoted to any job, excluding Mechanics' jobs, will receive the job rate for such jobs on the date so specified.

The Training Wage Rate will be removed effective April 30, 2021.

TRAINING WAGE RATE - TIME FROM DATE OF HIRE

The following training wage grid applies to employees hired after May 1, 2012, except for Stationary Engineers and Mechanical Trades as defined in Exhibit 1-Definition of Mechanical Trades who shall receive the rates identified for their classifications.

- 0-6 MONTHS - 70% of the rate of job position being performed.
- 7-12 MONTHS - 80% of the rate of job position being performed.
- 13-18 MONTHS - 90% of the rate of job position being performed.
- 19-24 MONTHS - 95% of the rate of job position being performed.

	May 1 2017	Nov 1 2017	May 1 2018	June 28 2018	Nov 1 2018	May 1 2019	Nov 1 2019	Apr 30 2020	May 1 2020	Nov 1 2020
LABOUR RATE	26.305	26.305	26.570	27.070	27.340	27.615	27.890	27.990	28.550	29.120
STOCK PREPARATION										
(26) Stock Preparation Operator #11	38.585 H	38.585 H	38.970 H	39.470 H	39.865 H	40.265 H	40.670 H	40.770 H	41.585 H	42.415
(30) Stock Preparation Operator #10	37.610 H	37.610 H	37.985 H	38.485 H	38.870 H	39.260 H	39.655 H	39.755 H	40.550 H	41.360
(15) Stock Preparation Assistant	29.840 E	29.840 E	30.140 E	30.640 E	30.945 E	31.255 E	31.570 E	31.670 E	32.305 E	32.950
Day Shift Stock Preparation Assistant	29.840	29.840	30.140	30.640	30.945	31.255	31.570	31.670	32.305	32.950
(5) Repulper Operator	27.395 H	27.395 H	27.670 H	28.170 H	28.450 H	28.735 H	29.020 H	29.120 H	29.700 H	30.295
PAPER MACHINE										
<i>No. 9 Paper Machine (News) (Rates - Bracket 65)(Width of Machine 266")</i>										
Machine Tender	41.200	41.200	41.610	42.110	42.530	42.955	43.385	43.485	44.355	45.240
Back Tender	38.110	38.110	38.490	38.990	39.380	39.775	40.175	40.275	41.080	41.900
Winderman	34.785	34.785	35.135	35.635	35.990	36.350	36.715	36.815	37.550	38.300
4th Hand	30.525	30.525	30.830	31.330	31.645	31.960	32.280	32.380	33.030	33.690
5th Hand	29.295	29.295	29.590	30.090	30.390	30.695	31.000	31.100	31.720	32.355
Utility	27.965	27.965	28.245	28.745	29.030	29.320	29.615	29.715	30.310	30.915

	May 1 2017	Nov 1 2017	May 1 2018	June 28 2018	Nov 1 2018	May 1 2019	Nov 1 2019	Apr 30 2020	May 1 2020	Nov 1 2020
PAPER MACHINE										
<i>No. 10 Paper Machine (News) (Rates - Bracket 79)(Width of Machine 328")</i>										
Machine Tender	42.665	42.665	43.090	43.590	44.025	44.465	44.910	45.010	45.910	46.830
Back Tender	39.260	39.260	39.655	40.155	40.555	40.960	41.370	41.470	42.300	43.145
Winderman	35.960	35.960	36.320	36.820	37.190	37.560	37.935	38.035	38.795	39.570
4th Hand	31.275	31.275	31.590	32.090	32.410	32.735	33.060	33.160	33.825	34.500
5th Hand	29.930	29.930	30.230	30.730	31.035	31.345	31.660	31.760	32.395	33.045
Utility	28.250	28.250	28.535	29.035	29.325	29.620	29.915	30.015	30.615	31.225
<i>No. 11 Paper Machine (News) (Rates - Bracket 91)(Width of Machine 335")</i>										
Machine Tender	43.650	43.650	44.085	44.585	45.030	45.480	45.935	46.035	46.955	47.895
Back Tender	40.250	40.250	40.655	41.155	41.565	41.980	42.400	42.500	43.350	44.215
Winderman	36.935	36.935	37.305	37.805	38.185	38.565	38.950	39.050	39.830	40.625
4th Hand	31.920	31.920	32.240	32.740	33.065	33.395	33.730	33.830	34.505	35.195
5th Hand	30.600	30.600	30.905	31.405	31.720	32.035	32.355	32.455	33.105	33.765
Utility	28.605	28.605	28.890	29.390	29.685	29.980	30.280	30.380	30.990	31.610
CLOTHING UTILITY										
(47) Head Clothing Man	37.650 E	37.650 E	38.025 E	38.525 E	38.910 E	39.300 E	39.695 E	39.795 E	40.590 E	41.400

**BC NEWSPRINT SCHEDULE
April 30, 2017**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	37.715	35.310	32.070	28.655	27.570	26.615
52	37.820	35.425	32.275	28.775	27.635	26.620
53	38.040	35.540	32.345	28.840	27.675	26.640
54	38.170	35.655	32.465	28.880	27.710	26.640
55	38.305	35.745	32.570	28.915	27.765	26.685
56	38.450	35.820	32.635	28.975	27.845	26.685
57	38.580	35.920	32.785	28.995	27.865	26.710
58	38.700	35.995	32.845	29.040	27.900	26.710
59	38.825	36.115	32.955	29.100	27.930	26.755
60	39.745	36.900	33.665	29.700	28.525	27.270
61	39.880	37.000	33.770	29.775	28.545	27.350
62	40.040	37.105	33.870	29.800	28.600	27.360
63	40.150	37.180	33.950	29.840	28.620	27.365
64	40.300	37.260	34.030	29.880	28.655	27.370
65	40.390	37.365	34.105	29.925	28.720	27.415
66	40.545	37.430	34.195	29.990	28.760	27.415
67	40.680	37.540	34.265	30.005	28.775	27.455
68	40.815	37.625	34.345	30.055	28.815	27.455
69	40.940	37.685	34.435	30.080	28.825	27.465
70	41.080	37.765	34.515	30.170	28.885	27.465
71	41.150	37.870	34.600	30.205	28.955	27.505
72	41.270	37.945	34.705	30.270	28.995	27.520
73	41.340	38.025	34.790	30.350	29.055	27.560
74	41.405	38.090	34.860	30.410	29.090	27.575
75	41.500	38.195	34.945	30.430	29.180	27.605
76	41.595	38.280	35.040	30.480	29.220	27.645
77	41.655	38.335	35.100	30.550	29.265	27.650
78	41.750	38.450	35.195	30.595	29.315	27.670
79	41.830	38.490	35.255	30.660	29.345	27.695
80	41.910	38.585	35.370	30.710	29.415	27.745

**BC NEWSPRINT SCHEDULE
April 30, 2017**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	41.990	38.685	35.435	30.745	29.485	27.790
82	42.065	38.740	35.500	30.810	29.525	27.815
83	42.160	38.810	35.590	30.855	29.560	27.830
84	42.220	38.915	35.675	30.920	29.625	27.880
85	42.295	38.975	35.745	30.960	29.680	27.895
86	42.400	39.065	35.835	31.035	29.725	27.910
87	42.465	39.160	35.920	31.070	29.790	27.940
88	42.540	39.225	35.975	31.130	29.840	27.965
89	42.640	39.295	36.085	31.160	29.900	28.015
90	42.695	39.375	36.150	31.260	29.950	28.035
91	42.795	39.460	36.210	31.295	30.000	28.045
92	42.870	39.535	36.325	31.330	30.060	28.085
93	42.940	39.605	36.390	31.390	30.095	28.105
94	43.025	39.710	36.465	31.440	30.170	28.155
95	43.110	39.770	36.560	31.500	30.200	28.160
96	43.165	39.865	36.640	31.555	30.260	28.190
97	43.255	39.935	36.705	31.615	30.320	28.225
98	43.350	40.020	36.790	31.665	30.375	28.250
99	43.420	40.095	36.875	31.715	30.425	28.300
100	43.520	40.165	36.965	31.770	30.450	28.310
101	43.590	40.255	37.055	31.815	30.490	28.335
102	43.690	40.320	37.130	31.885	30.565	28.350
103	43.760	40.390	37.200	31.955	30.605	28.395
104	43.840	40.495	37.290	31.995	30.665	28.410
105	43.920	40.560	37.380	32.035	30.710	28.450
106	44.005	40.635	37.455	32.080	30.745	28.485
107	44.080	40.715	37.540	32.155	30.810	28.500
108	44.170	40.800	37.625	32.205	30.850	28.530
109	44.235	40.870	37.700	32.260	30.890	28.555
110	44.335	40.960	37.780	32.305	30.960	28.590

**BC NEWSPRINT SCHEDULE
May 1, 2017**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	38.470	36.015	32.710	29.230	28.120	27.145
52	38.575	36.135	32.920	29.350	28.190	27.150
53	38.800	36.250	32.990	29.415	28.230	27.175
54	38.935	36.370	33.115	29.460	28.265	27.175
55	39.070	36.460	33.220	29.495	28.320	27.220
56	39.220	36.535	33.290	29.555	28.400	27.220
57	39.350	36.640	33.440	29.575	28.420	27.245
58	39.475	36.715	33.500	29.620	28.460	27.245
59	39.600	36.835	33.615	29.680	28.490	27.290
60	40.540	37.640	34.340	30.295	29.095	27.815
61	40.680	37.740	34.445	30.370	29.115	27.895
62	40.840	37.845	34.545	30.395	29.170	27.905
63	40.955	37.925	34.630	30.435	29.190	27.910
64	41.105	38.005	34.710	30.480	29.230	27.915
65	41.200	38.110	34.785	30.525	29.295	27.965
66	41.355	38.180	34.880	30.590	29.335	27.965
67	41.495	38.290	34.950	30.605	29.350	28.005
68	41.630	38.380	35.030	30.655	29.390	28.005
69	41.760	38.440	35.125	30.680	29.400	28.015
70	41.900	38.520	35.205	30.775	29.465	28.015
71	41.975	38.625	35.290	30.810	29.535	28.055
72	42.095	38.705	35.400	30.875	29.575	28.070
73	42.165	38.785	35.485	30.955	29.635	28.110
74	42.235	38.850	35.555	31.020	29.670	28.125
75	42.330	38.960	35.645	31.040	29.765	28.155
76	42.425	39.045	35.740	31.090	29.805	28.200
77	42.490	39.100	35.800	31.160	29.850	28.205
78	42.585	39.220	35.900	31.205	29.900	28.225
79	42.665	39.260	35.960	31.275	29.930	28.250
80	42.750	39.355	36.075	31.325	30.005	28.300

**BC NEWSPRINT SCHEDULE
May 1, 2017**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	42.830	39.460	36.145	31.360	30.075	28.345
82	42.905	39.515	36.210	31.425	30.115	28.370
83	43.005	39.585	36.300	31.470	30.150	28.385
84	43.065	39.695	36.390	31.540	30.220	28.440
85	43.140	39.755	36.460	31.580	30.275	28.455
86	43.250	39.845	36.550	31.655	30.320	28.470
87	43.315	39.945	36.640	31.690	30.385	28.500
88	43.390	40.010	36.695	31.755	30.435	28.525
89	43.495	40.080	36.805	31.785	30.500	28.575
90	43.550	40.165	36.875	31.885	30.550	28.595
91	43.650	40.250	36.935	31.920	30.600	28.605
92	43.725	40.325	37.050	31.955	30.660	28.645
93	43.800	40.395	37.120	32.020	30.695	28.665
94	43.885	40.505	37.195	32.070	30.775	28.720
95	43.970	40.565	37.290	32.130	30.805	28.725
96	44.030	40.660	37.375	32.185	30.865	28.755
97	44.120	40.735	37.440	32.245	30.925	28.790
98	44.215	40.820	37.525	32.300	30.985	28.815
99	44.290	40.895	37.610	32.350	31.035	28.865
100	44.390	40.970	37.705	32.405	31.060	28.875
101	44.460	41.060	37.795	32.450	31.100	28.900
102	44.565	41.125	37.875	32.525	31.175	28.915
103	44.635	41.200	37.945	32.595	31.215	28.965
104	44.715	41.305	38.035	32.635	31.280	28.980
105	44.800	41.370	38.130	32.675	31.325	29.020
106	44.885	41.450	38.205	32.720	31.360	29.055
107	44.960	41.530	38.290	32.800	31.425	29.070
108	45.055	41.615	38.380	32.850	31.465	29.100
109	45.120	41.685	38.455	32.905	31.510	29.125
110	45.220	41.780	38.535	32.950	31.580	29.160

**BC NEWSPRINT SCHEDULE
May 1, 2018**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	38.855	36.375	33.035	29.520	28.400	27.415
52	38.960	36.495	33.250	29.645	28.470	27.420
53	39.190	36.610	33.320	29.710	28.510	27.445
54	39.325	36.735	33.445	29.755	28.550	27.445
55	39.460	36.825	33.550	29.790	28.605	27.490
56	39.610	36.900	33.625	29.850	28.685	27.490
57	39.745	37.005	33.775	29.870	28.705	27.515
58	39.870	37.080	33.835	29.915	28.745	27.515
59	39.995	37.205	33.950	29.975	28.775	27.565
60	40.945	38.015	34.685	30.600	29.385	28.095
61	41.085	38.115	34.790	30.675	29.405	28.175
62	41.250	38.225	34.890	30.700	29.460	28.185
63	41.365	38.305	34.975	30.740	29.480	28.190
64	41.515	38.385	35.055	30.785	29.520	28.195
65	41.610	38.490	35.135	30.830	29.590	28.245
66	41.770	38.560	35.230	30.895	29.630	28.245
67	41.910	38.675	35.300	30.910	29.645	28.285
68	42.045	38.765	35.380	30.960	29.685	28.285
69	42.180	38.825	35.475	30.985	29.695	28.295
70	42.320	38.905	35.555	31.085	29.760	28.295
71	42.395	39.010	35.645	31.120	29.830	28.335
72	42.515	39.090	35.755	31.185	29.870	28.350
73	42.585	39.175	35.840	31.265	29.930	28.390
74	42.655	39.240	35.910	31.330	29.965	28.405
75	42.755	39.350	36.000	31.350	30.065	28.435
76	42.850	39.435	36.095	31.400	30.105	28.480
77	42.915	39.490	36.160	31.470	30.150	28.485
78	43.010	39.610	36.260	31.515	30.200	28.505
79	43.090	39.655	36.320	31.590	30.230	28.535
80	43.180	39.750	36.435	31.640	30.305	28.585

**BC NEWSPRINT SCHEDULE
May 1, 2018**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	43.260	39.855	36.505	31.675	30.375	28.630
82	43.335	39.910	36.570	31.740	30.415	28.655
83	43.435	39.980	36.665	31.785	30.450	28.670
84	43.495	40.090	36.755	31.855	30.520	28.725
85	43.570	40.155	36.825	31.895	30.580	28.740
86	43.685	40.245	36.915	31.970	30.625	28.755
87	43.750	40.345	37.005	32.005	30.690	28.785
88	43.825	40.410	37.060	32.075	30.740	28.810
89	43.930	40.480	37.175	32.105	30.805	28.860
90	43.985	40.565	37.245	32.205	30.855	28.880
91	44.085	40.655	37.305	32.240	30.905	28.890
92	44.160	40.730	37.420	32.275	30.965	28.930
93	44.240	40.800	37.490	32.340	31.000	28.950
94	44.325	40.910	37.565	32.390	31.085	29.005
95	44.410	40.970	37.665	32.450	31.115	29.010
96	44.470	41.065	37.750	32.505	31.175	29.045
97	44.560	41.140	37.815	32.565	31.235	29.080
98	44.655	41.230	37.900	32.625	31.295	29.105
99	44.735	41.305	37.985	32.675	31.345	29.155
100	44.835	41.380	38.080	32.730	31.370	29.165
101	44.905	41.470	38.175	32.775	31.410	29.190
102	45.010	41.535	38.255	32.850	31.485	29.205
103	45.080	41.610	38.325	32.920	31.525	29.255
104	45.160	41.720	38.415	32.960	31.595	29.270
105	45.250	41.785	38.510	33.000	31.640	29.310
106	45.335	41.865	38.585	33.045	31.675	29.345
107	45.410	41.945	38.675	33.130	31.740	29.360
108	45.505	42.030	38.765	33.180	31.780	29.390
109	45.570	42.100	38.840	33.235	31.825	29.415
110	45.670	42.200	38.920	33.280	31.895	29.450

**BC NEWSPRINT SCHEDULE
Ratification**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	39.355	36.875	33.535	30.020	28.900	27.915
52	39.460	36.995	33.750	30.145	28.970	27.920
53	39.690	37.110	33.820	30.210	29.010	27.945
54	39.825	37.235	33.945	30.255	29.050	27.945
55	39.960	37.325	34.050	30.290	29.105	27.990
56	40.110	37.400	34.125	30.350	29.185	27.990
57	40.245	37.505	34.275	30.370	29.205	28.015
58	40.370	37.580	34.335	30.415	29.245	28.015
59	40.495	37.705	34.450	30.475	29.275	28.065
60	41.445	38.515	35.185	31.100	29.885	28.595
61	41.585	38.615	35.290	31.175	29.905	28.675
62	41.750	38.725	35.390	31.200	29.960	28.685
63	41.865	38.805	35.475	31.240	29.980	28.690
64	42.015	38.885	35.555	31.285	30.020	28.695
65	42.110	38.990	35.635	31.330	30.090	28.745
66	42.270	39.060	35.730	31.395	30.130	28.745
67	42.410	39.175	35.800	31.410	30.145	28.785
68	42.545	39.265	35.880	31.460	30.185	28.785
69	42.680	39.325	35.975	31.485	30.195	28.795
70	42.820	39.405	36.055	31.585	30.260	28.795
71	42.895	39.510	36.145	31.620	30.330	28.835
72	43.015	39.590	36.255	31.685	30.370	28.850
73	43.085	39.675	36.340	31.765	30.430	28.890
74	43.155	39.740	36.410	31.830	30.465	28.905
75	43.255	39.850	36.500	31.850	30.565	28.935
76	43.350	39.935	36.595	31.900	30.605	28.980
77	43.415	39.990	36.660	31.970	30.650	28.985
78	43.510	40.110	36.760	32.015	30.700	29.005
79	43.590	40.155	36.820	32.090	30.730	29.035
80	43.680	40.250	36.935	32.140	30.805	29.085

**BC NEWSPRINT SCHEDULE
Ratification**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	43.760	40.355	37.005	32.175	30.875	29.130
82	43.835	40.410	37.070	32.240	30.915	29.155
83	43.935	40.480	37.165	32.285	30.950	29.170
84	43.995	40.590	37.255	32.355	31.020	29.225
85	44.070	40.655	37.325	32.395	31.080	29.240
86	44.185	40.745	37.415	32.470	31.125	29.255
87	44.250	40.845	37.505	32.505	31.190	29.285
88	44.325	40.910	37.560	32.575	31.240	29.310
89	44.430	40.980	37.675	32.605	31.305	29.360
90	44.485	41.065	37.745	32.705	31.355	29.380
91	44.585	41.155	37.805	32.740	31.405	29.390
92	44.660	41.230	37.920	32.775	31.465	29.430
93	44.740	41.300	37.990	32.840	31.500	29.450
94	44.825	41.410	38.065	32.890	31.585	29.505
95	44.910	41.470	38.165	32.950	31.615	29.510
96	44.970	41.565	38.250	33.005	31.675	29.545
97	45.060	41.640	38.315	33.065	31.735	29.580
98	45.155	41.730	38.400	33.125	31.795	29.605
99	45.235	41.805	38.485	33.175	31.845	29.655
100	45.335	41.880	38.580	33.230	31.870	29.665
101	45.405	41.970	38.675	33.275	31.910	29.690
102	45.510	42.035	38.755	33.350	31.985	29.705
103	45.580	42.110	38.825	33.420	32.025	29.755
104	45.660	42.220	38.915	33.460	32.095	29.770
105	45.750	42.285	39.010	33.500	32.140	29.810
106	45.835	42.365	39.085	33.545	32.175	29.845
107	45.910	42.445	39.175	33.630	32.240	29.860
108	46.005	42.530	39.265	33.680	32.280	29.890
109	46.070	42.600	39.340	33.735	32.325	29.915
110	46.170	42.700	39.420	33.780	32.395	29.950

**BC NEWSPRINT SCHEDULE
November 1, 2018**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	39.750	37.245	33.870	30.320	29.190	28.195
52	39.855	37.365	34.090	30.445	29.260	28.200
53	40.085	37.480	34.160	30.510	29.300	28.225
54	40.225	37.605	34.285	30.560	29.340	28.225
55	40.360	37.700	34.390	30.595	29.395	28.270
56	40.510	37.775	34.465	30.655	29.475	28.270
57	40.645	37.880	34.620	30.675	29.495	28.295
58	40.775	37.955	34.680	30.720	29.535	28.295
59	40.900	38.080	34.795	30.780	29.570	28.345
60	41.860	38.900	35.535	31.410	30.185	28.880
61	42.000	39.000	35.645	31.485	30.205	28.960
62	42.170	39.110	35.745	31.510	30.260	28.970
63	42.285	39.195	35.830	31.550	30.280	28.975
64	42.435	39.275	35.910	31.600	30.320	28.980
65	42.530	39.380	35.990	31.645	30.390	29.030
66	42.695	39.450	36.085	31.710	30.430	29.030
67	42.835	39.565	36.160	31.725	30.445	29.075
68	42.970	39.660	36.240	31.775	30.485	29.075
69	43.105	39.720	36.335	31.800	30.495	29.085
70	43.250	39.800	36.415	31.900	30.565	29.085
71	43.325	39.905	36.505	31.935	30.635	29.125
72	43.445	39.985	36.620	32.000	30.675	29.140
73	43.515	40.070	36.705	32.085	30.735	29.180
74	43.585	40.135	36.775	32.150	30.770	29.195
75	43.690	40.250	36.865	32.170	30.870	29.225
76	43.785	40.335	36.960	32.220	30.910	29.270
77	43.850	40.390	37.025	32.290	30.955	29.275
78	43.945	40.510	37.130	32.335	31.005	29.295
79	44.025	40.555	37.190	32.410	31.035	29.325
80	44.115	40.655	37.305	32.460	31.115	29.375

**BC NEWSPRINT SCHEDULE
November 1, 2018**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	44.200	40.760	37.375	32.495	31.185	29.420
82	44.275	40.815	37.440	32.560	31.225	29.445
83	44.375	40.885	37.535	32.610	31.260	29.460
84	44.435	40.995	37.630	32.680	31.330	29.515
85	44.510	41.060	37.700	32.720	31.390	29.530
86	44.625	41.150	37.790	32.795	31.435	29.550
87	44.695	41.255	37.880	32.830	31.500	29.580
88	44.770	41.320	37.935	32.900	31.550	29.605
89	44.875	41.390	38.050	32.930	31.620	29.655
90	44.930	41.475	38.120	33.030	31.670	29.675
91	45.030	41.565	38.185	33.065	31.720	29.685
92	45.105	41.640	38.300	33.105	31.780	29.725
93	45.185	41.715	38.370	33.170	31.815	29.745
94	45.275	41.825	38.445	33.220	31.900	29.800
95	45.360	41.885	38.545	33.280	31.930	29.805
96	45.420	41.980	38.635	33.335	31.990	29.840
97	45.510	42.055	38.700	33.395	32.050	29.875
98	45.605	42.145	38.785	33.455	32.115	29.900
99	45.685	42.225	38.870	33.505	32.165	29.950
100	45.790	42.300	38.965	33.560	32.190	29.960
101	45.860	42.390	39.060	33.610	32.230	29.985
102	45.965	42.455	39.145	33.685	32.305	30.000
103	46.035	42.530	39.215	33.755	32.345	30.055
104	46.115	42.640	39.305	33.795	32.415	30.070
105	46.210	42.710	39.400	33.835	32.460	30.110
106	46.295	42.790	39.475	33.880	32.495	30.145
107	46.370	42.870	39.565	33.965	32.560	30.160
108	46.465	42.955	39.660	34.015	32.605	30.190
109	46.530	43.025	39.735	34.070	32.650	30.215
110	46.630	43.125	39.815	34.120	32.720	30.250

**BC NEWSPRINT SCHEDULE
November 1, 2019**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	40.550	37.990	34.550	30.930	29.775	28.760
52	40.660	38.115	34.775	31.060	29.850	28.765
53	40.890	38.235	34.845	31.125	29.890	28.790
54	41.030	38.360	34.975	31.175	29.930	28.790
55	41.175	38.455	35.080	31.210	29.985	28.840
56	41.325	38.535	35.160	31.270	30.070	28.840
57	41.460	38.645	35.315	31.290	30.090	28.865
58	41.595	38.720	35.375	31.335	30.130	28.865
59	41.725	38.845	35.495	31.400	30.165	28.915
60	42.705	39.685	36.250	32.040	30.790	29.460
61	42.845	39.785	36.360	32.120	30.810	29.545
62	43.015	39.895	36.460	32.145	30.870	29.555
63	43.135	39.980	36.550	32.185	30.890	29.560
64	43.290	40.065	36.635	32.235	30.930	29.565
65	43.385	40.175	36.715	32.280	31.000	29.615
66	43.550	40.245	36.810	32.345	31.040	29.615
67	43.700	40.360	36.885	32.360	31.060	29.660
68	43.835	40.455	36.965	32.415	31.100	29.660
69	43.970	40.515	37.065	32.440	31.110	29.670
70	44.120	40.600	37.150	32.540	31.180	29.670
71	44.200	40.710	37.240	32.580	31.250	29.710
72	44.320	40.790	37.355	32.645	31.290	29.725
73	44.390	40.875	37.440	32.730	31.350	29.765
74	44.460	40.940	37.515	32.795	31.390	29.780
75	44.565	41.060	37.605	32.815	31.490	29.810
76	44.665	41.145	37.705	32.865	31.530	29.860
77	44.735	41.205	37.770	32.940	31.580	29.865
78	44.830	41.325	37.875	32.985	31.630	29.885
79	44.910	41.370	37.935	33.060	31.660	29.915
80	45.000	41.470	38.055	33.115	31.740	29.965

**BC NEWSPRINT SCHEDULE
November 1, 2019**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	45.085	41.580	38.130	33.150	31.810	30.010
82	45.165	41.635	38.195	33.215	31.850	30.035
83	45.270	41.710	38.290	33.265	31.890	30.055
84	45.330	41.820	38.385	33.335	31.960	30.110
85	45.405	41.885	38.455	33.375	32.020	30.125
86	45.520	41.975	38.550	33.455	32.070	30.145
87	45.590	42.085	38.645	33.490	32.135	30.175
88	45.670	42.150	38.700	33.560	32.185	30.200
89	45.780	42.225	38.815	33.595	32.255	30.250
90	45.835	42.310	38.885	33.695	32.305	30.270
91	45.935	42.400	38.950	33.730	32.355	30.280
92	46.010	42.475	39.070	33.770	32.420	30.320
93	46.090	42.550	39.145	33.835	32.455	30.340
94	46.185	42.665	39.220	33.885	32.540	30.400
95	46.275	42.730	39.320	33.950	32.575	30.405
96	46.335	42.825	39.410	34.005	32.635	30.440
97	46.425	42.900	39.475	34.065	32.695	30.475
98	46.520	42.990	39.565	34.130	32.760	30.500
99	46.600	43.070	39.655	34.180	32.810	30.555
100	46.715	43.150	39.750	34.235	32.835	30.565
101	46.785	43.245	39.845	34.285	32.875	30.590
102	46.890	43.310	39.930	34.360	32.955	30.605
103	46.960	43.385	40.000	34.435	32.995	30.660
104	47.040	43.495	40.095	34.475	33.065	30.675
105	47.135	43.565	40.195	34.515	33.115	30.715
106	47.230	43.650	40.270	34.560	33.150	30.750
107	47.305	43.735	40.360	34.650	33.215	30.765
108	47.400	43.820	40.455	34.700	33.260	30.795
109	47.465	43.890	40.530	34.755	33.305	30.820
110	47.565	43.990	40.615	34.805	33.375	30.860

**BC NEWSPRINT SCHEDULE
10 Cent Adjustment**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	40.650	38.090	34.650	31.030	29.875	28.860
52	40.760	38.215	34.875	31.160	29.950	28.865
53	40.990	38.335	34.945	31.225	29.990	28.890
54	41.130	38.460	35.075	31.275	30.030	28.890
55	41.275	38.555	35.180	31.310	30.085	28.940
56	41.425	38.635	35.260	31.370	30.170	28.940
57	41.560	38.745	35.415	31.390	30.190	28.965
58	41.695	38.820	35.475	31.435	30.230	28.965
59	41.825	38.945	35.595	31.500	30.265	29.015
60	42.805	39.785	36.350	32.140	30.890	29.560
61	42.945	39.885	36.460	32.220	30.910	29.645
62	43.115	39.995	36.560	32.245	30.970	29.655
63	43.235	40.080	36.650	32.285	30.990	29.660
64	43.390	40.165	36.735	32.335	31.030	29.665
65	43.485	40.275	36.815	32.380	31.100	29.715
66	43.650	40.345	36.910	32.445	31.140	29.715
67	43.800	40.460	36.985	32.460	31.160	29.760
68	43.935	40.555	37.065	32.515	31.200	29.760
69	44.070	40.615	37.165	32.540	31.210	29.770
70	44.220	40.700	37.250	32.640	31.280	29.770
71	44.300	40.810	37.340	32.680	31.350	29.810
72	44.420	40.890	37.455	32.745	31.390	29.825
73	44.490	40.975	37.540	32.830	31.450	29.865
74	44.560	41.040	37.615	32.895	31.490	29.880
75	44.665	41.160	37.705	32.915	31.590	29.910
76	44.765	41.245	37.805	32.965	31.630	29.960
77	44.835	41.305	37.870	33.040	31.680	29.965
78	44.930	41.425	37.975	33.085	31.730	29.985
79	45.010	41.470	38.035	33.160	31.760	30.015
80	45.100	41.570	38.155	33.215	31.840	30.065

**BC NEWSPRINT SCHEDULE
10 Cent Adjustment**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	45.185	41.680	38.230	33.250	31.910	30.110
82	45.265	41.735	38.295	33.315	31.950	30.135
83	45.370	41.810	38.390	33.365	31.990	30.155
84	45.430	41.920	38.485	33.435	32.060	30.210
85	45.505	41.985	38.555	33.475	32.120	30.225
86	45.620	42.075	38.650	33.555	32.170	30.245
87	45.690	42.185	38.745	33.590	32.235	30.275
88	45.770	42.250	38.800	33.660	32.285	30.300
89	45.880	42.325	38.915	33.695	32.355	30.350
90	45.935	42.410	38.985	33.795	32.405	30.370
91	46.035	42.500	39.050	33.830	32.455	30.380
92	46.110	42.575	39.170	33.870	32.520	30.420
93	46.190	42.650	39.245	33.935	32.555	30.440
94	46.285	42.765	39.320	33.985	32.640	30.500
95	46.375	42.830	39.420	34.050	32.675	30.505
96	46.435	42.925	39.510	34.105	32.735	30.540
97	46.525	43.000	39.575	34.165	32.795	30.575
98	46.620	43.090	39.665	34.230	32.860	30.600
99	46.700	43.170	39.755	34.280	32.910	30.655
100	46.815	43.250	39.850	34.335	32.935	30.665
101	46.885	43.345	39.945	34.385	32.975	30.690
102	46.990	43.410	40.030	34.460	33.055	30.705
103	47.060	43.485	40.100	34.535	33.095	30.760
104	47.140	43.595	40.195	34.575	33.165	30.775
105	47.235	43.665	40.295	34.615	33.215	30.815
106	47.330	43.750	40.370	34.660	33.250	30.850
107	47.405	43.835	40.460	34.750	33.315	30.865
108	47.500	43.920	40.555	34.800	33.360	30.895
109	47.565	43.990	40.630	34.855	33.405	30.920
110	47.665	44.090	40.715	34.905	33.475	30.960

**BC NEWSPRINT SCHEDULE
May 1, 2020**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	41.465	38.850	35.345	31.650	30.475	29.435
52	41.575	38.980	35.575	31.785	30.550	29.440
53	41.810	39.100	35.645	31.850	30.590	29.470
54	41.955	39.230	35.775	31.900	30.630	29.470
55	42.100	39.325	35.885	31.935	30.685	29.520
56	42.255	39.410	35.965	31.995	30.775	29.520
57	42.390	39.520	36.125	32.020	30.795	29.545
58	42.530	39.595	36.185	32.065	30.835	29.545
59	42.660	39.725	36.305	32.130	30.870	29.595
60	43.660	40.580	37.075	32.785	31.510	30.150
61	43.805	40.685	37.190	32.865	31.530	30.240
62	43.975	40.795	37.290	32.890	31.590	30.250
63	44.100	40.880	37.385	32.930	31.610	30.255
64	44.260	40.970	37.470	32.980	31.650	30.260
65	44.355	41.080	37.550	33.030	31.720	30.310
66	44.525	41.150	37.650	33.095	31.765	30.310
67	44.675	41.270	37.725	33.110	31.785	30.355
68	44.815	41.365	37.805	33.165	31.825	30.355
69	44.950	41.425	37.910	33.190	31.835	30.365
70	45.105	41.515	37.995	33.295	31.905	30.365
71	45.185	41.625	38.085	33.335	31.975	30.405
72	45.310	41.710	38.205	33.400	32.020	30.420
73	45.380	41.795	38.290	33.485	32.080	30.460
74	45.450	41.860	38.365	33.555	32.120	30.480
75	45.560	41.985	38.460	33.575	32.220	30.510
76	45.660	42.070	38.560	33.625	32.265	30.560
77	45.730	42.130	38.625	33.700	32.315	30.565
78	45.830	42.255	38.735	33.745	32.365	30.585
79	45.910	42.300	38.795	33.825	32.395	30.615
80	46.000	42.400	38.920	33.880	32.475	30.665

**BC NEWSPRINT SCHEDULE
May 1, 2020**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	46.090	42.515	38.995	33.915	32.550	30.710
82	46.170	42.570	39.060	33.980	32.590	30.740
83	46.275	42.645	39.160	34.030	32.630	30.760
84	46.340	42.760	39.255	34.105	32.700	30.815
85	46.415	42.825	39.325	34.145	32.760	30.830
86	46.530	42.915	39.425	34.225	32.815	30.850
87	46.605	43.030	39.520	34.260	32.880	30.880
88	46.685	43.095	39.575	34.335	32.930	30.905
89	46.800	43.170	39.695	34.370	33.000	30.955
90	46.855	43.260	39.765	34.470	33.055	30.975
91	46.955	43.350	39.830	34.505	33.105	30.990
92	47.030	43.425	39.955	34.545	33.170	31.030
93	47.115	43.505	40.030	34.615	33.205	31.050
94	47.210	43.620	40.105	34.665	33.295	31.110
95	47.305	43.685	40.210	34.730	33.330	31.115
96	47.365	43.785	40.300	34.785	33.390	31.150
97	47.455	43.860	40.365	34.850	33.450	31.185
98	47.550	43.950	40.460	34.915	33.515	31.210
99	47.635	44.035	40.550	34.965	33.570	31.270
100	47.750	44.115	40.645	35.020	33.595	31.280
101	47.825	44.210	40.745	35.075	33.635	31.305
102	47.930	44.280	40.830	35.150	33.715	31.320
103	48.000	44.355	40.900	35.225	33.755	31.375
104	48.085	44.465	41.000	35.265	33.830	31.390
105	48.180	44.540	41.100	35.305	33.880	31.430
106	48.275	44.625	41.175	35.355	33.915	31.465
107	48.355	44.710	41.270	35.445	33.980	31.480
108	48.450	44.800	41.365	35.495	34.025	31.515
109	48.515	44.870	41.445	35.550	34.075	31.540
110	48.620	44.970	41.530	35.605	34.145	31.580

**BC NEWSPRINT SCHEDULE
November 1, 2020**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
51	42.295	39.625	36.050	32.285	31.085	30.025
52	42.405	39.760	36.285	32.420	31.160	30.030
53	42.645	39.880	36.360	32.485	31.200	30.060
54	42.795	40.015	36.490	32.540	31.245	30.060
55	42.940	40.110	36.605	32.575	31.300	30.110
56	43.100	40.200	36.685	32.635	31.390	30.110
57	43.240	40.310	36.845	32.660	31.410	30.135
58	43.380	40.385	36.910	32.705	31.450	30.135
59	43.515	40.520	37.030	32.775	31.485	30.185
60	44.535	41.390	37.815	33.440	32.140	30.755
61	44.680	41.500	37.935	33.520	32.160	30.845
62	44.855	41.610	38.035	33.550	32.220	30.855
63	44.980	41.700	38.135	33.590	32.240	30.860
64	45.145	41.790	38.220	33.640	32.285	30.865
65	45.240	41.900	38.300	33.690	32.355	30.915
66	45.415	41.975	38.405	33.755	32.400	30.915
67	45.570	42.095	38.480	33.770	32.420	30.960
68	45.710	42.190	38.560	33.830	32.460	30.960
69	45.850	42.255	38.670	33.855	32.470	30.970
70	46.005	42.345	38.755	33.960	32.545	30.970
71	46.090	42.460	38.845	34.000	32.615	31.015
72	46.215	42.545	38.970	34.070	32.660	31.030
73	46.290	42.630	39.055	34.155	32.720	31.070
74	46.360	42.695	39.130	34.225	32.760	31.090
75	46.470	42.825	39.230	34.245	32.865	31.120
76	46.575	42.910	39.330	34.300	32.910	31.170
77	46.645	42.975	39.400	34.375	32.960	31.175
78	46.745	43.100	39.510	34.420	33.010	31.195
79	46.830	43.145	39.570	34.500	33.045	31.225
80	46.920	43.250	39.700	34.560	33.125	31.280

**BC NEWSPRINT SCHEDULE
November 1, 2020**

Bracket Number	M.T.	B.T.	WINDER	4TH HAND	5TH HAND	6TH HAND
81	47.010	43.365	39.775	34.595	33.200	31.325
82	47.095	43.420	39.840	34.660	33.240	31.355
83	47.200	43.500	39.945	34.710	33.285	31.375
84	47.265	43.615	40.040	34.785	33.355	31.430
85	47.345	43.680	40.110	34.830	33.415	31.445
86	47.460	43.775	40.215	34.910	33.470	31.465
87	47.535	43.890	40.310	34.945	33.540	31.500
88	47.620	43.955	40.365	35.020	33.590	31.525
89	47.735	44.035	40.490	35.055	33.660	31.575
90	47.790	44.125	40.560	35.160	33.715	31.595
91	47.895	44.215	40.625	35.195	33.765	31.610
92	47.970	44.295	40.755	35.235	33.835	31.650
93	48.055	44.375	40.830	35.305	33.870	31.670
94	48.155	44.490	40.905	35.360	33.960	31.730
95	48.250	44.560	41.015	35.425	33.995	31.735
96	48.310	44.660	41.105	35.480	34.060	31.775
97	48.405	44.735	41.170	35.545	34.120	31.810
98	48.500	44.830	41.270	35.615	34.185	31.835
99	48.590	44.915	41.360	35.665	34.240	31.895
100	48.705	44.995	41.460	35.720	34.265	31.905
101	48.780	45.095	41.560	35.775	34.310	31.930
102	48.890	45.165	41.645	35.855	34.390	31.945
103	48.960	45.240	41.720	35.930	34.430	32.005
104	49.045	45.355	41.820	35.970	34.505	32.020
105	49.145	45.430	41.920	36.010	34.560	32.060
106	49.240	45.520	42.000	36.060	34.595	32.095
107	49.320	45.605	42.095	36.155	34.660	32.110
108	49.420	45.695	42.190	36.205	34.705	32.145
109	49.485	45.765	42.275	36.260	34.755	32.170
110	49.590	45.870	42.360	36.315	34.830	32.210

JOB EVALUATION PLAN CONVERSION TABLE BY STEPS

STEP	MAY 01/17	MAY 01/18	JUNE 28/18	NOV 01/18	MAY 01/19	NOV 01/19	MAY 01/20	NOV 01/20	STEP	MAY 01/17	MAY 01/18	JUNE 28/18	NOV 01/18	MAY 01/19	NOV 01/19	MAY 01/20	NOV 01/20
BASE	26.305	26.570	27.070	27.340	27.615	27.890	28.550	29.120	26	32.530	32.855	33.355	33.690	34.025	34.365	35.155	35.860
1/2	26.375	26.640	27.140	27.410	27.685	27.960	28.620	29.190	27	32.745	33.070	33.570	33.905	34.245	34.585	35.380	36.090
1	26.505	26.770	27.270	27.545	27.820	28.100	28.765	29.340	28	32.995	33.325	33.825	34.165	34.505	34.850	35.650	36.365
2	26.725	26.990	27.490	27.765	28.045	28.325	28.995	29.575	29	33.250	33.585	34.085	34.425	34.770	35.120	35.925	36.645
3	26.940	27.210	27.710	27.985	28.265	28.550	29.225	29.810	30	33.505	33.840	34.340	34.685	35.030	35.380	36.190	36.915
4	27.160	27.430	27.930	28.210	28.490	28.775	29.455	30.045	31	33.745	34.080	34.580	34.925	35.275	35.630	36.445	37.175
5	27.395	27.670	28.170	28.450	28.735	29.020	29.700	30.295	32	33.985	34.325	34.825	35.175	35.525	35.880	36.700	37.435
6	27.650	27.925	28.425	28.710	28.995	29.285	29.975	30.575	33	34.235	34.575	35.075	35.425	35.780	36.140	36.965	37.705
7	27.895	28.175	28.675	28.960	29.250	29.545	30.240	30.845	34	34.480	34.825	35.325	35.680	36.035	36.395	37.225	37.970
8	28.125	28.405	28.905	29.195	29.485	29.780	30.480	31.090	35	34.715	35.060	35.560	35.915	36.275	36.640	37.475	38.225
9	28.370	28.655	29.155	29.445	29.740	30.035	30.740	31.355	36	34.975	35.325	35.825	36.185	36.545	36.910	37.750	38.505
10	28.605	28.890	29.390	29.685	29.980	30.280	30.990	31.610	37	35.205	35.555	36.055	36.415	36.780	37.150	37.995	38.755
11	28.870	29.160	29.660	29.955	30.255	30.560	31.275	31.900	38	35.440	35.795	36.295	36.660	37.025	37.395	38.245	39.010
12	29.110	29.400	29.900	30.200	30.500	30.805	31.525	32.155	39	35.700	36.055	36.555	36.920	37.290	37.665	38.520	39.290
13	29.350	29.645	30.145	30.445	30.750	31.060	31.785	32.420	40	35.940	36.300	36.800	37.170	37.540	37.915	38.775	39.550
14	29.605	29.900	30.400	30.705	31.010	31.320	32.050	32.690	41	36.180	36.540	37.040	37.410	37.785	38.165	39.030	39.810
15	29.840	30.140	30.640	30.945	31.255	31.570	32.305	32.950	42	36.430	36.795	37.295	37.670	38.045	38.425	39.295	40.080
16	30.095	30.395	30.895	31.205	31.515	31.830	32.570	33.220	43	36.670	37.035	37.535	37.910	38.290	38.675	39.550	40.340
17	30.320	30.625	31.125	31.435	31.750	32.070	32.815	33.470	44	36.915	37.285	37.785	38.165	38.545	38.930	39.810	40.605
18	30.570	30.875	31.375	31.690	32.005	32.325	33.075	33.735	45	37.165	37.535	38.035	38.415	38.800	39.190	40.075	40.875
19	30.805	31.115	31.615	31.930	32.250	32.575	33.330	33.995	46	37.420	37.795	38.295	38.680	39.065	39.455	40.345	41.150
20	31.050	31.360	31.860	32.180	32.500	32.825	33.585	34.255	47	37.650	38.025	38.525	38.910	39.300	39.695	40.590	41.400
21	31.305	31.620	32.120	32.440	32.765	33.095	33.860	34.535	48	37.895	38.275	38.775	39.165	39.555	39.950	40.850	41.665
22	31.540	31.855	32.355	32.680	33.005	33.335	34.105	34.785	49	38.135	38.515	39.015	39.405	39.800	40.200	41.105	41.925
23	31.785	32.105	32.605	32.930	33.260	33.595	34.370	35.055	50	38.380	38.765	39.265	39.660	40.055	40.455	41.365	42.190
24	32.035	32.355	32.855	33.185	33.515	33.850	34.630	35.325									
25	32.290	32.615	33.115	33.445	33.780	34.120	34.905	35.605									

JOB EVALUATION PLAN CONVERSION TABLE BY STEPS

STEP	MAY 01/17	MAY 01/18	JUNE 28/18	NOV 01/18	MAY 01/19	NOV 01/19	MAY 01/20	NOV 01/20	STEP	MAY 01/17	MAY 01/18	JUNE 28/18	NOV 01/18	MAY 01/19	NOV 01/19	MAY 01/20	NOV 01/20
51	38.640	39.025	39.525	39.920	40.320	40.725	41.640	42.475	76	44.690	45.135	45.635	46.090	46.550	47.015	48.055	49.015
52	38.850	39.240	39.740	40.135	40.535	40.940	41.860	42.695	77	44.935	45.385	45.885	46.345	46.810	47.280	48.330	49.295
53	39.100	39.490	39.990	40.390	40.795	41.205	42.130	42.975	78	45.180	45.630	46.130	46.590	47.055	47.525	48.580	49.550
54	39.355	39.750	40.250	40.655	41.060	41.470	42.400	43.250	79	45.420	45.875	46.375	46.840	47.310	47.785	48.845	49.820
55	39.585	39.980	40.480	40.885	41.295	41.710	42.645	43.500	80	45.670	46.125	46.625	47.090	47.560	48.035	49.100	50.080
56	39.845	40.245	40.745	41.150	41.560	41.975	42.915	43.775	81	45.900	46.360	46.860	47.330	47.805	48.285	49.355	50.340
57	40.080	40.480	40.980	41.390	41.805	42.225	43.170	44.035	82	46.135	46.595	47.095	47.565	48.040	48.520	49.590	50.580
58	40.325	40.730	41.230	41.640	42.055	42.475	43.425	44.295	83	46.380	46.845	47.345	47.820	48.300	48.785	49.865	50.860
59	40.565	40.970	41.470	41.885	42.305	42.730	43.685	44.560	84	46.630	47.095	47.595	48.070	48.550	49.035	50.120	51.120
60	40.820	41.230	41.730	42.145	42.565	42.990	43.950	44.830	85	46.875	47.345	47.845	48.325	48.810	49.300	50.390	51.400
61	41.080	41.490	41.990	42.410	42.835	43.265	44.230	45.115	86	47.105	47.575	48.075	48.555	49.040	49.530	50.625	51.640
62	41.315	41.730	42.230	42.650	43.075	43.505	44.475	45.365	87	47.345	47.820	48.320	48.805	49.295	49.790	50.890	51.910
63	41.555	41.970	42.470	42.895	43.325	43.760	44.735	45.630	88	47.590	48.065	48.565	49.050	49.540	50.035	51.140	52.165
64	41.795	42.215	42.715	43.140	43.570	44.005	44.985	45.885	89	47.840	48.320	48.820	49.310	49.805	50.305	51.415	52.445
65	42.015	42.435	42.935	43.365	43.800	44.240	45.225	46.130	90	48.075	48.555	49.055	49.545	50.040	50.540	51.655	52.690
66	42.270	42.695	43.195	43.625	44.060	44.500	45.490	46.400	91	48.325	48.810	49.310	49.805	50.305	50.810	51.930	52.970
67	42.505	42.930	43.430	43.865	44.305	44.750	45.745	46.660	92	48.565	49.050	49.550	50.045	50.545	51.050	52.175	53.220
68	42.755	43.185	43.685	44.120	44.560	45.005	46.005	46.925	93	48.815	49.305	49.805	50.305	50.810	51.320	52.450	53.500
69	43.005	43.435	43.935	44.375	44.820	45.270	46.275	47.200	94	49.050	49.540	50.040	50.540	51.045	51.555	52.690	53.745
70	43.250	43.685	44.185	44.625	45.070	45.520	46.530	47.460	95	49.275	49.770	50.270	50.775	51.285	51.800	52.940	54.000
71	43.485	43.920	44.420	44.865	45.315	45.770	46.785	47.720	96	49.530	50.025	50.525	51.030	51.540	52.055	53.200	54.265
72	43.725	44.160	44.660	45.105	45.555	46.010	47.030	47.970	97	49.780	50.280	50.780	51.290	51.805	52.325	53.475	54.545
73	43.965	44.405	44.905	45.355	45.810	46.270	47.295	48.240	98	50.025	50.525	51.025	51.535	52.050	52.570	53.725	54.800
74	44.205	44.645	45.145	45.595	46.050	46.510	47.540	48.490	99	50.255	50.760	51.260	51.775	52.295	52.820	53.980	55.060
75	44.445	44.890	45.390	45.845	46.305	46.770	47.805	48.760	100	50.495	51.000	51.500	52.015	52.535	53.060	54.225	55.310

EXHIBIT "B" JOB EVALUATION PLAN

(1) The Job Evaluation Plan

The Job Evaluation Plan is a plan developed for the purpose of uniformly evaluating and appraising jobs according to the skill, working conditions and responsibility factors required by and contained in each job, thereby resulting in the establishment of a uniform method of wage rate determination.

(2) The Scope and Limitations of the Plan

- (a) The Job Evaluation Plan shall not be applied to the following job fields covered by Exhibit "A" of the Labour Agreement:
- (i) Mechanical Trades (See Exhibit "1" attached for definition).
 - (ii) Longshoring.
 - (iii) Saw Filers and Saw Fitters.
 - (iv) Jobs on Newsprint Machines.
- (b) Except as provided in Section 2(a) above, all jobs covered by the Labour Agreement shall be considered eligible for evaluation when presented in the manner prescribed herein to the Joint Job Evaluation Board hereinafter provided for.

(3) Administration and Procedure

(a) Job Evaluation Directors

- (i) The Job Evaluation Directors shall be composed of one (1) representative of UNIFOR and one (1) representative of Pulp and Paper Employee Relations Forum.
- (ii) It shall be the duty of the Job Evaluation Directors:
 - a) to direct and supervise the functioning of the Job Evaluation Plan in accordance with the policies and procedures adopted by the parties to the Labour Agreement through an Administrative Committee comprised of the Job Evaluation Directors, three (3) designated representatives from the local unions and three (3) designated representatives of the companies using the plan.
 - b) to receive reports from Plant Evaluation Committees and to recommend improvements where necessary in the procedure of the Committees.

- c) to review cases of evaluation upon request of either Union or Company members of the Plant Evaluation Committees.
 - d) to review the general operation of the Joint Job Evaluation Board as to methods, factors, procedures, delays, and to order such reviews or surveys of job fields as necessary. It shall also be the duty of the Job Evaluation Directors to adjudicate any disagreement which might arise in the functioning of the Plan.
 - e) To direct the Joint Job Evaluation Board as to changes in methods which do not constitute basic changes. The Directors shall neither negotiate rates nor exercise any of the bargaining functions of the National Union or the Company.
 - f) To recommend improvements in the Job Evaluation Plan to an Administrative Committee for consideration. Only in the Administrative Committee is vested the power to amend, add to, or subtract from, the Plan. Ratification of improvements will be by such method as determined by each party to the plan
 - g) When the Directors are unable to resolve, within sixty (60) days, matters referred to them under (c) or (d) above, the matter may be referred by either Director or the Union or Company members of the Plant Evaluation Committees to the Independent Review Officer as provided for under paragraph 3(d) below.
- (b) **Joint Job Evaluation Board**
- (i) The Joint Job Evaluation Board shall consist of one (1) representative of the National Union and one (1) representative of Pulp and Paper Employee Relations Forum.
 - (ii) It shall be the duty of the Joint Job Evaluation Board to evaluate and set the rate for any job presented for evaluation in accordance with this Plan. It shall also be the duty of the Board to develop, revise and maintain in an up-to-date manner the tables necessary to the functioning of the Job Evaluation Board. All decisions of the Joint Job Evaluation Board must be agreed to by both members of the Board before becoming official.

(c) **Plant Evaluation Committee**

- (i) The Mill Manager and the Union shall create a Plant Evaluation Committee which shall consist of not less than two (2) nor more than three (3) members representing the Union involved and not less than two (2) nor more than three (3) members representing the Company.
- (ii) It shall be the duty of the Plant Evaluation Committee
 - a) to act upon all requests for job evaluation, within the scope and limitations of the Plan as stipulated in Section 2 above, which may arise if, in their opinion, such evaluation would result in a rate change. Any decision to submit a job to the Joint Job Evaluation Board for evaluation must be unanimously agreed upon by all members of the Plant Evaluation Committee representing both the Company and the Union.
 - b) to make investigations of jobs to be submitted for evaluation, prepare job descriptions, arrange schedule of interviews required, determine and arrange for the attendance of those job representatives who desire to be present at the explanation of the evaluation computations, as provided in Section 4(d) and to assist in pointing out factual and pertinent information relative to the job to the Joint Job Evaluation Board at the time of evaluation.
 - c) to make a written report to the Job Evaluation Directors of the jobs on which the Union and the Company members of the Committee have been unable to agree as to whether an evaluation should be made, with a statement of the facts on which the disagreement was based.
- (iii) Either the Union or the Company members of the Plant Evaluation Committee may request a review by the Job Evaluation Directors of any case of evaluation where, in their opinion, proper application of the job evaluation standards has not been accomplished.

(d) **Independent Review Officer**

- (i) UNIFOR and the Pulp and Paper Employee Relations Forum shall appoint an Independent Review Officer for the term of the Agreement.

- (ii) The Independent Review Officer shall neither be an employee of the Union, Company, nor their agencies.
- (iii) The Independent Review Officer shall have the authority to render decisions on matters that have been referred to him which are appropriate under the Plan.
- (iv) The Pulp and Paper Employee Relations Forum and UNIFOR shall each pay one-half of the fees and expenses of the Independent Review Officer incurred in the adjudication of disputes.

(4) General Policies

- a) The evaluated job rate arrived at through official evaluation by the Joint Job Evaluation Board will be final and binding upon both parties to the Labour Agreement unless review has been requested as provided in Section 3(a)(ii)(c) or 3(a)(ii)(g). In case of such review the decision of the Job Evaluation Directors or, where appropriate the Independent Review Officer shall be final and binding upon both parties. Where a number of appeals indicate a problem within a job field, the Directors shall refer such problems to the Administrative Committee for final determination.
- b) Where an official evaluation indicates an upward adjustment in the rate for a job the adjustment will be retroactive to the date agreed upon by the Plant Evaluation Committee which is entered on, and a part of, the application for evaluation provided for in Section 3(c)(ii)(a) setting forth the duties of the Plant Evaluation Committee.
- c) Where a new job has been created, the Plant Evaluation Committee of the mill will make application to the Joint Job Evaluation Board for a temporary rate for the new job. An evaluated rate will be established by the Job Evaluation Board before a period of twelve (12) months has expired following the start of the new job except in those cases where a specific request is made by the Plant Evaluation Committee to the Job Evaluation Directors to retain the temporary rate beyond twelve (12) months, and the request is approved by the Directors. It will be the duty of the Plant Evaluation Committee to agree on a date on which the job became sufficiently stabilized to permit evaluation, and any increase resulting from the evaluated rate will be paid retroactively to the agreed-upon start-up date of the new equipment or the commencement of the job.

- d) The Joint Job Evaluation Board will complete its evaluation of all jobs at the particular mill involved. The Joint Job Evaluation Board will explain in detail the evaluation computations to the Plant Evaluation Committee and to those job representatives present, before leaving the mill. In those cases where it is not possible to complete the evaluation at the mill, the Joint Job Evaluation Board will return to the mill and explain the evaluation computations before making the results official.
- e) The Joint Job Evaluation Board shall furnish to the Plant Evaluation Committee a copy of the job description and evaluation computation forms pertaining to jobs that have been evaluated. Copies of the forms furnished are to be retained in the files at a suitable place, and will be open to members of the Plant Evaluation Committee for study or review.
NOTE: It is understood that the Plant Evaluation Committee files referred to in this sub-section are to be available at all times to the members of that Committee for study and review. It will be left to the Plant Evaluation Committee at each mill to determine the most suitable place in which to locate these files.
- f) Members of the Plant Evaluation Committee or other employees in the mill who are relieved from their jobs during working hours to assist in carrying out the functions of the Job Evaluation Plan or to receive training therein will be paid by the Company at their regular job rates for the time lost during their regular shifts, thereby preventing any loss in regular income. Time put in on evaluation work outside the employee's regular shift will not be paid for by the Company.
- g) When a survey or Job Field Study is authorized by the Directors, a projected completion date will be established. The completion date will also be used as a guide in determining the date for implementation of changes that result from the study.
- h) A Local Union may opt out of the Job Evaluation Plan during the thirty (30) days following ratification of the Memorandum for renewal of the Agreement. The effective date of any opting out will be the last day of the expiring Agreement.

EXHIBIT "1" - DEFINITION OF MECHANICAL TRADES

Any employee whose work is primarily in any one or more than one of the trades listed hereunder shall be classed as a "MECHANIC".

Machinists	Tinsmiths and Sheet Metal Workers
Millwrights	Automotive Mechanics
Carpenters	Masons
Electricians	Roll Grinders
Pipefitters	Instrument Mechanics
Welders	Pattern Makers
Painters	Heat & Frost Insulators
Blacksmiths	Refrigeration Mechanics

EXHIBIT "C" WELFARE PLAN

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

1. Compliance

- (a) The Company signatory to the Labour Agreement will comply with the terms and conditions set forth in this Exhibit "C", and provide the coverages required therein.
- (b) The coverages shall be subject to the usual and customary charges of the selected carrier or carriers.

2. Coverages and Benefits

(a) Group Term Life Insurance

The Welfare Plan will include Group Term Life Insurance in accordance with the following Table of Hourly Job Rate Brackets and corresponding coverages. Benefits will be payable as a result of death from any cause on a twenty-four (24) hour coverage basis.

(b) Accidental Death or Dismemberment Insurance

In addition to the above Group Term Life Insurance coverage the Welfare Plan will include Accidental Death Insurance as out-lined in the Table on a twenty-four (24) hour coverage basis.

Dismemberment and paralysis insurance benefits of the Welfare Plan will be in accordance with the schedules offered by the particular carrier involved, such coverage to be on a twenty-four (24) hour basis.

(c) **Non-occupational Accident and Sickness Insurance**

The Welfare Plan will include NonOccupational Accident and Sickness Insurance that will provide a benefit of sixty two percent (62%) of the employee's regular job rate to the maximums in the following table:

WI CAP	62% with % increase added	Catalyst Unifor
Effective date of ratification 2017	\$995.52	\$1000.00
Effective May 1, 2018	\$1015.43	\$1020.00
Effective May 1, 2019	\$1035.73	\$1050.00
Effective May 1, 2020	\$1056.44	\$1080.00

Weekly Indemnity benefits will be payable beginning with the first day of disability caused by nonoccupational accident and beginning with the fourth day of disability caused by nonoccupational sickness, except that in those cases of nonoccupational sickness, which result in the claimant being hospitalized as a bed patient, and in those cases where surgery is performed which necessitates loss of time from work, the said Weekly Indemnity benefits will be payable beginning with the first day of sickness. Benefits will be payable for a maximum of fiftytwo (52) weeks during any one period of disability.

Weekly Indemnity benefits which begin prior to age 65 will continue until the employee has received at least fifteen (15) weeks of benefits, or until the employee is no longer disabled or retires, whichever comes first.

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

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

Where the employee recovers an amount from a liable third party for loss of income as a result of the same accident or illness, they must reimburse the Plan once they receive 100% of their loss. One hundred percent (100%) of their loss includes gross wages lost.

(d) **Medical-Surgical Coverage**

The Welfare Plan will include Medical-Surgical coverage as required by the B.C. Medical Commission. An Extended Health Benefit Plan with coverage as per the 1999 Blue Cross Pulp and Paper Industry brochure as updated through the September 5, 2002 Memorandum of Agreement. Which includes Vision Care coverage for employees and eligible dependents will also form part of this Labour Agreement.

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

(e) **Dental Care Plan**

The Welfare Plan will include a Dental Care Plan which will reimburse members for expenses incurred in respect of the coverages summarized in Appendix "1". The Plan will not duplicate benefits provided now or which may be provided in the future by any government program.

(f) **Long Term Disability Plan**

The Welfare Plan will include a Long Term Disability Plan summarized in Appendix "2".

(g) **Insurance Benefits Coverages**

MAXIMUM INSURANCE BENEFITS PAYABLE

Effective Date	Group Term Life	Group Term Life
May 1, 2017	\$102,500	\$102,500

(h) **The Welfare Plan will include an Out-of-Province Travel Plan, as follows:**

"When in the opinion of the attending physician and attending specialist a medical procedure is required that is not available in B.C., and is one for which the Medical Services Plan of B.C. will accept financial responsibility, the cost of travel and accommodation to the limits specified below will be paid for by the Plan. Where the attending physician specifies that an attendant is required, the travel and accommodation expenses for such person will be paid to the limit specified. The maximum limit under any one claim will be the return economy airfare or equivalent for patient and attendant, plus accommodation expenses up to a maximum of \$1,500. Receipts will be required and forwarded on the claim form prescribed by the Carrier."

This benefit will not stack on top of or duplicate existing provisions under local Medical Travel Benefit or government plans.

(i) **Attempted Suicide**

Provide for benefits for loss of time as a result of attempted suicide under the Plan Provisions covering other mental illnesses. Coverage shall also include injury disability arising from attempted suicide.

(j) **Weekly Indemnity - Waiting Period**

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

3. Waiting Period

All full-time employees who are actively working and have completed thirty (30) days service shall be enrolled for the coverages and benefits set forth in this Exhibit as a condition of employment.

4. Joint Union – Management Welfare Committee

(a) A Union Welfare Committee shall be appointed and shall meet with a Management Welfare Committee with respect to questions which may arise concerning the operations of the Welfare Plan. The function of the Joint Committee will be to review the operations of the Welfare Plan. It will meet quarterly to formulate and review statistical reports such as usage and costs, it will also review carrier agreements supplied by the Company for the purpose of ensuring compliance with Exhibit “C”.

This committee would also deal with any disputes that may arise under the dispute resolution process.

(b) **Committee Structure**

Mill Operations with one Local Union in the mill shall have a union committee structure of not less than two (2) and not more than three (3) members. Mill Operations where there are two Local Unions shall have a committee consisting of not less than three (3) nor more than five (5) members. Such committee members shall be selected by the Union or Unions concerned. The Company shall appoint a Management Welfare Committee consisting of not less than two (2) members and not more than the aggregate number of members of the Union Welfare Committee.

5. Changes in Classification

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

6. Costs

Net costs of the coverages and benefits made available to participating employees under the Welfare Plan will be shared between the Company and the said employees in accordance with the following:

Group Term Life Insurance, Accidental Death or Dismemberment Insurance, Medical-Surgical Coverage, Extended Health Benefit and Dental Plan

Company	100%
Employee	Nil

Non-occupational Accident and Sickness Insurance, Long Term Disability Plan

Company	50%
Employee	50%

7. Reporting Period

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

8. Changes in Premiums and Employee Contribution

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

9. Distribution of Surplus

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

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

10. Optional Payments under Life Insurance

In any case where the existing Company plan provides optional methods of payment to the beneficiary under the Life Insurance program, such policy provisions will remain in effect.

11. Disputes

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

- 1) Where the insurance carrier has denied an employee Weekly Indemnity or Long Term Disability benefits, the issues shall be referred to a Joint Union-Management Welfare Committee.

To assist in the appeal of the denial of benefits, in addition to a standard Weekly Indemnity or Long Term Disability claim form from the employee's physician, the Employer shall, within seven days, confirm the following documentation has been forwarded to the carrier (with copies to the Union committee);

- a) complete job description
- b) physical demands analysis which indicates in detail the demands of the particular occupation.

From these documents an evaluation is made to identify the essential and peripheral elements of the particular occupation. With input from the Employer, these evaluations will ensure an appropriate identification of the key or essential elements of a particular occupation.

- 2) In the event the employee's claim is further denied and the employee wishes to further appeal the decision the carrier, the claimant may, within fourteen days, refer the denial of benefits to the Joint Union-Management Welfare Committee. The Committee will meet within seven (7) days of referral, they will review all relevant information the claim forms, documents as listed in 1) above along with obtaining directly from the insurer the employees complete file. The file will include all correspondence, all notes, denial letter and any medical reports obtained by or commissioned by the insurer which would include but not limited to any functional

capacity evaluation or a transferable skills report

The Committee will render on a consensus basis a written decision. If the committee is unable to resolve the disputed claim, within fourteen (14) days, it will be referred to a third party for resolution.

- 3) The mutually agreed upon third party shall have the right to review the claim file, require further examinations or testing of the claimant by a specialist. Costs incurred for medical examination or specialist testing shall be borne by the Employer. The costs of the third party shall be born equally by the Union and the Employer.
- 4) The company and the Union will develop a list of six (6) mutually agreeable third parties.
- 5) The third party will endeavor to complete the assessment and reach a decision on the issue under appeal within fourteen (14) days of referral.
- 6) The decision of the third party shall be binding upon the parties and where applicable, the carrier.

12. Disputed Workers' Compensation Board

Weekly Indemnity Claims

If an employee covered by the Welfare Plan suffers a disability, payment for which is in dispute with the Workers' Compensation Board, Weekly Indemnity payments under the Welfare Plan will be paid retroactively as set forth in this Exhibit if requested by the employee and provided he has been off work for at least two (2) weeks due to the disability without the Workers' Compensation Board having accepted the claim.

If the Workers' Compensation Board claim is subsequently established the employee will then repay the weekly disability payment received to the appropriate fund or insurance company.

13. Change in Benefits

In the case of an employee who is on active claim arising from a disability which occurred before a negotiated change in benefits and which continues thereafter, the said employee shall, as from the effective date of the negotiated change, be paid the changed Weekly Indemnity benefit, be covered for the changed Group Term Life Insurance and Accidental Death and Dismemberment Insurance, and make the changed contributions.

14. Coverage During Leave of Absence

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

- (a) The Welfare Plan for employees on authorized leave of absence on Local Union business.
- (b) Group Term Life Insurance, Accidental Death and Dismemberment Insurance, and Medical-Surgical coverage for employees on authorized leave of absence for extended vacation purposes.

15. Surviving Spouse and Dependent Coverage

Where a surviving spouse and dependents of a deceased employee are not covered by such plans by reason of their own employment, the Company will extend the coverage under the Extended Health Benefit Plan for twenty four (24) months following the death, and the Medical-Surgical Plan and the Dental Plan for a period of twelve (12) months following the death.

16. Completion of Forms

The Company agrees to reimburse employees for the costs of medical forms and specialist reports when required by the WI and LTD carriers. This is agreed on the basis that the Company will be reimbursed by the carrier.

APPENDIX "1" DENTAL CARE PLAN

A. Benefits

(i) Diagnostic Services

All necessary procedures to assist the dentist in evaluating the existing conditions to determine the required dental treatment, including:

- Oral examinations
- Consultations

X-rays (complete mouth X-rays will be covered only once in a three (3) year period)

(ii) Preventive Services

All necessary procedures to prevent the occurrence of oral disease, including:

- Cleaning and scaling
- Topical application of fluoride
- Space maintainers

(iii) Surgical Services

All necessary procedures for extractions and other surgical procedures normally performed by a dentist.

(iv) Restorative Services

All necessary procedures for filling teeth with amalgam, synthetic porcelain, and stainless steel crowns. Gold inlays or onlays will be provided as a filling material only when teeth, in the professional opinion of a dentist, cannot be restored with any of the above materials. Gold foil will be provided only in cases of repair to pre-existing gold restorations.

(v) Prosthetic Repairs

All necessary procedures required to repair or reline fixed or removable appliances.

(vi) Endodontics

All necessary procedures required for pulpal therapy and root canal filling.

(vii) Periodontics

All necessary procedures for the treatment of tissues supporting the teeth.

(viii) Prosthetic Appliances and Crown and Bridge Procedures

- (a) Crowns and bridges.
- (b) Partial and/or complete dentures, but not more than once in five (5) years.

(ix) Orthodontics

The services of a certified Orthodontist registered as such by the College of Dental Surgeons of British Columbia only after the patient has been covered continuously for twelve (12) months. Appliances lost, broken or stolen will not be replaced.

The maximum lifetime benefit is \$3,500.00 per person, effective May 1st, 2000 for all services provided by an Orthodontist.

B. Co-Insurance

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

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

APPENDIX "2" PULP AND PAPER INDUSTRY LONG TERM DISABILITY PLAN SUMMARY

1. Eligibility

- (a) All hourly employees who are working full time for full pay will be eligible for coverage. Minimum hours worked must be no less than thirty (30) per week.
- (b) Coverage will commence after thirty (30) days of service.
- (c) Employees must be actively at work, full-time and for full pay on the date coverage commences.

2. Level of Benefits

50% of regular weekly earnings calculated at forty (40) times the disabled employee's hourly straight time job rate at the date of onset of disability plus any negotiated increases to that hourly straight time job rate which would take place during the elimination period.

Employees who are under 60 years of age will have their future benefits recalculated by applying the contractual wage increases that were applied in each year, during the period of their disability, to their long term disability benefit. The benefit will be recalculated using the greater of their existing long term disability benefit or at recalculation using the base rate that is in place on that date.

The recalculated weekly benefit when combined with all other disability income to which the disabled employee is receiving will not exceed 80% of 40 hours multiplied by the regular wage rate in effect at the time of recalculation.

3. Elimination Period

Benefits commence after the employee has been totally and continuously disabled for fifty-two (52) weeks or has exhausted his weekly indemnity benefits whichever occurs last.

4. L.T.D. Benefit Payments

- (a) There will be a minimum of sixty (60) months of benefit payment for persons with sixty (60) or less months of service.
- (b) Additional benefits will be paid on the basis of one (1) month for each two (2) months of continuous service beyond the sixty (60) months service with the member pulp and paper company up to the date of onset of disability.
- (c) For those who are either on W.I. or L.T.D. effective July 1st, 1988, and continue to be disabled, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him further under (b) above. At the point that he runs out of L.T.D. benefit, he can elect to either retire early or go on disability pension benefit until age sixty-five (65), at which time he will retire.
- (d) For new claims that commence after July 1st, 1988, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him further under (b) above. At the point when he runs out of L.T.D. benefit, he will retire.

5. Definition of Total Disability

- (a) The disabled employee's inability to perform the duties of his own occupation for the first eighteen (18) months 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) All other disability income will include: C.P.P./Q.P.P. primary disability pension benefits, Workers' Compensation, disability income from a group or association plan, disability income arising out of any law or legislation, and wage continuation or pension plan of any employer including the Pulp and Paper Industry Pension Plan. Private or individual disability plan benefits of the disabled employee will not reduce the benefit from this plan.

In the event that all other disability income reduces the payment from this plan below \$25.00 per month, this plan will nevertheless

pay a minimum of \$25.00 per month from the date disability income commences.

- (b) Increases in C.P.P./Q.P.P. disability pensions or Workers' Compensation disability pensions that result from increases in the Canadian Consumer Price Index and which occur after the date disability payments from this plan commence will not further reduce the benefits from this plan.

7. Rehabilitative Employment

- (a) During a period of total disability under this plan, a disabled employee may engage in rehabilitative employment in which case the benefit from this plan will be reduced by 50% of the employee's rehabilitative employment income that exceeds \$50 per month. The benefit from this plan will be further reduced by the amount that remuneration from rehabilitative employment plus the benefit from the L.T.D. plan exceeds 75% of the employee's basic wage at date of disability.
- (b) Rehabilitative employment shall mean any occupation or employment for wage or profit or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee, and his doctor in consultation with the underwriter of the L.T.D. plan.
- (c) Rehabilitative employment will be deemed to continue until such time as the employee's earnings from rehabilitative employment exceed 75% of his 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.

9. Pre-Existing Conditions

A disability that results from an accident, illness, mental or nervous disorder for which the employee received treatment or medical supplies within the ninety (90) day period prior to joining the plan will not be covered unless the employee has completed twelve

(12) consecutive months of employment during which he was not absent from work from the aforementioned accident, sickness or mental disorder.

10. Successive Disabilities

A subsequent disability that is related to a previous disability and occurs within six (6) months of an employee's return to work will be considered a continuation of the previous L.T.D. disability and the employee will not be eligible for weekly indemnity benefits. The employee under these circumstances will be eligible to receive benefits without the necessity of completing another elimination period.

11. Terminations

Coverage will cease:

- (a) On termination of employment.
- (b) On a date fifty-two (52) weeks prior to an employee's 65th birthdate.
- (c) On the date leave of absence commences except as provided for in the Agreement.
- (d) On the date an employee is laid off except when an employee has requested continuation of coverage in accordance with section 6 of Article XXI of the Labour Agreement, in which case coverage under the plan will continue only for the periods specified in the aforementioned sections of the Agreements. In the event an employee becomes totally disabled while covered by this plan under this provision, the elimination period will commence on the date such an employee is scheduled to return to active full-time employment.

Employees who have sufficient seniority and who request continuation of coverage under this plan during a period of lay off will be required to pay their portion of the plan premium.

12. Contribution Waiver

Contributions are to be waived when an employee is in receipt of L.T.D. payments.

CONDITIONS FOR IMPLEMENTING THE PLAN

- (1) The Long Term Disability Plan is payment in kind of the employee's share of the reduction in the Unemployment Insurance Premium resulting from the qualification of the Weekly Indemnity Plan

under the Unemployment Insurance Regulations. The full U.I.C. premium reduction including the employee 5/12th's share will be retained by the employer.

- (2) When an employee becomes totally disabled under this plan, they shall have the option of taking all outstanding earned time off with pay, such as vacations, supplemental vacations, statutory holidays, special (personal) floating holidays, and any halftime portion of banked overtime.
- (3) Upon commencement of L.T.D. benefits all terms and conditions of the Collective Agreement will become inoperative except where provided for in Article 4 (b), (c) and (d) below.
- (4)
 - (a) Negotiated wage increases will apply as per Article 2 of the Plan Summary but subsequent increases in plan benefits will not affect employees on L.T.D. benefits.
 - (b) Employees in receipt of L.T.D. benefits from this plan will continue to accrue credit under the Pulp and Paper Industry Pension Plan provided such employees are not in receipt of a disability pension under the Pulp and Paper Industry Pension Plan.
 - (c) Employees in receipt of disability payments from this plan will continue to be covered under his employer's medical, extended health and dental plans. Coverage under the employer's group life and A.D. & D. plans will also continue in accordance with the conditions of those plans.
 - (d) An employee returning to work from an L.T.D. claim will return to a job his seniority, qualifications and ability to perform the work properly entitle him to.
 - (e) Active claims as referred to in Section 14 of Exhibit "C" of the Labour Agreement will be defined as that period of time during which an employee is in receipt of weekly indemnity payments only.

EXHIBIT "D"

APPRENTICESHIP TRAINING PROGRAM

1. The purpose of the Program is to provide tradesmen of the highest calibre.
2. The Apprenticeship Training Program will cover the local mill trades where applicable as set forth below:

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

General Principles

3. The period of Apprenticeship Training will be as defined by the Apprenticeship Branch for each trade. The Apprentice will receive the Journeyman rate on successful completion of his Apprenticeship or after successful completion of four (4) years, whichever happens sooner, only on the understanding that he completes his full term of training. If the Apprentice refuses to continue his training, he will be removed from the Program with no standing as a Journeyman in his trade.
4. Training syllabus for each trade to be designed to meet the requirements of the particular trade involved.
5. All provisions of the appropriate labour Agreements in effect at the Mill concerned shall be applicable to Apprentices in the Program.
6. Apprentices hired with previous training may be placed into the training program at a level determined by the Joint Apprenticeship Committee, with advice from the Apprenticeship Branch.
7. Under the Program, Apprentices will receive rates as per Exhibit "A" of the Labour Agreement.

Progression through the schedule of rates is subject to successful completion of prescribed theoretical training,

practical training and tests. The schedule of rates applies on date of qualification or as otherwise provided for in Item 12.

Joint Union-Management Apprenticeship Committee

8. This Committee will be comprised of an equal number of Union and Management representatives not to exceed, in total, three (3) from each group.

The purpose of the Committee will be to develop and supervise the procedures required to carry out the intent of the Program as agreed to. The Committee will also carry out the following duties:

- (a) The Company to establish in-plant training programs to support the training syllabus as developed by the Apprenticeship Branch of the Department of Labour for each trade involved. Supervision of the established Program shall be the responsibility of the Joint Committee.
- (b) Set standards for entry into the Apprenticeship Program that are not inconsistent with the standards recommended by the Apprenticeship Branch.
- (c) Carry out periodic reviews of the training programs at intervals of not more than three (3) months.
- (d) See that the required practical tests are carried out in cooperation with the Apprenticeship Branch.
- (e) Determine the tool requirements by years of training.
- (f) Joint Committee to review any case of lost time from the Program because of sickness, accident, etc. and to determine the amount of additional time necessary before an employee meets his requirements of time served.

Central Advisory Committee

9. There shall be established a Central Advisory Committee of representatives of Labour and Management, for the purpose of considering policy questions and possible necessary amendments from time to time. This Committee to be composed of equal representation from Labour and Management not to exceed, in total, three (3) from each group.

Entry to Program - New Apprentices

10. Selection for entry into the Program of persons who have no previous training in the trade will be made by the Company

provided that the standards for acceptance established by the Joint Union/Management Apprenticeship Committee and the Apprenticeship Branch are applied and that first consideration is given to mill employees.

Schedule of Training for Apprentices

11. Upon completion of each period of training in an approved Vocational School an Apprentice will be required to pass examinations set by the Apprenticeship Branch. Practical examinations shall be confined to the area of training received. In the event of failure to pass examinations, the Apprentice shall be required to undergo a period of re-training on subject material specified by the Apprenticeship Branch authorities and will be required to be re-examined within twelve (12) months. Failure to pass the second examination will result in a review of his position by the Joint Apprenticeship Committee and could result in his removal from the Program. Employees who are removed from the Program will be offered an entry job in keeping with their plant seniority.
12. (a) Successful applicants will be assigned to a specific trade as a probationer for a two (2) month period. During the probationary period he shall receive the first year apprentice rate.
- (b) During each year of Apprenticeship, he shall work at the trade and attend Vocational School as required by the regulations pursuant to the Apprenticeship Act.
- (c) Upon the successful completion of his term of Apprenticeship and receipt of his certificate of Apprenticeship, issued by the Provincial Apprenticeship Committee, the Apprentice shall be designated as a certified Journeyman at the regular hourly rate for "A" Mechanics.
- (d) If any of the aforementioned work periods are exceeded due to the unavailability of Vocational School facilities, such extra time will be credited to the Apprentice in succeeding training requirements. Also, the Apprentice's rate shall be adjusted retroactively to the commencement of the scheduled year providing he successfully passes the examinations. Retroactivity will not apply where re-testing is necessary.
- (e) For trades exceeding four (4) years, the following shall be in addition to the above. On successful completion of the fourth period of training at the Vocational School, and having spent twelve (12) months as a fourth year apprentice, he shall

be reclassified and paid the fifth year Apprentice rate which is equivalent to the "A" Mechanic rate for the following twelve (12) months. On completion of the final period at the Vocational School the fifth year apprentice shall write his final examination set by the Apprenticeship Branch and, upon becoming certified, shall be designated as a certified Journeyman at the regular hourly rate for "A" Mechanics.

13. Wherever reference is made to a year (or twelve (12) months) as an apprentice, it shall mean a period of not less than 1600 hours worked, the said period to include time spent at the Vocational School.

Cost of Books

14. The Company will pay 100% of the cost of textbooks specified by the Apprenticeship Branch. The apprentice will keep these books as his personal property.

Allowances and Wage Make-up

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

General

16.
 - (a) The Company agrees to develop and provide a program of on-the-job training for each trade, which shall include doing jobs of gradually increasing skills consistent with the apprentice's training and ability.
 - (b) Apprentices will be required to acquire and build a kit of tools progressively throughout the Program, as specified by the Apprenticeship Branch and the Joint Union/Management Apprenticeship Committee.
 - (c) A category known as "Trade Utility" may be established in the Mechanical Department and complement for such category will be determined at plant level.

Employees in this category will be employed to assist tradesmen and apprentices with labour and similar work but will not be used in a manner that will interfere with the application of the training program (see item 7(iv) of Memorandum of Agreement dated April 20, 1964). Trade Utility rates will be paid in accordance with Exhibit "A".

Certification of Present "A" and "A+" Tradesmen

17. Testing of existing "A" and "A+" Mechanics for a certificate of competency shall be at the employee's option. Failure to have obtained a Trade Qualification Certificate shall not prejudice the status of a Journeyman within the Pulp and Paper Industry. Should he desire to enter the Program, it will be for the purpose of additional training only, without reduction in rate of pay.

The first time an existing "A" or "A+" Mechanic elects to take the test for a Tradesmen's Qualification Certificate he shall receive pay, not to exceed four (4) hours, for time lost from work, if he is required to take the test during his regular work schedule. The Company will pay the fee cost of this first Tradesmen's Qualification Certification examination.

EXHIBIT "E"

STEAM PLANT VOCATIONAL LEAVE

1. Fourth Class Certificate

Upon successful completion of the Department of Education Correspondence Course for a FOURTH CLASS STATIONARY STEAM ENGINEERING CERTIFICATE, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted three (3) weeks leave of absence with pay to attend an approved Vocational School to complete the course and write the examination for the Fourth Class Stationary Steam Engineering Certificate.

During his first week at the School the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the two weeks and write the prescribed examination. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the

recommended home studies. Upon completion of this additional studying, the employee will be granted three (3) weeks leave of absence, two (2) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the prescribed Fourth Class Certificate examination.

2. Third Class Certificate

Upon successful completion of the Department of Education Correspondence Course for a THIRD CLASS STATIONARY STEAM ENGINEERING CERTIFICATE, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted six (6) weeks leave of absence with pay to attend an approved Vocational School to complete the course and write the examination for the Third Class Stationary Steam Engineering Certificate.

During his first week at the school the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the following five weeks and write the prescribed examination. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted six (6) weeks leave of absence, five (5) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the prescribed Third Class Certificate examination.

3. Second Class Certificate

Upon successful completion of the Department of Education Correspondence Course for a SECOND CLASS STATIONARY STEAM ENGINEERING CERTIFICATE, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted ten (10) weeks leave of absence with pay, on the basis set forth hereunder, to attend an approved Vocational School to complete the two-part course and write the examination for the Second Class Stationary Steam Engineering Certificate:

- (i) Five (5) weeks leave of absence with pay to complete Part "A" (Mathematics & Physics).
- (ii) Five (5) weeks leave of absence with pay to complete Part "B" (Basic Engineering).

During his first week at the school in each of the above mentioned cases (i) and (ii) the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable he will continue his studies at the school during the following four (4) weeks and write the examination prescribed for Part "A" or "B", whichever is applicable. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted five (5) weeks leave of absence, four (4) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the examination prescribed for Part "A" or "B", whichever is applicable.

4. Basis of Pay

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

5. Additional Leave

Leaves of absence with pay will be granted to Steam Plant personnel on the basis as set forth in 1, 2 and 3 above. Any further Vocational Training required to pass each respective certificate shall be at the employee's expense and such additional leave of absence will be granted.

6. Books

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

7. Examination and Tuition Fees

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

8. Transportation Allowance

The Company will grant transportation allowance to Steam Plant personnel attending Vocational School on the same basis that transportation allowance is being granted at the time by the Apprenticeship Branch to apprentices attending an approved Vocational School.

9. Timing of Leave

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

10. Number on Leave

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

11. Government Allowances

If at any time provision is made whereby transportation and/or other allowances are granted by the government to Steam Plant personnel attending an approved Vocational School to write for Stationary Engineering certificates, the provisions set forth above will then be amended to take into account such Government allowances.

12. Living Out Allowance

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

13. Steam Plant Certification

Should the employee choose to leave Catalyst Paper prior to 24 months after receiving his/her qualifications, the pro-rated portion of Living Out Allowance, Tuition, Books and Testing fees invested by the employer in supporting an employee to obtain his/her Stationary Steam Engineering Certificate will be a debt owing to Catalyst Paper. Employees will need to sign a promissory note prior to commencement of his/her training.

The Company will waive the employee's obligation in the event that the Company falls short of providing the twenty-four (24) month term or, if the employee has to terminate because of a life event beyond the control of the employee which include:

- Death of immediate family member
- Serious medical event

It is understood that this only applies to new entrants to the program after date of ratification.

EXHIBIT "F" – PAID EDUCATION LEAVE

The Employer agrees to pay into an education fund an amount of three (3) cents per hour for all straight time hours worked to provide for a Unifor Paid Education leave (PEL) program. Such payment will be remitted on a bi-annual basis into a trust fund established by the Unifor National Union effective from the date of ratification. Payments will be sent by the Employer to the following address:

Unifor Paid Education Leave Program
205 Placer Court
Toronto, ON M2H 3H9

The Employer will give special consideration in providing Education Leave for the members of a bargaining unit at the request of the Union. Candidates for the PEL shall be selected by the Union to attend. The Union will provide written confirmation to the Employer of such selection. An application for PEL request will be made by the Union as far in advance of the date requested as is reasonably possible, but no less than four (4) weeks in advance of the date the leave is requested for. Employees on PEL will continue to accrue seniority and service. It is not intended that leaves will exceed three (3) weeks.

STATEMENTS OF POLICY

1945 - 2021

B.C.S.L.A.

Taken from the Transcripts of
Negotiations for Contract Years

1945 - 1952 inclusive

and from Memoranda issued during
subsequent Wage Conferences

COMMUNICATIONS, ENERGY & PAPERWORKERS
UNION OF CANADA LOCAL 1

CATALYST PAPER – POWELL RIVER DIVISION

FOREWORD

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

The Statements of Policy contained in this booklet have been reworded for the sake of brevity and clarity, and have been agreed to by both Union and Company representatives. They are intended as a supplemental guide in the interpretation of the contract on the points which they cover.

STATEMENTS OF POLICY

Article II - Definitions

- (a) **Definition of "Supervision"** (Memorandum of Agreement dated January 30, 1958)

Employees and employers recognize that supervisors are excluded from the provisions of the Labour Agreement and accordingly it is improper for supervisors normally to do the kind of work which is done by those defined as employees in the Agreement.

It is also recognized that for the practical and efficient operation of the mills there are occasions when a supervisor must help. Such occasions must be temporary in nature and must not result in the displacement or exclusion of employees under the Agreement.

- (b) **Definition of "Him"** (Page 98, 1946 Transcript)

Wherever the word "him" appears in the contract it will be taken as referring to a male or female employee as the case may be.

- (c) **Definition of "Engineering"** (Page 35, 1947 Transcript)

The word "engineering" as used in this section does not refer to steam operating engineers.

Article V - Standing Committee

Payment of Representatives on Union Standing Committee. (Pages 109 - 110, 1950 Transcript) (Revision made to Item iii) September 5th, 2002)

- (i) The general principle to be followed is that no employee's normal earnings shall be reduced by virtue of his attendance at a Standing Committee meeting.

- (ii) Employees attending meetings called while they are on duty will be paid for the time in attendance providing a meeting does not extend past the end of a shift.

If it does extend past the end of the shift, no allowance is made for such additional time.

- (iii) For employees attending meetings the meeting time will be compensated on either an equivalent time off basis, or overtime basis, at the employee's discretion, for attendance of committee members requested by the Company at recognized committee meetings as below.

- Environmental
- Safety Reps: Area Safety Committees
- Central Guidance Committee
- Lock-Out
- Contracting Out
- Standing Committee
- Wage Delegates

For meetings on a tour workers' first day off, that starts prior to 1:00 p.m., the employee will be booked off at midnight of the previous night shift to provide adequate rest. Should the meeting last more than six (6) hours, pay will be provided for the additional hours as in A) above.

- (iv) For meetings on a tour workers' scheduled nightshift that begins at 12 noon or later, the employee will be booked off on that nightshift at midnight with no loss of pay to provide adequate rest.
- (v) Where it is necessary to relieve an employee attending a meeting, the relief man will be paid at straight time except for any time in excess of eight (8) hours in the day which will be paid for at time and one-half.
- (vi) The time of the meeting shall be determined by mutual agreement.

Article VI - Hours of Work

(a) Section 2: Overtime

It is hereby agreed by the Companies party to the Labour Agreement that:

- (i) The hours worked on Sundays and on the recognized paid Statutory Holidays provided for in the above referred to Labour Agreement will be used in the computation of the forty (40) hour work week.
- (ii) The foregoing arrangement applies only to Sunday and recognized paid Statutory Holiday hours and no other hours on which time and one-half has been paid, nor hours paid for Call Time, may be used for the purpose of calculating the forty (40) hour week.
- (iii) For the purpose of calculating overtime, the basic forty (40) hour work week shall be reduced by eight (8) hours in any week in

which a recognized paid Statutory Holiday occurs. Should more than one (1) recognized paid Statutory Holiday occur in any week, the basic forty (40) hour work week shall that week be reduced by eight (8) hours for each such recognized paid Statutory Holiday. For example, in a week in which one recognized paid Statutory Holiday occurs, overtime will be paid for hours worked in excess of thirty-two (32). Should it happen that two (2) recognized paid Statutory Holidays occur in one (1) week, then overtime will be paid for hours worked in excess of twenty-four (24) that particular week.

The work week shall start at 8:00 a.m. (or at the regular hour of changing shifts nearest to 8:00 a.m.) Sunday.

Those pulp mills which are presently working on a forty-two (42) hour week schedule and which have not yet adopted the so-called "1946 Sunday Letter" shall only adopt the terms set out herein after the implementation of a forty (40) hour per week schedule. There shall be a three (3) months training period in which to prepare personnel necessary to effect the change from a forty-two (42) hour to a forty (40) hour per week schedule.

The foregoing is to be considered a supplementary to Article VI, Section 2 – Overtime, of the Labour Agreement and supersedes all existing local agreements in respect of the computation of overtime for Sunday and Holiday work.

(b) Section 2: Overtime, (1) Day Workers

Clarification of Overtime to Day Workers. (Page 90, 1949 Transcript)

The employee's designated day off is Tuesday. He is given less than forty-eight (48) hours notice that it is to be changed to Friday. He is then paid as follows:

Sunday	-8 hours plus 4
Monday	-8 hours
Tuesday	-8 hours plus 4
Wednesday	-8 hours
Thursday	-8 hours
Friday	-off
Saturday	-4 hours

If he is called back at 1 p.m. Saturday to work four (4) hours in the afternoon, is he entitled to time and one-half? The answer is "no" for the reason that the contract stipulates that overtime will only be paid on the one basis. In other words, we cannot pay overtime twice on the same time. However, in the letter of October 18, 1946, Powell River Company Limited and Pacific Mills Limited did agree to include Sunday time and designated holidays time in the forty-four (44) hour week (amended to forty (40) hours 1952-53), even though time and one-half had been paid on it. They did not agree to include any other time on which time and one-half had been paid and there is no intention of broadening it at this time. On this principle, therefore, in the case above, the hours the employee worked on Tuesday, his designated day off, are eliminated from inclusion in the forty-four (44) hour week (amended to 40 hours 1952-53).

c) Section 2: Overtime, (2) Tour Workers

Clarification of Payment of Overtime to Tour Workers.

(Page 270, 1948 Transcript)

Where a Tour Worker works an extra shift due to the absence of his mate who has given proper notice and the overtime worked by the Tour Worker extends into another day, he will still be paid at the rate of time and one-half.

Definition of What Constitutes a Mate At Powell River.

(Page 312, 1950 Transcript)

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

Relief of Mates. (Page 328, 1950 Transcript)

The Company will do everything in its power to relieve men within twelve (12) hours when these men are working due to the absence of a mate.

Section 3: Days Off and Schedule of Shifts

(a) Scheduling of Days Off. (Memorandum, 1953 Wage Conference)

The Manufacturers agree that the scheduling of days off shall be on a consecutive basis wherever practicable.

(b) Sunday Running

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

Section 4: Starting and Stopping Work (b) Day Workers

Clarification of "Starting". (Page 260, 1948 Transcript)

When a Day Worker is established on a job that is some distance from his shop he shall be on that job ready to begin work at the time his pay starts and shall not cease work in advance of the time his pay stops. If the worker's time clock is not located close to the route he must travel to his job, he may, at the discretion of the Company, report directly to the job without punching his time card and his foreman shall be responsible for having his time recorded.

Article IX - Allowance for Failure to Provide Work

(a) Clarification of the Word "Accident". (Page 60, 1945 Transcript)

The word "accident" as used in this section means a mishap occurring to an individual resulting in a shutdown. In other words, the occasion involves the human element as distinguished from the mechanical.

(b) Clarification of "Employee's Regular Job". (Page 61 et seq., 1945 Transcript)

In the application of this section it is considered that the allowance is due to an employee only in the case where he is reporting for his regular duties and then no work is provided. If the employee's regular duties consist of ship loading and bull gang work, he may be transferred from one regular assignment to another without penalty providing he obtains work on either job. However, while working on ships he will receive the ship rate and while working in the yard he will receive the bull gang rate. In the case of an employee, whose regular duties consist of one specified job, and who reports for work and finds no work available, if such employee then transfers to a job carrying a lower rate, at his election, he shall nevertheless receive the rate paid him on his regular job.

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

A breakdown in one department which compels the closing down of one or more additional departments is a breakdown within the meaning of this section, providing the Company uses its discretion in handling the case and where there is no loss of time unjustly caused to an employee.

Article X - Call Time

(a) Applicability of Section in Specific Instances. (Page 157, 1946 Transcript)

- (i) When a Day Worker whose shift is from 8:00 a.m. to 5:00 p.m. is told to go home at 12:00 noon and return at 4:00 p.m. for work, he will receive two (2) hours Call Time because the shift was designated at 12:00 noon.

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

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

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

- (i) In Section 2(a) relating to the payment of Call Time to Tour Workers, the phrase "after he has completed his regular shift" shall be considered to mean at that point when his pay stops upon being relieved by a mate.
- (ii) A Day Worker is called in on his designated day off reporting for work at 8:00 a.m. and working until 10:00 a.m. for which he received four (4) hours pay as the minimum allowance for an employee who starts work. If notification had not been given during his last shift preceding the work involved, he would qualify for Call Time and would also qualify under the provisions of Section 3(a) wherein a minimum of four (4) hours pay will be paid for each call when work has actually commenced both to Tour Workers and Day Workers.

In the above case the worker worked two (2) hours at the overtime rate plus a two (2) hour call which would entitle him to five (5) hours pay, thereby meeting the requirements of Section 3. It should be made clear that an employee under these circumstances will not receive four (4) hours minimum pay plus Call Time, if any, but that the four (4) hours minimum pay includes the Call Time payment.

- (iii) A Day Worker normally working the 8-5 or 8-4 shift is ordered to go home at 12:00 noon and report back for work at 4:00

p.m. or 12:00 p.m. The employee in question is entitled to Call Time since his designated shift terminated at 12:00 noon and more than two (2) hours elapsed between his designated shift and his return to work.

Article XVII - Statutory Holidays

(a) Work to be Performed. (Page 238, 1948 Transcript)

Employees who are required to work on designated holidays are expected to perform regular maintenance and routine duties normally assigned to them.

(b) Clarification of What Repair Work May Be Done. (Page 240, 1948 Transcript)

In a case of an emergency involving the closing of the mill for a day or more and a loss of employment to a substantial number of men, employees are expected to perform repair work on holidays.

(c) Clarification of Section 4. (Page 265, 1948 Transcript)

- (i) In the calculation of the forty-two (42) hour work week (amended to forty (40) hours 1952-53) the payment of holiday pay will not be used unless the employee actually worked.
- (ii) It is understood that an employee's vacation shall be exclusive of a paid holiday as recognized by the Labour Agreement. Therefore, if one or more such holidays fall within the employee's vacation period, he will be required to take the comparable number of additional days off. The employee shall only receive the pay for such recognized paid holidays falling within his vacation period when he takes the required additional time off.
- (iii) Where an employee, after having agreed to do so, fails or refuses to work on a holiday, on account of sickness, or other bona-fide reason, the Company reserves the right to investigate the absence of the employee to decide whether or not he is entitled to holiday pay.
- (iv) The sixty (60) day qualifying period referred to in Clause (a) refers to "calendar" days.

(d) Clarification of Section 4(c). (Page 105, 1950 Transcript)

Employees absent on the "scheduled work day before and/or the scheduled work day after a recognized holiday" are excused from their regular scheduled shifts in instances of sickness, or

of sickness in the family, and are, therefore, entitled to holiday pay. The question of the validity of the excuse of sickness can be determined by the Company in each mill in each case.

Article XXVIII - Safety and Occupational Health/Unsafe Working Conditions. (Page 136, 1947 Transcript)

It is not the policy of the Company to require an employee to work under unsafe conditions. It is admitted by the Union and the Company that it is impossible to draw a hard and fast line as to what is safe and unsafe. Being a factual question, each case must be decided on its merits, but in general an employee who justifiably refuses to work under unsafe conditions would not be subject to discipline.

Article XXX - Disciplinary Action

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

Wherever practical, the Company will notify the Union Standing Committee of its intention to discharge an employee. Under certain well-recognized circumstances where no premeditation is involved, it is permissible for the Company to discharge an employee immediately without recourse to the Standing Committee. The employee still has the right to present his case to the Standing Committee for consideration and if deemed proper the Standing Committee may follow the usual grievance procedure.

Article XXXI - Adjustment of Complaints

Standing Committee Can Call in Members for Discussions of Grievances with the Company. (Page 261, 1946 Transcript)

It is agreed that the Union Standing Committee may call in any other employee to accompany them in their meetings with Company officials.

Exhibit "A"

Clarification. (Memorandum No. 6, 1952 Wage Conference)

"An employee shall be considered as having been promoted to a higher rate job when he has taken over the duties and responsibilities of that job, without the guidance of the employee who is breaking him in. He shall then receive the higher rate. During the period the

employee is being broken in and another employee is on the job and carrying the responsibility for it, the employee being broken in shall receive the hourly rate of his previous regular job."

Miscellaneous

(a) Painting and Welding Being Done by Other than Regular Painters and Welders. (Page 137, 1947 Transcript)

Painting - No operator or helper will be required to paint while carrying on his regular operating or helping job.

Welding will be done by the regular welding crew except in the case of an emergency where only a qualified senior mechanic may perform this work.

(b) Rents and Services. (Page 122, 1947 Transcript)

Services in mill towns include such items as the general store, hospital, living quarters, rent, power, light, water, garbage, etc. In respect to the future, when all controls are eliminated, the Companies' policy will be to provide at all times the best possible services to the people working in these communities at the best possible cost. Profit on service has never been a factor in the Companies' determination of the price of the services.

(c) Status of Employees Refusing to Work in Excess of 8 Hours Per Day or Scheduled Hours Per Week. (Page 91, 1949 Transcript)

If an employee is requested to work in excess of eight (8) hours in any one day or in excess of his scheduled work week hours in any one week, the employee has the right to come in or not to come in and no penalty can be imposed by the employer for the failure of the employee to come in. It is understood, however, that the Companies are entitled to look for reasonable co-operation from their employees.

(d) Conflict Between Labour Agreement and Transcript.

Whenever there is a conflict between the Labour Agreement and the Transcript, the Agreement will prevail. (p.46 & 47, 1951 Transcript)

(e) Indigenous Employment

In response to a Union proposal relative to encouragement of Indigenous peoples to seek employment, the Industry will participate with the National Union in a joint committee to function during the term of the 1970 Labour Agreements. The committee will be known as the Indigenous Employment Committee, and

will consist of eight (8) members, four (4) representatives of the Unions and four (4) representatives of the Industry.

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

CCAA Plan of Arrangement 2012

March 10, 2012

The parties agree to recommend acceptance of the following amendments to the 2008 – 2012 Labour Agreement.

The parties also agree the Local Unions will be entitled to satisfy itself through the efforts of an Accountant designated by the Local Unions that any “plan of arrangement” made as part of the CCAA Court process and any agreements reached with creditors of the Company are appropriate for and consistent with the business plan of the Company to continue to operate. The Accountant shall be bound by the appropriate Confidentiality Agreement but will be entitled to provide general opinions and assurances to the Local Unions and this agreement and concessions will not be effective until the Local Unions have been satisfactorily informed on the relief by the Accountant as set out above. The review by the Accountant may include examination of the agreements reached by the Company with its major lenders and bond holders on a confidential basis.

It is also agreed that the amendments to the Collective Agreement set out below have been agreed to by the Unions to assist the Company in developing a “plan of arrangement” to facilitate the furtherance and conclusions of the CCAA process and to facilitate the continued operation of the various mill operations represented by the Local Unions. Should any “plan of arrangement” not be approved or accepted by the Court process (either because of opposition of Creditors or refusal by the Court) or should the “plan of arrangement” put forward by the Employer (or any amendment to that plan) involve either the closure (partial or otherwise) of any of the mill operations represented by the above Local Unions, then the amendments to the Collective Agreement set out below shall be deemed null and void and the current Collective Agreement between the respective Local Union(s) and the company (defined as the 2008 – 2012 Labour Agreements that are in place in each

location including Local Agreements prior to the “concessions”) shall immediately be deemed to be and have been the terms and conditions of employment for all bargaining unit employees and the 2008 – 2012 Labour Agreements shall immediately be deemed to be and have been the Labour Agreements between the parties at each location.

This agreement is without prejudice to any rights or claims that the Local Unions may make in any Court or other proceeding including any CCAA or other insolvency proceeding.

**Agreement
Between
Catalyst Paper Corporation
And
The Communication Energy and Paperworkers
Unions,
Local 1, 76, 592, 686, 1132, 630 and 1123
(The “Unions”)**

Whereas the Company and all related corporate entities that are Petitioners in Action #S120702 entered into CCAA proceedings in BC Supreme Court and are planning on presenting a “Plan of Arrangement” to the Court pursuant to the CCAA.

Whereas part of that arrangement will be the continuation of the revised Collective Agreement that is to be agreed to as part of current negotiations between the Company and the Unions.

Whereas the Unions have made substantial amendments and concessions to the Company in furtherance of its intention to cut operating costs and continue operating.

Whereas the Unions have made these concessions explicitly to assist the Company but also so that obligations of the Company to members and former members of the Unions that were in effect on the CCAA filing date of January 31, 2012 will continue to apply after the arrangement becomes effective.

Whereas the Employer agrees that it explicitly agrees to honour those obligations despite them potentially being “pre-filing debts”

in the CCAA action and thus subject to potential compromise.

Whereas the parties agree that the Unions are agreeing to the compromise contained in the revised Collective Agreement explicitly on the basis that the obligations will continue as set out above and below.

The parties agree:

- a) The Company will ensure that all obligations (including any obligations currently in dispute through the grievance process under a collective agreement to the extent that the Company is determined to be responsible under such process) and amounts owing to CEP members and former CEP members pursuant to various current and former Collective Agreements, Letters of Understanding or other retirement or severance arrangements to the extent applicable as of the CCAA filing date of January 31, 2012 will continue after any Plan of Arrangement placed before the Court and other Creditors and those obligations and amounts will survive any final “discharge order” pursuant to the CCAA proceedings and be continuing obligations of the Company or its successor regardless of any technical “Bankruptcy” or any other insolvency proceeding.
- b) The Company will be responsible for obtaining the agreement of the 2016 Bondholders group this arrangement under a plan of arrangement with the Company files under the CCAA.
- c) Without limiting the generality of the above and unless explicitly compromised in the new Collective Agreement entered into between the parties, the Company will ensure and take steps to ensure the Company’s obligation with respect to the following amounts continue to apply in any “plan of arrangement” regardless if the amount owing to individual CEP members or former members was accrued prior to the CCAA filing date of January 31, 2012 namely:
 - 1) All pension top-up payments due and owing under various early retirement agreements between the parties.
 - 2) All “bridging” payments due and owing for “early retirees” under the various Collective Agreements including “pop-up” payments.
 - 3) All benefits payable pursuant to agreements between the parties for retirees and their beneficiaries to the extent that such benefits were being paid by the Company prior to the CCAA filing date of January 31, 2012.

- 4) All vacation or other “earned time” benefits owed to current employees including banked time, supplementary vacation, lieu time or other accumulated benefits under the various Collective Agreements.

This agreement is entered into at the same time as the revised Collective Agreement and if this agreement is Nullified any way, then the Collective Agreement is also nullified.

Agreed to this 10th day of March, 2012.

For Catalyst Paper Corporation

Steve Boniferro
Robert Stepusin

For Communications,
Energy and Paperworkers
Union of Canada
Eldon Haggerty, Local 1

Don Boucher, CEP National Union
R. Hughf, CEP National Union
Dave Schaub, CEP National Union

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LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING

September 5, 2002

Living Out Allowance – Apprenticeship / Steam Plant

On successful completion of the required period of vocational school training, the Company will reimburse out-of-town expenses to a maximum of two (2) hours pay per day at the first year apprentice rate on a seven (7) day basis while in attendance at school. This reimbursement will also apply to Steam Plant personnel.

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

LETTER OF UNDERSTANDING

September 5, 2002

Rehiring

Mr. Mike Verdiel

President, Local 76

Communications, Energy and Paperworkers Union of Canada

5814 Ash Avenue

Powell River, BC V8A 4R4

Mr. Gary Thorsell

President, Local 1

Communications, Energy and Paperworkers Union of Canada

5814 Ash Avenue

Powell River, BC V8A 4R4

Dear Mike and Gary:

The following practice will be observed during the 2003 - 2008 contract.

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

- a) their recall rights under Section 3 of Article XXI - Seniority have expired;
- b) they have a current application on file;
- c) they have the qualifications and ability to perform the work properly.

Application must be made within thirty (30) days of the expiry of recall rights and will remain in effect for three (3) months unless renewed. An application or renewal may be extended for a period of three (3) months at any time during the third month of its currency. Normal job qualifications must be met.

A former employee will no longer have preference if he/she fails to accept a offered position. Those hired under this practice will be new employees.”

Yours very truly,
Brian Johnston
Vice-President, Powell River Division

LETTER OF UNDERSTANDING
Contracting Out

September 5, 2002

Mr. Mike Verdiel
President, Local 76
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4

Mr. Gary Thorsell
President, Local 1
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4

Dear Mike and Gary:

LETTER OF INTENT

For the term of the renewed Collective Agreement, the Company will not send equipment out of the mill for repair, which directly results in the layoff of tradesmen or apprentices.

Yours very truly,
Brian Johnston
Vice-President
Powell River Division

LETTER OF UNDERSTANDING
Contractors on Site

April 4, 1995

LETTER TO THE C.E.P. FROM PACIFICA PAPERS INC. POWELL RIVER

This is to confirm the agreement between the Company and your respective unions respecting the conditions that would apply to contractors coming onto the mill site to perform construction work or perform maintenance and repair work of a nature normally performed by employees in the bargaining unit. This agreement will prevail for the duration of the Collective Agreement. In entering into this agreement, the Unions acknowledge that, subject to contracting Article XXV (C.E.P.) and the Company retains the right to select contractors as it deems appropriate.

No aspect of this policy applies to contractors which are certified to Unions recognized by the Local Union, it being clearly understood that a union's affiliation to The Canadian Labour Congress, the B.C. Federation of Labour or the Confederation of Canadian Unions warrants such recognition.

Any other contractor who comes onto the mill site to perform construction work or perform maintenance and repair work which is of a nature normally performed by employees in the bargaining unit shall abide by the following Code of Ethics. This Code defines the terms and conditions under which these contractors and their employees will be governed during the term of their contract.

(1) **Minimum Wages**

The contractor's straight time hourly rate of pay for a journeyman will not be less than the straight time hourly rate for the equivalent mill journeyman. The contractor's straight time hourly rate of pay for all other employees shall not be less than the straight time hourly base rate for the mill.

(2) **Contributions to the Pulp and Paper Industry Pension Plan**

Subject to the approval of the plan trustees and the appropriate regulatory authorities, the Company shall remit annually to the Pulp and Paper Industry Pension Plan the following:

- a) For contractors performing maintenance and repair work of a nature normally performed by employees in the bargaining unit--the equivalent contributions.
- b) For contractors performing construction work - one half the equivalent contributions.

(3) **Remittance to the Local Union Unifor 1**

One percent (1%) of all wages earned calculated on the basis of straight time hours worked shall be remitted to the Local Union on a monthly basis.

(4) **Adherence to Safety Regulations**

Contractors performing construction work are responsible for ensuring that their employees comply with the health and safety regulations and policies applicable to the work being performed. When the contractors' employees are performing maintenance and repair work which is of a nature normally performed by employees in the bargaining unit, the contractors and their employees shall adhere to the established health and safety regulations and policies in force at the mill site. Management commits to deal promptly with any violations brought to its attention by the Joint Health and Safety Committee.

(5) **Honoring of Picket Lines**

Contractors' employees shall honour all legal picket lines at the mill site. Failure to do so shall result in disqualification from the future access to the mill site for the term of the contract. A contractor will not be allowed on the mill site if it has a current, demonstrated practice of crossing legal picket lines.

The Company will honour the commitments made in this letter for the duration of the Collective Agreement and will ensure that a copy of this letter is provided to any contractor participating in the contract bidding process.

LETTER OF UNDERSTANDING

Flexible Work Practices

"Flexible Work Practices will be implemented consistent with the Letter of Understanding attached to this Agreement."

1. The introduction of flexible work practices is designed to improve productivity, improve product quality, reduce down time and lower costs while ensuring that the work is completed in a safe manner. The efficiencies that result from flexible work practices are also intended to assist in fulfilling the intention of Article 25 of the Agreement.
2. The parties agree that this letter on flexible work practices

recognizes that the primary responsibility for the operation of the mill will remain with operators and the primary responsibility for maintaining the mill will remain with trades persons.

3. It is understood that the intent of this letter will supersede local practices, and verbal and written agreements which would impair the implementation of flexible work practices.
4. All work will be performed in a manner consistent with safety articles of the collective agreement as well as the company's safety rules and the regulations issued by the Workers' Compensation Board of B.C. It is recognized that some tasks can only be performed by employees who possess certain government certifications and in that instance, the work will only be performed by employees who possess the required government certificate.
5. The intent of this agreement is to provide that all employees will safely utilize all of their existing skills and maximize their productivity and learn and use new skills to enhance their effectiveness.
6. The Company and the union will meet to discuss a module based training program that will enhance the existing skills of employees. They will also discuss the option of using trainers from the bargaining unit to assist in the design and delivery of the training modules. The Company will design and introduce new training programs to facilitate the implementation of and evolution of flexible work practices.
7. All employees will be required to complete training programs as prescribed by the Company and utilize new skills acquired as a result of training. Training will be consistent for all employees in each job classification.
8. The parties recognize that the acquisition of new skills that facilitate the implementation of flexible work practices is an ongoing process and will continue over time to support the changing needs of the business.
9. The following payments will be made for flexible work practices:

Maintenance employees	\$.95 per hour
Operations employees	\$.40 per hour

 to be implemented as follows:
 - Effective May 1st, 1998 and prior to applying any other wage

increases, \$.45 per hour for Maintenance employees and \$.20 for Operating employees.

- Immediate utilization of existing skills that may not have been previously used due to restrictive work practices.
- Employees assisting each other regardless of department or occupation.
- There will be two training modules for Maintenance employees and one training module for Operations employees which will enhance the employee's ability to be flexible, payment for which will be as follows:
 - \$.25 provided to all maintenance employees effective date of ratification.
 - \$.25 provided to all maintenance employees effective May 1st, 1999.
 - \$.20 provided to all production employees effective May 1st, 1999.

Apprentices will be paid the maintenance premiums in the usual proportion.

The same delineation which defines who is an operator and who is a maintenance employee shall apply to the payment of premiums. Maintenance employees will include all journeypersons as identified under Exhibit I - Definition of Mechanical Trades - of the Collective Agreement and roll balancers, lubrication mechanics and sawfilers.

The parties agree that there will be no pyramiding of credits under the job evaluation plan for duties that are being compensated for under the flexible work practices agreement, unless the changes constitute new regular job duties added to their classification as defined by the job evaluation plan. These new regular job duties must result from either new or changed procedures/equipment or from the permanent reassignment of duties from another job classification.

Note: Effective April 30, 2003 all flexible work practice payments will be rolled into the wage rates.

- 10. Training programs implemented under point (6) are not intended to force qualification in another trade.
- 11. The Company agrees that no employee will lose their employment with the Company as a direct result of the implementation of flexibility initiatives under this letter. This

provision applies to only those employees employed at the date of ratification of this agreement.

- 12. No trades person or apprentice will be involuntarily displaced from their respective trade on a permanent basis as a result of the implementation of flexible work practices.
- 13. It is not intended that flexible work practices shall result in a trades person being assigned to a non trades classification when someone outside of his trade is performing his trade core duties.
- 14. The Company agrees that no employees regular job rate will be reduced when he/she is assigned to perform work under this work place flexibility agreement. This does not apply to an employee who is laid off or whose job is temporarily curtailed and is recalled or works in a different job category on the basis of mill seniority.
- 15. The Company commits to maintain apprenticeship agreements.
- 16. For the term of the renewed Collective Agreement, the Company and the Union agree to establish and participate in a Joint Committee which will meet quarterly to discuss issues related to productivity, morale, profitability, work opportunities, market conditions, any alleged discrimination, the ongoing effectiveness of flexible work practices and any other problems related to flexible work practices.
- 17. The Joint Committees will be composed as follows:

<u>Committee 1</u>	<u>Committee 2</u>
the President of Local 1	the President of Local 76
Mill Manager	Mill Manager
Wage Delegates Local 1	Wage Delegates Local 76
Company Representatives	Company Representatives
CEP National Representative	CEP National Representative

- 18. The parties agree that disputes relating to the implementation of this letter shall be reviewed by the Joint Committee, which will make every effort to resolve these disputes in accordance with the spirit and terms of this letter.

Letter Regarding Catalyst Paper Mills

With respect to the implementation of flexible work practices at the Catalyst Paper mills, the parties agree that they will consult with respect to ways and means to avoid jurisdictional disputes between the unions.

Letter Regarding Powell River

With respect to the implementation of flexible work practices, the parties agree that they will consult with respect to ways and means to avoid jurisdictional difficulties between Local 1 and Local 76.

LETTER OF UNDERSTANDING

Clarification of Letter of Understanding RE: Flexible Work Practices

The following principles are intended to provide clarification for all employees and staff, as to how the implementation of flexible work practices evolve.

All of those who have developed these clarification notes and who are signatory to this agreement commit that they will collectively and individually support and assist in all reasonable ways to see that productivity and job security are maximized through the use of flexible work practices

Understanding of what flexible work practices are:

1. Respecting the core duties of the trades is paramount. Scheduling of work respecting these duties is also paramount. Employees will use all of their existing skills and new skills in completing their tasks.
2. A recognition of seniority, lines of progression and jurisdiction unless through open dialogue understandings are reached e.g. junior person in line be re-assigned prior to a more senior person subject to Article XXI Seniority, understanding that seniority will not prevent an employee taking the initiative to assist to get work done by utilizing their existing skills and new skills.
3. Assisting each other, during down times or upset conditions, utilizing, existing and new skills in order to reduce down time and improve efficiencies.
4. Trades assist each other to perform their duties in an effective and efficient manner, at the same time acknowledging the respective trade core duties.
5. A method of freeing up time in order for employees to perform more complex duties within their classification. As employees become more skillful as is described in point #3, #4 and #6, this will lead to incorporating work which would normally be contracted out.

6. Module training which is universal and consistent for all job classifications, which does not require formal testing but rather provides for comprehension.
7. Designed to preserve and enhance employment.

Understanding of what flexible work practices are not:

1. Employees unreasonably refusing to perform tasks assigned based upon the above mentioned principles nor will unreasonable assignments be made.
 2. A method of driving work place re-organization through change for the sake of change nor a method of driving changes to job descriptions or transfer of duties from one classification to another or higher qualification requirements, including multi-skilling or dual trades.
 3. A reassignment of duties where equipment is left running, unattended.
 4. A reassignment of duties with an expectation of the remaining crew members to absorb the duties of the now vacant position.
 5. A process to undermine nor circumvent the terms and conditions of the collective agreement. But rather only agreements and practices with respect to present work practices are superceded where they impair the implementation of flexible work practices under the letter of understanding.
-

LETTER OF UNDERSTANDING

Rehabilitation and Reintegration program

- i) The Company and the Union agree to the establishment of a joint Union – Management Rehabilitation /Re-integration Committee.
- ii) The Committee shall be comprised of up to three (3) representatives each from the Company and the Union.
- iii) The purpose of the Committee will be to investigate and make recommendations on the implementation of an effective Rehabilitation/Re-integration Program during the term of this agreement.
- iv) The goal of the Program will be to assist workers injured either on or off the job to return to the mainstream of employment at the mill.

LETTER OF UNDERSTANDING

August 28, 1998

Pension Plan Banked Overtime Hours

Mr. Mike Verdiel
President, Local 76,
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4

Mr. Gary Thorsell
President, Local 1
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4
Dear Mike and Gary:

Re: Pension Plan Banked Overtime Hours

The Company will provide a letter to the Pension Plan Trustees recommending that all banked overtime hours earned, when taken off in the following calendar year, will be treated in a like manner to banked overtime hours taken off earned before the employee reached the 2080 hours cut off.

Yours truly,
Miles Lauzon
Vice President, General Manager

LETTER OF UNDERSTANDING

September 5, 2002

Job Security

Mr. Mike Verdiel
President, Local 76,
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4

Mr. Gary Thorsell
President, Local 1
Communications, Energy and Paperworkers Union of Canada
5814 Ash Avenue
Powell River, BC V8A 4R4

Dear Mike and Gary:

Re: Job Security

In the event that downsizing occurs under the Job Security and Job Elimination articles of the Labour Agreement, the Company undertakes to discuss the application of the severance pay provisions with the Unions.

Yours truly,
Brian Johnston
Vice-President
Powell River Division

LETTER OF UNDERSTANDING

September 3, 2002

Commitment to Employment

Mr. Jim Britton
Vice-President, Western Region
Communications, Energy and Paperworkers Union
#540 – 1199 West Pender Street
Vancouver, BC V5E 2R1

Dear Jim,

Commitment to Employment

Protecting and enhancing employment in the pulp and paper industry is a joint commitment of the Company and Union. The Company and Union agree that stable employment must be based upon economically viable operations, a high level of labour productivity and quality production.

To this end, the parties will continue to discuss means to preserve and enhance employment during the term of the Agreement.

- 1. The Company and Union will establish a joint committee on employment opportunities. The joint committee will be

made up of Local Union representatives, mill management representatives, representatives of the CEP National office and Catalyst Paper.

2. The joint committee will examine ways to enhance employment opportunities through new work arrangements, including reduced overtime and working time alternatives. The company agrees to provide the joint committee with relevant information to ensure an informed discussion of the issues.
3. The joint committee will make recommendations to the parties on enhanced employment opportunities.
4. Both parties undertake to give active consideration to all recommendations and vigorously work towards implementation of recommendations where agreement is reached.

Yours truly,
Ron Buchhorn
Vice-President, Human Resources

LETTER OF UNDERSTANDING

November 5, 2002

Retiree Extended Health Benefits

It is agreed that a fund be established to address the issue of ensuring benefit coverage when the retiree or their spouse exceeds the Retiree Extended Health Care Benefit lifetime maximum of \$25,000.

Catalyst Paper agrees to contribute a yearly top up of up to \$100,000.00 into the common fund, for all CEP Locals of Catalyst Paper, to reach and maintain a minimum balance of \$400,000.00 in the fund. The top up payment will occur on May 1 of each year for the term of the Collective Agreement.

The Union will provide an audited financial report to the Company every year.

For the purpose of union administration of this fund, a committee comprised of one (1) representative from each Local Union and a representative from the CEP Western Region office shall meet following ratification of the Memorandum of Agreement to:

1. Select a fund administrator
2. Develop guidelines for Governance and Investment Issues

The guidelines for Governance and Investment Issues shall be completed within six (6) months following ratification. The Union shall be solely responsible for the governance and administration of this fund.

Dated this 20th day of November 2008.

For the Company
Steve Boniferro
Sr. Vice President, Human Resources

For the Union
Mike Fenton
CEP National
Representative

LETTER OF UNDERSTANDING
Trades Qualifications

September 3, 2002

CEP and Catalyst Paper both clearly recognize the critical nature of apprenticeship training and certified trades qualifications mechanisms. It is no secret that British Columbia is facing a skills shortage and the pulp and paper industry is not exempt from this impending crisis.

The parties agree to work cooperatively on the issues of workplace and trades training. The union and the company agree that closer cooperation will help protect them against any changes that could negatively impact the skill levels and portability of tradepersons in BC.

The parties agree to the establishment of a committee comprised of management representatives of Catalyst Paper and appropriate representatives of the CEP to develop a strategy of maintaining the principles of certified trades training for British Columbia and the opportunity for workers to participate in inter-provincial qualifications examinations.

The parties agree to approach other like-minded employers to extend an invitation to join in the efforts of the committee as outlined above. The parties also agree that all recommendations from this committee will be communicated collectively to the provincial government.

This committee will be established within one month from the date of this letter.

Dave Coles
Vice-President
Western Region

Ron Buchhorn
Vice-President, Human Resources
NorskeCanada

LETTER OF UNDERSTANDING
Extended Health Medical Plan

March 11, 1999

To All Hourly Employees:

RE: Extended Health Medical Plan
Lifetime Maximum from \$100,000 to \$1 Million

Pacifica Papers Inc., Powell River has arranged through our carrier (Pacific Blue Cross), to increase the Extended Health Medical Plan lifetime maximum for all eligible expenses from \$100,000 to \$1,000,000 per family member.

One of the eligible expenses is for Emergency Medical costs (if required) when traveling out of the country. This applies to either traveling on company business or for personal reasons.

As many people travel out of the country for or on behalf of Pacifica it was felt additional coverage would provide better protection in the event of a health emergency. As the plan covers personal travel for you and your dependent family members, the new lifetime maximum will also apply to them.

This letter is for your information. The increase is effective March 1, 1999.

Sincerely,
Miles Lauzon
VP & General Manager

LETTER OF UNDERSTANDING
Commitment to Long-Term Success of Pulp and Paper Industry in British Columbia

March 10, 2012

The Parties recognize the importance of a long term successful Pulp and Paper Industry in British Columbia and in particular within the communities and facilities which Catalyst Paper operates. To this end the Company is prepared to work jointly with the Communications and Paperworkers Union of Canada (CEP) to secure the following:

- Work jointly with CEP, its officers, agents and contacts, to seek funding for the advancement of the above stated purposes including alternate fuels etc., otherwise referred to as "Green Initiatives", from Federal and Provincial Ministries and their agencies etc.

- Work jointly with the CEP, its officers, agents and contacts, to acquire a fibre supply that gives a long term viable supply of fibre at a fair market price.
- Work jointly with the CEP, its officers, agents and contacts, Provincial and Federal Ministries and their agencies etc., to acquire funding and/or investment opportunities for a wider range of higher valued products and possible finished product opportunities.
- Work jointly with CEP, its officers, agents and contracts, Provincial and Federal Ministries and their agencies etc., to develop a Provincial Pulp and Paper Industry training initiative for new employees, Steam Plant Operators, Trades and other positions requiring certification. This may require working closely with other heavy industry employers across British Columbia.

A review of the status of these ventures and initiatives will be conducted on a quarterly basis at the President's Council, any value achieved will be applied to the ongoing operation of the three (3) Canadian operations.

LETTER OF UNDERSTANDING
Revised President's Council

March 10, 2012

The Company and Union agree to establish and participate in a Revised President's Council which will meet quarterly to work with the President and CEO along with senior management towards achieving the Company's business goals and objectives. The President's Council will:

- Review and monitor progress toward meeting performance, sales, employment and other targets set out in the Annual Business Plan;
- Review the capital expenditure programs;
- Review major sale, lease or rental of assets;
- Review manning objectives including attrition, recruitment and other matters which impact employees.

The President's Council will be composed of:

- President and CEO of Catalyst Paper Corp.
- Vice President of Operations
- Senior Vice President of Human Resources
- General Managers of each Division
- Human Resources Managers of each division
- President and one additional delegate from Local Union(s) of each division
- CEP National Representative(s)
- CEP Western Region Vice President or designate

The Company agrees to pay for all reasonable expenses for the attendance of each Local Union President (or their designate) and additional delegate for attendance at the President's Council.

LETTER OF AGREEMENT March 10, 2012
Joint Union Management Welfare Committee

Refers to Exhibit C – Clause 4. Joint Union – Management Welfare Committee

This will confirm our agreement that the review of carrier agreements referred to in 10 e) (a) will be carried out through the corporate benefits group and not by the individual mills.

Signed this 10th day of March, 2012

D. Schaub, CEP

S. Boniferno,
Catalyst Paper

LETTER OF UNDERSTANDING May 8, 2018
Time Equalization

A day worker called in and works between the hours of 11pm and three (3) hours before his/her normal starting time, will be compensated for all hours worked at equal time off taken at the employees option at the beginning or prior to the end of his/her next shift. They will be paid straight time for the time lost as a result of taking equal time off.

It is clearly understood and agreed that all equalization time will be considered as time worked for the purposes of calculating weekly overtime, except that equalization payment will be paid at straight time only.

Scenario #1

- 7-5 shift clothing crew called in at 9pm
- Works from 9pm – 2am
- Time equalization – 3 hours
- Employee option: return to work 10am – 5pm; paid full 10 hours straight time pay or return to work at 7am – 2pm; paid 10 hours straight time pay.

Scenario #2

- 7-5 shift clothing crew called in at 1am
- Works from 1am – 7am
- Time equalization – 6 hours
- Employee option: return to work 1pm – 5pm; paid full 10 hours straight time pay or employee continues to work until 11am and is paid full 10 hour straight time pay.

Scenario #3

- 7-5 shift clothing crew called in at 8pm
 - Works from 8am – 11pm
 - Time equalization – 0 hours
-

LETTER OF UNDERSTANDING May 8, 2018
Day Shift SPA

The dayshift stock prep assistant will be added to Exhibit "A" – job categories and wage rates under Stock Prep. These positions will be paid the same as (15) Stock Preparation Assistant. The position is a stand alone position and may not be filled if the incumbent is away. The dayshift schedule is Monday to Friday 8 hours per day with an additional 2 hours on one of the days of the week based on operational needs. Normally the 10 hour day would be on Tuesday. It is understood that this is a 42 hour average schedule, 7 am to 3 pm is the normal start and stop time.

LETTER OF INTENT

E.F.A.P.

The Company and the Union commit to promoting an effective and collaborative Employee & Family Assistance Program (E.F.A.P.). The Company will also continue training for E.F.A.P. committee members. This training equips committee members in how to appropriately refer employees to professional E.F.A.P. services that can support them and their families.

LETTER OF INTENT

Steam Plant Vocational Leave

The Company will continue to support Steam Plant employees in their endeavors to achieve their Power Engineering Certification(s). As required, the Company provides additional study time at work as operational conditions allow.

LETTER OF UNDERSTANDING

Commitment to Cost Savings

The Company & the Union recognize the importance of a successful Pulp & Paper business at each of our sites. We need stable operations with minimal upsets, high productivity and quality on a continuous basis.

To this end, both parties agree to meet 90 days after ratification to discuss implementation of cost saving ideas that help secure our longevity. This includes but is not limited to discussions on how retirees would be used to help with the training issues at each site.

Emergency Call-in Meals

The Company confirms that the following SOP will be used:

Emergency Call-in Meals

c) All Workers

“Any employee called in for an emergency before his/her shift commences, without time to arrange for his/her normal lunch or meal, will be given meals, hot if practicable, at the usual meal hours, or as close to that time as can conveniently be arranged.”

For practical purposes, what this language intends is, if you direct a person to come in immediately the day in question, they will be entitled to a meal ticket after the first hour and then one every four (4) hours after, not to exceed three meal tickets in a twelve (12) hour period. This applies to any employee called in with less than 2 hours’ notice.

This language does not apply to employees scheduled in advance and/or given enough time to prepare for meals.

LETTER OF UNDERSTANDING

Apprenticeship Training

Should the employee choose to leave Catalyst Paper prior to 24 months after receiving his/her qualifications, the pro-rated portion of Living Out Allowance, Tuition, Books, and Testing fees invested by the employer in supporting an employee to obtain his/her Red Seal Qualification will be a debt owing to Catalyst Paper. Employees will need to sign a promissory note prior to commencement of his/her training.

The Company will waive the employee’s obligation in the event that the Company falls short of providing the twenty-four (24) month term or, if the employee has to terminate because of a life event beyond the control of the employee which include:

- Death of immediate family member
- Serious medical event

It is understood that his only applies to new entrants to the program after date of ratification.

LETTER OF UNDERSTANDING

Steam Plant Certification

Should the employee choose to leave Catalyst Paper prior to 24 months after receiving his/her qualifications, the pro-rated portion of Living Out Allowance, Tuition, Books and Testing fees invested by the employer in supporting an employee to obtain his/her Stationary Steam Engineering Certificate will be a debt owing to Catalyst Paper. Employees will need to sign a promissory note prior to commencement of his/her training.

The Company will waive the employee's obligation in the event that the Company falls short of providing the twenty-four (24) month term or, if the employee has to terminate because of a life event beyond the control of the employee which include:

- Death of immediate family member
- Serious medical event

It is understood that this only applies to new entrants to the program after date of ratification.



**2017 – 2021
Supplementary Agreement
between
CATALYST PAPER – POWELL RIVER DIVISION
and
LOCAL 1
of
UNIFOR**

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Pacifica Papers Inc. August 28, 1998
 Powell River

Local 1 Agenda Item #4 & WI / LTD Carrier

Given that Canada Life has purchased Crown Life, Local 1 and the Company agree to monitor the service provided by the new carrier for a period of 24 months from date of ratification. If at the end of 24 months the Company and Local 1 find that the carrier repeatedly fails to correct service problems that we point out to them, the Company and Local 1 agree to jointly select a new carrier. It is mutually understood that the program should be cost effective. It is understood that there is a shared expense to this process with respect to the reserve and that it is desirable to have one carrier for the site.

Pacifica Papers Inc. August 28, 1998
 Powell River

**Local 1 Agenda Item #5 & Local 76 Agenda Item #14
 - Value of Meal Tickets**

Effective August 28, 1998, meal compensation will be valued at 80% of base rate.

NORSKECANADA September 5, 2002
 Powell River Division

Safety Boot Allowance

Effective August 28, 1998, we will increase the Safety Boot Allowance to 75% to a maximum of \$150.00.

Effective May 1, 2003 employees shall be permitted to combine the allowance for two consecutive entitlement years* in order to have access to sufficient monies to purchase more expensive footwear should they choose to do so.

Effective May 1, 2006, we will increase the Safety Boot Allowance to 75% to a maximum of \$175.00 .

*Note: entitlement years will be contract years ie. May 1st – April 30th

**Effective January 1st, 2013, entitlement years will change to calendar year – January 1st to December 31st.

PACIFICA PAPERS INC.

August 28, 1998

Powell River

Local 1 Agenda Item #12 - 9 & 10 Doghouses Janitorial Service

9 & 10 doghouse will be cleaned by a janitor after each maintenance day.

Pacifica Papers Inc.

August 28, 1998

Powell River

Local 1 Agenda Item #13 & Local 76 Agenda Item #16 Mill Scrap Metal

The Company agrees to continue the system where all mill employees will be able to obtain a reasonable amount of the mill's scrap metal (i.e. machine clothing, barrels and scrap metal) on an annual basis at an offsite location.

This material will be available to mill employees on a first choice basis for a small, nominal fee.

August 28, 1998

M.S.A. Net

The Company will provide prescription cards for all members.

We have reviewed the request for providing prescription cards to Pacifica Papers Inc. employees and future Pacifica Papers Inc. retirees. M.S.A. has confirmed that they can provide this service to the Company at the following cost:

\$0.55 per month per individual

\$1.55 per month per family

Effective date of ratification, we will advise M.S.A. to provide this service.

September 5, 2002

Wellness

A joint committee will be established to complete a review of the administration of the mill policy regarding eligibility for funding to support employee wellness. The purpose of the committee will be to discuss and agree to acceptable guidelines and eligibility for the various activities for which people may apply for support. The guidelines will be in place by December 15, 2002.

September 5, 2002

Compassionate Extended Health Benefits Coverage

The Company agrees to provide continued extended health benefits coverage (to a maximum of \$100,000) for the dependents of employees who are classed as a work related death (as defined by WCB). This coverage shall be provided until such dependents reach the age of majority (19).

March 10, 2012

Earned Time Off (ETO) Agreement

The following represents the understanding reached between the Union and the Company regarding the administration of earned time off (ETO) within Local 1 and replaces the Agreement on Earned Time Off dated September 5, 2002. This agreement will be effective on May 1, 2012. Crews will continue to book vacation under the current ETO rules and under the following new ETO rules starting in the 2012 vacation year.

ETO Rules

ETO will be administered by organizing employees into four crews, allowing time off to be taken on a demand basis in order to achieve a 1 off in each bracket. ETO Rules will be administered by organizing employees into groupings known as brackets. The following guidelines will apply:

1. Employees will be entitled to book ETO into openings within a bracket as provided under CWW paragraph #14 as amended. All ETO other than floating holidays must be booked in 48 hour increments by April 30th of the upcoming

contract year. If a bracket is open, approval will not be withheld unreasonably. It is understood that no employee should assume approval of ETO until approval is confirmed with Management. Booked ETO may be moved if an opening is available within the bracket on or before the last nightshift of the previous tour.

2. Once the year's vacation is booked, training will be scheduled for the year around known union and committee time. Training may be displaced by floating holidays but not by single vacation days.
3. When an employee's vacation is cancelled by the Company, the Company will pay as per working a scheduled day off.
4. If an employee complies with a request to work during their vacation they will be compensated as though working a scheduled day off.
5. For single 12-hour shifts, an employee must take 12 hours of Earned Time Off.
6. Individuals can move single days of pre-booked ETO provided their bracket has an opening and there is no training planned. If granted, that position in the bracket is filled for that day.

The following represents the structure of the ETO brackets:

Three Machine Operation:

- Paper Machines
 - Bracket #1: P11MT, P11BT, P11WM, P11S4H
 - Bracket #2: P10MT, P10BT, P10WM, P10S4H
 - Bracket #3: P9MT, P9BT, P9 WM, P9S4H
 - Bracket #4: PM114H, PM115H, PM104H, P105H
 - Bracket #5 P94H, P95H, Utility, MCS Paper Machines
- Stock Preparation
 - Bracket #1: P11SPO, P10SPO, SPAS, SPRO, SPCS

Note – Stock Prep. Group will consist of five (5) positions. Up to two (2) members may be off at any one time with the exception of only one (1) of the following four (4) will be allowed off at any one time. (P11SPO, P10SPO, SPAS, SPRO)

- Clothing Crew
- One off at a time

Two Machine Operation:

The parties agree that in the event of a reduction from three (3) to two (2) papermachines, they shall meet to define the brackets within the principles of this agreement.

C.E.P. Local 1 HANDOUT

April 3, 1995

Union Agenda Item #7

L.R.P. Averaging Pay for C.W.W.

Overtime at the rate of time and one-half will be paid for work in excess of forty (40) hours average per week, over the defined eight (8) week period.

In the application of this principle, the following provisions will be applied to relief employees who do not follow the recognized Compressed Work Week rotation, (four (48) hour weeks and four (36) hour weeks)

1. A relief employee who works up to and including four 48 hour C.W.W.'s in an eight (8) week averaging period, will be paid overtime for work in excess of 44 hours in each of those weeks as per all local C.W.W. agreements.
2. A relief employee who has completed four 48 hour C.W.W.'s (4 - 12 hour shifts or a combination of 8 hour and 12 hour shifts equaling or greater than 48 hours) within a given eight (8) week averaging period, will be paid overtime for work in excess of thirty-six (36) hours in any other week in that averaging period.
3. Any shift scheduled after an employee has completed 36 hours in a 36 hour week will be treated as work performed on a designated day off.
4. A relief employee who does not complete four 48 hour C.W.W.'s (four 12 hour shifts) within the current (8) week averaging period, and works something other than four 12 hour shifts in a week, will be paid overtime for work in excess of forty (40) hours in that week.
 - A) Under our Labour Agreement, averaging pay is calculated weekly. Qualifying hours included in calculating averaging pay for workers that relieve into the compressed work week schedule are:
 - i) All hours worked except overtime hours
 - ii) All hours worked on Sundays and Statutory Holidays

- iii) All Floating holiday hours and Banked Stat. hours
- B) A work week is reduced by 8 hours for each paid Statutory Holiday or deferred Statutory Holiday.
- C) Hours not included in the weekly calculations for averaging pay are:
 - i) Vacation
 - ii) Supplementary Vacation
 - iii) Banked Overtime
 - iv) Jury or Witness Duty
 - v) Bereavement Leave
 - vi) Leave of Absence
 - vii) Sickness
 - viii) Call Time
 - ix) Penalty Times
 - x) Overtime (excluding Sundays or Stats)
- D) Hours in addition to those identified in "A" above, that are included in the definition of what constitutes a 48 hour compressed work week for the purposes of Item #2 are:
 - i) Vacation
 - ii) Supplementary Vacation
 - iii) Banked Overtime
 - iv) Paid Jury or Witness Duty
 - v) Paid Bereavement Leave

These hours do not count towards the calculation of averaging pay for the week. They are only used to establish the definitions of what constitutes a 48 hour compressed work week, the principle being that all paid time off counts toward establishing the length of that week.

All paid Statutory Holiday hours count toward establishing the length of the work week as well.

To qualify as a 48 hour compressed work week, at least one day of that week must be worked or taken off with pay as a 12 hour C.W.W. shift.

April 9th, 1995 – Memorandum of Agreement
Memorandum of Agreement
Between
Pacifica Papers Inc., Powell River
and
Communications, Energy and Paperworkers' Union of
Canada Local 1

Purpose

The purpose of this memorandum is to resolve the grievance relating to the company's cancellation of the terms and conditions of the minutes of meeting held in the Ritz Hotel, Monday evening, June 15th, 1953, and other items identified to Local 1 on March 10th, 1994. At the same time we reconfirm Section 1 of Article 1 of our current collective agreement that provides for:

- Mutual interests of employer/employee
- Safety and physical welfare of employees
- Economy of operation
- Quality and quantity of output
- Cleanliness of plant
- Protection of property

The Understanding

It is recognized by the parties that because of the current state of the industry, an ongoing process of dialogue and full cooperation between the union and the company are required to meet the conditions of Section 1, Article 1 described above.

The parties agree to continue to cooperate to:

- Improve safety.
- Concentrate all efforts towards our quality motto - "Quality with Pride" and in "Meeting our customers' quality requirements every time."
- Encourage economy of operation.
- Allow for review of measurements and assess progress and deficiencies.
- Encourage employees to upgrade.

- Increase the opportunity for attracting capital to Pacifica Papers Inc., Powell River Division, thereby securing employment.

Section I

To help ensure the ongoing viability of the Powell River operation, Union and Management have reached an agreement on the following items:

- Effective April 1st, 1995 a system will be jointly established to provide for a meal or alternatively a meal credit on pay cheques.
- The agreement as set out in the minutes of the meeting held in the Ritz Hotel, Monday Evening, June 15th, 1993 is replaced with this agreement.

- 1) Floor Speeds

Floor speeds for the following paper machines will be established as follows:

MACHINE	SPEED	BRACKET
#9	2800	65
#10	3200	79
#11	3750	91

- 2) Machines starting Up Ahead of Work On the Winder Being Complete
Historically, Paper Machines have not started up until all work on the Winder is complete. In future, should work on the machines be completed ahead of the Winder being ready, then the machine can be started up.
 - 3) In the event of a breakdown on the Paper Machines, the Winder Crew will not be sent home when there are reels on the floor.
 - 4) Management will ensure a machine does not operate short handed, consistent with the agreed upon Call Out Procedures (Appendix I).
 - 5) A joint understanding there will not be any future 4 hour shutdown meetings.
- Profit-sharing/Gainsharing**
Union and Management will design a process to encourage the

company and union to work together to ensure Powell River is viable in the long term.

- A joint committee will be struck to explore and evaluate profit-sharing/gainsharing concepts and options with the objective of developing an appropriate plan for the mutual benefit of the Union, members of Local 1, and the Company.
- The profit-sharing/gainsharing arrangement may be set up in such a way that a portion of the gains may be directed to an employee's personal RRSP account.
- Measurements

Jointly, Union and Management will:

1. Establish mutually acceptable measurements and targets.
2. Monitor performance on a quarterly basis against the agreed targets.
3. Measurement targets are to be set annually by the joint Union/ Management Committee. This plan will reward continuous year over year improvement in key areas, such as Safety, Quality and Productivity.

Section II - Leave of Absence & Severance

In the event of future reductions in the workforce during the term of the Labour Agreement currently being negotiated, the Company will provide the following opportunities to reduce the effects on Local 1 members.

- Leave of Absence

Provided employees are on an indefinite lay off:

- 1) The Leave of Absence Policy will be expanded to allow people to get a Leave of Absence for any reason. The maximum leave will be for a 12 month period, after which a review will be made jointly by Union and Management to determine if the leave will be extended.
- 2) Some limitations may apply where special skills are required.

- Severance Allowance

Provided employees are on indefinite layoff, any employee hired prior to April 1st, 1995 who is displaced from their department and who is not required to be replaced will be offered a Severance Allowance equal to 1.5 weeks pay for each year of service (Minimum \$10,000). Consideration will also be given to other

people in that department whose departure would result in the recall of that displaced person.

The wage delegates and the Company unanimously recommend acceptance of this Memorandum of Agreement, which will become effective upon ratification by the respective parties.

Signed _____ 1995 by:
Pacifica Papers Inc. CEP Local 1

Appendix "I" – Relief Manning

The following procedure should be used to secure relief manning if required.

(Note: The Company has committed to Local 1 that they will do their utmost to ensure that a machine does not operate short handed.) The following procedure should be used to secure relief manning if required

- (i) Try the call list for relief.
- (ii) Try other Local 1 areas for relief.
- (iii) Hold back the operator without relief of the shift going off for 4 hours and bring in the next shift 4 hours early on a volunteer basis.
- (iv) If Local 1 members are on layoff, then call them in for relief.
- (v) Reschedule the next shift a full shift early and try for coverage on the later shift. For example: Night shift come in early and coverage be sought for the night shift to cover the same days dayshift.
- (vi) Determine if the repulpers could be shut down for some of the shift, for example: after an operator has been held back for 4 hours.
- (vii) Request individuals on ETO to cover the vacancy.
- (viii) Review call in status with Local 1 Leadership for assistance in the provision of labour.
- (ix) Determine if any Local 76 relief would be available who could do the job.
- (x) If unsuccessful in achieving a full crew compliment with the above steps; a plan will be implemented (including changing to the

best available order) to safely maintain the machine (during the shortest time frame possible) short one (1) junior crew member.

Note: This is the only case where a machine will be run short handed.

September 1, 2002

Mr. Gary W. Thorsell
CEP, Local 1
5814 A Ash Street
Powell River, B.C.
V8A 4R4

Dear Mr. Thorsell:

Retiree Benefits

For employees who have retired from active service with the Local, the Company agrees to provide for the employees, their spouses and their dependents, the following:

- Full premium payment for the B.C. Medical Plan for the retired employee's and spouse's lifetimes.
- Full premium payment for a basic Extended Health Benefits Plan.

Brian Johnston
Vice-President
Powell River Division
August 11, 1998

Compressed Work Week Agreement
COMPRESSED WORK WEEK MEMORANDUM OF
AGREEMENT
BETWEEN
PACIFICA PAPERS INC.
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA LOCAL 1

Unless specifically varied by this agreement, all the terms and conditions of the Collective Agreement shall apply.

In order to implement a compressed work week schedule in any Local 1 department, the parties hereby agree to the following terms and conditions:

1. The introduction of the 12 hour shift schedule shall be on a trial basis for a six month period.
2. This trial or continuation period may be cancelled by either party, on a department by department basis, with 30 days written notice or within seven days if mutually agreed to by the Union and the Company.
3. The implementation and continuation of the compressed work week will be on the basis that the efficiency of any department will not decrease.
4. It is agreed that this compressed work week agreement does not supersede or amend in any way local agreements which were in force when the compressed work week schedule was introduced, and which shall remain in force if for any reason either party terminates this compressed work week agreement.
5. Should problems arise regarding the application of this Agreement, or as a result of its operation, the respective Standing Committees will meet to discuss the problem and attempt to resolve it.
6. The 12 hour shift times of 6:00 a.m. to 6:00 p.m. and 6:00 p.m. to 6:00 a.m. will define a "DAY" as a period of 24 hours beginning at 6:00 a.m., and a "WEEK" as a period of seven calendar days beginning at 6:00 a.m. Sunday. The two 12 hour shifts will be referred to as DAY shift and NIGHT shift.
7. The hours between 6:00 a.m. and 8:00 a.m. in advance of a down Statutory Holiday will be covered by the regular night shift crew staying over, if required to do so by the Company.
8. Overtime will not be paid if incurred as a result of initial implementation or final discontinuance of the 12 hour shift schedule. Employees entering the 12 hour shift schedule on a temporary relief basis from an 8 hour per day, 40 hour per week schedule, will be paid overtime at the rate of time-and-one-half for hours worked in excess of 40 for the first week upon entering the schedule and for the last week upon leaving the schedule; providing proper notice has not been given and the change occurs after the start of the work week.
9. Overtime at the rate of time-and-one-half will be paid for all work in excess of 12 hours in any one day, all work performed on a Sunday (6:00 a.m. Sunday to 6:00 a.m. Monday) and all work in excess of 44 hours in a week.
10. a) Four workers who work in excess of 12 consecutive hours on a regularly scheduled shift, or in excess of eight consecutive hours on a scheduled day off shall have the option of receiving the overtime premium on the basis of Article VI of the Labour Agreement or of receiving straight time for these excess hours and taking equivalent time off at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for the purpose of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half premium pay. Four workers who choose to bank overtime may later re-elect to receive the deferred one-half premium.
 - b) An employee who has 4 or more but less than 12 hours of banked overtime remaining will have the option of taking a 12 hour shift off and being paid the number of hours that the employee has remaining in the bank.
 - c) Time off hours will be taken out of the overtime bank in the same order as they went in. i.e., first in, first out (FIFO).
11. When the Company changes an employee's shift schedule after the start of the week without notification being given during the first 12 hours of his last shift preceding the new shift, the employee shall receive two hours penalty payment at the straight time day rate for the first shift worked resulting from the change. If the change in shifts during the week is temporary, the penalty payment is not payable for the second change of shifts when the employee returns to his previously established shift schedule.
12. Employees following the compressed work week schedule shall be paid shift differential as per the Labour Agreement, however the day shift benefit shall be paid for the hours of 6:00 a.m. to 6:00 p.m. and the night shift benefit shall be paid for the hours of 6:00 p.m. to 6:00 a.m.

13. An employee who has been employed for less than one year and does not qualify for the first full vacation under Article XV (Vacations) of the Labour Agreement, will receive a vacation of two hours for each full week of actual work performed during the preceding vacation period. No vacation of less than one day will be granted.

14. Compressed work week employees will be allowed to take vacations on a "tour" basis. For purposes of the 12 hour shift schedule, a "tour" vacation week will be the number of scheduled consecutive working days plus the following scheduled days off, will be DDNNOOOO, a period of eight (8) calendar days.

Application of Pay: for each C.W.W. vacation week will be the greater of 40 hours at the hourly rate of the employee's regular job or the percentage method plus 8 hours leave of absence. Eight (8) hours leave will be granted after all grouped hours as have been used.

Grouped hours are considered banked overtime, banked worked statutory holidays, deferred paid statutory holidays.

15. For the purpose of the 12 hour shift schedule entitlement period, special (personal) floating holidays will be calculated on the basis of the number of days for which the employee has qualified multiplied by 12 hours, subject to all other conditions of Article XVIII (Special / Personal Floating Holidays) of the Labour Agreement.

16. Employees on the 12 hour shift schedule may take four hours of banked overtime and/or deferred statutory holiday time to supplement statutory holiday pay, if they would normally have worked a 12 hour shift on that day.

17. When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence and he/she shall be compensated at this regular straight time hourly rate for hours lost from his regular schedule for a maximum of 3 shifts.

18. Weekly Indemnity benefits will continue to be calculated on the basis of seven calendar days.

19. For purposes of calculating overtime, the scheduled work week shall be reduced by 8 hours in any week in which a recognized paid statutory holiday occurs. Should more than one recognized paid statutory holiday occur in any week, the scheduled work week shall then be reduced by 8 hours for each such paid statutory holiday. Example given:

a) In a 48 hour work week in which one paid statutory holiday occurs, overtime will be paid for hours worked in excess of 40. Should it happen that two recognized paid statutory holidays occur in one week then overtime will be paid for hours worked in excess of 32 of that particular week.

b) In a 36 hour work week in which one paid statutory holiday occurs, overtime will be paid for hours worked in excess of 28. Should it happen that two recognized paid statutory holidays occur in one week then overtime will be paid for hours worked in excess of 20 of that particular week.

The foregoing applies only to recognized paid statutory holiday hours and no other hours on which time-and-one-half has been paid, or hours paid for call time, may be used for the purpose of calculating the work week in 19 (a) & (b) above.

20. A hot meal, if not declined, shall be furnished at the usual meal time by and at the expense of the Company, to any tour worker required to work more than 13 consecutive hours. If he/she continues to work, a meal which shall be hot if practicable, shall be provided every four hours thereafter.

21. It is understood that on federal and provincial election days, the night crew will report at 4:00 p.m. rather than 6:00 p.m. to allow the day crew four hours free for voting purposes, unless alternate arrangements are mutually agreed upon.

22. Whereas there may be periods in which Crew Spares and/or Labour Relief Pool workers will be required to work more than 42 hours per week average; it must be understood that this agreement is based on a 42 hour average work week and as such is not intended to be used as a means of increasing the work week of Crew Spares and/or Labour Relief Pool workers beyond that level.

23. In entering into this agreement, Management's policy of "not allowing people to work in excess of 16 consecutive hours" will continue.

WB Murray
Human Resources Manager
Pacifica Papers Inc.
Powell River

Gary Thorsell
CEP Local 1 President
August 28, 1998

Local 1 Agenda Item #8

The Guiding Principles of a Light Duty Program

Light duty work may be provided to employees. If provided, it shall be on the same basis whether injured as a result of occupational or non-occupational accidents. The work performed must be meaningful and productive.

NorskeCanada
Powell River Division

September 5, 2002

Modified Work

As a means of supporting employees who require modification of duties while engaged in a short-term "light duty" program, the company agrees to pay the employee at a rate consistent with what they would have earned had they been unrestricted. This applies only to employees on a scheduled program for return to full duties.

Pacifica Papers Inc.
Powell River

August 28, 1998

Local Agenda Item #15

Letter for Entry in Memorandum of Agreement

Coverage During Leave of Absence for Local 1 & Local 76 C.E.P.

The Company will continue to pay benefit premiums for Welfare Plan Coverage to the carrier on behalf of employees who are on authorized Leave of Absence on Local Union business in excess of 3 months in any one calendar year. For the purpose of Collective Agreement entitlements this time will be considered time worked.

Pacifica Papers Inc.
Powell River

August 28, 1998

Local 1 Agenda Item #16

W.I. and L.T.D. Average Rates

Average Rates

With respect to "Changes in Classification", the Company is willing to calculate the W.I. and L.T.D. based on average rates. Effective as soon as possible, but no later than May 1st, 1999.

Average rates are calculated using pay data from the previous six (6) months (i.e. May 1st and November 1st).

How Averaging Rates are Calculated

The program adds up all the hours, and adds up all the gross dollar (hours x rate) with no overtime factor and then divides your total earnings by hours to find your average rate. Not included in this calculation are stat holidays, floaters, supplemental vacation, regular vacation, shift differential, call time, misc. premiums, C.O.P. banked withdrawal, and 40 hour premium.

There may be a resulting premium change which would be effective the same day benefits became effective.

Powell River

December 19th, 2008

Travel Guidelines for Local 1 Members

The Company will inform the Local as soon as possible after we know that bargaining unit employees will be traveling.

All employees of the Company will be reimbursed for reasonable expenses incurred on Company business. The guiding principle is that employees traveling on Company business shall not lose any regular pay as a result of traveling and traveling is voluntary. Where an employee is traveling on a day off, he/she will be compensated on either an equivalent time off basis, or overtime basis, at the employee's discretion.

Employees on authorized Company business are covered by a \$1,000,000.00 Travel Accident Insurance Policy over and above A.D.&D, Group Life and W.C.B. coverage. The Company will cover emergency medical expenses while traveling outside the Province.

If you are required to use a personal vehicle the reimbursement is \$0.46 cents/km or Catalyst Paper policy.

In the event of a serious family emergency every effort will be made to expedite the return of an employee.

Employees shall not be asked to visit sites at which there is a Labour dispute in progress.

If an employee is scheduled to work on the nightshift before the travel departure date, he shall not be expected to work that nightshift and will be paid as though he had worked, unless the departure time is later than 3:00 PM of the following afternoon. If the departure time is after 3:00 PM the employee will be expected to work the previous nightshift.

If an employee is scheduled to work nightshift on the travel return date, he/she shall not be expected to work that nightshift if he/she returns to Powell River after noon on that day and will be paid as though he/she had worked

Expense Guidelines

Allowable Expenses

- Meals including tips
- Standard accommodations at a first-class hotel
- Transportation by air, ferry, rail, bus, taxi & parking
- Allowance for personal cars used on business (\$0.46 cents/km or Catalyst Paper Policy)
- Laundry and valet services
- Long distance telephone and fax charges – for business purposes or calling home
- Gratuities – within reasonable limits and in accordance with local custom

Non-Allowable Expenses

- Personal items such as self entertainment, reading material, barber, clothing, equipment and side trips.
 - Spouses's travel expenses
 - Additional personal accident insurance
 - Lost money, fines, property damage
- Not for inclusion in Labour Agreement. This understanding may be canceled with the notice after discussion between the parties during the term of the agreement

Remaining Items from the 2007 – 2012 \$80 Ton Agreement

Job Posting Agreement

A trial period of thirty (30) calendar days shall be in effect for all postings. The trial period shall commence on the date of actual entry into a department or job. Employees who elect to return to their job or department prior to the end of the trial period dates specified in point 10, may do so with no loss of seniority.

Labour Relief Pool - 12 Hour Hatchwatch and Firewatch:

For the purposes of maintaining productivity, efficiency, cost-effectiveness and above all, the safety of its members/employees CEP

Local 1 and Catalyst Paper Corp. agree upon a 12 hour Hatchwatch and Firewatch Agreement for major shutdowns and outages.

Job assignments for Hatchwatch or Firewatch will be scheduled as per the Compressed Work Week Memorandum of Agreement.

The parties also agree to meet prior to major shutdowns and outages to discuss the application of this agreement and its schedules and consult with respect to ways and means to avoid jurisdictional difficulties between Local 1 and Local 76.

First Aid Certification:

Any employee who holds a valid OFA Level III ticket will receive a premium of \$.50/hour (provided the position they are working in does not require it). The company will pay the tuition and book costs of the training (½ up front, ½ at successful completion). No wages will be paid during this training.

Further Avenues

The leadership of Local 1 commits, on behalf of its membership that it will continue to work with Catalyst Paper to approach all levels of government in an effort to gain a respectful exit for our members, at the same time looking for new and innovative ideas that will work to ensure the long term viability of the Powell River Division.

This could include but not limited to:

- Provincial Funding
- Federal Funding for Research and Development
- Provincial Power Initiatives
- Tax Initiatives

Local 1 is further committed to making Powell River a leader in total manufacturing cost in the paper industry.

Dedicated Crew Agreement

The following represents the understanding reached between UNIFOR Local 1 and the Company regarding Paper Machine Dedicated Crews:

1. Effective date of ratification, the Dedicated Paper Machine Crews for PM10 and PM11 shall be covered by the Dedicated Crew Agreement.
2. There will be a dedicated crew on PM11 and a dedicated crew on PM10. No cross machine moves between the machines will take place. The Utility and Crew Spare will relieve in either line. The

crew will consist of five carded positions: Machine Tender, Back Tender, Winderman, 4th Hand, and 5th Hand based on current paper machine configuration and grade mix.

3. Employees will be assigned to a Machine initially by department seniority. Union and management will work together to create the initial crew line-up and ensure a smooth transition process.
4. A utility position will be assigned to support the needs of the paper machines. One utility position will be scheduled per shift across the two machines. The utility position will relieve both PM10 and PM11 line of progression. This position will be relievable. The utility will be required to advance in the line of progression i.e.; vacancy on PM10 utility assumes that position. The company will not run shorthanded on the utility position to accomplish training.
5. A Crew Spare will be assigned to support the needs of the paper machines. One crew spare position will be scheduled per shift across the two machines. Statutory Holiday minimum manning rules will apply to this position and it will not be filled unless required on these holidays.
6. Upon acquiring the knowledge an employee is expected to be absent for more than 60 calendar days, Management and Union agree to mutually co-operate to resolve the problem through a realignment of the crews on that machine as soon as practical.
 - (i) No crew set up will take place during prime-time periods.
7. Training Rate: Any employee training will not be paid less than the rate of the job the employee would have been performing that day had the training not taken place.
8. Zone Pay: For the purposes of this agreement, the zones will be:
 - PM11 MT, PM10 MT
 - PM11 BT, PM10 BT
 - PM 11 WM, PM10 WM
 - PM11 4th Hand, PM10 4th Hand
 - PM11 5th Hand, PM10 5th Hand
 - Utility, Crew Spare
 - (i) Carded rates for each zone will be the greater of #10 or #11 (i.e.: the 5th Hand on PM11 and the 5th Hand on PM10 will receive the same card rate).
 - (ii) Senior crew members will not receive a rate less than junior crew members working on any other Paper Machine that shift that day. E.g. 11 Winderman is set up to 11 Backtender,

10 Winderman will not receive less than 11 Backtender's rate.

- (iii) Union and Management agree that a partial re-alignment may be done if unforeseen problems or inequities arise.
9. Machine Curtailments or Shutdown
 - (i) If a paper machine is to be shut down for a week or longer, management may utilize the crew from the shutdown machine for cleanup and extraordinary duties in other areas within Local 1. If the work available is outside of their department (paper machines), the individual will have the option of going home. During this period the crew from the down machine may be trained on the other paper machines, and after adequate training may be used to fill in to cover absences on those machines. Management will encourage these displaced crew members to take earned time off, and will not replace them in most cases. During this interim period, no carded paper machine employees will be laid off or paid less than their card rate.
 - (ii) In the event of a paper machine shutdown greater than 16 days, the Paper Machine Department will operate with a traditional single line of progression. For shutdowns longer than 16 days, management will use crew members from the shutdown machine to displace junior employees from the operating lines of progression by seniority as individuals become sufficiently trained.
 - (iii) In the event the machine restarts, the two-paper machine Dedicated Crew will be re-established.
 - (iv) Should the extended temporary shutdown extend beyond 60 days, management and union agree to review a date to implement a single line of progression.
 10. Vacation Brackets: Paper Machines
 - Bracket #1 – 11 MT, 11 BT, 11 WM, 11 4th
 - Bracket #2 – 10 MT, 10 BT, 10 WM, 10 4th
 - Bracket #3 – 11 5th, 10 5th, UT, CS
 11. #9 Restart – In the event #9 restarts, the union and company will discuss and re-establish the three-machine dedicated crew under the intent of this agreement.
 12. This agreement will apply for the term of the collective agreement.

March 10, 2012

Temporary Employee Agreement

In our mutual effort to improve the business and attract reinvestment, CEP Local 1 agrees to enter into a process of incorporating temporary employees. Catalyst Paper Corporation and C.E.P. Local 1 are committed to providing as much work as possible to the regular workforce and it is not the intent of this letter to detract from this commitment.

It is understood that when the Company and CEP Local 1 agree it is beneficial, temporary employees will be used under special circumstances for business needs when it can be shown that the use of temporary employees will replace contractors and will not result in a negative impact on the regular workforce. Discussions with a wage delegate will take place before any final decisions on the use of temporary employees or contractors have been made.

If practicable, the Employer and the Union agree to give preference to laid-off employees located at other Catalyst divisions, with no impact on re-call rights. Travel time and expenses will not be covered. In addition, if practicable, the Union and the Employer agree to a local hiring preference.

1. Conditions:

- a) Temporary employees will be Union employees and will be subject to the terms of the Collective Agreement with the following exceptions:
 - (i) Temporary employees will not be considered part of the regular work force with respect to the commitment outlined in Article XXV – Contracting.
 - (ii) Temporary employees shall have no rights under Article XXI – Seniority and Article XXV - Contracting.
 - (iii) Temporary employees will not be eligible to apply to Job Postings within the mill.
- (b) Temporary employees will be paid in accordance with Exhibit A – Job Categories and Wage Rates.
- (c) If temporary employees are hired permanently, their seniority will be from the first day of their probation period for permanent employment.
- (d) Local 1 Union dues structure will apply.
- (e) Contributions will be paid into the Pulp & Paper Pension Plan for all hours worked by the temporary employees.

- (f) The Union will receive a weekly report of temporary employees that have been/are in the mill.
- (g) Regular full time employees will be given the opportunity to work a schedule based on the scheduled hours for the shutdown, determined by the Company in advance of each major maintenance shutdown.

If a disagreement occurs between the Company and Union in regards to the application of the Temporary Employee Agreement, both parties commit to trying to resolve the disagreement. If however the parties are unable to resolve the disagreement either party may cancel this Letter of Understanding after serving sixty (60) days notice.

March 10, 2012

Bereavement Leave Clarification

When a death occurs to a member of the employee's immediate family, the employee will be granted the appropriate Leave of Absence and they shall be compensated at their regular straight time hourly rate for all normal hours lost from their regular schedule for a maximum of three (3) days in accordance with the provisions of Article XIII – Section 1 of the Labour Agreement.

For clarification, employees will be paid eight (8), ten (10), or twelve (12) hours if that is their regularly scheduled shift.

Reference to Bereavement Leave in compressed work week agreements will be deleted.

- ii) Temporary employees shall have no rights under Article XXI – Seniority and Article XXV - Contracting.
- iii) Temporary employees will not be eligible to apply to Job Postings within the mill.
- b) Temporary employees will be paid in accordance with Exhibit A – Job Categories and Wage Rates.
- c) If temporary employees are hired permanently, their seniority will be from the first day of their probation period for permanent employment.
- d) Local 1 Union dues structure will apply.
- e) Contributions will be paid into the Pulp & Paper Pension Plan for all hours worked by the temporary employees.

- f) The Union will receive a weekly report of temporary employees that have been/are in the mill.
- g) Regular full time employees will be given the opportunity to work a schedule based on the scheduled hours for the shutdown, determined by the Company in advance of each major maintenance shutdown.

If a disagreement occurs between the Company and Union in regards to the application of the Temporary Employee Agreement, both parties commit to trying to resolve the disagreement. If however the parties are unable to resolve the disagreement either party may cancel this Letter of Understanding after serving sixty (60) days notice.