

COLLECTIVE BARGAINING AGREEMENT

between



VALLEY TIMBER

606546 B.C. LTD - LICENSE A19202

and



Effective June 15, 2015– June 14, 2020

MEMORANDUM OF AGREEMENT

between

606546 B.C. Ltd.

License A19202

("the Company")

and

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENGERY,
ALLIED INDUSTRIAL AND SERVICE WORKERS' INTERNATIONAL UNION
(UNITED STEELWORKERS)
LOCAL 2009
("the Union")

1. Article 7 Wages — Logging

Section 1(a): Wage Rate Adjustments

- Effective June 15, 2015, the wages of all hourly rated employees will be increased by three percent (3%).
- Effective June 15, 2016, the wages of all hourly rated employees will be increased by two and one half percent (2.5%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2016, payable by July 15, 2016.
- Effective June 15, 2017, the wages of all hourly rated employees will be increased by two and one half percent (2.5%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2017, payable by July 15, 2017.
- Effective June 15, 2018, the wages of all hourly rated employees will be increased by three percent (3%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2018, payable by July 15, 2018.
- Effective June 15, 2019 the parties agree to pay any increases as negotiated in the 606546 B.C. Ltd. agreement.
- Lump Sum Payment Eligibility:
 1. Lump sums are payable to active regular employees defined as those working and receiving pay on the date of ratification, and then on June 15th of each subsequent applicable year.
 2. Employees who are on leave who return to work in a full time capacity after the day of payout or new employee hired in the previous twelve months shall be paid a pro-rated amount based on whole months worked.
 3. Employees, other than regular full time employees, will receive a prorated amount based on their percentage of full time hours.

Trade Wage Rate Increase

- Effective June 15, 2015 \$1.00 per hour. Increase applicable prior to percentage increase.
- Effective June 15, 2016 \$0.50 per hour. Increase applicable prior to percentage increase.
- Effective June 15, 2017 \$0.50 per hour. Increase applicable prior to percentage increase.
- Effective June 15, 2018 \$0.50 per hour. Increase applicable prior to percentage increase.

2. Article 13 — Health and Welfare

Section 2 (c): Insurance Coverage

It is agreed to amend the Weekly Indemnity weekly benefit outlined in Section 2 (c) to the EI weekly rate plus \$100, effective on the first of the month following the date of ratification of the 2015 to 2020 collective agreement.

Section 3: Extended Health and Medical Services Plan Coverage

Vision Care

Effective the first of the month following ratification of the 2015 to 2020 collective agreement, the vision care limit will be increased by a further one hundred fifty dollars (\$150) from the current two hundred fifty dollars (\$250) to four hundred dollars (\$400) per member or dependent in any 24-month consecutive period. This benefit will be amended to include the cost of laser eye surgery and/or eye exams.

Medical Travel Benefit

Effective the first month after ratification the maximum medical travel allowance payable, on behalf of the any member or dependent, will be \$1,000 per calendar year.

Extended Health Benefit Plan Lifetime Maximum

It is agreed to adjust the lifetime limits for extended health care benefits, as follows:

- Increase to \$150,000, effective date of ratification
- Increase to \$200,000, June 15, 2016
- Increase to \$250,000, June 15, 2017
- Increase to \$300,000, June 15, 2018

Prescription Deductible

It is agreed to amend the prescription deductible to read:

Effective the month following the date of ratification generic drug pricing will apply, unless the physician directs the pharmacist in writing that the patient must receive the prescribed patented drug.

Section 5: Dental Plan

It is agreed to amend Section 5 as follows:

- (a)(i) White Fillings — Effective the month following the date of ratification of the 2015 to 2020 collective agreement, white fillings will be eligible under the dental plan subject to the existing deductions in the Plan.
- (a)(ii) Plan 'C' (Orthodontic) — Orthodontic lifetime maximum — coverage to increase to \$4,000, effective the month following the date of ratification of the 2015 to 2020 collective agreement.

3. Article 24 — Pension Plan

It is agreed that the contribution arrangements to the Plan will be amended as follows:

Hourly Contributions

- Effective June 15, 2015, an increase to the employer per hour worked contribution of \$1.00 per hour worked resulting in a total of \$3.675 per hour worked employer contribution for the years 2015 to 2017 contract years. For the 2018 contract year the employer contribution will match the contribution of the BC Interior employers.
- Effective June 15, 2015, an increase to the employee per hour worked contribution of \$0.600 per hour worked resulting in a total of \$2.225 per hour worked employee contribution for the years 2015 to 2017. For the 2018 contract year the employee contribution will match the contribution of the BC Interior employees.
- It is understood that the \$0.275 contributions provided for in Article XIX are recognized as permanent.

4. Article 21 — Education and Humanity Funds

It is agreed to amend Section 1 to read:

Section 1: Education Fund

- Effective date of ratification the Company contributions to the Fund will increase \$0.03 per hour for a total of \$0.08 per hour worked per employee.
- The Education Fund will be used specifically in the development and delivery of programs, which may include:
 - Grievance Handling
 - Collective Bargaining
 - Environmental Issues

- Land Use Issues
- Stewards Training
- Parliamentary Procedure and Public Speaking
- Communication Skills
- Leadership Training
- Economic Issues
- Benefits Training

Health and Safety

5. Article 23 Humanity Funds

Amend (a) to read:

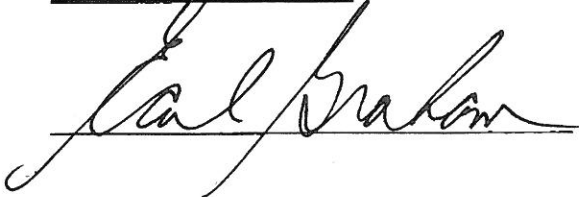
The Company agrees to deduct on a bi-weekly basis the amount of not less the \$0.01 per hour from wages of all employees in the bargaining unit for all hours worked. Any employee who elected to opt out of the Humanity Fund is required to contribute to the Fund effective date of ratification.

6. Article XXXIV — Duration of Agreement

The parties hereto mutually agree that this agreement shall be effective from and after the 15th day of June 2015, to midnight the 14th day of June, 2020 and thereafter from year to year unless written of contrary intention is given by either Party to the other Party within four (4) months immediately preceding the date of expiry. The notice required hereunder shall be valid and sufficiently served at Head Office of the Party of the First Part, or at the Local Office upon the Local Officers of the Union, within four (4) months immediately preceding the 15th day of June 2020. If no agreement is reached at the expiration of this Contract and negotiations are continued, the agreement shall remain in force up to the time an agreement is reached or until negotiation are discontinued, by either Party.

Signed on this TH 18 day of January 2016.

On Behalf of the Union



On behalf of the Company



2015 – 2020

M A S T E R

LOGGING AGREEMENT

THIS AGREEMENT entered into this _____ day of _____ , A.D. 2017.

BETWEEN:

606546 B.C. Ltd

License A19202

(Hereinafter known as the "COMPANY")

OF THE FIRST PART,

AND:

**United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied
Industrial and Service Workers International Union
(United Steelworkers)
AFL – CIO – CLC
Local 2009**

(Hereinafter known as the "UNION")

OF THE SECOND PART.

PREAMBLE:

The purpose of this Agreement is to secure for the Company, the Union and the employees the full benefits of orderly and legal collective bargaining, and to ensure to the utmost extent possible the safety and physical welfare of the employees, economy of operation, quality and quantity of output, and protection of property. It is recognized by this Agreement to be the duty of the Company and the Union and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

The Company and the Union agree to abide by the terms set out in this Agreement. The Union further agrees that it will at all times instruct its members to act in accordance with the terms contained in this Agreement. The Company agrees, in the exercise of the functions of Management, that the provisions of this Agreement will be carried out.

Wherever a masculine reference is used in this Agreement it shall be deemed to include the equivalent feminine reference.

ARTICLE 1 – BARGAINING AGENCY

Section 1: Recognition

- (a) The Company recognizes the Union as the sole collective bargaining agency of the employees of the Company except confidential employees, forestry and engineering personnel, office employees and those employees with the authority to hire or discharge.
- (b) It is agreed that when a dispute arises as to whether or not a person is an employee within the bargaining unit it shall be subject to grievance procedure as provided in Article 27, Section 1, Step Three, and in the event of failure to reach a satisfactory settlement it shall be dealt with by arbitration as set forth in Article 28, Section 1.
- (c) The Union agrees to issue a withdrawal card to employees transferred from the bargaining unit to a job outside the bargaining unit providing that no dispute arises within the meaning of Clause (b) herein.

Section 2: Seniority Application (Logging)

- (a) Where the Union holds a certificate of bargaining authority covering a large area in which the Company has two or more distinct logging operations, and distance makes the application of seniority impractical, it is agreed that the following principles shall apply:

- (i) There shall be separate seniority for the bargaining unit Forest Licence A19202.

Section 3: Meetings

The Company and the Union will meet at such time and place as may be mutually agreed upon for the purpose of discussing wages and working conditions and adjusting any matters within the confines of this Agreement which come within the scope of collective bargaining between employer and employee. Where such meetings are held during working hours, employee time will not be deducted for attending such meetings.

Section 4: Bargaining Authority

The Party of the First Part agrees that the bargaining authority of the Party of the Second Part shall not be impaired during the term of this Collective Agreement. The Party of the First Part agrees that the only certification that they will recognize during the term of this Agreement is that of the Party of the Second Part, unless ordered by due process of law to recognize some other bargaining authority.

Section 5: Access to Operation

Official Union representatives shall obtain access to the Company's operations for the purpose of this Agreement by permission which will be granted by the Company on request and subject to such reasonable terms and conditions as may be laid down by the Company.

ARTICLE 2 – EMPLOYER'S RIGHTS

Section 1: Management and Direction

The management and the operation of, and the direction and promotion of the working forces is vested exclusively in the Management; provided, however, that this will not be used for purposes of discrimination against employees.

Section 2: Hiring and Discipline

The Company shall have the right to select its employees and to discipline or discharge them for proper cause.

Section 3: Non-Bargaining Unit Employees

Employees outside the bargaining unit will not perform work that is normally done by employees in the bargaining unit. However, nothing in this Agreement shall be construed as prohibiting a Foreman from doing work for purposes of employee instruction and evaluation, and equipment assessment, provided in so doing a lay-off of bargaining unit employees does not result, or in the case of an emergency when regular employees are not available, provided every reasonable effort is made to find a replacement.

ARTICLE 3 – UNION SECURITY

Section 1: Co-operation

The Company will co-operate 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.

Section 2: Union Shop

Each employee shall, at the time of hiring and as a condition of hiring or continued employment become a member of the Union and maintain membership therein.

Section 3: Maintenance of Membership

Any employee who is a member in good standing, or is reinstated as a member of the Union shall as a condition of continued employment maintain such membership in good standing throughout the term of this Agreement.

Section 4: Discharge of Non-members

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

Section 5: Union Membership

- (a) No employee shall be subject to any penalties against his application for membership or reinstatement, except as may be provided for in the United Steelworkers Constitution, and in accordance with the By-Laws of the following Local Unions: Nos. 1-85, 1-1937 and 2009.
- (b) Any employee who applies to join the Union pursuant to the provision herein and whose application is rejected by the Union, shall not be subject to discharge from employment.

Section 6: Check-off

The Company shall require all new employees at the time of hiring to execute an assignment of wages in duplicate, the forms to be supplied by the Union, said forms to be forwarded to the Union not later than fifteen (15) calendar days following the date of hiring.

The assignment in the case of employees already members of the Union shall be effective immediately, and for those employees not previously members of the Union, it shall become effective thirty (30) calendar days from the date of execution.

The Local Union shall notify the Company by letter of the amount of back dues owed by new employees and copies of such letter shall be furnished to the employee and the Shop Committee.

The Company shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked by the employee) to the Local Union named therein not less often than once each month, with a written statement of names of the employees for whom the deductions were made and the amount of each deduction. Such deduction shall appear on each employee's annual Statement of Remuneration (T4).

Section 7: Social Insurance Number

The Company shall furnish the Union with the Social Insurance Number of each employee on its payroll on the first occasion when dues are forwarded to the Union after the execution of this Agreement or after the employee enters the employment of the Company, whichever date last occurs.

Section 8: Employer Deductions From Wages - Employee Benefit Plans

The Parties agree that the Company shall deduct from an employee's wages and shall remit to the appropriate employee benefit plan, the employee's contribution which is specified in any benefit plan agreed to by the parties to the Coast Master Agreement.

Section 9: Employee Discipline History

Records of discipline will be eliminated once the Employee has had no further incidents within a **five (5) year** period.

Section 10: Access

The Companies signatory to this Memorandum will grant the United Steelworkers upon written application reasonable access to their logging operations and the operations will not be unduly interrupted.

ARTICLE 4 – SHOP COMMITTEE

Section 1: Definition

For the purpose of this Agreement when the term "Shop Committee" is used, it shall mean Shop or Camp Committee, members of which are appointed by the Union.

Section 2: Composition

The Shop Committee shall consist of not less than three (3) employees and not more than seven (7) employees with completed probationary period of employment with the Company who are members of the Union and, wherever possible, they shall be selected on a departmental basis.

Section 3: Notification

The Union will, within sixty (60) days from the date of this Agreement, notify the Company in writing of the members of the Shop Committee. The Union or Shop Committee will inform the Company in writing when any member change takes place on the said Committee. No member of the Shop Committee will be recognized by the Company unless the above procedure is carried out.

Section 4: Exceptions

The provisions of Sections 1, 2 and 3 will not apply in reference to:

- (a) Article 17 - Health & Safety

ARTICLE 5 – HOURS OF WORK

Section 1: Hours and Overtime

- (a) The regular hours of work in the operation shall be up to (10) hours per day and fifty (50) hours per week with rate and one-half for any hours worked over ten (10) hours per day and fifty (50) hours per week will be paid only if the work was directed to do so by the company and at the company's sole discretion, except as provided in (b) below. Employees are entitled to work beyond ten (10) hours per day and fifty (50) hours per week at straight time rates provided safety is not compromised and do so at their own discretion.

Hours of work for fallers will be based on eight (8) hour per day and forty (40) hours per week. (Six and half (6 ½) hours worked equates into the eight (8) hours pay per day) No overtime rates will be paid to fallers unless the company asks as per (a) above.

- (b) Double straight-time rates shall be paid for the following:
 - (i) Hours worked in excess of eleven (11) hours per day;
 - (ii) Hours worked on Sunday by employees who have worked five (5) shifts during the preceding six (6) days;
 - (iii) For purposes of (b) herein a Statutory Holiday shall be considered a shift worked;
 - (iv) Item (ii) above shall not apply to employees who work Sunday as a regularly scheduled day.
- (c) The established hours of work will not be altered without prior consultation with the Shop Committee, except in circumstances not in the control of the Company.

- (d) If a Statutory Holiday occurs during the work week, the employee shall only be required to work on Saturday and/or Sunday for the time lost due to the Statutory Holiday by mutual consent. For such work the employee shall be paid rate and one-half, except as provided in Section 1(b) above.

The following are exceptions to Clauses (a) and (b), namely:

- (i) Firefighters;
- (ii) Employees on towboats as defined in the Employment Standards Act Regulations;
- (iii) Watchmen employed in logging camps where operations are suspended.

Section 2: Alternate Shift Scheduling

- (a) Notwithstanding Article 5, Section 1, the Employer may implement alternate shift schedules, subject to Supplement No. 8, which may include Saturdays and Sundays, without overtime penalty, provided the principle of the fifty (50) hour week is maintained over an averaging period.
- (b) When alternative schedules have been implemented in accordance with (a) above, the following overtime provisions will apply:
 - A. Rate and one-half shall be paid for the following:
 - (i) The first three (3) hours worked in a day in excess of the normal daily hours of the established schedule.
 - (ii) Hours worked in excess of fifty (50) hours per week or fifty (50) hours average when there is an averaging period.
 - (iii) All hours worked on an employee's scheduled rest day, unless a change in rest day has been agreed to between the employee and the Company.
 - B. Double straight-time rates shall be paid for the following:
 - (i) All hours worked in excess of A (i) above.
 - (ii) All hours worked on Sunday when Sunday is also an employee's scheduled rest day, if the employee has worked fifty (50) straight-time hours in the preceding six (6) days, unless a change in the rest day has been agreed to between the employee and the Company.

Section 3: Casual Work

- (a) The term "casual work" as used in this Agreement shall apply only to work performed on Saturday and/or Sunday by either laid-off regular employees or other persons hereinafter referred to as "casual employees".
- (b) Casual work on production will be paid for at straight time job rate except as provided for in Section 1 (a) and (b) above.
- (c) Regular laid-off employees shall not be classified as casual employees, and shall have preference for available work over the said casual employees.
- (d) The employer agrees to keep a separate seniority list of casual employees who have worked at least ten (10) working days, exclusively for recall purposes and, subject to clause (e), further agrees to recall casual employees in accordance with their seniority as set forth in this list.

- (e) Regular laid-off employees shall not be classified as casual employees, and shall have preference for available work over the said casual employees.
- (f) The employer agrees to keep a separate seniority list of casual employees who have worked at least ten (10) working days, exclusively for recall purposes and, subject to clause (e), further agrees to recall casual employees in accordance with their seniority as set forth in this list.

Section 4: No Work Guarantee

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

ARTICLE 6 – TECHNOLOGICAL CHANGE

Section 1: Joint Committee

It is agreed that a Joint Committee will be established to consider technological changes in progress and make recommendations to the Parties to assist them in ameliorating the effect of such changes. The Committee will meet with the provincial and federal representatives concerned with retraining of manpower.

Section 2: Advance Notification

The Company shall notify the Shop Committee and the Union not less than six (6) months in advance of intent to institute changes in working methods or facilities which would involve the discharge, or laying off of employees.

Section 3: Retraining

The Company shall co-operate with the Government of British Columbia and participate in every way possible in training or retraining of employees so affected.

Section 4: Rate Adjustment

- (a) 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 setback for a period of three (3) months and for a further period of three (3) months he will be paid an adjusted rate which will be midway between the rate of his regular job at the time of the setback and the rate of his new regular job. At the end of this 6-month period the rate of his new regular job will apply. However, such employee will have the option of terminating his employment and accepting severance pay as outlined in Section 5 below, providing he exercises this option within the above-referred-to 6-month period.
- (b) Following an application of (a) above, where an employee is set back to a lower paid job because of an application of Article 15 - Seniority brought on by mechanization, technological change or automation he will receive the rate of his regular job at the time of the setback for a period of three (3) months and for a further period of three (3) months he will be paid an adjusted rate which will be midway between the rate of his regular job at the time of the setback and the rate of his new regular job. At the end of this 6-month period the rate of his new regular job will apply.

Section 5: Severance Pay

Employees discharged, laid off or displaced from their regular job because of mechanization, technological change or automation shall be entitled to severance pay of seven (7) days' pay for each year of service with the Company. The amount calculated under such entitlement shall not exceed a maximum of thirty (30) weeks' pay. This Section shall not apply to employees covered by Section 4(b) above.

Section 6: Option

Employees laid off from their regular jobs because of mechanization, technological change or automation shall have the option to terminate their employment and accept severance pay, either

- (a) at the time of layoff, or
- (b) at the point seniority retention expires.

ARTICLE 7 – WAGES

Section 1: Rates - Logging

- a) Effective June 15, 2015, the wages of all hourly rated employees will be increased by three percent (3%).
- Effective June 15, 2016, the wages of all hourly rated employees will be increased by two and one half percent (2.5%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2016, payable by July 15, 2016.
- Effective June 15, 2017, the wages of all hourly rated employees will be increased by two and one half percent (2.5%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2017, payable by July 15, 2017.
- Effective June 15, 2018, the wages of all hourly rated employees will be increased by three percent (3%). In addition, a lump sum payment of \$1,000 will be processed for all active regular employees as of June 15, 2018, payable by July 15, 2018.
- Effective June 15, 2019 the parties agree to pay any increases as negotiated in the Western Forest Products Inc. agreement.
- Lump Sum Payment Eligibility:
 - 1. Lump sums are payable to active regular employees defined as those working and receiving pay on the date of ratification, and then on June 15th of each subsequent applicable year.
 - 2. Employees who are on leave who return to work in a full time capacity after the day of payout or new employee hired in the previous twelve months shall be paid a pro-rated amount based on whole months worked.
 - 3. Employees, other than regular full time employees, will receive a prorated amount based on their percentage of full time hours.

The rates resulting from the application of the conversion percentages herein will be rounded as follows:

0 to .249	-	down to the nearest cent
.250 to .749	-	to the nearest one-half cent
.750 to .999	-	up to the nearest cent

Trade Wage Rate Increase

- **Effective June 15, 2015 \$1.00 per hour. Increase applicable prior to percentage increase.**
- **Effective June 15, 2016 \$0.50 per hour. Increase applicable prior to percentage increase.**
- **Effective June 15, 2017 \$0.50 per hour. Increase applicable prior to percentage increase.**
- **Effective June 15, 2018 \$0.50 per hour. Increase applicable prior to percentage increase.**

(b) Certified Tradesmen shall be grouped as follows:

**Certified Logging Tradesmen
GROUP I**

Effective June 15 2015	Effective June 15 2016	Effective June 15 2017	Effective June 15 2018	Effective June 15 2019
\$1.00	\$.50	\$.50	\$.50	As negotiated by
3%	2.5%	2.5%	3%	Western Forest
	+ \$1000 lump sum	+\$1000 lump sum	+\$1000 lump sum	Products CBA
37.76	39.21	40.705	42.445	

Heavy Duty Mechanic

GROUP II

Effective June 15 2015	Effective June 15 2016	Effective June 15 2017	Effective June 15 2018	Effective June 15 2019
3%	2.5%	2.5%	3%	As negotiated by
	+ \$1000 lump sum	+\$1000 lump sum	+\$1000 lump sum	Western Forest
				Products CBA
36.355	37.265	38.19	39.335	

Machinist
Blacksmith
Welder DPW #1, #2, #3
Pipefitter / Steamfitter
Construction Millwright Carpenter
Auto Mechanic
Electrician
Body Shop Repairman
Car Repair Journeyman

GROUP III

Effective June 15 2015	Effective June 15 2016	Effective June 15 2017	Effective June 15 2018	Effective June 15 2019
3%	2.5%	2.5%	3%	As negotiated by
	+ \$1000 lump sum	+\$1000 lump sum	+\$1000 lump sum	Western Forest
				Products CBA
35.07	35.95	36.85	37.96	

Bridgeman
Painter
Power Saw Mechanic
Tire Vulcanizer

(c) The minimum rate for common labour in logging shall be \$27.585 per hour effective June 15, 2015; \$28.275 per hour effective June 15, 2016; \$28.99 per hour effective June 15, 2017, \$29.85 per hour effective June 15, 2018, and _____ per hour effective June 15, 2019, except for those categories listed in the Wage Supplement attached hereto.

Section 2: Falling and Bucking

(a) The daily rate for fallers and buckers will be \$394.235 per day effective June 15, 2015; \$404.09 per day effective June 15, 2016; \$414.19 per day effective June 15, 2017, \$426.615 per day effective June 15, 2018 and _____ per day effective June 15, 2019 for the regular hours of work.

- (b) **The hourly rate for fallers and buckers will be per hour effective \$49.275 June 15, 2015; \$50.505 per hour effective June 15, 2016; \$51.575 per hour effective June 15, 2017, \$53.12 per hour effective June 15, 2018 and _____ per hour effective June 15, 2019 for all hourly compensation provisions, except travel time.**
- (c) The general wage increases for all employees provided for in Section 1(a) of this Article have been incorporated into the rates described in (a) and (b) above.
- (d) The Company will arrange for the supply and maintenance of all necessary tools for falling and bucking except where a daily saw rate is in place with the fallers.
- (e) It is agreed that fallers and buckers will be expected to fall and buck timber for six and one-half (6-1/2) hours each regular working day.
- (f) The Company agrees that it will not issue or continue any falling and bucking contracts after June 15, 1972 where the falling and bucking contractor employs a piecework falling and bucking system.

Section 3: Tools

- (a) Insurance:
 - (i) The Company shall, upon the signing of this Agreement, at its expense, insure for damage or loss caused by fire or flood, the tools of its employees which are required to be used in the performance of their work.
 - (ii) The Company shall, upon the signing of this Agreement, at its expense, insure the tools of its employees which are required to be used in the performance of their work, for loss by theft where tools are stored in a designated place of safety within the control of the Company and there is forcible breaking and entering. The insurance coverage provided shall be subject to a deductible of fifty dollars (\$50.00) in respect of each employee's claim.

- (b) Damaged or Broken:

The Company will repair or replace tools damaged or broken in the performance of regular duties.

- (c) Metric Tools:

The Company will make available tradesmen's tools required upon the introduction of the metric system.

Section 4: Rate Revision

The wage scale attached hereto, Supplement No. 1, is approved by both Parties and may, subject to the mutual consent of both Parties, be revised once annually.

Section 5: Standard Logging Wage Scale

GROUP 1

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
27.585	28.275	28.99	29.86	

25.23-

Camp Watchman/Gateman
Labourer
Waiter, Waitress
Dishwasher
Bullcook/Bedmaker

GROUP 2

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
27.82	28.515	29.22	30.09	

Powder Packer
Head Waiter
Lunchman
Kitchen Mechanic
Roadman

GROUP 3

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
27.96	28.655	29.375	30.25	

Tree Planter

GROUP 4

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
28.305	29.01	29.735	30.625	

Drillers Assistant
Pitman/Padman
Cat Swamper
Truck Greaser & Clean-up
Tire Changeman
Log Dump Helper
Bundler Helper (Dryland Sort)
Chokerman

GROUP 5

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest CBA
28.565	29.275	30.00	30.91	
Crew Bus Driver				
Second Loader				
Chaser				
Tension Skidder & Slack-line Chokerman				
Feeder Boat Deckhand				
Boomman				
Forestry Crewman I				
Engineering Crewman I				
Heli-log Chokerman				
Head Bundler (Dryland Sort)				

GROUP 6

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
28.79	29.505	30.24	31.14	
Boring Machine Operator				
Towboat Deckhand				
General Service Truck Driver (Hoist Fuel Tank)				
Chokerman/Electronic Chokers				
Long Line Yarding Chokerman – Drop Line System				
Tension Skidder & Slack-line Chaser				
Heli-log Chaser				

GROUP 7

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
29.21	29.95	30.695	31.615	
*Full Time First Aid Attendant "C" + 55 cents/hour				
Full Time First Aid Attendant Level 2				
Fire Warden				
Swifter Winch Operator				
Crib Culvert Maker				
Utility Man - Grapple Yarding				
Long Line Yarding Chaser - Drop Line System				
Forestry Crewman II				
Engineering Crewman II				
Powderman				
Baker + Board				
Second Cook + Board				

GROUP 8

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
29.585	30.325	31.08	32.01	

Full Time First Aid
 Attendant "B" + 45 cents/hour
 Cat Arch Operator
 Cat Hooker
 Rubber Tired Skidder Operator
 Rubber Tired Skidder Hooker
 Landingman
 Second Loader (Setting Access & Widening Right of Way)
 Long Line Yarding Chaser - R.W. - Radio-controlled Motorized Carriage
 Rig Up Operator
 Log Dump Operator
 Second Boomman
 Boom Boat Operator
 Bundling Machine Operator (water)
 Feeder Boat Operator
 Bulldozer Operator (Ballast/Fill)
 Shovel Operator - Ballast
 Back Hoe Operator
 Gravel Truck Driver
 Small Mobile Drill Operator
 Pile Driver Operator
 Pile Driveman
 Trucker Driver - Explosives
 Heli-log Strip Runner

*** Incumbents as of June 15, 1994 in these positions will be Red Circled as long as they remain in these positions.**

GROUP 9

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
30.335	31.09	31.87	32.83	

*Full Time First Aid
 Attendant "A" + 35 cents/hour
 Full Time First Aid Attendant Level 3
 Grader Operator
 Front End Loader Operator
 Gradall Operator
 Bulldozer Operator - Utility
 Rigging Slinger - R.W.
 Rubber Tired Skidder Operator - Grapple
 Second Loader (Tongs) - Self Loading Truck
 Forestry Crewman III
 Engineering Crewman III
 Head Cook (small crew) + Board
 Dryland Sort Utility Man
 Heli-log Head Chaser
 Heli-log Feeder Boat

GROUP 10

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
30.735	31.505	32.295	33.265	

*Full Time First Aid Attendant "AA" + 25 cents/hour
Tension Skidder Back End Rigger
Slack Line Rigging Slinger - R.W.
Slack Line Second Rigger
Licensed Scaler Boom
Head Boomman
Log Grader
Licensed Scaler/Grader (cubic)
Rubber Tired Skidder Operator - Live Boom with Grapple
Rigging Slinger - R.W./Electronic Chokers
Steel Spar Operator
Head Cook (medium & large crew) + Board
Heli-log Road Runner

***Incumbents as of June 15, 1994 in these positions will be Red Circled as long as they remain in these positions.**

GROUP 11

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
31.575	32.365	33.17	34.16	

Front End Log Loader
Grapple Operator (loading one side)
Bulldozer Operator - Grade
Grade Shovel Operator
Landing Bucker
Long Line Yarding Second Rigger – Drop Line System
Long Line Yarding Rigging Slinger - R.W. - Drop Line System
Steel Spar Slack Line Operator
Steel Spar Hooker - R.W.
Tension Skidder Hooker - R.W.
Tension Skidder Operator
Forestry Crewman IV
Engineering Crewman IV
Truck Dispatcher
Log Truck Driver
- Self Load Trailer - Truck Rate + .20
- Preload - Truck Rate + .20
- Tri-Axle Trailer - Truck Rate + .20
- Pup Trailer - Truck Rate + .40
- Self Load Logs - Truck Rate + .40
Forwarder
Rock Driller - Tractor, Tank or Air Track
Heli-log Second Hooktender

GROUP 12

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
32.445	33.255	33.06	34.05	

Forestry Crewman V
Long Line Yarding Machine Operator - Drop Line System
Long Line Yarding Rigging Slinger - R.W.- Radio-controlled Motorized Carriage
Mobile Grapple Yarder Hooker/Mobile Back Spar Tender - R.W.
Licensed Scaler/Grader (fbm & cubic)
Excavator - "Building Grade"

GROUP 13

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
33.325	34.15	35.00	36.05	

Steel Spar Hook & Rig (Conventional) or Grapple Yarding - R.W.
Mobile Grapple Yarder Operator
Grapple Yarder Operator
Grapple Operator (Setting Access, Right of Way, Windrow (Widening Right of Way)
Grapple Operator (loading out of water)
Grapple Operator (2 or more sides)
Dryland Sort - Log Stacker
Dryland Sort - Front End Log Loader
Dryland Sort - Grapple Operator, Mobile or Stationary Bunks
Dryland Sort - Bucker
Processor
Heli-log Hooker

GROUP 14

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
34.23	35.08	35.96	37.03	

Tension Skidder Hook & Rig - R.W.
Slack Line Hook & Rig - R.W.
Mobile Grapple Operator/Boom Mounted Triple Extension
Heli-log Bull Hooker

GROUP 15

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
35.14	36.01	36.92	38.01	

Long Line Yarding Hook & Rig - R.W. Drop Line System

GROUP 16

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
36.05	36.96	37.89	39.02	
Mechanical Tree Harvester – Production				

MISCELLANEOUS - Falling and Bucking – Hour

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
49.285	50.515	51.775	53.325	

MISCELLANEOUS - Falling and Bucking – Day

Effective June 15 2015 3%	Effective June 15 2016 2.5% + \$1000 lump sum	Effective June 15 2017 2.5% +\$1000 lump sum	Effective June 15 2018 3% +\$1000 lump sum	Effective June 15 2019 As negotiated by Western Forest Products CBA
394.24	404.09	414.19	426.615	

Note 1: The wage groups for these Heli-log categories include the applicable Radio or Radio Whistle premium where required

First Aid Ticket -

Level 2 Certificate	- Occupational Rate + 50¢ /hr
Level 3 Certificate	- Occupational Rate + 85¢ /hr

Head Cook (with Certificate) - Occupational Rate + 50¢ /hr

Drillers and Powdermen (with valid ticket)	- Occupational Rate + 20¢ /hr
Radio Whistle	- Occupational Rate + 15-1/2¢ /hr (other than designated rigging categories)
Low Bed	- Occupational Rate + 40¢ /hr
Chargehands	- Occupational Rate + 22¢ /hr

Section 6: First Aid Attendant Training

The Company will pay the cost of training and retraining for Industrial First Aid Certificates including lost time wages to designated duty First Aid Attendants.

Section 7: First Aid Ticket Premiums - Designated Duty First Aid Attendants

Upon attaining certificates as required by WorkSafe BC, the following premiums will be paid:

a) Occupational Rate + Premium:

Level 2 - Fifty cents per hour (50¢/hr.)
Level 3 - Eighty-five cents per hour (85¢/hr.)

b) Full-time First Aid Attendants:

(i) Incumbents as of June 15, 1994:

	Effective June 15, 2015 3%	Effective June 15, 2016 2.5%	Effective June 15, 2017 2.5%	Effective June 15, 2018 3%	Effective June 15, 2019	
"AA"	30.725	31.495	32.285	33.255		+25 cents/hr.
"A"	30.12	30.875	31.645	32.595		+35cents/hr. For Level 3
"B"	29.585	30.325	31.08	32.01		+45 cents/hr. Certificate
"C"	29.21	29.95	30.695	31.615		+55 cents/hr.

Incumbents in these positions as of June 15, 1994 will be Red Circled, as long as they remain in these positions.

(ii) Full-time First Aid Attendants will be paid as follows:

Logging - Level 2 - Group 7

Effective June 15 2015 3%	Effective June 15 2016 2.5%	Effective June 15 2017 2.5%	Effective June 15 2018 3%	Effective June 15 2019
29.21	29.95	30.695	31.615	

Logging - Level 3 - Group 9

Effective June 15 2015 3%	Effective June 15 2016 2.5%	Effective June 15 2017 2.5%	Effective June 15 2018 3%	Effective June 15 2019
30.12	30.88	31.655	32.605	

Section 8: Rates

The general wage increase provided for in Section 1(a) has been incorporated into all rates under this Article.

ARTICLE 8 – PAY DAYS

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

**ARTICLE 9 – STATUTORY HOLIDAYS
AND FLOATING HOLIDAY**

Section 1: Logging Camps

- (a) All employees in logging camps who work on New Year's Day, Family Day (starting 2013), Good Friday, Easter Monday, Victoria Day, Dominion Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day will be paid rate and one-half for all hours so worked except as provided for in Article 5 - Hours of Work, Section 1(b) or Section (2)(b)B.
- (b) An hourly rated or piecework employee in a logging camp who qualifies for any of the holidays named in Section 1(a) herein, in accordance with the conditions set out in Section 3, shall be paid for the said holiday at his regular job rate of pay for his regular work schedule.

Section 2: Qualifying Conditions

- (a) An employee, to qualify for Statutory Holiday pay, must comply with each one of the following three conditions:
 - (i) Have been on the payroll thirty (30) calendar days immediately preceding the holiday.
 - (ii) Have worked his last scheduled work day before, and his first scheduled work day after the holiday, unless his absence is due to illness, compensable occupational injury, or is otherwise authorized by the employer.
 - (iii) Notwithstanding (ii) above, the employee must have worked one (1) day before and one (1) day after the holiday, both of which must fall within a period of ninety (90) calendar days.
- (b) In case of injury or illness in (ii) above the employer shall have the right to request a medical certificate.
- (c) Employees while on leave of absence under Article 16, Section 8 (a) or any employees while members of a Negotiating Committee under Section 8 (b) thereof shall not qualify for paid Statutory Holidays.

Section 4: Sunday Holidays

In the event that one of the within-named Statutory Holidays falls on Sunday, it shall be observed the following Monday.

Section 5: Saturday Holidays

In the event that one of the within-named Statutory Holidays falls on Saturday, it shall be observed on the preceding Friday or the succeeding Monday, or partly on one day or the other, as agreed upon between the Company and the Shop Committee.

Section 6: Weekly Work Schedule

Hours paid as Statutory Holiday pay shall not be included in the weekly work schedule.

Section 7: Holiday Shift

An employee working on a paid holiday shall be paid in addition to his holiday pay rate and one-half for any hours worked on a shift designated as the "holiday shift".

Section 8: Casual Employees

It is agreed that casual employees shall not qualify for Statutory Holiday pay.

Section 9: Arrangement for Change

In the event of a Statutory Holiday falling on a Tuesday, Wednesday or Thursday, and where the Company and Shop Committee mutually agree, the said holiday may be observed the preceding Monday or following Friday respectively.

Notwithstanding the above, in logging, a Statutory Holiday may be observed on another mutually agreed upon day in a week other than the week in which it occurs.

An employee who qualifies for such Statutory Holiday on the day it occurs, and works on that day, will be paid for the Statutory Holiday at straight-time rates.

Section 10: Personal Floating Holiday

This Personal Floating Holiday is in lieu of the proposed Heritage Day but this Section shall come into operation on its effective date even if Heritage Day has or has not been proclaimed.

(a) Personal Floating Holiday

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

(b) Qualifying Conditions

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

- (i) A new employee must have been on the payroll for not less than ninety (90) consecutive calendar days to qualify for the Personal Floating Holiday.
- (ii) An employee will not qualify for the Personal Floating Holiday if on leave of absence for more than nine (9) months in the contract year, except in the case of sickness or injury.
- (iii) An employee shall apply on an approved form, at least seven (7) days in advance, for his Personal Floating Holiday. The employee shall receive notice of the disposition of his request a minimum of seventy-two (72) hours prior to the requested Personal Floating Holiday.
- (iv) If an employee is required to work on his Personal Floating Holiday after a definite date has been designated for such holiday, the employee shall be paid overtime for such work at the rate of time and one-half. The employee will then be entitled to take the holiday with pay at a later date to be mutually agreed upon.
- (v) Personal Floating Holiday not taken or scheduled by April 15 of each contract year will be scheduled by Management.
- (vi) A Personal Floating Holiday shall not be scheduled on an employee's regular rest day.
- (vii) Where an employee chooses Saturday or Sunday as a Personal Floating Holiday straight-time rates will apply.
- (viii) With the agreement of the Company, an employee may waive the right to a Floating Holiday, with pay in lieu.

ARTICLE 10 – VACATIONS WITH PAY

With respect to annual vacations and vacation pay the following provisions will apply.

Section 1: One to Two Years' Service

The annual vacation for employees with one (1) to two (2) years' service covered by this Agreement shall be two (2) weeks, and the pay therefore shall be based upon five per cent (5%) of the total wages or salary earned by the employee during the period of entitlement, or eighty (80) hours at the hourly rate of the employee's regular job, whichever is greater.

Section 2: Two to Seven Years' Service

- (a) The annual vacation for employees with two (2) to seven (7) years' service covered by this Agreement shall be three (3) weeks, and the pay therefore shall be based upon seven per cent (7%) of the total wages or salary earned by the employee during the period of entitlement, or one hundred and twenty (120) hours at the hourly rate of the employee's regular job, whichever is greater.
- (b) The additional one (1) week vacation provided for in this Section may be taken when convenient for the Company but does not have to be consecutive with the vacation period provided for in Section 1 herein.

Section 3: Seven to Fifteen Years' Service

- (a) The annual vacation for employees with seven (7) to fifteen (15) years' service covered by this Agreement shall be four (4) weeks, and the pay therefore shall be based upon nine per cent (9%) of the total wages or salary earned by the employee during the period of entitlement, or one hundred and sixty (160) hours at the hourly rate of the employee's regular job, whichever is greater.
- (b) The additional one (1) week vacation provided for in this Section may be taken when convenient for the Company but does not have to be consecutive with the vacation periods provided for in Sections 1 and 2 herein.

Section 4: Fifteen to Twenty-four Years' Service

- (a) The annual vacation for employees with fifteen (15) to twenty-four (24) years' service covered by this Agreement shall be five (5) weeks, and the pay therefore shall be based upon eleven per cent (11%) of the total wages or salary earned by the employee during the period of entitlement, or two hundred (200) hours at the hourly rate of the employee's regular job, whichever is greater.
- (b) Subject to the provisions of Section 8 herein, the additional one (1) week vacation provided for in this Section may be taken consecutively with the vacation periods provided for in Sections 1, 2 or 3.

Section 5: Twenty-four to Thirty Years' Service

- (a) The annual vacation for employees with twenty-four (24) to thirty (30) years' service covered by this Agreement shall be six (6) weeks, and the pay therefore shall be based upon thirteen per cent (13%) of the total wages or salary earned by the employee during the period of entitlement, or two hundred and forty (240) hours at the hourly rate of the employee's regular job, whichever is greater.
- (b) Subject to the provisions of Section 8 herein, the additional one (1) week vacation provided for in this Section may be taken consecutively with the vacation periods provided for in Sections 1, 2, 3 or 4.

Section 6: Thirty Years' Service

- (a) The annual vacation for employees with thirty (30) years' service covered by this Agreement shall be seven (7) weeks, and the pay therefore shall be based upon fifteen per cent (15%) of the total wages or salary earned by the employee during the period of entitlement, or two hundred and eighty (280) hours at the hourly rate of the employee's regular job, whichever is greater.
- (b) Subject to the provisions of Section 8 herein, the additional one (1) week vacation provided for in this Section may be taken consecutively with the vacation periods provided for in Sections 1, 2, 3, 4 or 5.

Section 7: Vacation Pay on Termination

An employee whose employment is terminated shall receive vacation pay at the appropriate percentage of the wages or salary earned during the period of entitlement in accordance with the employee's years of service.

Section 8: Vacation Time

- (a) Vacations for employees shall be taken at such time as mutually agreed upon by the Shop Committee and the Company when quantity and regularity of production shall not be impaired.
- (b) The employee will have the option to forego (i.e. be "paid out") any part of their earned vacation, except as may be required by law.

Section 9: Payment of Vacation Pay

- (a) The calculation and comparison of the vacation pay amounts developed by the percentage of gross wages method and the hours times the regular job rate method will be completed and the greater amount paid to the employee within fourteen (14) days of the common vacation pay cut-off date or the employee's anniversary date. The Company's present cut-off or anniversary date method shall be continued unless a change is agreed upon between the Company and the Local Union.
- (b) For the purposes of this Article, the rate of the employee's regular job will be the rate of the employee's regular job at the date of the common vacation cut-off date or the employee's anniversary date, as the case may be.
- (c) In the case of a pieceworker, the rate of the employee's regular job will be determined by computing the employee's hourly average earnings for the days actually worked during the pay period immediately preceding the common vacation cut-off date or the employee's anniversary date, as the case may be.
- (d) On the date when an employee completes one (1), two (2), seven (7), fifteen (15), twenty-four (24), or thirty (30) years' service and where there is a common cut-off date for all employees in the operation, the employee will receive:
 - (i) In the case of one (1) year, one per cent (1%) of his gross earnings between the date of employment and the date of the last common cut-off date;
 - (ii) In the case of two (2), seven (7), fifteen (15), twenty-four (24), or thirty (30) years, two per cent (2%) of his gross earnings between the date of his last anniversary date and the date of the last common cut-off date.

Section 10: Vacation Pay - Percentage of Wages Method

The following shall be considered as days actually worked for determining vacations with pay for an employee after one (1) continuous year of employment.

- (a) Absence on Workers' Compensation up to a period of one (1) year, provided that the employee returns to his employment.
- (b) Absence due to illness up to a period of one (1) year, provided that the employee returns to his employment. The employer shall have the right to require a certificate from a qualified medical practitioner.
- (c) Absence due to bereavement leave in accordance with the terms and conditions of Article 16, Section 6.
- (d) Absence due to time served on jury duty, including Coroner's jury, or time served as a Crown witness or Coroner's witness in accordance with the terms and conditions of Article 16, Section 7.

- (e) Any other absence duly approved by the employer in writing shall be credited towards entitlement for annual vacation, but time spent on such leaves of absence shall not be counted in computing vacation pay.

Section 11: Qualifications for Vacation Pay - Regular Job Rate Method

- (a)
 - (i) In order for an employee to qualify for the amount generated by the hours times the regular job rate method, the employee must have worked a minimum of fifteen hundred (1,500) hours in the employee's first year of service and a minimum of one thousand (1,000) hours during the employee's succeeding years of entitlement.
 - (ii) Where there is a common vacation pay cut-off date, for purposes of calculating minimum hours as in (i) above, the calculation period shall be from the cut-off date in one year to the cut-off date in the succeeding year.
 - (iii) Where there is no common vacation pay cut-off date, for purposes of calculating minimum hours as in (i) above, the calculation period shall be from the employee's anniversary date in one year to his anniversary date in the succeeding year.
- (b) For purposes of computing the requisite hours the following will be included:
 - (i) All hours worked;
 - (ii) Statutory Holiday hours;
 - (iii) Jury and Crown witness duty;
 - (iv) Bereavement leave;
 - (v) Vacation hours;
 - (vi) Time not exceeding one (1) year, lost as the result of an accident recognized as compensable by WorkSafe BC and suffered during the course of employment, shall be considered as time worked for the purpose of qualifying for vacation, provided that the employee returns to his employment.
 - (vii) Time not exceeding one (1) year, lost as the result of a non-occupational accident or illness, shall be considered as time worked for the purpose of qualifying for vacation, provided that at the time of the accident or illness the employee has been on the payroll for not less than one (1) year and that he returns to his employment. It is understood that the employer may require that the employee provide a certificate from a qualified medical practitioner.
 - (viii) Time lost as a result of layoff shall not be considered as time worked for the purpose of qualifying for requisite hours;
 - (ix) Employees who report for work and who receive call time payment shall be credited with eight (8) hours for any such shift for purposes of computing requisite hours under this Section. Any employee who qualifies for call time in a day shall receive credit under this Section for eight (8) hours or credit for the hours for which wages were paid, whichever is greater.
 - (x) All hours worked in more than one (1) division of the parent company as a result of transfer or layoff.

Section 12: Employment Standards Act

Part 7 - Annual Vacation of the *Employment Standards Act*, R.S.B.C., 1996, c. 113, and amendments thereto, except where varied or modified by the provisions herein, shall become a part of this Agreement.

ARTICLE 11 – CALL TIME

Section 1: Where No Work

Any employee who is called for work and on reporting finds no work available due to reasons beyond his control, shall be entitled to two (2) hours at the usual rate. This shall not apply if the Company gives sufficient notice cancelling said call.

Section 2: Where Work Commences

In the event that an employee commences work on his shift and the operation closes prior to the completion of two (2) hours' work, the employee shall receive four (4) hours' pay at the employee's regular rate, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer, when two (2) hours must be paid.

Section 3: Early Shift

This Section only applies to employees in logging operations who are called for work on early shift necessitated by fire hazard or other reason.

- (i) An employee who on reporting finds no work available shall be entitled to four (4) hours' pay at the usual rate. This shall not apply if the Company gives sufficient notice cancelling the call.
- (ii) In the event that an employee commences work on his shift and the operation closes prior to the completion of four (4) hours' work, the employee shall receive six (6) hours' pay.
- (iii) In the event that an employee commences work on his shift and the operation closes after the completion of four (4) hours' work, the employee shall receive two (2) hours' pay in addition to pay for the time he actually worked. The maximum amount of total pay an employee can receive for his shift under this clause is eight (8) hours' pay.

Section 4: Night Logging

This Section only applies to employees who are called for work on night logging.

- (i) In the event that an employee commences work on his shift and the operation closes prior to the completion of four (4) hours' work, the employee shall receive six (6) hours' pay.
- (ii) In the event that an employee commences work on his shift and the operation closes after the completion of four (4) hours' work, the employee shall receive two (2) hours' pay in addition to pay for the time he actually worked. The maximum amount of total pay an employee can receive for his shift under this clause is eight (8) hours' pay.

ARTICLE 12 – TRAVEL TIME

- (a) Employees, except fallers, in all logging operations shall be paid at straight-time rates for time spent on Company property in excess of eight and one-half (8-1/2) hours in any one day between leaving a designated marshalling point, to be agreed upon, and returning to the said point, provided always that the said eight and one-half (8-1/2) hour period is based upon one-half (1/2) hour for lunch and may be extended to a maximum of a further fifteen (15) minutes where the lunch time exceeds one-half (1/2) hour.

Nothing in this provision shall be read in such a way as to reduce an employee's regular daily hours of work from eight (8) hours.

- (b) Fallers shall be paid at straight-time rates for time spent on Company property in excess of seven (7) hours in any one day between leaving a designated marshalling point, to be agreed upon, and returning to the said point, provided always that the said seven (7) hour period is based upon one-half (1/2) hour for lunch and may be extended to a maximum of a further fifteen (15) minutes where the lunch time exceeds one-half (1/2) hour.

Nothing in this provision shall be read in such a way as to reduce the requirement of fallers to fall and buck timber for six and one-half (6-1/2) hours each regular working day.

- (c) For purposes of (a) and (b) above, 'straight-time rates' means 75 percent of the employee's regular job rate, or the Group 1 Labourer rate, whichever is the greater.
- (d) Employees, except fallers, away from the designated marshalling point in excess of ten (10) hours shall be paid at rate and one-half calculated on the basis of (c) above for the period in excess of ten (10) hours.
- (e) Fallers away from the designated marshalling point in excess of nine and one-half (9-1/2) hours shall be paid at rate and one-half calculated on the basis of (c) above for the period in excess of nine and one-half (9-1/2) hours.
- (f) The provisions of this Article apply to any water travel involved between the marshalling point and the work site.
- (g) The Company shall avoid unnecessary delay in transporting employees from the marshalling point to the place of work and return.
- (h) It is hereby expressly provided that this Article shall not be interpreted to provide for the payment of Travel Time for the same hours that an employee, including an employee who is a faller, is working and is being paid at overtime rates of pay. In the application of this provision, the operator of crew transportation being paid overtime rates of pay shall be excluded from any travel time payments.
- (i) Travel time will be paid at actual travel time that is traveled from the Marshalling points mentioned below that are designated to the nearest areas in which work is to be preformed on any given day of work.
- Chilliwack Valley, Slesse Monument
 - Chilliwack Office
 - Harrison Office
 - Tim Horton's – Hope
 - Hatzic Dryland Sort
 - 0 KM East Harrison
 - Nahatlatch Camp
 - 11 KM Gate on Anderson Forest Service Road

- (j) For employees other than fallers that are working ten hour shifts will only be paid rate and a half (1½) after the employees have been away from the marshalling point after twelve (12) hours if no lunch is taken and twelve and half (12 ½) hours if lunch has been taken.

Period	Hours	Pay
Eg Marshalling point to job	½	½ hour at straight time
Hours worked	10	10 hours at job rate
Lunch	½	unpaid
Job site to the marshalling point	½	½ hours at straight time
Marshalling point to job	1½	1½ hour at straight time
Hours worked	10	10 hours at job rate
Lunch	½	unpaid
Job site to the marshalling point	1½	½ hours at straight time 1 hour rate and ½

Note: If there happens to be another marshalling point that needs to be added to the list it first must be agreed upon the Company and the Union prior to any implementation.

ARTICLE 13 – HEALTH AND WELFARE

Section 1: FIR-USW Board of Trustees

The Board of Trustees, composed of four (4) members representing USW and four (4) members representing Forest Industrial Relations Limited, are responsible for the administration of the USW-Coastal Forest Industry Health and Welfare Plan. The Trustees are also responsible for the selection of carrier, funding, adjudication of compassionate appeals and Health and Welfare problems directly related to the Plan.

Section 2: Insurance Coverage

The following coverage will be instituted on an Industry-wide basis with a common carrier:

- (a) Group Life Insurance for each qualified employee is \$100,000, increasing to \$110,000 effective October 31, 2012 and to \$120,000 , effective October 31, 2013.
- (b) Accidental Death and Dismemberment Insurance for each qualified employee is \$100,000, with 24 hour coverage, on or off the job, increasing to \$110,000 effective October 31, 2012 and to \$120,000 effective October 31, 2013.
- (c) Weekly Indemnity as follows:

The weekly indemnity benefit level will **EI weekly rate plus \$100.00 effective on the first of the month following the date of ratification of the 2015 to 2020 collective agreement..**

The Union agrees that if the Company maintains Weekly Indemnity Plan benefits which will meet the standard requirements for full premium reduction for "wage loss replacement plan under the Employment Insurance Act", the employees' 5/12th share of the premium reduction is retained as payment in kind in the provisions of the Weekly Indemnity Plan benefits.

The following provisions are historical in nature but reflect changes now incorporated into the USW-Coastal Forest Industry Health and Welfare Plan:

Effective June 15, 2007, a "No Downs" provision is introduced so that the benefit level will not be reduced by further reductions by E.I.C. of the maximum insurable earnings number.

- (i) **Third Party Subrogation**
The parties agree to recommend to the Trustees of the Health and Welfare Plan No. 1 that a third party subrogation clause be adopted so that the Weekly Indemnity Plan can be reimbursed from damages recovered from a liable third party for illness, injury or income loss. The Plan will be entitled to recover the full amount of benefits paid to the member which exceeds 100% of the member's pre-disability gross income. Gross income will be calculated by using the member's regular hourly job rate times (x) 40 hours. Trustees to work out the application and details, including the deduction of legal fees from the settlement and the execution of a reimbursement agreement.
- (ii) **WI/WorkSafe BC Interface**
The parties agree to recommend to the Trustees of the Health and Welfare Plan No. 1 that the benefit payment period terminates when a combined total of 26 weeks of payment have been made from the Plan and WorkSafe BC in the form of temporary wage loss or income continuity benefits.
- (iii) **Experience Surcharge Program**
An Experience Surcharge Program will be introduced which will penalize employers in Health and Welfare Plan No. 1 who have claims experience in excess of 125% of the contribution rate on a three-year rolling average basis, as in the Southern Interior Health and Welfare Plan.
- (iv) **Experience-rated Rebate System**
The Trustees of Plan No. 1 are hereby directed to jointly develop and introduce into the Plan an experience-rated rebate system which, along with the existing experience surcharge system, will serve as an incentive to establish and improve effective disability management programs on an operational basis.
- (v) **The Trustees of the IWA-Forest Industry Health and Welfare Plan No. 1 will be directed to amend Section 6.03 of the Plan Text to permit laser surgery (except where such laser surgery is for cosmetic purposes rather than for a medical reason) to qualify the member for a Weekly Benefit Commencement Date from his/her first day of disability.**
- (vi) **The Trustees of the IWA-Forest Industry Health and Welfare Plan No. 1 will be directed to make the necessary changes in procedures to allow weekly indemnity cheques to be sent directly to the employee's residence, if requested by the employee.**

Section 3: Medical Coverage

Medical coverage including Extended Health Benefit coverage shall be provided by the Company at no cost to the employee. The Extended Health Benefit coverage shall include:

- (a) Hospitalization coverage up to a maximum of \$8.50 per day;
- (b) **Vision Care – Effective the first of the month following ratification of the 2015 to 2020 collective agreement, the vision care limit will be increased by a further one hundred fifty dollars (\$150) from the current two hundred fifty dollars (\$250) to four hundred dollars (\$400) per member or dependent in any 24-month consecutive period. This benefit will be amended to include the cost of laser eye surgery and/or eye exams.**
- (c) The Physiotherapist / Massage Practitioners' limit will be five hundred and fifty dollars (\$550) per member or dependent per calendar year.

- (d) The Chiropractors / Naturopathic Physicians' limit will be six hundred dollars (\$600) per member or dependent per calendar year.
- (e) The Orthopedic Shoes limit will be five hundred dollars (\$500) [adults], and three hundred dollars (\$300) [child] per calendar year.
- (f) Coverage for prescribed orthotics will be established with a maximum limit of two hundred dollars (\$200) per member or dependent per calendar year.
- (g) The Hearing Aids limit will be five hundred and fifty dollars (\$550) every five years. The same five hundred and fifty dollar (\$550) limit will be established per member or dependent, every five years, unless there is alternate coverage provided for.
- (h) For the period June 15, 2010 to the expiry date of the contract, the maximum medical travel allowance payable is \$ 2,000.00 / member or dependent, subject to a \$ 1000.00 maximum in any one year for the period June 15, 2010 to the expiry date of the contract.
- (i) The annual Extended Health Benefits Plan benefits deductible for an individual or family will be seventy-five dollars (\$75.00).
- (j) The Extended Health Benefit Plan's lifetime maximum payable shall be **as follows:**
 - **Increase to \$150,000 effective date of ratification**
 - **Increase to \$200,000 effective June 15, 2016**
 - **Increase to \$250,000 effective June 15, 2017**
 - **Increase to \$300,000 effective June 15, 2018**
- (k) The Company will provide employees with an Extended Health Benefit Pay-Direct Card based on a Provincial Pharmacare only formulary patterned after the existing IFLRA-USW model in the Southern Interior, effective January 1, 2008. Effective October 1, 2010, for the term of the 2010-2014 collective agreement only, the Pharmacare Formulary will no longer be applicable and a \$5 per prescription deductible will be implemented.

Prescription Deductible – Effective the month following the date of ratification that generic drug pricing will apply, unless the physician directs the pharmacist in writing that the patient must receive the prescribed patented drug.

- (l) Surgical stockings with a compression rating of 30 or higher will be covered to a limit of \$250 per calendar year.
- (m) **Medical Travel Benefit – Effective the first month after ratification, the maximum medical travel allowance payable on behalf of any member or dependent will be \$1,000 per calendar year.**

Section 4: General Principles

- (a) Premium cost for insurance shall be paid for by the Company.
- (b) Participation in the Plan is to be a condition of employment.
- (c) Any new employee who has not worked in covered employment in the last eighteen (18) months will be eligible for coverage once he has completed thirty working days in a ninety day period. Once achieved, benefits will commence on the first of the month following the completion of the aforementioned thirty working days. However, for such employee coverage for the Medical Services Plan and for the Extended Health Benefit will apply on the first day of the month following the date of employment.

- (d) Coverage during layoff will be provided as follows:
 - (i) Employees with one (1) or more years' seniority - six (6) months;
 - (ii) Employees with more than four (4) months' but less than one (1) year's seniority - three (3) months.
- (e) In order for reinstatement of layoff coverage to occur there must be a return to regular full-time employment. An employee returns to regular full-time employment when he is employed for ten (10) working days within a floating period of thirty (30) consecutive days.

Also, an employee who returns to work for at least one (1) working day and less than ten (10) working days will be covered for that month, in addition to any layoff coverage to which he was entitled, if the recall occurred during the period of layoff coverage.
- (f) There will be no duplication of Weekly Indemnity and Pension Plan payments.
- (g) Weekly Indemnity coverage will be eliminated for an employee on an extended leave of absence under Article 16 - Leave of Absence, Section 4: Compassionate Leave, provided however that such employee is eligible for Weekly Indemnity coverage on the agreed-upon day of return to work. In order to qualify for this coverage the employee must have returned to his place of residence in British Columbia unless his disability required him to be hospitalized and satisfies the requirements of the claims adjudication carrier. In the case of a compassionate appeal dealing with disability incurred during an extended leave of absence, the Trustees have the right to review certain circumstances.
- (h) Employees on extended leave of absence under Article 16 - Leave of Absence, Section 4: Compassionate Leave will pay their own premiums for the Medical Services Plan, Extended Health Benefit and Dental Plan, while the premiums for Group Life Insurance and Accidental Death and Dismemberment Insurance will be paid by the employer during such extended leave of absence.

Section 5: Dental Plan

- (a) A Dental Plan will be provided based on the following general principles:
 - (i) Basic dental services (Plan A) - Plan pays 80% of approved schedule of fees.
Effective the month following the date of ratification of the 2015 – 2020 collective agreement, white fillings will be eligible under the dental plan subject to the existing deductions of the plan.
 - (ii) Prosthetics, crowns, and bridges (Plan B) - the Plan pays 60% of approved schedule of fees.
 - (iii) Orthodontic (Plan C) – **Effective the month following the date of ratification of the 2015 – 2020 collective agreement** the Plan pays 60% of approved schedule of fees (lifetime maximum **\$4,000**), with no waiting period. The lifetime maximum limit will be **\$4,000** for children only.
- (b) For individuals sixteen (16) years and older, one check-up will be covered every nine (9) months and for children under the age of sixteen (16) years, one check-up will be covered every six (6) months.
- (c) Bite-wing x-rays will be covered every eighteen (18) months.
- (d) The principles set out in Section 4 shall apply to the Dental Plan.

ARTICLE 14 – LONG TERM DISABILITY PLAN

A Long Term Disability Plan will be provided based on the following general principles:

- (a) The contributions from both the Industry and the employee will be eighty cents (\$0.80) per hour per employee per hour worked of which the Industry will contribute forty cents (\$0.40) and the employee will contribute forty cents (\$0.40).

Effective December 1, 2010, contributions from both the Industry and the employee will be one dollar and twenty cents (\$1.20) per hour, per employee per hour worked, of which the Industry will contribute sixty cents (\$0.60) per hour and the employee will contribute sixty cents (\$0.60) per hour.

- (b) A Board of Trustees will be constituted with equal representation from the Union and the Industry, to be responsible for establishing the terms of the Plan and the on-going administration.
- (c) The Trustees will select a qualified actuary to assist them and to ensure the establishment of actuarially sound reserves to fund the benefits provided by the Plan.
- (d) The Trustees will enter into a Trust Agreement which will include provision for a procedure to settle any major dispute that may arise with regard to the provisions of the Plan.
- (e) Protection Against Withdrawals: Withdrawing employer to be assessed for both the employer and employee share of the unfunded liability in cases of negotiated withdrawal, decertification or relocation closure. Unfunded liability formula to be uniform and based on Plan Unfunded Liability divided by the total number of Plan members (at the time of most recent Plan Valuation) multiplied by the number of Plan members affected by the withdrawal. Trustees to be directed to amend the participation agreement accordingly.

ARTICLE 15 – SENIORITY

Section 1: Principle

- (a) The Company recognizes the principle of seniority, competency considered. In the application of seniority, it shall be determined by the Forest License A19202 seniority list.
- (b) The selection and promotion of supervisory officials shall be entirely a matter for the Company's decision, but in making such selection or promotion, length of continuous service shall be given due consideration.

Section 2: Reduction & Recall of Forces

- (a)
 - (i) In the event of a reduction of the forces, the last person hired shall be the first released subject to the competency of the person involved and the provisions of Section 1. Where a reduction of forces is caused by emergency conditions the application of plant seniority may be postponed for such period as may be necessary but not exceeding five (5) working days. If the Company decides to exercise its right under this provision it shall notify the Shop Committee as soon as possible.
 - (ii) When recalling forces after a period of layoff following a reduction of forces, an employee shall be recalled in order of his plant seniority subject to the competency of the person involved and the provisions of Section 1.
- (b) During a reduction of forces where an employee's seniority is such that he will not be able to keep his regular job he may elect to apply his seniority to obtain a job paying a higher rate, subject to the competency of the person involved and the provisions of Section 1.

- (c) During a reduction of forces where an employee's seniority is such that he will not be able to keep his regular job he may elect whether or not to apply his seniority to obtain a lower paid job or a job paying the same rate of pay or accept a layoff until his regular job becomes available, provided however:
 - (i) If during the layoff period the employee wishes to return to work and so notifies the Company, he shall be called back to work as soon as his seniority entitles him to a job.
 - (ii) The application of this provision shall not result in an employee, in the exercise of his rights, bumping an employee with less seniority.
- (d) Details of the application of this Section shall be worked out by the Local Union and the Company.

Section 3: Retention During Layoff

It is agreed between the Parties that seniority during layoffs shall be retained on the following basis:

- (a) Employees with less than one (1) year's service shall retain their seniority for a period of six (6) months.
- (b) Employees laid off after June 14, 2003 with one (1) or more years' service shall retain their seniority for one (1) year, plus one (1) additional month for each year's service, up to an additional twelve (12) months.

A laid off employee's seniority retention under (a) and (b) above is reinstated upon the completion of one (1) day's work.

It shall be the employer's responsibility to maintain an address file of his employees and it shall be the employee's responsibility to notify his employer in writing of any change of address.

Section 4: Job Posting

- (a) Vacancies shall be posted in advance for a period of not less than two (2) working days except when otherwise agreed.
- (b) This Section shall not apply to temporary replacements of two (2) weeks or less necessitated by illness, injury, or other leave of absence, or to temporary replacements of longer duration for employees on vacation, but in filling these vacancies senior employees will be given preference in accordance with Article 15, Section 1.
- (c) In logging operations the employer may temporarily fill the vacancy until a permanent replacement is decided through the application of seniority.

Section 5: Probationary Period

- (a) Notwithstanding anything to the contrary contained in this Agreement save and except the provisions of Clause (b) of this Section, it shall be mutually agreed that all employees are hired on probation, the probationary period to continue for sixty (60) working days, during which time they are to be considered temporary workers only, and during this same period no seniority rights shall be recognized. Upon completion of sixty (60) working days, they shall be regarded as regular employees, and shall then be entitled to seniority dating from the day on which they entered the Company's employ, provided however, that the probationary period of sixty (60) working days shall only be cumulative within the six (6) calendar months following the date of entering employment.
- (b) Clause (a) of this Section does not apply to employees who move from one operation of a Company to another operation of the same Company within thirty (30) days for those laid off; and within ninety (90) days for those terminated as a result of a permanent closure.

- (c)
 - (i) It is agreed that probationary employees will have preference over casual employees for any work performed during the normal work week, subject to competency.
 - (ii) It is further agreed that in the application of (i) above, probationary employees will be called in for work in accordance with their hiring date, unless such call-in is beyond the control of the employer, and is subject to the employee being competent to perform the work. This obligation does not apply where the employee cannot be readily contacted or where the employee has already worked one shift in the 24-hour period.

Section 6: Hiring Preference

- (a) When hiring new employees the following order of preference will apply, competency considered, from among those completed applications on file:
 - (i) Former employees of the operation who have lost their seniority retention as a result of the last layoff in the operation;
- (b) Seasonal shutdowns in logging operations will not be covered by the provisions of this Section.
- (c) An employee who qualifies for preferential hiring and wishes to exercise his right to preferential hiring, must make application to the operation within six (6) months of his layoff or termination date. If such employee has not been hired within six (6) months of the date of his application, he must reactivate his application.

An employer has the responsibility to provide a reasonable and effective system for the laid-off employee to make a preferential hiring application. Other operations of the employer will accept mailed applications from employees whose originating operation is outside of a 25-mile radius.

- (d) Employees called back to their jobs, from a preferential hiring job, and subsequently laid off, within two (2) weeks, will not have to again repeat the sixty (60) consecutive days waiting period to qualify for preferential hiring at that time.

Section 7: Absence Without Leave

Any employee who is absent without leave for a period of more than three (3) consecutive working days shall forfeit all seniority rights. This shall not interfere with the employer's right to discharge for proper cause.

Section 8: Seniority List

It is agreed that a seniority list will be supplied to the Union by the Company twice during each calendar year, setting out the name and starting date with the Company of each regular employee. The Company will advise the Union once each month of changes to the said list.

Section 9: Seniority and Sub-contracting

The Company will at its discretion, where practical, endeavor to integrate senior employees into other work on other Company controlled licenses or timber sales in the bargaining unit area during periods that the employees regular work is not available on Forest License A19202. Rates of pay and terms will be agreed upon between the Company and the employee. However, the Company and the Union agree that the employees mentioned in the Supplement No. 1 attached will continue to receive IWA pension payments to the IWA Pension Plan if they have not achieved fifteen hundred (1500) hours in any given year. If anyone of the employees reaches the fifteen hundred (1500) hour plateau then no contributions will be made during the work being performed outside of the license.

ARTICLE 16 – LEAVE OF ABSENCE

Section 1: Injury or Illness

The Company will grant leave of absence to employees suffering injury or illness for the term of this Agreement, subject to a medical certificate if requested by the employer. The employee shall have a reasonable period of time to present such medical certificate. The employee shall report or cause to have reported the injury or illness which requires his absence to the Company as soon as may be reasonably possible.

Section 2: Pregnancy and Parental Leave

- (a) Female employees shall be entitled to unpaid pregnancy leave of up to seventeen (17) weeks.
- (b) A female employee is entitled to up to 6 additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, she is unable to return to work when her leave ends under section 2(a).
- (c) On the advice of her doctor, if a pregnant employee requests a transfer due to workplace conditions, she will be provided alternate work, if available.
- (d) Employees shall be entitled to unpaid parental leave of up to thirty-seven (37) weeks.
- (e) If the child has a physical, psychological or emotional condition requiring an additional period of parental care, the employee is entitled to up to an additional 5 consecutive weeks of unpaid leave, beginning immediately after the end of the leave taken under section 2(d).
- (f) An employee's combined entitlement to leave under section 2(a) and section 2 (d) is limited to 52 weeks, plus any additional leave the employee is entitled to under section 2(b) or section 2(e).

Section 3: Written Permission

Any employee desiring leave of absence must obtain permission in writing from the Company for such leave, except in cases of illness or injury covered by Section 1 above.

Section 4: Family Responsibility and Compassionate Care Leave

Family Leave:

An employee is entitled to up to five (5) days of unpaid Family Leave during each employment year to meet responsibilities related to:

- (a) the care, health or education of a child in the employee's care, or
- (b) the care or health of any other member of the employee's immediate family.

Compassionate Care Leave:

- (a) In the following sub-sections "family member" means a member of the employee's immediate family and includes the spouse, child, parent, guardian, sibling, grandchild or grandparent of any person who lives with an employee as a member of the employee's family. It includes common-law spouses, step-parents and step-children and same-sex partners and their children as long as they live with the employee as a member of the employee's family.

(b) An employee who requests Compassionate Care Leave under this section is entitled to up to eight (8) weeks of unpaid leave to provide care or support to a family member if a medical practitioner issues a certificate stating that the family member has a serious medical condition with a significant risk of death within twenty-six (26) weeks, or such other period as may be prescribed after:

(i) the date the certificate is issued, or

(ii) if the leave began before the date the certificate is issued, the date the leave began.

(c) The employee must give the employer a copy of the certificate as soon as practicable.

(d) An employee may begin a leave under this section no earlier than the first day of the week in which the period under subsection (b) begins.

(e) A leave under this subsection ends on the last day of the week in which the earlier of the following occurs:

(i) the family member dies;

(ii) the expiration of 26 weeks or other prescribed period from the date the leave began.

(f) A leave taken under this subsection must be taken in units of one or more weeks.

(g) If an employee takes a leave under this section and the family member to whom the subsection applies does not die within the period referred to in that subsection, the employee may take a further leave after obtaining a new certificate in accordance with this subsection.

Section 5: Compassionate Leave

The Company will grant leave of absence up to a maximum of six (6) months without pay to employees for compassionate reasons or for educational or training or extended vacation purposes, conditional on the following terms:

(a) That the employee apply at least one (1) month in advance unless the grounds for such application could not reasonably be foreseen.

(b) That the employee shall disclose the grounds for application.

(c) That the Company shall grant such leave where a bona fide reason is advanced by the applicant, or may postpone leave for educational or training purposes where a suitable replacement is not available.

(d) That the Company shall be required to consult with the Shop Committee in respect of any application for leave under this Section.

Section 6: Bereavement Leave

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

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

- (c) Compensable hours under the terms of this Section 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.

Section 7: Jury Duty

- (a) Any regular full-time employee who is required to perform jury duty, including Coroner's jury duty, or who is required to appear as a Crown witness or Coroner's witness on a day on which he would normally have worked will be reimbursed by the Company for the difference between the pay received for the said jury or witness duty and his regular straight-time hourly rate of pay for his regularly scheduled hours of work. It is understood that such reimbursement shall not be for hours in excess of eight (8) per day or forty (40) per week, less pay received for the said jury or witness duty. The employee will be required to furnish proof of jury or witness service and jury or witness duty pay received.
- (b) Hours paid for under the provisions of this Section 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.

Section 8: Union Business

- (a) The Company will grant leave of absence to employees who are appointed or elected to Union office. The employee who obtains this leave of absence shall return to his Company within thirty (30) calendar days after completion of his term of employment with the Union.
- (b) The Company will grant leave of absence to employees who are elected as representatives to attend Union meetings and Union conventions or as members of any Negotiating Committee of USW in order that they may carry out their duties on behalf of the Union.
- (c) In order for the employer to replace the employee with a competent substitute, it is agreed that before the employee receives this leave of absence, as set forth in Clauses (a) and (b) above, the employer will be given due notice in writing; in the case of (a), twenty (20) calendar days; and in the case of (b), five (5) calendar days.

Section 9: Public Office

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

ARTICLE 17 – HEALTH AND SAFETY

Section 1: Common Concern and Responsibility

The Company and the Union acknowledge their common concern and responsibility for maintaining a safe and healthy working environment to prevent industrial injury and illness. In order to effect a thoroughly understood and accepted Safety and Health Program for employees at work, it is agreed that joint and cooperative methods shall be encouraged.

The Company shall continue to make provisions for the health, safety and working environment of the employees. All employees, Plant or Camp Chairs, Co-Chair of the OHSC, appropriate Safety Representatives and /or Crew Safety Representative and representatives of the Union shall have the right to discuss matters dealing with health, safety and environmental conditions. Matters brought forward will be investigated promptly. To this end, Joint Occupational Health and Safety Committees will be established.

Section 2: Joint Health & Safety Committee

- (a) The Joint Occupational Health & Safety Committee (OHSC) shall be comprised of
 - (i) Where there are twenty (20) or more employees, at least four (4) members,
 - (ii) Where there are fewer than twenty (20) employees, at least one (1) Union and one (1) Company representative.

The Joint Committee must consist of worker representatives and employer representatives who have knowledge of the area they represent, and at least half shall be worker representative. There shall be two (2) Co-Chairs, one (1) a Union representative and the other a Company representative.

- (b) All serious incidents, dangerous occurrences and near miss incidents shall be investigated by persons knowledgeable in the type of work involved and the Co-Chair of the Plant or Camp OHSC or their designates.
- (c) The Company and Union agree to fully cooperate with the OHSC and the Company will provide reasonable facility to carry out inspections and investigations, and will provide access to all reports, plans and records pertinent to the work of the OHSC.
- (d) The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:
 - (i) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, including contractors and sub-contractors;
 - (ii) for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found;
 - (iii) appropriate written instructions, available for reference by all workers;
 - (iv) provision for holding periodic Union-Management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action;
 - (v) provision for Safety Suggestion forms approved by the OHSC's and utilized so that employee suggestions can be documented and dealt with promptly by the first line supervisor. Suggestions will also be forwarded to the OHSC;

- (vi) provision for holding periodic OHSC meetings at least monthly;
 - (vii) provision for prompt investigation of incidents to determine the action necessary to prevent their recurrence;
 - (viii) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee and included in the OHSC minutes;
 - (ix) provision by the employer for the training and supervision of workers in the safe performance of their work.
- (e) The Co-Chairs of the Joint Occupational Health & Safety Committee or their designates shall accompany a WorkSafe BC inspector during workplace visits.

Section 3: Pay for Meetings

- (a) The Company will pay straight-time rates, not exceeding two (2) hours per week, to employee members for the actual time spent in attending OHSC meetings outside of working hours.
- (b) The rate to be paid to employee members shall be the employee's regular straight-time job rate.
- (c) Where OHSC meetings are held during working hours, with the consent of the Company, the employees' time will not be deducted for attending such meetings or investigations into accidents.

Section 4: Minutes

The Company will provide and post minutes of all Joint Occupational Health & Safety Committee meetings within five (5) working days following such meetings, exclusive of Saturdays, Sundays, and recognized holidays. The minutes will be jointly signed by the Co-Chairs of the OHSC or their designates and if there are any disputes they shall be recorded in the minutes. The Joint OHSC minutes will be submitted to the Manager and Local Union.

Section 5: Injuries & Claims

- (a) Should the Company request a meeting with an employee to discuss his claim with the WorkSafe BC, he will be entitled to request a Union representative when practicable.
- (b) If an Employee requests a copy of the Company First Aid Report completed by the First Aid Attendant involving his report, it shall be provided.

Section 6: Serious Incidents, Dangerous Occurrences and Near Misses

- (a) The Union Co-Chairperson or his designate and a member of the Occupational Health & Safety Committee, shall be notified promptly in order that he may be accompanied to the site of a serious incident or near miss required to be reported to WorkSafe BC.
- (b) The incident scene shall not be disturbed, except for the purpose of saving life or relieving human suffering, until the employee members referred to in (a) have had the opportunity to inspect and investigate the site, and WorkSafe BC officer authorizes such disturbance.
- (c) In such cases a representative of the Union shall have access for investigations which shall be arranged expeditiously if requested, and Company officials shall accompany the Union official.

Section 7: Fatalities

- (a) In addition to section 6 if a workplace fatality occurs, the Company shall notify the President of the Local Union in order that he may designate two (2) employees, who shall, within sixteen (16) hours of such fatality, be accompanied on an inspection of the accident site and, at the same time, be provided with all available pertinent information concerning the fatality. Employees of the company so designated shall not lose regular pay for participation in this process.
- (b) Any one or all employees working in the immediate proximity when a fatal accident has occurred may without discrimination refrain from working the balance of the shift.

Section 8: Right to Refuse Unsafe Work

The Company and the Union agree to cooperate in developing and maintaining a strong sense of safety awareness among employees and supervisors. It is, therefore, recognized that every employee has the right to refuse work if he has reasonable cause to believe that to perform the work would create undue hazard to the health or safety of any person.

- (a) An employee must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that employee has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.
- (b) An employee who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection (1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.
- (c) A supervisor or employer receiving a report made under subsection (2) must immediately investigate the matter and
 - (i) ensure that any unsafe condition is remedied without delay, or
 - (ii) if in his or her opinion the report is not valid, must so inform the employee who made the report.
- (d) If the procedure under subsection (3) does not resolve the matter and the employee continues to refuse to carry out the work process or operate the tool, appliance or equipment, the supervisor or employer must investigate the matter in the presence of the employee who made the report and in the presence of
 - (i) an employee member of the joint committee, or
 - (ii) another employee who is selected by the Union.
- (e) If the investigation under subsection (4) does not resolve the matter and the employee continues to refuse to carry out the work process or operate the tool, appliance or equipment, both the supervisor, or the employer, and the employee must immediately notify an officer of WorkSafe BC, who must investigate the matter without undue delay and issue whatever orders are deemed necessary.

Section 9: Injury at Work

When an employee is injured at work and the examining physician recommends that the employee not return to work he shall be paid at his hourly rate of pay for the remainder of the day on which he was injured. When the examining physician states that the injured employee is not able to return to work on the same day, the employee shall be paid his hourly rate of pay for the total time lost as a result of the injury on the day of the accident. The Company shall provide transportation required for employees injured at work, to their final destination, whether it be a hospital or home.

Section 10: WHMIS

The Company will continue with its Workplace Hazardous Materials Information System (WHMIS) Training Program to ensure that all employees are kept up-to date with material identification and use.

Section 11: Contractors & Sub-Contractors

- (a) The Company shall inform all contractors and sub-contractors of relevant Safety Rules and Procedures and shall ensure such Regulations and Safety Rules are enforced.
- (b) The Company further agrees that procedures must be in place for the transportation of all injured workers.

Section 12: Crew Boat Safety

The Parties agree to establish a Joint Committee to develop safety procedures, equipment standards, and training for the operation of "twelve passengers and under" crew boats. The Committee will be composed of three (3) company representatives and three (3) Union representatives knowledgeable in the transportation of workers.

The Joint Committee will consult with the appropriate authorities and with their assistance develop and implement procedures for:

- (i) Training Program for crew boat drivers.
- (ii) Develop and implement appropriate safety equipment standards.
- (iii) Procedures and standards for inspections of the equipment and condition of the crew boat(s).
- (iv) The Parties agree the Safety and Health Research Committee will be asked to coordinate and assist in the development of this program.

Section 13: Safety & Health Research Program

The USW-Forest Industry Safety and Health Research Program will be maintained.

- (a) The Plan will be jointly trusteeed.
- (b) The Plan is to be funded on the basis of an Industry contribution of one half cent (1/2) per hour per employee per hour worked.

ARTICLE 18 – UNION-INDUSTRY STANDING COMMITTEE

The Parties agree to establish forthwith a high level Standing Joint Committee comprised of three (3) members from the Union and three (3) members from Industry to study issues arising from changing conditions in the Forest Products Industry. This Committee will be referred to as the Union-Industry Standing Committee or Standing Committee.

Either Party may request the Honourable Minister of Labour of the Province of British Columbia to convene the first meeting of the Union-Industry Standing Committee. Regular meetings shall then be scheduled by the Parties.

The Committee shall seek assistance from the Provincial Department of Labour in these studies through the provision of statistical services.

ARTICLE 19 – CONTRACTORS AND SUB-CONTRACTORS

- (a) As of the date of the signing of this Collective Agreement, the introduction of a Contractor or Sub-contractor into an operation will not result in the loss of full-time positions held by regular employees in the operation, except where justified by special circumstances.
- (b) All contractors and or sub-contractors must sign up with the USW Local 2009 prior to commencing any work under license A-19202. The terms and conditions must be agreed upon by the Company and the Union prior to sign-up. If any contractor and or sub-contractor are unable to fulfill its collective agreement obligations with the union after they have signed up with the Union, 606456 B.C. Ltd will be liable for any and all damages arising there from.
- (c) The parties agree that if there is a dispute arising with respect to clause (a) herein which the parties are unable to settle between themselves, the parties shall request the Joint Contracting Review Committee to assist them in resolving the dispute. The Joint Contracting Review Committee will consist of the Owner / Director of 606456 B.C. Ltd and the President of the Local Union and or the District 3 Staff Representative.
- (d) The parties agree that at the conclusion of the process outlined in clause (c), if a resolution is not reached, either party may request a hearing before the umpire with respect to the interpretation, application, operation or alleged violation of clause (a) herein, and such a hearing will be arranged by the Joint Contracting Review Committee.
- (e) The parties agree that Mr. Vince Ready and Mr. Christopher Sullivan or other umpire agreed upon by the parties will be appointed as the umpires, for the term of the Collective Agreement.
- (f) An umpire will be appointed on who has the first availability for a hearing.
- (g) The dispute shall be determined by arbitration on an expedited basis. The decisions of the umpire will be made in writing and all decisions will be final and binding upon the parties.

ARTICLE 20 – EMPLOYEE WELLNESS

Section 1: Employee and Family Assistance

The Company will provide an employee and family assistance service.

Section 2: Anti-Harassment

The Company and Union agree that there shall be no discrimination against any employee because of a person's race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, union membership, or because of a criminal or summary conviction that is unrelated to the employment or intended employment of that person.

As of January 1, 2008, the above prohibited grounds of discrimination will be amended to include age. Nothing in this Article impacts on the ability of the Company to apply mandatory retirement policies up to and including December 31, 2007.

ARTICLE 21 – EDUCATION TRUST FUND

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

1. The Fund to be structured so as to comply with all requirements of a trust as specified by Revenue Canada.
2. The Company will contribute to the Fund and will continue such contributions throughout the period of the Collective Agreement. **Effective the date of ratification the Company contributions to the Fund will increase \$.03 per hour for a total of \$0.08 per hour worked per employee.** The Company shall remit the contributions no less than once each month, with a written statement of names of the employees for whom the contributions were made and the hours worked by the employee.
3. The Funds will be collected by the IWA-Forest Industry Pension Plan Office and directed to the Education Trust Fund.
4. The Fund will be jointly trusted by representatives as appointed by the United Steelworkers and the Industry.
5. The Fund will be subject to annual audits by an independent public accounting firm selected by the Trustees.
6. **The Education Fund will be used specifically in the development and delivery of programs which may include:**

- Grievance Handling
- Collective Bargaining
- Environmental Issues
- Land Use Issues
- Stewards Training
- Parliamentary Procedure & Public Speaking
- Communication Skills
- Leadership Training
- Economic Issues
- Benefits Training
- Health and Safety

Without limiting the generality of the foregoing, the Fund will be used to develop and deliver programs, and to pay for administration costs, time lost from work to attend education and training, travel, accommodation and such other reasonable costs as the Working Committee determines appropriate regarding the operation and administration of the Fund.

7. The Working Committee will be comprised of representatives of each participating Local Union who would have responsibility for the development and delivery of Education and Training and Administration of Funds consistent with the purpose stated in point 6 above.

ARTICLE 22 – SAFETY EQUIPMENT

- (a) Where the following articles of equipment are required to be used by the Employer or by WorkSafe BC, the Employer shall:
 - (i) supply new employees with the articles of equipment as required,
 - (ii) supply employees moving to another department with the articles of equipment they require and that they do not have at the time of the move, or

- (iii) replace articles of equipment as required when they are presented worn or damaged beyond repair by an employee, at no cost to the employee,

- | | |
|--------------------------|--------------------|
| 1. Aprons | 5. Dust protection |
| 2. Hard hats | 6. Eye protection |
| 3. Welding goggles, etc. | 7. Ear protection |
| 4. Flotation equipment | 8. Gloves |

- (iv) replace gloves as required at no cost to the employee, only when they are presented worn or damaged beyond repair; otherwise the replacement will be at the expense of the employee.

- (b) The Employer shall make coveralls available and maintain same for use by Tradesmen.

- (c) The Employer shall be required to make available at cost to those employees who are required to wear them, the following articles:

- | | |
|-----------------|--------------|
| 1. Caulk boots | 3. Rain gear |
| 2. Safety shoes | 4. Coveralls |

- (d) Companies that supplied safety equipment and clothing at no cost to the employee on the effective date of this Agreement will continue to do so at no cost to the employee.

- (e) Employees who have six (6) months' or more seniority, or upon obtaining six (6) months' seniority, are entitled to an allowance for caulk boots on one of the following bases:

- (i) An employee who is required, to wear caulk boots by WorkSafe BC in the course of his duties shall receive annually a one hundred and twenty dollar (\$120) caulk boot allowance, or
- (ii) An employee who is required to wear caulk boots on a regular basis for a period of not less than six (6) calendar months within a year shall receive annually a two hundred and fifty dollar (\$250) caulk boot allowance.

Seasonal layoffs shall not interfere with the qualifying period herein.

ARTICLE 23 – HUMANITY FUND

- (a) The Company agrees to deduct on a bi-weekly basis the amount of not less than \$0.01 per hour from the wages of all employees in the bargaining unit for all hours worked. **Any employee who elected to opt out of the Humanity Fund is required to contribute to the Fund effective date of ratification.**
- (b) Prior to the 15th day of the month following said deduction, the Company shall pay the amount so deducted to the "Humanity Fund" and to forward such payment to United Steelworkers National Office, 234 Eglinton Avenue East, Toronto, Ontario, M4P 1K7. The Company will advise in writing both the Humanity Fund at aforementioned address and the Local Union that such payment has been made, the amount of such payment and the names of all employees in the Bargaining Unit on whose behalf such payment has been made.
- (c) It is understood and agreed that participation by an employee in the Humanity Fund program of deductions set forth above may be discontinued by any employee after the receipt by the Company and the Local Union of that employee's written statement of his desire to discontinue such deductions from his pay during the four weeks following ratification of this Agreement.
- (d) The Union agrees to indemnify the Company and save it harmless against any claims which may arise in complying with the provisions of this article.

ARTICLE 24 – PENSION PLAN

Hourly Contribution

- **Effective June 15, 2015, an increase to the employer per hour worked contribution of \$1.00 per hour worked resulting in a total of \$3.675 per hour worked employer contribution for the years 2015 to 2017 contract years. For the 2018 contract year the employer contribution will match the contribution of the BC Interior employers.**
- **Effective June 15, 2015, an increase to the employee per hour worked contribution of \$0.600 per hour worked resulting in a total of \$2.225 per hour worked employee contribution for the years 2015 to 2017. For the 2018 contract year the employee contribution will match the contribution of the BC Interior employees.**
- **It is understood that the \$0.275 contributions provided for in Article XIX are recognized as permanent.**

ARTICLE 25 – PERMANENT CLOSURES

The Industry agrees that employees affected by a permanent closure of certified Forest Industrial Relations Limited operations shall be given sixty (60) days' notice of closure.

ARTICLE 26 – SEVERANCE PAY FOR PERMANENT LOGGING CAMP CLOSURE

- (a) Employees terminated by the employer because of permanent closure of a logging camp shall be entitled to severance pay equal to ten (10) days' pay for each year of continuous service and thereafter in increments of completed months of service with the Company. A day's pay shall continue to include daily overtime or other premiums or add-ons as in the past, as applicable. However, where alternate shifts are in effect (e.g., 10hour or 12hour shifts) under Article 5, Section 2 and Supplement No. 8, the severance pay available shall not exceed the maximum severance pay based on an eight hour shift equivalent.
- (b) Where a logging camp is relocated and the employees involved are not terminated by the employer as a result of the logging camp relocation, they shall not be entitled to severance pay under this Article.

NOTE: There will be no pyramiding of severance pay by employees who may be entitled to severance pay from Forest Renewal BC Corporation and the FIR Coast Master Logging Agreement. A Joint Committee will be established to coordinate severance pay benefits under the Forest Renewal BC Corporation and FIR Coast Master Logging Agreement provisions.

PERMANENT PARTIAL CLOSURES

- (a) A permanent partial closure occurs when a phase of a logging operation is declared closed by the Company or has not operated for a period of 24 months. The phases of a logging operation are defined as production, maintenance, road construction, booming and sorting, and cookhouse and bunkhouse.
- (b) A permanent partial closure in logging occurs when a phase as identified above has not operated for 24 months.
- (c) In the event that a permanent partial closure is declared by the Company, or the phase has not operated for 24 months, the employees who were employees of record at the commencement of the closure are entitled to severance pay. Severance pay is calculated on the basis of the employee's seniority at the date of the layoff, not the date of the permanent partial closure.

- (d) Employees who are terminated by the Company because of a permanent partial closure shall be entitled to severance pay equal to ten (10) days for each year of continuous service and thereafter in increments of completed months of service with the Company. A day's pay shall continue to include daily overtime or other premiums or add-ons as in the past, as applicable. However, where alternate shifts are in effect (e.g., 10 hour or 12 hour shifts) under Article 5, Section 2 and Supplement No. 8, the severance pay available shall not exceed the maximum severance pay based on an eight-hour shift equivalent.
- (d) Severance pay is not payable where a part of a logging operation is relocated and the employees involved are not required to relocate their place of residence and are not terminated by the Company.
- (e) Severance pay is not payable if an employee affected by a permanent partial closure is offered a position within the same operation of the company.
- (f) The application of this Article becomes effective upon ratification of the FIR Coast Master Logging Agreement. There is no retroactivity of application of this Article affecting events occurring prior to ratification.

ARTICLE 27 – ADJUSTMENT OF GRIEVANCES

Section 1: Procedure

The Company and the Union mutually agree that, when a grievance arises in the plant or camp coming under the terms of this Agreement, it shall be taken up in the manner set out below:

Step One

The individual employee involved, with or without a Shop Steward, shall first take up the matter with the foreman directly in charge of the work within fourteen (14) days after the date on which he is notified orally or in writing, or on which he ought to have been aware of the action or circumstances giving rise to the grievance. A policy grievance filed or declared by a member of a plant/camp committee, the Local Union or by the Company, shall commence at Step 3 of the grievance procedure. Where the Union and Company agree that a grievance is a group or et al. grievance, such grievance will begin at Step 2.

Step Two

If a satisfactory settlement is not reached at Step One, the Shop Committee shall take up the grievance with either the personnel officer or superintendent, or both, as designated by the Company. A statement in writing of the alleged grievance, together with a statement in writing by the foreman, shall be exchanged by the Parties concerned.

Step Three

If the grievance is not then satisfactorily solved, it shall be referred to the Union and the Management.

Step Four

If a satisfactory settlement is not then reached, it shall be dealt with by arbitration as set forth in Article 28.

Section 2: Time Limit

If a grievance has not advanced to the next stage under Step Two, Three, and Four within fourteen (14) days after completion of the preceding step, then the grievance shall be deemed to be abandoned, and all rights of recourse to the grievance procedure shall be at an end. Where the Union is not able to observe this time limit by reason of the absence of the aggrieved employee or the Shop Committee from the camp the said time limit shall not apply. The Union shall be bound to proceed in such a case as quickly as may be reasonably possible.

ARTICLE 28 – ARBITRATION

Section 1: Interpretation

In case of any dispute arising regarding the interpretation of this Agreement which the Parties hereto are unable to settle between themselves, the matter shall be determined by interpretation in the following manner:

- (a) Either Party may notify the other Party in writing, by registered mail, of the question or questions to be interpreted. Within five (5) days of receipt of such notice and statement each Party shall refer the matter to the Interpreter selected by the Parties in accordance with the provisions of this Section.
- (b) The decision of the Interpreter will be final and binding upon the Parties of the First and Second Parts.
- (c) The Parties agree to jointly seek a permanent interpreter to function under this Section.

Section 2: Grievances

- (a) In the case of a dispute arising under this Agreement, which the Parties are unable to settle between themselves as set out in Article 34, the matter shall be determined by arbitration as follows:

Either Party may notify the other Party and the arbitrator in writing, by registered mail, of the question or questions to be arbitrated.

After receiving such notice and statement the arbitrator and the other Party shall within three (3) days acknowledge receipt of the question or questions to be arbitrated.

- (b) No one shall serve as an arbitrator who:
 - (i) either directly or indirectly has any interest in the subject of the arbitration;
 - (ii) has participated in the grievance procedure preceding the arbitration;
 - (iii) is, or has been, within a period of eight (8) months, preceding the initiation of arbitration proceedings, employed by any Local Union of the USW, or a Company directly engaged in the forest products industry.
- (c) The decision of the arbitrator shall be final and binding upon the Parties of the First and Second Parts.
- (d) If the arbitrator finds that an employee has been unjustly suspended or discharged, that employee shall be reinstated by the Company without loss of pay and with all his rights and privileges preserved under the terms of this Agreement, provided always that if it is shown to the arbitrator that the employee has been in receipt of wages during the period between discharge (or suspension) and reinstatement, or date of failure to rehire and rehiring, the amount so received shall be deducted from wages payable by the Company pursuant to this Section, further provided that the wages so deducted shall be first reduced by the amount required for the payment of fare from the original place of employment and to the place where employed during the period of discharge (or suspension) and return.
- (e) The arbitrator shall be required to hand down his decision within fourteen (14) days following completion of the hearing.
- (f) The Parties shall appoint a panel of eight (8) arbitrators. The single arbitrator shall be selected from this panel. If the Parties fail to appoint the required eight (8) arbitrators, they shall forthwith request the Honourable Minister of Labour of the Province of British Columbia to appoint the arbitrator required.

- (g) The single arbitrator shall be selected from the panel of eight (8) arbitrators on a rotational basis. If an arbitrator selected to hear and determine a dispute is unable to schedule a hearing to occur within thirty (30) days of the date of his selection the dispute shall be reassigned to the next arbitrator in the rotation.

Section 3: Expedited Arbitration

To facilitate the timely resolution of grievance matters which remain unresolved following the conclusion of the procedures for Adjustment of Grievance contained in Article 27, the parties agree to implement an expedited arbitration procedure, as follows:

- (a) Two arbitrators will be selected to serve as Chairpersons to resolve disputes referred to expedited arbitration. The parties will each select one Chairperson who will provide available dates for hearings.
- (b) The agreement of both parties will be required before advancing a grievance to the expedited arbitration procedure. However, once the parties have agreed to proceed to the expedited arbitration procedure, that decision shall not be revoked except with the consent of both parties.
- (c) The parties will meet within fourteen (14) days following the date of the 3rd stage response to decide on proceeding to expedited arbitration, unless there is mutual agreement to extend the time limit.
- (d) The parties will attempt to develop an agreed Statement of Fact for submission to the Chairperson. In the event that the parties cannot agree on all of the facts, each party shall submit a full statement of all facts upon which they rely to the Chairperson. In addition, each side will develop written submissions outlining their respective position and argument on the dispute for the consideration of the Chairperson. Both the Statement(s) of Fact and the written submissions of the parties will be provided to the Chairperson no later than fourteen (14) days prior to the hearing date and the written submissions of the parties will be exchanged at that same time.
- (e) No legal counsel will be used by the parties during the course of the hearing. Witnesses and oral submissions from the parties during the hearing will be at the discretion of the Chairperson.
- (f) Decisions by the Chairperson will be accompanied by a brief rationale for the decision. All decisions of the Chairpersons are limited to the dispute at hand and will be without precedent or prejudice to any and all existing or future grievance, arbitration and interpretation matters. Decisions of the Chairperson are to be rendered within 10 days of the hearing.
- (g) The parties agree that the decision of the Chairperson is final and binding and will not be subject to appeal or review.
- (h) The Parties further agree that this Section is entered into on a trial basis and will expire in accordance with the terms of this Agreement.

Section 4: Cost Sharing

The parties shall jointly bear the cost of the arbitrator.

Section 5: Place of Hearing

Any arbitration to be held hereunder shall be held at the City of Vancouver or at such other place as may be decided by the Parties.

ARTICLE 29 – STRIKES AND LOCKOUTS

- (a) There shall be no strikes or lockouts by the Parties to this Agreement with respect to any matter arising out of the Agreement for which arbitration is provided under the terms of the Agreement.
- (b) The Parties to this Agreement expressly agree that there will be no activity within the meaning of (a) above threatened, declared, authorized, counseled, aided or brought about on its part.
- (c) In the event of a strike during the term of this Agreement the Union will instruct its members and Officers who may be involved to cease such activity and comply with the terms of this Agreement.

ARTICLE 30 - DURATION OF AGREEMENT

- (a) The Parties hereto mutually agree that this Agreement shall be effective from and after the 15th day of June, **2015**, to midnight the 14th day of June, **2020** and thereafter from year to year unless written notice of contrary intention is given by either Party to the other Party within four (4) months immediately preceding the date of expiry. The notice required hereunder shall be validly and sufficiently served at the Head Office of the Party of the First Part, or at the Local Office upon the Local Officers of the Union, Party of the Second Part, within four (4) months immediately preceding the 15th day of June, **2020**. If no agreement is reached at the expiration of this Contract and negotiations are continued, the Agreement shall remain in force up to the time an agreement is reached or until negotiations are discontinued, by either Party.
- (b) The Parties hereto agree that the operation of Sections 50(2) and 50(3) of the *Labour Relations Code* of British Columbia, R.S.B.C. 1996, c. 244, is excluded from the Master Agreement.

Signed this day of _____, 2017.

FOR THE UNION:

FOR THE COMPANY:

SUPPLEMENT No. 1

The below named employees are the only employee who can have pension contributions made on their behalf under Article 15 – Seniority Section 9 – Seniority and Sub - Contracting

- 1. Harold Dwinnell
- 2. Larry Kellum
- 3. Dominic Palladino
- 4. Henry Sundberg

FOR THE UNION:

FOR THE COMPANY:

SUPPLEMENT NO. 2

JOURNEYMAN TRADESMEN CATEGORIES

As referred to in Article , Section 1(c) of the 2010 – 2015 Master Logging Agreement

LOGGING CAMPS:

Sled Builder
Blacksmith
Welder
Pipe Fitter
Carpenter
Painter
Machinist
Heavy Duty Mechanic
Mechanic
Electrician
Boilermaker
Power Saw Mechanic
Car Repair Journeyman
Tire Repairman (if Tire Vulcanizer)
Telephone Lineman (if repairs and services communications equipment)
Tire Vulcanizer
Body Repairman
Bridgeman (not to include Pile Drive Engineer)

Present Charge Hand differential to be maintained.

SUPPLEMENT NO. 3

MEMORANDUM OF AGREEMENT - FIRE FIGHTING

606546 B.C. LTD. and the Negotiating Committee of United Steelworkers, on behalf of Local Unions 1-85, 1-1937 and 2009 agree to the following terms and conditions for the duration of the current Master Agreement during the "Company Responsibility Fires" in which the employer-employee relationship exists under the said Master Agreement.

1. DEFINITIONS

- (a) **Accidental Fire:**
Any fire not deliberately ignited by the Company to dispose of slash or waste and which requires active measures to extinguish.
- (b) **Company Responsibility Fire:**
Any fire which the Company is responsible for taking measures to extinguish pursuant to the provisions of the Forest Act.
- (c) **Forest Service Fire:**
Any fire in respect of which the B.C. Forest Service accepts responsibility for direction of measures to extinguish.
- (d) **Fire Fighting Rates:**
The rates of pay for fighting Company Responsibility Fires hereinafter set out in this Agreement.
- (e) **Regular Job Rates:**
Rates of pay to employees for the performance of their regular jobs, as set out in Wage Supplement to Master Agreement.
- (f) **Statutory Rates:**
Rates of pay established by B.C. Forest Service for fire fighters.

2. COMPANY CONTROLLED TIMBER

- (a) Notwithstanding the foregoing, when the Company directs its employees to fight fire on Company controlled timber or to fight fire on property adjacent to Company controlled timber which is threatening Company controlled timber the Company will pay these employees at the fire fighting rates set out in Section 3 of this Supplement.
- (b) Where the B.C. Forest Service directs the Company to provide its employees for fighting fires in circumstances other than those set out in (a) above these employees will be paid at the Statutory Rates.

3. FIRE FIGHTING RATES

- (a) The basic rate shall be **\$27.92** per hour effective June 15, 2015 and shall apply to all employees engaged in fighting Accidental or Slash Escape Fires except those performing one of the following fire fighting jobs:

Category	June 15 2015 3%	June 15 2016 2.5%	June 15 2017 2.5%	June 15 2018 3%	June 15 2019
Basic Rate	27.92	28.615	29.325	30.20	
Crew Boss	31.16	31.94	32.735	33.715	
Cat Operator	30.725	31.495	32.285	33.255	
Power Saw Operator	33.325	34.15	35.00	36.05	
Mechanics	Mechanics	Regular Job Rate			
Slip-on Tank & or Trailer Tanks with Pump Operator	30.725	31.495	32.285	33.255	
Water Tank Truck with Pump Driver/Operator	29.585	30.325	31.08	32.01	
Service Truck/Bus Driver	28.16	28.87	29.595	30.485	
Pumpman	28.79	29.505	30.24	31.14	

The general wage increases provided for all employees in Article 8, Section 1(a) have been incorporated into these rates.

- (b) Straight-time rates will apply to all employees throughout the period during which the said employees are engaged in fire fighting. This shall not include cook and bunkhouse personnel, tradesmen, mechanics, or other categories servicing, feeding, or supplying fire fighters from areas removed from the area of the fire or fires unless the duties performed during any day in question are exclusively related to fire fighting operations.
- (c) Regular job rates will apply only for the duration of the regular production shift in which the fire started.
- (d) Where employees are working in job classifications during the fire fighting, other than those set out herein, job rates shall apply.

4. TRAVEL TIME

Travel time for employees engaged in fire fighting will be paid in accordance with the Master Agreement, except for the overtime provisions thereof.

5. INTERPRETATIVE NOTES

- (a) When active fire fighting ceases to be necessary, rates and overtime conditions for fire watchers will revert to the normal conditions provided for in the Master Agreement.
- (b) Notwithstanding any of the conditions herein, if any equipment possessing residual value to the operation is manufactured or created, the work performed thereon shall be subject to regular rates.
- (c) The meaning of the word "extinguish" as used in this Agreement, shall include the act or process of suppression to the point when the fire requires fire watchers only.

7. All provisions of the Master Agreement except as amended or modified herein shall continue to apply.

FOR THE UNION:

FOR THE COMPANY:

SUPPLEMENT NO. 8

ALTERNATE SHIFT SCHEDULING

As referred to in Article 5 of the
Master Agreement

The following are the general principles for the establishment, implementation or discontinuance of alternate shift schedules.

1. FLEXIBILITY OF HOURS OF WORK

The parties recognize the need for flexibility of hours other than those outlined in Article 5 – Hours of Work, Section 1, for the express purpose of better utilization of manpower and equipment, and to increase business efficiency.

2. SHIFT SCHEDULING

- (a) Any shift schedule that falls outside the regular hours of work set out in Article 5, Section 1 is, by definition, an alternate shift schedule.
- (b) In accordance with Article 5, Section 2, the Company may implement alternate shift schedules without overtime penalty, provided the principle of the forty (40) hour week is maintained over an averaging period and:
 - (i) Except by agreement with the Local Union and subject to (ii), maximum scheduled daily hours of work will be 12 hours;
 - (ii) In logging the maximum scheduled daily hours of work for physically demanding or dangerous occupations will be 10 hours.

3. IMPLEMENTATION

- (a) Any implementation of an alternative shift must be done with bona fide business rationale. The Company will provide the business rationale demonstrating the need for an alternative shift, complete with the nature and details of the proposed alternative shift.
- (b) The business rationale will be reviewed by the Local Union and Plant / Camp Committee. The Company will provide information to the Union respecting how the shift schedule provided in Article V is not meeting the Company's business purposes.
- (c) The company agrees to work cooperatively with the Local Union and Plant / Camp Committee and will ensure that all relevant information is provided. The Local Union and Camp Committee will have the opportunity to review the business rationale and within a two (2) week period propose alternatives.
- (d) If the Union's alternative proposal is not accepted, the Company will detail the reason(s) why, and may implement the alternative shift proposed by the Company upon 72 hours' notice, or sooner in cases of other circumstances not in the control of the Company.
- (e) If the Company accepts the alternative proposal, there will be a three (3) month trial period to evaluate that alternative.

- (f) There will be a review of the alternative that was implemented and if the review demonstrates that the business rationale is not being achieved, the Company may implement the alternate shift schedule as proposed by the Company upon 72 hours' notice.
- Any dispute arising from this implementation process that the Company and the Local Union and Plant / Camp Committee are not able to resolve may be referred to the Shift Dispute Resolution procedure.

4. **GENERAL PRINCIPLES**

When an alternate shift schedule is in effect, hourly-based benefits (LTD, Pension, Education Trust Fund, SAFER), under the Collective Agreement will be administered on the basis of hours paid.

- (a) The Company agrees that alternate shift schedules will not be introduced where the intention is to increase the use of casual employees in place of regular employees.
- (b) Different parts of an operation may be scheduled on different shifts.
- (c) The principle of the forty (40) hour week is to be maintained over an averaging period. The averaging period will be the period of one shift cycle for any alternate shift schedule implemented in accordance with this Supplement No. 8 taking into account all the relevant circumstances. Prior to the introduction of the alternative shift the shortest possible averaging period will be determined
- (d) Overtime will not be scheduled as part of an alternate shift schedule. When alternate shift schedules are in place, the overtime provisions in Article 5, Section 2 will apply, except as referenced in (g) below.
- (e) All existing alternate shift agreements shall not be superseded by Article 5, Section 2, except by agreement between the Company and the Local Union.
- (f) Earned vacations will be scheduled on the same basis as days and hours worked under the alternate shift schedule.
- (g) Other Articles of the Collective Agreement, which provide benefits after eight (8) hours, are extended by the amount the regular hours of work have been increased beyond the eight (8) hours per day.
- (h) Employees who are scheduled to work an alternate shift schedule of less than 40 hours per week over an averaging period will nevertheless be paid 40 hours' pay. When an alternate shift schedule is used, each individual shift must be at least eight (8) hours long.
- (i) An employee's rest days may vary from week to week under an alternate shift schedule. Employees shall not be paid premium pay for changes in their rest days in these circumstances.
- (j) An employee whose rest days are changed by the Company under an established alternate shift schedule, shall receive rate and one-half for work performed on his rest days unless a change in rest day results from the application of seniority or has been agreed to between the employee and the Company.
- (k) There shall be no premium pay paid to any employee whose rest days are changed because of the implementation or discontinuance of an alternate shift schedule.
- (l) Where the Company does not provide to the employee seventy two (72) hours' notice of a change to an employee's work schedule, the employee will be paid at rate and one-half for his first shift on the new schedule. The Company will not change an employee's work schedule to avoid a statutory holiday.

- (m) For ten (10) hour shifts, rest periods will be one (1) ten (10) minute break and one (1) fifteen (15) minute break plus a one-half (1/2) hour unpaid meal break.
- (n) For twelve (12) hour shifts, rest periods will be two (2) fifteen (15) minute breaks plus a one-half (1/2) hour unpaid meal break. On a continuous twelve (12) hour shift schedule, the meal break will be paid at straight time rates. "Continuous twelve (12) hour shift schedule" means that there are two 12-hour shifts in a 12-hour period.
- (o) Statutory Holidays
 - (i) Immoveable Statutory Holidays (five in manufacturing, four in logging): Labour Day, Remembrance Day, Christmas Day, Boxing Day and New Year's Day are "immoveable" statutory holidays. The Company will not, except in cases of operational emergency, compel employees to work "immoveable" statutory holidays.
 - (ii) Moveable Statutory Holidays: Notwithstanding Article 10, Section 10, the Company, with the exception of the immoveable statutory holidays, shall have the right after consulting with the Local Union to require an employee to observe a Statutory Holiday on a day that is not the day on which the Statutory Holiday is normally observed. In all events, an employee will be entitled to a compensating day off, which shall be scheduled by mutual agreement within a 90-day period. In the event the company and the union are unable to agree on the scheduling of a substitute holiday within the 90-day period, the parties may agree to schedule it outside the 90-day period.
 - (iii) Where a statutory holiday falls on an employee's rest day, the holiday is to be rescheduled on a work day to occur within a 90-day period by mutual agreement.
 - (iv) Identification of Moveable Statutory Holidays: Where an alternate shift equally bridges a holiday and a non-holiday (such as a shift from 1800h to 0600h), absent agreement between the company and the union, the Company determines which shift is to be observed as the Statutory Holiday.
 - (v) Payment for Working Statutory and Substituted Statutory Holidays: Employees whose Statutory Holiday is rescheduled under this paragraph will be paid consistent with Article 9, Sections 1 and 2 if they work the substituted Statutory Holiday. Specifically, an employee who works a moveable Statutory Holiday is paid at straight time rates. Where the company and union agree that the employee will not take a compensating day off and will work the "substituted" statutory holiday, the rate to be paid is double rate and one-half.
- (p) Statutory and Floating Holidays will be paid as per the employee's regular schedule.
- (q) Bereavement Leave and Jury Duty shall be paid consistent with Article 19. These days will be paid at the regular daily wage consistent with the work schedule.
- Shift Differential shall be paid only for those hours worked outside the recognized dayshift for those employees working the alternate schedule in effect for that crew working in that part of the operation.
- For those employees working an alternate shift schedule with shifts over eight (8) hours the sixty (60) working days referenced in Article 15 – Seniority, Section 5: Probationary Period – will be changed to four hundred and eighty (480) working hours in a six-month floating period.
- The Company will provide notice of two weeks of discontinuance of any alternate shift implemented, except where a change in shift schedule is due to other circumstances not in the control of the Company.

This discontinuance will not result in any overtime payments provided the full averaging period has been completed.

5. SHIFT DISPUTE COMMITTEE

- (a) The Parties agree that if the objectives sought in alternative scheduling are misunderstood the potential for disputes and disruption is assured. Therefore, it is further agreed that a proper dispute resolution procedure is necessary to ensure the ongoing viability of the industry.
- (b) The Parties agree to appoint high level representatives to a Shift Resolution Committee that will endeavour to resolve disputes through a problem solving approach.
- (c) The Shift Resolution Committee may assist with the implementation of shifts contemplated to meet an operational need or resolve implementation issues the Company and Local Union have been unable to resolve.
- (d) The Shift Resolution Committee will rely on the negotiated language and any other practical approaches that may assist.
- (e) In general, the terms of reference will be as follows:
 - (i) Emphasis on resolving alternate shifting disputes at the operational level between the parties in the event they have reached an impasse.
 - (ii) Defined timelines for advancing and investigating unresolved disputes.
 - (iii) Written statement of facts provided by the local union and the Company to clarify the issues in dispute.
 - (iv) No lawyers involved to allow the parties to explore practical solutions to the dispute.
 - (v) The use of a Facilitator to assist the parties in a non-binding manner.
 - (vi) The Shift Resolution Committee may refer any unresolved issues respecting implementation of an alternate shift schedule to expedited arbitration pursuant to Article 28, Section 3 of the Collective Agreement. The jurisdiction of an arbitrator appointed under this section is limited to examining whether or not the implementation process in Supplement No. 8 has been followed.
- (f) Nothing in this section is intended to prevent or delay the implementation of an alternate shift schedule by the Company.

FOR THE UNION:

FOR THE COMPANY:

WOODLANDS LETTER OF UNDERSTANDING

BETWEEN:

606546 B.C. Ltd. / License A19202

AND:

United Steelworkers, Locals 2009
("UNION")

Company and the Union agree as follows:

1. Except as provided in this Letter of Understanding, the existing rights and obligations of the Company and the Union **under Article 19** of the Master Agreement **are not affected.**
2. As of the date of this Letter of Understanding, but subject to paragraph 4 below, a Company may contract out a woodlands operation to an USW Certified Contractor on a stump-to-dump basis. The Company will consult with the Union prior to selecting a Contractor. By agreement between the Company and the Local Union, the operation may be sub-divided into two stump-to-dump contracts.
3. The Union and the Company agree, and the Contractor must also agree, that the Contractor will be deemed to be the **successor employer** under the *Labour Relations Code* including recognition of the seniority rights of all employees on the seniority list of the Company; and generally, that Sections 35(1) - (5) of the *Labour Relations Code* apply.
4. Notice under Section 54 of the *Labour Relations Code* will be provided to the Union prior to any Woodlands operations being contracted out under this Letter of Understanding. Discussions under Section 54 must include the Contractor(s).
5. In the event there is a surplus of employees created as the result of moving the woodlands operation or subdivision thereof to a Contractor, the Company will offer severance pay (calculated in a manner consistent with Article 26) to the surplus employees. By agreement between the Company and the Union, the severance pay opportunities may be directed towards facilitating the severance of older workers who may volunteer for such severance.
6. In the event a surplus employee accepts the severance pay offered, the surplus employee will lose all seniority rights including preferential hiring rights under the Coast Master Agreement.
7. The commercial contract between the Company and the Contractor(s) will be for a period of not less **than five years**. In the event a contract is discontinued for any reason prior to its end date (e.g., insolvency of the Contractor or performance issues), a replacement contractor must be an USW Certified Contractor. The Union and the Company agree, and the replacement Contractor must agree, that the replacement Contractor will be deemed to be the successor employer under the *Labour Relations Code*, including recognition of the seniority rights of all employees on the seniority list, for the remainder of the period of the contract; and generally, that Sections 35(1) - (5) of the *Labour Relations Code* apply.
8. If a Contractor is replaced after the initial 5-year period or any extension thereof, the commercial contract between the Company and the replacement Contractor must be for a period of not less than

five years. The replacement Contractor must be an USW Certified Contractor. The Union and the Company agree, and the replacement Contractor must agree, that the replacement Contractor will be deemed to be a successor employer to the initial Contractor under the *Labour Relations Code*, including recognition of seniority rights of employees on the then-existing seniority list; and generally, that Sections 35(1) - (5) of the *Labour Relations Code* apply.

9. Paragraphs 7 and 8 shall apply to all succeeding replacement Contractors.
10. In the event the operational responsibility for a woodlands operation or subdivision thereof is taken back by the Company, the Company will acknowledge and assume full successorship obligations under the *Labour Relations Code*, including recognition of seniority rights of employees on the then-existing seniority list.
11. If the Company sells or otherwise transfers its woodlands operations or Licences it will ensure that the purchaser or transferee agrees to assume the obligations of the Company set out in this Letter of Understanding.
12. If any dispute arises with respect to the interpretation or application of this Letter of Understanding, the parties will meet to discuss the dispute and if they are unable to resolve the dispute, the matter will be referred to Don Munroe for final resolution by mediation or arbitration. If Mr. Munroe is unavailable, Stan Lanyon will serve in his place. If Mr. Lanyon is unavailable, David McPhillips will serve in his place.
- This Letter of Understanding does not apply to stump-to-dump contracts entered into prior to the date hereof.
14. The Company agrees that it will work with the Union to ensure that all its contractors pay their Collective Agreement obligations, including exploring the possibility of including "hold-back" provisions in commercial contracts.

DATED THIS _____ DAY OF _____, 2017.

FOR THE UNION:

FOR THE COMPANY:
