

COLLECTIVE AGREEMENT

between

**ABITIBI CONSOLIDATED INC.
STEPHENVILLE DIVISION**

and

**THE COMMUNICATIONS,
ENERGY AND PAPERWORKERS
UNION C.L.C.**

and ifs

LOCAL NO. 1093

May 1, 1998 - April 30, 2004

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1. Parties

1.01 This Agreement is between Abitibi Consolidated Inc., Stephenville Division (referred to herein as the Company), and the Communications, Energy & Paperworkers Union of Canada - CEP and its local 1093 (referred to herein as the Union) covering the mill of the Company located at Stephenville, Newfoundland.

2. Purpose

2.01 (a) The general purpose of this agreement is to establish mutually satisfactory relations between the Company and its employees, to provide machinery for the prompt and equitable disposition of grievances, to establish and maintain satisfactory working conditions, hours and wages for the employees who are subject to the provisions of the agreement.

(b) The mutual interest of employer and employee is recognized by this Agreement for the operation of the entire Plant under methods that will promote to the fullest extent, safety to the employee, economy of operation and quality and quantity of output, cleanliness of plant and protection of property; and it is recognized by this Agreement to be the duty of the parties to this agreement and of all employees to cooperate fully, individually and collectively for the advancement of these conditions.

3. Union Recognition

3.01 The Company recognizes the Communications, Energy & Paperworkers Union and its Local 1093 as the sole agency representing **all** employees of the Company required for the operation of the mill at Stephenville with the exceptions as described in the Certification Order issued by the Newfoundland Labour Relations

Board on the 18th day of October, 1972 and exceptions as described in the amended Certification Order issued on the 21st day of May, 1974 or as may be amended by the Board subsequent to the original order. No Company Official, Supervisor or Foreman shall have a private understanding or agreement with any individual employee or group of employees in conflict herewith.

3.02 The Union recognizes Management's right to manage.

3.03 Except in cases of emergency where equipment is in jeopardy or interruption of production is imminent, Supervisors will not perform work normally performed by members of the bargaining unit.

4. Union Security

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

4.02 A new employee who is not a member of the Union shall join the Union within thirty (30) days after the commencement of his employment.

4.03 The Company shall deduct, weekly, commencing with the first week of employment, from the wages owing and payable to each employee within the Union's jurisdiction, the regular monthly membership dues of such employee and shall remit all deductions monthly to the Financial Secretary of the local Union.

4.04 The local Union shall advise the Company, in writing, of the amount of the monthly deduction to apply to each employee. If there should be any change in the amount of such deduction, the Company shall be advised of such change by the Union one month prior to its effective date.

4.05 With the monthly remittance of the Union dues the Company shall furnish the Union with a duplicate statement showing the total amount deducted and the names of any employees for whom deductions were and were not made.

4.06 The Company shall not be responsible for collecting any past or future arrears in Union dues, or any entrance or initiation fees, or fines, but shall be obliged only to deduct weekly the regular monthly dues as long as the wages due to the employee are sufficient to cover this deduction.

4.07 In consideration of this deduction and forwarding service by the Company, the Union agrees to save the Company harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

4.08 All new employees shall serve a probationary period of thirty (30) worked days during which period the Union shall represent such employees in every capacity except as to discharge.

5. Jurisdiction/Cross Trades

5.01 It is agreed that the "cross-trades" concept will apply to all Tradesmen and Apprentices working at

Abitibi-Consolidated Inc., Stephenville Division. Generally, Tradesmen will be assigned work in their "primary trade". However, the Company may assign them to other trades or duties within their own group. Except as provided for in Article 14.07(c), production workers will not be required to perform maintenance or repair work normally done by Tradesmen.

5.02 Cross-trade groups of primary trades:

Group A

Millwrights
Pipefitters
Welders
Machinists
Heavy Equipment
Mechanics

Group B

Instrument Mechanics
Electricians

5.03 Qualifications:

Cross-Tradesman AA -

An employee who successfully completes his apprenticeship at the Abitibi-Consolidated Inc., Stephenville Division, will be promoted to 'AA' status after one year of service as an 'A' tradesman.

Other tradesmen will progress to 'AA' automatically after successfully attaining A' rating and having worked as an 'A' tradesman for two (2) years.

Cross-Trades Electronics Technician/
Cross Trades Instrument Technician

- must qualify as Cross-Tradesman 'AA' and successfully complete an electronics course designated by the Company.

5.04 All tradesmen and apprentices shall assist each other and shall work together as a team within their own group in the interest of getting the job done as quickly as possible. Alternatively, in the interest of efficiency, all tradesmen and apprentices will do work within their capability and within their group without assistance from any particular trade.

6. Contracting Out

6.01 The Company will not contract out repair and maintenance work which is regularly performed by the repair crew, for which the mill is equipped, for which crews are available and which employees are capable of doing. The Company will advise the Union of its intention to contract out prior to the final agreement being reached with a contractor.

7. Interruption of Work

7.01 It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruptions of work during the life of this Agreement.

7.02 Prior to a legal strike the parties shall meet to discuss procedures to ensure the essential services and complete security of the mill property and facilities. With implementation and continuance of the above, insurance benefits, excluding Weekly Indemnity and Long-Term Disability Benefits, will be maintained subject to the employees or the Union paying the full cost of such coverage upon return to work. Weekly Indemnity and Long-Term Disability Benefits being paid at the commencement of a strike, supported by proper medical evidence when requested, will be continued.

8. Promotions & Transfers

8.01(a) After having served the probationary period, pursuant to Article **4.08**, a temporary employee will be assigned to a temporary employment call-in list and shall be called to employment in order of total mill service, provided that he:

(i) is capable of performing the work to which he is called,

(ii) makes himself available for work and works as required in any department.

(iii) The provisions of Article 8.01 (a) (i) and (ii) will apply to shiploading employees.

(iv) If overtime relief work is required because all boat loading and call list employees have accumulated forty-eight (**48**) hours of work, first opportunity shall be given to employees who regularly work in the job classification in which the vacancy occurs.

(v) Notwithstanding the above, if the situation arises where overtime relief is required in the mill, and the employees in the shiploading crew and the call list have accumulated forty-eight (**48**) hours of work, but no regular employee who works in the job classification is available for work, then the Company reserves the right to revert to the shiploading employees and call list employees and assign a shift to one of those employees by total mill service, paying the appropriate overtime compensation.

(vi) Workers from the shiploading and call lists will be paid time and one-half for all time worked in excess of forty-eight (**48**) hours in any work week.

(vii) If a shiploading employee has worked as temporary relief in the mill and a boat arrives in port, he will be required to work on boat loading until its completion and the forty-eight **(48)** hours maximum worked is not applicable in this situation.

(viii) In calculating whether an employee has accumulated forty-eight **(48)** hours of work for the purpose of Articles 8.01 (a)(iv) and 8.01 (a)(v), the hours paid for the time not worked pursuant to Articles 16.06 (c), 16.06 (d), **41.06, 41.07, 41.08, 41.09, 41.11** (a) and **41.11** (b) shall be included as if they were hours worked.

(ix) In the event that call list employees work in jobs for a full week where eight hour shifts are applicable (such as yard services, stores, or oiling), they will be paid overtime under the conditions outlined in Article 15.01 and 15.02.

(x) If a ship loading employee or a call list employee is called to work under day shift employees schedule, he will be considered a day shift worker for that day and all the terms of the agreement for Day Workers will apply.

(xi) If a ship loading employee or a call list employee is called to work under tour shift employees schedule, he will be considered a Tour Shift Worker for that day and all the terms of the agreement for Tour Workers will apply.

(xii) When calling regular employees for an overtime shift, the company will try to contact designated employee up to 5:00 o'clock before calling next employee in line for overtime.

(xiii) When calling a Labour Pool employee for an overtime shift, the company will ~~try~~ to contact designated employee up to 5:00 o'clock before calling next employee in line for overtime.

~~8.01~~ (b) When a boat is scheduled to arrive in port for loading during the week, the following "Backing off" rules will apply to the shiploading employees and call list employees:

1. If a boat is scheduled to commence loading on Monday the employees mentioned above will be scheduled as normal.

2. If a boat is scheduled to commence loading on Tuesday or Wednesday, they will work one (1) shift and then will be backed off.

3. If a boat is scheduled to commence loading on Thursday, they will work two (2) shifts and then will be backed off.

4. If a boat is scheduled to commence loading on Friday, they will work three (3) shifts and then will be backed off.

5. If a boat is scheduled to commence loading on Saturday, they will work four (4) shifts and then will be backed off.

6. If a boat is scheduled to commence loading on Tuesday to pickup a part load of 3,000 tons or more, the employees referred to in paragraph one will work one (1) shift and then will be backed off.

7. If ship loading is to commence on night shift, ship loading employees and call list employees who will be

required to work day shift after boat loading commences, will be entitled to work the day shift that the ship is to commence loading on, under the terms of Article 8.01 (a).

8.02(a) For the purpose of this Agreement there shall be three (3) classes of seniority: Job Seniority, Departmental Seniority and Mill Seniority.

(b) (i) Job Seniority is defined as the length of service in a specific job classification, measured from the date the employee is assigned to that job on a regular basis.

(ii) Departmental Seniority is defined as the length of service in a particular department measured from the date an employee is assigned to that department on a regular basis.

(iii) Mill Seniority is defined as the length of service with Abitibi-Consolidated Inc., Stephenville Division.

(iv) Seniority lists, showing mill, department and job seniority of each employee will be posted on or before February 15th of each year. This listing will be considered final and accurate if no objections are raised within the thirty (30) day period following posting.

(c) In consideration of seniority for promotion, first preference shall be given to job seniority. When job seniority is equal, departmental seniority shall prevail. If job and departmental seniority are both equal, then mill seniority shall govern.

8.03 Lines of progression will be defined as the progression from job classification to another job classification, as established in each department in the mill.

8.04 (a) Promotions within a line of progression will

be on the basis of seniority and ability. The promoted employee must be qualified on the basis of ability to fulfill all requirements of the job. An employee in a line of progression will be provided an opportunity to demonstrate the ability required for promotion in the line of progression.

(b) No employee, who has been integrated into a line of progression through job posting may refuse a promotion, except when in the opinion of the Company, an employee is not capable of performing the duties of a higher position, or for health reasons supported by satisfactory medical documentation. Such medical evidence must be supplied by a qualified medical practitioner and is subject to review by a Company appointed specialist.

(c) Any regular employee who was placed through job posting, as under 8.04 (b), who refuses a promotion in his line of progression after June 1, 1981, will relinquish his regular position and have his name placed on the Local 1093 Call List in the position which his mill service places him.

(d) When an employee is frozen pursuant to 8.04 (b), he shall as a consequence of such refusal, for all purposes of promotion be considered junior to the employees who are promoted.

(e) In the case of a reduction in the work force, employees will be demoted step by step down ~~the~~ the line of progression in the reverse order of the steps of promotion in the affected line of progression.

8.05 (a) When a vacancy occurs on shift for any reason and a qualified replacement is available, an employee will be promoted from among the employees on the same shift in which ~~the~~ the vacancy occurs (unless over time must be

paid) and shift seniority will apply. If overtime must be paid, the vacancy will be filled by a person in the same job classification where the vacancy occurs. Line of progression promotions will only be made for permanent promotions or determined absence of thirty (30) days or more in duration except when, in the opinion of the Company, such a progression is necessary to maintain qualified persons in all positions of the line of progression. Employees who are temporarily absent from work due to accident or illness shall be entitled to resume the position their seniority entitles them to when they return to work.

(b) An employee relieving in a higher classification will receive the rate of the higher classification for the time spent on the job.

8.06 (a) When a standard payroll vacancy occurs in any department in an entry job, or higher job if the entry job is frozen pursuant to Article 8.04 (b), a newly created job, or when filling a job in the Maintenance Department, the Company will post a notice to this effect on the Mill Bulletin Boards for a period of seven (7) days and the Company shall have the right to make a temporary appointment without penalty. Such notice will contain information as to title, rate, department, duties and qualifications required for the posted position. Successful applicants for job postings will be limited to one posting every six (6) months.

(b) In all cases of promotion the Company will give consideration to seniority, ability and qualifications. When the last two factors are relatively equal, seniority will govern.

(c) In cases where the employee to be promoted or selected through job posting is not the senior employee, the Company shall, prior to such promotion or appointment, present the name of the employee selected to

the Union who will have an opportunity to discuss with the Company the qualifications of the employee concerned. The Company shall take such presentation into consideration in making the decision, which decision may be subject to the grievance procedure.

8.07 If an employee fails to prove himself on the new job after a training period, he shall be returned to his former job without loss of seniority.

9. Lay-offs

9.01 (a) In the event of inventory shutdown, work will be assigned in all operating departments on the basis of departmental seniority. No overtime will be worked by the employees from the Operating departments while qualified employees do not have **(48)** hours worked.

(b) In case of a lay-off, those with the most mill seniority shall be given preference of employment. If the regular employee displaced desires to do so, he will have the right to bump into the bottom job in any department where a junior regular employee in mill service is employed, it being understood that the employee exercising this bumping right must be able to perform, after a reasonable training period, all the duties of the position to which he seeks appointment and that the most junior regular employee being displaced by this bumping shall revert to the Local 1093 Call List on his mill service. It is understood that this provision is not applicable to short-term lay-offs that have pre-determined length of less than thirty (30) days.

9.02 In the Maintenance Department, excluding Yard Services, lay-off will be in order of seniority in each of the prime trades, or trade for which he possesses a Provincial Ticket.

9.03 (a) Regular employees who have been laid off will be entitled to be re-employed in the reverse order of lay-off,

provided the employee entitled to re-employment returns to the service of the Company within ten (10) days of notice of recall. Failure to report within ten (10) days of recall will result in loss of recall rights, except in the case of an employee recalled for casual work or for employment of a short duration at a time when he is employed elsewhere, in which case refusal of recall itself will not result in loss of recall rights. Recall rights will lapse if the lay-off is for a period of more than eighteen (18) months for those employees with less than five (5) years seniority and twenty-four (24) months for those employees with five (5) or more years seniority. The Company will either recall by notice at the time of notice of lay-off or by notice sent by registered mail to the employee's address recorded in the Personnel file.

(b) In the event that the Company required manpower during curtailed operations, recall will be by telephone to the number recorded in the Personnel Office. If a senior man cannot be reached, a registered letter will be sent to him at the address recorded in the Personnel Office advising him of work availability and that he may exercise his seniority immediately, providing he is the most senior man notified. Any other employee who is senior to the employee working will be required to wait until the following week to exercise his seniority.

(c) It is understood that call crew employees must be available for work as required and the terms of (a) and (b) above will only have effect when the number of employees on the call crew list is reduced.

9.04 An employee will lose his employment status if the employee:

- (a) voluntarily leaves Company employ or quits,
- (b) is discharged for just cause,

(c) is on lay-off for a period of not more than eighteen (18) months for those employees with less than five (5) years seniority, and more than twenty-four (24) months for those employees with five (5) or more years of seniority.

(d) is recalled and does not report for work as outlined in Section 9.03(a), (b), (c).

10. Severance Pay

10.01 An employee with at least one year's continuous service who is laid off due to job elimination by management decision for such causes as more efficient operation, change or elimination of a process, lack of orders, shall be paid Severance Pay. Severance Pay shall not be paid due to job elimination for such causes as fire, flood, explosion, or "Act of God". Severance Pay shall be paid in accordance with the following:

(a) Severance Pay shall be one week's pay for each year of an employee's last full period of service without interruption due to lack of work. Severance Pay will not be paid to employees who resign or are discharged. One-half of this Severance Pay is payable after the employee has been laid off due to job elimination for a **period of six (6) weeks**. The second half of the Severance Pay is payable after the employee has been laid off a total of three (3) months.

(b) If recalled to work before the Severance Pay payment is payable, no such payment will be made. Any employee refusing a recall shall forfeit his right to Severance Pay.

(c) A severed employee who is recalled after having received all of the Severance Pay due him will, as of the

date of return, commence a new period of accumulation which will be credited toward any future lay-off.

(d) If an employee is recalled after having received half of the Severance Pay due him, he will, upon return to work, retain the right to the unpaid portion which will be added to any new accumulation of Severance Pay.

11. Technological Change

11.01 The Company will advise and discuss with the Union as early as possible (but not less than three (3) months in advance) the introduction of any technological change which will result in lay-off or other significant changes in the employment status of employees, and will consider practical ways and means of minimizing the adverse effect on employees displaced by such changes.

11.02 If a regular employee with one year's continuous employment is set back to a lower paid job due to a job elimination under conditions set forth above, he shall retain the rate of the regular payroll position for an initial period of six (6) months. For an additional period of six (6) months an adjusted rate will be established midway between this rate and the rate for his new job for each work week. At the end of the twelve (12) month period the rate for the job to which he is assigned shall apply. Seasonal or temporary employees are not covered by this clause.

11.03 Job Security

The Company and the Union recognize that technological change, automation, changes in methods of process and reduction of the workforce have an impact on employees.

The Company is therefore prepared to make the following commitment. Immediately following a public announcement by the Company of its intentions to proceed with a major project or layoff (for reasons other than market conditions) affecting the employment status of permanent employees, the Company will meet with the Union involved to implement the following:

1. Special early retirement provisions.
2. Freeze on the hiring of permanent employees.
3. Retraining.
4. Transfers to other job vacancies.
5. Exercise of the bumping provisions of agreement.
6. Attrition (death, retirement, voluntary resignation, discharge for cause).

12. Paper Mill Schedule

12.01 The normal schedule operation of the paper mill will be continuous for seven (7) days per week except for scheduled shutdown holidays as designated and such other shutdowns or reduced operating schedules as considered necessary by the Company. **The** work week shall commence at 8:00 a.m. Sunday.

12.02 After a Statutory Holiday the regular paper mill crew shall report for work at **7:30** a.m. as scheduled to help prepare the machine for start-up. For all work done between **7:30** a.m. and **8:00** a.m. time and one-half shall be paid. The few essential employees scheduled before **7:30** a.m. for Pulp and Paper Mill start-up will receive call-in pay. These essential employees will not be required to report for work prior to **6:00** a.m.

13. Pulp Mill Schedule

- Not Applicable to Local 1093

14. Hours of Work - Day Workers

14.01 The regular hours of work for Day Workers' shall be from **8:00** a.m. to **4:00** p.m. with one fifteen minute paid rest period in the morning and a thirty minute paid lunch break, except in the event of a serious breakdown in which case (2) 12-hour tours may be scheduled. When (2) 12-hour tours are scheduled, they will be from **8:00** a.m. to **8:00** p.m. and from **8:00** p.m. to **8:00** a.m.

14.02 Normal hours of employment for Day Workers shall not exceed forty (40) hours per week.

14.03 The Company shall post a work schedule not later than **3:00** p.m. Thursday of each week.

14.04 In the event that a temporary change in the normal schedule of hours for Day Workers becomes necessary because of a breakdown of equipment in any

department of the mill, the Company will give the employees affected notice of such change not less than twenty-four(24) hours prior to the start of the new work schedule. In the absence of such notice, time and one-half will be paid for time worked between 4:00 p.m. and 8:00 a.m. on the first day of the changed schedule.

14.05 Hours of Work - Tour Workers

14.05(a) Where eight (8) hour tours are worked by Tour Workers, they shall be from 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. except as mutually agreed.

(b) Where twelve (12) hour tours are worked by Tour Workers, they shall be 8:00 a.m. to 8:00 p.m., and 8:00 p.m. to 8:00 a.m.

(c) In no case will the Company be penalized when mutually agreed shift changes deviate from the above scheduled hours.

14.06 Shifts shall be arranged to suit the running schedule of the mill to avoid interruptions of operations. Where eight hour shifts are worked on a regular basis, a 7-day swing schedule will be instituted providing an average work week of 42 hours with the, 6th day of work necessitated under such schedule being paid at straight time rates.

14.07(a) During a machine shutdown, normal cleanup, clothing changes and scheduled normal maintenance operating crews will be provided with work.

(b) In the event of an emergency shutdown, operating crews will be provided with work for thirty-six (36) hours (including the shift on which the shutdown occurs and the two shifts following).

(c) For all such shutdowns, employees will be expected to do work assigned and will be paid at the rate of their regular occupation. Tour Workers may be scheduled to work with Day Workers during these shutdowns and if **so** scheduled will work day work hours. During such shutdowns, no maintenance overtime work shall be assigned to personnel other than maintenance workers.

14.08(a) This article relates to shift workers who work a 12-hour shift schedule.

(b) Any agreement to work 12-hour shifts in mill operating departments can be cancelled upon 30 days written notice from one party to the other party.

Notwithstanding the above, the agreement to work 12-hour shifts in mill operating departments will remain in effect for the life of the 1998 collective agreement unless the parties mutually agree to a change.

(c) No premium time will be paid by reason of a change of schedule from 8 hours to 12 hours or from 12 hours to 8 hours.

(d) Floaters: An employee whose schedule of work is covered by this Article, shall at his own choice receive 8 hours or 12 hours of pay when taking a floater. If the employee decides to have 12 hours of pay, he will be recorded as having taken one and one-half floaters **so** that the hours paid shall not be greater than the number of floaters that he is entitled to, multiplied by 8, the conversion being made **as** follows:

Payable Floaters	Payment, As Per Work Schedule
1	8 = 12

2	16	=	24
3	24	=	36
4	32	=	48
5	40	=	N/A
6	48	=	N/A

(e) Payment for time not worked: The time normally paid when absent from work for reason of funeral leave, or jury duty, as per conditions set forth in the Collective Agreement, will be paid on the following basis.

(9) Bereavement Leave:

(i) When death occurs to those persons listed in Article 24.01 the employee will be granted a leave of absence of up to five (5) consecutive scheduled working days falling within the eight (8) day period beginning with date of death. For each scheduled working day during which the employee is absent he will be paid for twelve (12) hours at his regular straight time rate, however the maximum bereavement leave payment shall be forty (40) hours.

(ii) When death occurs to those persons listed in Article 24.02 of the collective agreement, the employee will be granted a leave of absence for up to three (3) consecutive scheduled working days lost within the eight (8) day period beginning with date of death. However, the maximum bereavement leave payment shall be twenty-four (24) hours.

(iii) The Company agrees that the terms of Article 24.03, 24.04, 24.05, will apply to workers on the twelve hour schedule.

(g) **Jury Duty:** The difference between the payment received for such duties and twelve (12) hours per day, for each scheduled work days lost.

(h) **Shifts:** Hours of work are from 08h00 to 20h00, day shift, and 20h00 to 08h00 for night shift.

(i) **Overtime:** Time and one-half for all work done in excess of twelve (12) hours weekdays, and double time for all work done in excess of twelve (12) hours Sundays or Statutory Holidays.

(j) **Night shift Premiums:** Shift premiums of \$0.40 and \$0.60 are paid for hours effectively and respectively worked between 16h00 and 24h00 and 24h00 and 08h00.

(k) The conditions outlined herein will only apply to employees working twelve-hour shifts and all related conditions contained in the Labour Agreement, or any other agreement, either verbal or written, are automatically modified so as to take into account the content of this Article, which will take precedence over the collective contract or any other verbal or written agreement.

(l) **Statutory Holiday Pay:** Pay for the shutdown Statutory Holidays will be eight (8) hours for employees on days off and twelve (12) hours for employees scheduled to work.

15. Premium Pay - Day Workers

15.01 Time and one-half shall be paid for all hours worked between 8:00 a.m. Sunday and 8:00 a.m. Monday. Work done in excess of eight (8) hours on Sunday will be paid for at the rate of double time.

15.02 Time and one-half will be paid for all time worked outside an employee's scheduled eight (8) hours. However, Day Workers who have been assigned to the 8:00 p.m. to 8:00 a.m. tour may, to effect a return to the Day Worker schedule, be assigned to the 4:00 p.m. to 12:00 midnight tour at straight time.

15.03 A Day Worker who, on the completion of a shift, is called in during the hours from 4:00 p.m. to 7:00 a.m. shall be guaranteed a minimum of four (4) hours pay. If upon completion of the work that necessitated the call-in, the employee is required by the Company to perform any subsequent unrelated work, it shall be treated as an added call-in. When a Day Worker is called in on a breakdown before 7:00 a.m. and continues to work on that breakdown after his normal starting time, the time and one-half rate will apply to the completion of the job. If called in between 7:00 a.m. and 8:00 a.m., he shall receive time and one-half for period worked until 8:00 a.m. If an employee, who has been in the mill on a call, does not wish to perform work on a second unrelated call, he will not be assigned to the second call unless an alternate employee cannot be found to perform the required work.

15.04 If called in on Sunday or Statutory Holidays or on his scheduled days off, a Day Worker shall receive time and one-half for the hours worked with a minimum of six(6) hours pay for each call. For the purpose of this section, a Day Worker's Statutory Holiday will be from 8:00 a.m. of the day for which he received his Statutory Holiday Pay to 8:00 a.m. the following day.

15.05 A Day Worker who reports for duty at the beginning of his normal day and finds his work schedule has been changed and if he has not been contacted previously by telephone or messenger, shall receive two (2) hours' pay and will be allowed to return home.

15.06 Overtime for Day Workers or Tour Workers shall not be pyramided and one basis only shall be used to calculate time for the same hours.

16. Premium Pay - Tour Workers

16.01 Time and one-half shall be paid for all hours worked between 8:00 a.m. Sunday and 8:00 a.m. Monday. Work done in excess of eight (8) hours on Sunday will be paid for at the rate of double time.

16.02 Tour Workers shall be paid at the rate of time and one-half for all work performed beyond their regular daily hours of work with the following exceptions:

(a) When such work is caused by the change of shifts.

(b) Overtime work by special arrangement between a Tour Worker and his mate to exchange shifts with the approval of his supervisor, and when this can be accomplished without additional cost or penalty to the Company.

(c) When required to replace an employee for tardiness up to two (2) hours. However, if a replacement is not provided within two (2) hours, time and one half will be paid from the beginning of the overtime shift.

16.03(a) Except as noted above, Tour Workers called on duty after regular working hours or prior to the commencement of a regular shift, shall receive time and one-half for all overtime work and in no case shall they receive less than four(4) hours pay at regular rates for the work performed on each call. If called in on Sunday and Statutory Holidays or on their scheduled days off, time and one-half will apply, and in no case shall they receive less than six (6)hours pay at regular rates.

(b) Tour Workers relieved and subsequently assigned to remain after his normal quitting time will be paid a call-in.

16.04 If, in an emergency, where weather conditions prevent replacements from reporting to work and a shift worker works continuously for more than sixteen (16) hours, lunch periods included and if scheduled to work the next day, he will be given a rest period of eight (8) hours. He will not be required to report for work until the end of the eight (8) hour rest period. He will be paid straight time for any time lost from his work day as a result **of** the rest period. This will not apply to excessive hours worked as a result of an arrangement between employees.

16.05 Overtime for Tour Workers shall not be pyramided and one basis only shall be used to calculate time for the same hours.

16.06(a) A tour employee who is called for work and after reporting is sent home because of a change in crew as a result of termination of boat loading, will be paid a minimum of two (2) hours pay. If the employee reports for work and has worked in excess of two (2) hours before being sent home, the employee will be paid for time worked.

(b) A tour worker who reports for duty at the beginning of his normal day and finds his work schedule has been changed, and if he has not been contacted previously by telephone or messenger, shall receive two (2) hours pay and will be allowed to return home.

(c) Employees assigned as roll handlers, who are sent home because boat loading is completed, or work ceases due to weather conditions before the end of a shift, shall be paid an additional two hours at the same rate as for time worked.

(d) Labour Pool employees working in the Finishing Department who are sent home because boat loading is completed, or work ceases due to weather conditions before the end of a shift, shall be paid an additional two hours at the same rate as for the time worked.

17. Height Pay

17.01 Height pay will be paid at the rate of time and one-half for work performed in areas forty (40) feet or above a solid floor. For work on Sundays, Statutory Holidays, designated days off, and after eight (8) hours in any one day, the employee shall receive a further premium of fifty percent (50%) of his regular rate.

18. Wire Pay

18.01(a) All employees engaged in putting on wires, other than their regular shift shall receive **six (6)** hours pay or time and one-half, whichever is greater.

(b) If an employee commences to put on a wire

before his shift or day begins or continues such work beyond the end of his scheduled tour or day, he will receive six (6) hours pay or time and one-half, whichever is greater, for the time spent performing such work outside his regular shift or day.

(c) An employee called in to install or remove a synthetic wire intact, will be paid a wire call for each operation.

(d) Employees called in or held over after their regular shift or day, to work on a wire change, will be free to go home once the sheet is through the presses.

(e) Employees engaged in putting on wires on their regular shift, shall not receive any extra pay.

(f) An employee called in or held over after his regular shift or day to run the winder during a wire change will be paid a wire call.

18.02 When for maintenance reasons or re-conditioning for reuse a wire is removed and reinstalled on the wire stringing equipment or repacked in its transporting container, the crew involved in this work will receive the same wire time as paid for installing a wire.

19. Days Off

19.01 Any Day Worker called in on Sunday, who works eight (8) hours or more and was not scheduled to work on that day, shall not have to take a designated day off during the week and shall work on his 5th scheduled day at time and one-half if he so desires.

20. Rest Pay

20.01 A Day Worker working in excess of sixteen (16) hours, lunch time included, in any twenty-four (24) hour period, provided he is scheduled to work the following day, shall receive time off with pay to the extent that such work exceeds sixteen (16) hours. This will not apply to excessive hours worked as a result of an arrangement between employees.

20.02 Any Day Worker called in who works two (2) hours or more after midnight, shall receive time off (at straight time) equal to the time worked between midnight and 8:00 a.m. provided he is scheduled to work at 8:00 a.m. the following day and reports at the deferred starting time.

20.03 On a Sunday, such rest pay shall be paid at one and one-half times an employee's regular rate provided the employee is scheduled to work that day.

21. Statutory Holidays

21.01 Holidays are as follows:

- | | | |
|----------------|---|--|
| Labour Day | - | 24 hours beginning at 8:00 a.m.
Monday |
| Christmas Day | - | 56 hours beginning at 8:00 a.m.
December 24th |
| New Year's Day | • | 56 hours beginning at 4:00 p.m.
December 31st |

21.02 All hourly rated employees who qualify under Section 21.06 shall be entitled to pay for each of the following **Statutory Holidays on the** following basis:

New Year's Shutdown	•	16 hours pay
Labour Day	•	8 hours pay
Christmas Shutdown	•	24 hours pay

21.03 Holiday pay shall be calculated at eight (8) times the regular hourly rate paid on the last day worked prior to the holiday or the rate of his regular payroll position, whichever is greater.

21.04 Employees who work on a Statutory Holiday will, in addition to the provisions of 21.03, be:

1. paid at the rate of time and one-half
2. paid double time for all time worked in excess of eight (8) hours on the Statutory Holiday, and
3. have the option of taking a day off later without pay at a time mutually agreed to by employee and his Department Head.

21.05 With the exception of the hours from 4:00 p.m. December 24th to 8:00 a.m. December 26th of the Christmas statutory holiday shutdown, the Company will have the option of scheduling repair and maintenance or project work during statutory holiday periods subject to the following conditions:

1. The Union will be informed in advance of the work to be accomplished during statutory holiday hours.

2. The Company will call for volunteers to provide the necessary complement of skills required for the planned jobs.

3. If sufficient tradesmen are not available on a voluntary basis the Company will meet with the local union involved in an attempt to resolve the problem. Failing mutual agreement the Company will have the right to schedule the additional employees required in the reverse order of seniority.

4. Pay for tradesmen working on statutory holiday time when the mill is producing end product will be as for other employees. When the mill is not producing end product the current provisions of the agreement will apply.

21.06 To be eligible for such paid holidays an employee must:

(a) have been in the employ of the Company for a minimum of thirty (30) worked days. Such *thirty*(30) days may be accumulated within the immediately preceding twelve **(12)** months provided there is no break in service. **A** break in service for this purpose shall be defined as:

- i) voluntary separation
- ii) discharge for just cause
- iii) a lay-off of more than four **(4)** months duration. (Time before and after a lesser lay-off may be counted.)

(b) have been at work on his scheduled workday immediately preceding the holiday and must return to work as scheduled immediately following the holiday unless excused as indicated below.

21.07 Employees may be relieved of the provisions of paragraph 21.06 (b) under the following conditions:

(a) If away on vacation.

(b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work at some time within the ninety (90) day period previous to the holiday.

(c) If work not available due to curtailed operation of the plant.

(d) If he has applied for and received special official leave.

(e) If rehired within thirty (30) days of date of termination, employees will be paid for Statutory Holidays falling within that thirty (30) day period.

21.08 Employees whose annual vacation period includes one of these holidays shall be paid eight (8) hours pay at their straight time rate and will have the option of taking an additional day off without pay at a time mutually agreed to between the employee and his supervisor.

21.09 When a Statutory Holiday falls on an employee's scheduled day off, it will not be necessary for the employee to take another day off in addition to the Statutory Holiday, unless he prefers to do so, in which case the day off in lieu will be scheduled at a mutually acceptable time.

21.10(1) The mill will operate on a continuous basis unless the Company notifies the local union of its intention to shut-down. The following applies:

	Stat. Holidays Group 1 Staffed on a voluntary basis	Stat. Holidays Group 2 Runthrough at Company's discretion
Stephenville	Christmas - 56 hours Labour Day - 24 hours	New Year's - 56 hours

**Voluntary Staffing Procedure for Group 1
Statutory Holidays**

Christmas and Labour Day will be runthrough holidays where the required staffing will be done on a voluntary basis. When production is maintained during Christmas and Labour Day, workers will be scheduled as per their regular schedule. A regularly scheduled employee who chooses not to work will notify his supervisor no later than twenty (20) days in advance of the holiday. Should additional employees be required, the Company will post for the required volunteers. Preference for voluntary work will be given to qualified employees by departmental seniority, schedule permitting. If the Company is unable to obtain the sufficient number of volunteers, production will not be scheduled. This staffing procedure can be modified locally by mutual agreement between the parties. (see letter • page 162)

(2) When production is maintained during a statutory holiday, work crews will be kept to a minimum.

(3) The weekly work schedule will be respected when the mill operates on a statutory holiday.

(4) The collective agreements will be amended to provide the following pay provisions for employees who work on a statutory holiday run-through:

(a) Employees who work on a statutory holiday will receive statutory holiday pay in accordance with the collective agreement.

(b) In addition to (a) above, employees who work will be paid at the rate of double time.

(c) For each hour worked the employee will receive an additional payment of one (1) hour at the rate paid for the job performed.

(d) An employee who works a complete shift during the twenty-four (24) hours of a statutory holiday can take a compensatory holiday without pay before the following month of May at a date approved by the employee's supervisor.

(5) Employees who do not work on a statutory holiday will be paid in accordance with the provisions of the collective agreement.

(6) During total mill shutdowns for a statutory holiday, mill shutdown and start-up procedures take place during total shutdown hours.

(7) This article does not apply to employees who must perform regular work during statutory holidays when the mill is not in operation.

22. Floating Holidays

22.01 Employees with one (1) or more years **of** continuous service will be entitled to six (6) floating holidays on January 1st of each calendar year, subject to the following:

(a) New employees will become eligible for floating holidays at the rate of one (1) for each forty-five **(45)** days service to the end of the calendar year during which the employee completes his first full year **of** service. At the end of his first full year of service, he will be entitled **to** all of his floaters for the balance of that calendar year up to a maximum of six (6) days for that calendar year.

(b) An employee separating from the payroll will be entitled to one (1) floating holiday for each forty-five **(45)** days service in the calendar year during which he separates.

22.02 Pay for floating holidays will be eight (8) hours at the straight time rate of pay for the job the employee would have performed had he worked on that day.

22.03 Floating holidays shall be taken at a time mutually convenient to management and the employee and must be taken in the calendar year that they are due.

22.04 Should there be an accumulation of holidays in the latter months of the year, the supervisor and the employee will, by November 15th, schedule any remaining floating holidays not already taken.

22.05(a) In the event of an emergency or having given three (3) days notice to his supervisor, the necessity of paying time and one-half will not be a valid reason for refusal to grant floating holidays.

(b) During the period June 15th to August 31st, every reasonable effort will be made to comply with request for floater. However, in the event of a shortage of trained personnel in a given job classification, and no replacement being available, the three (3) days notice will not apply during this period.

(c) Except in the case where the demand is not excessive, floating holidays shall be limited to a maximum of two (2) days per employee during the period December 23 to December 31 inclusive. This will be administered on a rotating basis.

23. Vacations With Pay

23.01 All employees shall be entitled to two (2) weeks vacation with pay following the completion of one (1) year of continuous service.

23.02 Employees with four (4) years or more of continuous service shall be entitled to three (3) weeks vacation with pay in each calendar year.

23.03 Employees with nine (9) years or more of continuous service shall be entitled to four (4) weeks vacation with pay in each calendar year.

23.04 Employees with eighteen (18) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.

23.05 Employees with twenty-three (23) years or more of continuous service shall be entitled to six (6) weeks vacation with pay in each calendar year.

23.06(a) If three, four, five and/or six weeks are taken at one time they must be taken within the period from September 15th to June 15th.

(b) Vacations taken during the summer months, June 16th to September 14th, will be limited to two (2) weeks, with the third, fourth, fifth and/or sixth weeks to be taken in the period of September 15th to June 15th as agreed between the employee and the Company. However, additional vacations during this period June 16th to September 14th, may be scheduled with the approval of the Departmental Superintendent.

23.07(a) Each week **of** vacation pay will be calculated at **2.4%** of gross earnings in the previous year, or forty **(40)** hours pay at the employee's regular rate, whichever is the greater. For employees who work a schedule that results in a forty-two **(42)** hour average work week, vacation pay will be calculated at **2.4% of gross** earnings in the previous payroll year, or forty-two **(42)** hours pay at the employee's regular rate, whichever is greater.

(b) An employee shall receive an additional four **(4)** hours pay at his regular rate for each week **of** vacation entitlement taken during the period January 1 to April 30.

23.08 The Unions agree to cooperate with Management in scheduling vacations in such a manner that maximum production may be maintained.

23.09 Vacation schedules will be posted not later than January 15th and must be completed by April 1st of each year. Emergency circumstances for the employee or the Company may require changes in schedules. Vacation schedule listings will be administered on a rotating basis.

23.10 Vacations cannot be accumulated but must be taken in the year in which they are due.

23.11(a) To be eligible for vacations, employees must have worked at least two-thirds of the available time during the qualifying year, except that time lost due to mill accidents or sickness (such sickness to be limited to four **(4)** months in any one year) does not count against employees' working time credits in the qualifying year.

(b) If an employee works a minimum **of** four **(4)** months in a calendar year and is sick for **four(4)**

months or more in the same year, the employee is considered to have completed the minimum qualifying period to be eligible for vacation in the following year. If an employee works less than four (4) months in any one calendar year, in the following year his vacation pay will be calculated on the appropriate percentage of his earnings for the year in which the sickness occurred.

(c) The qualifying year in determining eligibility for vacations in the first year shall be the twelve (12) month period beginning with the date of employment; in subsequent years the qualifying year may be the calendar year. The main purpose in making the calendar year the qualifying year for the employee's second vacation is to enable an employee whose anniversary date of employment comes in the late Fall to have his vacation during the desirable vacation period, that is, during the Summer months.

23.12 Subject to Section **23.11**, each week of vacation pay will be calculated at **2.4%** of the gross earnings in the previous calendar year or forty (40) hours pay at the employee's regular rate, whichever is greater. For employees who work a schedule that results in a forty-two (42) hour average work week, vacation pay will be calculated at 2.4% of gross earnings in the previous payroll year, or forty-two (42) hours pay at the employee's regular rate, whichever is greater.

23.13 Tour Workers shall not be entitled to the night shift differential while absent on vacation.

23.14 Employees with more than one year's service who are laid off due to lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay based on the following formula:

(a) Full vacation credit based on service in the preceding calendar year, plus

(b) 4.8%, 7.2%, 9.6%, 12.0%, or 14.4% of gross earnings (depending on whether the employee is entitled to 2, 3, 4, 5 or 6 weeks vacation) calculated from January 1 in the current year to date of leaving. If vacation has been taken in the current year based on the preceding year's employment, (b) only shall apply.

23.15 Employees with less than one year of continuous service who are laid off for lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay at the rate of 4.8% of gross earnings from date of employment to date of separation.

23.16 When a lay-off due to lack of work is of more than four (4) month's duration, continuity of service is broken until, after recall, an employee completes one year of continuous service. After this time his length of service can be restored, counting the time before and after, but not during the lay-off and his vacation period started from the anniversary date of his returning. Such restoration of service, however, is contingent upon the man keeping the Company posted as to his current address and the man reported back to work as soon as practical when recalled. His vacation pay would be granted on the basis of his restored length of service.

23.17 Employees may be paid on leaving for vacation, for earnings to date of leaving plus vacation pay and less usual deductions for the period for which they are being paid.

23.18 Supplementary Plan - Employees with twenty-five (25) years or more of continuous service shall receive

the following additional vacation in the calendar year in which they attain:

Age 60 - Additional one week's vacation

Age 61 - Additional two week's vacation

Age 62 - Additional three week's vacation

Age 63 - Additional four week's vacation

Age 64 - Additional five week's vacation

24. Bereavement Leave

24.01 When death occurs to an employee's spouse, child, adopted child or stepchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to five (5) consecutive scheduled working days lost in the eight(8) day period beginning with the date of death. (Spouse shall include common-law spouse as previously declared on the forms for health coverage).

24.02 When death occurs to an employee's mother, father, foster parents, adoptive parents, brothers, sisters, mother-in-law, father-in-law, stepmother, stepfather, stepbrother, stepsister, grandfather, grandmother and grandchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to three (3) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death.

24.03 Pay will be at straight time even though one or more of the days of the Bereavement Leave occur on Sunday or a paid holiday.

24.04 The regular straight time rate means the straight time rate of the job at which the employee would have worked had he not been on Bereavement Leave.

24.05 To be entitled to such leave of absence, employees must have forty-five (45) or more days of service with the Company, must make application for this payment within thirty (30) days after the time lost, must not be absent on sickness, compensation or leave of absence and not be on lay-off at the time leave is requested. If the death of one of the relatives specified in the collective agreement occurs while an employee is on vacation, the vacation will be interrupted so that the employee gets the benefit.

25. Jury Duty/Subpoenaed Witness

25.01(a) Any employee who is summoned for or is required to serve on a criminal jury or who is required to attend court as a witness in a criminal or quasi criminal case shall be paid the same wages as he would have received if he had been at work during the time he was absent from work. Because of his compliance with the summons for jury duty, if he is required to serve as a juror or is required to spend time on or incidental to jury duty, or is subpoenaed as a witness, the time spent while attending or incidental to attending court as a witness will be paid the same as he would have received had he worked during such time.

(b) An employee scheduled to work the 8:00 p.m. to 8:00 a.m. shift or tour, immediately prior to jury duty or witness duty, as provided in 25.01 (a), on that day will be excused, upon request, and jury roll call or jury duty allowance will be paid.

25.02 The employee shall have given prior notice to the Company that he has been summoned for jury or witness duty.

25.03 The employee shall furnish satisfactory evidence to the Company that he reported for or performed jury or witness duty on the days for which he claims payment.

26. Leave of Absence

26.01(a) The Company accepts the principle of granting leaves of absence without pay for educational purposes, or for official union business, subject to the approval of divisional management.

Such leave will be for a maximum of one year, subject to a further one year extension upon approval by divisional management. All other provisions regarding Leave of Absence set out in the collective agreement will **apply**.

(b) Leave of absence without pay, up to a maximum of three (3) months may be granted at the discretion of Management for the following reasons:

- (i) Legitimate personal reasons
- (ii) Candidacy for public office at the Federal

or Provincial level. Such leave may be extended until seven (7) days have elapsed following the date of the election.

(iii) Military service

(iv) Duties of an elected Municipal Office

(c) Any leave of absence granted pursuant to Section (a) and (b) will not result in any loss of seniority.

(d) Leave of absence without pay may be granted at the discretion of Management, for service as an elected representative in the Federal or Provincial Legislature. Such, if granted, shall normally expire thirty (30) days following conclusion of the period of elected office, but in no case shall it be in excess of five (5) years.

(e) Any leave of absence granted pursuant to Section(d) will not cause a break in continuity of service but the period of absence shall not be counted in calculating any service-related benefit.

(f) Employees, when granted a leave of absence in excess of one(1) month, will be required to prepay the full premiums for group life insurance and all other insurance coverages in accordance with the provisions of the respective policies.

(g) All leaves of absence must be applied for in writing.

(h) The Company may require an employee to exhaust his normal vacation entitlement before commencing a leave of absence.

26.02(a) Time off with pay will be provided to employees writing qualifying examinations during scheduled working hours for certificates required in his occupation.

(b) Such pay will be at his straight time rate and limited to eight (8) hours.

27. Benefits

27.01 The Company will pay the prevailing medicare premium rates established by the provincial government up to the rates in effect to April 30, 2004. These payments will be maintained for a twelve (12) month period when an employee is sick or disabled by accident.

27.02 The Company will pay the prevailing premium costs, up to the rates in effect to April 30, 2004, for the Supplementary Health Care Plan which is described in Appendix "C".

27.03 The Dental Care Plan forms part of this Agreement and is attached hereto as Appendix "D". Employee contributions towards the cost of this Plan are \$1.10 per month for single coverage and \$3.85 per month for family coverage. The Company will absorb the remaining cost of this Plan including additional future premium increases through to April 30, 2004.

27.04 The Abitibi Consolidated Weekly Indemnity Plan forms part of this Agreement and is attached hereto as Appendix "A". The premium cost will be borne by the Company. The 5/12 of the U.I.C. premium reduction will continue to be retained by the Company.

27.05 The Abitibi Consolidated Long Term Disability Plan forms part of this Agreement and is attached hereto as Appendix "B". The premium cost will be borne by the Company.

27.06 a) The Group Life Insurance Plan coverage is 2 1/2 times annual earnings up to a maximum coverage of \$65,000. The premium cost will be borne by the Company and the Plan is subject to present regulations.

b) Effective December 1, 1998, the Company will provide fully paid Accidental Death and Dismemberment insurance with a maximum insurance amount of \$5,000. Accident Death and Dismemberment Insurance will terminate upon the employee's retirement.

27.07 Effective Jan. 1, 1999, optional dependent life insurance at employee cost will be provided on the following basis:

1. Spouse - \$10,000.00
2. Each unmarried child:

(i) 14 days but less than 1 year of age, \$5,000.00

(ii) 1 year but less than 19 years (twenty-five (25) years when a student full time), wholly dependent on the employee for support, \$5,000.00

Life insurance for dependents will terminate upon the employee's retirement or death.

27.08 The Company will maintain \$2,500 Group Life Insurance for retired employees at no cost to the Pensioner provided he was covered by Group Life Insurance during this employment. (\$4,000 for employees who retire on or after July 1, 1987.)

27.09 Changes in the level of an employee's insurance benefits due to the application of the wage increases will become effective on the first of the month following ratification of the Memorandum of Agreement for all employees actively at work on that date. For employees who are not actively at work on that date, the changes will become effective on the date he returns to active employment.

27.10(a) Insured employees who become disabled on or after June 1, 1982, who continue to be disabled for longer than twelve months may continue their coverage in the Dental Plan, at their option, until the expiration of the twenty-four (24) month period commencing with the date of disability. Such employees may continue coverage in the Supplementary Health Care Plan, at their option, until the earlier of retirement or age 65. The full premium costs for the above extension of benefits will be borne by the employees.

(b) The Company will provide optional coverage under the Supplementary Health Care Plan to Retirees between the ages of 58 and 65. The cost of such coverage shall be borne by the Retiree.

28. Meals

28.01 An employee who will be required to work more than one hour beyond the end of his regular shift, will be provided with a meal not later than one hour after the end of his regular shift. Thereafter, an additional meal will be provided every four hours unless the fourth hour completes the employee's work day.

28.02 When, without at least twelve hours' prior notice, an employee is required to report to work more than one hour before commencement of his regular shift, he will receive a meal at the beginning of his shift and every four hours thereafter unless the fourth hour completes his work day.

28.03 When, without at least twelve hours' prior notice, an employee is required to work a full shift on his scheduled day off, he shall be provided with a meal at the beginning of his shift and every four hours thereafter unless the fourth hour completes his work day.

28.04 When an employee is "called in" to work for a period of time which is not adjacent to his regular hours of work, he shall be provided with a meal after having worked two hours. However, an employee who leaves the mill at the end of his shift and, upon reaching home, is required to return to work before he has eaten, will be provided with a meal at the beginning of the shift and every four hours thereafter unless the fourth hour completes the shift.

28.05 Meals will not be provided when employees substitute as a result of a mutual arrangement, when employees substitute at the change of shift in order that they may attend meetings or when required to replace fellow employees under the Tardiness Clause - 16.02 (c).

29. Punch Cards

- Not Applicable to Local 1093

30. Metrification

30.01 In those cases where an employee already owns a tool in Imperial measure and the Company requires him to own the equivalent tool in Metric measure, the Company will pay for 50% of the cost of the required Metric tool.

50

31. Safety

31.01 The Company will annually cover the complete purchase price of employees safety footwear (one pair). The footwear standard will be selected by the JOH&S Committee with the final decision resting with the Co-chairs of the Committee. A selection of preferred suppliers will be organized by the Company.” The Company, at the employees option, will provide up to \$80 for the employee to purchase directly.

31.02 A Joint Union Management Committee will be established to make recommendations on all matters concerning safety, heat, noise and security and to investigate problems in these areas.

32. Joint Health and Safety Conference

- See Appendix “M”

33. Trades Promotion Plan

- Not Applicable to Local 1093

34. Electricians Promotion Plan

- Not Applicable to Local 1093

35. Apprenticeship Plan

- Not Applicable to Local 1093

36. Grievance/Arbitration

36.01 A grievance, under the provisions of this Agreement, is defined to be any difference including the **degree** or extent of disciplinary action, between the parties or between any one of the employees and the employer covered by this Agreement, involving the interpretation, application, administration or alleged violation of any of the provisions of this Agreement. A group grievance shall be filed at Step 2 and a Union or Policy Grievance shall be filed at Step 3.

36.02 An employee who has a complaint shall, within five (5) days, first discuss the matter with his immediate Supervisor. Should the employee **so** desire, he may be accompanied by his Steward. Recognizing the importance of full discussion between the employee and his Supervisor in clearing up misunderstandings and preserving harmonious relations, every effort shall be made at this point to settle the complaint. Should the employee feel that his complaint has not been satisfactorily resolved after he has discussed it with his Supervisor, he may, through his Steward, take the following Steps:

36.03 Step 1 - Make the complaint a grievance by, within five (5) days submitting the complaint, in writing to the Supervisor who will submit it to the Superintendent, or his representative, stating the general nature of the alleged violation of the Agreement. The Superintendent, or his representative, shall within two (2) days after receipt thereof by the Supervisor give his answer to the grievance in writing.

36.04 Step 2 - If the grievance is not settled by the Superintendent or his representative, the Union may appeal by giving written notice to the responsible Senior Manager, or his representative, within five (5) days after receipt of the Superintendent's or his representative's answer. The parties shall meet within five (5) days at a mutually agreed time and the Union shall have the right to have their National Representative or his representative in attendance.

36.05 The responsible Senior Manager or his representative shall give his written answer to the grievance within five (5) days after the close of discussion.

36.06 Step 3 - If the grievance is not settled by the responsible Senior Manager or his representative, the Union may appeal by giving *written* notice within fifteen

(15) days of receipt of the answer from the responsible Senior Manager or his representative, the Senior Vice-president of the Company or his representative, who shall discuss it within fourteen (14) days with the President of the National Union or his representative.

36.07 The Senior Vice-president, or his representative shall give his written answer to the grievance within ten (10) days after the close of discussions.

36.08 Step 4 - If the grievance is not settled in Step 3, it may be submitted to arbitration by written notice being given by either party to the other within twenty (20) days after receipt of the written answer of the Senior Vice-president of the Company or his representative.

36.09 The parties agree to follow each of the foregoing Steps in the processing of a grievance; however, in cases of discipline amounting to suspension or discharge, the grievance procedure shall start at Step 2. Sundays and Holidays are excluded in computing the time limits in this Article. Time limits outlined in this Article may be extended by mutual written agreement of the parties.

36.10 A Board of Arbitration shall consist of one (1) member nominated by the Company; one (1) member nominated by the Union; and a third member who shall act as Chairman, appointed by the other two members so nominated. Within ten (10) days of a request for an Arbitration Board, each party shall notify the other of its appointee. Should either party fail to appoint a member within these prescribed times, the Minister of Manpower and Industrial Relations will appoint the member. Should the members of the Board nominated by the Company and the Union fail to agree on a third member as Chairman

within ten (10) days after the day in which notice of writing of the nomination of the second member is received, either party, after written notice to the other, may apply to the Minister of Manpower and Industrial Relations for the Province of Newfoundland, asking him to appoint such a member and Chairman of the Board of Arbitration. The Chairman and one other member of the Board of Arbitration, shall constitute a quorum, but in the absence of a member the other members shall not proceed unless the absent member has been given notice of the sitting. Both parties may agree to a single arbitrator.

36.11 The Company and the Union will bear the fees and expenses, if any, of their respective nominees to the Board. The fees and expenses of the Chairman, if any, shall be borne in equal shares by the Company and the Union. The Board shall meet and hear evidence of both sides and render a decision within **fifteen (15)** days. A finding of the majority of the Board shall be binding on both parties.

36.12 The Board of Arbitration shall have jurisdiction and authority **only** to interpret and apply the provisions of this Agreement **so** far as shall be necessary to the determination of the grievance and shall not have any power to alter or change, in any way, the provisions of this Agreement to substitute any new provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement.

36.13 **Notwithstanding** the provisions of Section 36.12, in cases of disciplinary action, the Board may amend the penalty **or** absolve the employee if, **on** investigation, it finds that the employee has been unjustly suspended **or** discharged.

37. Mill Rules

37.01 Starting and Stopping Time Day Workers

Day Workers shall be at their respective places to begin work at the hour required for each individual department and shall remain in their places until the corresponding hour for stopping in that particular department.

37.02 Starting and Stopping Work of Tour Workers

When a tour begins, each Tour Worker is required to be in his place. At the end of a shift, no Tour Worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take responsibility of the position. If a Tour Worker does not report for his regular shift, his mate shall notify the Foreman. He shall then remain at his post until a substitute is secured.

37.03 Reporting and Absenteeism

(a) It is the duty of a worker to report for his regular work unless he has already arranged with his Foreman for a leave of absence. If unavoidably prevented from reporting, he must give as much advance notice to Security as circumstances permit, but at least four (4) hours before his work commences, and the person receiving this notice must complete the standard report provided for recording such notice.

(b) If an employee has been absent from work a day or more he shall give adequate notice of his intention to return, to Security. This notice should be given

twenty-four (24) hours in advance, if possible, but at least in sufficient time to make necessary arrangements prior to the beginning of the regular work period in which he intends to resume duty. If the employee fails to give sufficient notice, to Security, to enable the Supervisor to adjust the shifts back to the original schedule, without penalty to the Company or the relieving employee, the Supervisor may send the returning employee home when he reports for work.

(c) Should investigation of a case of absenteeism fail to disclose a bonafide reason, management shall discipline the absentee as follows:

(i) First Case • Instruction and warning

(ii) Second Case -Instruction and up to three (3) days lay-off.

(iii) Third Case-Instruction and lay-off subject to discharge.

(d) (i) It is understood that should an employee have a clear record for a full twelve-month period between Steps 1 and 2, or Steps 2 and 3, or after Step 3, his record shall be considered clear.

(ii) It is understood and agreed that all records of discipline which date back more than three years and deal only with minor infractions involving disciplinary measures of not more than three (3) days suspension will be cleared from an employee's record.

(e) Should the unarranged absence of an employee be of sufficient length, or the reasons for the absence be of such a nature to indicate irresponsibility in the individual

concerned, management may discipline the offending employee with a lay-off subject to discharge.

(f) All cases of unarranged absenteeism will be recorded on the employee's record by the employment Supervisor who will be given a written report of each case by the Superintendent concerned. A copy of this report will be sent to the individual and Secretary of the Union concerned.

37.04 Individual Responsibility - Everything in and about the plant shall be kept clean and in good order, and each employee will be held responsible for the condition of the part of the plant under his control as far as is humanly possible. He is also required to see that his locker is kept clean and in neat condition.

37.05(a) Cause for Discharge - Nothing contained in this Agreement shall be deemed to restrain or limit the Company right to formulate and issue reasonable rules necessary for the efficiency of the operation and which are not contrary to any of the terms and conditions of this Collective Agreement and to enforce these rules through discipline, up to and including discharge. It is understood that the reasonableness of these rules and the discipline flowing from the contravention of these rules will be subject to the terms of the grievance procedure.

37.06 Bulletin Boards - Notices shall not be posted in the mill except on the official bulletin boards and permission of the General Superintendent must be obtained before the notice is posted.

37.07 Fire Service - In the case of fire all employees must assist in preventing the destruction of Company property. Fire apparatus must not be removed from its place or used except in cases of fire.

37.08 Leaving the Plant - No employees shall be permitted to leave the plant during working hours without the permission of the head of the department. Employees stopping work and leaving the job are required to punch out when leaving and punch in again on returning to the job. This does not refer to men who are specially instructed by the department head to go out for special reasons having to do with the job.

37.09 Safety

(a) The Company intends that employees will be provided with a safe place to work and will be trained to perform their work in a safe manner. The employees will cooperate in ways that will obtain the proper results. The Company's Safety Rules shall be complied with at all times.

(b) (i) Safety shoes must be worn at work.

(ii) Hard hats must be worn, except in designated areas, and will be supplied by the Company.

(iii) Special protection clothing as the Company may designate as mandatory will be supplied by the Company.

(iv) Hearing protection devices, as specified by the Company, must be worn by employees working in areas where the noise level is in excess of eighty-five (85) decibels.

(c) (i) All employees will be given a hearing test as part of their pre-employment physical; this test will be repeated annually. An employee may request a retest at any time after six (6) months have expired from the date of the last test.

(ii) The existing decibel levels will be posted in all areas of the mill. When temporary hazards are detected, a notice of such hazard will be posted on the bulletin boards.

(iii) The Union will be supplied with technical and Government releases on noise abatement.

(d) The Company will maintain suitable first-aid facilities and trained personnel to meet the requirements of the mill. Employees must report injuries, accidents and unsafe conditions to their Supervisor immediately.

37.10 Removal of Tools - Anyone leaving the employ of the Company shall not remove any tools from the premises until first they are inspected by the head of his department.

37.11 Removal of Company Property - No Company property is to be removed from the mill premises without the written permission of the responsible departmental Superintendent and Storeskeeper.

37.12 Union Business - Any employee required to be absent from his regular location to conduct Union business, shall first secure the permission of his Supervisor. Such permission shall not be unreasonably withheld.

37.13 Pay Day - The regular pay day for hourly paid employees shall be Friday of each week.

38. Job Classification Plan

• See Appendix "N"

39. Wage Schedule

39.01 The attached schedule of wage rates (Appendix "G") shall be effective under this Agreement.

39.02 A shift differential of forty cents (\$0.40 effective May 1, 1989) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4:00 p.m. and 12:00 midnight and a shift differential of sixty cents (\$0.60 effective May 1, 1991) per hour shall be paid for all hours worked on tour or shift occupation between the hours of 12:00 midnight and 8:00 a.m.

39.03 Tour Workers absent on vacation, holidays with pay, paid sick leave, funeral leave, or jury duty shall not be entitled to the night shift differential.

39.04 Employees assigned responsibility in the absence of a salaried Foreman shall receive a premium of seventy (\$0.70) per hour while they are carrying such responsibility. The Company reserves the right to determine when it is necessary to set up a replacement for an absent Foreman and the above premium shall only be applicable when the employee has been officially designated to take on such responsibility.

39.05 When a Journeyman is promoted on a temporary basis to the position of a working Lead Hand, he shall be paid thirty-four cents (\$0.34) per hour above his Journeyman rate during such time as he occupies this position.

39.06 Working Lead Hands promoted on a temporary basis to the position of a salaried Foreman Relief shall

receive a premium of thirty-six (\$0.36) per hour while they are carrying on such responsibility.

40. General

40.01 The Union undertakes to cooperate with Management in reducing absenteeism.

40.02 Use of the masculine gender in this Agreement shall be considered also to include the feminine.

40.03 Maternity Leave

(a) Maternity leave without pay will be granted to employees with ten (10) months or more of service who are required to be absent as a result of the employee's pregnancy.

(b) The leave of absence will normally be two (2) months before and two (2) months after the delivery date. Leaves of up to four (4) months after the delivery date will be granted if recommended by the employee's physician.

(c) During maternity leave, Life and Accidental Death and Dismemberment Insurance and medical coverage will be maintained by the Company. The employee will pay the premium and cost on any leave extending beyond four (4) months.

~~40.04~~ Painter qualifications form part of this Agreement and are attached as Appendix "I".

41. Ship Loading/Unloading

41.01 The attached line ~~of~~ progression will be instituted to provide for effective management of the needed skills to efficiently load and/or unload conventional ships. The Union will be advised of manning requirements for side loading ships when such ships are scheduled.

41.02 The crew shown shall be directed by a Non Union Supervisor. All positions will work a twelve hour shift and will be filled by a ship loading crew member. Successful applicants will be the first assigned to ship loading duties and will remain at ship loading while work is available. During periods when ships are in port, and not loading or unloading, the ship loading crew will be called-in by total mill service to fill temporary vacancies in the mill which occur on their shift and for which they are qualified.

41.03 Members of the ship loading crew may post for regular positions in the mill as they become available. The vacancy in the ship loading crew thus created will be posted for in accordance with Article 8.06 (a), (b) and (c).

41.04 Temporary vacancies that occur in mill lines of progression during ship loading will be filled from the casual call-in list.

41.05 Ship loading workers will be paid for actual hours worked with the following exceptions only:

(a) A man called for work less than one-half hour before the time the shift is due to start will be paid from the beginning of the shift, provided he is on the job not later than one hour after being called.

(b) **A** man called for work after the shift has started will be paid from the time he is on the job plus one-half hour, but not for more than the full shift, provided he is on the job within one hour of being called.

(c) Labour Pool employees called to work in the shipping department will come under guidelines of Local Issue Labour Pool 3-90.

41.06 Shipping employees notified and who report for work and are sent home, without starting work, because no work is available or because work cannot proceed due to weather conditions shall receive two (2) hours pay at the same rate as for time worked.

41.07 If, however, the crews are put to work or detained for one-half hour (1/2) or more, a minimum of four (4) hours will be paid at the same rate as for time worked.

41.08 If, after work has commenced, a stoppage occurs due to weather conditions, and men are asked to standby, stand-by time will be paid for at the same rate as for time worked.

41.09 If boat loading is completed, or work ceases due to weather conditions, before the end of a shift and men are sent home, they will be paid an additional two hours at the same rate as for the time worked.

41.10 **A** telephone answering service will be installed and it is the employee's responsibility to call in to the designated phone number and receive a recorded message advising him when he will be required for work. This telephone will not be used for any other purpose.

41.11(a) Regular shipping employees "called in" for the purpose of docking or undocking a ship will be paid a minimum of four (4) hours time for each ship docked or undocked. If an employee is called in outside his normal work hours to move a ship from one berth to another, a minimum of four(4) hours time will be paid. (Employees moving a ship from one berth to another berth will be paid one call.) If employees are called in on Sundays or Statutory Holidays, they will be paid a minimum of six (6) hours at straight time.

(b) Employees docking ships during regular working hours will be paid on a straight time basis. If they are required to stay beyond the regular working hours for the purpose of undocking a ship, it will be considered a continuation of the days work, and time and one-half will be paid. If, however, they are required to stay beyond the regular working hours to dock a ship, a minimum of four (4) hours will be paid.

41.12 Employees will not be required to work more than one and one-half hours beyond the end of their regular shift for the purpose of completing a boat.

41.13 Boat loading will be scheduled to commence at 8:00 a.m., 12:00 noon, 4:00 p.m., 8:00 p.m. or 12:00 midnight.

41.14 "Except as modified by the foregoing provisions of this Article 41, boat loading employees will be covered by the terms and conditions of the collective agreement."

42. Local Issues - See Appendix "K".


43. Term of Agreement

43.01 The Company and the Union agree that they **will** abide by the articles of this Agreement for the **period** of May 1, 1998 to April 30, 2004 and from year to year thereafter subject to not less than **thirty (30)** days notice in writing prior to April 30, 2004 and in any succeeding year, by either party desiring a change.

Senior representatives from the Company and the Union will meet **six(6)** months prior **to** the expiry of **this** collective agreement to discuss the bargaining process. The process introduced **during** the 1998 negotiations will continue to apply: local issues and contract language will be negotiated at each Abitibi Consolidated Inc. mill.

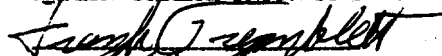
43.02 The Parties agree to sign at **Stephenville**, Newfoundland **this 9th** day of June, Nineteen Hundred and Ninety-nine.


ABITIBI CONSOLIDATED INC.
Stephenville Division

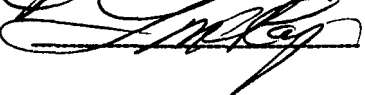


Michael Brothers

**COMMUNICATIONS, ENERGY &
PAPERWORKERS UNION OF CANADA**







APPENDIX 'A'

ABITIBI CONSOLIDATED INC.

WEEKLY INDEMNITY PLAN

1. DEFINITIONS

In this plan, unless otherwise specifically provided

(a) "Accident" is a bodily injury caused by external, violent means;

(b) "Disability" is a disability preventing an employee from pursuing any gainful occupation arising from any mental infirmity, bodily disorder, or bodily injury, verified to the satisfaction of the Company and/or insurer, and not otherwise excluded by this plan;

(c) "Employee" means an employee in the active employment of the Company, who participates in this plan;

(d) "Insurer" means the insurance company or carrier appointed by the Company;

(e) "Plan" means the Abitibi-Consolidated Inc. Weekly Indemnity Plan;

(f) "Wage" means an employee's regular weekly wage, based on 40 times his straight time average rate for the 40 hours worked prior to the start of disability, excluding any overtime premium or shift bonus. Employees who are regularly scheduled to work a 42 hour work week will have their benefits calculated on that base.

2. PARTICIPATION

(a) All employees of the Company listed on the

attached participation schedule shall be eligible to participate in this Plan, in accordance with the provisions listed herein.

(b) Participation in this Plan is limited to eligible employees who have completed three months of continuous employment with the Company.

3. AMOUNT OF DISABILITY BENEFITS

(a) The amount of disability benefits shall be 70% of an employee's wage, as defined in Section 1 (f), immediately preceding the date of disability with no maximum.

(b) Change in Benefits

Any employee not actively at work on the effective date or dates of the changes in benefits will not be eligible for the increase in benefits until the date of his return to active employment.

(c) A daily rate of payment for each calendar day of absence that qualifies for payment shall be one-seventh the weekly amount of disability benefit under Section (a) hereof.

4. ELIGIBILITY FOR PAYMENT

(a) i) Except in the case of disability arising out of an accident or illness requiring hospitalization, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding 52 weeks for any illness, beginning after 3 consecutive days of continuance of the disability.

ii) In the case of a disability arising out of an accident or illness requiring hospitalization, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding 52 weeks for any one accident or such sickness commencing from the date of the accident or first day of hospitalization.

(b) An employee absent ~~from~~ work and in receipt of an amount of disability benefit, shall continue to receive such benefit, even though a work shortage develops which would have resulted in his being laid off had he been at work, provided that the employee remains disabled and continues to furnish evidence satisfactory to the Company and/or insurer, and verifies the continuance of disability.

(c) An employee shall not be eligible for an amount of disability benefit under this plan unless he is actively employed by the Company at the date that he becomes eligible or until he subsequently returns to active employment.

In the event of a lay-off an employee shall be considered as still employed for purposes of this benefit up to the end of the policy month next following the policy month in which the employee was laid off.

(d) An employee making a claim for an amount of disability benefit after lay-off or termination of employment, for disability established to the satisfaction of the Company and/or insurer as having occurred prior to his lay-off or termination, shall be eligible for an amount of disability benefit provided such disability was accompanied by a continuance of absence that commenced prior to actual lay-off or termination.

(e) Successive periods of disability separated by less than four consecutive weeks shall be considered one period of disability, unless the subsequent disability is due to an accident or illness entirely unrelated to the previous disability and commences after return to active employment on a full-time basis.

(f) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of,

i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or

ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or

iii) Self-destruction or any self-inflicted injury, while sane or insane, or

iv) Any injury or illness resulting from insurrection or war, whether war be declared or not, or from participation in riot or civil commotion, or

v) Disability for which the employee is not under the treatment of a physician except that authorization for benefits by a chiropractor shall be permitted for up to four weeks per insured person per calendar year, or

vi) Alcoholism or Drug Addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is

undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.

(g) An amount **of** disability benefit will not be payable following the normal retirement date of an employee, other than retirement under the total and permanent disability provision of the Company pension plan.

(h) An amount of disability benefit will not be payable following the early retirement date of an employee, if early retirement was approved prior to the onset of disability,

(i) An amount of disability benefit will not be payable for those days for which the employee receives holiday pay, vacation pay, or **more** than one-half day's regular pay from the Company.

(j) An employee on Weekly indemnity who is determined **as** being fit for, "light duty" by a licensed physician and if no "light duty" work is available, he shall remain on Weekly Indemnity Benefits in line with Section 4 (a) (i).

(k) i) An amount of disability benefit under the plan shall not be paid in event the absence is a result of pregnancy-related disabilities when an employee in on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.

ii) For employees who fail to qualify for pregnancy leave of absence because of failure to meet the length of service requirements in the relevant provincial or

federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

5. (a) In computing the amount of disability benefits, disability will be considered as starting from the first day of disability; however, in the event of absence due to illness, **an** employee must be certified by a physician for the disability within the first three (3) days of disability. In the event that the employee is not certified within the first three days, disability will be considered as starting two **(2)** complete days prior to the day that the employee is actually certified by a physician.

When an employee becomes ill **on** a Friday, the three (3) day waiting period will be extended to the Monday. However, if the employee in this instance fails to see his doctor **on** the Monday immediately following the Friday, the grace period will revert to three (3) days only.

6. MISCELLANEOUS PROVISIONS

(a) An employee who is absent due to disability or on an authorized leave of absence, on the date he was to become eligible under this plan, and is unable to return to active employment when eligible because of a disability, shall, upon the date of his return to active employment, be eligible to participate in this plan;

(b) An employee absent **on** an authorized leave of absence on the date he was to become eligible under this plan, shall, upon the date of his return **to** active employment, be eligible to participate in this plan;

(c) If an employee who has been covered under the terms of this plan is granted an authorized leave of absence, such employee shall be considered as still covered under the terms of this plan, but not beyond the end of the policy month next following the policy month in which such employee ceased work.

(d) If requested, the Company may make advance payments after receipt of formal claim, at normal pay intervals until the claim is processed.

The Company will be reimbursed by the claimant for any advance payments made prior to the Company's receipt of notification of the adjudication of the claim.

If a claim is denied, advance payments not repaid by the claimant within 30 days following receipt of notification by the Company of such denial, will be recovered by the Company from the claimant's normal pay.

7. GOVERNMENT DISABILITY PLANS

(a) The amount of disability benefit under this plan will be reduced by the amount for which an employee and/or the employee's dependent up to the age of eighteen is eligible under the disability benefit provision of the Canada or Quebec Pension Plan or similar provisions in any other Government plans for disability, for which the employee is receiving an amount of disability benefit under this plan, except for War Disability Pensions and Workers' Compensation Disability Pensions.

(b) The Company and/or insurer may require certification or verification of the amount of income

from the Canada or Quebec Pension Plan or such other Government Plans;

(c) The amount of disability benefit in excess of the amount which should have been paid may be deducted from the amount of any future disability benefit, or repaid by the employee to the Company and/ or insurer, as the case may be, through some other mutually satisfactory arrangement.

8. COMPANY PENSION PLAN DISABILITY BENEFITS

The amount of disability benefit under this plan will be reduced by the amount of pension for which the employee is eligible under the total and permanent disability provision of the Company pension plan.

9. PHYSICAL EXAMINATIONS

The Company and/or insurer reserves the right to required periodic physical examinations throughout the duration of the employee absence due to disability. Such examinations shall be conducted by a physician or physicians designated by the Company and/or insurer.

Cost of physical examinations, transportation and reasonable out-of-pocket expenses related thereto will be paid by the insurer.

In cases where there is a dispute as to the validity of a claim or the continuance of a claim and where the physicians of the employee and the employer fail to reach agreement after consultation, the dispute will be referred to a mutually agreed practicing specialist who will render a final and binding decision.

Weekly Indemnity payments will continue until a *final* decision is reached.

10. ADMINISTRATION

(a) It shall be the obligation of the employee to notify immediately the Company of his absence due to disability, following which the Company will issue the necessary initial claim forms to him.

(b) Completed claim forms will be checked by the Company to determine whether or not an employee is a participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.

(c) To assist the insurer in the proper adjudication and processing of claims, the Company and/or the insurer may establish claims control procedures.

(d) i) **A** Claims Committee will be established at each mill consisting of a union representative of each participating local and representatives of management, having a representative of management as Chairman, the purpose of which will be to discuss any problems relating to the administration of the plan, and to review claims experience. To assist in the function of the Claims Committee, a representative of the insurer will attend meetings periodically, and claims experience will be made available.

ii) The Claims Committee may assist in the establishment of claims control procedures which may be required from time to time.

iii) The Claims Committee will not seek, directly or indirectly, to abridge, modify, add to, or subtract from, the terms of this Plan, nor to secure benefits not payable under the terms of this Plan.

11. All of the foregoing provisions of this plan shall be subject to the Grievance procedure.

APPENDIX 'B'

ABITIBI CONSOLIDATED INC.

LONG TERM DISABILITY PLAN

The Long Term Disability Plan shall be administered in accordance with the terms of an insurance policy and shall contain the following governing provisions:

1. ELIGIBILITY

The Long Term Disability Benefit Plan shall be compulsory for all employees, who are participants in, and who are covered under the terms of the Weekly Indemnity Plan.

2. EFFECTIVE DATE OF COVERAGE

An eligible employee is entitled to benefits provided he is actively at work on the first day the Long Term Disability Benefit Plan becomes effective.

An eligible employee absent from work due to sickness or accident at the effective date of the plan, shall only be eligible for Long Term Disability Plan benefits at the return to continuous active full-time employment over a thirty (30) calendar day period. An eligible employee absent from work due to lay-off at the effective date of the plan, shall be entitled to Long Term Disability Plan benefits upon recall on reporting to work. The Company shall have the right to give medical examinations to employees returning from such lay-off to determine their eligibility under the plan.

3. QUALIFYING PERIOD

An insured employee shall be eligible to receive an amount of Long Term Disability Benefit after fifty-two (52) weeks of benefit it entitlement for the same disability under the Weekly Indemnity Plan. A benefit payment shall not commence during a lay-off or strike until the termination of the lay-off or strike.

4. DEFINITION OF DISABILITY

"Disability" shall mean an insured employee who has received fifty-two (52) weeks of benefits under the Weekly Indemnity Plan and who for up to the next ensuing twelve (12) months is unable because of disease or injury to work at his regular occupation, and thereafter is unable to perform any and every duty of every occupation in the mill for which he is reasonably fitted by education, training or experience.

5. AMOUNT OF BENEFIT

(a) **55%** of regular straight time hourly rate, multiplied by 2,080 and divided by 12, up to a maximum monthly payment of \$2,300 for all new cases beginning on or after December 1, 1998. Effective May 1, 2002, the maximum benefit will increase to **\$2,400** per month for any eligible employee who is actively at work on that date. The regular straight time hourly rate shall be the rate used to calculate Weekly Indemnity benefits.

(b) The amount of benefit shall be reduced by any payments on behalf of the employee made under any Government disability plan (except increases in such amounts occurring 12 months or more after disablement), Worker's Compensation, or any other non-private disability income plan.

6. DURATION OF BENEFITS

Benefits shall cease upon the occurrence of any one of the following:

(a) On the date the employee ceases to be disabled; or

(NOTEIf there is a recurrence of the same disability within four months of return to work, a new qualifying period will not be required, and the disabled employee will be eligible for any balance of Long Term Disability benefit payments. This provision shall take precedence over any recurrent disability provision under the Abitibi Consolidated Inc. Weekly Indemnity Plan.)

(b) On death, or

(c) On the earlier of retirement or age 65.

7. CONTINUATION OF GROUP LIFE INSURANCE DURING DISABILITY

An insured employee receiving Long Term Disability Plan Benefits, who was a participant in the Company Group Life Insurance Plan at the commencement of his disability, will continue to enjoy Group Life Insurance coverage at no premium cost to him.

8. EXCLUSIONS

(a) Benefits under the Long Term Disability Plan will not be payable for claims resulting from:

i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or

ii) Any injury or illness entitling the employee to compensation under any Worker's Compensation or similar legislation, or

iii) Self-destruction or any self-inflicted injury, while sane or insane, or

iv) Disability for which the employee is not under the treatment of a physician, or

v) Alcoholism or drug addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.

(b) i) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.

ii) For employees who fail to qualify for pregnancy leave or absence because of failure to meet the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

9. REHABILITATION

An employee receiving an amount of Long Term Disability Benefit may be asked to undergo reasonable rehabilitation measures which have been the subject of prior consultation with the employee's doctor, at no cost to the employee. If such employee refuses to undertake such rehabilitation, he may be declared not eligible for an amount of disability benefits.

APPENDIX 'C'

ABITIBI CONSOLIDATED INC.

SUPPLEMENTARY HEALTH CARE PLAN

This description outlines the principal features of the Supplementary Health Care Group Insurance Plan. Insurance policies applicable to this coverage are held for Abitibi Consolidated Inc. employees.

ELIGIBILITY

Employees:

All employees are eligible upon completion of ninety (90) working days.

Dependents:

For purposes of dependents' coverage provided under the plan, eligible dependents include the wife or husband and unmarried children from birth to their 21st birthday. Also, unmarried children 21 years of age and over who are full-time students attending a certified education institution and depend upon you for support are eligible dependents until their 25th birthday.

No person may be eligible for benefits both as an employee and as a dependent, or as a dependent of more than one employee.

Dependents become eligible on the same date as you do, or if acquired later, on the date they first become eligible dependents.

DESCRIPTION OF BENEFIT

If you incur Class I Covered Expenses the plan will pay 100% of such expenses with no deductible.

If you incur Class II Covered Expenses in excess of your Deductible in any calendar year, this plan pays you 100% of such excess expenses.

The Deductible applies only once in any calendar year. The amount of your annual deductible is \$10.00 per insured individual with a maximum family deductible of \$20.00.

Effective January 1, 1999 the Maximum Lifetime Benefit for all Covered Expenses is **\$25,000** for each insured family member. On January 1 of each year, up to \$1,000 of the maximum lifetime benefit previously utilized, will be automatically restored.

For example, if you receive \$1,700.00 in benefit payments in one calendar year, your maximum benefit will automatically be restored by \$1,000.00 on the next January 1, making your new maximum \$24,300.00. The next January 1, your maximum will be restored to **\$25,000** provided benefits paid in that year were \$300.00 or less.

COVERED EXPENSES

Covered Expenses included under the plan are the charges which you are required to pay for the following services and supplies received while you are insured, for the treatment of non-occupational injuries, diseases or for pregnancy.

CLASS I EXPENSES:

HOSPITAL BOARD AND ROOM AND OTHER NECESSARY SERVICES AND SUPPLIES up to the difference between the hospital's daily charge forward and average semi-private accommodations.

VISION CARE expenses incurred by an employee and/or his covered dependents when recommended by a physician or optometrist as follows:

- Frames, lenses, and the fitting of prescription glasses, including contact lenses up to a total payment of \$125.00 per family member in any two (2) consecutive calendar years.

CLASS II EXPENSES:

Note: Any dollar limits referred to in the list of Class II Expenses are the charges recognized by the plan and not the benefits payable since these charges are subject to the Deductible as stated earlier.

DRUGS AND MEDICINES obtainable only upon a physician's prescription and dispensed through a registered pharmacist.

PROFESSIONAL AMBULANCE SERVICE when used to transport the individual from the place where he is injured by an accident or stricken by a disease to the first hospital where treatment is given, or from a hospital to a convalescent hospital. No other expenses in connection with travel are included..

OUT-PATIENT HOSPITAL SERVICES AND SUPPLIES in connection with

use of examination or operating room, drugs, dressings or casts anaesthesia in connection with the performance of a surgical procedure but not charges made by a resident physician or intern of a hospital.

REGISTERED GRADUATE NURSE (R.N.) other than a nurse who ordinarily resides in your home, or who is a member of your or your spouse's family, provided such services have been ordered by a physician.

CONVALESCENT HOSPITAL BOARD AND ROOM AND OTHER NECESSARY SERVICES AND SUPPLIES up to the difference between the hospital's daily charge for ward and average semi-private accommodations for as many as 120 days during any one period of disability provided the individual is admitted to the convalescent hospital within 14 days following confinement in a hospital. All confinements in a convalescent hospital will be considered as one period of disability unless confinements are separated by at least 90 days.

TREATMENT BY A PROVINCIALY LICENSED OSTEOPATH, NATUROPATH, PODIATRIST OR CHRISTIAN SCIENCE PRACTITIONER up to \$7.00 per treatment and up to \$25 per disability for X-rays but not more than thirty visits in any calendar year for each type of practitioner. However, no benefit will be paid for any charges in excess of \$7.00 per treatment and no benefit will be paid while the individual is entitled to similar benefits under any provincial health plan.

TREATMENT BY A PROVINCIALY LICENSED CHIROPRACTOR up to \$15 per visit and up to \$25 per disability for X-rays, subject to a maximum of \$300 per calendar year. No benefits will be paid while the individual is entitled to similar benefits under any provincial health plan.

PHYSIOTHERAPY by a person duly qualified and registered and legally engaged in the practice of physiotherapy, provided such services, by duration and type, have been prescribed by a physician.

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF PSYCHOLOGY on the written recommendation of a physician up to \$25 for the first visit and \$10 for each additional visit but not more than 30 visits in any calendar year.

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF ACUPUNCTURE for not more than \$7.00 per visit, and not more than 30 visits per year.

TREATMENTS BY A MASSEUR who is duly qualified and registered and legally engaged in the practice of massage provided such services, by duration and type, have been prescribed by a physician but not more than \$7.00 per visit, and not more than 30 visits in any calendar year.

SPEECH THERAPY by a person duly qualified and registered and legally engaged in the practice of speech therapy provided such services, by duration and type, have been prescribed by a physician but not more than 30 visits in any calendar year.

PSYCHOANALYSIS - Physician charges in connection with Psychoanalysis treatment are a covered expense where permitted by law.

OUT-OF-PROVINCE EMERGENCY TREATMENT as described in (1) and (2) below incurred in connection with emergency treatment while the individual is outside the province in which he normally resides or outside the country.

(1) Charges by a general practitioner or specialist in excess of the amount allowed under the Provincial Hospital and Medical Plans in the individual's normal province of residence, provided such charges are reasonable and customary in the area in which they were incurred.

(2) Up to \$50 per day for charges for hospital confinement in excess of the allowance for ward accommodation payable by the Provincial Hospital Plan in the individual's normal province of residence. No charges will be considered unless all or part of the daily charge is payable under such Provincial Hospital Plan, nor for any type of accommodation for which the individual would not have been covered under this Plan had he been hospitalized in his normal province of residence.

RENTAL OF IRON LUNG, WHEELCHAIR OR OTHER DURABLE MEDICAL OR SURGICAL EQUIPMENT.

ARTIFICIAL LIMBS AND EYES, CRUTCHES, SPLINTS, CASTS, TRUSSES AND BRACES when prescribed or ordered by the attending physician.

ORTHOPEDIC SHOES when prescribed by the attending physician, one pair per year subject to a maximum payment of \$50.00.

EMERGENCY DENTAL **WORK** OR COSMETIC SURGERY performed by a physician or dentist for the prompt repair of natural teeth or other body tissue and required as a result of a non-occupational accident.

ANESTHESIA, OXYGEN, BLOOD AND BLOOD PRODUCTS.

ILEOSTOMY, COLOSTOMY AND DIABETIC SUPPLIES.

DIAGNOSTIC LABORATORY AND X-RAY EXPENSES.

GENERAL DEFINITIONS

Definitions:

Definitions relating to this Plan shall be those set out in Aetna Canada policy effective October 1, 1998.

Continuation of Supplementary Health Care Benefits for Incapacitated Children:

- If **your** child is incapable of earning his **own** living because of mental retardation or physical handicap, and is dependent on you for support, coverage may be continued beyond age 21. Proof of incapacity must be submitted to the insurance company within 31 days after the child has reached age 21.

EXCLUSIONS

Your Supplementary Health Care Plan does not cover:

(1) Medical or other expenses in connection with periodic health check-ups or examinations, travel for health or cosmetic surgery.

(2) Dental services unless treatment is the result of a non-occupational accident. Service for accidental dental claim must be rendered within 6 months of the accident.

(3) Any expenses for which a covered individual is not required to pay.

(4) Any charges which are not permitted to be insured under legislation.

(5) Any injury or sickness for which the insured is entitled to indemnity or compensation under any Worker's Compensation legislation.

(5) Charges which are not recommended and approved by the attending physician.

(7) Any injury or disease which results from an act of war or hostilities of any kind.

CO-ORDINATION OF BENEFITS

This plan will pay either its regular benefits in full, or a reduced amount which, when added to the benefits available under the other plan, or plans, will equal 100% of covered expenses.

'Plan' means any plan under which medical or dental benefits or services are provided by:

(1) Group insurance or any other arrangement of coverage for individuals in a group whether or not insured, or

(2) Any prepayment arrangement, or

(3) Any coverage for students which is sponsored or provided through a school or other educational institutions.

TERMINATION OF BENEFITS

Termination of Employment:

In the event of termination of employment for any reason, benefits will cease on the date of termination of employment.

Worker's Compensation:

Disabled employees on Worker's Compensation will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

Disabled employees on Weekly Indemnity will be eligible for benefits for up to 12 months after the date of disability.

Leave of Absence:

If you are on Leave of Absence, your insurance will be continued until the end of the month following the policy month in which the Leave of Absence starts.

Lay-Off:

If you are laid off, your insurance will be continued until the end of the policy month following the policy month in which the lay-off starts.

CHANGES TO REPORT

It is necessary to notify your employer of any change in the number of dependents which will result in a change from one to another of the following classifications:

- (1) Employee without dependents.
- (2) Employee with dependents.

This information is necessary **so** that the Insurance Company can adjust your coverage accordingly.

PAYMENT OF CLAIMS

Your employer has the forms for submitting proof. When the form has been completed, return it to your employer. Benefits will be paid promptly upon receipt of required proofs.

APPENDIX 'D'

ABITIBI CONSOLIDATED INC.

DENTAL CARE PLAN

ELIGIBILITY

You, your spouse and your unmarried dependent children from birth to their 21st birthday. Also unmarried children 21 years of age and over who are regularly attending school and depend upon you for support are eligible as dependents until their 25th birthday.

Any mentally retarded or physically handicapped child who was covered up to the maximum age shall remain covered beyond such age, provided the child upon reaching the maximum age and thereafter, is incapable of self-sustaining employment and relies upon the employee for support and maintenance.

EFFECTIVE DATE OF BENEFITS

Employee:

Your benefits are effective on the day following continuous employment for 90 working days, provided you are not absent from work due to disability, leave of absence or lay-off. If **you** are away from work because of disability, leave of absence or lay-off on the date that coverage would otherwise become effective, benefits will not start until you return to work.

Dependent:

Benefits for your dependents are effective on the same

date as your own. If **you** are single and later acquire a dependent, please notify your Employer immediately, in order that your coverage may be changed.

If you already have dependent coverage under the Plan, any additional dependents will be automatically covered from birth.

THE PLAN

The Plan provides you and your eligible dependents with reimbursement of:

- (a) 100% of the cost of Class I covered expenses, and
- (b) 50% of the cost of Class II and Class III covered expenses based on the Provincial Dental Association schedule of fees for Dental Procedures by General Practitioners which will be updated each year to reflect the previous year's fee schedule as follows:

Effective December 1, 1998, apply the 1997 schedule of fees.

For calendar year 1999, apply the 1998 schedule of fees.

For calendar year **2000**, apply the 1999 schedule of fees.

For calendar year **2001**, apply the **2000** schedule of fees.

For calendar year **2002**, apply the **2001** schedule of fees.

For calendar year **2003**, apply the **2002** schedule of fees.

For calendar year **2004**, apply the **2003** schedule of fees.

The maximum benefit per calendar year is \$1,500 per insured family member for Class I and II covered expenses. The lifetime maximum benefit is \$1,500 per insured family member for Class III covered expenses.

COVERED EXPENSES

Class I Procedures:

Oral examinations, including scaling and cleaning of teeth.

Topical application of sodium or stannous fluoride.

- Oral hygiene instruction.
- Dental x-rays.
- Extractions.
- Oral surgery, including excision of impacted teeth.
- Amalgam, silicate and plastic composite fillings. --
- Anaesthetics administered in connection with oral surgery or other covered dental services.
 - Injections of antibiotic drugs by the attending dentist.
 - Treatment of periodontal and other diseases of the gums and tissues of the mouth.
 - Endodontic treatment, including root canal therapy.

Class 11 Procedures:

- Initial installation (including adjustments after 3 months following original insertion) of partial or full removable dentures to replace one or more natural teeth.

- Replacement of an existing partial or full removable denture or the addition of teeth to an existing partial or full removable denture to replace extracted natural teeth, but only if evidence satisfactory to the Insurance Company is presented that the existing denture cannot be made serviceable.

- Repair or relining of dentures.

Class III Procedures:

- Orthodontic treatment, including correction of malocclusion.

Services and supplies, in the case of each Dental Expense, must have been rendered and dispensed by a legally qualified dentist except that:

(i) cleaning or scaling of teeth may be performed by a licensed dental hygienist if such treatment is rendered under the supervision and direction of such dentist, and

(ii) installation, adjustments, repairs and relining of complete dentures may be made by a dental mechanic or denturist legally practicing within the scope of his license, but any charges in excess of the amount specified for such services and supplies in the dental mechanics' or denturists' tariff of the Province where such services and supplies are received will be disregarded.

PRE-DETERMINATION OF BENEFITS

Usually, before starting extensive dental work, your dentist will tell you what he intends to do and the charge. If the cost of a course of treatment planned by the dentist for a covered family member is expected to exceed \$200, the proposed course of treatment must be filed with, and approved by, the Insurance Company prior to the commencement of treatment. The necessary forms are available from your Employer. After reviewing the proposed course of treatment, the Insurance Company will notify both you and your dentist of the estimated payment under the Plan.

Because of the difficulty of determining the necessity for the types of services involved after treatment has been received, failure to file and obtain approval may result in benefits of a lesser amount than would otherwise have been payable.

Occasionally a patient may select a more expensive procedure rather than a suitable alternate procedure. In such cases, reimbursement will be based on the least expensive procedure which, as determined by the Insurance Company, will produce a professionally adequate result.

EXCLUSIONS

The Plan does not cover:

- Dental Services not listed under "Covered Expenses".
- Services not performed by a licensed dentist.
- Any eligible expenses for which coverage is provided or available (or would be if the Plan was not in effect) under any insurance or other contract, Plan or law.
- Treatments received before the effective date of your benefits, or which commenced after lay-off or termination of employment.
- Dental services performed primarily for cosmetic purposes.
- Travel expenses to and from the place of treatment.
- Treatment brought about by conditions arising from war, riot or insurrection, or while serving in the armed forces of any country.

TERMINATION OF BENEFITS

Termination of Employment:

In the event of termination of employment for any reason, benefits will cease on the date of termination of employment.

Worker's Compensation:

Disabled employees on Worker's Compensation will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

Disabled employees on Weekly Indemnity will be eligible for benefits up to 12 months after the date of disability.

Leave of Absence:

Employees on authorized Leave of Absence will be eligible for benefits for 1 month.

Employees may continue their coverage after 1 month by paying the monthly premium.

Lay-Off:

Benefits will cease upon lay-off. In the event that an employee has a course of treatment approved by the insurance company prior to the lay-off, that course of treatment will be covered under the plan.

HOW TO CLAIM

After you or one of your dependents have made an appointment with the dentist, obtain a claim form from your Employer. The completed claim form should be returned to your Employer, as soon as possible, for submission to the Insurance Company for processing.

In the event that the dentist demands payment from the claimant upon completion of treatment, it will be the claimant's responsibility to pay the dentist and then claim reimbursement from the Insurance Company. It will be necessary for the claimant to secure a completed claim form from the dentist.

APPENDIX 'E'

ABITIBI CONSOLIDATED INC.

TRADES PROMOTION PLAN

Not applicable to Local 1093

APPENDIX 'F'

ABITIBI CONSOLIDATED INC.

APPRENTICESHIP PLAN

Not Applicable to Local 1093

APPENDIX "G"

ABITIBI CONSOLIDATED INC.

WAGE SCHEDULE

The following rate increases become effective on the dates shown:

May 1, 1999	General Wage Increase = \$0.50/hr.
May 1, 2000	General Wage Increase = \$0.50/hr.
May 1, 2001	General Wage Increase = 2%
May 1, 2002	General Wage Increase = 2%
May 1, 2003	General Wage Increase = 2%

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<u>Classifications</u>	<u>JCP Class</u>	<u>May 1, 1998</u>	<u>May 1, 1999</u>	<u>May 1, 2000</u>	<u>May 1, 2001</u>	<u>May 1, 2002</u>	<u>May 1, 2003</u>
<u>Woodhandling Dept.</u>							
Woodroom Operator	13	22.895	23.785	24.285	24.771	25.266	25.771
Asst. Woodroom Oper.	8	21.535	22.275	22.775	23.231	23.695	24.169
Infeed Oper.	8	21.535	22.275	22.775	23.231	23.695	24.169
Reclaim Oper.	7	21.290	22.000	22.500	22.950	23.409	23.877
Utility	5	20.795	21.445	21.945	22.384	22.832	23.288
<u>T.M.P.</u>							
Operator	24	26.480	27.700	28.200	28.764	29.339	29.926
Asst. Oper. No. 1	15	23.465	24.415	24.915	25.413	25.922	26.440
Asst. Oper. No. 2	8	21.535	22.275	22.775	23.231	23.695	24.169
Tester/Utility	6	21.030	21.710	22.210	22.654	23.107	23.569
<u>Paper Mill</u>							
Machine Tender							
Back Tender							
Third Hand		Paper-	Paper-	Paper-	Paper-	Paper-	Paper-
Fourth Hand		makers	makers	makers	makers	makers	makers
Fifth Hand		Wage	Wage	Wage	Wage	Wage	Wage
Sixth Hand		Scale	Scale	Scale	Scale	Scale	Scale
Stock Preparation Operator							
Inspector/Tester							
Paper Mill Utility Man							

<u>Classifications</u>	<u>JCP Class</u>	<u>May 1, 1998</u>	<u>May 1, 1999</u>	<u>May 1, 2000</u>	<u>May 1, 2001</u>	<u>May 1, 2002</u>	<u>May 1, 2003</u>
<u>Paper Mill cont...</u>							
No.1 Roll Finisher	11	22.350	23.180	23.680	24.154	24.637	25.129
Roll Handler(Whse)	8	21.535	22.275	22.775	23.231	23.695	24.169
No.2 Roll Finisher	5	20.795	21.445	21.945	22.384	22.832	23.288
Utility	5	20.795	21.445	21.945	22.384	22.832	23.288
Kraft Pulper Utility	3	20.345	20.935	21.435	21.864	22.301	22.747
<u>Steam Plant</u>							
Shift Engineer	28	27.820	29.160	29.660	30.253	30.858	31.475
Boiler Operator	16	23.820	24.800	25.300	25.806	26.322	26.849
Asst. Boiler Oper.	12	22.605	23.465	23.965	24.444	24.933	25.432

Steam plant employees holding a certificate of a class higher than required for the job performed will receive an hourly premium of \$0.25 for a first class certificate, \$0.20 for a second class certificate, \$0.15 for a third class certificate and \$0.10 for a fourth class certificate.

To receive this premium the employee must be prepared to accept promotion.

<u>Classifications</u>	<u>JCP Class</u>	<u>May 1, 1998</u>	<u>May 1, 1999</u>	<u>May 1, 2000</u>	<u>May 1, 2001</u>	<u>May 1, 2002</u>	<u>May 1, 2003</u>
<u>Boat Loading</u>							
Checker	9	21.745	22.515	23.015	23.475	23.945	24.424
Lead Hand	9	21.745	22.515	23.015	23.475	23.945	24.424
Winchman	9	21.745	22.515	23.015	23.475	23.945	24.424
Signalman							
(Winchman Relief)	8	21.535	22.275	22.775	23.231	23.695	24.169
Clamp Truck Oper.	7	21.290	22.000	22.500	22.950	23.409	23.877
Tow Motor Oper.	6	21.030	21.710	22.210	22.654	23.107	23.569
Senior Man in Hold	5	20.795	21.445	21.945	22.384	22.832	23.288
No. 1 Slingman							
(Tab Remover)	4	20.555	21.175	21.675	22.109	22.551	23.002
Fork Lift Operator/							
Utility	4	20.555	21.175	21.675	22.109	22.551	23.002
No. 2 Slingman	3	20.345	20.935	21.435	21.864	22.301	22.747
Man in Hold	3	20.345	20.935	21.435	21.864	22.301	22.747
<u>Mechanical & Electrical Trades</u>							
Cross-Tradesman'A'		25.400	25.900	26.400	26.928	27.467	28.016
Cross-Tradesman'AA'		26.760	27.260	27.760	28.315	28.882	29.459
Cross-TradesElectronic/ Instrument Technician		27.660	28.160	28.660	29.233	29.818	30.414
Shift Electrician							
Shift Millwright							

<u>Classifications</u>	<u>JCP Class</u>	<u>May 1, 1998</u>	<u>May 1, 1999</u>	<u>May 1, 2000</u>	<u>May 1, 2001</u>	<u>May 1, 2002</u>	<u>May 1, 2003</u>
<u>Apprentice</u>							
First Period		19.900	20.400	20.900	21.318	21.744	22.179
Second Period		20.580	21.080	21.580	22.010	22.450	22.899
Third Period		21.260	21.760	22.260	22.710	23.164	23.627
Fourth Period		21.930	22.430	22.930	23.390	23.858	24.335
Fifth Period		22.610	23.110	23.610	23.080	23.542	24.012
Sixth Period		23.290	23.790	24.290	24.780	25.276	25.781
Seventh Period		23.960	24.460	24.960	25.460	25.969	26.489
Eighth Period		24.640	25.140	25.640	26.150	26.673	27.206
<u>Mechanic Oiler Helper</u>							
Paper Mill/TMP Oiler		24.690	25.190	25.690	26.204	26.728	27.262
General/Mill Oiler		24.690	25.190	25.690	26.204	26.728	27.262
Woodmill/Steam Plant		24.690	25.190	25.690	26.204	26.728	27.262
Paper Whse Oiler							
<u>Painters</u>							
Painter 'A'		23.790	24.290	24.790	25.286	25.792	26.307
Painter 'B'		21.130	21.630	22.130	22.573	23.024	23.485

<u>Classifications</u>	<u>JCP Class</u>	<u>May 1, 1998</u>	<u>May 1, 1999</u>	<u>May 1, 2000</u>	<u>May 1, 2001</u>	<u>May 1, 2002</u>	<u>May 1, 2003</u>
<u>Yard Services Department</u>							
Crane Operator	14	23.185	24.105	24.605	25.097	25.599	26.111
Grader Operator	8	21.535	22.275	22.775	23.231	23.695	24.169
Payloader Operator	7	21.290	22.000	22.500	22.950	23.409	23.877
Boom Truck Driver	7	21.290	22.000	22.500	22.950	23.409	23.877
Tractor Operator	6	21.030	21.710	22.210	22.654	23.107	23.569
Tractor Trailer Driver	6	21.030	21.710	22.210	22.654	23.107	23.569
Truck Driver	6	21.030	21.710	22.210	22.654	23.107	23.569
Clamp Truck Oper.	4	20.555	21.175	21.675	22.109	22.551	23.002
Labourers	1	19.905	20.435	20.935	21.354	21.781	22.216
<u>Stores</u>							
Storesman	8	21.535	22.275	22.775	23.231	23.695	24.169
Janitor	1	19.905	20.435	20.935	21.354	21.781	22.216
Cleaner/Courier	3	20.345	20.935	21.435	21.864	22.301	22.747

Stock Prep Operator

Beater Engineers, or by whatever name they might be called, shall receive either Class "A" or Class "B" rate.

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

OFFICE EMPLOYEES

<u>Position</u>	<u>Class</u>
Stenographer	1
Senior Stenographer	2
Control Clerk	4
Invoice Clerk	4
Data Processing Operator	5
Assistant Order Clerk	5
Intermediate Draftsman	6
Maintenance Clerk	5
Laboratory Technician	5
Cost & Budget Clerk	6
'Order Clerk	7
Stores Record Clerk	7
Maintenance Planner	7

Employees within the bargaining unit shall move from the rate at which they were hired, promoted or transferred to the Standard rate for their job classification within a period of 18 months. Normally such movement shall be in 3 equal steps spaced at intervals of 6, 12 and 18 months.

All employees who have reached or exceeded Standard in their current grade shall receive an increase equal to one-third (1/3) the difference between Standard and Maximum on each anniversary of reaching or exceeding Standard until the Maximum salary of their current grade is reached.

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 1998

General Staff Salary Scale

CLASS	MIN.	6 MOS.	12 MOS.	STD.	MAX.
1	2938	2972	3005	3039	3140
2	2998	3042	3086	3130	3271
3	3117	3186	3259	3330	3460
4	3315	3384	3455	3527	3730
5	3460	3553	3645	3739	3981
6	3640	3746	3854	3960	4244
7	3849	3955	4063	4168	4494

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 1999

General Staff Salary Scale

CLASS	MIN.	6 MOS.	12 MOS.	STD.	MAX.
1	3014	3048	3081	3115	3216
2	3074	3118	3162	3206	3347
3	3193	3262	3335	3406	3536
4	3391	3460	3531	3603	3806
5	3536	3629	3721	3815	4057
6	3716	3822	3930	4036	4320
7	3925	4031	4139	4244	4570

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 2000

General Staff Salary Scale

<u>CLASS</u>	<u>MIN.</u>	<u>6 MOS.</u>	<u>12 MOS.</u>	<u>STD.</u>	<u>MAX.</u>
1	3090	3124	3157	3191	3292
2	3150	3194	3238	3282	3423
3	3269	3338	3411	3482	3612
4	3467	3536	3607	3679	3882
5	3612	3705	3797	3891	4133
6	3792	3898	4006	4112	4396
7	4001	4107	4215	4320	4646

ABITIBI CONSOLIDATED INC.

STEPHEVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 2001

General Staff Salary Scale

CLASS	MIN.	6 MOS.	12 MOS.	STD.	MAX.
1	3152	3187	3220	3255	3358
2	3213	3258	3303	3348	3492
3	3334	3405	3479	3552	3684
4	3536	3607	3679	3753	3960
5	3684	3779	3873	3969	4216
6	3868	3976	4086	4194	4484
7	4081	4189	4299	4406	4739

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 2002

General Staff Salary Scale

CLASS	MIN.	6 MOS.	12 MOS.	STD.	MAX.
1	3214	3251	3284	3320	3425
2	3277	3323	3369	3415	3562
3	3401	3473	3549	3623	3758
4	3607	3679	3753	3828	4039
5	3758	3855	3950	4048	4300
6	3945	4056	4168	4278	4574
7	4163	4273	4385	4494	4834

ABITIBI CONSOLIDATED INC.

STEPHENVILLE DIVISION

CONTINUOUS OPERATION

EFFECTIVE MAY 1, 2003

General Staff Salary Scale

CLASS	MIN.	6 MOS.	12 MOS.	STD.	MAX.
1	3278	3316	3350	3386	3494
2	3343	3389	3436	3483	3633
3	3469	3542	3620	3695	3833
4	3679	3753	3828	3905	4120
5	3833	3932	4029	4129	4386
6	4024	4137	4251	4364	4665
7	4246	4358	4473	4584	4931

Job Classification Plan Scale

Class	<u>May 1</u> <u>1998</u>	<u>May 1</u> <u>1999</u>	<u>May 1</u> <u>2000</u>	<u>May 1</u> <u>2001</u>	<u>May 1</u> <u>2002</u>	<u>May 1</u> <u>2003</u>
1	19.905	20.435	20.935	21.354	21.781	22.216
2	20.105	20.665	21.165	21.588	22.020	22.460
3	20.345	20.935	21.435	21.864	22.301	22.747
4	20.555	21.175	21.675	22.109	22.551	23.002
5	20.795	21.445	21.945	22.384	22.832	23.288
6	21.030	21.710	22.210	22.654	23.107	23.569
7	21.290	22.000	22.500	22.950	23.409	23.877
8	21.535	22.275	22.775	23.231	23.695	24.169
9	21.745	22.515	23.015	23.475	23.945	24.424
10	22.050	22.850	23.350	23.817	24.293	24.779
11	22.350	23.180	23.680	24.154	24.637	25.129
12	22.605	23.465	23.965	24.444	24.933	25.432
13	22.895	23.785	24.285	24.771	25.266	25.771
14	23.185	24.105	24.605	25.097	25.599	26.111
15	23.465	24.415	24.915	25.413	25.922	26.440
16	23.820	24.800	25.300	25.806	26.322	26.849
17	24.130	25.140	25.640	26.153	26.676	27.209
18	24.450	25.490	25.990	26.510	27.040	27.581
19	24.805	25.875	26.375	26.903	27.441	27.989
20	25.125	26.225	26.725	27.260	27.805	28.361
21	25.480	26.610	27.110	27.652	28.205	28.769
22	25.795	26.955	27.455	28.004	28.564	29.135
23	26.130	27.320	27.820	28.376	28.944	29.523
24	26.480	27.700	28.200	28.764	29.339	29.926
25	26.820	28.070	28.570	29.141	29.724	30.319
26	27.135	28.415	28.915	29.493	30.083	30.685
27	27.495	28.805	29.305	29.891	30.489	31.099
28	27.820	29.160	29.660	30.253	30.858	31.475
29	28.150	29.520	30.020	30.620	31.233	31.857
30	28.495	29.895	30.395	31.003	31.623	32.255
31	28.805	30.235	30.735	31.350	31.977	32.616

Application of Papermakers Wage Schedule:

The machines must maintain increased or reduced speeds for a period of twelve **(12)** working days before changes in rates shall be applied according to the schedule.

Widths

Widths of machines are definitely established. Starting with 100 inches and up to, but not including, 110 inches is a group unit called Class 1. Starting with 110 inches and up to, but not including, 120 inches is a group unit called Class 2. This same rule applies all the way down the width differential line.

Speeds

Starting with 400 feet and up to, but not including, 450 feet is a group unit called Class 1. Starting with 450 feet and up to, but not including, 500 feet is a group unit called Class 2. In the speed line the classifications of machines will advance if speed of machine is increased sufficiently to put them over the 50 foot differential line into higher classes. A 100-inch machine is established as the minimum width for all machines less than 100 inches in width. Fourdrinier widths shall be determined by face width of breast roll. Speed will be taken from the Avtron equipment on the drum reel drive.

Class "A" - In a mill where coloured paper (NOT shades of Standard White Newsprint) is manufactured, the hourly rate for the Beater Engineer, or by whatever name he might be called, shall equal the highest Machine Tender rate on the machine(s) to which he furnishes stock.

Class "B" - In a mill where any other paper, except coloured paper, is manufactured, the hourly rate for the Beater Engineer, or by whatever name he might be called, shall equal the highest basic Back Tender rate on the machine(s) to which he furnishes stock.

Head Clothing Man

The Head Clothing Man will be paid the Third Hand rate.

Inspector • Tester

The Inspector • Tester will be paid the Third Hand rate.

Paper Mill Utility Man

The Paper Mill Utility Man will be paid ten cents (\$0.10) below the Sixth (6th) Hand rate. When the winder is running seven (7) rolls plus a butt, this shall be considered as eight (8) rolls. When running eight (8) rolls or more the paper mill utility man will be assigned to assist the winder crew.

Stack Adjustment

While operating with double calendar stacks, or while operating a breaker stack, the Backtender's rate will be adjusted upward by two classes.

WIDTH OF MACHINE IN INCHES

	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	320	330	340	350	360	370	380	390	400
400	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
450	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
500	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
550	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
600	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
650	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
700	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
750	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
800	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
850	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
900	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
950	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1000	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
1050	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
1100	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45
1150	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
1200	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
1250	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
1300	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49
1350	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
1400	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
1450	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
1500	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53
1550	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
1600	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
1650	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
1700	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
1750	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
1800	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59
1850	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
1900	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61

SPEED OF MACHINES

WIDTH OF MACHINE IN INCHES

	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	320	330	340	350	360	370	380	390	400
1850	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62
2000	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63
2050	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
2100	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
2150	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
2200	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
2250	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
2300	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
2350	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
2400	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
2450	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
2500	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
2550	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
2600	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
2650	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
2700	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
2750	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
2800	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
2850	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
2900	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
2950	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
3000	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
3050	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
3100	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
3150	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
3200	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87
3250	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
3300	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
3350	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
3400	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91
3450	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
3500	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93

SPEED OF MACHINES

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 1998

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
20	25.39	24.19	22.72	21.44	21.06	20.72
21	25.54	24.32	22.81	21.67	21.11	20.72
22	25.61	24.43	22.84	21.73	21.19	20.72
23	25.72	24.58	22.98	21.74	21.23	20.75
24	25.94	24.68	23.04	21.79	21.24	20.75
25	26.00	24.83	23.12	21.81	21.31	20.75
26	26.14	25.05	23.18	21.82	21.33	20.76
27	26.30	25.12	23.29	21.89	21.40	20.76
28	26.40	25.25	23.37	21.96	21.41	20.81
29	26.53	25.38	23.48	21.97	21.44	20.81
30	26.74	25.45	23.58	21.98	21.46	20.81
31	26.88	25.57	23.71	21.99	21.51	20.84
32	27.04	25.71	23.77	22.00	21.52	20.84
33	27.10	25.80	23.81	22.01	21.54	20.84
34	27.24	25.97	23.86	22.03	21.57	20.85
35	27.29	26.06	23.94	22.09	21.58	20.85
36	27.41	26.20	24.02	22.12	21.62	20.85
37	27.49	26.25	24.14	22.18	21.67	20.87
38	27.58	26.33	24.18	22.22	21.68	20.87
39	27.73	26.40	24.21	22.23	21.71	20.87
40	27.82	26.53	24.25	22.29	21.74	20.87
41	27.89	26.58	24.32	22.30	21.76	20.90
42	27.97	26.74	24.42	22.39	21.79	20.90
43	28.09	26.85	24.44	22.40	21.81	20.90
44	28.18	26.94	24.56	22.48	21.82	20.90
45	28.28	27.04	24.59	22.56	21.96	20.96
46	28.48	27.16	24.64	22.61	21.97	20.96
47	28.57	27.24	24.68	22.70	21.98	20.96
48	28.69	27.29	24.84	22.72	21.99	21.04
49	28.69	27.41	24.98	22.73	22.00	21.06
50	28.75	27.52	25.03	22.76	22.01	21.07

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 1998

Class	<u>Machine</u> <u>Tender</u>	<u>Back</u> <u>Tender</u>	<u>3rd</u> <u>Hand</u>	<u>4th</u> <u>Hand</u>	<u>5th</u> <u>Hand</u>	<u>6th</u> <u>Hand</u>
51	28.81	27.58	25.05	22.81	22.09	21.11
52	28.97	27.67	25.10	22.83	22.12	21.14
53	29.01	27.76	25.13	22.89	22.18	21.15
54	29.07	27.83	25.19	22.97	22.20	21.17
55	29.17	27.91	25.37	22.98	22.22	21.23
56	29.29	27.99	25.39	22.99	22.23	21.24
57	29.38	28.17	25.45	23.04	22.27	21.28
58	29.46	28.22	25.54	23.05	22.28	21.31
59	29.57	28.29	25.59	23.09	22.29	21.33
60	29.67	28.44	25.66	23.12	22.30	21.37
61	29.76	28.54	25.79	23.15	22.38	21.40
62	29.84	28.69	25.93	23.18	22.40	21.41
63	29.93	28.75	25.95	23.29	22.52	21.44
64	29.97	28.83	25.97	23.30	22.53	21.46
65	30.07	28.97	26.00	23.33	22.56	21.47
66	30.24	29.01	26.14	23.34	22.61	21.52
67	30.33	29.11	26.25	23.37	22.68	21.54
68	30.43	29.23	26.30	23.41	22.70	21.57
69	30.50	29.34	26.34	23.46	22.72	21.58
70	30.65	29.42	26.40	23.49	22.73	21.62
71	30.76	29.50	26.53	23.58	22.79	21.67
72	30.92	29.67	26.66	23.62	22.83	21.68
73	31.05	29.78	26.70	23.75	22.89	21.71
74	31.22	29.90	26.81	23.80	22.98	21.73
75	31.31	29.95	26.88	23.86	23.04	21.74
76	31.52	30.10	27.03	23.94	23.09	21.76
77	31.63	30.25	27.08	24.02	23.15	21.79
78	31.82	30.36	27.19	24.05	23.20	21.81
79	31.94	30.50	27.27	24.18	23.29	21.82
80	32.12	30.65	27.31	24.21	23.33	21.88
81	32.23	30.70	27.44	24.35	23.45	21.93
82	32.38	30.84	27.52	24.40	23.47	21.95

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 Abitibi-Consolidated Inc.
Papermakers' Wage Schedule

Effective May 1 1998

<u>Clara</u>	<u>Machine Tender</u>	<u>Sack Tender</u>	<u>3rd</u>	<u>4th</u>	<u>5th Hand</u>	<u>6th Hand</u>
83	32.54	30.94	27.58	24.45	23.51	21.97
84	32.60	31.06	27.71	24.52	23.62	21.99
a5	32.85	31.20	27.81	24.63	23.65	22.00
86	32.96	31.28	27.88	24.68	23.74	22.01
87	33.13	31.47	27.96	24.80	23.79	22.08
88	33.26	31.54	28.03	24.83	23.84	22.09
89	33.44	31.61	28.16	24.96	23.88	22.12
90	33.57	31.a3	28.19	24.99	23.94	22.14
91	33.73	31.94	28.32	25.05	24.02	22.17
92	33.89	31.97	28.41	25.10	24.04	22.20
93	34.02	32.14	28.53	25.22	24.14	22.23
94	34.13	32.25	28.59	25.25	24.15	22.27
95	34.25	32.38	28.69	25.33	24.18	22.28
96	34.35	32.44	28.75	25.39	24.21	22.29
97	34.46	32.53	28.83	25.43	24.25	22.30
98	34.57	32.60	28.92	25.52	24.29	22.32
99	34.67	32.72	28.97	25.55	24.32	22.33
100	34.79	32.80	29.04	25.61	24.37	22.38

Papermakers' Wage Schedule

Effective May 1, 1999

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
20	25.89	24.69	23.22	21.94	21.56	21.22
21	26.04	24.82	23.31	22.17	21.61	21.22
22	26.11	24.93	23.34	22.23	21.69	21.22
23	26.22	25.08	23.48	22.24	21.73	21.25
24	26.44	25.18	23.54	22.29	21.74	21.25
25	26.50	25.33	23.62	22.31	21.81	21.25
26	26.64	25.55	23.68	22.32	21.83	21.26
27	26.80	25.62	23.79	22.39	21.90	21.26
28	26.90	25.75	23.87	22.46	21.91	21.31
29	27.03	25.88	23.98	22.47	21.94	21.31
30	27.24	25.95	24.08	22.48	21.96	21.31
31	27.38	26.07	24.21	22.49	22.01	21.34
32	27.54	26.21	24.27	22.50	22.02	21.34
33	27.60	26.30	24.31	22.51	22.04	21.34
34	27.74	26.47	24.36	22.53	22.07	21.35
35	27.79	26.56	24.44	22.59	22.08	21.35
36	27.91	26.70	24.52	22.62	22.12	21.35
37	27.99	26.75	24.64	22.68	22.17	21.37
38	28.08	26.83	24.68	22.72	22.18	21.37
39	28.23	26.90	24.71	22.73	22.21	21.37
40	28.32	27.03	24.75	22.79	22.24	21.37
41	28.39	27.08	24.82	22.80	22.26	21.40
42	28.47	27.24	24.92	22.89	22.29	21.40
43	28.59	27.35	24.94	22.90	22.31	21.40
44	28.68	27.44	25.06	22.98	22.32	21.40
45	28.78	27.54	25.09	23.06	22.46	21.46
46	28.98	27.66	25.14	23.11	22.47	21.46
47	29.07	27.74	25.18	23.20	22.48	21.46
48	29.19	27.79	25.34	23.22	22.49	21.54
49	29.19	27.91	25.48	23.23	22.50	21.56
50	29.25	28.02	25.53	23.26	22.51	21.57

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 Abitibi-Consolidated Inc.
Papermakers' Wage Schedule

Effective May 1, 1999

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
51	29.31	28.08	25.55	23.31	22.59	21.61
52	29.47	28.17	25.60	23.33	22.62	21.64
53	29.51	28.26	25.63	23.39	22.68	21.65
54	29.57	28.33	25.69	23.47	22.70	21.67
55	29.67	28.41	25.87	23.48	22.72	21.73
56	29.79	28.49	25.89	23.49	22.73	21.74
57	29.88	28.67	25.95	23.54	22.77	21.78
58	29.96	28.72	26.04	23.55	22.78	21.81
59	30.07	28.79	26.09	23.59	22.79	21.83
60	30.17	28.94	26.16	23.62	22.80	21.87
61	30.26	29.04	26.29	23.65	22.88	21.90
62	30.34	29.19	26.43	23.68	22.90	21.91
63	30.43	29.25	26.45	23.79	23.02	21.94
64	30.47	29.33	26.47	23.80	23.03	21.96
65	30.57	29.47	26.50	23.83	23.06	21.97
66	30.74	29.51	26.64	23.84	23.1	22.02
67	30.83	29.61	26.75	23.87	23.18	22.04
68	30.93	29.73	26.80	23.91	23.20	22.07
69	31.00	29.84	26.84	23.96	23.22	22.08
70	31.15	29.92	26.90	23.99	23.23	22.12
71	31.26	30.00	27.03	24.08	23.29	22.17
72	31.42	30.17	27.16	24.12	23.33	22.18
73	31.55	30.28	27.20	24.25	23.39	22.21
74	31.72	30.40	27.31	24.30	23.48	22.23
75	31.81	30.45	27.38	24.36	23.54	22.24
76	32.02	30.60	27.53	24.44	23.59	22.26
77	32.13	30.75	27.58	24.52	23.65	22.29
78	32.32	30.86	27.69	24.55	23.70	22.31
79	32.44	31.00	27.77	24.68	23.79	22.32
80	32.62	31.15	27.81	24.71	23.83	22.38
81	32.73	31.20	27.94	24.85	23.95	22.43
82	32.88	31.34	28.02	24.90	23.97	22.45

Papermakers' Wage Schedule

Effective May 1, 1999

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
a3	33.04	31.44	28.08	24.95	24.01	22.47
84	33.10	31.56	28.21	25.02	24.12	22.49
85	33.35	31.70	28.31	25.13	24.15	22.50
86	33.46	31.78	28.38	25.18	24.24	22.51
87	33.63	31.97	28.46	25.30	24.29	22.58
88	33.76	32.04	28.53	25.33	24.34	22.59
89	33.94	32.11	28.66	25.46	24.38	22.62
90	34.07	32.33	28.69	25.49	24.44	22.64
91	34.23	32.44	28.82	25.55	24.52	22.67
92	34.39	32.47	28.91	25.60	24.54	22.70
93	34.52	32.64	29.03	25.72	24.64	22.73
94	34.63	32.75	29.09	25.75	24.65	22.77
95	34.75	32.88	29.19	25.83	24.68	22.78
96	34.85	32.94	29.25	25.89	24.71	22.79
97	34.96	33.03	29.33	25.93	24.75	22.80
98	35.07	33.10	29.42	26.02	24.79	22.82
99	35.17	33.22	29.47	26.05	24.82	22.83
100	35.29	33.30	29.54	26.11	24.87	22.88

Papermakers' Wage Schedule

Effective May 1, 2000

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
20	26.39	25.19	23.72	22.44	22.06	21.72
21	26.54	25.32	23.81	22.67	22.11	21.72
22	26.61	25.43	23.84	22.73	22.19	21.72
23	26.72	25.58	23.98	22.74	22.23	21.75
24	26.94	25.68	24.04	22.79	22.24	21.75
25	27.00	25.83	24.12	22.81	22.31	21.75
26	27.14	26.05	24.18	22.82	22.33	21.76
27	27.30	26.12	24.29	22.89	22.40	21.76
28	27.40	26.25	24.37	22.96	22.41	21.81
29	27.53	26.38	24.48	22.97	22.44	21.81
30	27.74	26.45	24.58	22.98	22.46	21.81
31	27.88	26.57	24.71	22.99	22.51	21.84
32	28.04	26.71	24.77	23.00	22.52	21.84
33	28.10	26.80	24.81	23.01	22.54	21.84
34	28.24	26.97	24.86	23.03	22.57	21.85
35	28.29	27.06	24.94	23.09	22.58	21.85
36	28.41	27.20	25.02	23.12	22.62	21.85
37	28.49	27.25	25.14	23.18	22.67	21.87
38	28.58	27.33	25.18	23.22	22.68	21.87
39	28.73	27.40	25.21	23.23	22.71	21.87
40	28.82	27.53	25.25	23.29	22.74	21.87
41	28.89	27.58	25.32	23.30	22.76	21.90
42	28.97	27.74	25.42	23.39	22.79	21.90
43	29.09	27.85	25.44	23.40	22.81	21.90
44	29.18	27.94	25.56	23.48	22.82	21.90
45	29.28	28.04	25.59	23.56	22.96	21.96
46	29.48	28.16	25.64	23.61	22.97	21.96
47	29.57	28.24	25.68	23.70	22.98	21.96
48	29.69	28.29	25.84	23.72	22.99	22.04
49	29.69	28.41	25.98	23.73	23.00	22.06
50	29.75	28.52	26.03	23.76	23.01	22.07

Abitibi-Consolidated Inc.
Papermakers' Wage Schedule

Effective May 1, 2000

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
51	29.81	28.58	26.05	23.81	23.09	22.11
52	29.97	28.67	26.10	23.83	23.12	22.14
53	30.01	28.76	26.13	23.89	23.18	22.15
54	30.07	28.83	26.19	23.97	23.20	22.17
55	30.17	28.91	26.37	23.98	23.22	22.23
56	30.29	28.99	26.39	23.99	23.23	22.24
57	30.38	29.17	26.45	24.04	23.27	22.28
58	30.46	29.22	26.54	24.05	23.28	22.31
59	30.57	29.29	26.59	24.09	23.29	22.33
60	30.67	29.44	26.66	24.12	23.30	22.37
61	30.76	29.54	26.79	24.15	23.38	22.40
62	30.84	29.69	26.93	24.18	23.40	22.41
63	30.93	29.75	26.95	24.29	23.52	22.44
64	30.97	29.83	26.97	24.30	23.53	22.46
65	31.07	29.97	27.00	24.33	23.56	22.47
66	31.24	30.01	27.14	24.34	23.61	22.52
67	31.33	30.11	27.25	24.37	23.68	22.54
68	31.43	30.23	27.30	24.41	23.70	22.57
69	31.50	30.34	27.34	24.46	23.72	22.58
70	31.65	30.42	27.40	24.49	23.73	22.62
71	31.76	30.50	27.53	24.58	23.79	22.67
72	31.92	30.67	27.66	24.62	23.83	22.68
73	32.05	30.78	27.70	24.75	23.89	22.71
74	32.22	30.90	27.81	24.80	23.98	22.73
75	32.31	30.95	27.88	24.86	24.04	22.74
76	32.52	31.10	28.03	24.94	24.09	22.76
77	32.63	31.25	28.08	25.02	24.15	22.79
78	32.82	31.36	28.19	25.05	24.20	22.81
79	32.94	31.50	28.27	25.18	24.29	22.82
80	33.12	31.65	28.31	25.21	24.33	22.88
81	33.23	31.70	28.44	25.35	24.45	22.93
82	33.38	31.84	28.52	25.40	24.47	22.95

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 2000

<u>Class</u>	<u>Machine Tender</u>	<u>Back tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
83	33.54	31.94	28.58	25.45	24.51	22.97
84	33.60	32.06	28.71	25.52	24.62	22.99
85	33.85	32.20	28.81	25.63	24.65	23.00
86	33.96	32.28	28.88	25.68	24.74	23.01
87	34.13	32.47	28.96	25.80	24.79	23.08
88	34.26	32.54	29.03	25.83	24.84	23.09
89	34.44	32.61	29.16	25.96	24.88	23.12
90	34.57	32.83	29.19	25.99	24.94	23.14
91	34.73	32.94	29.32	26.05	25.02	23.17
92	34.89	32.97	29.41	26.10	25.04	23.20
93	35.02	33.14	29.53	26.22	25.14	23.23
94	35.13	33.25	29.59	26.25	25.15	23.27
95	35.25	33.38	29.69	26.33	25.18	23.28
96	35.35	33.44	29.75	26.39	25.21	23.29
97	35.46	33.53	29.83	26.43	25.25	23.30
98	35.57	33.60	29.92	26.52	25.29	23.32
99	35.67	33.72	29.97	26.55	25.32	23.33
100	35.79	33.80	30.04	26.61	25.37	23.38

Papermakers' Wage Schedule

Effective May 1, 2001

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
20	26.92	25.69	24.19	22.89	22.50	22.15
21	27.07	25.83	24.29	23.12	22.55	22.15
22	27.14	25.94	24.32	23.18	22.63	22.15
23	27.25	26.09	24.46	23.19	22.67	22.19
24	27.48	26.19	24.52	23.25	22.68	22.19
25	27.54	26.35	24.60	23.27	22.76	22.19
26	27.68	26.57	24.66	23.28	22.78	22.20
27	27.85	26.64	24.78	23.35	22.85	22.20
28	27.95	26.78	24.86	23.42	22.86	22.25
29	28.08	26.91	24.97	23.43	22.89	22.25
30	28.29	26.98	25.07	23.44	22.91	22.25
31	28.44	27.10	25.20	23.45	22.96	22.28
32	28.60	27.24	25.27	23.46	22.97	22.28
33	28.66	27.34	25.31	23.47	22.99	22.28
34	28.80	27.51	25.36	23.49	23.02	22.29
35	28.86	27.60	25.44	23.55	23.03	22.29
36	28.98	27.74	25.52	23.58	23.07	22.29
37	29.06	27.80	25.64	23.64	23.12	22.31
38	29.15	27.88	25.68	23.68	23.13	22.31
39	29.30	27.95	25.71	23.69	23.16	22.31
40	29.40	28.08	25.76	23.76	23.19	22.31
41	29.47	28.13	25.83	23.77	23.22	22.34
42	29.55	28.29	25.93	23.86	23.25	22.34
43	29.67	28.41	25.95	23.87	23.27	22.34
44	29.76	28.50	26.07	23.95	23.28	22.34
45	29.87	28.60	26.10	24.03	23.42	22.40
46	30.07	28.72	26.15	24.08	23.43	22.40
47	30.16	28.80	26.19	24.17	23.44	22.40
48	30.28	28.86	26.36	24.19	23.45	22.48
49	30.28	28.98	26.50	24.20	23.46	22.50
50	30.35	29.09	26.55	24.24	23.47	22.51

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 2001

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
51	30.41	29.15	26.57	24.29	23.55	22.55
52	30.57	29.24	26.62	24.31	23.58	22.58
53	30.61	29.34	26.65	24.37	23.64	22.59
54	30.67	29.41	26.71	24.45	23.66	22.61
55	30.77	29.49	26.90	24.46	23.68	22.67
56	30.90	29.57	26.92	24.47	23.69	22.68
57	30.99	29.75	26.98	24.52	23.74	22.73
58	31.07	29.80	27.07	24.53	23.75	22.76
59	31.18	29.88	27.12	24.57	23.76	22.78
60	31.28	30.03	27.19	24.60	23.77	22.82
61	31.38	30.13	27.33	24.63	23.85	22.85
62	31.46	30.28	27.47	24.66	23.87	22.86
63	31.55	30.35	27.49	24.78	23.99	22.89
64	31.59	30.43	27.51	24.79	24.00	22.91
65	31.69	30.57	27.54	24.82	24.03	22.92
66	31.86	30.61	27.68	24.83	24.08	22.97
67	31.96	30.71	27.80	24.86	24.15	22.99
68	32.06	30.83	27.85	24.90	24.17	23.02
69	32.13	30.95	27.89	24.95	24.19	23.03
70	32.28	31.03	27.95	24.98	24.20	23.07
71	32.40	31.11	28.08	25.07	24.27	23.12
72	32.56	31.28	28.21	25.11	24.31	23.13
73	32.69	31.40	28.25	25.25	24.37	23.16
74	32.86	31.52	28.37	25.30	24.46	23.18
75	32.96	31.57	28.44	25.36	24.52	23.19
76	33.17	31.72	28.59	25.44	24.57	23.22
77	33.28	31.88	28.64	25.52	24.63	23.25
78	33.48	31.99	28.75	25.55	24.68	23.27
79	33.60	32.13	28.84	25.68	24.78	23.28
80	33.78	32.28	28.88	25.71	24.82	23.34
81	33.89	32.33	29.01	25.86	24.94	23.39
82	34.05	32.48	29.09	25.91	24.96	23.41

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 2001

<u>Class</u>	<u>Machine lender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
83	34.21	32.58	29.15	25.96	25.00	23.43
84	34.27	32.70	29.28	26.03	25.11	23.45
85	34.53	32.84	29.39	26.14	25.14	23.46
86	34.64	32.93	29.46	26.19	25.23	23.47
87	34.81	33.12	29.54	26.32	25.29	23.54
88	34.95	33.19	29.61	26.35	25.34	23.55
89	35.13	33.26	29.74	26.48	25.38	23.58
90	35.26	33.49	29.77	26.51	25.44	23.60
91	35.42	33.60	29.91	26.57	25.52	23.63
92	35.59	33.63	30.00	26.62	25.54	23.66
93	35.72	33.80	30.12	26.74	25.64	23.69
94	35.83	33.92	30.18	26.78	25.65	23.74
95	35.96	34.05	30.28	26.86	25.68	23.75
96	36.06	34.11	30.35	26.92	25.71	23.76
97	36.17	34.20	30.43	26.96	25.76	23.77
98	36.28	34.27	30.52	27.05	25.80	23.79
99	36.38	34.39	30.57	27.08	25.83	23.80
100	36.51	34.48	30.64	27.14	25.88	23.85

Papermakers' Wage Schedule

Effective May 1, 2002

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>8th Hand</u>
20	27.46	26.21	24.68	23.35	22.95	22.60
21	27.61	26.34	24.77	23.59	23.00	22.60
22	27.69	26.46	24.80	23.65	23.09	22.60
23	27.80	26.61	24.95	23.66	23.13	22.63
24	28.03	26.72	25.01	23.71	23.14	22.63
25	28.09	26.87	25.09	23.73	23.21	22.63
26	28.24	27.10	25.16	23.74	23.23	22.64
27	28.40	27.18	25.27	23.81	23.30	22.64
28	28.51	27.31	25.35	23.89	23.32	22.69
29	28.64	27.45	25.47	23.90	23.35	22.69
30	28.86	27.52	25.57	23.91	23.37	22.69
31	29.01	27.64	25.71	23.92	23.42	22.72
32	29.17	27.79	25.77	23.93	23.43	22.72
33	29.24	27.88	25.81	23.94	23.45	22.72
34	29.38	28.06	25.86	23.96	23.48	22.73
35	29.43	28.15	25.95	24.02	23.49	22.73
36	29.56	28.30	26.03	24.05	23.53	22.73
37	29.64	28.35	26.16	24.12	23.59	22.75
38	29.73	28.43	26.20	24.16	23.60	22.75
39	29.89	28.51	26.23	24.17	23.63	22.75
40	29.98	28.64	26.27	24.23	23.66	22.75
41	30.06	28.69	26.34	24.24	23.68	22.78
42	30.14	28.86	26.45	24.33	23.71	22.78
43	30.27	28.98	26.47	24.35	23.73	22.78
44	30.36	29.07	26.59	24.43	23.74	22.78
45	30.46	29.17	26.62	24.51	23.89	22.85
46	30.67	29.30	26.68	24.56	23.90	22.85
47	30.76	29.38	26.72	24.66	23.91	22.85
48	30.89	29.43	26.88	24.68	23.92	22.93
49	30.89	29.56	27.03	24.69	23.93	22.95
50	30.95	29.67	27.08	24.72	23.94	22.96

Abitibi-Consolidated Inc.

Papermakers' Wage Schedule

Effective May 1, 2002

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
51	31.01	29.73	27.10	24.77	24.02	23.00
52	31.18	29.83	27.15	24.79	24.05	23.03
53	31.22	29.92	27.19	24.86	24.12	23.04
54	31.28	29.99	27.25	24.94	24.14	23.07
55	31.39	30.08	27.44	24.95	24.16	23.13
56	31.51	30.16	27.46	24.96	24.17	23.14
57	31.61	30.35	27.52	25.01	24.21	23.18
58	31.69	30.40	27.61	25.02	24.22	23.21
59	31.81	30.47	27.66	25.06	24.23	23.23
60	31.91	30.63	27.74	25.09	24.24	23.27
61	32.00	30.73	27.87	25.13	24.32	23.30
62	32.09	30.89	28.02	25.16	24.35	23.32
63	32.18	30.95	28.04	25.27	24.47	23.35
64	32.22	31.04	28.06	25.28	24.48	23.37
65	32.33	31.18	28.09	25.31	24.51	23.38
66	32.50	31.22	28.24	25.32	24.56	23.43
67	32.60	31.33	28.35	25.35	24.64	23.45
68	32.70	31.45	28.40	25.40	24.66	23.48
69	32.77	31.57	28.44	25.45	24.68	23.49
70	32.93	31.65	28.51	25.48	24.69	23.53
71	33.04	31.73	28.64	25.57	24.75	23.59
72	33.21	31.91	28.78	25.61	24.79	23.60
73	33.34	32.02	28.82	25.75	24.86	23.63
74	33.52	32.15	28.93	25.80	24.95	23.65
75	33.62	32.20	29.01	25.86	25.01	23.66
76	33.83	32.36	29.16	25.95	25.06	23.68
77	33.95	32.51	29.21	26.03	25.13	23.71
78	34.15	32.63	29.33	26.06	25.18	23.73
79	34.27	32.77	29.41	26.20	25.27	23.74
80	34.46	32.93	29.45	26.23	25.31	23.80
81	34.57	32.98	29.59	26.37	25.44	23.86
82	34.73	33.13	29.67	26.43	25.46	23.88

Abitibi-Consolidated Inc.
Papermakers' Wage Schedule

Effective May 1, 2002

	<u>Machine</u>	<u>Back</u> <u>lender</u>	<u>3rd</u> <u>Hand</u>	<u>4th</u> <u>Hand</u>	<u>5th</u> <u>Hand</u>	<u>6th</u> <u>Hand</u>
83	34.90	33.23	29.73	26.48	25.50	23.90
84	34.96	33.36	29.87	26.55	25.61	23.92
85	35.22	33.50	29.97	26.67	25.65	23.93
86	35.33	33.58	30.05	26.72	25.74	23.94
87	35.51	33.78	30.13	26.84	25.79	24.01
88	35.64	33.85	30.20	26.87	25.84	24.02
89	35.83	33.93	30.34	27.01	25.89	24.05
90	35.97	34.16	30.37	27.04	25.95	24.07
91	36.13	34.27	30.50	27.10	26.03	24.11
92	36.30	34.30	30.60	27.15	26.05	24.14
93	36.43	34.48	30.72	27.28	26.16	24.17
94	36.55	34.59	30.79	27.31	26.17	24.21
95	36.67	34.73	30.89	27.39	26.20	24.22
96	36.78	34.79	30.95	27.46	26.23	24.23
97	36.89	34.88	31.04	27.50	26.27	24.24
98	37.01	34.96	31.13	27.59	26.31	24.26
99	37.11	35.08	31.18	27.62	26.34	24.27
100	37.24	35.17	31.25	27.69	26.39	24.32

Papermakers' Wage Schedule

Effective May 1, 2003

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
20	28.01	26.73	25.17	23.81	23.41	23.05
21	28.16	26.87	25.27	24.06	23.46	23.05
22	28.24	26.99	25.30	24.12	23.55	23.05
23	28.36	27.15	25.45	24.13	23.59	23.08
24	28.59	27.25	25.51	24.18	23.60	23.08
25	28.65	27.41	25.60	24.21	23.68	23.08
26	28.80	27.64	25.66	24.22	23.70	23.09
27	28.97	27.72	25.78	24.29	23.77	23.09
28	29.08	27.86	25.86	24.37	23.78	23.14
29	29.22	27.99	25.98	24.38	23.81	23.14
30	29.44	28.07	26.08	24.39	23.83	23.14
31	29.59	28.20	26.22	24.40	23.89	23.18
32	29.76	28.34	26.29	24.41	23.90	23.18
33	29.82	28.44	26.33	24.42	23.92	23.18
34	29.97	28.62	26.38	24.44	23.95	23.19
35	30.02	28.72	26.47	24.50	23.96	23.19
36	30.15	28.86	26.55	24.54	24.00	23.19
37	30.23	28.92	26.68	24.60	24.06	23.21
38	30.33	29.00	26.72	24.64	24.07	23.21
39	30.49	29.08	26.75	24.65	24.10	23.21
40	30.58	29.22	26.80	24.72	24.13	23.21
41	30.66	29.27	26.87	24.73	24.15	23.24
42	30.74	29.44	26.98	24.82	24.18	23.24
43	30.87	29.55	27.00	24.83	24.21	23.24
44	30.97	29.65	27.12	24.92	24.22	23.24
45	31.07	29.76	27.16	25.00	24.37	23.30
46	31.28	29.88	27.21	25.06	24.38	23.30
47	31.38	29.97	27.25	25.15	24.39	23.30
48	31.51	30.02	27.42	25.17	24.40	23.39
49	31.51	30.15	27.57	25.18	24.41	23.41
50	31.57	30.27	27.62	25.21	24.42	23.42

Papermakers' Wage Schedule

Effective May 1, 2003

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
51	31.63	30.33	27.64	25.27	24.50	23.46
52	31.80	30.42	27.70	25.29	24.54	23.50
53	31.85	30.52	27.73	25.35	24.60	23.51
54	31.91	30.59	27.79	25.44	24.62	23.53
55	32.02	30.68	27.98	25.45	24.64	23.59
56	32.14	30.76	28.01	25.46	24.65	23.60
57	32.24	30.96	28.07	25.51	24.69	23.64
58	32.32	31.01	28.16	25.52	24.70	23.68
59	32.44	31.08	28.22	25.56	24.72	23.70
60	32.55	31.24	28.29	25.60	24.73	23.74
61	32.64	31.35	28.43	25.63	24.81	23.77
62	32.73	31.51	28.58	25.66	24.83	23.78
63	32.82	31.57	28.60	25.78	24.96	23.81
64	32.87	31.66	28.62	25.79	24.97	23.83
65	32.97	31.80	28.65	25.82	25.00	23.85
66	33.15	31.85	28.80	25.83	25.06	23.90
67	33.25	31.95	28.92	25.86	25.13	23.92
68	33.35	32.08	28.97	25.90	25.15	23.95
69	33.43	32.20	29.01	25.96	25.17	23.96
70	33.59	32.28	29.08	25.99	25.18	24.00
71	33.70	32.37	29.22	26.08	25.25	24.06
72	33.87	32.55	29.35	26.13	25.29	24.07
73	34.01	32.66	29.40	26.26	25.35	24.10
74	34.19	32.79	29.51	26.32	25.45	24.12
75	34.29	32.84	29.59	26.38	25.51	24.13
76	34.51	33.00	29.75	26.47	25.56	24.15
77	34.63	33.16	29.80	26.55	25.63	24.18
78	34.83	33.28	29.92	26.58	25.68	24.21
79	34.96	33.43	30.00	26.72	25.78	24.22
80	35.15	33.59	30.04	26.75	25.82	24.28
81	35.26	33.64	30.18	26.90	25.95	24.33
82	35.42	33.79	30.27	26.95	25.97	24.35

Abitibi-Consolidated Inc.
Papermakers' Wage Schedule

Effective May 1, 2003

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3rd Hand</u>	<u>4th Hand</u>	<u>5th Hand</u>	<u>6th Hand</u>
83	35.59	33.89	30.33	27.01	26.01	24.38
84	35.66	34.02	30.47	27.08	26.13	24.40
85	35.92	34.17	30.57	27.20	26.16	24.41
86	36.04	34.26	30.65	27.25	26.25	24.42
87	36.22	34.46	30.73	27.38	26.31	24.49
88	36.36	34.53	30.81	27.41	26.36	24.50
89	36.55	34.61	30.94	27.55	26.40	24.54
90	36.69	34.84	30.98	27.58	26.47	24.56
91	36.86	34.96	31.11	27.64	26.55	24.59
92	37.03	34.99	31.21	27.70	26.57	24.62
93	37.16	35.17	31.34	27.82	26.68	24.65
94	37.28	35.29	31.40	27.86	26.69	24.69
95	37.41	35.42	31.51	27.94	26.72	24.70
96	37.51	35.49	31.57	28.01	26.75	24.72
97	37.63	35.58	31.66	28.05	26.80	24.73
98	37.75	35.66	31.75	28.14	26.84	24.75
99	37.85	35.78	31.80	28.18	26.87	24.76
100	37.98	35.87	31.88	28.24	26.92	24.81

APPENDIX 'H'

ABITIBI CONSOLIDATED INC.

SALARY BARGAINING UNIT

1 . Except as modified below, employees of the Salary Bargaining Unit will be covered by the terms and conditions of this Agreement.

2. Hours of Work and Overtime

(a) Normal working hours for office employees covered by this Agreement are from 8:00 a.m. to 12:00 noon and from 1:00 p.m. to 4:00 p.m. Monday through Friday. However, the work week may change provided such changes are scheduled one (1) week in advance. For time worked in excess of seven (7) hours per day, on Sundays and on scheduled days off, the Company agrees to grant compensating pay at time and one-half.

"An Office Worker who works seven (7) hours or more on Sunday will take another day off during the week. If he is required to work on this other day off, he will receive time and one-half."

(b) The Company reserves the right to schedule the Data Processing Department on a staggered hours basis between the hours of 8:00 a.m. and 8:00 p.m., when the shift will be split 8:00 a.m. - 12:00 noon, 1:00 p.m. -4:00 p.m. and 12:00 noon - 4:00 p.m., and 5:00 p.m. -8:00 p.m. A shift differential will be paid in accordance with Article 39.02 on the hours worked on the second shift. It is understood that employees on staggered shift will rotate.

3. Probation

A new employee may be released at any time

during the first forty-five (45) worked days of his employment at the discretion of the Company.

**4. Employment, Promotion, Demotion,
Lay-Off and Recall**

(a) As soon as a job within the Union's jurisdiction is permanently vacant, or it is determined that a job falls within the Union's jurisdiction, the Union will be advised and the job will be posted for a period of five (5) working days.

(b) Each job posting will contain information as to:

- i) The job title.
- ii) The Department in which it is located.
- iii) The grade and salary of the job as of the date of posting.
- iv) A brief description of the job.
- v) The minimum requirements (or the equivalent) necessary to fill the job.

(c) Before recruiting from outside the Union's jurisdiction, consideration will be given to employees in the following order:

- i) Salary group.
- ii) Hourly group and part-time steno (includes part-time steno pool).

(d) Promotion from one step to the next higher step within a line of progression will be on the basis of seniority, providing the senior employee is qualified for promotion on the basis of ability to fulfill the normal requirements of the job.

(e) When an employee has been selected to fill a vacancy within the Union's jurisdiction, the Company will advise the Union in advance of the appointment.

(f) i) When an employee's job is downgraded or his job is eliminated he may opt to use his seniority to displace the most junior employee in the class in which his job was formerly classified or in a lower class provided he meets the minimum requirements of the job which he seeks.

ii) In the case of a reduction in the work force, employees will be demoted in the reverse order of their promotion.

iii) Notwithstanding the above, in the event that an employee's job is eliminated and he has no option under Article 4(f)(i) of Appendix 'H' he may use his mill. seniority to bump into another department of the mill under the provision of Article 9.01 of the Collective Agreement.

(g) i) If a regular employee's status is to be changed or his job eliminated or discontinued due to a reduction of office and clerical staff, management will meet with the local Union one (1) month in advance, for the purpose of acquainting the local Union with the situation. This does not apply to temporary lay-offs where notice of two (2) weeks will be given.

ii) Notwithstanding any other provisions of this Article, when employees' jobs have been downgraded or when they have been demoted for reasons other than incompetence, the Company will offer the senior employees so affected, any job which becomes vacant in the class in which he **was** formerly classified before posting the vacancy, provided he meets the minimum requirements of the job in question. In addition, if a **job**

becomes vacant in the class immediately above his former class, the application of such employee will be considered on the same basis of those of other employees in the same class as that of his former job.

(h) A salaried employee who applies for and is selected to fill a permanent job vacancy within the same class as his present job shall receive the same salary as in his present position with no break in his anniversary service.

(i) i) A recall list of employees who have been laid off will be given to the Union and will be kept up to date.

ii) Notice of recall shall be sent by registered mail when a lay-off has lasted more than one (1) month, to the last known address of the employee who is being recalled.

iii) In recalling employees to service, the Company will follow the principle that the last employee laid off will be the first employee recalled, provided the employee in line to be recalled possesses the qualifications necessary to perform satisfactorily the duties of the job to which he is recalled, following a brief familiarization period as to routine.

iv) The Company will not hire from the open market while employees on the Recall List qualified to perform the duties of the position to be filled are ready, willing and able to be re-employed.

v) An employee who has been recalled must advise management within ten (10) days of the mailing of notice of recall of his intention to return and must report for work within three (3) weeks of the mailing of the notice of recall, otherwise he will lose his recall rights.

vi) Recall rights will not be lost:

- If an employee refuses an offer of work of short duration at a time when he is regularly employed elsewhere; or

- If he refuses a job in a class lower than the class of the job he held at the time of his lay-off.

vii) With the exception of employees who receive red circle rates, an employee recalled to the former position he held shall receive his former rate of pay modified by any adjustments which have been applied to his class during the period he was on the recall list. Time on extended lay-off, however, will not be considered as service for the purpose of meeting the service requirements to move from one rate in a class to the next.

5. Salaries

(a) The classifications and monthly salaries for the various office employees covered by this Agreement will be those listed in Appendix "G" attached and forming part of this Agreement.

(b) Employees will be paid on a weekly basis.

(c) i) When an employee is promoted to a position in a grade above that applicable to his current position, he shall be entitled to receive as an increase in pay, 4% of current monthly salary provided the resultant rate does not exceed the maximum of the new grade. If the resultant rate is below the standard and if the rate falls

between time progression steps in the established new grade, the amount of increase shall be adjusted to the next higher progression stop and he shall retain the same promotion date in his grade as he had accrued in his previous grade. Such change in rate shall become effective on the 1st or 15th of the month coincident to or next following the date of promotion.

ii) In the event of promotion, and up to a time limit of three (3) months, if the employee promoted proves unsatisfactory or if the employee so desires, he shall be returned to his former position without loss of seniority and at his former salary rate.

iii) When an employee is demoted by the Company to a position in a grade lower than that applicable to his current position, he shall receive either his current rate or the maximum applicable to the lower job, whichever is the lower amount. Such change in rate shall become effective on the 1st or 15th of the month coincident to or next following the date of demotion.

(d) If an employee replaces an employee of a higher group, he will receive the greater of:

i) his present salary plus an increase of 4%; or

ii) the rate he would receive for the job if he were transferred to it on a permanent basis;

for all time worked at the higher job level.

(e) If an employee replaces an employee of a higher classification, in a position outside the bargaining unit, for one working day or more, he will receive an adjustment of

eight percent (8%) to his salary retroactive to the first day of continuous replacement and for the period of such replacement.

(f) Should an employee qualify to replace a higher position as foreseen in paragraph (d) above, he will receive the appropriate adjustment each time he replaces in the higher position.

APPENDIX "I"

ABITIBI CONSOLIDATED INC.

PAINTER QUALIFICATIONS

PAINTER, CLASS 'A'

In addition to fulfilling all the requirements of Painter, Class "B", Painter, Class "A" shall be expected to have had a minimum of one year's practical experience; to be able to do all types of interior decorating in offices or houses; to have a working knowledge of pigments, vehicles, oil thinners, dryers, mixing paints and colours, theory of paint colours, formulas for paint covering, capacities, graining, staining, sanding, painted work, calcimining, fuming, filling, varnishing or wax finishing; and to be capable of leading other painters under the general supervision of a Foreman.

PAINTER, CLASS 'B'

A Painter, Class "B" shall be expected to have sufficient experience to be able to rig stagings; to have a fair knowledge of ropes, knots and tackle; to use paint guns effectively and do brush work; to care for all the tools of his trade, such as brushes, guns, hoses, hammers, etc., to conserve their life; to understand and be able to use paint removers, primers, fixatives, protective coatings for mill work; and be able to glaze windows. A Painter, Class "B" shall progress to Painter, Class "A" upon completion of one years service as a Painter, Class "B" providing he can fulfill the qualifications of Painter, Class "A".

APPENDIX 'J'

ABITIBI CONSOLIDATED INC.

JOB EVALUATION PLAN

OFFICE EMPLOYEES

A) IMPLEMENTATION

1. This Plan will be implemented January 1, 1984 and any changes in salaries as a result of the Plan will be effective January 1, 1984.

2. Upon initial implementation of the Job Evaluation Plan, where an evaluation results in a class maximum lower than the maximum in effect prior to January 1, 1984, the rate of the incumbent will be considered a "Red Circle" rate. Employees hired, transferred, or posted to another position after January 1, 1984, will receive the class rate of the position they are hired for, transferred to, or accept through job posting. "Red Circle" rates will disappear with attrition and promotion.

3. The following general principles will apply to "Red Circle" rates:

i) If an employee becomes "red circled" on the job he is holding, either on a temporary or relief basis, at the date of implementation, the employee's salary will not be reduced until the temporary or relief assignment is completed.

Should the employee, having reverted to his regular job, again hold a job on either a temporary or

relief basis, payment will be made in accordance with the evaluated salary for the job.

ii) An employee holding a job due to promotion to a permanent position at the date of implementation will be entitled to a "red circled" rate, if he returns to his former job within a period of three months from the date of promotion and his former job has become "red circled".

Similarly, following the implementation of the Plan, if an employee in a "red circled" rate accepts a promotion to a permanent position, he will retain the right to his former "red circle" rate should he return to his former job within the period of three months from the date of promotion, otherwise he will receive the evaluated salary for the new job.

iii) An employee on authorized leave of absence (deemed to include, for the purpose of implementation, sickness, accident, vacation and pregnancy leave) at the date of implementation, and who returns to work within the period specified in the Collective Agreement, will be entitled to a "red circled" rate if his former job has become "red circled".

iv) An employee on lay-off, at the date of implementation, who returns to his regular job within the period of time set out in Article 9.04(c) of the Collective Agreement, will be entitled to a "red circle" rate should his regular job have become "red circled".

v) In the case of job elimination, or lay-off, an employee in a "red circled" job, will retain "bumping" rights based on his old grade level. These rights will be retained for the same period as set out in (iv) above.

vi) Employees on "red circled" jobs will be

entitled to their normal promotional salary increases and annual salary reviews if their current rate is below the maximum of the existing salary class for the "red circled" **job** for as long as they remain as the incumbent.

4. Upon initial implementation of the Job Evaluation Plan where the evaluation results in a class, and the maximum salary for this position is higher than that in effect prior to January 1, **1984**, the rate of the incumbent at that date will be considered a "Green Circled" rate. The incumbent's rate will move step to step to the appropriate level in the new salary range (i.e. the incumbent at standard in the existing salary range will move to standard in the new salary range).

5. Upon implementation of the Plan, either management or the employee may request through the Local Mill Committee, that the Joint Central Evaluation Committee review the assigned job evaluation. Should this review result in a change in salary class, adjustments will be made retroactive to January 1, **1984**.

B) ONGOING MAINTENANCE

It is agreed that all office positions under the jurisdiction of the Communications, Energy & Paperworkers Union of Canada, Local **1093**, will be classified using the Thorne Stevenson & Kellogg Job Evaluation Manual.

1. The Job Evaluation Plan is the basis for determining the job class applicable to any existing positions, newly created position or any positions which may have changed.

2. The Salary Scale established for the various levels of job classifications is set forth in the "Schedule of

General Staff Salary Scale", which forms part of the Collective Agreement.

3. a) In the event that new positions are created, the Company will prepare a Position Description and based on its content, the Industrial Relations Department will assign a temporary salary class to that position. Within three months of the position being filled, the Company will review the Position Description with the incumbent and local Mill Committee for submission to the Joint Central Evaluation Committee J.C.E.C.)

b) In the event that changes occur in existing positions, the employee or the Company may request through the local Mill Committee, the preparation of the new Position Description for submission to the J.C.E.C. for evaluation.

c) The Position Description will consist of a position description and job evaluation sheet and will be prepared in a similar fashion used for the implementation of this Plan.

d) The J.C.E.C. consisting of the C.E.P. Central Evaluation Committee and representatives of the Company, will evaluate the positions submitted in accordance with 3(a) or 3(b) and will inform the Mill Committee of resulting classifications.

e) The incumbent of a job will receive the applicable job class rate as determined above.

As a result of a newly created job, any rate adjustment will be retroactive to the date the job was implemented.

Any rate adjustment, as a result of a change within an existing position, will be retroactive to the date the initial request for a review is made to the local Mill Committee.

Adjustments will be made in the same manner as used when the Plan was initially implemented. Resulting "Red Circled" and "Green Circled" rates will be treated as per sections 3 and 4 of Section A.

4. The Divisional Committees and the J.C.E.C. will meet as required.

5. The Senior Committee, consisting of the respective Vice-presidents or their delegates of the Communications, Energy & Paperworkers Union and the Company, will meet to settle job classifications that have not been unanimously agreed to by the Joint Central Evaluation Committee. Unsettled differences in the Senior Committee will be referred to the next negotiation of the Labour Agreement.

6. **As** a condition of continued participation in the Plan by Abitibi Consolidated Inc. and in consideration of the Company's agreement to adhere to the general principles of the Job Evaluation Plan, the Union agrees that it will not cause or be party to the modification of any essential element of the Job Evaluation Plan, during the term of the current Collective Agreement.

APPENDIX 'K'

LOCAL ISSUES, LOCAL 1093

WOODROOM

1. The Company agrees to add the third infeed operator on a permanent basis with the following guidelines:

If night shift operation is required, two operators will remain on days and one operator will be assigned to nights along with a moved up chip reclaim operator.

When wood is not being received or reclaimed, infeed operators absent due to vacation, sickness and floaters will only be replaced to the extent necessary to maintain a crew of two. (3-87)

2. If it is necessary to reclaim bark on night shift and overtime is required, the overtime should go to the Reclaim operator or the Utility. (4-90)

3. The Company will commit to using 2 infeed operators on nights when the woodroom is operating or wood is being forwarded to the log pad. However, if conditions exist when the woodroom is operating on nights where wood is being taken from the surge pile near the live deck and one machine can feed the deck, then the second operator will be assigned other duties in the woodyard area. (1 -93)

SALARY BARGAINING UNIT

- 4.** Any office employee who has a reasonable and rational emergency, during the work day that required leaving work, will if he/she desires, work the hours lost at straight time at a time mutually convenient between the employee and the employee's supervisor. Employees are required to notify the supervisor prior to departure and upon returning to work. **(6-90)**
- 5.** The practice of calling employees at home for job information will be discontinued. **(19-87)**
- 6.** With the exception of wage rate which is specifically covered in Appendix H, Article 5, the Company will ensure that an employee temporarily promoted to a higher-rated position will receive all the benefits of that higher-rated position. **(22-87)**
- 7.** The Company will provide training as required to ensure adequate relief for bargaining unit positions. **(1-98)**
- 8.** The scheduling of work is done **on** a priority basis. The Company will grade and sand road as required to provide for safe driving conditions. **(5-98)**
- 9.** The Company vehicles will be equipped with winter tires which are suitable and safe for winter driving. **(7-98)**
- 10.** The Company agrees that a schedule be drawn up for holidays **on** rotation for Office workers. **(8-98)**



11. The Company agrees that weekend coverage and overtime be done on a rotation basis. (9-98)

MECHANICAL/ELECTRICAL
/INSTRUMENTATION

12. The Company will use labour pool employees to fill the Oiler's position on weekends. Should **any** problem arise, they will be addressed with the Union before changes are implemented.
(9-90)

13. The Company agrees that if oil resistant boots are not available it will provide the second pair of boots to the classified oilers at no charge with the first pair being covered by the normal \$50 refund. (10-90)

14. Snow clearing from the infeed pad will be done by Yard Services. (100-87)

15. The Company agrees that the shift mechanic will remain in the position at all times with the understanding that they will be working on breakdowns. (43-87)

16. Lubrication duties after hours will be performed by tradesmen who are working on an unfinished task or breakdown if such situations require lubrication. If there are no tradesmen on site the oilers will be called to perform lubrication duties requiring more than one (1) gallon of oil. (5-93)

17. The Company agrees to pay the difference in license fees between Class 5 and Class I and associated medical cost to renew licenses. (12-93)

18. At the conclusion of Local Issues we will agree to update Local Issues and Letter of Intent to reflect the terms of the agreement. (1-98)

19. The Company agrees subject to the approval of Electrical/Instrumentation departments to implement the same overtime guidelines as are being presently used in Mechanical department with the exception of the following: • time lost will not be charged against the individual. (9-98)

PAPER MACHINE

20. A third man will be added to the winder crew when running Japanese orders as long as the present wrapping specifications and methods used are in effect. (Core taping, V pattern on leading edge of paper on roll, taping, hand placed wrapper). (55-87)

21. The Shift mechanic will be assigned to felt and wire changes providing he does not assume any of the duties presently being performed by the machine crew except those identified by the Union, i.e. repairs to broken hydraulic hoses and broken jacks. (60-87)

22. The Company will provide an enclosure around the winder panel to be installed by December 31, 1998. When information is available as to the types of enclosures available, it will be shared with Union. (2-98)

23. The Company will include a paper machine lunchroom into the 1999 capital budget to be constructed of appropriate materials and fully equipped during the first quarter of 1999. (3-98)

24. Clothing allowance for winder crew has been changed from **\$40.00** to **\$50.00.** (4-98)

25. The Company commits to having the washroom cleaned on a daily basis Monday to Friday. (5-98)

26. The Company agrees to provide one pair of coveralls, without cleaning services, every two years during the life of the collective agreement. (This also includes stock prep.) (6-98)

27. The J.O.H. & S. Committee has and will continue to monitor and seek a solution to the dust problem on the paper machine. (7-98)

28. The Company will make provisions in the **1998** capital budget to make improvements to the main shower room. (8-98)

29. The Company agrees to post time sheets in the lunchroom daily. (10-98)

FINISHING AND WAREHOUSING

30. The Company agrees that the number of roll handlers presently being used will not be reduced when finishing the loading of a boat. (71-87)

31. The Company agrees that the stock prep operators will arrange for vacation and floaters through P.M. supervision. However, communications will have to take place between P.M. and Finishing supervision for this to proceed efficiently. (6-93)

32. The Company agrees to purchase a new stove with self-cleaning oven by May 31, 1998. (2-98)

33. The Company agrees to provide one pair of coveralls, without cleaning services, every two years during the life of the collective agreement. (3-98)

34. The Company agrees to install an air conditioner in the warehouse lunchroom by May 31, 1998. (4-98)

TMP

35. The Company agrees to construct new lunchroom for the TMP Dept. to be completed by Dec. 31, 1998. Crews will be consulted before plans are finalized. (1-99)

STEAM PLANT

36. The Company agrees to pay the cost of renewing steam plant operators' certificates each year. (2-93)

SHIPPING

37. Shipping and labour pool employees when assigned to the mill on temporary relief will be advised whether or not they will be working 8 or 12 hour shifts. However, there are times when they may be required for periods of less than 8 hours and they will be so advised. (74-87)

38. Refer to letter of intent, page 159 - Local Issue. (80-87)

39. The Company agrees to use Shipping employees to dock and undock tankers making delivery of Bunker "C" to Abitibi Consolidated Inc. (89-87)

40. The Company agrees to use six (6) men to move a boat from one berth to another during the period Nov. 1 -Mar. 31. (1-90)

41. The Company agrees that a 12-hour rest period will be provided between the completion of one boat and the beginning of another with the exception of those employees involved in the docking and undocking of ships. (10-90)

42. The Company agrees to use six (6) employees when docking a boat during the period from Dec. 1 -April 30. (1-93)

43. The Company agrees that ship loading will not start until 60% of the cargo is made. This will apply to side loaders only. (4-93)

44. The Company will make every effort to update the recorded message on the answering service provided for shipping employees so they will have twelve hours notice of when boat loading is to commence. (8-93)

45. The Company agrees to use regular shipping employees to load or offload material from newsprint boats. (11-93)

46. The Company agrees that under normal loading conditions (8 a.m. to 8:00 a.m.) and the break system is set, the same break system will remain in place for that 24 hour period. (4-98)

47. The Company agrees that for new vessels (as per guidelines from OH & S Committee) the safety crew will not be included with the rigging crew. **(5-98)**

48. The Company agrees to this request that employees will not be required to stay aboard when moving a vessel from its original berth to another; however, they must remain ready to commence work. **(6-98)**

49. The Company will issue rain wear and rubber boots to classified shipping employees who do not have same. The employees will be responsible for their safe keeping for future use. Employees requiring new rain wear and rubber boots will have to return their worn out items prior to being issued with another. **(7-98)**

50. The Company will request Montreal Shipping and New York to give an updated ETA of vessels on a daily basis. **(8-98)**

51. The Company agrees that security will provide information to employee calling re his own status regarding the call-in list. **(9-98)**

52. The Company agrees that when shipping employees have accumulated 48 hours, the tie-ups and let-goes will be distributed down the line to the next senior Shipping employee who do not have his accumulated 48 hours. **(10-98)**

53. The Company agrees that during the week when ships are scheduled to arrive in port for loading and vans are being loaded at the beginning of the same week, the backing-off clause will be applied. (12-98)

54. The Company agrees to discontinue the practice of allowing employees to request either day shift or night shift.

55. The Company agrees to discontinue the practice of allowing employees to request 8 hour shift. (15-98)

56. The Company agrees that bumping procedures in Finishing line of progression, when boat loading, be enforced. The right to bump means from start of shift to end of shift. (18-98)

57. The Company agrees that Local Issue 2-93 and 7-93 be carried over for the life of the 1998 collective agreement. (20-98)

LABOUR POOL

58. When boat loading or labor pool employees are assigned to operating departments, rainwear and rubber boots will be issued if required. Employees acquiring rainsuits and boots in this fashion will be responsible for their safe housekeeping for future use. (95-87)

59. Any employee on the call list who does not make himself available for a shift of work in a position for which he is trained will be considered to have worked that shift for the purpose of accumulating his time pursuant to Article 8.01 (a). (101-87)

60. The Company agrees to the administration of the schedule on a rotation basis with a maximum of five (5) labour pool employees permitted to take vacation at one time during prime time. (2-90)

61. The Company agrees to pay for the full shift in the operating departments provided the employee is on the job not later than one hour after being called because of the following scheduling problems:

1. No replacements for scheduled vacations.

2. No replacements for scheduled floaters.

3. No replacement for sickness which was reported to Security four hours before his work commences. (3-90)

62. The Company agrees that if an employee on the call list is called for work after 8:30 a.m. or 8:30 p.m. and cannot report, he should not be charged for that shift under existing local issues #30.

63. The Company agrees (provided the regular Yard Services employee does not want to work overtime) that if a labour pool employee is assigned work in Yard Services and overtime is required to complete the job, the labour pool employee assigned to the job will be given first opportunity to work the overtime. Actual hours worked to be counted towards accumulating 48 hours as per Article 8.01(a)viii. (5-90)

64. The Company will continue with the practice of using shipping and labour pool employees to cut metal bands on wood which has been delivered to mill yard. (3-93)

65. The Company agrees that relief for oilers will be provided by shipping and labour pool employees at all times. (4-93)

66. The Company agrees to fill positions in operating lines of progression during the regular maintenance shuts, i.e. 8-12 hours. (5-93)

67. Students will only be used from May 1st to Labour Day and Dec. 15th to Jan. 7th. (7-93)

68. The Company will ensure that if a situation arises where a regular labour pool employee cannot bump a student from an operating line of progression because the labour pool employee has not been trained in that department, the labour pool employee will be provided with work to avoid any **loss** of wages to the affected employee. (8-93)

69. The Company agrees that employees performing painter duties will be paid the painter "B" rate. (993)

70. When two or more "call-list" employees report for work in the same department, the senior employee will be assigned the senior position, provided he is trained for that position. (78-87)

71. The Company agrees that when labour pool and shipping employees fill in as oilers, they will be paid the oiler's rate. It is our intention to use these employees as full mechanical helpers whenever required. (1-98)

72. The Company recognizes the need to train labour pool employees and is committed to continue such training. We will access the amount of training required and training time frame in which the training is given, keeping in mind the needs of the operating departments. (2-98)

73. The Company agrees to provide one pair of coveralls every two years, without cleaning services, during the life of the collective agreement. (5-98)

74. The Company agrees that labour pool employees who are scheduled to work at 8:00 p.m. on any evening and is canceled **out** before midnight because the boat cannot load for any reason will be rescheduled for 8:00 a.m. the following morning, providing his seniority entitles him to that work. This will also apply to employees who were scheduled into the mill. (6-98)

GENERAL

75. The Company agrees that lieu days can be deferred for a 6-month period. (8-93)

76. The meal allowance during the term of the 1998 Collective Agreement will be \$9.00. (13-90)

77. Regular employees will not be called to work during the 4-day period prior to the start of their vacation. (72-87)

78. Crew safety meetings will be held on a monthly basis with a supervisor chairing the meeting. **Efforts** will be made to have a Union member from each crew to act as secretary for the meeting. The minutes of the previous monthly meeting for that crew will be read. (92-87)

79. The Company agrees during the life of the collective agreement to post for two (2) positions in the mechanical trades. Qualifications will be high school graduation and a nine(9) month trades pre-employment course leading to successful completion of the existing journeyman program. The Company will make at least one of these postings by the end of the first Quarter of the Year 2000. (5-98)

80. The Company agrees that surveillance cameras will only be used for the protection of Company property. Surveillance cameras will not be used to monitor work performances. (6-98)

81. The Company agrees that when relief employees are replacing the regular Stores employees for sickness, vacation and floaters, etc. they will be paid the Storeman rate. Additional employees will continue to be paid the Utility rate and this rate will be reflected in the wage schedule. (7-98)

82. The Company agrees that when regular employees are scheduled for a week of training they will be paid according to their normal work schedule with a minimum of 40 hours if training is scheduled for that

length of time. Labour pool employees will be paid for hours training. Shipping employees will be paid per their work schedule to a maximum of 48 hours.

(8-98)

83. The Company will assign refresher training according to the needs of the operating department.

(10-98)

84. The Company will issue cheque on Friday if an employee is short paid four (**4**) hours or more. (14-98)

85. The Company agrees that when a meeting(s) is scheduled by the Company that involves a member of the Bargaining unit, time off the job will be paid for by the Company. Time off the job for Union business will be paid as if worked and the **Union** will be billed for lost wages only. (16-98)

STORES

86. The Company agrees that when regular stores employees require stores computer training to perform their jobs it will be done during regular working hours.

(1-98)

April 22, 1987

Mr. Mel Moores
President, Local 1093
Communications, Energy & Paperworkers Union

Dear Mr. Moores:

This will confirm that the Company will assign the duties associated with van loading to employees within the boat loading line of progression under the following guidelines.

NO BOAT LOADING

The employees required to load vans will be the most senior trained employees in the boat loading line of progression. In the event of a vacancy created by sickness, vacation, etc. the next senior man available will be assigned.

BOAT LOADING AND VAN OR CONTAINER LOADING

Under this operation, the extra roll handlers required for boat loading will be provided by moving up in the finishing line of progression. The additional roll handlers required for van loading will be taken from the clamp truck classification within the boat loading line of progression. That line of progression would then move up and labour pool employees would be assigned to the Man in Hold positions as required.

WORK TO BE PERFORMED

Roll handlers under the finishing-warehousing line of progression, will be responsible for performing the following work:

- 1) Off loading end bands, wrapper, heads, other supplies, cull rolls or newsprint from vans or trucks and loading of cull rolls.
- 2) All operation of Munck vacuum cranes.
- 3) Loading of wrapper, end bands, heads, other supplies, culls, rewraps and any other material going from warehouse to mill.
- 4) Load paper onto Tugmaster trailer going to the dock.

Shipping personnel will be responsible for performing the following work

- 1) All duties involved in loading paper onto boats.
- 2) All work involved in loading paper onto van or containers.
- 3) All work involved in checking for boats and vans (one for boat loading and one for van loading).

WHEN SENT HOME DUE TO BAD WEATHER

When boat loading is called off due to bad weather and crews are sent home, the senior men who are trained to load vans or containers will bump the junior men on the vans or containers and the junior men will go home and be given the two allowed hours.

If senior shipping employees have accumulated a maximum of 48 (forty-eight) worked hours, and boat loading is called off due to bad weather • the next senior shipping employee who does not have an accumulation of 48 (forty-eight) worked hours will stay behind and load vans or containers.

VAN OR CONTAINER LOADING

When loading vans or containers, if the shipping employees have all accumulated 48 (forty-eight) hours of work, then employees on the casual call list will be called to work, if they are trained to fill the positions required.

These guidelines may require further discussion and changes following the assignment of van loading to shipping employees to deal with issues that may arise which were not anticipated during initial discussions.

Yours truly,

M.A. Brothers
Superintendent
Industrial Relations

December 2, 1998

**Mr. Don Power
President, Local 1093
Communications, Energy & Paperworkers Union**

Dear Don:

As requested, when filling vacancies on a statutory run through, we will maintain the status quo and fill in when required from the labour pool.

Yours truly,

**M.A. Brothers
H.R. Manager**

October 12, 1998

Mr. Harold Smith
President, Local 1093
Communications, Energy & Paperworkers Union
Stephenville, Nfld.

Dear Harold:

Re: Local Issue **98-8** (Mechanical/Electrical)

The Company will provide training in the **E/I** Department to give all employees the opportunity to obtain dual certificates. Should a permanent layoff in that department occur in the future, the current senior employees who opted not to acquire the second certificate would not be laid ~~off~~ while a junior employee holding dual tickets was retained.

Yours truly,

M.A. Brothers
H R Manager

APPENDIX "L"

ABITIBI CONSOLIDATED INC.

DEPENDENT LIFE INSURANCE PLAN

The Company will provide dependent life insurance coverage at employee cost on the following basis:

ELIGIBILITY

All employees are eligible upon completion of ninety (90) working days.

No person may be eligible for benefits both as an employee and as a dependent, or as a dependent of more than one employee.

Dependents become eligible on the same date as you do, or if acquired later, on the date they become eligible dependents.

BENEFIT LEVEL:

1. Spouse - \$10,000.00
2. Each unmarried child:
 - (A) 14 days but less than 1 year of age, \$5,000.00
 - (B) 1 year but less than 19 years (twenty-five (25) years when a student full time), wholly dependent on the employee for support, \$5,000.00

Life insurance for dependents will terminate upon the employee's retirement or death.

APPENDIX "M"

ABITIBI CONSOLIDATED INC.

JOINT HEALTH & SAFETY CONFERENCE

During the term of the 1998-2004 collective agreement, a joint Abitibi Consolidated / Communications, Energy & Paperworkers Union Health and Safety Conference will be held once every two years (starting in 1999). This conference will be held in October or November with the date and location being subject to mutual agreement.

The purpose of the conference will be to develop and support joint participation in the Health and Safety Program in all mills involved.

Two delegates from each mill union local, one of whom is a member of the mill joint health and safety committee, may attend the conference. These delegates shall be compensated for scheduled hours lost as a result of attending the two(2) day conference and one (1) preparation day. In addition those delegates required to absent themselves from their regular shifts to travel to and from the conference will be compensated for any loss of scheduled hours they would have otherwise worked to a maximum of two (2) additional days. The Company will compensate delegates for transportation expenses and will contribute \$75.00 per day for incurred living expenses.

In the event there is a mill shutdown during the week in which the Health and Safety Conference occurs, delegates attending the conference ~~from~~ the mill will be compensated in accordance with the above, using a schedule of work which would have applied had the mill been operating.

Conference planning and the agenda will be the responsibility of a joint committee selected by Abitibi Consolidated and the Communication, Energy and Paperworkers Union. The agenda will be confined to those policy matters affecting the health and safety of employees at the respective mills. Mill Joint Health and Safety Committees may be asked **to** submit agenda items to the Joint Planning Committee.

APPENDIX "N"

ABITIBI CONSOLIDATED INC.

JOB CLASSIFICATION PLAN

It is agreed that all jobs under the jurisdiction of the Communications, Energy & Paperworkers Union, except jobs in the mechanical trades and related occupations, and/or jobs properly covered by the Papermakers' Wage Scale, clerical jobs and supervisory jobs, will be classified using the Pulp and Paper Manufacturers Job Classification Plan, Explanatory Booklet dated June 1, 1974, as amended.

Implementation

(a) The Job Classification Plan is the basis for determining the job class applicable to any existing jobs, any newly created jobs or any jobs which have changed.

(b) The Wage Rate Structure established for the various job classifications is set forth in the "Schedule of Wage Rates., which forms part of this agreement.

(c) (i) In the event that new jobs are created or significant changes occur in existing jobs, the employee or employer may request through the Mill Committee, the preparation of a new job description for submission to the Joint Classification Committee for evaluation.

(ii) The Joint Classification Committee will evaluate the job and inform the Mill Committee of the applicable job class.

(iii) In the event that agreement on the evaluation cannot be reached by the Joint Classification Committee, the question shall be referred for final resolution to the Senior Committee.

(iv) The incumbent of a job will receive the rate applicable to the job class, determined as outlined above. An upward rate adjustment, if applicable, will be effective from the date the new job was created or the date that a revised job description was requested pursuant to c(i). Where an evaluation or re-evaluation results in a rate lower than that in effect previously, the higher rate will be maintained as a "red circle" rate. Such red circle rates will be applicable only to those incumbents classified and holding (or employees who have worked within the last 12 months as relief in) the position evaluated or re-evaluated prior to receipt of the Joint Classification Committee's notification of the lower classification.

Such "red circle" rates will disappear through attrition, promotion or adjustment to the J.C.P. wage scale. General wage increases, however, will continue to apply to such red circle rates.

(d) The Job Classification Plan will be implemented and upward adjustment will be effective on:-

(i) May 1, 1980 for the Thunder Bay, Fort William, Iroquois Falls, Beupre, Smooth Rock Falls and Chandler Division;

(ii) As soon as practical for Kenogami, and Stephenville Divisions;

(iii) June 1, 1977 for the Grand Falls Division; (in the case of Grand Falls, the new job evaluation scale which forms part of this Appendix will become effective May 1, 1980.)

(iv) May 1, 1981 for Provincial Papers.

(v) At Botwood the Job Classification Plan will be implemented during the term of the 1980-1982 collective agreement.

(e) Upon initial implementation of the Job Classification Plan where the evaluation resulted in a rate lower than that in effect prior to the dates applicable in (d) above, the rate will be maintained as a "Red Circle" rate and will be applicable only to the incumbent on that date and employees who were used as replacements during the twelve month period **prior** to the date of implementation of the Plan at each location. Employees hired, transferred, or posted to another department after the dates referred to in (d) above will receive the class rate of the occupation they are hired for, transferred to, or accept through job posting. Red circles will disappear with attrition and promotion.

(f) General increases will apply to all occupations.

(g) Adjustments to the scale will not apply to employees whose rates are red-circled except in the case where the difference between the "red-circled" rate and the "class" rate is less than the total adjustment. In such a case, the difference will be applied and the "Red Circle" will be discontinued.

(h) Incentive rates presently allowed to the employees of the Steam Plant will continue to apply.

(i) The Mill Committee will meet as required.

(j) The Joint Classification Committee will meet as required.

(k) As a condition of continued participation in the plan by the Abitibi Consolidated Inc. Group companies, and in consideration of the Companies' agreement to adhere to the general principles of the Job Classification Plan, the Union agrees that it will not cause or be party to the modification of any essential element of a Job Classification Plan in any other pulp and paper company in the Eastern Canadian industry to which the Union is a party, unless such modification is agreed to by all participating companies.

(l) On the principle that, in implementing the Job Classification Plan, no employee will receive less favourable treatment on any job than he did at any time prior to April 30, 1980, the following will apply:

(i) If movement occurs downwards through lines of progression because of curtailment, individuals affected will revert to the rates they formerly enjoyed on the lower jobs to which they are transferred or the evaluated rate for the job at that particular time, whichever is the higher.

(ii) Conversely, in the case of reverting to a higher level of operation, when individuals move back up through their lines of progression they will be paid the rates they formerly enjoyed on the higher jobs to which they are transferred, or the evaluated rate for the job at that particular time, whichever is the higher.

APPENDIX "O"

ABITIBI-CONSOLIDATED INC.

PENSION PLAN SUMMARY

A WORD ABOUT THIS SUMMARY

The following summary of the Abitibi-Consolidated Inc. Pension Plan is intended to provide you with basic information only. Clearly, it cannot be comprehensive – because of the many specific situations and individual conditions that determine the amount and type of your pension.

You are encouraged to direct specific questions to the pension administration staff at your location. Copies of the Plan are available through the personnel or pension administration office at each Abitibi-Consolidated location.

(Please note that in the event of a discrepancy between the following summary and the Plan text, the Plan text prevails.)

INTRODUCTION

The Abitibi-Consolidated pension plan is a defined benefit plan. It provides a specific income determined by your average pensionable earnings and length of eligible service with the Company.

Average pensionable earnings are based on your five best years. This tends **to** reduce the impact of inflation.

ELIGIBILITY

Full time employees must join the plan after six months of continuous service.

Part-time employees may join the plan after two years of continuous service – during which they have earned **at least 35% of** the “Yearly Maximum Pensionable Earnings” defined under the Canada or Quebec Pension Plans, **OR** have worked at least 700 hours in each of two consecutive calendar years.

In Manitoba, part-time employees are eligible to join the Plan after six months of continuous service **OR** after two consecutive years of continuous service during which they have earned **at least 25% of** the “Yearly maximum Pensionable Earnings” under the Canada or Quebec Pension Plans.

PARTICIPATION DURING EMPLOYMENT

Contributions

Each member of the Plan contributes by payroll deduction.

Since January 1, 1994, the amount of employee contributions is calculated **as** 3.5% of regular earnings up to the Yearly Maximum Pensionable Earnings (YMPE) under the Canada/Quebec Pension Plan, and

5% of regular earnings in excess of the YMPE. Effective January 1, 1999, the amount of employee contributions changes to 4.5% of regular earnings up to the Yearly Maximum Pension of Earnings (YMPE) under the Canada/Quebec Plan, and 6% of regular earnings in excess of the YMPE.

Contributions to the Company Plan are an eligible deduction for income tax purposes.

The Company supplements the pension fund (in addition to members' contributions and the fund's own investment income) by the amount needed to fund the benefits as required by law.

Pensionable Service

The length of your membership in the Plan is important in determining the amount of your pension.

Pensionable service is the service recorded while you received earnings from the Company, were a member of the Plan, and made contributions of at least \$5 per month. It includes any time during which you received basic sick leave pay, long term disability or workers' compensation benefits.

For part-time employees, pensionable service will be prorated using actual time worked divided by the time normally worked by a full time employee.

Continuous Service

This is the uninterrupted period of employment from the date you were hired until your retirement date or

termination of employment. Temporary absences from work due to sickness, disability or Company-approved leaves are not interruptions **of employment**.

Normal Retirement

Normal retirement date is the first day of the month following the month in which you attain age **65**.

NORMAL RETIREMENT BENEFITS

The following formula is used to calculate your pension:

$$\begin{aligned} & \mathbf{1.65\% \times \text{Final Average Earnings} \times \text{Pensionable Service}} \\ & \qquad \qquad \qquad \mathbf{MINUS} \\ & \mathbf{1/35 \times \text{Canada/Quebec Pension Plan Benefits} \times} \\ & \qquad \qquad \qquad \mathbf{\text{Pensionable Service since January 1, 1966}} \\ & \qquad \qquad \qquad \mathbf{(\text{max. 7 years})}^* \\ & \qquad \qquad \qquad \mathbf{EQUALS} \\ & \mathbf{\text{Annual Pension (payable for your life, but}} \\ & \qquad \qquad \qquad \mathbf{\text{guaranteed no less than five years)}} \end{aligned}$$

*Note: Effective May 1, 2002, this Canada/Quebec Pension Plan offset in the formula will be eliminated for members who will retire after that date.

The amount of Canada or Quebec Pension Plan benefits you will receive at retirement also affects your pension calculation. The Company and government plans work together **to** meet your retirement needs.

If you retire **before age 65**, the amount of government pension benefit used in the calculation will be the maximum pension which applies to those who retire at age 65 in the year you actually retire.

If you retire **before age 65**, the amount of your pension is affected in various ways, depending on all the circumstances that apply in your case. Here are some examples:

Age 55 or later, with less than 20 years' service

You may retire on the first day of any month, and your pension benefits will be calculated in the same way as they would be for retirement at age 65. But the amount of your pension will be reduced by $\frac{1}{2}\%$ for every month prior to your normal retirement date at age 65.

For example, if you retire when you are 56 and 6 months, or 102 months early, your normal pension will be reduced by $102 \times \frac{1}{2}\%$, or 51%. That is, you will receive 49% of the normal pension.

Age 55 to 57, with 20 years' service

You may retire on the first day of any month, and your pension benefits will be calculated in the same way as they would be for retirement at age 65. But the amount of your pension will be reduced to reflect the number of years before age 58 that your retirement occurs - according to this formula:

Age	Percent of Accrued Pension
57	94%
56	88%
55	82%

(pro-rate between ages when necessary)

Age 58 to 65

If you have reached age 58 and accumulated at least 20 years of continuous service, you may retire on the first day of any month prior to your normal retirement date. The pension you have earned to-date will not be reduced. However, it will be subject to Revenue Canada's maximum pension rules for early retirement for pensionable service after December 31, 1991. If the sum of the retiree's age and service is less than 80, the pension accrual with respect to Pensionable Service after December 31, 1991 will be reduced $\frac{1}{4}$ of 1% for each complete month by which early retirement precedes the earlier of the day on which the retiree attains age 60, or the day on which the retiree's age plus service would have totaled 80.

SUPPLEMENTARY RETIREMENT ALLOWANCE
(BRIDGING)

1. If you retire early, having reached age 58 and with **at least 20 years of continuous service**, you are entitled to a supplementary “bridging” payment. It is based on the number of years of service you have when you retire (as defined below), to a maximum of 30 years. Effective January 1, 1999, this monthly payment will equal one of the following:

Age 60 - \$16.00 times the number of
years of service

Age 58 - \$32.00* times the number of
years of service (reduces to
\$16.00 on the first day of the
month after you reach age 60)

*Note: This increases to \$33.00 for those who
will retire on or after January 1, 2002.

2. If you retire early, having reached age 55, but not age 58, and with at least 20 years of continuous service, you are entitled to a supplementary “bridging” payment. It is based on the number of years of service you have when you retire (as defined below), to a maximum of 30 years. Effective January 1, 1999, this monthly payment will equal \$32.00* times the number of years of service (reduces to \$16.00 on the first day of the month after you reach age 60). The amount of the supplementary “bridging” payment will be

reduced to reflect the number of years before age 58 that your retirement occurs by the following formula:

Age	Percentage of Supplementary "Bridging" Payment**
57	92%
56	84%
55	76%

(pro-rate between ages when necessary)

*Note: This increases to \$33.00 for those who will retire on or after January 1, 2002.

**Note: Reduction applies to the amounts payable both before and after age 60.

The bridging supplement is payable until the death of the retiree or until age 65, whichever is earlier.

Pensionable Service is used to calculate bridging payments. In this case, proportional allowance is given for partial years of such service.

Continuous Service is used to calculate bridging payments for employees who were members of the Company's earlier Career Average Earnings Plan (entry date prior to May 1, 1982). In this case, the calculation is based on completed years.

DISABILITY PENSIONS

Another consideration in your pension calculation is whether or not you are retiring as result of disability.

If you qualify for benefits from the Company's Long Term Disability (LTD) Plan, you have two choices:

1. Stay on long term disability

If you decide to stay on the LTD Plan, pensionable service will continue to accrue as if you were at work. Pensionable earnings for the time you are receiving disability benefits will be based on the greater of: (a) your monthly earnings in the last complete month you worked before becoming disabled, or (b) the base rate in the mill (labour rate) in each of the years used to calculate the pension.

2. Retire early

With the approval of the Retirement Board, you may take early retirement

if your disability is total and permanent (you are incapable of doing any work), OR if you are permanently unable to do your own job and have reached age 62, OR if you have accumulated 20 years of continuous service. In these cases, you are entitled to the full pension earned up to the time of your retirement; it is not reduced.

if you are permanently disabled from doing your own job **BUT** the above age and service conditions are not met, your pension will be reduced to take into account your age and normal life expectancy.

if you retire under the disability clause, the amount of government pension benefit used in the calculation will be the maximum pension which applied to those who retired at age 65 in the year in which you became disabled.

OPTIONAL FORMS OF PENSION INCOME

The normal form of pension income is an amount payable for life but with a minimum of 60 monthly payments (five years). This means that your pension will be paid as long as you live, but if you were to die before receiving 60 monthly payments, the pension would continue to your beneficiary for the remainder of the 60 payments.

However, if you have a spouse or common-law spouse, with whom you are living **on** your retirement date, you must elect a life pension with 60% continuing for the rest of your spouse's life following your death. If you want to elect a different option your spouse must complete a form waiving the right to a 60% joint and survivor option.

There are several other ways of receiving your pension, each one resulting in a different monthly amount.

1. Joint and survivor

An amount payable for your lifetime and that of your designated beneficiary (must be a spouse, common-law spouse or dependent). You may elect to have 100%, 75%, 66 2/3%, 60% or 50% of your pension continue to your joint beneficiary after your death. The larger the pension you want to continue to your beneficiary, the smaller the pension you will receive during your lifetime.

2. Life only - no guarantee period

Provides for larger payments than the normal options, but the pension payments cease when you die regardless of the number of payments you had received.

3. Life pension - guaranteed 10 or 15 years

Similar to the 5-year guarantee option offering life pensions, but guaranteed for either 10 years (120 payments) or 15 years (180 payments). These options provide a lower monthly payment than the 5-year guarantee option because the guarantee periods are longer.

4. Integration with Canada or Quebec Pension Plan, benefits and Old Age Security benefits

If you retire before age 65, you may choose to receive an increased Company pension from the time you retire until government benefits

become available at age 65. But at 65, the amount of Company pension is reduced by an amount equal to the government pension in effect at your date of retirement.

COST OF LIVING PROTECTION

Basic pensions have been adjusted annually, on the anniversary of the retirement date, for employees who have retired since May 2, 1982. These adjustments were in effect up to and including May 1, 1993. No special adjustments have been made to basic pensions in payment between May 2, 1993 and May 1, 1996. Between May 2, 1996 and April 30, 2004, the special adjustments have been reinstated.

The amount of this special indexing adjustment is one-half the percentage increase in the Consumer Price Index during the 12-month period ending in October of the preceding year. This adjustment is subject to a maximum of 5%.

Note that these adjustments are made to your basic pension only, and not to the supplementary retirement allowance (bridging payments) associated with early retirement.

DEATH AND TERMINATION BENEFITS

Pension reform legislation passed in Ontario effective January 1, 1987 established different benefit entitlements reflecting pensionable, service before and after that date.

While this legislation applies only in Ontario, Abitibi-Consolidated Inc. has extended these rules to employees in all provinces. The exception is Manitoba, where an earlier effective date of January 1, 1985 applies.

The provisions which apply to pensions earned before these dates are largely unchanged – but the following apply to benefits earned after these dates:

- After **two** years participation in the Plan, members are entitled to benefits from the Company, in addition to their own contributions.
- The Company pays at least half the value of any pension earned after January 1, 1987.
- Part-time employees are eligible to participate.

Termination (benefits earned before January 1, 1987)

More than ten years of continuous service: a vested deferred pension payable at age 65 **OR** the **lump** sum present value of the pension transferred to a “locked-in” retirement account (**LIRA**).

Less than ten years of continuous service: a refund of contributions with interest – in cash or transferred to an RRSP, **OR** a vested deferred pension payable at age 65, **OR** the lump sum present value of the pension transferred to an **RRSP**.

Termination (benefits earned after January 1, 1987)

Less than **two** years of **Plan** membership: refund of employee contributions with interest— in cash, or transferred to an RRSP.

Two or more years of Plan membership: the lump sum present value of the deferred pension earned by service after January 1, 1987— plus excess employee contributions, that is, any excess of employee contributions made after January 1, 1987 (with interest) that are more than 50% of the lump sum present value.

Notes

1. The lump sum present value can be settled as:
 - a deferred pension from the Plan fund,
 - a transfer to a LIRA,
 - a deferred annuity purchased from an insurance company, or
 - a transfer to another registered pension plan, provided the new employer agrees to accept the transfer.

2. Excess employee contributions with interest can be settled as:
 - cash, or
 - a transfer to an RRSP, or
 - used to purchase an additional pension

For examples of these types of calculation, see Appendix “B” of the Pension Summary.

Death Benefits (earned before January 1, 1987)

The beneficiary receives a refund of the employee's contributions plus interest. If the beneficiary is the spouse, the refund may be taken in the form of a life pension.

Death Benefits (earned after January 1, 1987)

The spouse or, if there is no spouse, the beneficiary receives the lump sum value of the deferred pension earned after January 1, 1987 - plus the excess employee contributions, that is, any excess of employee contributions made after January 1, 1987 (with interest) that are more than 50% of the lump sum present value. If the beneficiary is the spouse, the refund may be taken in the form of a life pension.

OTHER SOURCES OF RETIREMENT INCOME

The retirement income described **so** far comes from the Company Plan. It is designed to work together with government pension plans and your **own** personal savings.

In addition to your pension from Abitibi-Consolidated Inc., you may be eligible to receive monthly pensions from at least two government sources. The main plans of interest are the Canada or Quebec Pension Plan, and the Old Age Security program.

The amount of your pension from the Canada or Quebec Pension Plan will depend on your earnings during your career and **on** the number of years **you** contribute to the plan. **You** and the Company

contribute equally, a percentage of your salary up to a level set by the government each year.

The Old Age Security program pays the same benefit to all Canadians over age 65, including your spouse, subject to certain Canadian residency requirements. All or a portion of these payments may have to be repaid to the government if your annual income exceeds an amount determined by the government each year. (In 1999, persons with net income exceeding \$53,215 must repay 15% of excess net income, up to the full OAS amount.)

Payments from these programs are not automatic. You must apply for them. Application forms are available from any office of Canada Post and from local Canada or Quebec pension offices.

APPENDIX "A"

If we look at the formula a piece at a time and with an example or two, it is a lot easier to follow. In order to do that, we will use an employee with the following background:

(i) Normal Retirement at age 65

Employee Data

Date of Birth:	May 15, 1934 (age 65)
Joined Plan:	September 1, 1965
Date Hired:	February 1, 1965
Normal Retirement Date:	June 1, 1999

Service

Continuous Service (assume uninterrupted) from 34.33 years
Feb. 1, 1965 to May 31, 1999:

Pensionable Service
from Sept. 1, 1965 to 33.75 years
May 31, 1999:
from Jan. 1, 1966 to 33.42 years (max. 7)
May 31, 1999:

Canada/Quebec Pension Plan

The maximum government pension benefit to which an employee age 65 is entitled, by virtue of earnings and number of years during which contributions were made to the government plan, for the year in which the member retires ~~from~~ the Pension Plan. For the year 1999, the maximum C/QPP pension benefit is \$9,020.00.

Final Average Earnings

Best year	\$54,000
2nd best year	53,000
3rd best year	51,600
4th best year	50,500
5th best year	<u>49,000</u>
Total	\$258,100

Final Average Earnings = $\$258,100/5 = \$51,620$

Pension Calculation

For each year of pensionable service the employee will receive 1.65% of Final Average Earnings:

$1.65\% \times \$51,620.00 \times 33.75 \text{ years} = \$28,745.89$

Minus $1/35 \times C/QPP \times$ Pensionable Service since January 1, 1966 (max. 7 years):

$1/35 \times \$9,020.00 \times 7 \text{ years} = \$1,804.00$

Normal annual pension is $\$28,745.89 - \$1,804.00 = \$26,941.89$

**(ii) Early Retirement at Age 58 with 20 Years
of Continuous Service**

Employee Data
Date of Birth: July 1, 1940
(age 58 and 11 months
at retirement)
Joined Plan: March 1, 1975
Date Hired: September 1, 1973
Retirement Date: June 1, 1999

Service

Continuous Service (assume
uninterrupted) **from** 25.75 years
September 1, 1973 **to**
May 31, 1999:
Pensionable Service
from March 1, 1975 to 24.25 years
May 31, 1999:

Canada/Quebec Pension Plan

1999 benefit level: \$9,020.00

Final Average Earnings

Best year	\$50,000
2 nd best year	49,500
3 rd best year	48,600
4 th best year	48,000
5 th best year	<u>47,400</u>
Total	\$243,500

Final Average Earnings = $\$243,500/5 = \$48,700$

Pension Calculation

For each year of pensionable service the employee will receive 1.65% of Final Average Earnings:

$$1.65\% \times \$48,700.00 \times 24.25 \text{ years} = \$19,486.09$$

Minus $1/35 \times C/QPP \times$ Pensionable Service since January 1, 1966 (max. 7 years):

$$1/35 \times \$9,020.00 \times 7 \text{ years} = \$1,804.00$$

Normal annual pension is $\$19,486.09 - \$1,804.00 = \$17,682.09$

Since the member is age 58 or over and has more than 20 years of continuous service, a monthly supplementary payment (bridging supplement) will be payable until age 65 or death whichever occurs first. The supplement, payable from retirement date to the month following age 60, is \$32 per month (\$33 per month for retirements after December 31, 2001) for each year or partial year of pensionable service at the time of retirement (to a maximum of 30 years). In this case the monthly amount will be $\$32 \times 24.25 \text{ years} = \776.00 per month. From age 60 to 65 the supplement is \$16 per month for each year or partial year of pensionable service at the time of retirement (to a maximum of 30 years). In this case the monthly amount will be $\$16 \times 24.25 \text{ years} = \388.00 .

For employees who were members of the Retirement Income Plan for Employees of Abitibi-Consolidated Inc. and Subsidiary and Associated Companies the supplementary payments from retirement date to age 60 would be based on completed years of

continuous service, $\$32 \times 25 \text{ years} = \800.00 per month. From age 60 to age 65 it would be $\$16 \times 25 \text{ years} = \400.00 per month.

(iii) Early Retirement Between Ages 55 and 58 with 20 Years of Continuous Service

Employee Data

Date of Birth:	May 15, 1943 (age 56)
Joined Plan:	March 1, 1976
Date Hired:	August 1, 1975
Retirement Date:	June 1, 1999

Service

Continuous Service (assume uninterrupted) ~~from~~ August 1, 1975 to May 31, 1999: 23.83 years

Pensionable Service from March 1, 1976 to May 31, 1999: 23.25 years

Canada/Quebec Pension Plan

1999 benefit level: \$9,020.00

Final Average Earnings

Best year	\$48,600
2nd best year	46,900
3rd best year	46,000
4th best year	45,100
5th best year	<u>44,300</u>
Total	\$230,900

Final Average Earnings = $\$230,900/5 = \$46,180$

Pension Calculation

For each year of pensionable service the employee will receive 1.65% of Final Average Earnings:

$$1.65\% \times \$46,180.00 \times 23.25 \text{ years} = \$17,715.80$$

Minus $1/35 \times C/QPP \times$ Pensionable Service since January 1, 1966 (max. 7 years):

$$1/35 \times \$9,020.00 \times 7 \text{ years} = \$1,804.00$$

$$\text{Normal annual pension is } \$17,715.80 - \$1,804.00 = \$15,911.80$$

Since this employee is not age 58 the normal annual pension is reduced $\frac{1}{2}\%$ for each month (6% per annum) by which the early retirement date precedes the attainment of age 58.

This employee is age 56 years, 0 month and the early retirement date precedes the attainment of age 58 by 24 months. Therefore, the pension is reduced by $24 \text{ months} \times \frac{1}{2}\% = 12\%$ (the reduced pension is 88% of the normal annual pension).

$$\text{Reduced Normal Pension is } \$15,911.80 \times 88\% = \$14,002.38$$

Since the member is between the age of 55 and 58 and has more than 20 years of continuous service, a reduced monthly supplementary payment (bridging supplement) will be payable until age 65 or death whichever occurs first. The supplement from retirement date to the month following age 60 is \$32 per month (\$33 per month for retirements after December 31, 2001) for each year or partial year of

pensionable service at time of retirement (to a maximum of 30 years) reduced by $\frac{2}{3}$ of 1% for each month (8% per annum) by which the early retirement date precedes the attainment of age 58. In this case the reduction for retiring 24 months before the attainment of age 58 would be $24 \text{ months} \times \frac{2}{3}\% = 16\%$ (the reduced supplement is 84% of the earned supplement and therefore the supplementary payment will be $\$32 \times 23.25 \text{ years} \times 84\% = \624.96 per month. From age 60 to 65 the supplement is \$16 per month for each year or partial year of pensionable service at the time of retirement (to a maximum of 30 years) reduced by $\frac{2}{3}$ of 1% for each month (8% per annum) by which the early retirement date precedes the attainment of age 58. In this case the monthly amount will be $\$16 \times 23.25 \text{ years} \times 84\% = \312.48 .

For employees who were members of the Retirement Income Plan for Employees of Abitibi-Consolidated Inc. and Subsidiary and Associated Companies the supplementary payment would be based on completed years of continuous service if this produced a larger supplement.

APPENDIX "B"

Termination Example

An employee terminates June 1, 1999 with Final Average Earnings of \$43,000, at the age of 34 years 5 months, after 3.25 years of plan membership.

$$1.65\% \times 3.25 \text{ years} \times \$43,000 - 3.25/35 \times \$9,020.00 = \$1,468.30$$

The employee is entitled to an annual pension of \$1,468.30 payable at age 65.

Commuted value of annual pension = \$2,496.11

Employee contributions with interest = \$4,825.00

Calculation of Termination Benefit

Employee pays no more than 50% of the commuted value:

$$\$2,496.11 \times 50\% = \$1,248.06$$

Employee receives a refund of excess contributions:

$$\$4,825.00 - \$1,248.06 = \$3,576.94$$

Options

1. Transfer the commuted value of \$2,496.11 to a "locked-in" retirement account (LIRA); plus a cash refund, or transfer to an RRSP, of the employee excess contributions of \$3,576.94.
2. Elect a pension of \$1,468.30 a year at age 65 and a refund of \$3,576.94 in cash.

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3. Elect a higher pension of **\$1,468.30** a year plus the actuarially determined increase in pension calculated from the employees' excess contributions, of **\$2,104.08*** per year, for a total annual pension at age 65 of **\$3,572.38**.

* Note: $\frac{\$3,576.94 \times \$1,468.30}{\$2,496.11} = \$2,104.08$

4. Transfer the commuted value of **\$2,496.11** to another registered pension plan provided the new employer agrees to accept the transfer; plus a cash refund, or transfer to an RRSP, or transfer to another registered plan provided the new employer agrees to accept the transfer of the employee excess contributions of **\$3,576.94**.

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