

1993 - 98  
**COLLECTIVE AGR**

between



**Avonor**

SOURCE	Comp	
EFF.	93	09/01
TERM.	98	09/01
No. OF EMPLOYEES	800	
NOMBRE D'EMPLOYÉS	df	

DRYDEN OPERATIONS

Inc.

and



CFP LOCALS 105 & 1323

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

and its affiliated locals 105 and 1323

**1996**

Effective 7:00 a.m., September 1, 1993, to  
7:00 a.m., September 1, 1998

01127(04)

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This Agreement Is entered into by and between Avenor Inc.. Dryden Operations, Dryden, Ontario, herein called the "Company; and the Communications, Energy and Paperworkers Union of Canada and its affiliated locals 105 and 1323 of Dryden, Ontario, herein called the "Union" or "Unions".

The use of masculine gender In the Agreement should be considered also to include feminine.

APPLICATION TO MILL AND WOODLANDS

The Provisions Of this Agreement shall apply to those employees of the Company classified on Appendix "A" of this Agreement in both Mill and woodlands Operations, unless otherwise indicated by the captions.

The caption "Mill Only" or "Woodlands only", indicate that a provision applies Only to employees In classification listed in either the Mill or the Woodlands sections of Appendix "A".

100 - GENERAL PURPOSE

101

The general purpose of this Agreement is, in the mutual interest of employer and employee, to provide for the operation and maintenance and new construction where not contracted for, of the plant and plants hereinafter mentioned under methods which will further to the fullest extent possible the occupational health and safety and the economic welfare of the Company and its employees, the economy of operation, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by the Agreement to be the duty of the Company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.



102

The Company policy is to do repair and maintenance work with Company crews. Contracting out Will be kept to a minimum and where practical the company will endeavour to use unionized Contractors, and the Signatory Union concerned will be advised a minimum of two (2) weeks in advance where possible of company plans in this regard.

200 - RECOGNITION

201 UNIONS RECOGNIZED

The company recognizes the Signatory Unions as the agencies representing their respective membership for the purpose of collective bargaining.

**201.1**

The Company agrees to pay lost time wages to the union executive while off on union business. The local union concerned shall be billed monthly for all wages paid. The Company will make all normal deductions.

202 UNION SHOP AND MAINTENANCE OF MEMBERSHIP

It is the desire of the Parties to this Agreement that all employees will maintain membership in good standing in the Signatory Unions and it is agreed that:

202.1

Any employee who is now a member, or after this date, becomes a member, or is reinstated as a member of the Signatory Unions, shall maintain such membership in good standing as a condition of employment.

**202. 2**

All new employees whose rates are fixed by this Agreement shall become Members of their respective Local Union within thirty (30) days after entering the company's employ, and shall maintain membership in good standing, and shall, upon hiring, sign a Union deduction Card for monthly dues and initiation fees at the Employment offices for the respective Union concerned.

Check-off of Union dues is voluntary and revocable. The authorization to deduct the amount of Union dues may be revoked during the two (2) week Period preceding the next anniversary date of the collective Agreement.

Initiation Fees and Membership Dues as follows:

	<u>Initiation</u>	<u>Monthly Dues</u>
<b>Local 105</b>		
	\$25.00	.0066 x Number worked Hours x card Rate + \$2.00 (maximum 160 hours for day workers or 168 hours for shift workers.)
		If worked hours exceed 39 hours then add 1 hour x card rate.
<b>Local 1323</b>		
	\$25.00	.0066 x Number worked Hours x card Rate x 2 (maximum 160 hours for day workers or 168 hours for shift workers.)

When an employee transfers from one Union jurisdiction to another, it shall be the responsibility of the unions to ensure that the authorization for deduction of dues document is signed by the employee and is submitted to the timekeeper. General call crew employees will be assigned to work under any of the Locals' jurisdiction.

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

The Check-off Authorization form is attached as Appendix "E".

All new employees shall serve a probationary period of sixty (60) calendar days.

203 EXCLUSIONS FROM BARGAINING UNIT

The following employees shall not be eligible for membership in the Bargaining Units.

Mill:

Superintendents; office Force: Technical Control Department (except Testers); watchmen: Salaried Foremen; Engineering Department.

woodlands:

Superintendents; Foresters; Cruisers; Salaried Clerks; Office Force; watchmen; Salaried Supervisors; Salaried Foremen; Storekeepers.

Chemical Plant:

Superintendents; Supervisors; Office Force; Project Engineer and Tester (Lab Technician).

204 WORK BY SUPERVISORS

Supervisory personnel shall not perform work which would normally be a function of an employee listed in the job classifications covered by this Agreement, except in the case of instructions and in the case of emergencies.

**300 - PREFERENCE IN HIRING**

When hiring employees, the Company will give preference to Union members who apply and who are capable of doing the work.

**400 - JURISDICTION**

Questions of jurisdiction between the Labour Unions shall be decided by the Signatory Unions. If the Signatory unions are unable to resolve a jurisdictional question, the Company shall be entitled to assign the work in question temporarily to employees in whichever Signatory Union It determines.

**500 - INTERPRETATION**

501

Further interpretation of this Agreement may be made by the mutual consent of the Signatory Parties hereto.

502

It is agreed that no union By-Law will supersede any clause in the Agreement.

**500 - NO INTERRUPTION OF WORK**

It is understood and agreed by the Parties to this Agreement that there shall be no strikes or lock-outs during the period of this Agreement.

**700 - ADJUSTMENT OF DIFFERENCES**

701 GRIEVANCE PROCEDURE

701.1 - step 1

Disputes, grievances or complaints by an employee or group of employees shall be referred to the supervisor involved and two (2) members of the Union committee.

701.2 - step 2

**if no satisfactory settlement is made within forty-eight (48) hours, Saturdays, Sundays and Paid Holidays excluded, the matter will be referred by the Supervisor, the employee and the two (2) members of the union Committee to the department superintendent.**

701.3 - step 3

**if no satisfactory settlement is made within forty-eight (48) hours, Saturdays, Sundays and Paid Holidays excluded, the employee shall refer the question to the Union Executive which may present a grievance in writing to the department manager or his designated representative. The findings of the Company representative shall be filed in writing within seventy-two (72) hours, Saturdays, Sundays and Paid Holidays excluded.**

701.4 - step 4

**if no satisfactory settlement is made within fifteen (15) days, the question may, on the request of the Management or the Union, be referred to the National Representative of the Communications, Energy and Paper-workers Union of Canada and/or his representative, and the Resident Manager having jurisdiction in the matter and/or their representative.**

702

702.1

**All time elements may be extended by mutual consent. Agreement for extension must be in writing.**

702.2

**If an agreement cannot be reached, the matter may be referred to Arbitration.**

## 702.3

**Grievances which involve Company-wide interpretation, administration or alleged violation by either party of the Agreement, may, after first being discussed with the Superintendent, Employee Relations, or his designated representative, be processed Commencing at the Third Stage level with the Company's representative.**

## 703 ARBITRATION

## 703.1

**In Arbitration, the Company and the Union shall each select one (1) man; these two (2) shall select a third Party. in the event of the failure of the two (2) parties selected to agree upon the third member of the Board, they shall request the Provincial Minister of Labour to appoint a third party. This Arbitration Committee shall convene and render a decision within fifteen (15) days and such decision shall be final and binding upon the Parties of the Agreement.**

## 703.2

**It is understood that the function of the Arbitration Board shall be to interpret and apply the Agreement and deal only with specific questions as submitted. The Board shall have no authority to add to, subtract from or to modify or change any of the terms of this Agreement. They shall, however, have the right to make a just and equitable award.**

## 703.3

**The fees and expenses of its respective nominee to the Arbitration Board shall bear on each respective party. The Chairman's expenses will be shared equally by both parties.**

## 704 COMPLAINTS, RE: DISCHARGE

if a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours, Saturdays, Sundays and Paid Holidays excluded, and an employee proven to have been unjustly discharged shall be reinstated and receive pay for time lost on a just and equitable basis.

The Union will be notified in writing within forty-eight (48) hours when an employee is suspended or discharged, excluding Saturdays, Sundays and Paid Holidays.

## 705

The Company will provide space in the existing mail facility located outside of the Personnel Records Office for each local union.

800 - FILLING VACANCIES

## 801 TRIAL PERIODS

In cases of Promotion in Positions within the jurisdiction of the Local unions; the oldest employee in Point of service within departments shall have Preference with a sixty (60) Worked day trial period. If unable to handle such a promotion, the employee shall be returned to his former position.

## 802 JOB POSTING

When vacancies occur or new jobs are created outside regular lines of progression, such positions shall be posted on the bulletin board for five (5) days, excluding weekends and holidays before they are permanently filled. in the event that in Managements opinion the employee does not Prove satisfactory, or at the employee's own request, at any time within a maximum of ninety (90) calendar days, he shall be returned to his former position and retain his Previous departmental seniority.

If an employee elects to return to his former position, or is moved back by the Company, he shall not have the right to bid on that position again for a Period of one (1) Year from the date of his return to his former position.

The Company agrees to supply the Union with a list of all applicants for each job posting including applicable educational qualifications and seniority.

If the Company proposes to give a posted job to anyone other than the senior man who bids, of the Union of its jurisdiction the Company shall present the name of its selectee to the union which will have an opportunity to discuss the qualifications of the senior employee with Management before the job is filled permanently.

In the event of a job posting not being filled by a member in that Union's jurisdiction, the senior Union members with qualifications from the Signatory unions will be given preference.

#### 803 DEPARTMENTAL SENIORITY

##### 803.1 General

Promotions and demotions are to be confined to a department and to a Union. In case of demotion, departmental seniority will apply until an employee reverts to the base job, at which time the employee in that Union having jurisdiction over the base job shall maintain his seniority in length of service over other employees in the base job. A list of base jobs has been agreed to by the Company and the Unions. (See Appendix "F").

If the number of senior employees involved in a Permanent lay-off exceeds the number of junior employees holding bottom jobs in the lines of progression, the Company, if requested by the union, will locate other job openings in jobs held by junior employees above the bottom jobs so as to assure continued employment for senior employees.



Recall after lay-off shall be in reverse order of lay-off subject to the employee having the qualifications to do the job available.

Laid off employees shall retain seniority for a period of one (1) year.

when a man has secured a job on the basis of his qualifications, he shall be considered as having priority on that particular job over any other man who may qualify for the job at a later date.

The above shall apply except when the company and the union have mutually agreed to an extension of study time to obtain the required qualifications.

803.2 woodlands Division Only:

Moves within the Woodlands, will be in accordance with the operators' lists or by Woodlands department seniority. Company seniority will apply when an employee reaches his layoff from woodlands.

The company reserves the right to waive seniority if the employee with company seniority lacks the ability and/or experience to do the job required.

804 DIFFERENCES, RE: PROMOTIONS

Differences of opinion relating to an employee's qualifications for a job or position shall be discussed between the Union Committee and Management and a decision will be rendered.

805 TEMPORARY VACANCIES (MILL ONLY)

(A) It is agreed that employees will move up to fill only the normal number of vacancies that are allowed off in any one department in any given week for all recognized absences.

The normal number of employees in any one department

who may be allowed off in any one week will be determined by Management as per current practice to ensure efficient operation in the department.

- (B) Additional employees may be allowed to take time off during shutdowns for all recognized absences, but their jobs will not be filled.

\$00 - CLASSIFICATIONS AND WAGE RATES

901 RATE SCHEDULES

Classification and hourly wage rates as appended form part of this Agreement.

Appendix "A" - Mill and woodlands  
schedule of Rates

Appendix "B" - Papermakers' wage schedule

901.1 Mill:

Employees shall be paid the rates for the jobs to which they are assigned, except as noted in Curtailment Clause, 1104.3.

**Woodlands Division only:**

Employees shall be paid the rates for the jobs to which they are assigned. However, if an employee is temporarily assigned to a lower-rated job, his rate will not be reduced for the balance of that day or shift.

901.2

Excluding General Call Crew, employees who are training in department lines of progression will be paid at their regular card rate or the rate of pay that they would normally receive had they not been on training.

**902 ADJUSTMENT OF INDIVIDUAL OCCUPATION RATES**

**902.1**

**When and as occupations are created not listed on the attached Wage Schedules, the rates For such occupations shall be as established by negotiation at that time.**

**902.2**

**The Union Shall have the right to discuss local adjustments with Management prior to August 31, 1994, August 31, 1995, August 31, 1996, August 31,1997 and prior to wage negotiations In 1998. All local adjustments must be submitted In writing by June 15th of each year, for discussion and final settlement at a local level prior to August 31, 1994, August 31, 1995, August 31, 1996, August 31, 1997 and prior to wage negotiations In 1998 and where granted, adjustments will become effective September 1st.**

**It Is understood that local adjustments are construed to mean a consideration of individual job rates In cases of gross inequality or major changes In job responsibility.**

**The above applies to those classifications not covered by the Job Classification Plan, Papermakers' Wage scale, or Tradesmen Promotion Plan.**

1000 - REGULAR OPERATING SCHEDULES

MILL, CHEMICAL PLANT & WOODLANDS

**All operations will operate on a continuous basis.**

1100 - NORMAL HOURS OF WORK

1101 DAY WORKERS (MILL ONLY)

**The normal hours of work For day workers shall be From 8:00 a.m.**

to 4:00 p.m. or as mutually agreed. Day workers, when changed to night workers For short periods, may be scheduled 8:00 a.m. to 4:00 P.m., 4:00 P.m. to 12:00 p.m., and 12:00 p. m to 8:00 a.m. or as mutually agreed.

1102 TOUR WORKERS

Employees engaged In an operation scheduled In advance For at least twenty-four (24) hours running are considered tour workers.

Normal hours For tour workers and hours at which tours shall change shall be from 7:00 a.m. to 3:00 P.m., 3:00 pm. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. or as mutually agreed.

1103 NIGHT WORKERS (MILL ONLY)

Employees not on continuous tour and scheduled to work hours Other than 8:00 a.m. to 4:00 p.m. shall be called night workers.

Night workers will receive a shift differential For shifts commencing between the hours of 4:00 p.m. and 8:00 a.m.

1104 EMERGENCY AND NORMAL SHUTDOWN

1104.1

In emergency shutdowns due to breakdowns of twenty-four (24) hours or less (includes the shift in which the shutdown occurs and two (2) shifts following), Operating crews will be provided with work and will be paid at the rate of their regular occupations or at the rate of the job to which they are assigned, whichever is greater.

This provision will not apply In the event that lack of orders, strikes, stoppages or Interference with work in connection with labour disputes, "Acts of God" or Failure of public utilities, or any other occurrences which are beyond the control of the Company, Interfere with work being provided.

## 1104.2

on scheduled normal shutdowns For maintenance, tie-ins, Cleaning, etc., operating crews will be scheduled to work their normal days and expected to do the work assigned and will be paid the rate of their regular occupations or the rate of the job to which they are assigned, whichever is greater.

Tour workers may be scheduled to work with day crews during their shutdowns and, if so scheduled, will work day work hours. In no case will a night shift worker be scheduled to work the succeeding day shift or day work hours.

## 1104.3 (Mill only)

The company will advise unions of any Imminent curtailment of paper operations. In the event of any curtailment in this operation which necessitates scheduling a shorter work week (six (6) days or less operation), the Company will attempt to minimize Impact on employees affected.

Personnel Involved in paper operations who are set back In the above situation will be reassigned in accordance with their seniority and will be paid the rate of the job to which they are re-assigned.

should a severe curtailment require a complete, but temporary shutdown of any operation (product handling excluded), personnel affected will be re-assigned In accordance with their seniority. In this event, card rates will be maintained for a four (4) week period from time of setback, beyond which time they will be paid the rate of the job to which they are re-assigned.

## 1104.4 (Product Handling)

Machines that are scheduled seven (7) days a week with Four (4) crews and Is reduced to five (5) days with three (3) crews, the fourth (4th) crew will be re-assigned In accordance with their

seniority and will be paid the rate of the job to which they are re-assigned.

IF a machine is scheduled five (5) days with three (3) crews and the schedule is reduced to two (2) shifts, the third (3rd) crew will be re-assigned in accordance with seniority and will maintain their card rates for a period of two (2) weeks beyond which time they will be paid the rate of the job to which they are re-assigned.

A curtailment which results in a complete machine shutdown and all shifts are reduced they will be re-assigned in accordance with their seniority. In this event, card rates will be maintained for four (4) weeks from period of cutback, beyond which time they will be paid the rate of the job to which they have been re-assigned.

Above will apply to all product handling personnel.

1105 NO LIMITATION IN EMERGENCIES

No limitations on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life or property.

1106 MEAL ALLOWANCE

The Company agrees to provide a meal for employees who are required to work over their normal hours in the following situations:

- (a) When required to work through his lunch period, 12:00 noon to 1:00 p.m, without notification the previous day.
- (b) When required to work more than one (1) hour beyond his normal quitting time. This applies to day, tour and night workers.

39 a, b  
999

- (c) when an employee is called in to work before his shift commences and does not have time to arrange for his lunch or meal, such meal will be supplied at regular mealtimes.
- (d) when scheduled to work a shift or tour in excess of nine (9) hours. It is understood that employees will provide their first meal. The Company will provide the second meal after eight (8) hours of work. Once having provided a meal, the Company will provide further meals at four (4) hour intervals until the employee is relieved from duty. The above does not apply to day workers scheduled to relieve on shift.

The meal period will not exceed twenty (20) minutes and will be paid at the applicable rate. This paid period is not to commence until the meals have been delivered to the job and workers are required to stay on the job until then,

1200 - PREMIUM TIME

1201 PAYMENT FOR WORK IN EXCESS OF REGULAR HOURS

1201.1 Day (and Night) Workers:

work done in excess of eight (8) hours by employees, subject to the provisions of 1100, shall be paid for at the rate of time and one-half (1 1/2).

work done by such employees before or after their regular starting or quitting time and at noon hour shall also be paid for at the rate of time and one-half (1 1/2).

1201.2 Tour Workers:

- (A) Tour workers required to perform any work after being relieved from their regular job shall receive time and one-half (1 1/2) for such work.

- (B) Tour workers shall be paid at the rate of time and one-half (1 1/2) For all work performed beyond their regular daily hours of work, with the Following exceptions:

Overtime worked by special arrangement between a tour worker and his mate to exchange shift with the approval of his supervisor, and when this can be accomplished without additional cost or Penalty to the Company;

when required to replace an employee For tardiness UP to two (2) hours.

#### 1201.3 Rest Period

Any day worker required to work more than sixteen (16) hours in a twenty-four (24) hour period will be given one (1) hour off with pay for each hour worked beyond Sixteen (16) hours at his regular straight time rate commencing at the Starting time of the following day of work. However, if the Following day Is not a day of work, this clause will not apply. The work day means the employee's regularly scheduled shift. Excessive hours worked as a result of an arrangement between employees Is excluded.

Any day worker called In who works two (2) hours or more after midnight shall receive time off (at normal pay) equal to the time worked between midnight and 6:00 a.m. provided he Is scheduled to work the following day and reports at the deferred starting time.

#### 1202 PAYMENT FOR WORK BEFORE OR AFTER COMPLETING REGULAR SHIFT (CALL TIME)

##### 1202.1 Call-in or Hold Over:

- (A) Any employee who Is called In for work prior to or after completion of his or her shift or during noon hour shall be paid at the rate of time and one-half (1 1/2) with a minimum of four (4) hours at straight time. This applies whether the employee Is told or called In.



Any employee who is Called in for work on a Sunday, shall be Paid a minimum of six (6) hours straight time or time and one-half (1 1/2) whichever is greater.

- (B) If a day or tour worker is requested to do overtime work before the end of his regular working hours, he will receive overtime rates as provided under 1201.1 above. But, if such overtime commences over one (1) hour after the end of his regular working hours, payment will be at the rate of time and one-half (1 1/2) with a minimum of four (4) hours straight time. Except as otherwise Provided herein, workers called on duty before or after regular working hours or on their scheduled days off shall receive time and one-half (1 1/2) 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.
- (c) If a day worker is called in before 5:00 a.m. and is required to continue on the job for which he was called beyond 8:00 a.m. of a regular working day, he shall continue to receive time and one-half (1 1/2) until, In the opinion of his supervisor, the job is completed. The employee will be allowed to go home when the job is Completed, but if he elects to remain will revert to straight time payment.
- (D) Any employee having been told before stopping work for the noon hour that his services would be required during any part of the noon hour. call time will not apply in this case.

1202.2 Exceptions:

Change from day worker to night worker with twenty-four (24) hours notice.

- (A) Day workers, when required on emergency repairs and

notified not later than 2:00 p.m. the Previous day, may be changed to night workers without Payment of premium time on this account.

- (B) A day worker, may be changed to a night worker, and no premium time will apply, provided the employee is notified within the first hour of his reporting to work, that his next scheduled work day has been changed.
- (C) A night worker may be scheduled to a day worker and no premium time will apply, provided the employee is notified within the first hour of his reporting to work, that his next scheduled work day has been changed and provided the change does not result in the employee working two (2) consecutive shifts.
- (D) Call time shall not apply to employees as listed in Appendix "C" who are scheduled to Provide for an efficient start-up.
- (E) Schedule change when mutually agreed upon.

1202.3 Job Change During Call-in Period:

Employees called in to do a specific job will be paid call time. However, if he is requested to do another job which is in no way related to the original job he was called in for, then he will be paid call time for each unrelated job assigned.

The above will apply except in the case where a man has been notified by 2:00 p.m. of the previous day that his services will be required at 7:00 a.m., in which case he will be paid one (1) hour call only for work performed during this one (1) hour period between 7:00 a.m. and 8:00 a.m.

1203 PAYMENT FOR WORK ON SUNDAYS, DAYS OFF, PAID HOLIDAYS

1203.1 General

**No employee shall be required to work on Sundays or designated days off unless he is given a minimum of four (4) hours pay or time and one-half (1 1/2) whichever is greater.**

**Double time will be paid for all hours Worked in excess of eight (8) hours during the twenty-four (24) hour Period of a Sunday. or scheduled day off. Any employee working the twelve (12) to eight (8) shift prior to the Sunday or scheduled day off shall qualify for the above providing the hours of work are consecutive.**

**NO employee shall be required to work on a Paid Holiday unless he is given a minimum of four (4) hours pay or double time, whichever is greater, and will have an extra day off with pay at a date mutually agreed on.**

**1203.2**

**An employee required to work on a Paid Holiday which falls on a Sunday will be paid the rate of time and one-half (1 1/2) for his next regularly scheduled day worked.**

1203.3 Posting of scheduled Days off:

**It is agreed that schedules shall be Posted In each department not later than Thursday, 3:00 p.m. each week showing the crews for the following Week. Such schedule Shall show the day(s) Off for each man on the crew.**

1203.4 Day Off in Lieu of Sunday:

**when an employee works six (6) hours or more on Sunday and has not a designated day off during the following week, it must**

be mutually agreed with the superintendent as to what day he has off and, if requested to work on that day, he shall be paid time and one-half (1 1/2) with a minimum of four (4) hours.

1203.5 Payment for Work on Days Off:

If an employee is required to work on the day(s) mutually agreed upon as his original day(s) off, he shall be paid at the overtime rate.

1203.6 Exceptions to Time and One-half Pay:

- (A) Notwithstanding the foregoing, however, in the event of a major breakdown an employee may be required to work on his scheduled or designated day(s) off, for which he will be paid at straight time rate providing he has been given at least twenty-four (24) hours advance notice and assigned another day(s) off in the same week.
- (B) When an employee wishes to change his scheduled or designated day(s) off, he will advise his supervisor at least twenty four (24) hours in advance and if such a change is agreed upon by the supervisor, the employee will work at straight time rate on the day(s) originally scheduled or designated off. on the other hand, if they are required to work on the alternate day(s) mutually agreed upon as their day(s) off, they shall be paid at the overtime rate.

1204 FAILURE TO NOTIFY WHEN SERVICES NOT NEEDED

When an employee reports for work at his or her regular reporting time and the work had been discontinued or is not available for any other reason, or when an employee has not been notified one (1) hour in advance of starting time on day shift or day work hours and two (2) hours, or earlier if possible, in advance of normal starting time for all other crews and shifts, that his services are not required, the employee shall receive pay for four (4) hours at straight time.

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04

## 1205 NO PYRAMIDING

Overtime shall not be pyramided nor shall more than one (1) basis of calculating overtime be used to cover the same hours.

## 1206 WIRE CHANGE - FINE PAPER MACHINE

Normal wire crew shall consist of the On-Shift machine crew, plus clothing crew.

Wires on the Fine Paper Machine are changed under a variety of circumstances. Wire pay will apply as outlined:

- (1) A wire change is started and completed during a regular shift.

Crews involved will be paid six (6) hours straight time or time and one-half (1 1/2), whichever is greater. Actual hours of wire change time will be deducted from shift hours.

- (2) A wire change is started on one shift and completed on the next shift.

The on-shift crew which started the wire change will stay until completion. Payment will be six (6) hours or time and one-half, whichever is greater minus regular shift hours spent on the wire change. All hours outside the regular shift will be paid at time and one-half (1 1/2). For purposes of this clause only, the shift will be deemed completed at 6 o'clock.

- (3) A wire is removed from the machine and the same Wire is re-Installed on the next shift.

The six (6) hours wire pay will be split equally between the two crews involved and there will be no deduction of regular shift hours.

- (4) A wire is removed from the machine and repacked for shipment to the manufacturer or stored for later reuse.

The crew involved in this work will receive the same wire pay as crew paid for installing wire.

1207 WIRE CHANGE - KRAFT MILL

- (A) An employee called in to put on a wire shall be paid a minimum of six (6) hours at straight time, or time and one-half (1 1/2) for the hours worked, whichever is the greater.
- (B) An employee who is engaged in putting on a wire after his shift is completed shall be paid at time and one-half (1 1/2) for the hours worked beyond his regular shift.
- (C) An employee who is engaged in putting on a wire during his normally scheduled working hours will be paid time and one-half (1 1/2) for all hours spent putting on the wire.
- (D) Normal wire crew shall consist of the regular machine crew plus on-shift call crew in the Kraft Mill and shift maintenance personnel.

1208 SUPERVISORY PREMIUM

During any period that an employee replaces a salaried foreman or supervisor at the request of the Company, he shall receive thirty cents (30C) above the highest rate he is supervising.

1209 HEIGHT PAY

All work performed at a height of twelve (12) meters or more above the permanent floor on scaffolding, staging or ladders will be paid at the rate of time and one half the applicable rate for each hour worked.

1300 - SHIFT DIFFERENTIAL

1301 - 3 - 11 SHIFT

**A shift differential of forty cents (40¢) Per hour shall be paid for all hours worked on tour or shift work occupations between the hours of 3:00 p.m. and 11:00 p.m., but not to apply to day workers on overtime.**

1302 -11- 7 SHIFT

**A shift differential of sixty cents (60¢) per hour shall be paid for all hours worked on tour or shift work occupations between the hours of 11:00 p.m. and 7:00 a.m. but not to apply to day workers on overtime.**

1303 NOT ELIGIBLE WHEN ABSENT

**Tour and shift workers absent on vacation, holidays with pay, or paid sick leave shall not be entitled to the shift differential.**

1400 - SAFETY

1401

**The Unions agree to co-operate with the Company to assist in any Plan for the prevention and reduction of accidents.**

**The provisions of the Occupational Health and Safety Act and Regulations, the directives of the Industrial Safety Branch Inspectors and the Company's Fire Safety Rules shall be complied with by workers at all times.**

**In health and Safety matters requiring the attendance of a union safety representative, it will be the safety representative within the appropriate union Jurisdiction that will be involved.**

1402

**salaried Foremen or Working Foremen shall instruct men on safety in their lines of work.**

**1500 - PAID HOLIDAYS**

1501 ELIGIBILITY

1501.1

**To be eligible for a Paid Holiday, an employee must be on the active payroll of the Company and fulfil the following requirements:**

- (A) Must have been employed by the Company for thirty (30) days;**
- (B) Must be at work on his work day preceding holiday;**
- (C) Must return to work as scheduled immediately following the holiday.**

1501.2

- (A) when a Paid Holiday occurs during an employee's vacation period, the employee shall be entitled to a day off, with pay, at a later date, mutually agreed on, but must be taken within ninety (90) days of the Paid Holiday or the employee may elect to receive eight (8) hours straight time Pay.**

**When a Paid Holiday occurs on a tour worker's day off, the employee shall be entitled to a day off, with pay, at a later date, mutually agreed on, but must be taken within ninety (90) days of the Paid Holiday or the employee may elect to receive eight (8) hours straight time pay.**

- (B) Any employee who has been laid up by an accident, illness**



or other justifiable cause, having been at work some time within the ninety (90) day period Previous to the holiday, or temporarily laid off and recalled, provided he is qualified under this clause, shall receive Paid Holiday pay.

- (C) When, in Managements opinion, circumstances warrant special consideration, the ninety (90) day period will be extended.

1502 PAID HOLIDAY SHUTDOWN PERIODS

It is agreed that the following Paid Holiday shutdowns will be observed and that wages will be paid therefore, at regular rates of pay:

(A) Eight (8) Hours Pay:

, Canada Day	-	24 hours (from 7:00 a.m., July 1st to 7:00 a.m., July 2nd)
Boxing Day	-	24 hours (from 7:00 a.m., December 26th to 7:00 a.m., December 27th)
New Years Day	-	24 hours (from 7:00 p.m., December 31st to 7:00 p.m., January 1st)
Labour Day	-	24 hours (from 7:00 a.m., Monday, to 7:00 a.m., Tuesday)
(Woodlands Only):		
Victoria Day	-	24 hours (from 7:00 a.m., Monday to 7:00 a.m., Tuesday)

(B) sixteen (16) Hours Pay:

Christmas Holiday	-	48 hours (from 7:00 a.m., December 24th to 7:00 a.m., December 26th)
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*See P. 30*

(C) Mill Operating Through Holiday periods:

During the twenty-four (24) hours of the New Year's Day holiday, Canada Day holiday and Boxing Day holiday shutdown period, the Company will have the right to operate the Mill without restrictions.

If the company decides to exercise its right to operate during the above holiday periods, the following will apply:

1. The Company will give thirty (30) days notice of its intention to operate.
2. Employees required to work on such day(s) will be scheduled by following the regular work schedule. The number of employees required to work will be limited to the minimum number required to operate the Mill efficiently.

If an employee normally scheduled to work on a statutory Holiday wishes not to do so, he or she may be excused from work provided a qualified volunteer can be found without additional cost to the Company.

3. An employee scheduled to work on such holiday(s) will be paid as follows:
  - (a) Statutory Holiday Pay as stipulated in the collective Agreement, plus
  - (b) Double time for each hour worked during the mill holiday period, plus
  - (c) An additional amount equal to one hour pay for each hour worked at the rate of the job performed during the holiday.

(d) An employee who works at least one full shift during the holiday period may take a compensating day off without pay during the calendar year at a date mutually agreed with the supervisor.

4. Employees who are not required to work on the above holidays will be paid Statutory Holiday pay as outlined in the Collective Agreement.
5. During total mill shutdowns for a Statutory Holiday start-up procedures will be as per Appendix "C".
6. This agreement does not apply to employees who must perform regular work during statutory holidays when the mill is not in operation.

WOODLANDS ONLY

**Victoria Day:**

Employees required to work on this day will continue to be paid as per 1203.1.

**7. Maintenance and Project work on Statutory Holidays**

with the exception of the hours of the Christmas shutdown period, from 7:00 a.m., December 24th to 7:00 a.m., December 26th. 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.

**(D) Hours and Date May be changed:**

The hours and date of a Paid Holiday may be changed by mutual agreement, but total hours will remain the same.

**(E) Advance Notice:**

Notice of holiday shutdown periods shall be Posted on bulletin boards a week in advance.

1503 ADDITIONAL FLOATING (NON-SHUTDOWN) HOLIDAYS

1503.1 Eligibility, General:

- (A) Each employee who has completed not less than Sixty (60) days of continuous service will be eligible for one (1) floating holiday;**

- (B) Each employee who has completed not less than ninety (90) days of continuous service will be eligible for a second floating holiday;
- (C) Each employee who has completed not less than one hundred and eighty (180) days of continuous service will be eligible for a third and fourth floating holiday.  
(Mill only):
- (D) Each employee who has completed not less than two hundred and ten (210) days of continuous service will be eligible for a fifth and sixth floating holiday.  
(Woodlands Only):  
Each employee who has completed not less than two hundred and ten (210) days of continuous service will be eligible for a fifth floating holiday.
- (E) To be eligible for a floating holiday, an employee must be at work on the scheduled work day Preceding the floating holiday and the scheduled work day immediately following the floating holiday.
- (F) It is understood that no more than six (6) floating holidays will be paid to any person in any calendar year.
- (G) In order to qualify for the above floating holidays, the employee must have been actively at work during the calendar year.

1503.2 Scheduling:

- (A) All floating holidays must be scheduled and approved no later than December 1st in any calendar year.
- (B) The floating holiday must be taken for regular work days or shifts and not for scheduled days off or for Paid Holidays.

- (C) it is understood that except under special circumstances, adequate time will be given to Permit the supervisor to make the required arrangements.
- (D) Permission absences will not be granted until all of the employee's floating holiday entitlement has been exhausted or scheduled. This excludes employees requesting leave of absence for union business or family medical reasons.

1503.3 Payment:

- (A) The floating holiday will not be paid for unless the actual time off is taken.
- (B) Exception: Employees eligible for floating holidays who quit, resign or take early retirement with a minimum of seven (7) days notice, or are laid off, terminated or retire, will be entitled to receive payment for any remaining floating holidays.
- (C) Notwithstanding any other provisions of this Agreement that may be to the contrary, an employee who has been engaged specifically as a vacation replacement and whose employment is terminated before October 1st will not be eligible for floating holidays.

1600 - VACATION PAY

1601 ELIGIBILITY

Every employee covered by the Agreement who has completed the required years of continuous service shall be entitled to a vacation with pay at his or her usual rate, based upon the following schedule:

1 6 0 1 . 1

**After one (1) year of continuous service, two (2) weeks.**

1 6 0 1 . 2

**After five (5) years of continuous service, three (3) weeks, Provided that the third week will not be granted consecutively unless mutually agreed upon so as not to Interfere with production.**

1601.3

**After ten (10) years of continuous service, four (4) weeks, provided that four (4) consecutive weeks of vacation may be taken between the period from 1st of January to 31st of May, or 1st of October to 31st of December. All dates inclusive unless otherwise approved by the Company.**

1601.4

**After eighteen (18) years of continuous service, five (5) weeks, provided the five (5) consecutive weeks of vacation may be taken between the period from the 1st of January to 31st of May or 1st Of October to 31st Of December. All dates inclusive unless otherwise approved by the Company.**

1601.5

**After twenty-five (25) years of continuous Service, six (6) weeks, provided the six (6) consecutive weeks of vacation may be taken between the period from the 1st of January to 31st of May or 1st of October to 31st of December. All dates inclusive unless otherwise approved by the Company.**

1601.6

**After thirty (30) years of continuous Service, seven (7) weeks, provided the seven (7) consecutive weeks of vacation may be taken between the period from the 1st of January to 31st of May**

or 1st of October to 31st of December. All dates inclusive unless otherwise approved by the Company.

1601.7

An employee shall receive an additional four (4) hours pay at his regular rate for each week of vacation taken during the period November 1 to April 30 except for the month of December.

1601.6 - vacation Entitlement for **Employees** Retiring:

**Employees** actively at work who retire will receive vacation entitlement on the basis of not less than the entitlement they would have received in the calendar year had they reached their anniversary date before retirement.

1601.9

After twenty-five (25) years of continuous service, upon attainment of the following ages, receive the following paid additional vacation in the calendar year in which they reach:

**supplementary Vacation**

60 years of age	.	1 additional week	_____
61 years of age	.	2 additional weeks	
62 years of age	.	3 additional weeks	
63 years of age	.	4 additional weeks	
64 years of age	.	5 additional weeks	

1602 CONDITIONS OF PAYMENT

vacation with pay will be based on two point four percent (2.4%) of the previous year's gross earnings for each week of vacation, or forty-eight (48) hours at his regular rate, whichever is the greater.



Vacation with pay will not be paid for absence periods due to discipline. In the event of illness or non-compensable accident, employees must have worked a minimum of seven hundred and fifty (750) hours in that year in order to qualify for vacation benefits.

All hours paid for vacation, paid holidays and floating holidays, shall be counted when computing the seven hundred and fifty (750) hours to determine vacation eligibility.

In such cases, vacation pay will be based on two point four percent (2.4%) of total earnings for each week of vacation entitlement, even though the two point four Percent (2.4%) is less than the equivalent forty-eight (48) hours pay at straight time rate.

Employees with less than seven hundred and fifty (750) hours may be given the option of taking their regular Vacation entitlement with the reduced vacation pay or they may lump their vacation pay and take a reduced number of weeks. In all instances, employees must take off a minimum of two (2) weeks. Employees should indicate the number of weeks they intend to take off at the time this option is presented.

#### 1603 VACATION WEEK AND YEAR

Vacations will start on Sunday and are effective in the calendar year.

#### 1604 VACATION PERIODS NOT TO BE CONSECUTIVE

Vacation time that is granted for one year may not be taken immediately before or after vacation for any other year, unless approved by the Company.

1700 - BEREAVEMENT LEAVE

## 1701 ELIGIBILITY

Each employee who has been on the payroll for at least thirty (30) days is entitled to be paid funeral leave as set forth hereunder.

## 1702 CONDITION OF PAYMENT

when death occurs to an employee's spouse, children or step-child, the employee will be granted a 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 within the seven (7) day period, beginning with the date of death.

when death occurs to an employee's brother, sister, mother, father, mother-in-law, father-in-law, sister-in-law, brother-in-law, step-mother, step-father, step-brother, stepsister, grandmother, grandfather, son-in-law, daughter-in-law, or grandchild, the employee will be granted a 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 within the six (6) day period beginning with the date of death.

when distance prevents the employee from attending the funeral, one (1) day of compassionate leave will be allowed within the six (6) day period, beginning with the date of death.

Pay will be at straight time even if a funeral leave day falls on a Sunday. The regular straight time rate means the straight time rate for the job at which the employee would have worked had he not been on funeral leave.

Paid leave will only be granted if the employee attends the funeral, except as outlined in Paragraph 3 (1702) above.

An employee shall not be entitled to that Part of funeral leave or compassionate leave that is affected by payment for paid holidays, floating holidays, Weekly Indemnity, Long Term Disability, Worker's Compensation benefits or by Lay-off.

If death occurs during an employee's vacation, the provided for days will be added to vacation time or at a time mutually agreed to.

1600 - JURY DUTY

upon presentation of a voucher from the clerk of the Court showing fees received for serving on a jury or reporting for jury roll call, or as a crown witness or subpoenaed defense witness in a court of Law, an employee shall be paid the difference between the pay received for such jury duty or reporting for jury roll call or crown witness or defense witness and his regular pay, subject to the following conditions:

- (A) The difference between such fees received (not including meals, lodging and mileage allowances as allotted by the court) and the normal wages for regular straight-time eight (8) hour working days falling within his normal work week for the duration of the jury duty or jury roll call, or crown or defense witness.
- (B) Employees scheduled to work the midnight shift or tour immediately prior to their first and second jury roll call, crown or defense witness, or jury duty in one of the assizes will be excused upon request and his regular rate will be paid.

1900 - DEFINITION OF STRAIGHT TIME RATE

The definition of straight time rate where It Is applied In the case Of:

- (A) Jury Duty
- (B) Bereavement Leave
- (C) Floating Holidays
- (D) Paid Holidays
- (E) Courses

Is as follows:

Regular straight time rate means straight time rate of the job at which the employee would have been scheduled for the week had he not been on (A), (B), (C), (D), or (E) above.

2000 - EXAMINATION PAY

STEAM AND RECOVERY PLANT

When an employee Is off to write examinations on a scheduled working day, the Company will pay lost time for that day to a maximum of twelve (12) hours times the regular straight time rate provided that one or more exams written on that day are passed.

LICENCE RENEWALS

**(Mill, woodlands and Steam & Recovery Plant)**

The Company agrees to pay the full cost of necessary licences and renewals required by the Ministry of Labour.

2100 - METRIFICATION

During the term of this Agreement, the Company will pay 50% of actual cost of metric tools, If required by the Company.

2200 - RULES OF CONDUCT

The Rules of Conduct are appended to this Agreement as Appendix "D" and form a part of it.

2300 - RETIREMENT INCOME BENEFITS

## 2301

The parties to this Agreement agree that there will be no change, suspension or discontinuance of the Retirement Income program, as summarized, herein, for the life of this Agreement, except through mutual agreement by the parties to this Agreement or through Government legislation. If, at any time, it shall be necessary or appropriate to make any revision in the Retirement

Income Plan (1981) (the "Plan") to obtain or retain any acceptance or approval by tax authorities or to comply with any applicable law, either party may negotiate appropriate adjustments, providing however that the pension benefits accrued pursuant to this Agreement prior to the date of adjustment are not reduced.

## 2302

The parties to this Agreement further agree that the Terms and Conditions of the Agreements Covering Retirement Income Benefits (except as provided in Section 2321) between the parties prior to September 1, 1987 will continue to apply to the determination and payment of benefits in respect of former employees of the Company who retired, died, or terminated employment for any other reason prior to September 1, 1987 in accordance with the Agreement that was in force at the time each such individual left the employ of the Company.

## 2303

The Retirement Income Plan (1981), as amended to September 1, 1987, forms part of this Agreement. A description of the Plan is printed in this Agreement for information purposes only. Any questions of administration or interpretation of the Plan will be decided based on the rules of the full Plan text.

## 2304

There will be 4 union representatives on the Joint Pension Board provided the Joint Pension Board shall not have authority to make changes in the Plan involving additional cost to either the employees or the Company. Meetings will be held each year including one at which the actuarial valuation and other financial and statistical reports will be presented. The Company will provide annually to the Joint Pension Board the following information:

- (a) estimated total annual employee contributions;
- (b) estimated total annual Company contributions;
- (c) list of pensioners retired during the previous year and amount of pensions for each;
- (d) list of employees who entered the Plan during the previous year;
- (e) list of separations from the Plan during the previous year;
- (f) a list of total pension credits accrued by each individual member of the signatory unions.

## 2305

All employees covered by the Collective Agreement shall be eligible and shall be required to join the Plan on the January 1st next following the date on which they have completed one year of service, provided that they are not then 65 years of age or over. Each eligible employee will be required to complete an enrolment form provided by the Company for that purpose.

**2306 NORMAL RETIREMENT DATE**

The normal retirement date for all employees covered under the Plan will be the first day of the month next following the date on which they become 65 Years Of age.

**2307 EARNINGS**

Effective September 1, 1993 an employee's "Earnings" for all purposes of the Plan will be at the rate of his basic annual remuneration as at the September 1st coincident with or immediately preceding the date or month for which a determination of Earnings is required, exclusive of Overtime, commissions, bonuses, or gifts, received from and determined by the company.

**2306 NORMAL RETIREMENT BENEFITS**

Each member of the Plan who is in the active employment of the company at September 1, 1993 or who is in receipt of benefits under the company's Long Term Disability Insurance Plan at that date, and each employee who becomes a member after September 1, 1993, who subsequently retires at his normal retirement date under the Plan will receive an annual retirement income determined as follows:

1.65% of his Final Average Earnings x Years of Pensionable service

minus

1/35 of the Canada Pension Plan Benefit x Years of Pensionable service (to a maximum of 14 years).

This pension is inclusive of the pension, if any, payable to the member by The standard Life Assurance Company under the Former Plan.

For purposes of this Section,

(I) **"Final Average Earnings"** means (a) divided by (b) as follows:

(a) The sum Of the member's "Monthly Earnings" rates in respect of the sixty (60) consecutive months (or such lesser period as may correspond to his entire period of continuous service) immediately Prior to his retirement date. For a given month, "Monthly Earnings" will equal one-twelfth (1/12) of the member's annualized Earnings rate, as defined In Section 2307.

divided by:

(b) Five (5), or such lesser number of years and fractions thereof that correspond to his entire period of continuous service.

(II) **"Canada Pension Plan Benefit"** means the retirement pension that would be payable under the Canada Pension Plan at the member's retirement date as if he were age 65 at that date, assuming that the member has a full unreduced contributory period under the Canada Pension Plan and assuming that his earnings have always equalled or exceeded each year's YMPE (as defined In the Canada Pension Plan).

2309 SPECIAL PROVISIONS RELATING TO FEMALE MEMBERS WHO WERE PARTICIPATING IN THE PLAN AS OF DECEMBER 31, 1968

Females who were members of the Plan prior to January 1, 1969, will have the option of retiring between ages 60 and 65. Those who retire between ages 60 and 65 will receive a supplementary pension equal to the difference between the pension payable under the Plan which became effective January 1, 1966, and the



pension payable under the Plan in effect prior to January 1, 1966. This supplementary pension will cease when the female employee qualifies for a pension from the Canada Pension Plan.

2310 EARLY RETIREMENT

2 a) Effective September 1, 1993, any member in service who elects to retire early upon his attainment of age 58 or after, provided he has accumulated at least 20 years' continuous service, will receive, commencing on his early retirement date, a retirement income benefit equal to the retirement income benefit he had accumulated to such early retirement date without actuarial reduction subject to minimum reductions required by Revenue Canada. such employee will also be provided with a bridging supplement, commencing on his early retirement date, equal to twenty-eight dollars (\$28.00) per month for each full year of continuous service (to a maximum of 30 years), reducing to fifteen dollars (\$15.00) per month for each year of continuous service (to a maximum of 30 years) on the first of the month next following the employee's 60th birthday. If such employee retires early on or after age 60 with at least 20 years of service, the bridging supplement will equal fifteen dollars (\$15.00) Per month for each year of continuous service to a maximum of 30 years. The bridging supplement will reduce to zero on the first day of the month following the member's 65th birthday or on his prior death.

The amount of twenty-eight dollars (\$28.00) referred to above will be increased to thirty dollars (\$30.00) in the case of retirees who retire on or after September 1, 1996.

b) A member who has not attained age 58 or over, but who has accumulated at least 20 years of continuous service may, with the consent of the Company, retire on the first day of any month during the 10 year period immediately

preceding his normal retirement date and will receive, commencing on his early retirement date, a retirement income benefit equal to the normal retirement income benefit he had accumulated to such retirement date, adjusted by applications thereto of an appropriate factor based on his attained age in accordance with the following table:

<u>Attained Age</u>	<u>Adjustment Factor</u>
57	94%
56	88%
55	82%

Such member will also be provided with a bridging supplement commencing on his early retirement date equal to twenty-eight dollars (\$28.00) per month for each full year of continuous service with the Company to a maximum of 30 years, reducing to fifteen dollars (\$15.00) per month for each full year of continuous service (to a maximum of 30 years) on the first of the month next following the employee's 60th birthday. The bridging supplement will reduce to zero on the first day of the month next following the member's 65th birthday, or his prior death.

The amount of twenty-eight dollars (\$28.00) referred to above will be increased to thirty dollars (\$30.00) in the case of retirees who retire on or after September 1, 1996.

The bridging supplements referred to above will be reduced by 2/3 of 1% for each month (8% per annum) by which such early retirement precedes the attainment of age 58.

The retirement income benefit payable under the standard Life Assurance Group annuity policy to a member who retires early as in (a) or (b) above will be supplemented by

this Plan so that he will receive the same proportion of his retirement Income benefit under the Former Plan as he will receive under this Plan.

- (C) A member who has accumulated less than 20 years of service may, with the consent of the Company, retire on the first day of any month during the 10-year period immediately preceding his normal retirement date and will receive, commencing on his early retirement date, a retirement Income benefit equal to the actuarial equivalent of the normal retirement Income benefit he had accumulated to such retirement date.

#### 2311 SPECIAL EARLY RETIREMENT

An employee who has attained age 57 and who suffers a proven and certified medical disability but is not eligible to receive benefits under the Company's Long Term Disability Plan, or who has attained age 57 and is displaced as a result of a workforce reduction, may be granted the right to retire early on the first day of any month prior to age 65 and shall be entitled to receive his accrued normal retirement Income benefits without actuarial reduction. This benefit will also be supplemented from this Plan to place the pension payable from Standard Life under the Former Plan on the same unreduced basis as is provided under this Plan.

Effective September 1, 1993 each such member who, at the date of his special early retirement, has completed at least 20 years of continuous service will also receive a bridging supplement commencing on his early retirement date equal to twenty-eight dollars (\$28.00) per month for each full Year of continuous service with the company to a maximum of 30 years, reducing to fifteen dollars (\$15.00) per month for each full year of continuous service (to a maximum of 30 years) on the first of the month next following the employee's 60th birthday. The bridging supplement will reduce to zero on the first day of the month

next following the member's 65th birthday, or his prior death.

The amount of twenty-eight dollars (\$28.00) referred to above will be increased to thirty dollars (\$30.00) in the case of retirees who retire on or after September 1, 1996.

The bridging supplements referred to above will be reduced by 2/3 of 1% for each month (8% per annum) by which such early retirement precedes the attainment of age 58.

#### 2312 PENSIONABLE SERVICE

For purposes of this Section 2300 "Pensionable Service" means years and whole months of continuous service with the Company While a contributing member of the Plan, subject to the following schedule:

<u>Hours worked in Plan Year • *</u>	<u>Pensionable Service Granted For That Plan Year</u>
2080 or more	12 months
1905 to 2079	11 months
1730 to 1904	10 months
1555 to 1729	9 months
1380 to 1554	8 months
1205 to 1379	7 months
1030 to 1204	6 months
855 to 1029	5 months
680 to 854	4 months
505 to 679	3 months
330 to 504	2 months
155 to 329	1 month

• \* - separate graded scales where regular work week is other than 40 hours.

Notwithstanding the foregoing, "Pensionable Service" will also include continuous service with the Company Prior to

January 1, 1949, which was recognized as Pensionable service under the Former Plan.

2313 EMPLOYEE CONTRIBUTIONS

On or after September 1, 1984, an eligible employee who is a member of The Plan will contribute each year an amount equal to (a) less (b)

- (a) 4.0% of Earnings
- (b) \$79.20

Effective September 1, 1994 an eligible employee who is a member of the Plan will contribute each year, an amount equal to:

3.5% of earnings up to the Yearly Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, and 5% of pensionable earnings in excess of the YMPE.

Contributions may not be withdrawn while the member remains in the employment of the Company. If the number of hours in a particular pay period for which a member is compensated at his basic rate of pay is less than 25 hours, the Company will not deduct his contributions installment otherwise required under the terms of the Plan. The amount of such contribution not deducted will be deducted from his pay in subsequent payroll periods in the same Plan Year unless the employee notifies the Time Office within a reasonable time that he wishes to forego the missed contributions and related pensionable service.

If the amount of such installment in any payroll period is greater than the member's pay for the period, the Company reserves the right to defer the deduction of such amount from wages to subsequent payroll periods in the same Plan Year.

## 2314 DISABILITY ACCRUAL

While receiving benefits under the company's Long Term Disability Plan, a member will continue to accrue Pensionable Service and continuous Service. During such a period of disability accrual, the member will not be required or permitted to contribute to the Plan. His Earnings as of each September 1st that falls in such period of disability accrual will equal his rate of Earnings in effect at the September 1st immediately prior to the date he became eligible to receive payments under the Long Term Disability Plan, subject to any adjustments made prior to September 1, 1987, and subject to the following further adjustments.

Each member at September 1, 1993, 1994 and 1995, 1996 and 1997 who is and has been in receipt of benefits under the company's Long Term Disability Plan for at least four (4) continuous years immediately prior to that date, will have the rate of Earnings recomputed with effect from each of those dates to reflect the general wage increases at September 1, 1993, 1994 and 1995, 1996 and 1997 respectively.

## 2315 BENEFITS ON DEATH PRIOR TO RETIREMENT

- (a) In the event of death before retirement prior to January 1, 1988, the deceased member's beneficiary will receive the sum of the member's required contributions made to the Plan, with interest.
- (b) in the event of death before retirement on or after January 1, 1988, the deceased member's beneficiary will receive a lump sum benefit equal to the sum of (i) plus (ii).
  - (i) in respect of Pensionable Service prior to January 1, 1987, a refund of the member's required contributions made to the Plan prior to December 31, 1986, with interest; plus

- (ii) In respect of Pensionable Service on and after January 1, 1967, the commuted Value of the pension benefit earned for Pensionable service on and after January 1, 1987.
- (c) If the member had previously terminated his employment prior to January 1, 1988, and left his contributions plus interest on deposit in the Plan, the beneficiary will receive the sum of such required contributions which were left in the Plan with interest. If the member had previously terminated his employment on or after January 1, 1968 and left his contributions plus interest on deposit in the Plan, the beneficiary will receive the death benefit as determined under paragraph (b) above.
- (d) If the member dies while on postponed retirement, he will, for the purpose of this Plan, be deemed to have retired on the first day of the month in which his death occurs, and retirement benefits will be paid to his beneficiary or joint annuitant, if any, in accordance with the normal or optional form of benefit elected by the member.

## 2316 INTEREST

The rate of Interest under this Plan shall be equal to 4.5% Per annum from January 1, 1981 to December 31, 1986, and 6.5% per annum thereafter or at such other rate as is established as the minimum required for continued registration of the Plan with the regulatory authorities. Effective January 1, 1987, Interest shall be credited from the end of the month in which each employee contribution is made and shall be compounded annually to the beginning of the month in which payment is made or in which a determination is required.

## 2317 BENEFITS ON DEATH AFTER RETIREMENT

**Retirement Income Benefits are payable for the remaining**

lifetime of a retired member with the guarantee that, if the member dies before a total of sixty (60) monthly benefit payments have been made, the balance of such payments will be continued to his beneficiary or provide for commutation of the benefits for the balance of the guarantee period to the estate. Prior to his date of retirement, a member may, however elect to have his retirement income benefit paid in optional form and in such event, the benefits, if any, payable following the death of the member will be determined in accordance with the terms and conditions of such optional form.

Optional forms available under the Plan include:

- (a) a lifetime benefit with no guarantee, which provides an income somewhat higher than the normal benefits described above for the member's lifetime. Payments cease upon death.
- (b) a lifetime benefit with 120 or 180 month guarantee, which provides an income somewhat lower than the normal benefits described above. If the member's death occurs within the guarantee period, payments will continue to be made to his beneficiary for the balance of the 120 or 180 month period.
- (c) a joint and survivor option, which provides a reduced pension payable for the member's life. Upon the member's death his pension will continue in whole or in part, as he may elect, to his named spouse or beneficiary.
- (d) a level income option which may be elected only in the case of early retirement. This option provides an increased pension during the period before Canada Pension Plan and old age security benefits commence and a reduced pension after these benefits commence in order to provide a reasonably level pension from all sources throughout retirement. This option is available only for members



selecting a single life form of pension. optional forms of pension will be paid in the actuarial equivalent of the normal form of pension.

In the event the member retires on or after January 1, 1988, and has a spouse at the date of retirement, the automatic form of payment will provide that, in the event the member predeceases his spouse, 60% of his pension will continue to her for the remainder of her lifetime. The member's pension will be actuarially reduced at the date of retirement to provide for this spouse pension. An alternative form of Payment may be elected if both spouses agree to the change in writing.

#### 2318 BENEFITS ON TERMINATION OF EMPLOYMENT

- (a) On termination of employment prior to January 1, 1988, member may elect to receive a lump sum refund of his required contributions to the Plan, with interest, or he may elect to accept a deferred retirement income benefit commencing at his normal retirement date. Such deferred retirement income benefit will be in the amount which can be provided by the sum of the member's own required contributions to the Plan, plus a vested portion of the remainder of the retirement income benefit accrued or granted to him to the date of his termination of employment. In this regard, the vested portion of such remaining retirement income benefit will be equal to 50% after five (5) years for participation in the Plan and the Former Plan, scaling up by 10% per year to 100% after ten (10) years of such participation.

He will also be entitled to any benefit payable on termination of employment by The Standard Life Assurance Company under the Former Plan.

The vesting and locking-in provisions of the Pension Benefits Act of Ontario will, however, apply at all times if termination of employment occurs after a member has completed ten (10) years of continuous service and has attained age 45.

(b) on termination of employment on or after January 1, 1988, the member will receive the following benefits:

(i) In respect of Pensionable Service prior to January 1, 1987, the following rules will apply:

The member may elect to receive a lump sum refund of his required contributions to the Plan made prior to January 1, 1987, with Interest, or he may elect to leave his contributions in the Plan in exchange for a deferred retirement income benefit commencing at his normal retirement date. Such deferred retirement income benefit will be in the amount which can be provided by the sum of the member's own required contributions to the Plan made during such Period, plus a vested portion of the remainder of the retirement income benefit accrued or granted to him for Pensionable Service prior to January 1, 1987. In this regard, the vested portion of such remaining retirement income benefit will be equal to 50% after five (5) Years for participation in the Plan and the Former Plan, scaling up by 10% per year to 100% after ten (10) years of such participation.

He will also be entitled to any benefit payable on termination of employment by The standard Life Assurance company under the Former Plan.

The vesting and locking-in provisions of the Pension Benefits Act of Ontario will, however, apply at all times if termination of employment occurs after a member has completed ten (10) years of continuous service and has attained age 45.

- (ii) In respect of Pensionable Service on and after January 1, 1987, the retirement income benefit accrued on and after January 1, 1997 will be fully vested after completion of two years of Pensionable Service including Pensionable service prior to January 1, 1987. If the member terminates before completing two years of Pensionable Service, he will receive a refund of his contributions plus Interest made after January 1, 1987. If the member terminates after completing two or more years of Pensionable Service, he will be required to leave his contributions on deposit in the Plan in exchange for a pension commencing at his normal retirement age equal to the retirement Income benefit accrued for Pensionable Service after January 1, 1987.
- In the event the member dies, terminates employment or retires on or after January 1, 1988 after completing two or more years of Pensionable service, it is guaranteed that no more than 50% of the commuted value of the benefits accrued for Pensionable Service on and after January 1, 1997 or granted on or after January 1, 1997 will be financed by the member's required contributions plus Interest made on and after January 1, 1987.
- If the member's required contributions plus Interest made on and after January 1, 1987 exceed 50% of the commuted value of such pension, the excess will, at the member's option, be either:
- (a) refunded to the member; or
  - (b) used to increase the benefits payable under the Plan.
- (iii) For purposes of this Plan, "Commuted Value" means the lump sum actuarial equivalent value of the retirement Income benefit under consideration, determined

according to the rules and regulations of the Pension Benefits Act of Ontario.

2319 PORTABILITY

If a member terminates employment on or after January 1, 1988 and prior to his attainment of age 55, he may elect, provided such election is filed in a form satisfactory to the company, within 60 days of his date of termination, to transfer the commuted value of his vested pension under the Plan to either:

- (a) the pension plan of his next employer, if such employer will accept the transfer; or
- (b) to a personal locked-in registered retirement savings plan, as defined in the rules and regulations under the Pension Benefits Act of Ontario; or
- (c) purchase a deferred life annuity from an insurance company.

Notwithstanding the foregoing, such transfer or annuity purchase may be limited to comply with the solvency requirements under the Pension Benefits Act of Ontario.

2320 GENERAL PROVISIONS

The Company shall have the sole right to determine the Funding Agency and the method of funding under the Plan. The company will keep the Joint Pension Board informed of any changes.

2321 SPECIAL INCREASES - (for members who retire after September 1, 1984)

No special increases will be made to pensions in payment between September 1, 1993 and September 1, 1996. Between

September 1, 1996 and September 1, 1998 Pensions In payment (excluding bridging supplements) will be increased each year on the anniversary of a pensioner's retirement date by 50% of the increase in the Consumer Price Index, subject to a maximum increase of 5%. The increase in the Consumer Price Index is calculated during the twelve-month period that ends with October of the year preceding the year in which an increase is to become effective.

The Pension Increases will be payable on the same form of payment that applies to the member's pension already in the course of payment.

For purposes of this section, "Consumer Price Index" means the Canada all-items Consumer Price Index (1981 = 100) as published by Statistics Canada.

If, by reason of law or guideline established by a Government Body, the Company is required to provide increases in pension for retired employees, the Company will only be required to increase pensions under this section such that the resulting pension equals the greater of:

- (a) The pension benefit determined by including the Pension Increases provided under the paragraph above
- or
- (b) The pension benefit determined by Including the increases required under such law or guideline.

#### 2322 MORATORIUM

The Retirement Income Plan will not be subject to renegotiation between the parties until the date of expiry of the Collective Agreement In force as of January 1, 1996.

2400 - GROUP WELFARE INSURANCES

2401

**The following insurance plans will form Part of this Agreement:**

- 2402 · **weekly indemnity Insurance**
- 2403 · **Hospitalization and Medical Care Insurances**
- 2404 · **Croup Life Insurance**
- 2405 · **Accidental Death and Dismemberment**
- 2406 · **Long Term Disability Insurance**
- 2407 · **Dental Insurance**
- 2408 · **Extended Health Care Insurances**
- 2409 · **Vision Care**

**New employees, after meeting eligibility requirements, must join these plans.**

## 2402 WEEKLY INDEMNITY INSURANCE

**The Company will pay the entire cost of the Weekly Indemnity Benefit Plan plus the cost of required medical forms. The Weekly Indemnity Benefit Plan shall be administered in accordance with the terms of the Insurance policy and the contract shall include the following governing provisions:**

**(a) Eligibility**

**All eligible employees will be enrolled in the weekly Indemnity Benefit Plan. Eligibility requirements are as follows:**

**Permanent employees are eligible on the first day of the month following the completion of three (3) months of continuous service.**

**An employee employed on the "call crew" will become eligible on the first day of the month following completion**

of a three (3) month period of employment, provided that during the three (3) month period he has worked at least fifty-seven (57) days and has not been laid off for more than thirty (30) successive days.

(b) **Effective Date of coverage**

The coverage of an employee who became eligible to join the Plan will commence on the first day of the month following his completion of the eligibility requirements provided he is actively at work on that day: If an employee is absent due to disability, coverage will commence upon his return to active full-time employment, but he will not be eligible for benefits arising from the same cause or causes until he has resumed his previous occupation on a full-time basis for a minimum of thirty (30) calendar days.

Any present or future eligible employee absent from work due to lay-off or authorized leave of absence on the day his insurance is due to commence will be enrolled:

- If absence is due to lay-off - upon recall and reporting to work;
- if absence is due to authorized leave of absence - on return to his regular employment.

(c) **commencement of Benefit Payments:**

Benefits under the weekly Indemnity Benefit Plan shall commence on the first day of absence due to non-compensable accident and on the earlier of the fourth day of absence or the loss of twenty-four regularly scheduled hours, due to illness. The employee must consult a licensed doctor of medicine during the first three (3) days of absence. Otherwise, the first day of absence will be established as being two (2) days prior to the date that the doctor was consulted. However, if the employee is hospitalized during the first

fourteen (14) days of a continuous period of absence, benefits will commence from the first day of absence provided the employee was continuously disabled from the same or related disability from the first day of absence to the date of hospitalization, the first day of absence being established as indicated in the preceding sentence.

(d) Definition of Disability:

Disability shall mean when an Insured employee is wholly and continuously disabled and prevented from performing the duties pertaining to his occupation because of injuries, sickness or disease and provided that the employee is under the regular care of a licensed doctor of medicine during any period of disability for which claim is made.

(e) Any employee on Weekly Indemnity who is determined qualified by a doctor as fit for light duty work and no such work is available shall remain on Weekly indemnity Plan benefits. when assigned light duty work, he will be paid the rate of the job to which he is assigned. ~111

(f) Amount of Benefit:

The amount of benefit shall be seventy per cent (70%) of an employee's weekly pay. An hourly employee's weekly pay shall be determined by multiplying the rate for the employee's permanent job classification at the time disability commenced by forty (40) hours for a day worker and forty-two (42) hours for a tout-worker. (The daily rate of payment for each eligible calendar day of benefit shall be one-seventh (1/7th) of the weekly amount of benefit.) There shall be no maximum dollar limit.

Benefits under this Plan will be reduced by the primary amount of benefit received under the disability provisions



of the Canada or Quebec Pension Plans or similar provision 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 Worker's Compensation disability pensions.

**(g) Benefit Period:**

Benefits under the Weekly indemnity Benefit Plan will be payable up to a maximum of fifty-two (52) weeks. An amount of disability benefit under the 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.

An amount of benefit will not be paid for those days for which an employee is eligible to receive holiday pay, vacation pay, or more than one half day's regular pay from the Company.

No employee may draw vacation Pay in lieu of taking his vacation. However, if an employee is absent from work because of illness or accident at the end of a calendar year and has not exhausted his total vacation entitlement, the remaining day(s) of vacation will be carried over to the next year. vacation pay for such days of vacation shall be equal to the pay he would have received had he taken time off before year-end.

Such deferred vacation must commence within thirty (30) days of return to active employment.

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.

Exception -- Weekly Indemnity Benefits limited to four (4) weeks when an employee is under the care of a chiropractor.

(h) Cessation of Benefits:

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

1. When the benefit Period has expired for the particular disability or pregnancy;
2. when the employee ceases to be disabled as defined under the section entitled "Definition of Disability";
3. when the employee returns to work;
4. The date the employee is certified capable of returning to work by a licensed doctor of medicine;
5. when the employee retires;
6. when the employee terminates his employment, except for pregnancy as described under the section entitled "Benefit Period".

(i) Recurrence of Disability from the same or Related Cause:

If an employee who has returned to active full-time work with the Company is disabled from the same disability as previously or from a related cause within thirty (30) calendar days of such return, the recurrence will be treated as the same period of disability. If such recurrence should occur after thirty (30) calendar days, the second period of disability will be treated as a new period of disability.

If an employee receives benefit payments for a particular disability under the Long Term disability Plan, he will not be eligible again for benefits under the Weekly Indemnity Plan for such disability or a related cause unless the disability concerned is classed as a new disability according to section (H) of the Long Term Disability Plan.

(j) Lay-off:

If employees are laid off, the following conditions shall pertain to disability benefits under the weekly Indemnity Benefit Plan:

- i) If an employee is already receiving Weekly Indemnity Benefits when lay-off occurs, benefits will continue provided that the employee remains disabled and verifies this by providing evidence satisfactory to the Insurance Company.
- ii) If after lay-off occurs an employee makes a claim for Weekly Indemnity benefits for a disability which commenced prior to lay-off, such claim will be eligible provided that the employee can establish to the Insurance Company's satisfaction that the disability commenced prior to layoff and absence due to such disability was continuous until the date of lay-off. Benefits will continue after the date of lay-off provided the employee remains disabled and verifies this by providing evidence satisfactory to the Insurance company.

(k) Periods of Disability Which Are Not Covered by the weekly Indemnity Benefit Plan:

Any periods of disability that arise as a result of the following will not be covered by this Weekly Indemnity Benefit Plan:

- I) Any compensable disability
- II) Any Injury or Illness resulting from Insurrection or war, whether war is declared or not, or from participation in riot or civil commotion.

If an employee covered by Weekly Indemnity suffers a disability which is in dispute with the Worker's Compensation Board, weekly Indemnity Payments will be made retroactively if requested by the employee and provided he has been off work for at least one (1) month due to the disability without the Worker's Compensation Board having accepted the Claim and providing the employee is subject to the same rules and regulations covering the weekly Indemnity Plan. If the worker's Compensation Board claim is subsequently established, the employee will then repay the weekly Indemnity payment(s) received to the appropriate fund or Insurance company.

(I) Physical Examination:

The company and/or Insurer reserves the right to require periodic physical examinations throughout the duration of the employee's absence due to disability. Such examinations shall be conducted by a physician or physicians designated by the Company and/or Insurer. The cost of such examinations, transportation and appropriate out-of-pocket expenses related thereto will be paid by the Insurer.

A third physician can be appointed by the employee's doctor and the company and/or insurer's physician if these two doctor's cannot agree on the employee's condition.

**(m) Administration:**

It shall be the obligation of the employee to notify his employer immediately of his absence due to disability following which the employer will provide the necessary Initial claim forms.

The completed claim forms will be checked by the employer to confirm that the employee is a participant in the Plan and the employer will forward the claim forms to the Insurer for processing.

## 2403 HOSPITALIZATION AND MEDICAL CARE INSURANCE

## 2403.1

**(A) The company will Pay the premium costs of O.H.I.P. during the term of this Agreement.**

O.H.I.P. coverage will be provided to all employees who are off work due to worker's Compensation Claim or short Term Disability Claim for a period of twelve (12) months from date of accident or illness provided the disability continues.

**(B) If there is a change in the method of payment for O.H.I.P. due to legislative action, the agreed-to amounts will be used in the described manner:**

1. The Company will pay the entire cost up to the agreed-to amounts.
2. Any unused portion will be applied to such Other employee benefits as may be agreed upon between the parties.

**2403.2**

New employees who are not already enrolled in the Ontario Health Insurance Plan are required to join when hired.

Benefits are effective from the first day of the third month following the date of hiring. If he is already covered, a new employee is transferred to the Company Group by presenting his Certificate of Payment (Form 104). The employee pays the full cost of premiums for the first three (3) months of employment by payroll deduction.

## 2404 GROUP LIFE INSURANCE

**Eligibility:**

New employees become eligible for enrollment in the Group Life insurance Plan on the first day of the month following the completion of one (1) year of continuous service.

A person employed on the Call crew will become eligible for Group Life Insurance after he has completed one (1) year of employment, provided that during the one (1) year he has worked at least one hundred and eighty (180) days and has not been laid off for more than thirty (30) consecutive days.

The life insurance coverage for an individual employee will be forty-five thousand dollars (\$45,000.00) fully Paid by the company.

Each participating employee who is actively at work, may elect to be insured for an additional amount of fifteen thousand dollars (\$15,000.00) of term life insurance. An employee who elects this additional coverage, will be required to contribute \$4.50 per month. The company agrees to maintain the contribution level until the termination of this Agreement.

For employees who retire, the Company will provide insurance of four thousand dollars (\$4,000.00) at no cost to the employee.

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

1. spouse - ten thousand dollars (\$10,000.00).
2. Each unmarried child:
  - (a) fourteen (14) days, but less than one (1) year of age - five thousand dollars (\$5,000.00).
  - (b) one (1) year, but less than nineteen (19) Years: (twenty-five (25) years when a student full time), wholly dependent on the employee for support - five thousand dollars (\$5,000.00).

The spouse's life insurance will be reduced to five thousand dollars (\$5,000.00) upon the employee's retirement and cancelled on his death.

The plan is described in Appendix "N".

#### 2405 ACCIDENTAL DEATH AND DISMEMBERMENT

Twenty-four (24) hour Accidental Death and Dismemberment coverage will be provided by the Company, with a face value of ten thousand dollars (\$10,000.00)

#### Eligibility:

New employees will be eligible for Accidental Death and Dismemberment coverage on the first day of the month following completion of six (6) months of continuous service.

A person employed on the Call crew will be eligible for Accidental Death and Dismemberment Coverage after he has completed SIX (6) months of employment, provided that during the six (6) months he has worked at least ninety (90) days and has not been laid off for more than thirty (30) consecutive days.

## 2406 LONG TERM DISABILITY INSURANCE

The company will pay the entire cost of the premium.

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

(A) Eligibility:

Employees will become eligible for the benefits of the Long Term Disability Benefit Plan on the first day of the month following the Completion of six (6) months of continuous service.

A person employed on the Call crew will become eligible for Long Term Disability after he has completed six (6) months of employment provided that during the six (6) months he has worked at least ninety (90) days and has not been laid off for more than thirty (30) consecutive days.

(B) Effective Date of Coverage:

The coverage of a present eligible employee commences on the first day the Long Term Disability Benefit Plan becomes effective, provided that the employee is actively at work on that day.

The coverage of a future eligible employee will commence on the first day of the month following his completion of the eligibility requirements, provided he is actively at work on the day his coverage is due to commence.

Any employee absent from work due to sickness or injury on the day his coverage was due to commence will be insured on his return to active full-time employment. However, if he is disabled from the same or related cause within a thirty (30) calendar day period, such disability will not be covered.



Any eligible employee absent from work due to lay-off on the day his insurance is due to commence shall be enrolled in the Long Term Disability Benefit Plan upon recall and reporting to work. Any eligible employee absent from work due to authorized leave of absence on the day his insurance is due to commence shall be enrolled in the Long Term disability Benefit Plan on return to his regular employment.

(C) Qualifying Period:

An insured employee who is Permanently and totally disabled shall be eligible for benefits under the Long Term Disability Benefit Plan when the benefits payable to him for such permanent and total disability under the Weekly indemnity Benefit Plan are exhausted.

(D) 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.

(E) Amount of Benefit:

Disability benefits will be paid monthly in arrears. The monthly benefit is equal to:

$$\underline{55\% \times \text{Employee's Wage} \times 2080/2184}$$

12

The benefit amount shall be reduced by any payments on behalf of the employee only, made under any government disability plan (except increases in such payments made twelve (12) months or more after the date disability is

deemed to have commenced), Worker's Compensation and any other non-Private disability income plans.

The Company agrees to upgrade Long Term Disability benefit payments, Pension accrual and Group Life Insurance coverage for all employees who have been continuously disabled for five (5) years or more to reflect the September 1, 1994, and September 1, 1995 and September 1, 1996 and September 1, 1997 wage Increases.

changes to Long Term Disability Benefits and Group Life Insurance coverage to reflect the September 1, 1994 wage increase will take effect from the later of:

- i) September 1, 1994;
- ii) the completion of the five (5) year qualifying period provided this occurs before September 1, 1995.

changes to Long Term Disability Benefits and Group Life Insurance coverage to reflect the September 1, 1995 wage Increase will take effect from the later of:

- i) September 1, 1995;
- ii) the completion of the five (5) year qualifying period provided this occurs before September 1, 1996.

Changes to Long Term Disability Benefits and Group Life insurance coverage to reflect the September 1, 1996 wage increase will take effect from the later of:

- i) September 1, 1996;
- ii) the Completion of the five (5) year qualifying period provided this occurs before September 1, 1997.

Changes to Long Term Disability Benefits and Group Life Insurance coverage to reflect the September 1, 1997 wage increase will take effect from the later of:

- I) September 1, 1997;
- II) the completion of the five (5) year qualifying period provided this occurs before September 1, 1998.

**(F) Benefit Period:**

Benefits will be paid during an employee's period of permanent and total disability up to age sixty-five (65), recovery or death.

**(G) cessation of Benefits:**

Benefits shall cease upon the earlier Of any one of the following:

- I) when benefit payments have continued for a period as described under Section entitled "Benefit Period";
- II) when the employee ceases to be disabled as defined under the Section entitled "Definition of Disability";
- III) When the employee retires under one of the early retirement options In the Dryden Pension Plan;
- IV) When the employee dies;
- VI When the employee attains age 65.

**(H) Recurrence of Disability from a same or Related Cause:**

if an employee has returned to active, full-time work with the Company, is disabled from the same disability as previously, or from a related cause within three (3) months of such return the recurrence will be regarded as a continuation of the previous disability. The employee will resume collection of the Long Term disability Plan benefits and the recurrence will be treated as Part of the Original disability for the purpose of determining the duration of the employee's disability benefits.

if an employee is disabled from the same or a related cause after three (3) months of active, full-time work, the second period of disability will be regarded as a new period of disability from a different cause.

(I) Recurrence of Disability from a Different Cause:

in the case of the employee who has returned to work after qualifying for and receiving Long Term Disability Benefits and suffers a new and different disability, his entitlement to Long Term Disability benefits will be as detailed in (F) above.

(J) Rehabilitation:

if, during a period of total and Permanent disability, the employee attempts some occupation for which he is reasonably fitted by education, training or experience, and such return to work is part of a Program of rehabilitation approved by the company and the Insurance Company, the rehabilitation provision of the Long Term Disability Benefit Plan contract shall come into effect. (If the employee attempts rehabilitation with a different employer, the Insurance Company's approval only will be required).

if an employee, during a period of total and permanent disability returns to his own occupation it will not be considered as rehabilitative employment and, if the employee is subsequently absent from work due to disability, the provisions under the Sections entitled "Recurrence of Disability from a same or Related Cause" or "Recurrence of disability from a Different Cause" will apply.

(K) Accumulation of vacation, Pension Credits and Welfare Contributions:

An employee shall not accumulate credit for vacation and

Company contributions for Welfare plans will not be made on his behalf while such employee is in receipt of benefits under the Long Term Disability Benefit Plan.

While receiving benefits under the Long Term Disability Plan, an employee will continue to accrue full pension credits at no cost to the employee based on his regular classified rate as of the date disability commenced upgraded to reflect all wage increases effective during the term of this Agreement. Although accruing pension benefits, no death or termination benefits will accrue during this period except with respect to interest on employee contributions made prior to receiving Long Term Disability benefits.

**(L) Group Life insurance:**

**i) Premium Waiver:**

The amount of Life insurance in force for an employee at the commencement of his Long Term Disability benefits will remain in force without further payment of premium as long as such disability benefits are being paid to him.

**ii) Payment for Disability Benefits:**

The Disability Benefit under the Life insurance will be payable to the employee at such time as his benefits under the Long Term Disability Plan are exhausted. However, he must be still totally and permanently disabled from the same or related cause for which his Long Term Disability Plan benefits were payable, and totally and permanently disabled within the definitions given in the Life Insurance contract.

once Payment of the Disability Benefit under the Life Insurance contract is made, no further life Insurance benefits are payable.

2407 DENTAL INSURANCE

- Blue Cross-type Plan 7 with Riders 1, 2, and 3.
- Fifty per cent (50%) co-insurance on Riders 2 and 3.

The Company agrees to pay one hundred Per cent (100%) of the Premium costs for the term of this Agreement,

Effective April 1, 1994, benefits will be Provided in accordance with the 1992 Ontario Dental Association Schedule of Fees.

Effective September 1, 1994, benefits Will be provided in accordance with the 1993 Ontario Dental Association Schedule of Fees.

Effective September 1, 1995, benefits will be provided in accordance with the 1994 Ontario Dental Association Schedule of Fees.

Effective September 1, 1996, benefits will be provided in accordance with the 1995 Ontario Dental Association Schedule of Fees.

Effective September 1, 1997, benefits will be provided in accordance with the 1996 Ontario Dental Association Schedule of Fees.

The Plan is described in Appendix "L".

2408 EXTENDED HEALTH CARE INSURANCE

Blue Cross-type Plan:

- Semi-private ----- 100
  - Prescription drugs
  - \$10.00/\$20.00 deductible 70
- ~~100~~

The company will pay the premium cost for the term of this Agreement.

The plan is described in Appendix "M".

2409 VISION CARE

**The company will Pay the cost of Vision Care during the term of this agreement.**

**The following Vision Care expenses shall be considered eligible expenses:**

**Effective April 1, 1994, frames, lenses and the fitting of prescription glasses, including contact lenses, up to a total payment of one hundred dollars (\$100.00) per family member, once in any two (2) consecutive calendar years, provided there has been a change in prescription.**

**Effective September 1, 1996, the benefit will be increased to \$125.00 per family member in any two (2) consecutive calendar years, provided there has been a change in prescription.**

**Dependent children less than nineteen (19) years of age may receive benefits once every twelve (12) months.**

**The following items and charges are not covered under this vision Care Plan:**

- Industrial safety glasses
- Tints, other than #1 or #2 tint
- Charges for expenses covered by the Workers' Compensation Board, or any government agency or any third Party.

**The Plan will provide coverage for dependents up to age twenty five (25) if a full time student.**

**Any mentally or physically disabled 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.

2410

A Joint Committee on welfare plans will be established. This Committee will consist of four (4) Union representatives one from each of the four (4) Mill Unions) and not more than four (4) Company representatives. The Joint Committee shall not have the authority to make changes in the Welfare plans involving additional costs to either the employees or the Company.

2500 - AUTOMATION AND TECHNOLOGICAL CHANGE

The Company is concerned about the Impact on employees and Conditions of employment resulting from technological change, automation, and change or elimination of a process.

Having concern for the impact of such changes which may result in Job elimination, the Company:

- (A) undertakes to advise the union as far in advance as is feasible (not less than sixty (60) days) of such changes which the Company has decided to introduce, which will result in significant change in the employment status of employees.
- (B) Further agrees to discuss with the Union the effect of such changes on the employment status of employees and to consider practical ways and means of minimizing the---- adverse effect on employees displaced by such change. | such measures as early retirement, retraining and transfers to other existing jobs will be implemented.
- (C) All persons who are employed on a year-round basis with one (1) year's continuous employment who are set back to



a lower paid job due to job elimination under conditions set forth above, his rate shall be maintained for a period of six (6) months from date of set back. For an additional period of six (6) months, an adjusted rate will be established midway between his previous rate at time of set-back and the rate of his new job for each work week, which depends upon the operating schedule. At the end of one (1) Year, the rate of the job to Which he Is assigned will apply. Interpretation of this section shall be based on the following:

- (D) A permanent employee is one with one (1) year of continuous service from the date of his established seniority.

2600 - SEVERANCE PAY

A permanent employee with at least one (1) year's continuous service who is laid off by management decision for such causes as technological change, automation, 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". In recognition of the Impact that such changes may have upon employees, and the concern of the Parties regarding employees who may be affected, the following shall apply:

- l) Severance Pay shall be calculated on the basis of one (1) week of regular earnings for each year of continuous service including completed months. One-half (1/2%) 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. It shall be the responsibility of the employee to make application for such severance pay.

$\frac{32}{10}$

$\frac{33}{96}$

- ii) 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.
- iii) If an employee is recalled after having received all of the severance pay due him he will, as of the date of return, commence a new period of accumulation which will be credited toward any future lay-off.
- iv) 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.
- v) Severance pay will not be paid if reduction of personnel is due to seasonal or temporary work.

#### 2700 - NON-DISCRIMINATION

There shall be no discrimination against any bargaining unit employee on account of race, colour, creed, sex, age or national origin. Any provision of this Agreement or practice or custom to the contrary shall be null and void.

#### 2800 - JOB EVALUATION

The Company agrees to join the Pulp and Paper Manufacturer's Job Classification Plan in order to do an evaluation on a uniform basis with other companies in the industry.

The Job Classification Plan will be implemented and any upward adjustments will be effective March 1, 1983.

Details of the Job Classification Plan including the Job Classi-

fication Scale are attached hereto and form part of this Agreement (Appendix "I").

#### 2900 - SAFETY FOOTWEAR

Effective In 1994, the Company will pay seventy dollars (\$70.00) annually to employees who have completed six (6) months of continuous service towards the purchase of protective footwear.

Effective in 1996, the Company will pay ninety dollars (\$90.00) annually to employees who have completed six (6) months of continuous service towards the purchase of protective footwear.

such payment will be made In December of each Year.

#### 3000: TRADES AND OPERATOR FLEXIBILITY

This program Is described under Appendix "O".

#### 3100 - DURATION AND REOPENING

The Company and the Union agree that this Agreement shall remain in full force and effect from September 1, 1993 to September 1, 1998, inclusive, and from year to year thereafter, unless written notice of intention to terminate or amend this Agreement Is given by either Party within ninety (90) days before the 31st day of August in any year thereafter in which this Agreement continues to remain in effect.

Either party to this Agreement shall have the right to open negotiations for changes therein by serving of a written notice upon the other party within ninety (90) days prior to the expiration date, September 1, 1998.

**APPENDIX "A"**  
**SCHEDULE OF RATES - MILL**

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b>WOODROOM:</b>				
Control Centre Operator	12	\$20.685	\$20.890	\$21.205
Control Centre Assistant	7	19.400	19.595	19.890
Scanner Operator	5	18.920	19.110	19.395
Screen/Hog/Chip Person	4	18.685	18.870	19.155
Screen/Hog/Chip Person	R/C	19.080	19.270	19.560
Wood Sorter	3	18.480	18.665	18.945
Wood Sorter Relief	3	18.480	18.665	18.945
Assigned Spare	1	18.050	18.230	18.505
<b>STUDMILL:</b>				
<i>GREEN LINE:</i>				
Chip 'n' Saw	11	\$20.435	\$20.640	\$20.950
Stacker Operator	3	18.480	18.665	18.945
Lumber Transfer Operator	2	18.245	18.425	18.700
Lumber Sorter	2	18.245	18.425	18.700
Labourer	1	18.050	18.230	18.505
Assigned Spare	1	18.050	18.230	18.505
Studmill Infeed	8	19.640	19.835	20.135
<i>DRY LINE:</i>				
Planer Operator	11	\$20.435	\$20.640	\$20.950
Kiln Operator	6	19.150	19.340	19.630
Shipper	6	19.150	19.340	19.630
Strapper/Package Maker	4	18.685	18.870	19.155
Unstacker Operator	3	18.480	18.665	18.945

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b><u>DRY LINE CONT'D:</u></b>				
Planer Feeder	3	\$18.480	\$18.665	\$18.945
Package Maker	2	18.245	18.425	18.700
Senior Labourer	2	18.245	18.425	18.700
Grader	8	19.640	19.835	20.135
<b><u>TRACTOR OPERATORS:</u></b>				
Woodroom Infeed	8	\$19.640	\$19.835	\$20.135
Woodroom Infeed	R/C	21.120	21.330	21.650
Sawlog Unloader	8	19.640	19.835	20.135
Sawlog Unloader	R/C	20.210	20.410	20.720
Chip 'n' Hog	7	19.400	19.595	19.890
<b><u>RECAUSTICIZER:</u></b>				
Recaust./Klin Operator	14	\$21.250	\$21.465	\$21.785
Recaust./Klin Operator	R/C	21.300	21.510	21.830
Recausticizer Assistant	8	19.640	19.835	20.135
Assigned Spare	2	18.245	18.425	18.700
<b><u>DIGESTER:</u></b>				
Digester Operator	19	\$22.830	\$23.060	\$23.405
1st Assistant	10	20.145	20.345	20.650
2nd Assistant	4	18.685	18.870	19.155
Assigned Spare	2	18.245	18.425	18.700

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b>BLEACH PLANT:</b>				
Bleach Plant Operator	19	\$22.830	\$23.060	\$23.405
1st Assistant	11	20.435	20.640	20.950
2nd Assistant	8	19.640	19.835	20.135
Assigned Spare	2	18.245	18.425	18.700
<b>PULP MACHINE:</b>				
Machine Tender	19	\$22.830	\$23.060	\$23.405
Back Tender	14	21.250	21.465	21.785
1st Assistant	8	19.640	19.835	20.135
2nd Assistant	6	19.150	19.340	19.630
3rd Assistant	6	19.150	19.340	19.630
4th Assistant	6	19.150	19.340	19.630
<b>CHEMICAL PLANT:</b>				
Head Operator	18	\$22.485	\$22.710	\$23.050
1st Assistant	14	21.250	21.465	21.785
2nd Assistant	11	20.435	20.640	20.950
Lead Chemical Handler	11	20.435	20.640	20.950
" " "	R/C	20.720	20.930	21.240
Chemical Handler	10	20.145	20.345	20.650
Chemical Handler	R/C	20.720	20.930	21.240
Head Cell Mechanic	12	20.685	20.890	21.205
" " "	R/C	20.880	21.090	21.410
Cell Mechanic	9	19.845	20.045	20.345
Relief Operator	9	19.845	20.045	20.345
Janitor	1	18.050	18.230	18.505
Working Foreman		24.53	24.78	25.15
Mechanic "A"		23.42	23.65	24.00
Mechanic "B"		19.94	20.14	20.44

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b>CHEMICAL PLANT CONT'D:</b>				
Mechanic "C"		\$19.62	\$19.82	\$20.12
Helper "A"		18.80	18.99	19.27
Helper "B"		18.60	18.79	19.07
Handyman Mechanic "A"		23.42	23.65	24.00
Handyman Mechanic "B"		19.94	20.14	20.44
Handyman Mechanic "C"		19.62	19.82	20.12

**NOTE:** An additional 20C will be paid to all Head Operators; 15C to 1st and 2nd Assistants and 5C to Relief Operators who have refrigeration papers.

**YARD:**

Lead Hand				
Lead Hand	R/C	\$21.035	\$21.245	\$21.565
Grove Crane Operator	11	20.435	20.640	20.950
Payload Operator	7	19.400	19.595	19.890
Payload Operator	R/C	21.035	21.245	21.565
Fork Loader Operator	7	19.400	19.595	19.890
Tandem Axle Truck Driver	6	19.150	19.340	19.630
Boom Truck Operator	6	19.150	19.340	19.630
Truck Driver on Car Hoe	5	18.920	19.110	19.395
Truck Driver - 1 Ton	5	18.920	19.110	19.395
Truck Driver - 3 Ton Van	5	18.920	19.110	19.395
Bob Cat Operator	4	18.685	18.870	19.155
Fork Truck Operator	4	18.685	18.870	19.155
Truck Driver - 3 Ton Dump	4	18.685	18.870	19.155
Labourer	2	18.245	18.425	18.700

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b>GENERAL:</b>				
Tall Oil Operator	7	\$19.400	\$19.595	\$19.890
Tall Oil Operator	R/C	19.550	19.750	20.050
Tall Oil Op./First Aid		+0.15	+0.15	+0.15
Woodroom Janitor	2	18.245	18.425	18.700
Maintenance Cleaner	1	18.050	18.230	18.505
Studmill/Woodroom Cleaner	2	18.245	18.425	18.700
Studmill/Woodroom " " R/C		18.330	18.510	18.790
Fire Chief		24.53	24.78	25.15
Assistant Fire Chief		24.03	24.27	24.63
Saw Filer & Knife Grinder		23.42	23.65	24.00
Cleaner - Machine Shop	1	18.050	18.230	18.505
<b>SKID MAKING:</b>				
Lead Hand	11	\$20.435	\$20.640	\$20.950
Skid Utility	3	18.480	18.665	18.945
Skid Labourer	2	18.245	18.425	18.700
<b>STORES:</b>				
Issue Clerk	6	\$19.150	\$19.340	\$19.630
Issue Clerk - Start (6 mos.)		18.14	18.32	18.59
<b>PALLETIZER:</b>				
Senior Palletizer Operator	4	\$18.685	\$18.870	\$19.155
Junior Palletizer Operator	2	18.245	18.425	18.700



<b><u>CLASSIFICATION</u></b>	<b><u>CLASS</u></b>	<b><u>SEPT.</u></b> <b><u>1/93</u></b>	<b><u>SEPT.</u></b> <b><u>1/94</u></b>	<b><u>SEPT.</u></b> <b><u>1/95</u></b>
<b><u>UTILITY CREW:</u></b>				
Lead Hand	7	\$19.400	\$19.595	\$19.890
Utility Man	2	18.245	18.425	18.700
Utility Man	R/C	18.410	18.590	18.870
<b><u>CLARIFIER:</u></b>				
Clarifier Operator	11	\$20.435	\$20.640	\$20.950
Truck Driver	6	19.150	19.340	19.630

<b>CLASSIFICATION</b>	<b>TRADES</b>		
	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>

**ELECTRONICS/ELECTRICAL/INSTRUMENTATION:****ELECTRONICS:**

Electronic & Communications Working Foreman	\$24.61	\$24.86	\$25.23
Electronic & Communications Electrician	23.76	24.00	24.36
Electronic & Communications Electrician - on shift	+0.10	+0.10	+0.10
(+21C/hour premium for Electronics Foremen)			
(+10C/hour premium for Foreman and Electronic & Communications Electricians with Phase II of course)			

**ELECTRICAL & INSTRUMENTATION:**

Electrical & Instrument Working Foreman	\$24.61	\$24.86	\$25.23
Journeyman "A"	23.52	23.76	24.12
Journeyman "A" - on shift	+0.10	+0.10	+0.10
Journeyman "B"	19.94	20.14	20.44
Journeyman "C"	19.62	19.82	20.12
Helper "A"	18.80	18.99	19.27
Helper "B"	18.60	18.79	19.07
Helper "C"	18.21	18.39	18.67
(+21C/hour premium for successful completion of Phase I of Electronics Training Course).			
(+10C/hour premium for successful completion of Phase II of Electronics Training Course).			
(+50C/hour premium for Journeyman "A" on shift Re: Trades Flexibility).			

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
<b><u>ELECTRICAL &amp; INSTRUMENTATION CONT'D:</u></b>				
Electrician - when pole climbing		\$23.52	\$23.76	\$24.12
Lighting Man		19.94	20.14	20.44
Lighting Man Helper (after 12 mos.)		18.60	18.79	19.07
(after 6 mos.)		18.21	18.39	18.67
(start)		18.05	18.23	18.500
Meter/Utility Man	4	18.685	18.870	19.155
Cleaner-Electrical	1	18.050	18.230	18.505

**MECHANICAL TRADES:**

Working Foreman		\$24.53	\$24.78	\$25.15
Journeyman "A"		23.42	23.65	24.00
Journeyman "B"		19.94	20.14	20.44
Journeyman "C"		19.62	19.82	20.12
Helper "A"		18.80	18.99	19.27
Helper "B"		18.60	18.79	19.07
Helper "C"		18.21	18.39	18.67

The above rates include: Machinists, Blacksmiths, Welders, Millwrights, Pump Millwrights, Pipefitters, Bricklayers, Carpenter Millwrights, Tinsmiths, Refrigeration & Ventilation.

Painter Working Foreman		\$23.54	\$23.78	\$24.14
Painter "A"		22.74	22.97	23.31
Painter "B" (24 mos.)		19.46	19.65	19.94
Helper "A" (12 mos.)		18.60	18.79	19.07
Helper "B" (12 mos.)		18.21	18.39	18.67
Oiler Working Foreman	18	22.485	22.710	23.050
Lead Oiler	11	20.435	20.640	20.950
Shift Oiler	9	19.845	20.045	20.345

<b>CLASSIFICATION</b>	<b>CLASS</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
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**MECHANICAL TRADES CONT'D:**

Oiler	8	\$19.640	\$19.835	\$20.135
Oiler	R/C	19.650	19.850	20.150
Oiler (start)-(for 6 mos.)		19.36	19.55	19.84
Powder Man		21.41	21.62	21.94
Salvage Millwright		19.520	19.720	20.020
(+ 50¢/Hour Premium for Journeymen 'A' on Shift Re: Trades Flexibility)				

**APPRENTICES - ALL TRADES:**

25c  
1

Apprentice - 3rd period (30 mos.)		\$18.80	\$18.99	\$19.27
Apprentice - 2nd period (12 mos.)		18.60	18.79	19.07
Apprentice - 1st period (6 mos.)		18.21	18.39	18.67
Tool Crib Attendant I		23.42	23.65	24.00
Tool Crib Attendant II		19.45	19.64	19.93

**PAPERMILL:****STOCK PREPARATION:**

Stock Preparation Operator - See Papermakers' Wage Scale  
 Stock Preparation Assistant I and II - See Papermakers' Wage Scale

Pulper Operator No.1 & No.2	8	\$19.640	\$19.835	\$20.135
No. 3 Pulper Operator	7	19.400	19.595	19.890
Truck Operator	4	18.685	18.870	19.155
Utility Man	4	18.685	18.870	19.155

<b><u>CLASSIFICATION</u></b>	<b><u>CLASS</u></b>	<b><u>SEPT.</u></b> <b><u>1/93</u></b>	<b><u>SEPT.</u></b> <b><u>1/94</u></b>	<b><u>SEPT.</u></b> <b><u>1/95</u></b>
<b><u>CLOTHING CREW:</u></b>				
Boss Clothing Man (same as 'A' Class Mechanic)		\$23.42	\$23.65	\$24.00
Clothing Man "A"(same as Journeyman 'C')		19.62	19.82	20.12
Clothing Man "B" (same as Helper 'A')		18.80	18.99	19.27
<b><u>GENERAL:</u></b>				
Core Cutter	3	\$18.480	\$18.665	\$18.945
Assigned Call Cutter	3	18.480	18.665	18.945
Cleaner Spare	2	18.245	18.425	18.700
Utility/Cleaner	2	18.245	18.425	18.700
<b><u>ROLL LINE:</u></b>				
Head Roll Finisher	12	\$20.685	\$20.890	\$21.205
Rewinder Operator	5	18.920	19.110	19.395
Helper #1	5	18.920	19.110	19.395
Helper #2	4	18.685	18.870	19.155
<b><u>FINISHING &amp; PRODUCT HANDLING:</u></b>				
<b><u>SHEET LINE:</u></b>				
Will Sheeter Operator	15	\$21.525	\$21.740	\$22.065
Folio Sheeter Operator	13	20.965	21.175	21.495
Cut-Size Sheeter Operator	12	20.685	20.890	21.205
Jagenberg Operator	12	20.685	20.890	21.205

<u>CLASSIFICATION</u>	<u>CLASS</u>	<u>SEPT.</u> <u>1/93</u>	<u>SEPT.</u> <u>1/94</u>	<u>SEPT.</u> <u>1/95</u>
<i>SHEET LINE CONT'D:</i>				
Will Sheeter Assistant 1	10	\$20.145	\$20.345	\$20.650
Follo Sheeter Assistant	8	19.640	19.835	20.135
Cut-Size Sheeter Assistant 1	8	19.640	19.835	20.135
Will Sheeter Assistant 2	8	19.640	19.835	20.135
Jagenberg Assistant #1	7	19.400	19.595	19.890
Will Sheeter - Package Line Helper	7	19.400	19.595	19.890
Trimmer Operator/ Skid Strapper	6	19.150	19.340	19.630
Cut-Size Sheeter Assistant 2	6	19.150	19.340	19.630
Follo Sheeter Assistant 2	5	18.920	19.110	19.395
Jagenberg Assistant 2	3	18.480	18.665	18.945
Will Sheeter Loader	2	18.245	18.425	18.700
Jagenberg Loader	2	18.245	18.425	18.700
Follo Sheeter Loader	2	18.245	18.425	18.700
Cut-Size Sheeter Loader	2	18.245	18.425	18.700
Assigned Spare	2	18.245	18.425	18.700
Cleaner	2	18.245	18.425	18.700

**SHIPPING & WAREHOUSE:***PAPER SHIPPING:*

Shipping Foreman	14	\$21.250	\$21.465	\$21.785
Lead Shipper	12	20.685	20.890	21.205
Shipping Drivers	6	19.150	19.340	19.630

<b><u>CLASSIFICATION</u></b>	<b><u>CLASS</u></b>	<b><u>SEPT.</u></b> <b><u>1/93</u></b>	<b><u>SEPT.</u></b> <b><u>1/94</u></b>	<b><u>SEPT.</u></b> <b><u>1/95</u></b>
<b><u>WAREHOUSE:</u></b>				
Warehouse Driver/Checker	7	\$19.400	\$19.595	\$19.890
Stock Driver	5	18.920	19.110	19.395
Finishing Driver	5	18.920	19.110	19.395
Warehousing Driver	5	18.920	19.110	19.395
<b><u>DAY JOBS:</u></b>				
Stockman	5	\$18.920	\$19.110	\$19.395
Stockman Assistant	4	18.685	18.870	19.155
Skid Man	1	18.050	18.230	18.505
Label Maker	2	18.245	18.425	18.700
Cleaner (Warehouse)	2	18.245	18.425	18.700
<b><u>TECHNICAL SERVICES:</u></b>				
<b><u>QUALITY CONTROL:</u></b>				
Lead Quality Checker	15	\$21.525	\$21.740	\$22.065
Paper Quality Checker	13	20.965	21.175	21.495
Pulp Quality Checker	6	19.150	19.340	19.630
<b><u>LAB:</u></b>				
Senior Project Tester	12	\$20.685	\$20.890	\$21.205
Environmental Tester	12	20.685	20.890	21.205
Chemical Plant Tester	11	20.435	20.640	20.950
Beater Tester	8	19.640	19.835	20.135
Chemical Tester	8	19.640	19.835	20.135
Chip Tester	7	19.400	19.595	19.890
Chip Tester	R/C	19.520	19.720	20.020

**APPENDIX "A"**  
**SCHEDULE OF RATES - WOODLANDS**

<b>CLASSIFICATION</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
Yard Foreman	\$22.23	\$22.45	\$22.79
Driver/Trainer	19.65	19.85	20.15
Hydraulic Loader Operator	21.12	21.33	21.65
Sub Foreman	19.36	19.55	19.84
Truck Driver, Single Axle	18.30	18.48	18.76
Truck Driver, Tandem Axle	18.53	18.72	19.00
Truck Driver, Tandem Axle (with trailer)	18.96	19.15	19.44
Truck Driver, Pup Trailers	19.23	19.42	19.71
Truck Driver, Quad Axle	19.31	19.50	19.79
Truck Driver, B-Train	19.52	19.72	20.02
Truck Driver, Float	19.91	20.11	20.41
Chipper Operator	21.04	21.25	21.57
Tractor Operator I	21.04	21.25	21.57
Tractor Operator II	19.02	19.21	19.50
Front End Loader Operator I	21.04	21.25	21.57
Front End Loader Operator II	19.02	19.21	19.50
Rock Crusher Operator	20.17	20.37	20.68
Grader Operator	21.04	21.25	21.57
Compressor Operator	19.02	19.21	19.50
Pile Driver Operator	20.17	20.37	20.68
Bombardier Operator	18.38	18.56	18.84
Powderman	22.94	23.17	23.52
Electrician "A"	23.52	23.76	24.12
Mechanic Working Foreman	24.53	24.78	25.15
Mechanic "A"	23.42	23.65	24.00
Mechanic "B"	19.94	20.14	20.44
Mechanic "C"	19.62	19.82	20.12
Mechanic Helper "A"	18.80	18.99	19.27



<b>CLASSIFICATION</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
Mechanic Helper "B"	\$18.60	\$18.79	\$19.07
Mechanic Helper "C"	18.21	18.39	18.67
Harvester Mechanic (Qualified (Mechanic "A" + 0.15)	23.57	23.80	24.16
Steamroom Man	19.45	19.64	19.93
Tireman	19.65	19.85	20.15
Tireman II	19.45	19.64	19.93
Tireman Special (R/C)	20.25	20.45	20.76
Painter	22.74	22.97	23.31
Welder "A"	23.42	23.65	24.00
Welder "B"	19.94	20.14	20.44
Welder "C"	19.62	19.82	20.12
Welder Helper "A"	18.80	18.99	19.27
Welder Helper "B"	18.60	18.79	19.07
Welder Helper "C"	18.21	18.39	18.67
Machinist "A"	23.42	23.65	24.00
Garage Co-ordinator	19.51	19.71	20.01
Partsman Lead Hand	20.29	20.85	21.16
Partsman (Senior)	19.56	20.11	20.41
Partsman I	18.97	19.51	19.80
Partsman II	18.69	19.23	19.52
Partsman III	18.15	18.69	18.97
Hydraulic Repairman I	19.94	20.14	20.44
Hydraulic Repairman II	19.62	19.82	20.12
Hydraulic Repairman III	18.80	18.99	19.27
Hydraulic Repairman SP	21.41	21.62	21.94
Tool Crib Attendant	20.85	21.06	21.38
Carpenter Working Foreman	24.53	24.78	25.15
Carpenter "A"	23.42	23.65	24.00
Carpenter "B"	19.94	20.14	20.44
Carpenter "C"	19.62	19.82	20.12
Carpenter Helper	18.53	18.72	19.00
Boat Operator (Senior)	19.72	19.92	20.22

<b>CLASSIFICATION</b>	<b>SEPT. 1/93</b>	<b>SEPT. 1/94</b>	<b>SEPT. 1/95</b>
Boat Operator (Junior)	\$19.55	\$19.75	\$20.05
General Utility Crew (0 - 3 mos.)	18.15	18.33	18.60
General Utility Crew (3 - 12 mos.)	18.21	18.39	18.67
General Utility Crew (over 12 mos.)	18.41	18.59	18.87
Labourer	<del>18.05</del>	<del>18.23</del>	<del>18.50</del>
Log Man	18.38	18.56	18.84

(+50¢ hour Premium for Journeyman "A" on shift - Re: Trades Flexibility).

Tradesmen and Helpers assigned to Bush Garage receive thirty five (35¢) an hour Premium.

Tradesman and Helpers assigned to the Dryden and Ear Falls garage required to Perform work of their trade, away from Dryden and Ear Falls will receive thirty-five (35¢) an hour premium for all such hours worked.

## BOARD:

**All employees, while working away from home, including boat crews, to be charged one dollar and seventy-five (\$1.75) per day, except boat crews while towing on the lake will receive free board.**

## TRANSPORTATION:

- (a) where free transportation is provided by the Company from a designated Starting Point to a work disembarking Point and return, employees shall be paid riding time in excess of one-half (1/2) hour each way at their regular rate of pay.
- (b) where transportation is not provided by the Company and an employee is required to provide his own vehicle, the employee shall be paid at the rate of twenty cents (20¢) per kilometer of travel each way.
- (c) However, if board and lodgings are provided at the working sites and employees wish to commute to and from work daily in their own vehicles sooner than stay in camp, no travelling time will be paid.
- (d) Employees' transportation time shall not be considered as time worked.
- (e) Where an employee is required to work where board and lodgings are provided at the working sites, Junior employees on the seniority list will be given the assignment, Senior employees will be given preference to work at commuter work sites.

## LAY-OFFS:

**Should an employee be laid off, the employee will retain seniority for a period of one (1) year.**

**When an employee is laid off from the Woods Department and is taken on at the Mill, his seniority in the Woods Department will continue, until he is recalled to the Woods Department for a maximum of one (1) year. If he refuses to go back to the woods Department when recalled, he loses all woods seniority.**

**As of November 1, 1990, Company seniority to mean seniority accumulated since the date of hire under the jurisdiction of the signatory unions. Employees prior to November 1, 1990, status-quo.**

## MECHANICAL DEPARTMENT SENIORITY - WOODLANDS

**As an employee progresses up through the classifications, his seniority in each Class will be established according to his Mechanical Department Seniority (e.g. If a Tradesman "B" has more department seniority than five junior tradesmen "A", he would go ahead of these five when he is Promoted to that class).**

## LAYOFFS:

**Where reductions (permanent or temporary) are required in the Mechanical Department, layoffs will be by Company seniority.**

**Tradesmen who are laid off may exercise their seniority in the following order:**

- 1. Bump Into other positions in the Mechanical Department, with qualifications;**
- 2. Bump Into other woodlands positions;**
- 3. Transfer to the mill in accordance with the Letter of Understanding, dated March 10, 1994.**

## WORKING FOREMEN:

On layoffs, where qualified replacements are available, the Working Foremen will be subject to the normal bumping procedure by Company seniority. On recall, the Working Foremen will return to their former positions.

As of September 1, 1983, company seniority to mean seniority accumulated since initiation into the communications, Energy and Paperworkers union of Canada. Employees prior to September 1, 1983 status quo.

## NORMAL HOURS OF WORK FOR WOODLANDS EMPLOYEES:

Day shift will be eight (8) consecutive hours between the hours of 6:00 a.m. and 5:00 p.m., mealtime excepted.

on two-shift operations, the first shift shall consist of eight (8) consecutive hours, mealtime excepted, and shall commence at 6:00 a.m. or after. The second shift shall consist of eight (8) consecutive hours, mealtime excepted, and shall commence at 3:00 p.m. or after.

on a three-shift operation, the shifts shall be eight (8) consecutive hours:

1st shift: 7:00 a.m. to 3:00 p.m.  
2nd shift: 3:00 p.m. to 11:00 p.m.  
3rd shift: 11:00 p.m. to 7:00 a.m.

Starting and stopping times may be changed by mutual agreement.

For employees scheduled to start early, call time will not apply, but time and one-half (1 1/2) will apply to hours worked prior to the normal starting time.

TRUCK HAULS:

**1st shift -commence at 6:00 a.m. and scheduled hours.**

**2nd shift - commence at 6:00 p.m. and scheduled hours.**

**Shift differential shall apply on the second shift. Loader Operators will travel to and from the job with the first and last truck respectively when required.**

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1993**

<b>Machine Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
030	\$24.78	\$23.53	\$21.68	\$20.09	\$19.56	\$18.93
031	25.01	23.70	21.82	20.13	19.64	18.99
032	25.20	23.80	21.86	20.18	19.65	19.00
033	25.26	23.96	21.91	20.21	19.68	19.00
034	25.37	24.10	21.99	20.23	19.72	19.00
035	25.41	24.23	22.06	20.27	19.77	19.02
036	25.53	24.29	22.13	20.31	19.79	19.02
037	25.65	24.33	22.22	20.32	19.82	19.02
038	25.72	24.49	22.25	20.36	19.84	19.03
039	25.85	24.55	22.29	20.37	19.86	19.03
040	25.93	24.67	22.33	20.38	19.89	19.03
041	26.08	24.71	22.43	20.42	19.91	19.10
042	26.13	24.90	22.51	20.49	19.92	19.10
043	26.23	25.00	22.59	20.51	19.94	19.10
044	26.29	25.06	22.65	20.56	19.98	19.11
045	26.47	25.20	22.75	20.64	20.06	19.11
046	26.52	25.27	22.82	20.69	20.07	19.11
047	26.65	25.37	22.85	20.79	20.08	19.12
048	26.71	25.48	22.98	20.83	20.09	19.14
049	26.77	25.54	23.05	20.84	20.10	19.18
050	26.87	25.65	23.07	20.88	20.11	19.19
051	26.93	25.72	23.12	20.90	20.18	19.23
052	27.08	25.79	23.18	20.96	20.21	19.25
053	27.20	25.91	23.25	21.02	20.23	19.26
054	27.27	25.94	23.33	21.05	20.27	19.27
055	27.38	26.10	23.44	21.06	20.31	19.31
056	27.43	26.19	23.54	21.10	20.32	19.32
057	27.55	26.24	23.57	21.11	20.36	19.36
058	27.61	26.42	23.68	21.13	20.37	19.39

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1993**

<b>Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
059	\$27.71	\$26.50	\$23.72	\$21.19	\$20.38	\$19.40
060	27.80	26.63	23.77	21.23	20.41	19.43
061	27.90	26.66	23.95	21.25	20.47	19.45
062	28.07	26.78	23.99	21.30	20.50	19.48
063	28.13	26.86	24.05	21.36	20.60	19.50
064	28.24	26.96	24.09	21.38	20.61	19.54
065	28.32	27.07	24.21	21.40	20.63	19.55
066	28.36	27.24	24.25	21.41	20.66	19.56
067	28.49	27.30	24.43	21.43	20.79	19.57
068	28.57	27.40	24.48	21.47	20.80	19.59
069	28.64	27.45	24.51	21.51	20.83	19.63
070	28.74	27.58	24.56	21.60	20.85	19.67
071	28.93	27.67	24.67	21.67	20.90	19.72
072	29.10	27.81	24.71	21.80	20.96	19.74
073	29.16	27.92	24.82	21.84	21.02	19.78
074	29.37	28.08	24.94	21.89	21.06	19.80
075	29.53	28.16	25.04	21.98	21.10	19.81
076	29.73	28.32	25.14	22.06	21.22	19.82
077	29.81	28.40	25.25	22.11	21.27	19.84
078	29.98	28.53	25.28	22.21	21.32	19.91
079	30.10	28.64	25.40	22.25	21.36	19.92
080	30.28	28.80	25.49	22.29	21.40	19.94
081	30.41	28.92	25.57	22.47	21.43	19.99
082	30.62	29.01	25.66	22.49	21.51	20.05
083	30.76	29.13	25.76	22.59	21.65	20.06
084	30.87	29.27	25.85	22.62	21.70	20.07
085	31.07	29.37	25.92	22.70	21.76	20.08
086	31.21	29.52	26.09	22.80	21.83	20.10
087	31.28	29.70	26.13	22.90	21.86	20.11



**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1993**

<b>Machine Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
088	\$31.52	\$29.79	\$26.20	\$22.96	\$21.93	\$20.16
089	31.65	29.84	26.33	23.03	21.98	20.18
090	31.84	29.98	26.38	23.07	22.06	20.21
091	31.96	30.08	26.50	23.15	22.09	20.23
092	32.11	30.24	26.58	23.21	22.13	20.26
093	32.25	30.35	26.66	23.36	22.21	20.29
094	32.42	30.53	26.73	23.43	22.25	20.32
095	32.55	30.62	26.85	23.53	22.29	20.36
096	32.76	30.73	26.91	23.55	22.33	20.37
097	32.83	30.84	26.97	23.65	22.47	20.39
098	32.99	30.93	27.15	23.70	22.51	20.41
099	33.16	31.09	27.25	23.77	22.59	20.47
100	33.34	31.21	27.30	23.80	22.62	20.48

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1994**

<b>Machine Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
030	\$25.03	\$23.77	\$21.90	\$20.29	\$19.76	\$19.12
031	25.26	23.94	22.04	20.33	19.84	19.18
032	25.45	24.04	22.08	20.38	19.85	19.19
033	25.51	24.20	22.13	20.41	19.88	19.19
034	25.62	24.34	22.21	20.43	19.92	19.19
035	25.66	24.47	22.28	20.47	19.97	19.21
036	25.79	24.53	22.35	20.51	19.99	19.21
037	25.91	24.57	22.44	20.52	20.02	19.21
038	25.98	24.73	22.47	20.56	20.04	19.22
039	26.11	24.80	22.51	20.57	20.06	19.22
040	26.19	24.92	22.55	20.58	20.09	19.22
041	26.34	24.96	22.65	20.62	20.11	19.29
042	26.39	25.15	22.74	20.69	20.12	19.29
043	26.49	25.25	22.82	20.72	20.14	19.29
044	26.55	25.31	22.88	20.77	20.18	19.30
045	26.73	25.45	22.98	20.85	20.26	19.30
046	26.79	25.52	23.05	20.90	20.27	19.30
047	26.92	25.62	23.08	21.00	20.28	19.31
048	26.98	25.73	23.21	21.04	20.29	19.33
049	27.04	25.80	23.28	21.05	20.30	19.37
050	27.14	25.91	23.30	21.09	20.31	19.38
051	27.20	25.98	23.35	21.11	20.38	19.42
052	27.35	26.05	23.41	21.17	20.41	19.44
053	27.47	26.17	23.48	21.23	20.43	19.45
054	27.54	26.20	23.56	21.26	20.47	19.46
055	27.65	26.36	23.67	21.27	20.51	19.50
056	27.70	26.45	23.78	21.31	20.52	19.51
057	27.83	26.50	23.81	21.32	20.56	19.55
058	27.89	26.68	23.92	21.34	20.57	19.58

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1994**

	<b>Machine Class</b>	<b>Tender</b>	<b>Back Tender</b>	<b>Thir'd Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
059	\$27.99	\$26.77	\$23.96	\$21.40	\$20.58	\$19.59	
060	28.08	26.90	24.01	21.44	20.61	19.62	
061	28.18	26.93	24.19	21.46	20.67	19.64	
062	28.35	27.05	24.23	21.51	20.71	19.67	
063	28.41	27.13	24.29	21.57	20.81	19.70	
064	28.52	27.23	24.33	21.59	20.82	19.74	
065	28.60	27.34	24.45	21.61	20.84	19.75	
066	28.64	27.51	24.49	21.62	20.87	19.76	
067	28.77	27.57	24.67	21.64	21.00	19.77	
068	28.86	27.67	24.72	21.68	21.01	19.79	
069	28.93	27.72	24.76	21.73	21.04	19.83	
070	29.03	27.86	24.81	21.82	21.06	19.87	
071	29.22	27.95	24.92	21.89	21.11	19.92	
072	29.39	28.09	24.96	22.02	21.17	19.94	
073	29.45	28.20	25.07	22.06	21.23	19.98	
074	29.66	28.36	25.19	22.11	21.27	20.00	
075	29.83	28.44	25.29	22.20	21.31	20.01	
076	30.03	28.60	25.39	22.28	21.43	20.02	
077	30.11	28.68	25.50	22.33	21.48	20.04	
078	30.28	28.82	25.53	22.43	21.53	20.11	
079	30.40	28.93	25.65	22.47	21.57	20.12	
080	30.58	29.09	25.74	22.51	21.61	20.14	
081	30.71	29.21	25.83	22.69	21.64	20.19	
082	30.93	29.30	25.92	22.71	21.73	20.25	
083	31.07	29.42	26.02	22.82	21.87	20.26	
084	31.18	29.56	26.11	22.85	21.92	20.27	
085	31.38	29.66	26.18	22.93	21.98	20.28	
086	31.52	29.82	26.35	23.03	22.05	20.30	
087	31.59	30.00	26.39	23.13	22.08	20.31	

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1994**

	<b>Machine Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
088		\$31.84	\$30.09	\$26.46	\$23.19	\$22.15	\$20.36
089		31.97	30.14	26.59	23.26	22.20	20.38
090		32.16	30.28	26.64	23.30	22.28	20.41
091		32.28	30.38	26.77	23.38	22.31	20.43
092		32.43	30.54	26.85	23.44	22.35	20.46
093		32.57	30.65	26.93	23.59	22.43	20.49
094		32.74	30.84	27.00	23.66	22.47	20.52
095		32.88	30.93	27.12	23.77	22.51	20.56
096		33.09	31.04	27.18	23.79	22.55	20.57
097		33.16	31.15	27.24	23.89	22.69	20.59
098		33.32	31.24	27.42	23.94	22.74	20.61
099		33.49	31.40	27.52	24.01	22.82	20.67
100		33.67	31.52	27.57	24.04	22.85	20.68

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1995**

<b>Machine Class</b>	<b>Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
030	\$25.41	\$24.13	\$22.23	\$20.59	\$20.06	\$19.41
031	25.64	24.30	22.37	20.63	20.14	19.47
032	25.83	24.40	22.41	20.69	20.15	19.48
033	25.89	24.56	22.46	20.72	20.18	19.48
034	26.00	24.71	22.54	20.74	20.22	19.48
035	26.04	24.84	22.61	20.78	20.27	19.50
036	26.18	24.90	22.69	20.82	20.29	19.50
037	26.30	24.94	22.78	20.83	20.32	19.50
038	26.37	25.10	22.81	20.87	20.34	19.51
039	26.50	25.17	22.85	20.88	20.36	19.51
040	26.58	25.29	22.89	20.89	20.39	19.51
041	26.74	25.33	22.99	20.93	20.41	19.58
042	26.79	25.53	23.08	21.00	20.42	19.58
043	26.89	25.63	23.16	21.03	20.44	19.58
044	26.95	25.69	23.22	21.08	20.48	19.59
045	27.13	25.83	23.32	21.16	20.56	19.59
046	27.19	25.90	23.40	21.21	20.57	19.59
047	27.32	26.00	23.43	21.32	20.58	19.60
048	27.38	26.12	23.56	21.36	20.59	19.62
049	27.45	26.19	23.63	21.37	20.60	19.66
050	27.55	26.30	23.65	21.41	20.61	19.67
051	27.61	26.37	23.70	21.43	20.69	19.71
052	27.76	26.44	23.76	21.49	20.72	19.73
053	27.88	26.56	23.83	21.55	20.74	19.74
054	27.95	26.59	23.91	21.58	20.78	19.75
055	28.06	26.76	24.03	21.59	20.82	19.79
056	28.12	26.85	24.14	21.63	20.83	19.80
057	28.25	26.90	24.17	21.64	20.87	19.84
058	28.31	27.08	24.28	21.66	20.88	19.87

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1995**

<b>Machine Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
059	\$28.41	\$27.17	\$24.32	\$21.72	\$20.89	\$19.88
060	28.50	27.30	24.37	21.76	20.92	19.91
061	28.60	27.33	24.55	21.78	20.98	19.93
062	28.78	27.46	24.59	21.83	21.02	19.97
063	28.84	27.54	24.65	21.89	21.12	20.00
064	28.95	27.64	24.69	21.91	21.13	20.04
065	29.03	27.75	24.82	21.93	21.15	20.05
066	29.07	27.92	24.86	21.94	21.18	20.06
067	29.20	27.98	25.04	21.96	21.32	20.07
068	29.29	28.09	25.09	22.01	21.33	20.09
069	29.36	28.14	25.13	22.06	21.36	20.13
070	29.47	28.28	25.18	22.15	21.38	20.17
071	29.66	28.37	25.29	22.22	21.43	20.22
072	29.83	28.51	25.33	22.35	21.49	20.24
073	29.89	28.62	25.45	22.39	21.55	20.28
074	30.10	28.79	25.57	22.44	21.59	20.30
075	30.28	28.87	25.67	22.53	21.63	20.31
076	30.48	29.03	25.77	22.61	21.75	20.32
077	30.56	29.11	25.88	22.66	21.80	20.34
078	30.73	29.25	25.91	22.77	21.85	20.41
079	30.86	29.36	26.03	22.81	21.89	20.42
080	31.04	29.53	26.13	22.85	21.93	20.44
081	31.17	29.65	26.22	23.03	21.96	20.49
082	31.39	29.74	26.31	23.05	22.06	20.55
083	31.54	29.86	26.41	23.16	22.20	20.56
084	31.65	30.00	26.50	23.19	22.25	20.57
085	31.85	30.10	26.57	23.27	22.31	20.58
086	31.99	30.27	26.75	23.38	22.38	20.60
087	32.06	30.45	26.79	23.48	22.41	20.61

**APPENDIX "B"**  
**PAPERMAKERS' WAGE SCALE**  
**September 1, 1995**

<b>Class</b>	<b>Machine Tender</b>	<b>Back Tender</b>	<b>Third Hand</b>	<b>Fourth Hand</b>	<b>Fifth Hand</b>	<b>Sixth Hand</b>
088	\$32.32	\$30.54	\$26.86	\$23.54	\$22.48	\$20.67
089	32.45	30.59	26.99	23.61	22.53	20.69
090	32.64	30.73	27.04	23.65	22.61	20.72
091	32.76	30.84	27.17	23.73	22.64	20.74
092	32.92	31.00	27.25	23.79	22.69	20.77
093	33.06	31.11	27.33	23.94	22.77	20.80
094	33.23	31.30	27.41	24.01	22.81	20.83
095	33.37	31.39	27.53	24.13	22.85	20.87
096	33.59	31.51	27.59	24.15	22.89	20.88
097	33.66	31.62	27.65	24.25	23.03	20.90
098	33.82	31.71	27.83	24.30	23.08	20.92
099	33.99	31.87	27.93	24.37	23.16	20.98
100	34.18	31.99	27.98	24.40	23.19	20.99

**APPEN**  
**ATTACHMENTS & QUALIFIERS**

1. 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 across 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 classification of machines will advance If the speed 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 the face width of the breast roll.

2. speed will be measured at 6th Dryer Section.
3. company will retain present 406 fpm minimum.
4. stock Prep. operator rate shall equal the # 2 Machine Tender's rate.

stock Prep. Assistant I Operator rate shall equal the Back Tender rate on No. 2 Machine.

stock Prep, Assistant II Operator rate shall equal the Machine Tender rate on No. 1 Machine.



5. Boss Machine Tender will receive thirty-five cents (35¢ per hour per machine higher than the rate paid to the highest paid operating Machine Tender over which he has charge.
6. Speed Adjustments:

Frequency to be quarterly and changes will go into effect at start of first new pay period thereafter.
7. when calculating speed adjustments, the newsprint Paper-makers' wage Schedule will be used and adjusted upwards by two (2) classes.
- a. The Company will delete trial runs for new grades when calculating speed average for the first two (2) runs of that grade.
9. Where the common labour or base rate is higher than the applicable class rate, the common labour or base rate will be applied.
- 10 Boss Machine Tender will receive twenty-five cents (25¢) Per hour for duties related to supervision of the roll wrapping system.

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250
400	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
450	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
500	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
550	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
600	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
650	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
700	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
750	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
800	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
850	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
900	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
950	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1000	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
1050	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1100	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1150	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
1200	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
1250	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
1300	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

260 270 280 290 300 310 320 330 340 350 360 370 380 390 400

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400	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
450	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
500	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
550	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
600	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
650	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
700	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
750	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
800	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
850	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
900	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
950	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1000	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
1050	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
1100	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45
1150	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
1200	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
1250	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
1300	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

100 110 120 130 140 150 160 170 180 190 200 210 220 230 240 250

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1350	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
1400	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
1450	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
1500	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
1550	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
1600	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
1650	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
1700	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1750	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
1800	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
1850	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45
1900	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
1950	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
2000	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
2050	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49
2100	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
2150	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
2200	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
2250	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

260 270 280 290 300 310 320 330 340 350 360 370 380 390 400

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1350	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
1400	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
1450	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
1500	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53
1550	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
1600	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
1650	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
1700	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
1750	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
1800	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59
1850	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
1900	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61
1950	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62
2000	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63
2050	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
2100	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
2150	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
2200	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
2250	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

100 110 120 130 140 150 160 170 180 190 200 210 220 230 240 250

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2300	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
2350	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
2400	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
2450	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
2500	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
2550	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59
2600	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
2650	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61
2700	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62
2750	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63
2800	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
2850	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
2900	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
2950	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
3000	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
3050	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
3100	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
3150	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
3200	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

260 270 280 290 300 310 320 330 340 350 360 370 380 390 400

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2300	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
2350	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
2400	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
2450	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
2500	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
2550	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
2600	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
2650	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
2700	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
2750	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
2800	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
2850	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
2900	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
2950	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
3000	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
3050	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
3100	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
3150	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
3200	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

100 110 120 130 140 150 160 170 180 190 200 210 220 230 240 250

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3250	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
3300	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
3350	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
3400	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
3450	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
3500	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
3550	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
3600	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
3650	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
3700	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
3750	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
3800	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
3850	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
3900	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
3950	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87
4000	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
4050	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
4100	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
4150	76	77	78	79	80	81	82	83	84	85	86	88	89	90	91	



**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

260 270 280 290 300 310 320 330 340 350 360 370 380 390 400

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3250	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
3300	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
3350	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
3400	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91
3450	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
3500	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
3550	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94
3600	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
3650	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
3700	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
3750	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98
3800	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99
3850	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
3900	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101
3950	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102
4000	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103
4050	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104
4100	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105
4150	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250
4200	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
4250	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
4300	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94
4350	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
4400	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
4450	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
4500	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Inches**

	260	270	280	290	300	310	320	330	340	350	360	370	380	390	400
4200	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107
4250	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
4300	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109
4350	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110
4400	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111
4450	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112
4500	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

254 279 305 330 356 381 406 432 457 483 508 533 559 584 610 635

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122	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
137	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
152	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
168	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
183	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
198	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
213	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
229	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
244	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
259	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
274	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
290	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
305	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
320	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
335	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
351	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
366	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
381	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
396	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

660 686 711 737 762 787 813 838 864 889 914 940 965 991 1016

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122	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
137	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
152	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
168	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
183	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
198	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
213	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
229	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
244	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
259	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
274	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
290	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
305	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
320	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
335	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45
351	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
366	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
381	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
396	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

254 279 305 330 356 381 406 432 457 483 508 533 559 584 610 635

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411	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
427	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
442	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
457	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
472	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
488	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
503	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
518	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
533	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
549	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
564	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45
579	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
594	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
610	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
625	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49
640	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
655	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
671	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
686	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

660 686 711 737 762 787 813 838 864 889 914 940 965 991 1016

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411	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
427	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
442	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
457	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53
472	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
488	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
503	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
518	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
533	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
549	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59
564	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
579	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61
594	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62
610	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63
625	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
640	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
655	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
671	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
686	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

254 279 305 330 356 381 406 432 457 483 508 533 559 584 610 635

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701	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
716	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
732	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
747	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
762	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
777	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59
792	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
808	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61
823	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62
838	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63
853	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
869	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
884	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
899	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
914	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
930	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
945	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
960	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
975	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72



**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

660 686 711 737 762 787 813 838 864 889 914 940 965 991 1016

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701	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
716	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
732	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71
747	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
762	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
777	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
792	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
808	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
823	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
838	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
853	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
869	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
884	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
899	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
914	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
930	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
945	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
960	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
975	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

254 279 305 330 356 381 406 432 457 483 508 533 559 584 610 635

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991	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
1006	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74
1021	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
1036	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
1052	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77
1067	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
1082	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79
1097	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
1113	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
1128	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82
1143	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
1158	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84
1173	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85
1189	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86
1204	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87
1219	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
1234	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
1250	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
1265	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

660 686 711 737 762 787 813 838 864 889 914 940 965 991 1016

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991	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
1006	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89
1021	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
1036	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91
1052	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
1067	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
1082	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94
1097	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
1113	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
1128	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
1143	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98
1158	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99
1173	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1189	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101
1204	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102
1219	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103
1234	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104
1250	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105
1265	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

254 279 305 330 356 381 406 432 457 483 508 533 559 584 610 635

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1280	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
1295	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
1311	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94
1326	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
1341	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	86
1356	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
1372	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98

**APPENDIX "C"**  
**MACHINE SPEED SCHEDULE**  
**Width of Machines in Centimeters**

660 686 711 737 762 787 813 838 864 889 914 940 965 991 1016

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1280	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107
1295	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
1311	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109
1326	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110
1341	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111
1356	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112
1372	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113

APPENDIX "D"  
RULES OF CONDUCT

SECTION 1 - READY AT BEGINNING OF SHIFT

**All employees are required to be on their jobs ready for work:**

- (a) **MILL at the commencement of their regular schedule.**
- (b) **WOODLANDS - at their usual reporting time.**

SECTION 2 - TOUR WORKERS TO WORK UNTIL RELIEVED

**(Mill Only)**

**Tour workers are required to stay on their job until relieved by their mates or until a substitute is found and will work an extra shift if necessary. No tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position.**

SECTION 3 - EMPLOYEES WHO EXPECT TO BE ABSENT

**Arranging for leave or giving notice of unavoidable absence:**

- (a) **It is the duty of a tour worker to report for his regular shift unless he has already arranged with his foreman for a leave of absence. If unavoidably prevented from reporting, he must give notice to his foreman or at the office as provided hereunder and the Person receiving this notice must complete the standard report Provided for recording such routine.**

- (b) In the case of anticipated absence, employees must notify their foreman:
  - (I) MILL - four (4) hours before Commencement of their next regular shifts,
  - (II) WOODLANDS - four (4) hours before their usual reporting time.

SECTION 4 - REPORTING IN AFTER ABSENCE

- (a) Four (4) days or more:

An employee who has been absent for four (4) days or more shall notify his foreman twelve (12) hours in advance of the time he is returning to work.

- (b) An employee who has been absent for less than four (4) days shall notify his foreman or supervisor as provided hereunder:
  - (I) If on 3-11 shift, by 10:00 a.m.
  - (ii) If on 11-7 shift, by 2:00 p.m.
  - (III) If on 7-3 shift,

WOODLANDS ONLY - on the previous day  
MILL ONLY - on arrival at work.

SECTION 5 - ABSENCE WITHOUT LEAVE

Employees who fail to report for work or who in any way penalize their mates or penalize the Company by causing payment of overtime under 1201 will be subject to these rules:

(a) Unarranged Absence:

If an employee has been absent from work without arrangement or without notice required by Section 3 above, he shall report to his superintendent for instructions before going to work.

(b) Penalties for Absenteeism:

Should investigation of case of absenteeism fail to disclose a bona fide reason, Management shall discipline the absentee as provided below:

- i) First case - Instruction and Warning;  
second Case-Instruction and UP to three (3) days layoff  
Third Case-Instruction and lay-off subject to discharge.
- ii) It is understood that should an employee have a clear record for a full twelve (12) month period between Steps 1 and 2 or Steps 2 and 3, or after Step 3, his record shall be considered clear. |
- iii) should the unarranged absence of an employee be of sufficient length or the reason for the absence be of such a nature to Indicate irresponsibility In the individual concerned, Management may discipline the offending employee with a layoff subject to discharge.

(c) Record of unexcused Absence:

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 the secretary of the union concerned.

**(d) Appeal Procedure:**

Disciplinary action under these rules and regulations shall be subject to Grievance Procedure.

SECTION 6

The Company is agreeable to wipe an employee's record clean after a 12-month period in which no disciplinary action slips have been issued.

SECTION 7

No employee shall be disciplined or discharged without just cause.

1. Acts of conduct or wilful negligence that are contrary to the spirit of this Agreement are:
  - (a) Bringing or consuming Intoxicants or illicit drugs into the Mill or on any property under control of the company;
  - (b) Reporting for work under the influence of alcohol or drugs;
  - (c) Sleeping on duty;
  - (d) Disobedience;
  - (e) Smoking In Prohibited areas;
  - (f) Neglect of duty;
  - (g) Disorderly conduct;
  - (h) Dishonesty;
  - (i) Falsifying Company reports;

- (j) **Insubordination;**
- (k) **Removing any tools or Property without written approval;**
- (l) **Deliberate destruction of the property of the Company or of another employee;**
- (m) **Removal or unauthorized use of fire equipment, except in the case of fire;**
- (n) **Possession of firearms on Company property without special permission.**

**2. All of the above shall be considered good cause for discharge for misconduct.**

**SECTION 6 - REPORTING INJURIES**

**All injuries must be reported immediately to the First Aid Department or the foreman.**

**SECTION 9 - LEAVE OF ABSENCE**

**The Company will grant a:**

- 1. (a) **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:**
  - (1) **Legitimate personal reasons;**
  - (2) **official Union Business**
  - (3) **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.**

- (b) Any leave of absence granted pursuant to Clause 1(a) will not result in any loss of seniority.
- 2.
  - (a) 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 leave, 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.
  - (b) Any leave of absence granted Pursuant to Clause 2(a) will not cause a break in continuity of service, but the period of absence shall not be counted in calculating any service-related benefit.
- 3. 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.
- 4. All leaves of absence must be applied for in writing.
- 5. The Company may require an employee to exhaust his normal vacation entitlement before commencing a leave of absence.

APPENDIX "E"

COMMUNICATIONS, ENERGY AND PAPERWORKERS  
UNION OF CANADA

LOCAL 1323

CHECK OFF AUTHORIZATION

I authorize and request Avenor Inc., Dryden operations, to deduct Union dues each month from my wages. The Company is authorized to deduct that amount as advised in writing by the President of Local 1323, Communications, Energy and Paperworkers union of Canada, and remit same to the Financial Secretary of Local 1323.

I reserve the right to revoke this authorization during the two (2) week period preceding the next anniversary date of the Agreement between Avenor Inc., Dryden Operations, and Local 1323 of the communications, Energy and Paperworkers union of Canada. This authorization shall be automatically renewed for subsequent Agreements between Avenor Inc., Dryden Operations, and Local 1323 of the Communications, Energy and Paperworkers union of Canada, subject to the privilege of revocation during the two (2) week period immediately preceding the expiration of each subsequent Agreement.

NUMBER \_\_\_\_\_

SIGNED \_\_\_\_\_

DATE \_\_\_\_\_

**SEAL OF LOCAL 1323**

APPENDIX "E"

COMMUNICATIONS, ENERGY AND PAPERWORKERS  
UNION OF CANADA

LOCAL 105

CHECK OFF AUTHORIZATION

I authorize and request Avenor Inc., Dryden Operations, to deduct Union dues each month from my wages. The Company is authorized to deduct that amount as advised in writing by the President of Local 105, communications, Energy and Paperworkers union of Canada, and remit same to the Financial secretary of Local 105.

I reserve the right to revoke this authorization during the two (2) week period preceding the next anniversary date of the Agreement between Avenor Inc., Dryden Operations, and Local 105 of the Communications, Energy and Paperworkers Union of Canada. This authorization shall be automatically renewed for subsequent Agreements between Avenor Inc., Dryden Operations, and Local 105 of the Communications, Energy and Paperworkers union of Canada, subject to the Privilege of revocation during the two (2) week period immediately preceding the expiration of each subsequent Agreement,

NUMBER \_\_\_\_\_

SIGNED \_\_\_\_\_

DATE \_\_\_\_\_

**SEAL OF LOCAL 105**

APPENDIX "F"  
(MILL ONLY)

The Company agrees to review qualifications when the number of senior employees on layoff exceeds the number of junior bumpable positions available.

LOCAL 105 LIST OF JOBS. RE: BUMPING

WOODROOM <b>Assigned spare</b> <b>Woodroom cleaner</b>	STUDMILL <b>All Labourers</b> <b>Assigned spares</b>
DIGESTER <b>Assigned spares</b> <b>(Qualifications)</b>	CHEMICAL PLANT <b>cleaner</b> <b>(Qualifications)</b>
CAUSTICIZER & KILN <b>Assigned Spares</b> <b>(Qualifications)</b>	STORES & SKID MAKING <b>Issue Clerk . start</b>
BLEACH PLANT <b>Assigned Spares</b> <b>(Qualifications)</b>	UTILITY CREW <b>Labourers</b>
YARD <b>Labourers</b> <b>Clarifier Truck Driver</b> <b>Relief ('D' License Required)</b>	MECHANICAL & ELECTRICAL TRADES <b>cleaners</b> <b>Lighting Man Helper</b> <b>All Assigned Call Crew</b>
PALLETIZER <b>Junior Palletizer operator</b>	GENERAL <b>All Assigned call crew</b>

LOCAL 1323 LIST OF JOBS. RE: BUMPING

## PAPER MACHINES

**4 Helpers - Roll Line****4 Assigned Spares****Clothing crew:****Clothing Man "B"**

## CORECUTTING

**1 core cutter****2 Assigned call Cutters**

## TECHNICAL SERVICES

(DUALITY CONTROL)

**3 Assigned Spares****(Qualifications)**

## STOCK PREPARATION

**1 Utility Man**

## PRODUCT HANDLING

**1 Shipping & Warehouse cleaner****1 Warehouse Labourer****3 Assigned spares - Sheet Line****Label Maker****Skid Man****Stockman Assistant****All Assigned Call Crew****4 Shift cleaners**

## GENERAL

**All Assigned call crew**

**NOTE: For both Communications, Energy and Paperworkers Union of Canada, Local 1323 and Local 105, qualifications mean Grade XII with standing in chemistry and general mathematics.**

APPENDIX "G"**List of Classifications and Number of Employees as Referred to in clause 1202.2(D).**

## KRAFTMILL

1 Digester Operator	2 hours previous to start-up
1 Digester Assistant	2 hours previous to start-up
1 Bleach Plant Operator	1 hour previous to start-up
1 Bleach Plant 1st Assistant	1 hour previous to start-up
1 Pulp Machine Tender	1/2 hour previous to start-up
1 causticizer/ Kiln Operator	8 hours previous to start-up
1 Causticizer/ Kiln Assistant	8 hours previous to start-up

## PAPERMILL

1 Boss Machine Tender	8 hours previous to start-up
1 Machine Tender	1/2 hour previous to start-up
1 Back Tender	1/2 hour previous to start-up
Clothing Crew	2 hours previous to start-up
1 stock Prep Operator	1/2 hour previous to start-up
1 stock Prep. 1st Assistant	1/2 hour previous to start-up
1 stock Prep. 2nd Assistant	1/2 hour previous to start-up

## MECHANICAL

1 oiler	8 hours previous to start-up
1 oiler	2 hours previous to start-up
2 Millwrights	8 hours previous to start-up
3 Millwrights	2 hours previous to start-up
2 Shift Electricians	8 hours previous to start-up



## MECHANICAL CONT'D

<b>1 Electronic &amp; Communication Electrician</b>	<b>2 hours Previous to start-up</b>
<b>1 Refrigeration &amp; vent Man</b>	<b>1 hour previous to start-up AND REMAIN 1 hour after shutdown</b>
<b>3 Pipefitters (one to be Hydraulics Man)</b>	<b>1 hour previous to start-up</b>
<b>2 Instrument Men</b>	<b>1 hour previous to start-up</b>
<b>1 Shift instrument Man</b>	<b>8 hours Previous to start-up</b>
<b>1 Stores Man</b>	<b>1 hour previous to start-up</b>

## STEAM &amp; RECOVERY PLANT

<b>1 Shift Engineer</b>	<b>1 hour previous to start-up</b>
<b>Steam &amp; Recovery Crew</b>	<b>8 hours previous to start-up</b>

APPENDIX "H"

The Call Crew will be divided into two (2) categories: General Call crew and Assigned Call Crew.

**GENERAL CALL CREW:**

1. Will be required primarily to Supplement the Dryden work
2. Mill seniority will commence from date of hiring. All other references to Call crew seniority in the Agreement will apply.
3. General Call crew employees must bid off the crew if an opening is available within one (1) year or they will be released.

**ASSIGNED CALL CREW:**

1. Departments requiring Assigned Call Crew Will carry Sufficient employees to meet their requirements.
2. Entry into the Assigned Call crew will be by bid and department seniority will be established on date of entry to the department. Acceptance of the position will be based on education and qualifications to perform the jobs in the chosen line of Progression.
3. Assigned Call Crew will receive further training by the department.
4. Assigned Call crew are not guaranteed any hours of work Per week and when not required in the department will be used in the General Call crew and will be senior to Call crew employees.
5. Assigned Call Crew will maintain their department seniority when working under the General Call Crew

6. in cases of cutbacks within a department and where there are Assigned Call Crew employees, the Assigned Call Crew employees with the least company seniority will be laid off from the department.

**BID JOBS:**

1. Employees bidding from the General Call crew to Assigned Call Crew will be awarded the posted position on the basis of company seniority and Union jurisdiction over the job will not apply.
2. Permanent employees are permitted to bid to Assigned Call crew in other departments or other than their own line of progression.
3. Postings for Assigned Call crew throughout the Mill will show the line of progression. Employees will work in other lines of progression as required.

APPENDIX "I"  
JOB CLASSIFICATION PLAN

It is agreed that all jobs under the jurisdiction of the communications, Energy and Paperworkers Union of Canada, except Jobs in the mechanical trades and related occupations, Woodlands and/or jobs properly covered by the Papermakers' Wage scale, the 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

1. The Job Classification Plan is the basis for determining the job class applicable to any existing jobs, and newly created jobs or any jobs which have changed.
2. 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.
3. (a) 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.  
(b) The Joint Classification Committee will evaluate the job and inform the Mill Committee of the applicable job class.  
(c) 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.

(d) 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 3(a). A downward rate adjustment, if applicable, will be effective from the beginning of the next weekly pay period following notification to the Mill Committee by the Joint classification Committee.

4. The Job classification Plan will be implemented and upward adjustment will be effective on March 1, 1983.
5. 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 4. 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 4. above will receive the class rate of the occupation they are hired for, transferred to, or accept through job posting.

Red Circle will disappear through attrition and promotion

6. General increases will apply to all occupations.
7. Adjustments to the scale will not apply to employees whose rate 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.
8. The Mill committee will meet as required.

9. The Joint Classification Committee will meet as required

IO. As a condition of continued participation in the plan by Avenor Inc., and in consideration of the company's 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.

11. On the principle that, in implementing the Job Evaluation Plan, no employee will receive less favourable treatment on any job than he did at any time prior to February 28, 1983, the following will apply:

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.

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.

**JOB CLASSIFICATION SCALE**

<b>Classification</b>	<b>Sept. 1/93</b>	<b>Sept. 1/94</b>	<b>Sept. 1/95</b>
1	18.050	18.230	18.505
2	18.245	18.425	18.700
3	18.480	18.665	18.945
4	18.685	18.870	19.155
5	18.920	19.110	19.395
6	19.150	19.340	19.630
7	19.400	19.595	19.890
8	19.640	19.835	20.135
9	19.845	20.045	20.345
10	20.145	20.345	20.650
11	20.435	20.640	20.950
12	20.685	20.890	21.205
13	20.965	21.175	21.495
14	21.250	21.465	21.785
15	21.525	21.740	22.065
16	21.870	22.090	22.420
17	22.175	22.395	22.730
18	22.485	22.710	23.050
19	22.830	23.060	23.405
20	23.145	23.375	23.725
21	23.490	23.725	24.080
22	23.795	24.035	24.395
23	24.125	24.365	24.730
24	24.465	24.710	25.080
25	24.795	25.045	25.420
26	25.105	25.355	25.735
27	25.455	25.710	26.095
28	25.770	26.030	26.420
29	26.095	26.355	26.750
30	26.430	26.695	27.095
31	26.735	27.000	27.405

APPENDIX J  
ITEMS PERTINENT TO CHEMICAL PLANT

**PAID HOLIDAYS**

## SECTION 1:

The following are recognized as Statutory Holidays:

<b>Canada Day</b> -	24 hours (from 7:00 a.m., July 1st to 7:00 a.m., July 2nd)
<b>Boxing Day</b> -	24 hours (from 7:00 a.m., December 26th to 7:00 a.m., December 27th)
<b>New years Day</b> .	24 hours (from 7:00 pm., December 31st to 7:00 p.m., January 1st)
<b>Labour Day</b> -	24 hours (from 7:00 a.m., Monday, to 7:00 a.m., Tuesday)
<b>Christmas Holiday</b> -	48 hours (from 7:00 a.m., December 24th to 7:00 a.m., December 26th)

## SECTION 2:

In addition to any other compensation earned, any employee who is on the payroll of the company on any of the foregoing Statutory Holidays will receive eight (8) hours pay at the straight time rate of his regular classification, provided that he fulfills all of the conditions set forth hereunder:

- (a) The employee must have been employed by the Company at least thirty (30) days prior to the Statutory Holiday.
- (b) The employee must actually have been at work within the



thirty (30) days just preceding the statutory Holiday unless prevented from fulfilling this condition by sickness or injury, in which case he must have worked at least one (1) day during the ninety (90) day period just preceding the holiday.

- (C) The employee must have worked his scheduled work day before and his scheduled work day after such Statutory Holiday, unless prevented from doing so by being on authorized, paid vacation, or by being absent due to a disabling work injury recognized by the Worker's compensation Board, or unless absent on such scheduled work day or days due to a properly authorized leave of absence or trade of shifts or bona fide disabling illness.

SECTION 3:

Holidays as provided herein will be paid for as follows:

- (a) Each holiday will be paid for at eight (8) hours straight time pay, at the employee's regular rate.
- (b) A tour worker who is eligible for holiday pay will receive credit, payable in the next calendar year, for holidays whether or not he works them.
- (c) A day worker who is eligible for holiday Pay:
- ii will receive such pay along with his regular wages for holidays on which he does not work
  - iii will receive credit, payable in the next calendar year, for holidays on which he works.

SECTION 4:

**Employees who accumulate credits for paid holidays under this provision will be eligible for leave as follows during any calendar year in which such credits are due:**

- (a) Tour Workers are eligible for one (1) complete week of such leave per calendar year.**
- (b) Day Workers are eligible for individual days off. Scheduling of such days will be subject to Management approval.**

SECTION 5:

**No employee shall receive the above provided holiday pay if he has agreed to work on such Holiday and fails or refuses to work, unless he has been prevented from working by bona fide sickness or by any other bona fide reason approved by Management.**

SECTION 6:

**A paid holiday is considered as time worked for day workers only.**

FLOATING HOLIDAY:

**All floating holidays must be scheduled and approved no later than December 1st in any calendar year.**

CALL-IN TIME:

- (a) i) Call-in time at the rate of time and one-half with a minimum of four (4) hours straight time pay shall be Paid to an employee who, after normal quitting time, is called in to work more than one (1) hour before the commencement of his regular shift.**

- ii) An employee called in to do a specific job will be paid call time. However, if he is requested to do another job which is in no way related to the original job he was called in for, he will be paid call time for each unrelated job assigned.
  
- (b) if a day worker is called in before 5:00 a.m. and is required to continue on the job for which he was called beyond 8:00 a.m. of a regular work day, he shall continue to receive time and one-half until, in the opinion of his supervisor, the job is completed. The employee will be allowed to go home when the job is completed, but if he elects to remain will revert to straight time payment.
  
- (c) Any employee required to work on a Paid Holiday, or on his designated day off, will be paid not less than four (4) hours of straight time pay for such call-in.  
  
Any employee who is called in for work on a Sunday, shall be paid a minimum of six (6) hours straight time or time and one-half (1 1/2), whichever is greater.
  
- (d) Employees scheduled by mutual agreement between the company and the union in advance of normal hours for start-up are not eligible for the four (4) hours minimum pay.
  
- (e) Any employee who is called in for a specific job after the start of lunch break shall be paid a minimum of four (4) hours at straight time.

**MEAL ALLOWANCE:**

- (a) The Company will Provide a hot meal to all employees required to work beyond their normal quitting time, at or as close to an employee's normal meal time as possible **and** once every four (4) hours thereafter, to be eaten on Company time. It is understood that an employee's immediate supervisor will ask all members in his crew so qualifying as to what he requires for a hot meal, based on an agreed menu.
- (b) The actual timing of meals will be at the discretion of the employee's supervisor, having regard to the circumstances regarding the work being Performed, i.e., meals may be staggered to ensure continuous work on the job.
- (c) The employee will be paid the allowable time, not to exceed twenty (20) minutes, to consume the meal.
- (d) No employee will be allowed to receive money in lieu of a meal.

**CLASSIFICATIONS AND WAGE RATES****SECTION 1:**

A schedule of Company Classifications and Wage Rates is appended to and forms a part of this Agreement.

**SECTION 2:**

If, during the life of this Agreement, a significant change in job content occurs in any job classification listed in the attached Schedule of Classifications and Wage Rates, the rate thereof shall be adjusted by negotiation between the Parties.

## SECTION 3:

If, at any time during the life of the Agreement, the company establishes a job classification that is within the Union's jurisdiction and is not listed in the attached Schedule of Classification and Wage Rates, the company will set a temporary rate for such classification and shall so notify the union in writing. After a trial period of not more than thirty (30) days, any such rate or rates shall be negotiated with the Union; the rate agreed upon shall be effective on the date the job was first established and shall become Part of the wage Schedule attached herein. By common consent of the two Parties to the Agreement, such trial period may be extended beyond the thirty (30) day period.

## SECTION 4:

The union shall have the right to discuss local adjustments with Management prior to August 31, 1994, August 31, 1995, August 31, 1996, August 31, 1997 and prior to wage negotiations in 1998. All local adjustments must be submitted in writing by June 15th of each year, for discussion and final settlement at a local level prior to August 31, 1994, August 31, 1995, August 31, 1996, August 31, 1997 and prior to wage negotiations in 1998 and where granted, adjustments will become effective September 1st.

It is understood that local adjustments are construed to mean a consideration of individual job rates in cases of gross inequality or major changes in job responsibility.

The above applies to those classifications not covered by the Job Classification Plan, Papermakers' Wage Scale, or Tradesman Promotion Plan.

HOURS OF WORK

SECTION 1 - TOUR WORKERS:

**(a) Normal Hours:**

Normal hours for tour workers will be an average of forty two (42) hours per week, 8:00 a.m. to 4:00 p.m., 4:00 p.m. to 12:00 midnight, 12:00 midnight to 8:00 a.m., or as otherwise agreed upon between the Parties.

SECTION 2:

If an employee's hours of work are changed during the effective Period of Posting, he Will be paid premium time except when such change is in the line of progression or due to promotion.

In the event a relief Operator Is promoted to operator at any time during his work day, he will receive premium pay for hours worked In excess of those scheduled for that work day.

APPENDIX "K"  
OPERATION OF ESSENTIAL SERVICES

1. The definition of Essential Services, are those services as determined by the Company that are required to prevent damage to the buildings, equipment or property of the Company.
2. The normal crew required with boiler or boilers In operation to provide Essential Services are as follows:
  - 1 shift Engineer
  - 1 Fireman "A"
  - 1 Feed Water Operator
  - 1 Refrigeration & Vent Man
  - 1 Clarifier Operator
  - 1 Fire chief and/or Assistant Fire chief
  - 1 Causticizer/Kiln Operator
3. The normal crew required without boiler or boilers in operation to provide Essential Services are as follows:
  - 1 Shift Engineer
  - 1 Refrigeration & Vent Man
  - 1 Fire Chief and/or Assistant Fire Chief
  - 1 Fireman "A"
  - 1 Causticizer/Kiln Operator

**APPENDIX "L"**  
**DENTAL PLAN**

The following is a summary of the Dental care Plan coverage by the benefits carrier.

You, Your spouse and Your unmarried dependent children under age 21, or age 25 if attending trade school or university on a full-time basis, are eligible for coverage on the day following your completion of 90 working days of continuous employment provided that 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 for You and Your eligible dependents would otherwise become effective, benefits will not start until you return to work.

Any mentally or physically disabled 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.

**DENTAL CARE PLAN**

The plan provides You, and 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 1992 Ontario Dental Association Schedule of Fees.
- (c) Effective September 1, 1994, 50% of the cost of Class II and Class III covered expenses based on the 1993 Ontario Dental



**Association schedule of Fees.**

- (d) Effective September 1, 1995, 50% of the cost of Class II and Class III covered expenses based on the 1994 Ontario Dental Association Schedule of Fees.
- (e) Effective September 1, 1996, 50% of the cost of class II and class III covered expenses based on the 1995 Ontario Dental Association Schedule of Fees.
- (f) Effective September 1, 1997, 50% of the cost of class II and Class III covered expenses based on the 1996 Ontario Dental Association Schedule of Fees.

The maximum benefit per calendar year is one thousand dollars (\$1,000.00) per insured family member for class I and II covered expenses. The lifetime maximum benefit is one-thousand dollars (\$1,000.00) 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
- Pits and fissure treatment

**Class II Procedures:**

- Initial installation (including adjustments after three (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 benefits carrier is Presented that the existing denture cannot be made serviceable.
- Repair or relining Of dentures

**class 111 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 licence, 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:

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 two hundred dollars (\$200.00), the proposed course of treatment must be filed with, and approved by, the benefits carrier prior to the commencement of treatment. The necessary forms are available from the Personnel Department. After reviewing the proposed course of treatment, the benefits carrier will notify both you and your dentist of the estimated payment under the Plan. Because of the difficulties 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.

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 benefits carrier, will produce a professionally adequate result.

Disabled employees on worker's compensation will be eligible for benefits up to twelve (12) months after the date of disability.

## INTEGRATION:

The Plan will not provide like benefits where such are currently being provided by Federal or Provincial legislation. If during the life of this Agreement, Federal or Provincial Governments shall introduce legislation to provide benefits already covered by the Plan, the Plan shall be amended so as to eliminate said benefits.

## HOW TO CLAIM:

**After you or one Of your dependents have made an appointment with the dentist, Obtain a claim form from the Personnel Department. The completed Claim form should be returned to the Personnel Department as soon as possible, for submission to the benefits Carrier 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 benefits carrier. It will be necessary for the claimant to secure a completed claim form from the dentist.**

APPENDIX "M"  
EXTENDED HEALTH CARE PLAN

The following is a Summary of the Extended Health Care Plan coverage by the benefits carrier.

You, your spouse and your unmarried dependent children under age 21 are eligible for coverage on the day following your completion of ninety (90) working days of continuous employment Provided that 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 for you and your eligible dependents would otherwise become effective, benefits will not start until you return to work.

The Plan will provide coverage for dependents up to age twenty-five (25) if a full time student.

Any mentally or physically disabled 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.

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

- (a) 100% of the cost of class I covered expenses, and
- (b) 100% of Class II covered expenses in excess of the deductible of ten dollars (\$10.00) single and twenty dollars (20.00) family. The maximum amount payable is fifteen thousand dollars (\$15,000.00) for each insured Person, reduced by any amount paid to the insured person in the two immediately preceding calendar years.

## COVERED EXPENSES:

## Class I

- semi-private room in hospital

## Class II

- Prescription drugs
- Emergency ambulance service
- out-patient hospital services
- Fees of registered nurse
- Convalescent hospital charges up to the daily semi-private level
- Treatments by licenced osteopath, naturopath, podiatrist or Christian Science practitioner. This coverage will commence after O.H.I.P. has made its maximum Yearly payment.
- Out-of-province emergency treatment, re: hospital and medical expenses in excess of normal charges in province of residence.
- Rental of iron-lung, wheelchair, etc.
- Emergency dental work or cosmetic surgery as a result of an accident
- Treatments of licensed Physiotherapist, psychologist, masseur, speech therapist
- Anaesthesia, oxygen, etc.
- Ileostomy, colostomy and diabetic supplies
- Diagnostic laboratory and x-ray
- Purchase of braces, crutches, artificial limbs or eyes required as a result of an injury
- \* Hearing aids prescribed by otolaryngologist, up to a maximum of two hundred dollars (200.00) during a lifetime. Treatment by a provincially licensed chiropractor up to fifteen dollars (15.00) per visit and up to twenty-five dollars (25.00) per disability for x-rays, Subject to a maximum of three hundred dollars (300.00) per calendar year. No

benefits will be paid while the individual is entitled to Similar benefits under any provincial health plan.

HOW TO CLAIM:

The Personnel Department has the forms for submitting proof. when the form has been completed, return It to the Personnel Department. Benefits will be paid promptly by the benefits carrier upon receipt of the required proofs.

Written proof of claim for Health Benefits must be given to the benefits carrier by the end of the calendar year following the year In which the expense was Incurred.

APPENDIX "N"  
LIFE INSURANCE

## AMOUNT OF INSURANCE:

1. **The Company agrees to Provide each participating employee, an amount of basic term life insurance benefit of forty-five thousand dollars (\$45,000.00); fully paid by the company.**
2. **Each participating employee, may elect to be insured for an additional amount of fifteen thousand dollars (\$15,000.00) of term life insurance. An employee who elects this additional coverage will be required to contribute 54.50 Per month. The Company agrees to maintain this contribution level until the termination of this Agreement.**
3. **The Company will provide dependent life insurance at employee cost on the following basis:**
  - (i) **Spouse - ten thousand dollars (\$10,000.00)**
  - (ii) **Each unmarried child:**
    - (a) **fourteen (14) days, but less than one (1) year of age - five thousand dollars (\$5,000.00)**
    - (b) **one (1) year, but less than nineteen (19) years, (twenty-five (25) years when a student full time), wholly dependent on the employee for support - five thousand dollars (\$5,000.00).**

**The spouse's insurance will be reduced to five thousand dollars (\$5,000.00) upon the employee's retirement and cancelled on his death.**



For employees who retire, the Company will provide insurance of four thousand dollars (\$4,000.00) at no cost to the employee.

DEFINITIONS:

- (a) "Amount of coverage" means the amount of Term Life Insurance payable upon the death of the employee.
- (b) "Basic Term Life Plan" means the plan of Term Life Insurance to which all its eligible employees must participate.
- (c) "Optional Term Life Plan" is a plan in which the eligible employee of the Company elects to participate.
- (d) "Unit of optional coverage" is the amount of coverage the eligible employee can select.
- (e) "Spouse" means:
  - (i) The participant's legal spouse; or
  - (ii) A person of the opposite sex, legally free to marry and publicly acknowledged by the participant as his spouse, with whom a single, divorced or widowed participant has been living with for at least three (3) consecutive years. This three (3) year requirement will be waived if the relationship is in a permanent manner and they are natural or adoptive parents of a child.

The person whom the participant has designated in writing as his spouse is recognized as the dependent, until such time as the participant advises otherwise.

Any dissolution of a marriage through divorce or annulment or, in the case of common law marriage, actual separation, results in the loss of status as spouse.

(f) "Child" means:

Any single child who is the natural or adopted child of the participant or of his Spouse who depends on the participant for livelihood and who meets at least one of the following conditions:

- (i) He is under twenty-one (21) years of age;
- (ii) He is under twenty-five (25) years of age and attending an educational institution on a full-time basis;
- (iii) He became totally and permanently disabled while still considered to be a dependent under i) or ii) above.

ELIGIBILITY:

- I) Participation in the Basic Term Life Plan is limited to eligible employees who have accumulated one year of service with the Company.
- II) Participation in the Optional Term Life Plan is opened to all eligible employees who have accumulated one (1) year or more of service with the Company.

APPLICATION TO COMPANY:

Eligible employees must submit a signed application card to the Company for the Basic Term Life Insurance. If the employee elects to participate in the Optional Term Life Plan or the Dependent Life Insurance Plan, the employee must submit a signed application to the Company authorizing deduction of the required premium. This signed application card must be returned within 31 days of becoming eligible, otherwise satisfactory medical evidence of insurability will be required at employee cost.

## REQUIRED PREMIUM:

**Active Employees:**

Each participating employee Will be Provided a basic term life Insurance of forty-five thousand dollars (\$45,000.00) at no premium cost to the employee. An eligible employee who elects to participate in the Optional Term Life Insurance or the Dependent Life insurance Plan, will be required to contribute the following monthly premiums:

optional Life - 54.50  
Family - \$3.21

**Retired Employees:**

Basic - No Premium  
Family - \$3.21

## COMMENCEMENT OF INSURANCE:

- (a) Basic Term Life Insurance commences on the 2nd day of the month following accumulation of one (1) year of service provided an application card has been signed and submitted within 31 days of becoming eligible.
- (b) optional Term Life Insurance commences the first month following or coincident with the date the employee becomes eligible provided an application card has been signed and submitted.
- (c) For a previously participating employee returning from lay-off or an authorized leave of absence, basic term life Insurance commences on the first day of full-time work.
- (d) For a previously participating employee returning from lay-off or an authorized leave of absence, optional term

life insurance commences on the first day of the month following or coincident with the date he resumes full-time work.

- (e) For an employee who elects to participate or increase his coverage in the Optional Term Life Insurance Plan later than 31 days after the date he first became eligible, coverage is effective the first of the month following or coincident with the date he submitted a signed application card, provided the employee submits satisfactory evidence of insurability.
- (f) An employee must be actively at work on the date his basic term life insurance or optional life insurance commences, otherwise his insurance will commence on the date of return to active work.

**APPENDIX "O"**TRADES AND OPERATOR FLEXIBILITYFLEXIBILITY CONCEPT

The company and the union, realizing that the long term security of our employees will be enhanced by improved productivity, agree to implement flexible work practices.

A committee consisting of company and union executives will meet to establish methods of implementing flexibility and resolve problems or concerns which may arise as a result of flexibility implementation.

It is not the intent of the company to make tradesmen out of operating employees and operating employees out of tradesmen.

**MAINTENANCE - FLEXIBILITY**

1. Flexibility will not result in the elimination of any trade currently in existence in the Dryden operation.
2. Trades employees working alone or on a team will perform all required maintenance, repair, and related work for which they have the ability, regardless of trade.
3. Upon full implementation of flexibility, day tradesmen will receive the additional \$.50 premium. This premium will not apply to shift tradesmen currently receiving the \$.50 premium as provided in the collective agreement.

OPERATING - FLEXIBILITY

1. An employee's basic work assignment will be tasks associated with his classification and department.

2. Operating personnel above the bottom job in a line of Progression will not be assigned to work in another department while his department is operating. Operating employees in a bottom position may be assigned to another department within their jurisdiction, as necessary.
3. When a department is not operating, in whole or part, any assignments that may be required to another department within their jurisdiction will first be made to junior employees.
4. Employees will be paid at the rate of their regular occupations [card rate] or at the rate of the job to which they are assigned, whichever is greater.
5. Temporary vacancies at the bottom Position in lines of progression will be filled at the discretion of supervision.

GENERAL

1. Any task or work which does not require a specialized competency or extensive training can be performed by any unionized employee. This includes operators doing minor maintenance or repairs on equipment within their jurisdiction, and tradesmen providing casual assistance to operators in order to prevent production stoppages, to reduce loss of production and to ensure that Production equipment resumes operation in a safe and expeditious manner.
2. When necessary, arranged overtime and/or call-ins will be done by the primary trade/operator. Call-ins will occur only when there is no one available in the mill to perform the required work safely.

**TRAINING**

1. The Company Will provide the necessary training as agreed to by the implementation committee to ensure flexibility Practices will be Implemented safely and productively.
2. whenever possible, such training will be delivered by the trainers as established by the Dryden Operations Training Committee.

**EMPLOYMENT SECURITY**

No employee will be laid off as a direct result of the application of flexibility. Thus, any manpower reduction resulting directly from flexibility will be achieved by attrition only. Any employee hired after the date of ratification is not Protected by these employment security provisions.

The employment security applies to manpower reductions occurring during the life of the collective agreement and which result directly from the application of the work assignment flexibility. Manpower reductions caused by technological change, market conditions, reduction of the operating levels, a total or partial shutdown of a piece of equipment or the mill, etc., are not covered by the employment security provisions except If such protection is specifically Provided by other provisions of the collective agreement.

This flexibility agreement in no way alters any provision of the collective agreement, letters of understanding, practices either verbal or written, except for those which contravene or Prevent the application of flexibility as agreed to.

SPECIAL EARLY RETIREMENT

Effective upon ratification, the Company Is prepared to implement a special early retirement program for ail employees who are at least 55 years of age and whose age and service total at least 80.

Any eligible employee who elects to retire will receive:

1. A pension equivalent to the benefits accrued to his retirement date, without actuarial reduction.
2. A bridging Supplement commencing at retirement in an amount consistent with the terms of the collective Agreement.
3. A special retirement allowance in the form Of a lump sum Of \$12,000.00 as an additional incentive to retirement, to those eligible employees who retire between the date of ratification and six months following the date of ratification.

SIGNED THE 21ST DAY OF JANUARY, 1994 BY:

**M. Weare**  
President. C.E.P.  
Local 105

**B. Braid**  
Mill Manager

**R. Barber**  
Production Manager, Woodlands

**w. Bousfield**  
President, C.E.P.  
Local 1323

**R. Tangness**  
Superintendent, Labour Relations  
Mill

**G. Olson**  
Superintendent, Labour Relations  
Woodlands



APPENDIX "P"TWELVE HOUR SHIFT AGREEMENT

The company and the Signatory Unions agree to undertake a change from eight (8) hour to twelve (12) hour shifts.

It is understood that either Party may terminate this Letter of understanding and revert to the eight (8) hour shift operation upon giving the other party at least thirty (30) days notice of their desire to terminate the Letter of Understanding.

Upon converting to the new schedule and during the first week under it, no Premium hours shall be paid to any employee for the sole reason of transferring from one (1) shift schedule to another shift schedule. In the case of reversion to the previous shift schedule, this same rule shall apply upon reverting and during the first week of reversion.

The implementation and continuation of the compressed work week will be on the condition that there will be no extra cost to the company and that the efficiency of any department or departments will not Suffer.

The following provisions of the Collective Agreement and all other Letters of Interpretation, Understanding or Agreement between the parties shall be amended as follows Only in so far as they apply to employees working under the new twelve (12) hour rotatlng shift schedule.

NORMAL HOURS OF WORK:

Normal hours of work for employees will be forty-two (42) hours per week - 7:00 a.m. to 7:00 p.m. and 7:00 p.m. to 7:00 a.m., or as otherwise agreed upon between the parties. No shift changes will be permitted Prior to thirty (30) minutes before the designated start times.

**Starting and Stopping:**

when a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place, to wash up and dress, until his mate has changed his clothes and reported to take on the responsibilities of the position. If a tour worker does not report for his regular shift, his mate shall notify the foreman. He shall remain at his Post until a substitute is secured to a maximum of four (4) hours.

Management and/or the Boss Machine Tender and/or Shift Engineer will contact the possible relief employees; if he is unsuccessful in obtaining relief, then the most senior employee available must report for duty.

It is clearly understood by both parties that replacements must be available for relief purposes when required and that these replacements must come from employees on their scheduled days off.

Employees on the twelve (12) hour shift schedule who work more than one hundred and sixty-eight (168) hours, in any one four (4) week period will be paid premium time for all hours worked in excess of one hundred and sixty (168) hours during that period.

Any work done on an employee's scheduled day off will not be used in calculating the one hundred and sixty-eight (168) hours during that period. There shall be no overlapping of weeks so as to allow for pyramiding.

**EMERGENCY AND NORMAL SHUTDOWNS:**

In emergency shutdowns due to breakdowns of twenty-four (24) hours or less, (includes the shift in which the breakdown occurs and one (1) shift following), operating crews will be provided with work and will be paid at the rate of their regular occupations or at the rate of the job to which they are assigned, whichever is greater.

MEAL ALLOWANCE:

**The clause of the Collective Agreement in reference to work in excess of nine (9) hours, will not apply in the twelve (12) hour shift operation.**

PREMIUM TIME:

**Overtime will not apply until after twelve (12) hours, with the exception as outlined in the last two (2) paragraphs of Clause 1201.2.**

**Relief Assigned Call Crew and General Call Crew employees from all mill union locals will be required to work twelve (12) hour shifts without payment of overtime.**

**Double time on Sundays will not apply until after twelve (12) hours has been completed.**

SHIFT DIFFERENTIAL:

**Shift differential will apply as per the Collective Agreement for hours worked between 3:00 p.m. and 11:00 p.m. and for hours worked between 11:00 p.m. and 7:00 a.m.**

PAID HOLIDAYS:

**All provisions of the Paid Holidays Clause of the Collective Agreement will be applicable.**

ADDITIONAL FLOATING (NON-SHUTDOWN) HOLIDAYS:

**Floating holidays for eligible employees will consist of four (4) twelve (12) hour days or six (6) eight (8) hour days at the employee's option.**

**The total floating holiday hours Payable will be forty-eight (48) hours.**

## FUNERAL LEAVE:

All provisions of the Funeral Leave clause will be applicable with the following exceptions.

Due to the fact that forty (40) hours is not wholly divisible by twelve (12), employees will be allowed time off with no loss of wages for those regularly scheduled days of work lost due to a death in the immediate family during the seven (7) consecutive calendar days subsequent to the date of death, beginning with the date of death.

An employee's immediate family for the purpose of this clause will be considered as spouse, children or step-children.

When a death occurs to an employee's brother, sister, mother, father, mother-in-law, father-in-law, sister-in-law, brother-in-law, step-mother, step-father, step-brother, step-sister, grandmother, grandfather, son-in-law, daughter-in-law or grandchild, the employee will be granted a leave of absence and will be paid for twelve (12) hours at his regular straight time rate of pay for up to a maximum of two (2) scheduled working days within the six (6) day period, beginning with the date of death.

The one (1) day compassionate leave as provided under the terms of the Funeral Leave clause will be paid at eight (8) hours pay.

## JURY DUTY:

All the provisions of the Jury Duty Clause will be applicable except as follows:

The difference between such fees received (not including meals, lodging and mileage allowance as allotted by the Court) and the normal wages for regular straight time, twelve (12) hour working days falling within his normal work week for the duration of the jury duty or jury roll call or Crown or Defence Witness.

**An employee scheduled to work the midnight shift or tour immediately prior to jury roll call or duty on that date will be excused upon request and his regular rate will be paid to a maximum of twelve (12) hours.**

**EXAMINATION PAY:**

**All the provisions of the Examination Pay Clause will be applicable as follows:**

**When an employee is off to write examinations on a scheduled working day, the Company will pay for that day at twelve (12) hours times the regular straight time rate provided that one (1) or more exams written on that day are Passed.**

**WEEKLY INDEMNITY PLAN:**

**Clause 2402 (f) of the Weekly Indemnity Plan shall apply to the twelve (12) hour shift schedule.**

**ELIGIBILITY FOR BENEFITS:**

**Employees on the twelve (12) hour shift schedule shall be considered to have worked one and one half (1 1/2) days per twelve (12) hour shift in calculating the ninety (90) working days for eligibility to join the Dental Care Plan and the Extended Health care Plan.**

**This calculation will also be used in calculating the fifty-seven (57) days for call crew eligibility for Weekly Indemnity.**

**RULES OF CONDUCT:**

**Reporting after an absence will be as per the Collective Agreement for day shift and be 12:00 noon for the night shift.**

## OPERATION OF ESSENTIAL SERVICES:

**Employees required as per the collective Agreement for start-up and shut-down will be on the basis of an eight (8) hour shift.**

## START-UP CREW:

**Where reference is made in the Collective Agreement to one (1) shift, it shall mean an eight (8) hour shift.**

REGULATIONS, RE: ASSIGNED CALL CREW  
AND SHIFT RELIEF HELPERS:

**Assigned Call Crew and shift Relief Helpers In departments on the twelve (12) hour shift schedule will not be entitled to a time and one-half (1 1/2) day until the third, four (4) day week in a four (4) week period.**

**The time and one-half (1 1/2) day in this case would be the fourth twelve (12) hour shift of that week.**

**This will apply provided that the employee has satisfied the one hundred and sixty-eight (168) hours clause under "Normal Hours of work".**

## REGULATIONS, RE: GENERAL CALL CREW:

**For Call crew employees not scheduled to work a full work week in accordance with an established twelve (12) hour schedule, the following hours of work will constitute a full work week:**

1. 3 x 12 hours + 1 x 8 hours = 44 hours
2. 2 x 12 hours + 2 x 8 hours = 40 hours
3. 1 x 12 hours + 4 x 8 hours = 44 hours
4. No 12 hour shifts +  
5 x 8 hours = 40 hours

Any hours in excess of the above combinations shall be paid at premium rates of pay.

SAFETY & TRAINING MEETINGS:

There will be a safety and training meeting conducted at least once every three (3) months. When these meetings are scheduled, the incoming crew will be required to come in early and be paid time and one-half (1 1/2) for the overtime hours worked.

The outgoing crew will attend the meeting at straight time rates of pay.

PROVISIONS FOR ELECTIONS:

Employees, who are eligible to vote, working on the day shift on the date of a Federal or Provincial election will work their regular scheduled hours of work and will be compensated through the payment of time and one-half (1 1/2) at their regular straight time rate for the last three (3) hours of their shift.

Employees already working at the overtime premium rate of pay, will receive one (1) additional hour's pay at straight time rate.

SIGNED THE 12TH DAY OF MARCH, 1994 BY:

AVENOR INC.

DRYDEN OPERATIONS

B. A. BRAID      MILL MANAGER  
D. MASKERINE    REGIONAL MANAGER,  
                         WOODLANDS OPERATIONS  
L. G. CRAWFORD   REGIONAL VICE-PRESIDENT  
                         WOODLANDS OPERATIONS  
F. WIRTZ          MANAGER,  
                         HUMAN RESOURCES  
R. A. TANGNESS   SUPERINTENDENT  
                         LABOUR RELATIONS, MILL  
G. E. OLSON       SUPERINTENDENT,  
                         LABOUR RELATIONS, WOODLANDS

COMMUNICATIONS, ENERGY AND PAPERWORKERS  
UNION OF CANADA

R. LINDQUIST    NATIONAL REPRESENTATIVE  
W. BOUSFIELD   PRESIDENT, LOCAL 1323  
M. WEARE        PRESIDENT, LOCAL 105

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