

COLLECTIVE AGREEMENT

between

**ABITIBI-CONSOLIDATED
COMPANY OF CANADA
IROQUOIS FALLS DIVISION**

and the

**COMMUNICATION, ENERGY &
PAPERWORKERS' UNION**

LOCAL NO. 90

MAY 1ST, 2004 TO APRIL 30TH, 2009

01234(0:1)

INDEX

<u>Topic</u>	<u>Page</u>
1. Apprenticeship Plan A.P.P. "F"	120
2. Benefits	34
3. Bereavement Leave	31
4. Boat Loading	57
5. Contracting Out	4
6. Days Off	16
7. Electrician's Promotion Plan	48
8. End Product Production	22
9. Floating Holidays	24
10. General	57
11. Grievance/Arbitration	48
12. Height Pay	15
13. Hours of Work	11
14. Humanity Fund	60
15. Interruption of Work	4
16. J.C.P. –Letter of Intent	159
17. Job Security	57
18. Joint Health & Safety Conference APP. "K"	152
19. Jurisdiction	3
20. Jury Duty	32
21. Lay-offs	5
22. Leave of Absence	32
23. Local Issues	58
24. Maternity/Parental Leave	60
25. Meals	45
26. Metrication	46

INDEX

<u>Topic</u>	Page
27. Mill Rules	49
28. Non-Discrimination	60
29. Paper Mill Schedule	9
30. Papermakers' Wage Scale	60
31. Parties	1
32. Pension Plan	41
34. Premium Pay – Day Workers	12
35. Premium Pay – Tour Workers	13
36. Promotions & Transfers	4
37. Pulp Mill Schedule	10
38. Punch Cards	46
39. Purpose	1
40. Rest Pay	17
41. Safety	46
42. Severance Pay	6
43. Statutory Holidays	18
44. Technological Change	8
45. Term of Agreement	57
46. Trade Flexibility/Promotion Plan	47
47. Trade Promotion Plan APP. "E"	104
48. Tour Workers	50
49. Union Recognition	1
50. Union Security	2
51. Vacations with Pay	26
52. Wage Scale APP. "G"	55
53. Wage Schedule	130
52. Wire Pay	15

APPENDIX

	<u>Topic</u>	<u>Page</u>
A	Weekly Indemnity Plan	69
B	Long Term Disability Plan	81
C	Supplementary Health Care Plan	87
D	Dental Care Plan	97
E	Trades Promotion Plan	104
F	Apprenticeship Plan	120
G	Wage Schedule	130
H	Continuous Operation	146
I	ACI Iroquois Falls Div. Statement of Company Policy 1968 Negotiations	149
J	Mill Railway Switching Operations	151
K	Joint Health & Safety Conference	152
L	Job Classification Plans	154
M	Papermakers' Wage Scale	162
N	Letter of Intent - Pension Plan Joint Request to Government Authorities	180
O	Letter of Intent – Joint Retirement Board	181
P	12-Hour Shift Agreement	183

1. **PARTIES**

1.01 This Agreement is between Abitibi-Consolidated Company of Canada referred to herein as the Company, and the Communications, Energy and Paperworkers' Union, C.L.C. and its Local 90, referred to herein as the Union, covering the mill of the Company located at Iroquois Falls, Ontario.

2.01 **PURPOSE**

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

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

3. **UNION RECOGNITION**

3.01 Abitibi-Consolidated Company of Canada, recognizes the Communications, Energy and

Paperworkers' Union, as the exclusive bargaining agent for the employees under its jurisdiction at the Company's Iroquois Falls Division.

3.02 The Company recognizes the Union as the sole bargaining agent for all employees under their jurisdiction engaged in the operation, maintenance, repair and installation of electronic, hydraulic and metering equipment. Should any disagreement arise, it will be discussed with Management and the Union concerned.

4. UNION SECURITY

4.01 The Company when hiring new employees, shall give preference to members of the Unions.

4.02 All employees whose rates are fixed by this Agreement shall make application to become members of their respective local union within fifteen (15) days after entering the Company's employ and shall be so instructed by their foreman and shall maintain membership in good standing, and shall upon hiring sign a Union deduction card for monthly dues at the Employee Relations Office for the respective Union concerned. The payroll deduction authorization for monthly dues will become effective fifteen (15) days after the employee starts to work. The amount of union dues deducted in each taxation year will be shown on employee's T-4 slips.

4.03 In consideration of this deduction and forwarding service by the Company, the Union agrees to save the Company harmless against any claim or liability arising

out of or resulting from the collection and forwarding of these dues.

4.04 All new employees shall serve a probationary period of ninety (90) calendar days during which period the Union shall represent such employees in every capacity; however it is understood and agreed that the company may terminate a probationary employee in its discretion provided only that such discretion shall not be exercised in such a manner that is discriminatory or in bad faith.

5. JURISDICTION

5.01 No employee is to be required to become a member of more than one Union. Questions of jurisdiction shall conform to the regulations covering such matters as fixed by the Canadian Labour Congress and the Company will not be asked to act upon any matters of jurisdiction between Unions. However, when the respective organizations are unable to agree on the Union a man is required to join, then the Company will specify the Union in which they will recognize him, and shall consider him a member of that Union until such time as the respective organizations agree.

5.02 It is understood the Company will continue to recognize lines of demarcation of individual local jurisdictions that have been established over the years until notified in writing by the Local concerned there has been a change.

6. CONTRACTING OUT

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

7. INTERRUPTION OF WORK

7.01 No strikes or lockouts shall occur during the life of this agreement.

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

8. PROMOTIONS & TRANSFERS

8.01 Whenever it becomes necessary to fill a regular, permanent position within a given line of progression, this will be accomplished by promoting employees

belonging **to that given line** from **one step** to another until the bottom job in the line of progression is open.

8.02 If, for any reason, it is impossible to fill a job opening through advancement of an employee in a line of progression, and for all bottom jobs the Company shall post on bulletin boards throughout the mill a notice concerning the job in the department affected. Such notice shall indicate the qualifications essential to promotion within the department. Such posting shall be for a period of ten (10) working days and the Company shall have the right to make temporary appointment without penalty. In all cases of promotions flowing from job postings, the Company will give consideration to seniority, ability and qualifications. When the last two factors are relatively equal, seniority will apply.

8.03 It is understood that an employee who has been selected to fill a posted position, will have the right to return to his former position without loss of seniority within two hundred and forty (240) hours.

8.04 Job freezing will not be allowed in lines of progression except as mutually agreed by the Company and the Union.

8.05 The Company will train employees to minimize the hiring of skilled men from outside the mill.

9. LAY-OFFS

9.01 In the case of layoff, union members will be given preference in employment, among equally efficient employees, the older in point of service being

given preference of employment (the same principles to govern as in the case of promotion).

9.02 In cases of lay-offs, plant wide seniority with due regard to jurisdiction of each of the signatory unions shall apply. In making transfers under this rule it is understood and agreed that in moving between departments, the senior man must have the necessary qualifications to enter the department and shall have access only to the bottom job in the line of progression in the department to which he is being transferred. 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. Training will be given if necessary to the senior employees.

9.03 When employees are laid off they shall be recalled in reverse order of their lay-off.

10. **SEVERANCE PAY**

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

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

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

(c) 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.

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

10.02 Effective August 1, 2004, in the event of a permanent paper machine, department or mill closure, the maximum amount of severance pay will be paid at one and one-half (1.5) weeks of pay per year of continuous service.

10.03 Effective August 1, 2004, **if** the duration **of** a lay-off exceeds twelve (12) consecutive months, one

half (0.5) week of pay will be paid per year of continuous service in addition to the current provision.

10.04 Effective August 1, 2004, the total amount of severance pay that an employee may receive will not exceed one and one-half (1.5) weeks of pay per year of continuous service, for any reason, for any time.

The number of continuous years of service shall be calculated from the last lay-off period for which the employee received severance pay.

11. **TECHNOLOGICAL CHANGE**

11.01 The Company undertakes to advise and to discuss with the Union in advance as far as is possible (minimum three (3) months) of any technological changes which the Company has decided to introduce which will result in significant changes in the employment status of employees.

11.02 The Company agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect on employees displaced by such changes. Such measures as early retirement, retraining and transfers to other existing jobs will be considered.

11.03 If a permanent employee with one year's continuous employment is set back to a lower paid job due to job elimination under conditions set forth above he shall retain the rate of the permanent payroll position for an initial period of six (6) months. For an additional period of six (6) months an adjusted rate will be

established midway between this rate **and** the rate for his new job for each work week. At the end of the twelve (12) month period the rate for the job to which he is assigned will apply. Seasonal or temporary employees are not covered by this clause.

11.04 A permanent employee with one year's continuous service who will be laid off due to job elimination under conditions set forth above will be given notice of the impending change in employment status at the earliest possible time in keeping with the notification of the Union as set forth in 11.01 above.

12. PAPER MILL SCHEDULE

12.01 Operation of the paper mill shall not exceed six **(6)** days per week except that Sunday operation to recover lost production may be decided upon by agreement between the local union and local management.

12.02 Normal operation shall be from 8:00 a.m. Monday to 8:00 a.m. Sunday and no employees shall be required *to* work on the paper machines between 8:00 a.m. Sunday and 8:00 a.m. Monday except for washing screens, oiling dryer boxes and repair work except as mutually agreed. Changing of wires and machine clothing on Sunday shall, however, be permitted **as** provided for in Article 18 of this Agreement.

12.03 In order that the paper machines may produce paper as nearly as possible for 144 hours per week, it is hereby understood and agreed that the minimum necessary number of employees may be required to

come on duty early on Monday to help prepare the machine to make paper at 8:00 a.m. This principle shall also apply for start-up after a Statutory Holiday, it being understood that no employee will be required to report for work more than three hours prior to the end of the statutory holiday shutdown period.

13. PULPMILL SCHEDULE

13.01 Operation of pulp mills shall be a standard week of not more than six (6) days per week. When deemed necessary by the Company to provide stock to keep the paper mill running six (6) days per week, or to provide experimental pulps for use in our mills, or to provide pulp for other divisions in order to maintain full production of machines in our mills, pulp mills shall operate on Sunday.

13.02 The Company will take effective measures to reduce hours required for maintenance and other work on Sundays and paid statutory holidays by improved planning and scheduling.

13.03 Except in unforeseen emergency conditions, when matters will be discussed with the Unions concerned, no production worker will be required to come in during a statutory holiday except for the early start-up. It is understood that no employee will be required to report to work more than three (3) hours prior to the end of the statutory holiday shutdown period to prepare for the start-up.

14. HOURS OF WORK

14.01 The regular hours of work for day workers shall be from 8:00 a.m. to 4:00 p.m., with one fifteen minute paid rest period in the morning and a thirty minute paid lunch break.

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

14.03 Day Workers shall be in their respective rooms (as mutually agreed upon between the Company and Union) to begin work at 8:00 a.m. Machinery shall be started promptly and not stopped until five minutes before 4:00 p.m. Day Workers sent out to do work outside their respective rooms will be allowed sufficient time to return to their respective rooms and put away their tools and related equipment prior to five minutes before 4:00 p.m.

14.04 Schedule of hours for tour workers and hours when tours shall change shall be 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. except as mutually agreed.

14.05 Normal hours of employment for tour workers shall not exceed forty (40) hours per week.

14.06 All manual labour on paper machines, such as operating machines and putting on clothing, shall be done only by Papermakers, except in cases where mechanics, swipers, sweepers and labourers may lend assistance when necessary.

15. PREMIUM PAY - DAY WORKERS

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

15.02 Work done in excess of eight (8) hours in any weekday shall be paid for at the rate of time and one-half.

15.03 A Day Worker who, on the completion of a shift, is called in during the hours from 4:00 p.m. to 7:00 a.m., shall be guaranteed a minimum of four (4) hours pay and shall perform only that emergency work that required the call-in. If upon completion of the emergency work that necessitated the call-in, the employee is required by the Company to perform any subsequent additional work, it shall be treated as an added call-in. The employee shall clock out and clock back in between such call-ins. When a Day Worker is called in on a breakdown before 7:00 a.m. and continues to work on that breakdown after his normal starting time, the time and one-half rate will apply to the completion of the job. If called in between 7:00 a.m. and 8:00 a.m., he shall receive time and one-half for the period worked.

15.04 A Day Worker called in on his designated day off shall receive time and one-half for the hours worked with a minimum of four (4) hours' pay for each call.

15.05 On emergency call-in, men will be contacted by their supervisory personnel, if available, or other designated supervisory personnel.

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

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

15.08 The present practice regarding travelling time will be continued.

16. **PREMIUM PAY - TOUR WORKERS**

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

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

- (a) When such work is caused by the change of shifts.
- (b) Overtime work by special arrangement between a tour worker and his mate to exchange shifts with

the approval of his supervisor and when this can be accomplished without additional cost or penalty to the Company.

- (c) When required to replace an employee for tardiness up to two (2) hours.

16.03 Employees who fail to report for work or who in any way penalize their mates or the Company under this overtime arrangement will be subject to the applicable mill rules. Disciplinary action under these rules and regulations shall be subject to grievance procedure.

16.04 Except as noted above tour workers called on duty after regular working hours or prior to the commencement of a regular shift (except when reporting early as scheduled for start-up), or on their scheduled days off shall receive time and one-half for all overtime work and in no case shall they receive less than four (4) hours pay at regular rates for the work performed on each call. The above will apply to the Occupational Health and Safety Committee members if called in by the Company to investigate accidents or unsafe working conditions.

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

16.06 A Tour Worker who reports for duty at the beginning of his normal shift or tour and finds his work schedule has been changed and if he has not been contacted previously by telephone or messenger, shall

receive two (2) hours' pay and will be allowed to return home.

17. **HEIGHTPAY**

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

18. **WIRE PAY**

18.01 The Unions undertake (provided the mill is operating on a schedule of twenty-four (24) hours per day, six (6) days per week) to make changes of wires and clothing on Sundays when requested to do so, and to cooperate in every reasonable way to increase production.

18.02 All workers engaged in putting on wires at a time other than their regular shifts are to receive six (6) hours **pay** or time **and** one-half whichever is greater. If workers commence to put on a wire before their shift or day begins or continue such work after their tour or day ends, they shall receive six (6) hours pay or time and one-half whichever is greater. Men putting on wires on their regular shift shall not receive such extra pay. The Company will start a wire change when sufficient number of the crew is available.

18.03 When for maintenance reasons or reconditioning for reuse, a wire **is** removed and re-

installed on the wire string equipment or repacked in its transporting container, the crew involved in this work will receive the same Wire Time as now paid for installing a wire.

19. **DAYS OFF**

19.01 Work schedules will be posted by 3:00 p.m. Wednesday for all workers. However the Company reserves the right to revise these schedules when necessary up to 1:00 p.m. on the Friday previous to the work week. Such schedules shall show the day or days off for each man in the crew.

19.02 When **an** employee wishes to change his scheduled or designated days off, he will notify his supervisor at least twenty-four (24) hours in advance and if such a change is mutually agreed upon by the employee and his supervisor, then the employee will work at straight time rates on the day or days originally scheduled as his scheduled or recognized days. On the other hand, if he is required to work on the alternate days mutually agreed upon as his days off, he shall be paid at the overtime rate.

19.03 In the event of a major breakdown **an** employee may be required to work on his scheduled or designated day or days off for which he will be paid at straight time rates provided he has been given at least twenty-four (24) hours advance notice and granted another day or days off as mutually agreed upon for which he will be paid at the overtime rate if required to work on these days.

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

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

19.06 When a statutory holiday falls into a given week, a mechanic who worked the previous Sunday, shall consider the statutory holiday as his day off and will not be required to take **an** additional day off in lieu of Sunday, unless, of course, he prefers to do so.

19.07 Where shift men work on a Sunday preceding a Statutory Holiday and where a swing man is provided, the regular man will continue to take his designated day off and will be replaced by the swing man.

20. **REST PAY**

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

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

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

21. STATUTORY HOLIDAYS

21.01

(a) The parties agree that on dates to be determined locally, one shutdown and start-up per year will be eliminated by moving one statutory holiday shutdown to combine it with another existing statutory holiday.

(b) Holidays are as follows:

CANADA DAY- 24 hours - from 8:00 a.m. of the day of the holiday to 8:00 a.m. of the day following the holiday.

LABOUR DAY - 24 hours - from 8:00 a.m. Monday to 8:00 a.m. Tuesday.

CHRISTMAS - 48 hours – shutdown from 8:00 a.m. of the day preceding the holiday to 8:00 a.m. of the day following the holiday.

NEW YEAR'S DAY - 24 hours - shutdown. The hours will be determined locally each year prior to October 15th. Failure to agree will result in the Company

applying section 21.02 and notifying the union by October 31st of each year.

21.02

(a) For each of three (3) Statutory Holidays, namely New Year's Day, Canada Day and Labour Day, eight (8) hours' pay will be allowed to hourly paid workers when they do not work. For Christmas, sixteen (16) hours' pay will be allowed to hourly paid workers when they do not work.

(b) For those employees who would be scheduled to work on a statutory holiday, holiday pay will be based on each employee's normal schedule (8 or 12 hour shifts). Those employees not scheduled to work will receive pay as defined in each respective Collective Agreement.

21.03 Employees who work on a Statutory Holiday shall be: (1) paid at the rate of time and one-half, (2) granted a day off with pay at a later date, and (3) paid double time for any time worked in excess of eight (8) hours on the Statutory Holiday.

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

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

2. The Company will call for volunteers to provide the necessary complement of skills required for the planned jobs.
3. If sufficient tradesmen are not available on a voluntary basis the Company will meet with the local union involved in an attempt to resolve the problem.
4. Failing mutual agreement the Company will have the right to schedule the additional employees required in the reverse order of seniority.
5. Pay for tradesmen working on statutory holiday time when the mill **is** not producing end product the current provisions of the agreement will apply.

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

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

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

- 1) voluntary separation
- 2) discharge for cause

- 3) a lay-off of more than four (4) months' duration (time before and after a lesser lay off may be counted)

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

21.07 Employees will be relieved from the provision of paragraph 21.06(b) under the following conditions:

- (a) If away on vacation.
- (b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work at some time within the ninety (90) day period previous to the holiday.
- (c) If work is not available due to curtailed operation of the plant.
- (d) If he has applied for and received special official leave.
- (e) If rehired within thirty (30) days of date of termination, employees will be paid for statutory holidays falling within that thirty (30) day period.

21.08 Employees whose annual vacation period includes one of these holidays shall be entitled to an extra day with pay as may be arranged.

21.09 END PRODUCT PRODUCTION

The mill will operate on a continuous basis unless the Company notifies the local union of its intention to shut down. Christmas (48 hours), New Year's (**24** hours) and Labour Day (24 hours) will be runthrough holidays where the required staffing will be done on a voluntary basis.

	Stat Holidays Group 1 Staffed on a voluntary basis	Stat Holidays Group 2 Runthrough at Company's discretion
Iroquois Falls	Christmas - 48 hours New Year's - 24 hours Labour Day - 24 hours	Easter - 24 hours Canada Day - 24 hours

- iv) Preference for voluntary work will be given to qualified employees by departmental seniority, schedule permitting.
- v) If the Company is unable to obtain the sufficient number of volunteers, production will not be scheduled.

vi) This staffing procedure can be modified locally by mutual agreement between the parties.

(a) The Union recognizes that conditions affecting particular mill operations from time to time may require the uninterrupted production of end product in order to take advantage of market opportunities as and when they occur. It is understood and agreed that on the occasion of two statutory holidays per year the company will have the option of proposing continued operations to the union locals involved, through the statutory holiday shutdown period. This provision excludes the Christmas shutdown. Such continued operation will be subject to agreement by the local unions involved.

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

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

(d) The pay provisions for employees who work on a statutory holiday runthrough are as follows:

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

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

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

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

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

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

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

22. FLOATING HOLIDAYS

22.01 Six (6) days holidays with pay shall be allowed at a time suitable to the employee and the Company so that there will be no loss of production.

22.02 The wages will not be paid under this Agreement unless the employee actually takes the time off.

22.03 Holiday Pay shall be calculated at eight (8) times the regular hourly rate paid on the last day worked

prior to the holiday or the rate of his permanent payroll position whichever is greater.

22.04 To be eligible **an** employee must have been in the employ of the Company for **six (6)** months or more. Temporary workers may accumulate this six (6) months service by adding broken time within the immediate preceding twelve months.

22.05 To be eligible for such paid holidays, **an** employee must have been at work on the day preceding the holiday and must return to work as scheduled immediately following the holiday, unless excused as indicated below.

22.06 Employees will be relieved from provision of paragraph 22.05 under the following conditions:

- (a) If away on vacation or a Statutory Holiday.
- (b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work some time within the ninety (90) day period previous to the holiday.
- (c) If work not available due to curtailed operations at the plant.
- (d) If he has applied for and received special official leave.

22.07 If a man is required to work on any one of **his** holidays after definite dates have been designated, he shall be paid time and one-half.

23. VACATIONS WITH PAY

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

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

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

23.04 Employees with eighteen (18) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year. Effective January 1, 2005, employees with seventeen (17) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.

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

23.06 Supplementary Plan - Employees with twenty-five (25) years or more of continuous service shall receive the following additional vacation in the calendar year in which they attain:

Age 60 - Additional one weeks vacation

Age 61 - Additional two weeks' vacation

Age 62 - Additional three weeks' vacation

Age 63 - Additional four weeks' vacation

Age 64 - Additional five weeks' vacation

23.07

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

(b) Vacations taken during the summer months, June 16th to September 14th will be limited to two (2) weeks, with the third, fourth, fifth and/or sixth weeks to be taken in the period September 15th to June 15th as agreed between the employee and the Company.

(c) Necessities of operation must be given full consideration.

23.08

(a) Each week of vacation pay will be calculated at 2.4% of gross earnings in the previous calendar year, or forty (40) hours' pay at the employee's regular rate, whichever is the greater.

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

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

23.10 Vacations with pay are intended to enable each employee to enjoy a respite from routine duty with no financial worry to distract from their benefits. Vacations are in no way considered a bonus.

23.11 The privilege of taking vacations must be confined to permanent employees employed upon standard payroll positions.

23.12 In drawing up the vacation schedule, the management will endeavour to meet the wishes of the individual employee. It must be understood, however, that the necessities of operation must be given full consideration. In cases where vacation periods requested conflict, preference will be given to the older employees in point of service and within departments.

23.13 Working on long shifts while men are away on vacation is to be avoided whenever possible.

23.14 Not later than February 1st of each year, each employee entitled or expected to become entitled to have vacation time off in that vacation year, will be requested to specify in writing, on a form provided by the Company, the vacation period he desires. These forms must be completed and returned to the employee's foreman no later than March 1st of each year.

23.15 Taking vacations is to be compulsory. Vacations cannot be accumulated but must be taken in the year when they are due.

23.16

(a) To be eligible for vacations, employees must have worked at least two-thirds of the available time during the qualifying year, except that time lost due to mill accidents or sickness (such sickness to be limited to four

(4) months in any one year) does not count against employees' working time credits in the qualifying year.

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

(c) If an employee works less than four (4) months, due to an illness, and has holidays remaining, these holidays shall be considered time worked.

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

23.18 Tour and shift workers shall not be entitled to the night shift differential while absent on vacation.

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

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

(b) 4.8%, 7.2%, 9.6%, 12% or 14.4% of gross earnings (depending on whether the employee is entitled to 2, 3, 4, 5, or 6 weeks' vacation) calculated from January 1 in the current year to date of leaving. If vacation has been taken in the current year based on the preceding calendar year's employment (b) only shall apply.

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

23.21 Employees who leave the Company's employ without giving the required notice or who are discharged for cause shall be entitled to vacation pay based only on the formula set out in the Employment Standards Act. Notice of resignation during the last shift worked is considered adequate.

23.22 When a lay-off due to lack of work is of more than four (4) months' duration, continuity of service is broken until, after rehiring, an employee completes one year of continuous service. After this time his length of service can be restored, counting the time before and after, but not during the lay-off, and his vacation period started from the anniversary date of his returning. Such restoration of service, however, is contingent upon the man keeping the Company posted as to his current address and the man reporting back to work as soon as

practical when recalled. His vacation pay would be granted on the basis of his restored length of service.

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

24. **BEREAVEMENT LEAVE**

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

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

If the death of one of the relatives specified in the collective agreement occurs while an employee is on vacation, the vacation will be interrupted so that the employee gets the benefit.

24.03 Pay will be at straight time even through one or more of the days of the bereavement leave occur on Sunday or a paid holiday.

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

25. JURY DUTY

25.01 An employee who is prevented from working his scheduled shift due to being on jury duty, reporting for jury roll-call or as a subpoenaed witness shall be paid the difference between the pay received for such jury duty or subpoenaed witness and the regular scheduled hours at straight time that he would otherwise have received.

25.02 An employee scheduled to work the midnight to 8:00 a.m. shift or tour immediately prior to reporting for jury duty, jury roll-call or subpoenaed witness on that date will be excused, upon request, and the terms of this Article will be applied.

25.03 In making application for such payment, the employee is required to submit supporting documents as to days of service and fee received.

26. LEAVE OF ABSENCE

26.01

(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) 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.
- (3) Military Service.
- (4) Duties of an elected municipal office.

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

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

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

(c) 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.

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

(e) 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 coverage in accordance with the provisions of the respective policies.

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

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

26.02

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

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

27. **BENEFITS**

27.01

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

(b) The Company's contribution to employees' insurance shall be applied first on account of those plans

to which the employer's contribution is not taxable in the hands of the employee.

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

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

Dental Plan	EMPLOYEE CONTRIBUTIONS				
	Aug. 1, 2004	May 1, 2005	May 1, 2006	May 1, 2007	May 1, 2008
Family	\$10 / month	\$10 / month	\$15 / month	\$15 / month	\$20 / month
Single	\$5 / month	\$5 / month	\$6 / month	\$6 / month	\$8 / month

27.06 The Group Life Insurance coverage is 2½ times annual earnings with a maximum coverage of \$65,000. Effective August 1, 2004, the maximum coverage will be \$75,000. The Plan is subject to insurance policy regulations, and the premium cost will be borne by the Company.

27.07 Dependent Life Insurance is as follows:

- 1) Spouse - \$10,000 (Effective August 1, 2004 - \$15,000).
- 2) Each unmarried child -
 - (i) 14 days but less than 1 year - \$5,000 (Effective August 1, 2004 - \$7,500).
 - (ii) 1 year but less than 19 years (25 years when a student full time) wholly dependent on the employee for support - \$5,000 (Effective August 1, 2004 - \$7,500).

The improvements will be fully paid for by the Company. Life Insurance for dependents will terminate upon the employee's retirement or death.

27.08 The Company will maintain \$2,500 Group Life Insurance for retired employees at no cost to the Pensioner provided he was covered by Group Life Insurance during his employment. (\$4,000 for employees who retire on or after July 1, 1987) For employees retiring after August 1, 2004, the death benefit coverage will increase to \$5,000.

27.09 Effective the first day of the month following ratification of the 1998 Collective Agreement, ~~the~~

Company will provide fully paid Accidental Death and Dismemberment Insurance with a maximum insurance amount of \$5,000. Effective, August 1 2004, Accidental Death and Dismemberment Insurance will increase by \$5,000 and will be at a minimum coverage level of \$50,000 for eligible employees and fully paid by the Company. Accidental Death and Dismemberment Insurance will terminate upon the employee's retirement.

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

27.11

(a) Insured employees who continue to be disabled for longer than twelve (12) months may continue their coverage in the Group Life Insurance, Dental Plans and Supplementary Health Care Plan at their option until the earlier of retirement or age 65. The full premium cost for the above benefits will be borne by the employees.

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

In addition, the Company will provide coverage under the Dental and Supplementary Health Care Plan to all

spouses and dependent children of retirees until the spouse reaches the age of sixty-five (65). The cost shall be borne by the retirees.

27.12

(a) The Abitibi-Consolidated Pension Plan, which is registered in the Province of Ontario, forms part of this Collective Agreement.

(b) Information - The Company agrees to continue to share pertinent funding information with the union and furnish the signatory Unions with an annual statement showing for the pension fund:

- (1) Income from investments.
- (2) Company contributions.
- (3) Total contributions.
- (4) Total paid-up annuities purchased and total pension payments made.
- (5) Any other information necessary to properly evaluate the Retirement Income Fund (Plan) including a copy of any and all actuarial valuations made of the Plan.

(c) Duration - Written request for changes to this Plan shall be filed no later than four (4) months prior to the expiry date.

(d) Post-Retirement Adjustment - Effective January 1, 2005, the Pension Plan will be amended to provide a post-retirement adjustment on January 1, 2005 and on January 1, 2007. Effective January 1, 2009, the Pension Plan will be amended to provide a post-retirement adjustment on January 1, 2009, January 1, 2011 and January 1, 2013. Members eligible for these

adjustments are those who were eligible for the post-retirement adjustment provided by the Collective Agreement that expired on April 30, 2004, as well as all active members who will retire on or after May 1, 2004.

The post-retirement adjustment is equal to the amount of the minimum pension of the member, excluding the bridging benefit, multiplied by 50% of the increase of the Consumer Price Index for the 12-month period ending in October of the preceding year (rounded to the nearest tenth of one per cent), subject to a maximum 5% adjustment. For calculation purposes, the Consumer Price Index means the all-items index (1992=100) published by Statistics Canada.

The calculation of the adjustment is prorated based on the number of months since the commencement of pension payments if the commencement occurred in the twelve (12) months preceding the date of the adjustment.

(e) Employee Contribution

- Effective January 1, 2005, the employee contribution changes to 6% of his earnings as defined in the plan.
- Effective May 1, 2007, the employee contribution changes to 6.5% of his earnings as defined in the plan.
- Effective May 1, 2008, the employee contribution changes to 7% of his earnings as defined in the plan.
- Effective May 1, 2009, the employee contribution changes to 7.5% of his earnings as defined in the plan.

(f) Current, Future Retirees/Surviving Spouse Health Care Coverage

(i) For retirees enrolled in a Special Health Care Plan signed before July 16, 2004, the coverage and the cost sharing will remain unchanged for the duration of the Collective Agreement.

(ii) The existing Health Care Plan will be maintained for the duration of the Collective Agreement 2004 - 2009. The premium for the standard Health Care Plan will increase annually by the lesser of the retiree's share of the increase premium or 12.4%.

(iii) Effective September 1, 2004 brand name prescription drugs will be reimbursed at 80%. For generic prescription drugs and drugs with no generic, the reimbursement will be 100%. Brand name drugs will only be reimbursed at 100% provided there is a medical justification from the treating physician for its generic equivalent not being recommended, not tolerated or cannot be administered given the medical condition of the insured participant.

(g) Effective August 1, 2004, Surviving Spouse Health Care Coverage

(i) In the event of the death of a retiree covered under the Health Care Benefit Plan, the surviving spouse will have the option to continue to be covered by the plan provided the spouse pays the total cost of the premiums.

(ii) If there is no pension payment from which to deduct the premiums, the spouse will have to supply to the Company postdated cheques covering the coming year's premium payments. To maintain the coverage, the spouse will have to submit required information and payment as stipulated by the Company's procedures.

(iii) The coverage will cease effective the date this Benefit Plan coverage would have expired for the retiree, or earlier if there is a change to the surviving spouse's marital status.

27.13

(a) Joint Retirement Board - The membership of the Joint Retirement Board will include two employee representatives and a third member who shall be a National Officer or his designee. Two (2) regular meetings will be scheduled each year, including a meeting at which the actuarial valuation and other financial and statistical reports will be presented. Urgent applications for early retirement, which cannot be held up for the regularly scheduled meetings, will be dealt with by a quorum after contacting the Union Representatives by telephone. (See Appendix "O" - Letter of Intent)

27.14 PENSION PLAN

(a) Pension Proposal - Effective as soon as possible following ratification, the Plan rules will be amended such that a participant who retires on or after May 1, 1998 will have the pension calculation offset by a maximum of 7/35 of the CPP/QPP.

Effective May 1, 2002, the plan rules will be amended such that a participant who retires on or after May 1, 2002 will no longer have the pension calculation offset by the CPP.QPP (0/35).

(b) Effective January 1st, 1999, the amount of employee contributions changes to 4.5% of his earnings as defined in the Plan up to the Yearly Maximum Pensionable Earnings, and 6.0% of his earnings as defined in the Plan in excess of the Yearly Maximum Pensionable Earnings

(c) In addition, the former Abitibi-Price locals, effective May 1, 1999 all reference to the Career Earnings Plan will be deleted from the former Abitibi-Price Plan.

(d) The post-retirement adjustment provision, as contained in each collective agreement, is renewed for the duration of this collective agreement (May 1, 2004 to April 30, 2009).

(e) Early Retirement Bridging Supplement for participants over age 58 with 20 years of service who retire before the age of 60, the benefit payable to age 60 will be:

- Effective January 1, 1999 - \$32.00 per month per year of credited service (not exceeding 30 years).
- Effective January 1, 2002 - \$33.00 per month per year of credited service (not exceeding 30 years).

For participants over the age 60 with 20 years of service, the benefit payable to age 65 will be:

- Effective January 1, 1999 - \$16.00 per month per year of credited service (not exceeding 30 years).

(f) When **an** employee retires while receiving a long-term disability benefit, his pension benefit will be calculated based on the greater of : 1) his rate at the time of disability as defined in his collective agreement or 2) the base rate in the mill (labour rate) in each of the years used to calculate his pension.

(g) The Company commits to meet with senior union officials to organize pension information sessions and/or a pension committee where legislation requires.

(h) Portability

Effective August 1, 2004, active employees participating in Abitibi-Consolidated Pension Plans that are transferred within the Company, with no interruption in employment, will be eligible for pension portability. For an employee who has been laid off for a period of less than twelve (12) consecutive months, the company will proceed with his pension transfer if he has not received his severance pay or withdrawn his pension entitlement. In cases where the former mill and the new mill have different Registered Pension Plans, the following will apply:

(1) The employee will enter into the Pension Plan of the new mill. This plan will recognize the service completed under the former Pension Plan for purposes of eligibility for ancillary benefits (early retirement and bridge benefit).

(2) The employee will stop accruing years of credited service in the former plan. Years of

service and pensionable earnings at the new mill will be recognized in the former plan for purposes of eligibility for ancillary benefits and calculation of final average earnings.

(3) Such employee will therefore have pension entitlements in two different Registered Pension Plans.

Normal Form of Pension

A long-term agreement of ten (10) years, from May 1, 2004 to April 2014.

Effective May 1, 2005, the Pension Plan will be amended *so* that for an active member retiring on or after May 1, 2005, the minimum pension will be calculated as follows: 1.70% of final average earnings as defined in the Pension Plan multiplied by the number of years of service recognized under the Plan.

Effective May 1, 2009, the Pension Plan rules will be amended so that an active member retiring on or after May 1, 2009, the minimum pension will be calculated as follows: 1.75% of final average earnings as defined in the Pension Plan multiplied by the number of years of service recognized under the Plan.

Effective May 1, 2009, the Pension Plan rules will be modified such that an active employee retiring at age 57 or more with at least 20 years of continuous service will be entitled to an unreduced pension and bridge benefit, subject to the minimum reductions imposed under the regulations of the Income Tax Act (Rule of 80)

27.15

(a) Effective January 1, 2005, Optional Life Insurance, fully paid by the employee, will be made available to employees less than 65 years old. This Optional Life Insurance will be available to a maximum of \$200,000 in increments of \$25,000. With notification to the Divisional Human Resources Department, employees will be permitted once a year to amend their level of coverage. Formal notification of such change must be made by November 30th of the preceding year to be effective January 1st of the following year or later, upon acceptance from the insurance carrier following proof of good health.

(b) Coverage premiums will be based on sex, age and smoker or non-smoker status; restrictions and exclusions will be subject to the insurance provider's plan policies. Associated premium costs will be administered through **payroll** deductions. Coverage will end at termination or upon retirement.

27.16 The Company and the Union will jointly approach the government authorities with the objective of getting permission to extend the amortization period of the solvency deficit payment. A letter of intent supporting this commitment is attached hereto to Appendix N.

28. MEALS

28.01 **An** employee who is required to work more than two (2) hours beyond the end of his regular shift will be provided with a hot meal. Thereafter an additional hot meal will be provided at four (4) hour intervals.

29. **PUNCH CARDS**

29.01 If the Company changes, amends or alters an employee's punch card for any reason, the employee will be notified before the end of the current pay period.

29.02 Card rates will be updated to reflect the level of operation, permanent promotion or demotion.

30. **METRIFICATION**

30.01 The Company will pay the cost of all education related to the metric system if such education is deemed necessary by the Company.

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

31. **SAFETY**

31.01 An employee losing time during his normal day or shift because of an injury occurring on the job will receive his regular pay for that day or shift.

31.02 The Company will contribute \$100 per year for the purchase of safety footwear that meets or exceeds divisional standards.

31.03 On application to supervision individual cases involving accidental contact with corrosive

chemicals will be considered, Protective clothing is now provided for planned work with these materials.

32. **JOINT HEALTH & SAFETY
CONFERENCE**

See Appendix "K".

33. **TRADES FLEXIBILITY/
PROMOTION PLAN**

33.01 Mutual Help - Day Workers - Tradesmen are normally assigned tasks that are related to their basic trade. However, employees of different trades that are organized as a group to perform a specific task help each other while doing their respective work in order to reduce lost time incurred when tradesmen have to wait before and/or after performing task directly related to their trade.

Flexibility - Tradesmen on Shift - A tradesman on shift working alone or as part of a group performs any work for which he has the ability, regardless of his trade. The Company will provide the necessary training, so that the proposed changes will be implemented progressively and safely.

The tradesman's primary task is to deal with emergencies occurring during the shift and to perform the **tasks** scheduled by the department superintendent, regardless of the department in the mill.

The preceding text replaces all existing agreements and/or practices in the mill represented by the signatory locals which would be in conflict with it.

With respect to the above-mentioned proposal, the Company proposes the following adjustments, effective on the first Sunday following the ratification of the collective agreement:

Tradesmen - Class A and above:	\$0.50 per hour
Tradesmen - Class B:	\$0.25 per hour
Tradesmen - Class C:	\$0.15 per hour

Effective with the implementation of the proposed changes, tradesmen on shift will receive an adjustment of \$0.50 per hour over and above their job class.

33.02 The Trades Promotion Plan forms part of this agreement and is attached hereto as Appendix "E".

34. **ELECTRICIAN'S PROMOTION PLAN**

Not applicable for Iroquois Falls - Local 90.

35. **APPRENTICESHIP PLAN**

The Trades Apprentice Plan forms part of this agreement and is attached hereto as Appendix "F".

36. **GRIEVANCE/ARBITRATION**

36.01 In case of grievance arising in the Mill they shall be reported to the Manager, preferably in writing. If the Manager and the men are unable to arrive at a satisfactory settlement within forty-eight (48) hours, the question shall then be referred to the General Manager of the Company and the Vice-president of the National Union concerned or his accredited representative, and on failure to agree, shall be left to arbitration; the

General Manager of the Company to select one man, the Vice-president of **the National Union** concerned to select one man, the two thus chosen to select a third party who will confer and render a decision within five (5) days. Upon failure to agree upon selection of a third party, the matter shall be referred to the Provincial Minister of Labour with the request that he appoint the third arbitrator. The decision of the Board shall be final and binding upon both parties, it being understood that the function of the Arbitration Board shall be to interpret and apply this agreement. This Board, however, shall have no authority to add to or subtract from or to modify or extend any of the items of the agreement or **any** agreement made supplementary hereto, except by mutual consent of the Company and the Union. If an employee is said to be unjustly discharged, his case shall be reported to the Manager within forty-eight (48) hours, and if on investigation it is found that he was unjustly discharged he shall be reinstated without lost time.

36.02 In determining any grievance arising out of discharge or other discipline, the Board may dispose of the claim by affirming the Company's action and dismissing the grievance or by setting aside the disciplinary action involved and restoring the griever to his former position with or without compensation or in such other manner as may in the opinion of the Board be justified. Such decision shall be final and binding on both parties to this agreement.

37. **MILLRULES**

37.01 **Starting and Stopping Work of Day Workers**

Day workers shall be in their respective rooms to begin work at 8:00 a.m. and 12:30 p.m. Machinery shall be started promptly and not stopped until five (5) minutes before 12:00 noon and 4:00 p.m.

37.02 **Overtime of Day Workers**

When a day worker has an unfinished task at the end of the eight (8) hours, if requested, he shall continue to work, and shall receive pay at the rate of time and one-half for all overtime work.

37.03 **Tour Workers**

Tour workers shall be organized into three shifts and shall work eight (8) consecutive hours upon each shift as follows:

- Tour A - from 8:00 a.m. to 4:00 p.m.;
- Tour B - from 4:00 p.m. to 12:00 midnight;
- Tour C - from 12:00 midnight to 8:00 a.m.

Shifts shall rotate in sequence weekly.

37.04 **Starting and Stopping Work of Tour Workers**

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

substitute is secured, and if necessary, he shall work an extra shift.

(b) 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 early as possible before the beginning of his tour, and the persons receiving this notice must complete the standard report provided for recording such notice.

37.05

(a) The Union undertakes to co-operate with Management in reducing absenteeism.

(b) If an employee has been absent from work without arrangement, or without notice under the preceding paragraph, he shall report to his superintendent for instructions before returning to work.

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

1. First Case - instruction and warning.
2. Second Case - instruction and up to three (3) days lay off.
3. Third Case - instruction and lay-off subject to discharge.

(d) It is understood that should an employee have a clear record for a full 12-month period between Steps 1

and 2 or Steps 2 and 3, or after Stage 3, his record shall be considered clear.

(e) Should the unarranged absence of an employee be of sufficient length, or the reasons for the absence be of such a nature to indicate irresponsibility in the individual concerned, Management may discipline the offending employee with a layoff subject to discharge.

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

(g) If an employee has been absent from work a day or more he shall give adequate notice to his foreman or superintendent of his intention to return. This notice should be given twenty-four (24) hours in advance, if possible, but at least in sufficient time to make the necessary arrangements prior to the beginning of the regular work period in which he intends to resume duty. If the employee fails to give the supervisor sufficient notice to enable him to adjust the shifts back to the original schedule, the supervisor may send the returning employee home when he reports for work.

37.06 **Individual Responsibility**

Everything in and about the plant shall be kept clean and in good order, and each employee will be held responsible for the condition of the part of the plant under his control as far as is humanly possible.

37.07 Causes for Discharge

The causes for immediate discharge are:

- Incompetence
- Bringing intoxicants into the mill
- Smoking while on duty except in designated areas
- *Refusing to comply with Company's rules
- *Giving or taking of a bribe of any nature, as an inducement to obtaining work or retaining a position
- *Reading of books or newspapers while on duty
- Reporting for duty under the influence of liquor
- Destruction or removal of Company property
- Disorderly conduct
- *Dishonesty
- Disobedience
- Neglect of duty
- Sleeping on duty

37.08 Bulletin Boards

Notices shall not be posted in the Mill except on the official bulletin board. In each case permission of Superintendent must be secured.

37.09 Fire Service

In case **of** fire, all employees must assist in preventing destruction **of** the Company's property. Fire apparatus must not be removed from its place or used, except in case of fire or by the order of the Superintendent. The Company will train employees in this area as it deems necessary.

37.10 **Clothing**

Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use shall be kept in lockers provided for that purpose. Shoes must be worn while on duty.

37.11 **Safeguards**

Safeguards must not be removed, except by order of the Superintendent or Foreman. If removed, they must be immediately replaced.

37.12 **Elevators**

All employees using elevators for other than freight purposes do so at their own risk. Stairs are provided for use instead.

37.13 **Disciplinary Action**

When any disciplinary action is being taken by the Company, the employee will have Union representation, if he so desires. In the event that no representation is desired the Union will be notified.

37.14 **Reporting Accidents**

Accidents must be reported at once by the injured employees when possible and by all witnesses, to the Foreman, and by him to the Office.

38. **JOB CLASSIFICATION PLAN**

See Appendix "L".

39. WAGE SCALE

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

39.02 A shift differential of \$0.40 (40 cents) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4:00 p.m. and 12:00 midnight, Effective August 1, 2004, the 4-12 shift premium will be increased to \$0.50 (fifty cents). A shift differential of \$0.60 (60 cents) will be paid for all hours worked on tour or shift occupations between the hours of 12:00 midnight and 8:00 a.m. Effective August 1, 2004, the 12-8 shift premium will be increased to \$0.70 (seventy cents). This shift differential shall not apply to day workers on overtime work.

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

39.04 When equipment of a type new to the mill or a major change in the process system results in the creation of a new job or jobs, every effort will be made to determine a permanent rate for the job or jobs within three (3) months of the date at which the duties and responsibilities are definitely established.

39.05 It is the Company's responsibility to decide the necessity for providing replacement foremen. When it is necessary to move a man up to replace an hourly rated foreman, the Company will pay the rate for the job. Men assigned responsibility in the absence of a salaried foreman or a superintendent shall receive a

premium of seventy cents (\$0.70 cents) per hour while they are carrying such responsibility. Where in specific cases present policy is more generous than that in the wording above, then the present policy shall be continued. It is understood that when foremen are absent for one day or more, the Company will set up another man to carry the foreman's responsibility during such absence. It is further understood that the Company reserves the right to determine when it is necessary to set up a replacement for a superintendent absent for one day or more. The above premium in all cases shall be applicable only when the man has been officially designated to take on such responsibility.

39.06 When a journeyman "A" is assigned the responsibility of a working supervisor in a crew of not less than 5 men required to do maintenance or construction work, he will be designated by the Master Mechanic or Superintendent as a Lead Mechanic and shall be paid thirty-four cents (\$0.34 cents) per hour above the "A" journeyman rate during such time as he exercises this responsibility.

39.07

(a) When additional supervision is required on a continuous basis, a journeyman "A" will be appointed by seniority as a Lead Hand and will be paid thirty-four cents (\$0.34) per hour above the "A" Journeyman rate.

(b) Lead Hands assigned responsibility in the absence of a salaried foreman or superintendent shall receive a premium of thirty-six cents (\$0.36) per hour while they are assuming such responsibility.

40. GENERAL

40.01 Superintendents, non-working foremen, office workers and night watchmen are part of the management of the Company.

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

40.03 The Company shall pay lost time for Local Union Officers and stewards attending meetings called by Divisional Management.

40.04 The Company will supply the Union with minutes (but not a verbatim report) of Labour-Management meetings within 10 working days of the meeting.

41. BOAT LOADING

Not applicable to Local 90.

42. TERM OF AGREEMENT

42.01 The Company and the Union agree that they will abide by the articles of this agreement for a period of five (5) years from May 1, 2004 to April 30, 2009 and from year to year thereafter, subject to not less than thirty (30) days' notice in writing prior to April 30, 2009 and in any succeeding year, by either party desiring a change.

43. JOB SECURITY

The Company and the Union recognize that technological change, automation, changes in methods

of process and reduction of the workforce have an impact on employees.

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

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

44. **LOCAL ISSUES**

44.01

(a) The parties agree that local issues, which may arise at Divisions during the term of the collective agreement should be identified and discussed at the appropriate Division prior to commencement of joint bargaining. Accordingly it is agreed that the Union will submit to local management a complete listing of local issues no later than January 30th of the final year of the agreement. It is understood that only those local issues which arise from situations occurring after January 30th may be subsequently raised as local issues prior to the commencement of negotiations.

(b) Management agrees to meet, discuss and attempt to resolve these items no later than March 1st in the final year of the agreement.

(c) It is understood that:

(i) Items that may or may not have monetary impact (such as improvements in working conditions) but which are unique to the location in which they are presented, and which would not apply directly to an operation in another location, are local issues.

(ii) Items which involve any change to collective agreement language are not local issues.

44.02 The Union shall have the right to discuss local adjustments with Management at divisional level prior to April 30, 2004, April 30, 2005, April 30, 2006, April 30, 2007 and April 30, 2008 and prior to negotiations 2009. All local adjustments must be submitted in writing by February 15th of that year for discussion and final settlement at local level prior to April 30, 2004, April 30, 2005, April 30, 2006, April 30, 2007 and April 30, 2008 and prior to negotiations 2009, and where granted will become effective May 1. It is understood that “local adjustments” are construed to mean the consideration of individual job rates in cases of gross inequality or major changes in job responsibility. Jobs covered by the Papermakers’ Wage Scale or included in the Job Classification Plan will not be subject to the “local adjustments’ process.

44.03 **If** during the term of the collective agreement, an amendment, modification or addition to this

agreement should be mutually agreed to by the parties, it shall not be effective unless it is reduced to writing in the form of a Letter of Understanding duly signed by the parties signatory to this Agreement. Such letters of understanding will form part of the current collective agreement.

45. PAPERMAKERS' WAGE SCALE

See Appendix "L"

46. HUMANITY FUND

During the term of the 2004-2009 Collective Agreement, the Company will match each employee contribution to the humanity fund up to a maximum of \$20 per year with a company-wide maximum of \$50,000 per year.

Upon request of employees, the Company agrees to administer required pay deduction. This deduction will be made in November of each year and transferred to the National Union thirty (30) days following the deduction.

47. MATERNITY/PARENTAL LEAVE

In the case of maternity leave and parental leave, the eligible employee will be granted a leave of absence in accordance with the federal and/or provincial laws.

48. NON-DISCRIMINATION

There shall be no discrimination, harassment or intimidation against anyone. Nothing in the Collective

Agreement shall conflict ~~with~~ any provincial or federal legislation.

LETTER OF INTENT

May 2, 1993

Mr. Ed Godfrey
President, C.E.P. Local 90
Iroquois Falls, Ontario

RE: NOTICE OF CONTRACTING OUT

Dear Mr. Godfrey:

In recognition of the concerns expressed both at Iroquois Falls and during the past several days at negotiations, the Company is prepared to undertake to advise the Union as far in advance as is possible of its intention to contract out and for this purpose will attempt to do so thirty (30) days in advance of contracting work out. It is understood that situations will develop from time to time which will make such notice impossible to achieve.

W.H. Sheffield
Vice-president and General Manager
Iroquois Falls Division

Cc: **All** Department Heads

LETTER OF UNDERSTANDING

May 3, 1993

Mr. Ed Godfrey
President, C.E.P. Local 90
Iroquois Falls, Ontario

RE: ASSIGNMENT OF REGULAR EMPLOYEES -
TEMPORARY PARTIAL WORK CURTAILMENT

Dear Mr. Godfrey:

Further to our discussions of this date regarding the above, the Company commits to the following:

In the event of a planned temporary partial work curtailment (eg: Number 7 paper machine being taken out of service for two weeks due to lack of orders), the regular employees who are laid off as a result of this curtailment will be placed on the "spare list" with all other spare employees and will be slotted based on their relative mill wide seniority.

These employees will be assigned work similar as to all other spare employees based on their training, qualifications and ability to do the available work. It is understood that where the training required to perform the available work is minimal (eg: Grinder Room Charger, Woodroom 109 Conveyor, Sulphite Bumerman, Finishing Room Utility Man, Pressman, etc), this training will be provided.

W.H. Sheffield
Vice-president and General Manager
Iroquois Falls Division

Cc: All Department Heads



September 21, 1998

Mr. Yves Carriere
President, CEP Local 90
Iroquois Falls, Ontario

Dear Yves,

Our *discussions* have clearly indicated your *concerns* with aspects related to the application of the May 2, 1993 letter from Bill Sheffield to Ed Godfrey regarding notice of intent to contract out.

My commitment to you is to live up to the letter as written and to go beyond it. As the letter states, we will undertake to provide notice of intent to contract out maintenance and repair work spoken to in article 6.01 of our labour agreement 30 days prior to the work actually being performed. Additionally we will provide you with notification (again 30 days prior to the work being performed) of 1) work we intend to contract out other than maintenance and repair work and service agreements, and 2) purchases that include the set up of new equipment. It is understood that situations will develop from time to time which will make such notice impossible to achieve.

We will also provide you with information relative to service agreements that are in force on an annual basis, providing an idea of frequency and scheduling, although those schedules will vary somewhat over the course of the year.

I also commit to have our success with respect to the 30 day notification relative to maintenance and repair work measured from the point of view of average days notification and number of instances where we have failed to meet the 30 day intent, and will review those with you on at least a quarterly basis.

This commitment is made in the spirit of open communications, and of course applies to items that predominantly require **skills** or trades related to positions represented by local 90. **Items** that may relate to electrical or papermaking positions will of course be the subject of discussions with that local and or union.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian D. Stevenson".

Brian D. Stevenson
General Manager



October 14, 1998

Mr. Yves Carriere
President
Communications, Energy and Paperworkers Union
Local 90

Re: Contracting Out

This letter is to confirm my statements as made during the 1998 negotiations regarding the contracting out of normal repair and maintenance work at the mill.

I am committed to reducing our costs at Iroquois Falls in order to improve our competitiveness in the global arena and ensure our ongoing viability.

As part of this, I am focusing on a reduction in the amount of normal repair and maintenance work being contracted out at our division.

A handwritten signature in black ink, appearing to read "Brian Stevenson".

Brian Stevenson
General Manager



March 9, 2004

Mr. Roger Hardy, President
C.E.P. Local 90
P.O. Box 70
Iroquois Falls, Ontario
P0K 1E0

Dear Roger:

This will confirm our discussion throughout the 2004 local negotiation process on the subject of the letters of intent pertaining to contracting out that are presently contained in the collective agreement.

I continue to be committed to honour the intent of those letters. In addition, I commit to involve the Local Union Executive to review the communication process for contracting out issues.

Yours truly,

A handwritten signature in black ink, appearing to read "T. Murray", written over a solid horizontal line.

T. Douglas Murray,
General Manager.



July 6, 2004

Mr. Roger Hardy, Local 90
Mr. Denis Bertrand, Local 109
Local Presidents
Abitibi-Consolidated Company of Canada
Iroquois Falls Division

**SUBJECT MEMORANDUM OF AGREEMENT
2001 RETIREES ENROLLED IN THE
SPECIAL EARLY RETIREMENT PROGRAM
BETWEEN MAY 1, 2004 AND DECEMBER 31, 2004**

Dear Roger and Denis,

For employees who will retire under the Special Early Retirement Program that formed part of the 2001 Memorandum of Agreement, the Company agrees to the following:

These future retirees will be eligible for the existing provisions and cost sharing of the plan as it has been applied up to May 1, 2004 and this will remain unchanged for the duration of the Collective Agreement.

Regards,

A handwritten signature in black ink, appearing to read "T. Murray", written over a horizontal line.


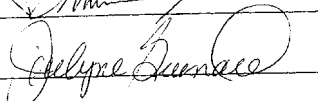
T. Douglas Murray
General Manager
Abitibi-Consolidated
Company of Canada
Iroquois Falls Division

A handwritten signature in black ink, appearing to read "Jocelyne Guinard", written over a horizontal line.

Jocelyne Guinard
Human Resources Manager
Abitibi-Consolidated
Company of Canada
Iroquois Falls Division

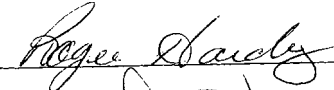
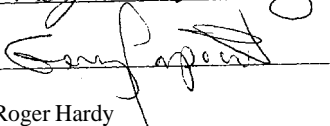
Signed this 6th day of July, 2004 at Montreal, Quebec:

**ABITIBI-CONSOLIDATED
COMPANY OF CANADA
IROQUOIS FALLS DIVISION**

T. Douglas Murray
Jocelyne Guinard

**COMMUNICATION, ENERGY AND
PAPERMAKERS' UNION C.L.C. AND
ITS LOCAL NO. 90**

Roger Hardy
Gerald Lapointe

APPENDIX "A"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

WEEKLY INDEMNITY PLAN

1. DEFINITIONS

In this plan, unless otherwise specifically provided,

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

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

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

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

(e) "Plan" means the Abitibi-Consolidated Company of Canada Weekly Indemnity Plan;

(f) "Wage" means an employee's regular weekly wage, based on 40 times his straight time average rate for the 40 hours worked prior to the start of disability, excluding any overtime premium or shift bonus.

Employees who are regularly scheduled to work a 42 hour work week will have their benefits calculated on that base.

2. PARTICIPATION

(a) All employees of the Company listed on the attached participation schedule shall be eligible to participate in this Plan, in accordance with the provisions listed herein.

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

3. AMOUNT OF DISABILITY BENEFITS

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

(b) Change in Benefits

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

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

4. ELIGIBILITY FOR PAYMENT

- (a) (i) Except in the case of disability arising out of an accident or **illness** requiring hospitalization, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding 52 weeks for any illness, beginning after 3 consecutive days of continuance of the disability.
- (ii) In the case of a disability arising out of an accident or illness requiring hospitalization, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding 52 weeks for any one accident or such sickness commencing from the date of the accident or first day of hospitalization.
- (b) An employee absent from work and in receipt of an amount of disability benefit, shall continue to receive such benefit, even though a work shortage develops which would have resulted in his being laid off had he been at work, provided that the employee remains disabled and continues to furnish evidence satisfactory to the Company and/or insurer, and verifies the continuance of disability.
- (c) **An** employee shall not be eligible for an amount of disability benefit under this plan unless he is actively employed by the Company at the date that he becomes eligible or until he subsequently returns to active employment.

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

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

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

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

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

(ii) Any injury or illness entitling the employee to compensation under any Worker Safety & Insurance Board Compensation or similar legislation, or

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

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

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

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

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

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

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

(j) An employee on Weekly Indemnity who is determined as being fit for "light duty" by a licensed

physician and if no "light duty" work is available, he shall remain on Weekly Indemnity Benefits in line with Section 4 (a) (i).

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

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

5.

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

(b) When an employee becomes ill on a Friday, the three (3) day waiting period will be extended to the Monday. However, if the employee in this instance

fails to see his doctor on the Monday immediately following the Friday, the grace period **will** revert to three (3) days only.

6. MISCELLANEOUS PROVISIONS

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

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

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

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

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

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

7. GOVERNMENT DISABILITY PLANS

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

(b) The Company and/or insurer may require certification or verification of the amount of income from the Canada or Quebec Pension Plan or such other Government Plans;

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

8. COMPANY PENSION PLAN DISABILITY BENEFITS

The amount of disability benefit under this plan will be reduced by the amount of pension for which the

employee is eligible under the total and permanent disability provision of the Company Pension Plan.

9. PHYSICAL EXAMINATIONS

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

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

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

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

10. ADMINISTRATION

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

(b) Completed claim forms will be checked by the Company to determine whether or not an employee is a

participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.

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

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

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

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

11. All of the foregoing provisions of this Plan shall be subject to the Grievance Procedure.

12. WEEKLY INDEMNITY DISPUTE RESOLUTION MECHANISM

Effective August 1, 2004, the following weekly indemnity dispute resolution mechanism will apply conditional to:

(a) The employee has submitted the required claim forms properly filled; and

(b) The employee has given authorization to the Company and/or the insurer to have access to the information they require to adjudicate the claim.

(i) If requested by the employee, the Company will make advance payments at normal pay intervals until the claim is processed. The employee will sign a promissory note stating that he will reimburse the Company for any advance payments received.

(ii) The Company and/or insurer reserves the right to demand physical examinations throughout the duration of the employee's absence due to disability. Such examinations shall be conducted by physicians designated by the Company and/or insurer. Cost of physical examinations, transportation and reasonable out of pocket expenses related thereto will be reimbursed.

(iii) Regardless of (ii) above, if there is a medical dispute as to the validity of a claim and/or the continuance of a claim and if the physicians of the employee and the Company or insurance carrier fail to reach an agreement, the dispute will

be referred to a mutually agreed upon practicing specialist, picked from a list established yearly, who will render a **final** and binding decision. Payments will continue until that final and binding decision is rendered.

APPENDIX "B"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

LONG TERM DISABILITY PLAN

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

1. ELIGIBILITY

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

2. EFFECTIVE DATE OF COVERAGE

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

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

examinations to employees returning from such lay-off to determine their eligibility under the plan.

3. QUALIFYING PERIOD

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

4. DEFINITION OF DISABILITY

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

Effective July 26, 2004, an insured employee is considered totally disabled if, after having completed benefits under the Weekly Indemnity Plan, he is unable because of disease or injury to perform the duties of his regular occupation, for the ensuing twenty-four (24) months and thereafter he is unable to perform any and every duty of every occupation in the mill for which he is reasonably fitted by education, training or experience.

5. AMOUNT OF BENEFIT

(a) 55% of regular straight time hourly rate, multiplied by 2,080 hours and divided by 12, up to a maximum monthly payment of \$2,400. During the term of the agreement, effective May 1st of each year, general wage rate increases will be incorporated into the benefit up to the maximum monthly payment of \$2,400.

Effective August 1, 2004, the maximum benefit under the Long Term Disability Plan will increase to \$2,600 per month for any eligible employee who is actively at work on that date.

Effective May 1, 2007, the maximum benefit under the Long Term Disability Plan will increase to \$2,700 per month for any eligible employee who is actively at work on that date.

The other LTD provisions of the collective agreement will continue to apply.

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

(c) While receiving benefits under this Plan, an employee will continue to accrue pension benefits at no cost to him. The pension accrued will be at 4% of benefits paid under the Plan. Death benefits will not accrue during this period, except with respect to interest on the employee's contributions made prior to commencement of LTD benefits.

6. DURATION OF BENEFITS

Benefits shall cease upon of any one of the following:

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

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

- (b) On death; or

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

7. CONTINUATION OF GROUP LIFE INSURANCE DURING DISABILITY

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

8. EXCLUSIONS

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

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

- ii) Any injury or illness entitling the employee to compensation under any Workers' Safety & Insurance Board or similar legislation, or
 - iii) Self-destruction or any self-inflicted injury, while sane or insane, or
 - iv) Disability for which the employee is not under the treatment of a physician, or
 - v) Alcoholism or drug addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (b) i) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
- ii) For employees who fail to qualify for pregnancy leave 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.

9. REHABILITATION

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

APPENDIX "C"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

SUPPLEMENTARY HEALTH CARE PLAN

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

ELIGIBILITY

Employees

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

Dependents

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

Effective July 16, 2004, insured children suffering from a physical or mental disability will continue to be covered beyond the maximum age as long as they are dependents of employee.

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

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

DESCRIPTION OF BENEFIT

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

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

The deductible applies only once in any calendar year. The amount of your annual deductible is \$10 per insured individual with a maximum family deductible of \$20.

Effective January 1, 2005, the lifetime maximum for Supplementary Health Care Plan will be eliminated for active employees.

COVERED EXPENSES

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

Class I Expenses

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

Frames lenses, and the fitting of prescription glasses, including contact lenses up to a total payment of \$125 (Effective August 1, 2004, total payments will be increased to \$150) per family member in any two consecutive years.

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

Class II Expenses

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

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

Effective January 1, 2005, brand name prescription drugs will be reimbursed at 80%. For generic prescription drugs and drugs with no generic alternative, the reimbursement will be 100% provided there is a medical justification from the treating physician for its generic equivalent not being recommended, not

tolerated or cannot be administered given the medical condition of the insured participant.

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

OUT-PATIENT HOSPITAL SERVICES AND SUPPLIES in connection with

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

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

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

TREATMENT BY A PROVINCIALY LICENSED OSTEOPATH, NATUROPATH, PODIATRIST OR CHRISTIAN SCIENCE PRACTITIONER up to \$15 per treatment and up to \$25 per disability for x-rays to a maximum of \$400 in any calendar year for each type of practitioner. However, no benefit will be paid for any charges in excess of \$15 per treatment and no benefit will be paid while the individual is entitled to similar benefits under any provincial health plan.

TREATMENT BY A PROVINCIALY LICENSED CHIROPRACTOR up to \$15 per visit and up to \$25 per disability for x-rays, subject to a maximum of \$400 per calendar year. No benefits will be paid while the individual is entitled to similar benefits under any provincial health plan.

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

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF PSYCHOLOGY on the written recommendation of a physician up to \$25 for the first visit and \$15 for each additional visit to a maximum of \$400 in any calendar year.

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF ACUPUNCTURE up to \$15 per visit to a maximum of \$400 in any calendar year.

TREATMENTS BY A MASSEUR who is duly qualified and registered and legally engaged in the practice of massage provided such services, by duration and type, have been prescribed by a physician up to \$15 per visit to a maximum of \$400 in any calendar year.

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

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

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

- (1) Charges by a general practitioner or specialist in excess of the amount allowed under the Provincial Hospital and Medical Plans in the individual's normal province of residence, provided such charges are reasonable and customary in the area in which they were incurred.
- (2) Up to \$50 per day for charges for hospital confinement in excess of the allowance for ward accommodation payable by the Provincial Hospital Plan in the individual's normal province of residence. No charges will be considered unless all

or **part** of the daily charge is payable under such Provincial Hospital Plan, nor for any type of accommodation for which the individual would not have been covered under **this** Plan had he been hospitalized in his normal province of residence.

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

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

ORTHOPAEDIC SHOES when prescribed by the attending physician, one pair per year subject to a maximum payment of \$50.

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

ANAESTHESIA, OXYGEN, BLOOD AND BLOOD PRODUCTS.

ILEOSTOMY, COLOSTOMY AND DIABETIC SUPPLIES.

DIAGNOSTIC LABORATORY AND X-RAY EXPENSES.

GENERAL DEFINITIONS

Definitions relating to this Plan shall be those set out in Confederation Life Insurance Company Policy 83120, effective January 1, 1985.

EXCLUSIONS

Your Supplementary Health Care Plan does not cover:

- (1) Medical or other expenses in connection with periodic health check-ups or examinations, travel for health or cosmetic surgery.
- (2) Dental services unless treatment is the result of a non-occupational accident. Service for accidental dental claim must be rendered within 6 months of the accident.
- (3) Any expenses for which a covered individual is not required to pay.
- (4) Any charges which are not permitted to be insured under legislation.
- (5) Any injury or sickness for which the insured is entitled to indemnity or compensation under any Workers' Safety & Insurance Board legislation.
- (6) Charges which are not recommended and approved by the attending physician.
- (7) Any injury or disease which results from **an** act of war or hostilities of any kind.

Co-ordination of Benefits

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

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

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

(2) Any prepayment arrangement, or

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

TERMINATION OF BENEFITS

Termination of Employment:

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

Workers' Compensation:

Disabled employees on Workers' Safety & Insurance Board will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

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

Leave of Absence:

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

Lay-off:

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

Changes to Report:

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

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

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

Payment of Claims:

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

APPENDIX "D"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

DENTAL CARE PLAN

ELIGIBILITY

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

Effective July 16, 2004, insured children suffering from a physical or mental disability will continue to be covered beyond the maximum age as long as they are dependents of employee.

EFFECTIVE DATE OF BENEFITS

Employee:

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

Dependent:

Benefits for your dependents are effective on the same date as your own. If you are single and later acquire a dependent, please notify your employer immediately, in order that your coverage may be changed.

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

THE PLAN

The Plan provides you and your eligible dependents with reimbursement of

- (a) 100% of the cost of Class I covered expenses, and
- (b) 50% of the cost of Class II and Class III Provincial Dental Association Schedule of Fees;

Effective May 1, 2004, the 2003 schedule of fees.
Effective May 1, 2005, the 2004 schedule of fees.
Effective May 1, 2006, the 2005 schedule of fees.
Effective May 1, 2007, the 2006 schedule of fees.
Effective May 1, 2008, the 2007 schedule of fees.
Effective May 1, 2009, the 2008 schedule of fees.

The maximum benefit per calendar year is \$1,500 per insured family member for Class I, II and 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
- a Injections of antibiotic drugs by the attending dentist
- a Treatment of periodontal and other diseases of the gums and tissues of the mouth
- Endodontic treatment, including root canal therapy

Class II Procedures:

- Initial installation (including adjustments after 3 months following original insertion) of partial or full removable dentures to replace one or more natural teeth.
- Replacement of an existing partial or full removable denture or the addition of teeth to an existing partial or full removable denture to replace extracted natural teeth, but only if evidence satisfactory to the Insurance Company is presented that the existing denture cannot be made serviceable.

- Repair or relining of dentures

Class III Procedures:

- Orthodontic treatment, including correction of malocclusion

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

- i) Cleaning or scaling of teeth may be performed by a licensed dental hygienist if such treatment is rendered under the supervision and direction of such dentist, and
- ii) Installation, adjustments, repairs and relining of complete dentures may be made by a dental mechanic or denturist legally practising within the scope of his license, but any charges in excess of the amount specified for such services and supplies in the dental mechanics' or denturists' tariff of the Province where such services and supplies are received will be disregarded.

PRE-DETERMINATION OF BENEFITS

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

reviewing the proposed course of treatment, the Insurance Company will notify both you and your dentist of the estimated payment under the Plan.

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

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

EXCLUSIONS

The Plan does not cover:

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

- Treatment brought about by conditions arising from war, riot or insurrection, or while serving in the armed forces of any country

TERMINATION OF BENEFITS

Termination of Employment:

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

Worker Safety & Insurance Board:

Disabled employees on Workers' Safety & Insurance Board will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

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

Leave of Absence:

Employees on authorized leave of absence will be eligible for benefits for 1 month. Employees may continue their coverage after 1 month by paying the monthly premium.

Lay-Off:

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

HOW TO CLAIM

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

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

APPENDIX "E"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

TRADES PROMOTION PLAN

1. TRADES AND CLASSIFICATIONS

(a) There shall be two rates of pay for painters, "B" and "A".

(b) There shall be three rates of pay for mechanics' helpers, "C", "B" and "A" except in the case of Painters' Helpers for whom there shall be one rate, "A".

(c) It is the sole right and responsibility of management to determine the number of mechanics and mechanics' helpers required to take care of mill repair and maintenance requirements satisfactorily.

(d) The Company agrees to promote qualified personnel from within before consideration is given to hiring tradesmen from the outside.

2. SCHEDULE OF RATES

(a) The schedule of rates for journeymen and helpers appears in the main wage schedule.

(b) No differential in rates between skills will be paid. A journeyman machinist will be paid the same rate as a journeyman electrician. A journeyman electrician will be paid the same rate as a journeyman millwright, etc.

3. PROMOTION AND DEMOTION

(a) Helpers who enter the maintenance departments after the signing of this agreement must have a minimum number of credits equivalent to Grade X technical or academic education, pass a mechanical aptitude test and must enter the departments through job posting.

(b) A helper will remain at the "C" rate of pay for a period not exceeding six (6) months. During this period, his progress will be reviewed to determine if he can progress satisfactorily in the trade in which he is employed and if his progress is unsatisfactory he will be taken out of the maintenance department. If retained as a helper, he will be paid the "B" rate of pay for the following eighteen (18) months.

(c) i) After serving for eighteen (18) months at the "B" rate of pay, the mechanical helper will be paid the "A" rate of pay during the remainder of the time he is employed as a mechanical helper.

ii) When a helper, who has qualified as a journeyman and is waiting for promotion, is directed to do the work of a journeyman on a temporary basis he will be paid the journeyman rate while doing such work.

iii) When a helper, who has not qualified as a journeyman, is directed to do the work of a journeyman on a temporary basis he will be paid

the rate of the job on which the employee is substituting while doing such work. Helpers will be promoted to "A" journeyman when qualified and openings exist.

iv) The Company agrees to promote either the Helper or the Apprentice who has been first to qualify for the promotion in that trade.

v) It is understood in all cases of temporary promotion that the senior helper, who has previously qualified or who is actively studying and progressing, in a particular trade, will be promoted.

(d) Effective the date on which the agreement on the Tradesman Promotion Plan is signed, the accumulation of service as helper may be built up through temporary employment as helper, counting all periods of temporary employment which are of not less than five (5) consecutive working days. Effective May 1, 1975, all service as a helper will be accumulated.

(e) A helper may become a journeyman by:

i) Successful completion of the Apprentice Training Program, or

ii) Proving proficiency in his trade to the satisfaction of the Evaluation Committee after serving a minimum of seven (7) years in his particular trade. All of this service must have been with Abitibi-Consolidated Inc. He must also have successfully completed a correspondence course equivalent to that presently being taken by

apprentices and have passed all examinations set and marked by the correspondence school. The Company will supply a signed Certificate to each helper who meets these requirements.

The Company agrees that Helpers who entered the Tradesman Promotion Plan prior to April 30, 1969, will not be required to meet the conditions of the Plan in connection with the I.C.S. Course of Instruction in order to be eligible for promotion to Journeyman classification when vacancies occur, provided they meet all other conditions of the Tradesmen Promotion Plan.

However, when employees are promoted in compliance with the above provision, it is understood that for a 12-month period they will be on probation. During this 12-month period they will be expected to prove their ability to perform all the duties of a Tradesman. Failure on the part of the employee to perform all the duties of a Tradesman within the specified 12-month period will automatically mean that they will be reverted to the "A" Helper classification.

Where a mill has a Mechanical Bull Gang, the employee's service in the Bull Gang may be credited towards his Helper term of service but in no case shall the credit exceed one year.

iii) Helpers on the payroll, and those subject to recall as of April 30, 1963, may become journeymen by proving proficiency in their trade after serving a minimum of seven (7) years in that

particular trade with Abitibi-Consolidated Inc. subject to review by the Evaluation Committee.

iv) A Helper must have accumulated the tools for his trade, at yearly intervals as specified in the "Trade Apprenticeship" Plan, after he reaches the "A" Helper rate of pay. In addition, he must use these tools as necessary to perform his work.

v) During the last twelve (12) months spent in the Helper period the Helper shall be periodically assigned jobs in his own trade, for a total time not to exceed ninety (90) working days.

vi) A Committee consisting of the Mill Manager or his designated representative, the employee's superintendent and foreman will be established to evaluate the performance of each helper who has met the requirements outlined in Section e(i) to e(v) above.

The Employee Relations Superintendent will be present at Committee meetings to record the minutes of proceedings and to certify that the helper has fulfilled the time and technical training requirements for his trade, as outlined in Section e(ii) and e(iii).

Three representatives of the Union to which the employee belongs may be present during the evaluation meeting and may offer to the Committee any appropriate comments or assistance. In addition, the employee who is being

evaluated may be present and **may** offer comments to the Union representatives.

The function of this Committee will be to assess the Helper's performance on the job and to advise him if he is qualified for promotion to journeyman status. If he is not qualified for promotion, the reason will be explained at this time. In the event of disagreement, grievance procedure will apply. The Committee will meet semi-annually about May 1st and November 1st.

It is understood that a Helper will be promoted to Journeyman only when and if a vacancy exists. Once qualified for promotion a Helper will not be evaluated again. Helpers who fail to qualify for promotion will be evaluated semi-annually.

vii) Correspondence courses for Helpers will be purchased under the Abitibi-Consolidated Educational Assistance Plan but in the case of Helpers the refund will be 100% of the net cost on successful completion of the course, providing the Helper is enrolled after having completed his probationary period.

viii) The Company will provide study time with pay to Helpers under the following conditions:

- Helpers must be enrolled in the full I.C.S. Apprentice course approved for their trade.

- Helpers must have satisfactorily completed 50% of the course on their own time and passed I.C.S. progress tests.

- Four (4) hours study time per week with pay will be provided for a maximum of 12 months for each of the last two sections of the course, each section amounting to 25% of the total number of lessons.

(f) Upon promotion to journeyman status, a helper will be paid the "A" journeyman rate of pay. Upon promotion to the Painter classification, a Painter helper will be paid the "A" Painter rate. Painter Helpers will be paid the "B" rate when spray painting.

(g) Notwithstanding Article 4.04, if the Company hires a journeyman mechanic, he may be terminated at any time in the first six (6) months of employment as a journeyman if he is not considered sufficiently qualified for advancement in his trade. Journeymen hired from outside the mill may be paid "A" journeyman rate or paid probationary rates equal to the fifth year, first or second half, apprentice rates.

If hired at the first half, fifth year probationary rate, they must be promoted to the second half fifth year rate after six (6) months and to the "A" journeyman rate after one year.

(h) In any case where a journeyman has not been promoted, for any reason, above the present "C" or "B" class, he will remain at a rate equal to either the fifth year, first or second half, apprentice rate, until

the reason for his not having been promoted has been removed.

4. **NOTES**

(a) Rates for leading hands, assistant foremen and foremen will have to be determined after examining the effect of the new rate schedule of 1948 on the earnings of the men who they supervise.

(b) This committee cannot appraise the degree of mechanical skill required or repair work done by the various operators across the Company but can only recommend that those occupations which are listed in the consolidated rate sheets of 1948 for the entire Company on page 4, sections headed Crane and Locos and Steam Operation and page 5 Miscellaneous be examined according to the following formula for electricians:

(i) The Electricians whose work shifts are known as Motor Tenders, Motor Maintenance Men, Drive Operators, Tour Electricians, Shift Electricians, Sub-station Operators. Such men must fall into two classifications - Maintenance Men or Operators.

(ii) Shift men to qualify as Mechanics must be able to do all repair work in a minor breakdown without supervision during their shift.

(iii) Shift men whose duties are that of oiling, inspection and minor adjustments are to be classed

as Operators, and their rates are not to be considered in the Tradesmen Promotion Plan.

(iv) Mechanics employed in the following occupations on a full time basis will be classified and paid according to the class in which they fall in the new mechanics rate schedule:

Drill Hand	Saw Filer
Roll Grinder	Babbitt Man
Blacksmith	Bricklayer or Mason
Tinsmith	Head Oiler
Motor Mechanic	Fire Inspector
Tool Room Man	

(c) The above list will be modified at each Division to conform to the list in the present agreement at that Division.

5. The qualifications for helpers in the mechanical trades shall be as follows:

(a) Instrument Helper Class "C"

The minimum educational requirements for this job shall be High School Graduation or equivalent. A helper will be in this class a maximum of six months, on probation, to determine if he has the qualifications for advancement and is a safe worker. If satisfactory, this man will be promoted to a Class "B" helper; if not satisfactory, the man will be removed from this class.

(b) Instrument Helper Class "B"

A helper class "B" must be physically fit to carry out his duties effectively, and shall be expected to have sufficient mechanical aptitude for his trade and to have

sufficient ability and educational background to pursue successfully a program of instruction that will qualify him eventually as a journeyman Class "A". A Class "B" helper **must be** willing to undertake some kind of instruction or training to obtain proficiency in his work and to have started to accumulate a number of tools required for his trade. A Class "B" helper shall be expected to carry out routine jobs such as changing charts, cleaning pens, etc.

(c) Instrument Helper Class "A"

A helper Class "A" shall be expected to have a minimum of eighteen months experience as a Class "B" helper; to have followed the requirements of Class "B" helper and to have demonstrated to his superiors that he has the potential ability to become a journeyman Class "A", and must have accumulated a number of tools required for his trade. He should know nut and bolt sizes, tubing and fitting sizes, be able to check simple level, temperature and pressure recorders.

(d) Mechanic Helper Class "C"

A helper will be in this class a maximum of 6 months, on probation to determine if he has the qualifications for advancement, and is a safe worker. If satisfactory, this man will be promoted to a Class "B" helper; if not satisfactory, the man will be removed from this class.

(e) Mechanic Helper Class "B"

A helper in Class "B" must be physically fit to carry out his duties effectively, and shall be expected to have sufficient mechanical aptitude for his trade, and to have sufficient ability **and** educational background to successfully pursue a program of instruction that will

qualify him eventually as a journeyman Class "A". A Class "B" helper must be willing to undertake some kind of instruction or training to obtain proficiency in his work and to have started to accumulate a number of tools required for his trade.

(f) Mechanic Helper Class "A"

A helper Class "A" shall be expected to have a minimum of eighteen month's experience as a Class "B" helper; to have followed the requirements of Class "B" helper and have demonstrated to his superiors that he has the potential ability to become a journeyman Class "A", and must have accumulated the number of tools required for his trade.

(g) Painter Helper

A painter helper shall be expected to be physically fit, to be able to climb and to work safely high above floors or ground, to use cleaning equipment such as wire brushes, air hammers, electric hammers, hydro silica gun, etc., and to brush on paint as instructed.

6. The qualifications for mechanics shall be as follows:

(a) Machinist Class "A"

A machinist Class "A" shall be expected to have had a minimum of five years' practical machine shop experience; to understand and to read drawings without supervision; to turn out satisfactory and efficient work on any standard type of machine shop machine tool; to grind and sharpen all classes of tools; to know from practical experience what fits *are* required for various uses; and to be first class bench hand.

(b) Millwright Class "A"

A millwright, Class "A" shall be expected to have had a minimum of five years' practical experience; to erect, line up and level any machinery normally used in the mill; to undertake the dismantling, repair and re-assembly of equipment, including equipment requiring accurate workmanship and to have specialized knowledge and experience of at least one class of equipment which will enable him to detect and locate **any** incipient trouble and recommend corrections; to have a general knowledge of the functions of plant machinery and be able to detect and repair defects which develop: and he must understand thoroughly the safe methods of handling heavy objects and be able to use safe types and sizes of slings or other equipment for lifting them; to read and understand drawings without supervision; to know from practical experience what fits are required for various uses, including anti-friction bearings; to understand and to be responsible for provision of proper oil distribution and sealing in bearings and other moving **parts**; and to be capable of leading other millwrights in repair or installation work under the general supervision of a Foreman.

(c) Carpenter Class "A"

A carpenter Class "A" shall be expected to have a minimum of five years' practical experience; to use, sharpen and care for the tools of his trade; to set up and operate wood-working machine tools in the shop and to sharpen the cutters for these tools; to identify the different species of wood and know their normal uses and characteristics; to be able to use substitutes for ordinary wood; to be able to fabricate all forms and any objects made from wood and normally required for the

paper manufacturing process; to be able to build scaffolds in accordance with the Provincial Labour Code; to be able to do every kind of cabinet making required in the mill; to read and understand drawings without supervision and to be capable of leading other carpenters in repair or installation work.

(d) Tinsmith Class "A"

A tinsmith Class "A" shall be expected to have a minimum of five years' experience; to read and understand drawings without supervision; to lay out and develop surfaces and patterns; to use **all** the tools of **his** trade in an efficient and accurate manner and to form all types of sheet metal to the working limits of the equipment provided in the shop; to have a working knowledge of the principles of design for heating and ventilating ductwork; and to be capable of leading other tinsmiths.

(e) Pipefitter Class "A"

A pipefitter Class "A" shall be expected to have a minimum of five years' practical experience; to use all the tools of his trade in an efficient and effective manner; to perform skilfully all operations required in the installation, and maintenance of any pipe system normally required in a paper mill so as to ensure reliability of service and economy of materials; to have a working knowledge of pumps, siphons, injectors, automatic valves and gauges; and to understand thoroughly the safe methods of handling heavy objects and be able to use safe types and sizes of slings or other equipment for lifting them; to have a good working knowledge of the services and locations of the pipe lines in the mill so as to be able to isolate quickly any broken

or leaking pipes; to understand and read drawings without supervision; to undertake any job himself; and to be capable of leading other pipefitters under the general supervision of a Foreman.

(f) Painter Class "B"

A painter Class "B" shall be expected to have a minimum of two years' experience as a helper or as a painter in an outside organization; to be able to rig stagings; to have a fair knowledge of ropes, knots and tackle; to use paint guns effectively and do brush work; to care for all the tools of his trade, such as brushes, guns, hoses, hammers, etc., to conserve their life; to understand and be able to use paint removers, primers, fixatives, protective coatings for mill work; and to be able to glaze windows.

(g) Painter Class "A"

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

(h) Welder Class "A"

A welder Class "A" shall be expected to have completed a recognized training course and to have had a minimum of five years' practical experience; to have a

thorough knowledge of the principle of making a good weld; to have a working knowledge of the welding code; to recognize different metals and select the right procedure for welding each of them; to plan and carry out each job with the least possible expenditure of time and material: to secure good fusion and thorough penetration on every weld; to test his own work, recognize defects and overcome them; to read working drawings and work to specifications called for to fabricate all classes of welded structures; to do electric arc as well as acetylene welding and burning, lead burning, sweating, brazing, hard surfacing, etc., vertical overhead or in any position; and to hold a certificate or license for electric welding and/or oxyacetylene welding under prevailing Provincial Regulations or the equivalent permitting him to carry out welding on pressure vessels and piping up to pressure levels required for mill equipment.

(i) Instrument Mechanic Class "A"

An instrument mechanic **Class "A"** shall be expected to have had a minimum of five years' experience in instrument work. He must be able to dismantle, repair and assemble all common types of instruments, including pneumatic, electric and electronic and other such types as may be used for indicating, recording, or controlling process variables: to be able to adjust recording and/or controlling instruments to give optimum results; to own such tools as are necessary for this work. He must be capable of leading other instrument mechanics, helpers and apprentices in instrument preventive maintenance, calibration, repair and installation; to read working drawings without supervision and wiring diagrams after details have been

explained; to teach junior men the skills and knowledge of the trade, to be familiar with new instruments as installed in the mill; to follow planned schedules of inspection and maintenance **of** all meters and instruments; to be a **safe** worker and to perform such other related duties as may be assigned from time to time.

APPENDIX "F"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

APPRENTICESHIP PLAN

1. Abitibi-Consolidated Company of Canada as part of its employee development program, has established an apprenticeship system. In it, a carefully selected young man, interested in one of the trades practised in our mills, is given work experience by varied shop and mill assignments, and must complete a suitable course of instruction in drafting, blueprint reading and related theory. By so developing tradesmen, Abitibi-Consolidated prepares replacements for future retirement of its skilled older journeymen, while offering to some of its employees an opportunity to develop and increase their skill and knowledge by learning a trade. By being thus assured of an adequate supply of skilled tradesmen, the Company is better enabled to maintain its equipment in proper shape for efficient production.

2. REQUIREMENTS

(a) An applicant for apprenticeship must be at least 17 years of age. Individuals employed by the Company as Mechanic Helpers will be considered for apprentice training provided they have met all the other requirements.

(b) An applicant for apprenticeship must have a secondary school graduation diploma or equivalent.

(c) A graduate of a 4 year Science, Trades and Technology course (who has specialized in the trade in which he is to be apprenticed) shall be granted one year's standing on his term of apprenticeship.

(d) A graduate of a three year course at a College of Applied Arts and Technology or similar institution (who has specialized in the trade in which he is to be apprenticed) shall be granted two years standing on his term of apprenticeship.

(e) Time allowances for completion of various Government trade school courses or combination of courses will be 6 to 24 months depending on agreements reached with the approval of Provincial Apprenticeship Boards and Trade School authorities.

(f) Preference will be given to present employees who desire to become apprentices and meet the above-listed requirements.

3. SELECTION

(a) All applications for apprenticeship are to be sent to the Human Resources Department.

(b) Senior applicants meeting the minimum requirement under the provisions of the Plan will be given preference.

(c) Prior to commencing the trade apprenticeship, the successful applicant will be thoroughly familiarized as to the Terms of Apprenticeship. He will then be required to sign an Apprenticeship Indenture (and if

under the age of 18 co-signed by parent or guardian) certifying that he has read, understands, and agrees to all the terms and conditions of the Trade Apprenticeship of Abitibi-Consolidated Company of Canada.

4. TERMS OF APPRENTICESHIP

(a) The period of Apprenticeship will be four (4) years, divided into 8 periods, each of six (6) months duration. After graduation, if retained, an apprentice will automatically proceed over a one (1) year period to journeyman status, as indicated in the Apprentice "Rates of Pay".

(b) Technical training pertaining to the trade will be provided by:

- i) Whenever possible, through attendance at government trade schools.

In such cases the number of hours of technical training an apprentice receives shall be determined by the authorities in charge of the trade school.

- ii) *If* suitable government trade school training is not available, four hours per week of the apprenticeship term will be allowed for classroom instruction or correspondence course study.

(c) The first period shall be considered entirely a probationary period and his continuance as an apprentice depends upon ability, progress and attitude as demonstrated during this trial period.

(d) Where technical training cannot be taken at a trade school because suitable courses are not available, correspondence courses in the related subjects will be used. Courses will be purchased under our Educational Refund Plan but in the case of an apprentice the refund for this course will be 100% of the net cost on successful completion of the course. The Employee Relations Department will review course content for the various trades as provided by the government trade schools and if additional technical training is considered necessary, an apprentice may be required to take a correspondence course as well as attend a trade school.

(e) Except as indicated in sub-section (d) above, when an apprentice receives his technical training at a government trade school, he will not be enrolled for a correspondence course and will not be allowed time for study during his regular hours of work. However, any employee who is already enrolled for a correspondence course shall complete such course under the conditions contained in this agreement.

(f) After an apprentice has completed his required correspondence course, all remaining study time, allowed on the basis of four hours per week, will be available to him for further approved technical training, if he so desires.

(g) To be eligible for advancement at the end of any six month period, an apprentice must have completed his shop work to the satisfaction of the shop management, his technical training to the satisfaction of the trade school, or in the case of a correspondence course he must have submitted the required number of lesson

assignments and have satisfactory grades on those returned.

(h) An apprentice who does not qualify for advancement at the end of any six month period shall be considered as re-entering upon a trial period, and shall be notified as to the nature of his unsatisfactory work by his immediate supervisor. If he does not qualify after three additional months, he shall be dropped from the apprentice course.

(i) A helper may apply for entry into the apprentice plan. If he is accepted into the plan, an assessment of his skill and knowledge shall be made by the Apprentice Committee for which he may be given credit towards the apprenticeship time to be served. This credited time shall not exceed fifty percent of the applicant's service as a helper in the respective trade, and in no case shall it exceed two years. When a helper enters the plan he shall be paid the apprentice rate stipulated for that particular period in which he enters. When a helper on the payroll at April 30, 1963, enters the plan with an hourly rate in excess of that paid for the apprentice period for which he has been accepted, his rate will not be reduced for an increase will be granted until his apprentice period rate catches up.

(j) Tools are essential for tradesmen. At the 12, 24, 36 and 48 month completion points of the training program the apprentice will be required to submit proof to the Apprentice Committee that he owns and has in his possession a pre-determined list of tools. Before graduation from the training program complete list of tools will be checked against the tools owned. Tools

may be purchased through the Company at cost using normal Company procedure.

(k) Rotation in the various trades for apprentices must be completed prior to the commencement of the last six months **an** apprentice spends in the plan.

(l) During the last six months of his apprenticeship period the apprentice will be periodically assigned jobs in his own trade.

(m) Abitibi-Consolidated Company of Canada does not guarantee employment upon completion of apprenticeship, but will endeavour to place the graduates in tradesmen's jobs.

(n) The Company will reimburse apprentices who attend a government trade school **for** the full cost to the employee (i.e. less any contribution made by a government agency) of required text books, upon successful completion of the course.

(o) For those apprentices who must live away from home to attend a government trade school, the company will provide a living allowance supplement of \$300 per week less any comparable allowance from any government agencies.

5. GENERAL

(a) Helpers

The accepted way to become a tradesman will be by the apprentice route; however, the alternative route outlined in the Trades Promotion Plan may be followed.

(b) Apprentice training does not mean the replacement of helpers as they will always be needed as such, but it does mean that the main source of our future tradesmen will be through apprenticeship.

6. APPRENTICE COMMITTEE

(a) An Apprentice Committee will be formed in each mill composed of the Manager or his representative, and appointed representatives from the following: engineering department, electrical department, mechanical department, personnel department and the Unions or Union concerned. This Committee will deal with such things as: checking on course coverage, progress of apprentices and solving of problems that may arise. The Unions will be advised how many management representatives will attend each meeting and the Unions will be entitled to an equal number of representatives in total.

(b) The final selection of an apprentice shall be done by the Apprentice Committee. The Union representatives on this Committee while it is selecting an apprentice may offer any appropriate comments or suggestions.

7. RATIO OF APPRENTICES TO MECHANICS

During the next ten years the ratio of apprentices to mechanics retiring will depend on the work load of the mill. Mechanics will continue to come from both helpers and apprentices.

8. WORKING CONDITIONS

In general, an apprentice will not be asked to work overtime except in exceptional cases and then he will not be left on the job alone; a journeyman will work along with him. An apprentice must comply with all the rules and regulations applicable to the department in which he serves.

9. SPECIALWORK

When a special job comes up, the apprentice in the department concerned will be given an opportunity to work wherever possible with the crew on the job.

10. CERTIFICATE

The Company will supply a signed certificate to each apprentice on completion of his apprenticeship. In addition, where applicable, a Certificate of Apprenticeship shall be presented by the Provincial Department of Labour to each apprentice who is registered with the Department and who completes his apprenticeship.

11. SENIORITY

When a man transfers from some other job to the status of an apprentice in one of the mechanical trades, he shall maintain his seniority in the job from which he transferred for a period of 6 months. Following such probationary period, his seniority shall develop exclusively within the mechanical group to which he transferred. If, when the period of apprenticeship (4

years) is served there is a vacancy for a journeyman in the trade for which the apprentice is qualified, he will be retained as a journeyman and will become eligible for promotion in accordance with the Tradesmen Promotion Plan.

12. RATES OF PAY

(a) The schedule of rates for apprentices appears in the main wage schedule.

(b) When an apprentice is attending a trade training course at a Government Trade School, the following pay arrangements will apply:

- i) The apprentice may receive a weekly training allowance from the Provincial Department of Labour or the Federal Manpower Office while attending school. The Company will supplement this allowance to provide the apprentice with a total weekly income equal to forty (40) times his regular hourly rate of pay. Calculation of the Company's portion will be based on the Government allowance for an apprentice who is able to live at home while attending the Trade School.
- ii) If the apprentice is required to live away from home in order to attend a trade training course, he will receive the Company pay supplement referred to above, in addition to any increased allowance paid by the Department of Labour to a trade trainee living away from home.

- iii) Payment of supplementary pay will be made on regular pay days. To receive this pay the apprentice must maintain satisfactory attendance and performance records at school during his trade training course.
- iv) The Company will provide for foregoing weekly pay supplement for the number of weeks normally required to complete trades training courses. Should **an** apprentice be required to spend more than the normal number of weeks to complete a course he will not receive Company pay during the additional time in school.
- v) An apprentice's entitlement to Vacation with Pay, Statutory Holiday Pay, **Sick** Leave and Bereavement Leave will not be affected by his attendance at a Trade School, nor will his participation in any employee welfare plans in which he is enrolled. Permission of the school authorities must be obtained for all absences.

13. LOSS OF WORKING TIME

An apprentice may lose up to a maximum of thirty (30) scheduled working days due to sickness or accident, during his four year term of apprenticeship, without having to serve additional time. Extension of the term of apprenticeship will be considered by the Apprentice Committee in the event that an apprentice loses more **than** thirty (30) working days.

APPENDIX "G"

ABITIBI CONSOLIDATED COMPANY OF CANADA

WAGE SCALE

DEPARTMENT AND CLASSIFICATION

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
WOODHANDLING						
Foreman	0	28.982	29.706	30.306	30.912	31.512
Crane Operator	12	26.132	26.785	27.385	27.933	28.533
Proto Crane Operator	12	26.132	26.785	27.385	27.933	28.533
Sawyer	10	25.479	26.116	26.716	27.251	27.851
HYD Unloader Operator	9	25.124	25.752	26.352	26.879	27.479
TLS Yard Unloader	9	25.124	25.752	26.352	26.879	27.479
Caterpillar 235	9	25.124	25.752	26.352	26.879	27.479
Slasher Relief Man	9	25.124	25.752	26.352	26.879	27.479
Machine Operator	8	24.869	25.491	26.091	26.613	27.213
Chip Handler	6	24.269	24.876	25.476	25.986	26.586

DEPARTMENT	JCF CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
Bark Handler	5	23.988	24.588	25.188	25.692	26.292
Trucker Driver Yard	5	23.988	24.588	25.188	25.692	26.292
Conveyor Operator Reclaim	2	23.160	23.739	24.339	24.826	25.426
Cleaner	1	22.916	23.489	24.089	24.571	25.171
WOODROOM						
Sludge Press Operator	7	24.577	25.192	25.792	26.307	26.907
Knife Changer	5	23.988	24.588	25.188	25.692	26.292
Operator Woodroom	10	25.479	26.116	26.716	27.251	27.851
Assistant Oper. Woodroom	7	24.577	25.192	25.792	26.307	26.907
Utility Man	4	23.702	24.294	24.894	25.392	25.992
Sorter (Sorting Table)	2	23.160	23.739	24.339	24.826	25.426
Chipper Feeder	2	23.160	23.739	24.339	24.826	25.426
Conveyor Operator #109 *	2	23.160	23.739	24.339	24.826	25.426
Conveyor Operator #101 *	1	22.916	23.489	24.089	24.571	25.171

DEPARTMENT	JCT CLASS	Year					
		2004	2005	2006	2007	2008	
Cleaner	1	22.916	23.489	24.089	24.571	25.171	
Foreman *	0	28.982	29.706	30.306	30.912	31.512	
Stock Controller *	16	27.549	28.237	28.837	29.414	30.014	
MIXING ROOM							
Mixing Man	11	25.829	26.475	27.075	27.617	28.217	
Broke Beaterman	2	23.160	23.739	24.339	24.826	25.426	
FINISHING ROOM							
Rail Foreman	0	29.272	30.003	30.603	31.215	31.815	
Warehouse Foreman	0	28.684	29.401	30.001	30.601	31.201	
Warehouse Co-Ordinator *	10	25.479	26.116	26.716	27.251	27.851	
Dispatcher	10	25.479	26.116	26.716	27.251	27.851	
Weigher Operator	13	26.471	27.133	27.733	28.288	28.888	
Assistant Operator	7	24.577	25.192	25.792	26.307	26.907	
Trucker	6	24.269	24.876	25.476	25.986	26.586	
Checker Line	6	24.269	24.876	25.476	25.986	26.586	
Checker Liner Vans **	5	23.988	24.588	25.188	25.692	26.292	

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
Crimper Pressman	5	23,988	24,588	25,188	25,692	26,292
Car Liner	3	23,447	24,033	24,633	25,126	25,726
Cleaner	3	23,447	24,033	24,633	25,126	25,726
CORE ROOM						
Headman	0	26,753	27,421	28,021	25,582	29,182
Assistant Headman	6	24,269	24,876	25,476	25,986	26,586
Core Man (Nights)	6	24,269	24,876	25,476	25,986	26,586
Trucker (Core Delivery)	5	23,988	24,588	25,188	25,692	26,292
Core Handler (Headman)	3	23,447	24,033	24,633	25,126	25,726
Core Unloading	3	23,447	24,033	24,633	25,126	25,726
Temp. Core Handler	2	23,160	23,739	24,339	24,826	25,426
Labourer Casual	1	22,916	23,489	24,089	24,571	25,171
STEAM PLANT						
Head Fireman	0	30,670	31,436	32,036	32,677	33,277

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
Gas Repairman 2nd Class	18	28.281	28.988	29.588	30.180	30.780
Fireman 1 st Class	0	31.190	31.969	32.569	33.221	33.821
Fireman 2 nd Class	0	28.075	28.776	29.376	29.964	30.564
Fireman 3 rd Class	16	27.549	28.237	28.837	29.414	30.014
Heating 2 nd Class	0	25.655	26.296	26.896	27.434	28.034
Environ. Oper 2 nd Class	0	26.671	27.337	27.937	28.496	29.096
Environ. Oper 3 rd Class	13	26.471	27.133	27.733	28.288	28.888
Environ. Oper 4 th Class	0	26.470	27.131	27.731	28.286	28.886
Heating 3 rd Class	0	25.610	26.250	26.850	27.387	27.987
Heating 4 th Class *	9	25.124	25.752	26.352	26.879	27.479
Pump. Town Water 2 nd Class	0	25.070	25.696	26.296	26.822	27.422
Pumpman 3 rd Class	0	25.020	25.645	26.245	26.770	27.370
Pumpman 4 th Class	0	24.970	25.594	26.194	26.718	27.318
Pumpman - no cert	8	24.869	25.491	26.091	26.613	27.213

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
Fireman's Helper Tender 2 nd Class	Water 0	25.069	25.695	26.295	26.821	27.421
Fireman's Helper Tender 3 rd Class	Water 0	25.019	25.644	26.244	26.769	27.369
Fireman's Helper Tender 4 th Class	Water 0	24.919	25.541	26.141	26.664	27.264
Fireman's Helper Tender - no certi	Water 8	24.869	25.498	26.091	26.613	27.213
Filter Tester (2 nd Foreman) 2 nd Class *	0					
Filter Tester 3 rd Class *	0					
Filter Tester 4 th Class *	0					
Filter Tester - no cert *	7	24.577	25.192	25.792	26.307	26.907
Utility Man	5	23.988	24.588	25.188	25.692	26.292
Fireman's Helper - no cert	4	23.702	24.294	24.894	25.392	25.992

DEPARTMENT	JCP CLASS	May 1	May 1	May 1	May 1	May 1
		2004	2005	2006	2007	2008
Coal Handlers *	3	23.447	24.033	24.633	25.126	25.726
Sweeper 2 nd Class	0	23.091	23.668	24.268	24.753	25.353
Sweeper 3 rd Class	0	23.041	23.617	24.217	24.701	25.301
Sweeper 4 th Class	0	22.991	23.565	24.165	24.649	25.249
Sweeper - no cert	1	22.916	23.489	24.089	24.571	25.171
Fire Watch	1	22.710	23.407	24.007	24.511	25.111

Steam Plant employees holding a certificate for a class higher than required for the job performed will receive an hourly premium of 25 cents for a first class certificate, 20 cents for a second class certificate, 15 cents for a third class certificate and 10 cents for a fourth class certificate.

Incentive rates more generous than the above will be red circled for incumbents as of May 1, 1986. To receive this premium the employee must be prepared to accept promotion.

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
MILL SECURITY & SANITATION						
Yard Watchman	3	23.447	24.033	24.633	25.126	25.726
Cleaner	1	22.916	23.489	24.089	24.571	25.171
CONTROL TESTERS						
Special Tester	8	24.869	25.491	26.091	26.613	27.213
TMP Pulp Tester	8	24.869	25.491	26.091	26.613	27.213
Freeness Tester	4	23.702	24.294	24.894	25.392	25.992
MILL RAILWAY SWITCHING						
M.R.S. Foreman	0	28.982	29.706	30.306	30.912	31.512
Train Conductor	10	25.479	26.116	26.716	27.251	27.851
Locomotive Engineer - no cert	9	25.124	25.752	26.352	26.879	27.479
Brakeman	6	24.269	24.876	25.476	25.986	26.586
Sr. Sectionman	7	24.577	25.192	25.792	26.307	26.907
Sectionman	3	23.447	24.033	24.633	25.126	25.726

DEPARTMENT	CLASS	2004	2005	2006	2007	2008
YARD						
Foreman	0	28,982	29,706	30,306	30,912	31,512
Motor Mechanic "A"	0	29,320	30,053	30,653	31,266	31,866
Crane Operator - certificate	14	26,811	27,481	28,081	28,643	29,243
Assistant Foreman *	9	25,124	25,752	26,352	26,879	27,479
Front End Loader *Backhoe Operator	8	24,869	25,491	26,091	26,613	27,213
Grader Operator	7	24,577	25,192	25,792	26,307	26,907
Bulldozer Operator	6	24,269	24,876	25,476	25,986	26,586
Truck Driver Mail Delivery	5	23,988	24,588	25,188	25,692	26,292
Front End Loader (Michigan)*	6	24,269	24,876	25,476	25,986	26,586
Crane Operator Helper - no cert	5	23,988	24,588	25,188	25,692	26,292
Truck Driver Yard	5	23,988	24,588	25,188	25,692	26,292
Truck Driver (Tandem/Boom)	5	23,988	24,588	25,188	25,692	26,292
Trucker Ash Handler	4	23,702	24,294	24,894	25,392	25,992
Labourer / Penthouse	4	23,702	24,294	24,894	25,392	25,992

DEPARTMENT	JCR CLASS	MAY 1 2004	MAY 1 2005	MAY 1 2006	MAY 1 2007	MAY 1 2008
Labourer / Ash Handler	3	23.447	24.033	24.633	25.126	25.726
Coal Handler	2	23.447	24.033	24.633	25.126	25.726
MILL STORES						
Machine Shop Cleaner	1	22.916	23.489	24.089	24.571	25.171
Carrylift Operator (Pettibone)	7	24.577	25.192	25.792	26.307	26.907
MECHANICAL OILERS						
Warehouseman	8	24.869	25.491	26.091	26.613	27.213
Store Truckee	4	23.702	24.294	24.894	25.392	25.992
Stores Labourer	1	22.916	23.489	24.089	24.571	25.171
OILER ASSISTANT FOREMAN						
Oiler Assistant Foreman	0	28.982	29.706	30.306	30.912	31.512
UTILITY GENERAL OILER						
Utility General Oiler 1	12	26.132	26.785	27.385	27.933	28.533
Utility General Oiler 2	11	25.829	26.475	27.075	27.617	28.217

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
PM Oiler	10	25,479	26,116	26,716	27,251	27,851
Utility Oiler	7	24,577	25,192	25,792	26,307	26,907
Utility Oiler Class	6	24,269	24,876	25,476	25,986	26,586

Schedule of Mechanical Rates

Applying to such Journeyman positions as Machinist, Roll Grinder, Welder, Blacksmith, Tinsmith, Babbitman, Pipefitter, Pipe Insulator, Carpenter, Saw Filer, Screen Coverer, Steam Plant Repairman and their Helpers.

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
JOURNEYMEN						
"A"	0	29,320	30,053	30,653	31,266	31,866
MECHANICAL HELPERS						
"A"	0	23,314	23,896	24,496	24,986	25,586
"B"	0	22,959	23,532	24,132	24,615	25,215
"C"	0	22,603	23,168	23,768	24,243	24,843

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
PAINTERS						
"A"	0	27,612	28,302	28,902	29,480	30,080
"B"	0	24,504	25,116	25,716	26,230	26,830
Helper "A"	0	23,961	24,560	25,160	25,663	26,263

Spray Painting: Paint Helpers when spray painting will receive the "B" Painters rate.

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
DEPARTMENT						
Occupations With Rates Not On Schedule						
Pipefitter Foreman	0	30,820	31,590	32,190	32,834	33,434
Instrument Sh. Foreman	0	30,820	31,590	32,190	32,834	33,434
Painter Foreman	0	29,584	30,323	30,923	31,542	32,142
Metal Shop Assistant Foreman	0	29,904	30,651	31,251	31,876	32,476
Machine Shop Assistant Foreman	0	29,904	30,651	31,251	31,876	32,476

DEPARTMENT	JLR CLASS	May 1	May 1	May 1	May 1	May 1	May 1
		2004	2005	2006	2007	2008	
Welder Assistant Foreman	0	29,904	30,651	31,251	31,876	32,476	
Pipefitter Assistant Foreman	0	29,904	30,651	31,251	31,876	32,476	
Millwright Assistant Foreman	0	29,904	30,651	31,251	31,876	32,476	
Roll Grinder # 8 P.M.	0	29,628	30,368	30,968	31,588	32,188	
Slitter Grinder	0	26,965	27,639	28,239	28,803	29,403	
Cement Finisher	0	24,875	25,496	26,096	26,618	27,218	
Cement Mixer Man	0	23,410	23,995	24,595	25,087	25,687	
Shift Millwright	0	29,320	30,053	30,653	31,266	31,866	
Using Air Tools	0	23,304	23,886	24,486	24,975	25,576	
Labourer – Gas Buggy	0	23,251	23,832	24,432	24,920	25,520	
Assistant Foreman (Labour)	11	25,829	26,475	27,075	27,617	28,217	
Electric Truck Operator	7	24,577	25,192	25,792	26,307	26,907	
Senior Labourer	6	24,269	24,876	25,476	25,986	26,586	
Labourer	2	23,160	23,739	24,339	24,826	25,426	

Notes:

1. Pipefitter Foreman and Instrument Foreman hourly rates are calculated based on the "A" Shift Tradesman rate, plus \$1.50.
2. Trades Flexibility Rates – Day Workers
Tradesman Class "A" and above \$.50 per hour
Tradesman Class "B" and above \$.25 per hour
Tradesman Class "C" and above \$.15 per hour
3. An additional \$.50 per hour.
4. Shift Journeyman Rate – The application of this rate will be in accordance with the provisions outlined in Article 33.

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
DEPARTMENT						
TMP Operator		29.840	30.586	31.186	31.809	31.809
TMP Assistant		26.816	27.486	28.086	28.648	29.248
ONP Operator		25.096	25.723	26.323	26.849	27.449
ONP Warehouse		23.569	24.158	24.758	25.253	25.853

DEPARTMENT	CLASS	2004		2005		2006		2007		2008	
		0	1	0	1	0	1	0	1	0	1
APPRENTICE RATES											
FIRST YEAR											
	0		22,916		23,488		24,088		24,570		25,170
	0		22,916		23,488		24,088		24,570		25,170
SECOND YEAR											
	0		23,590		24,179		24,779		25,275		25,875
	0		24,312		24,919		25,519		26,030		26,630
THIRD YEAR											
	0		25,023		25,648		26,248		26,773		27,373
	0		25,739		26,382		26,982		27,522		28,122
FOURTH YEAR											
	0		26,455		27,116		27,716		28,270		28,870
	0		27,172		27,851		28,451		29,070		29,670

DEPARTMENT	JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
FIFTH YEAR						
First Half	0	27,689	28,566	29,186	29,769	30,569
Second Half	0	28,605	29,320	29,920	30,518	31,118
SIXTH YEAR						
Journeyman 100% "A" Rate	0	29,320	30,053	30,653	31,266	31,866

The Apprentice Rates are calculated on the difference between the Base Rate and the Journeyman "A" Rate. Divided in nine steps.

The step formula rates will be updated to reflect changes whenever the effective "Base Rate" and/or effective "Journeyman "A" Rate" are changed.
PE - Pending Evaluation.

APPENDIX "H"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

CONTINUOUS OPERATION IROQUOIS FALLS, FORT WILLIAM THUNDER BAY, AND BEAUPRE DIVISIONS

THE FOLLOWING SUPPLEMENT WILL FORM PART OF THE COLLECTIVE AGREEMENT WHEN CONTINUOUS OPERATION IS IMPLEMENTED.

When implemented in individual mills - \$.15 per hour.

CONDITIONS

1. One additional Statutory Holiday to be Easter Sunday.
2. It is agreed that if operation of a paper machine or paper machines is scheduled for 4 or more consecutive weeks of continuous operation, a 7-day swing will be installed provided an average work week of 42 hours and the 6th day of work necessitated under such schedule will be paid at straight time rates. Men at the bottom will be laid off on reverting back to 6-day operations. Schedules, hours of work and working conditions will be discussed and agreed upon prior to implementation.

Provision is provided for the discussion of schedules prior to implementation of 7-day operation. **If** the

Locals choose a 40-hour schedule this can be arranged, although it is not in our opinion as desirable for the employees as the 7-day swing schedule. If the 7-day swing is chosen then payment is on the basis of the 42 hour averaging basis.

3. If any one news machine in any one mill goes on continuous operation it is understood other newsprint mills must work a minimum of 5 full days per week.

STATEMENT OF POLICY

It is not the Company's intention to operate a paper machine on a continuous basis while other operable machines in a mill are operated at less than 6 days per week.

4. Every effort will be made to maintain existing vacation schedules.

5. A \$.03 per hour adjustment will be granted to all tradesmen and other employees listed in Appendix "A" of the Memorandum of Settlement on the implementation of continuous operation in an individual mill.

6. The present call-in clause will be changed to provide 6 hours minimum on Sundays and statutory holidays.

7. For emergency shutdowns of 24 hours or less (includes the shift in which the shutdown occurs and the two shifts following) and all normal shutdowns occasioned by normal clean-up, clothing changes and

scheduled normal maintenance, operating crews will be provided with work and will be paid at the rate of their regular occupation. Employees will be expected to do work assigned. Tour workers may be scheduled to work with day crews during these shutdowns and if so scheduled will work day work hours.

8. The work week shall commence at midnight Saturday or 8:00 a.m. Sunday whichever is applicable. During any work week in which a paper machine operates on Sunday the crew putting on wires during that work week will receive 6 hours wire pay and 2 hours pay will be deducted from the regular hours of work.

APPENDIX "I"

ABITIBI-CONSOLIDATED COMPANY OF CANADA IROQUOIS FALLS DIVISION

STATEMENTS OF COMPANY POLICY 1968 NEGOTIATIONS

(a) **Heat and Noise**

At all its Divisions the Company has been taking concrete steps to overcome the problem of heat. This program, which has involved large sums of money, has included closed hoods on many machines, new and larger air supply and exhaust fans in many areas, and modern ventilation in all building extensions. It is the Company's intention to extend this program as conditions permit and money becomes available in a continuing effort to overcome the problems of excessive heat.

With respect to noise, the Company is desirous of promoting a program to reduce the incidence of hearing loss resulting from exposure to noise. This program will include the periodic audiometric testing of employees so that any reduction in hearing ability can be discovered.

The Company will provide protective devices and solicits the cooperation of the Union in encouraging the wearing of such protective devices by all employees working in noisy areas. The Company will continue its present practice when installing new equipment of

purchasing only that equipment which is designed in a way as to keep noise **to** a reasonable level.

(b) **Contracting Out**

Company policy is to do repair and maintenance work with our own crews. Contracting out will be kept to a minimum and the Union concerned will be advised in advance **of** Company plans in this regard.

(c) **Minutes of Meetings**

The Company has no objection to the Union recording its own minutes and the Company will provide the Local Union with a statement of the understandings and disposition of questions raised at meetings with the Mill Managers.

(d) **Saturday Maintenance**

It is Company policy to keep maintenance to a minimum on Saturday. Scheduling of paper machines depends on customer requirements. When on short time every effort will be made to start up not later ~~than~~ Tuesday, 8:00 a.m.

APPENDIX "J"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

MILL RAILWAY SWITCHING OPERATIONS

(a) **Hours of Work**

Hours of work may be changed at the request of the Company to meeting train and work schedules, provided that the employee concerned is notified twenty-four (24) hours in advance and eight (8) hours of work is provided during the alternate designated hours of work. When an employee is required to work on his scheduled or designated day or days off he shall be paid for all hours worked on such day or days at an overtime rate of one and one-half the straight time rate.

Days Off

Clause 13(a) of agreement to which this rider is attached applies.

(b) **Engine Service and Crews**

It is understood that locomotive and locomotive crane engineers are to receive thirty (30) minutes at the start of their tour of duty to prepare engine for service.

APPENDIX “K”

ABITIBI-CONSOLIDATED COMPANY OF CANADA

JOINT HEALTH AND SAFETY CONFERENCE

During the term of the 2004-2009 Collective Agreement a Joint Abitibi-Consolidated Company of Canada/ Communications, Energy & Paperworkers' Union Health and Safety Conference will be held once every two years. This conference will be held in October or November with the date and location being subject to mutual agreement.

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

Two delegates from each mill union local, one of whom is a member of the mill joint health and safety committee, may attend the conference. These delegates shall be compensated for scheduled hours lost as a result of attending the two (2) day conference and one (1) preparation day. In addition, those delegates required to absent themselves from their regular shifts to travel to and from the conference will be compensated for any loss of scheduled hours they would have otherwise worked to a maximum of two (2) additional days. The Company will compensate delegates for transportation expenses and will contribute \$75 per day for incurred living expenses.

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

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

APPENDIX "L"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

JOB CLASSIFICATION PLAN

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

IMPLEMENTATION

- (a) The Job Classification Plan is the basis for determining the job class applicable to any existing jobs, any newly created jobs or any jobs which have changed.
- (b) The Wage Rate Structure established for the various job classifications is set forth in the "Schedule of Wage Rates", which forms part of this Agreement.
- (c)
 - (i) In the event that new jobs are created or significant changes occur in existing jobs, the employee or employer may request through the Mill Committee, the preparation of a new job description for submission to the Joint Classification Committee for evaluation.

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

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

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

(d) The Job Classification Plan will be implemented and upward adjustment will be effective on May 1, 1980.

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

(f) General increases will apply to all occupations.

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

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

(i) The Mill Committee will meet as required.

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

(k) As a condition of continued participation in the plan by the Abitibi-Consolidated Inc. Group

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

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

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

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

The parties have agreed to support the establishment of a JCP Revision Advisory Committee. The letter of intent confirming this Committee is below.

The parties agrees to refer the effluent treatment operator pay rate dispute to the Joint Classification Committee immediately following the finalization and ratification of the recommendations that result from the JCP Advisory Revision Committee. The Committee will process this request as a priority.

Wage adjustments, if any, will be made retroactive to the date of ratification of the collective agreement.

LETTER OF INTENT

**FROM
ABITIBI-CONSOLIDATED
COMPANY OF CANADA
TO
CEP AND ITS LOCALS GOVERNED BY
THE JOB CLASSIFICATION PLAN**

Forest Products Industry's Job Classification Plan (JCP)

Abitibi-Consolidated Company of Canada commits to support the establishment in 2005 of a JCP advisory revision committee and to offer it all the cooperation required.

The committee's main goal would be to review the plan's criteria (e.g. value of criteria, qualifications, prerequisites or other criteria relevant to this study) and to ensure that they reflect today's reality, particularly with regards to new technologies and new qualification requirements within the industry. Furthermore, it would ensure compliance with the various pay equity legislations.

The objective of the committee is to ensure a better internal equity between jobs covered by the Job Classification Plan and to formulate a global proposal to update the Plan. The advisory committee does not have the mandate of examining the remuneration issues that could result from a revised structure of classes.

The advisory committee must jointly agree and approve the recommendations. Then, those recommendations will be ratified and implemented by the parties.

In the event that rate adjustments must be made to the jobs evaluated under the JCP, such adjustments will be approved by each member company in cooperation with the CEP locals involved.

The companies and unions who will delegate participants to said committee will be fully responsible for all costs incurred by their respective participants. Should the services of an outside consultant be necessary, the selection of this consultant will be made jointly and consulting fees and other related expenses will be shared.

JOB CLASSIFICATION PLAN SCALE

JCP CLASS	May 1 2004	May 1 2005	May 1 2006	May 1 2007	May 1 2008
1	22.916	23.489	24.089	24.571	25.171
2	23.160	23.739	24.339	24.826	25.426
3	23.447	24.033	24.633	25.126	25.726
4	23.702	24.294	24.894	25.392	25.992
5	23.988	24.588	25.188	25.692	26.292
6	24.269	24.876	25.476	25.986	26.586
7	24.577	25.192	25.792	26.307	26.907
8	24.869	25.491	26.091	26.613	27.213
9	25.124	25.752	26.352	26.879	27.479
10	25.479	26.116	26.716	27.251	27.851
11	25.829	26.475	27.075	27.617	28.217
12	26.132	26.785	27.385	27.933	28.533
13	26.471	27.133	27.733	28.288	28.888
14	26.811	27.481	28.081	28.643	29.243
15	27.140	27.818	28.418	28.987	29.587
16	27.549	28.237	28.837	29.414	30.014
17	27.909	28.607	29.207	29.791	30.391
18	28.281	28.988	29.588	30.180	30.780
19	28.689	29.407	30.007	30.607	31.207
20	29.061	29.787	30.387	30.995	31.595
21	29.469	30.206	30.806	31.422	32.022
22	29.835	30.581	31.181	31.805	32.405
23	30.223	30.978	31.578	32.210	32.810
24	30.626	31.392	31.992	32.632	33.232
25	31.019	31.794	32.394	33.042	33.642
26	31.385	32.169	32.769	33.425	34.025
27	31.799	32.594	33.194	33.858	34.458
28	32.175	32.980	33.580	34.251	34.851
29	32.557	33.371	33.971	34.651	35.251
30	32.955	33.779	34.379	35.067	35.667
31	33.316	34.149	34.749	35.444	36.044

APPENDIX "M"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

PAPERMAKERS' WAGE SCALE

Widths

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

Speeds

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

SPEED OF MACHINES

Feet	Speed of Machines in Feet Per Minute										Feet	
	100	110	120	130	140	150	160	170	180	190		
152	400	1	2	3	4	5	6	7	8	9	10	110
157	450	2	3	4	5	6	7	8	9	10	11	120
162	500	3	4	5	6	7	8	9	10	11	12	130
168	550	4	5	6	7	8	9	10	11	12	13	140
173	600	5	6	7	8	9	10	11	12	13	14	150
178	650	6	7	8	9	10	11	12	13	14	15	160
183	700	7	8	9	10	11	12	13	14	15	16	170
188	750	8	9	10	11	12	13	14	15	16	17	180
193	800	9	10	11	12	13	14	15	16	17	18	190
198	850	10	11	12	13	14	15	16	17	18	19	200
203	900	11	12	13	14	15	16	17	18	19	20	210
208	950	12	13	14	15	16	17	18	19	20	21	220
213	1000	13	14	15	16	17	18	19	20	21	22	230
218	1050	14	15	16	17	18	19	20	21	22	23	240
223	1100	15	16	17	18	19	20	21	22	23	24	250
228	1150	16	17	18	19	20	21	22	23	24	25	260
233	1200	17	18	19	20	21	22	23	24	25	26	270
238	1250	18	19	20	21	22	23	24	25	26	27	280
243	1300	19	20	21	22	23	24	25	26	27	28	290
248	1350	20	21	22	23	24	25	26	27	28	29	300
253	1400	21	22	23	24	25	26	27	28	29	30	310
258	1450	22	23	24	25	26	27	28	29	30	31	320
263	1500	23	24	25	26	27	28	29	30	31	32	330
268	1550	24	25	26	27	28	29	30	31	32	33	340
273	1600	25	26	27	28	29	30	31	32	33	34	350
278	1650	26	27	28	29	30	31	32	33	34	35	360
283	1700	27	28	29	30	31	32	33	34	35	36	370
288	1750	28	29	30	31	32	33	34	35	36	37	380
293	1800	29	30	31	32	33	34	35	36	37	38	390
298	1850	30	31	32	33	34	35	36	37	38	39	400
303	1900	31	32	33	34	35	36	37	38	39	40	410
308	1950	32	33	34	35	36	37	38	39	40	41	420
313	2000	33	34	35	36	37	38	39	40	41	42	430
318	2050	34	35	36	37	38	39	40	41	42	43	440
323	2100	35	36	37	38	39	40	41	42	43	44	450
328	2150	36	37	38	39	40	41	42	43	44	45	460
333	2200	37	38	39	40	41	42	43	44	45	46	470
338	2250	38	39	40	41	42	43	44	45	46	47	480
343	2300	39	40	41	42	43	44	45	46	47	48	490
348	2350	40	41	42	43	44	45	46	47	48	49	500
353	2400	41	42	43	44	45	46	47	48	49	50	510
358	2450	42	43	44	45	46	47	48	49	50	51	520
363	2500	43	44	45	46	47	48	49	50	51	52	530
368	2550	44	45	46	47	48	49	50	51	52	53	540
373	2600	45	46	47	48	49	50	51	52	53	54	550
378	2650	46	47	48	49	50	51	52	53	54	55	560
383	2700	47	48	49	50	51	52	53	54	55	56	570
388	2750	48	49	50	51	52	53	54	55	56	57	580
393	2800	49	50	51	52	53	54	55	56	57	58	590
398	2850	50	51	52	53	54	55	56	57	58	59	600
403	2900	51	52	53	54	55	56	57	58	59	60	610
408	2950	52	53	54	55	56	57	58	59	60	61	620
413	3000	53	54	55	56	57	58	59	60	61	62	630
418	3050	54	55	56	57	58	59	60	61	62	63	640
423	3100	55	56	57	58	59	60	61	62	63	64	650
428	3150	56	57	58	59	60	61	62	63	64	65	660
433	3200	57	58	59	60	61	62	63	64	65	66	670
438	3250	58	59	60	61	62	63	64	65	66	67	680
443	3300	59	60	61	62	63	64	65	66	67	68	690
448	3350	60	61	62	63	64	65	66	67	68	69	700
453	3400	61	62	63	64	65	66	67	68	69	70	710
458	3450	62	63	64	65	66	67	68	69	70	71	720
463	3500	63	64	65	66	67	68	69	70	71	72	730
468	3550	64	65	66	67	68	69	70	71	72	73	740
473	3600	65	66	67	68	69	70	71	72	73	74	750
478	3650	66	67	68	69	70	71	72	73	74	75	760
483	3700	67	68	69	70	71	72	73	74	75	76	770
488	3750	68	69	70	71	72	73	74	75	76	77	780
493	3800	69	70	71	72	73	74	75	76	77	78	790
498	3850	70	71	72	73	74	75	76	77	78	79	800
503	3900	71	72	73	74	75	76	77	78	79	80	810
508	3950	72	73	74	75	76	77	78	79	80	81	820
513	4000	73	74	75	76	77	78	79	80	81	82	830
518	4050	74	75	76	77	78	79	80	81	82	83	840
523	4100	75	76	77	78	79	80	81	82	83	84	850
528	4150	76	77	78	79	80	81	82	83	84	85	860
533	4200	77	78	79	80	81	82	83	84	85	86	870
538	4250	78	79	80	81	82	83	84	85	86	87	880
543	4300	79	80	81	82	83	84	85	86	87	88	890
548	4350	80	81	82	83	84	85	86	87	88	89	900
553	4400	81	82	83	84	85	86	87	88	89	90	910
558	4450	82	83	84	85	86	87	88	89	90	91	920
563	4500	83	84	85	86	87	88	89	90	91	92	930
568	4550	84	85	86	87	88	89	90	91	92	93	940
573	4600	85	86	87	88	89	90	91	92	93	94	950
578	4650	86	87	88	89	90	91	92	93	94	95	960
583	4700	87	88	89	90	91	92	93	94	95	96	970
588	4750	88	89	90	91	92	93	94	95	96	97	980
593	4800	89	90	91	92	93	94	95	96	97	98	990
598	4850	90	91	92	93	94	95	96	97	98	99	1000
603	4900	91	92	93	94	95	96	97	98	99	100	1010
608	4950	92	93	94	95	96	97	98	99	100	101	1020
613	5000	93	94	95	96	97	98	99	100	101	102	1030
618	5050	94	95	96	97	98	99	100	101	102	103	1040
623	5100	95	96	97	98	99	100	101	102	103	104	1050
628	5150	96	97	98	99	100	101	102	103	104	105	1060
633	5200	97	98	99	100	101	102	103	104	105	106	1070
638	5250	98	99	100	101	102	103	104	105	106	107	1080
643	5300	99	100	101	102	103	104	105	106	107	108	1090
648	5350	100	101	102	103	104	105	106	107	108	109	1100
653	5400	101	102	103	104	105	106	107	108	109	110	1110
658	5450	102	103	104	105	106	107	108	109	110	111	1120
663	5500	103	104	105	106	107	108	109	110	111	112	1130
668	5550	104	105	106	107	108	109	110	111	112	113	1140
673	5600	105	106	107	108	109	110	111	112	113	114	1150
678	5650	106	107	108	109	110	111	112	113	114	115	1160
683	5700	107	108	109	110	111	112	113	114	115	116	1170
688	5750	108	109	110	111	112	113	114	115	116	117	1180
693	5800	109	110	111	112	113	114	115	116	117	118	1190
698	5850	110	111	112	113	114	115	116	117	118	119	1200
703	5900	111	112	113	114	115	116	117	118	119	120	1210
708	5950	112	113	114	115	116	117	118	119	120	121	1220
713	6000	113	114	115	116	117	118	119	120	121	122	1230
718	6050	114	115	116	117	118	119	120	121	122	123	1240
723	6100	115	116	117	118	119	120	121	122	123	124	1250
728	6150	116	117	118	119	120	121	122	123	124	125	1260
733	6200	117	118	119	120	121	122	123	124	125	126	1270
738	6250	118	119	120	121	122	123	124	125	126	127	1280
743	6300	119	120	121	122	123	124	125	126	127	128	1290
748	6350	120	121</									

SPEED OF MACHINES

Meters		Speed of Machines in Feet Per Minute																				Width of Machines in Inches																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
		1900	1110	1230	1350	1470	1590	1710	1830	1950	2070	2190	2310	2430	2550	2670	2790	2910	3030	3150	3270	3390	3510	3630	3750	3870	3990	4110	4230	4350	4470	4590	4710	4830	4950	5070	5190	5310	5430	5550	5670	5790	5910	6030	6150	6270	6390	6510	6630	6750	6870	6990	7110	7230	7350	7470	7590	7710	7830	7950	8070	8190	8310	8430	8550	8670	8790	8910	9030	9150	9270	9390	9510	9630	9750	9870	9990	10110	10230	10350	10470	10590	10710	10830	10950	11070	11190	11310	11430	11550	11670	11790	11910	12030	12150	12270	12390	12510	12630	12750	12870	12990	13110	13230	13350	13470	13590	13710	13830	13950	14070	14190	14310	14430	14550	14670	14790	14910	15030	15150	15270	15390	15510	15630	15750	15870	15990	16110	16230	16350	16470	16590	16710	16830	16950	17070	17190	17310	17430	17550	17670	17790	17910	18030	18150	18270	18390	18510	18630	18750	18870	18990	19110	19230	19350	19470	19590	19710	19830	19950	20070	20190	20310	20430	20550	20670	20790	20910	21030	21150	21270	21390	21510	21630	21750	21870	21990	22110	22230	22350	22470	22590	22710	22830	22950	23070	23190	23310	23430	23550	23670	23790	23910	24030	24150	24270	24390	24510	24630	24750	24870	24990	25110	25230	25350	25470	25590	25710	25830	25950	26070	26190	26310	26430	26550	26670	26790	26910	27030	27150	27270	27390	27510	27630	27750	27870	27990	28110	28230	28350	28470	28590	28710	28830	28950	29070	29190	29310	29430	29550	29670	29790	29910	30030	30150	30270	30390	30510	30630	30750	30870	30990	31110	31230	31350	31470	31590	31710	31830	31950	32070	32190	32310	32430	32550	32670	32790	32910	33030	33150	33270	33390	33510	33630	33750	33870	33990	34110	34230	34350	34470	34590	34710	34830	34950	35070	35190	35310	35430	35550	35670	35790	35910	36030	36150	36270	36390	36510	36630	36750	36870	36990	37110	37230	37350	37470	37590	37710	37830	37950	38070	38190	38310	38430	38550	38670	38790	38910	39030	39150	39270	39390	39510	39630	39750	39870	39990	40110	40230	40350	40470	40590	40710	40830	40950	41070	41190	41310	41430	41550	41670	41790	41910	42030	42150	42270	42390	42510	42630	42750	42870	42990	43110	43230	43350	43470	43590	43710	43830	43950	44070	44190	44310	44430	44550	44670	44790	44910	45030	45150	45270	45390	45510	45630	45750	45870	45990	46110	46230	46350	46470	46590	46710	46830	46950	47070	47190	47310	47430	47550	47670	47790	47910	48030	48150	48270	48390	48510	48630	48750	48870	48990	49110	49230	49350	49470	49590	49710	49830	49950	50070	50190	50310	50430	50550	50670	50790	50910	51030	51150	51270	51390	51510	51630	51750	51870	51990	52110	52230	52350	52470	52590	52710	52830	52950	53070	53190	53310	53430	53550	53670	53790	53910	54030	54150	54270	54390	54510	54630	54750	54870	54990	55110	55230	55350	55470	55590	55710	55830	55950	56070	56190	56310	56430	56550	56670	56790	56910	57030	57150	57270	57390	57510	57630	57750	57870	57990	58110	58230	58350	58470	58590	58710	58830	58950	59070	59190	59310	59430	59550	59670	59790	59910	60030	60150	60270	60390	60510	60630	60750	60870	60990	61110	61230	61350	61470	61590	61710	61830	61950	62070	62190	62310	62430	62550	62670	62790	62910	63030	63150	63270	63390	63510	63630	63750	63870	63990	64110	64230	64350	64470	64590	64710	64830	64950	65070	65190	65310	65430	65550	65670	65790	65910	66030	66150	66270	66390	66510	66630	66750	66870	66990	67110	67230	67350	67470	67590	67710	67830	67950	68070	68190	68310	68430	68550	68670	68790	68910	69030	69150	69270	69390	69510	69630	69750	69870	69990	70110	70230	70350	70470	70590	70710	70830	70950	71070	71190	71310	71430	71550	71670	71790	71910	72030	72150	72270	72390	72510	72630	72750	72870	72990	73110	73230	73350	73470	73590	73710	73830	73950	74070	74190	74310	74430	74550	74670	74790	74910	75030	75150	75270	75390	75510	75630	75750	75870	75990	76110	76230	76350	76470	76590	76710	76830	76950	77070	77190	77310	77430	77550	77670	77790	77910	78030	78150	78270	78390	78510	78630	78750	78870	78990	79110	79230	79350	79470	79590	79710	79830	79950	80070	80190	80310	80430	80550	80670	80790	80910	81030	81150	81270	81390	81510	81630	81750	81870	81990	82110	82230	82350	82470	82590	82710	82830	82950	83070	83190	83310	83430	83550	83670	83790	83910	84030	84150	84270	84390	84510	84630	84750	84870	84990	85110	85230	85350	85470	85590	85710	85830	85950	86070	86190	86310	86430	86550	86670	86790	86910	87030	87150	87270	87390	87510	87630	87750	87870	87990	88110	88230	88350	88470	88590	88710	88830	88950	89070	89190	89310	89430	89550	89670	89790	89910	90030	90150	90270	90390	90510	90630	90750	90870	90990	91110	91230	91350	91470	91590	91710	91830	91950	92070	92190	92310	92430	92550	92670	92790	92910	93030	93150	93270	93390	93510	93630	93750	93870	93990	94110	94230	94350	94470	94590	94710	94830	94950	95070	95190	95310	95430	95550	95670	95790	95910	96030	96150	96270	96390	96510	96630	96750	96870	96990	97110	97230	97350	97470	97590	97710	97830	97950	98070	98190	98310	98430	98550	98670	98790	98910	99030	99150	99270	99390	99510	99630	99750	99870	99990	100110	100230	100350	100470	100590	100710	100830	100950	101070	101190	101310	101430	101550	101670	101790	101910	102030	102150	102270	102390	102510	102630	102750	102870	102990	103110	103230	103350	103470	103590	103710	103830	103950	104070	104190	104310	104430	104550	104670	104790	104910	105030	105150	105270	105390	105510	105630	105750	105870	105990	106110	106230	106350	106470	106590	106710	106830	106950	107070	107190	107310	107430	107550	107670	107790	107910	108030	108150	108270	108390	108510	108630	108750	108870	108990	109110	109230	109350	109470	109590	109710	109830	109950	110070	110190	110310	110430	110550	110670	110790	110910	111030	111150	111270	111390	111510	111630	111750	111870	111990	112110	112230	112350	112470	112590	112710	112830	112950	113070	113190	113310	113430	113550	113670	113790	113910	114030	114150	114270	114390	114510	114630	114750	114870	114990	115110	115230	115350	115470	115590	115710	115830	115950	116070	116190	116310	116430	116550	116670	116790	116910	117030	117150	117270	117390	117510	117630	117750	117870	117990	118110	118230	118350	118470	118590	118710	118830	118950	119070	119190	119310	119430	119550	119670	119790	119910	120030	120150	120270	120390	120510	120630	120750	120870	120990	121110	121230	121350	121470	121590	121710	121830	121950	122070	122190	122310	122430	122550	122670	122790	122910	123030	123150	123270	123390	123510	123630	123750	123870	123990	124110	124230	124350	124470	124590	124710	124830	124950	125070	125190	125310	125430	125550	125670	125790	125910	126030	126150	126270	126390	126510	126630	126750	126870	126990	127110	127230	127350	127470	127590	127710	127830	127950	128070	128190	128310	128430	128550	128670	128790	128910	129030	129150	129270	129390	129510	129630	129750	129870	129990	130110	130230	130350	130470	130590	130710	130830	130950	131070	131190	131310	131430	131550	131670	131790	131910	132030	132150	132270	132390	132510	132630	132750	132870	132990	133110	133230	133350	133470	133590	133710	133830	133950	134070	134190	134310	134430	134550	134670	134790	134910	135030	135150	135270	135390	135510	135630	135750	135870	135990	136110	136230	136350	136470	136590	136710	136830	136950	137070	137190	137310	137430	137550	137670	137790	137910	138030	138150	138270	138390	138510	138630	138750	138870	138990	139110	139230	139350	139470	139590	139710	139830	139950	140070	140190	140310	140430	140550	140670	140790	140910	141030	141150	141270	141390	141510	141630	141750	141870	141990	142110	142230	142350	142470	142590	142710	142830	142950	143070	143190	143310	143430	143550	143670	143790

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2004

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	28.71	27.43	25.87	24.51	24.11	23.75
21	28.86	27.57	25.97	24.76	24.16	23.75
22	28.94	27.69	26.00	24.82	24.25	23.75
23	29.06	27.85	26.15	24.83	24.29	23.78
24	29.29	27.95	26.21	24.88	24.30	23.78
25	29.35	28.11	26.30	24.91	24.38	23.78
26	29.50	28.34	26.36	24.92	24.40	23.79
27	29.67	28.42	26.48	24.99	24.47	23.79
28	29.78	28.56	26.56	25.07	24.48	23.84
29	29.92	28.69	26.68	25.08	24.51	23.84
30	30.14	28.77	26.78	25.09	24.53	23.84
31	30.29	28.90	26.92	25.10	24.59	23.88
32	30.46	29.04	26.99	25.11	24.60	23.88
33	30.52	29.14	27.03	25.12	24.62	23.88
34	30.67	29.32	27.08	25.14	24.65	23.89
35	30.72	29.42	27.17	25.20	24.66	23.89
36	30.85	29.56	27.25	25.24	24.70	23.89
37	30.93	29.62	27.38	25.30	24.76	23.91
38	31.03	29.70	27.42	25.34	24.77	23.91
39	31.19	29.78	27.45	25.35	24.80	23.91
40	31.28	29.92	27.50	25.42	24.83	23.91
41	31.36	29.97	27.57	25.43	24.85	23.94
42	31.44	30.14	27.68	25.52	24.88	23.94
43	31.57	30.25	27.70	25.53	24.91	23.94
44	31.67	30.35	27.82	25.62	24.92	23.94
45	31.77	30.46	27.86	25.70	25.07	24.00
46	31.98	30.58	27.91	25.76	25.08	24.00
47	32.08	30.67	27.95	25.85	25.09	24.00
48	32.21	30.72	28.12	25.87	25.10	24.09

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2004

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	32.21	30.85	28.27	25.88	25.11	24.11
50	32.27	30.97	28.32	25.91	25.12	24.12
51	32.33	31.03	28.34	25.97	25.20	24.16
52	32.50	31.12	28.40	25.99	25.24	24.20
53	32.55	31.22	28.43	26.05	25.30	24.21
54	32.61	31.29	28.49	26.14	25.32	24.23
55	32.72	31.38	28.68	26.15	25.34	24.29
56	32.84	31.46	28.71	26.16	25.35	24.30
57	32.94	31.66	28.77	26.21	25.39	24.34
58	33.02	31.71	28.86	26.22	25.40	24.38
59	33.14	31.78	28.92	26.26	25.42	24.40
60	33.25	31.94	28.99	26.30	25.43	24.44
61	33.34	32.05	29.13	26.33	25.51	24.47
62	33.43	32.21	29.28	26.36	25.53	24.48
63	33.52	32.27	29.30	26.48	25.66	24.51
64	33.57	32.36	29.32	26.49	25.67	24.53
65	33.67	32.50	29.35	26.52	25.70	24.55
66	33.85	32.55	29.50	26.53	25.76	24.60
67	33.95	32.65	29.62	26.56	25.83	24.62
68	34.05	32.78	29.67	26.60	25.85	24.65
69	34.13	32.90	29.71	26.66	25.87	24.66
70	34.29	32.98	29.78	26.69	25.88	24.70
71	34.40	33.07	29.92	26.78	25.95	24.76
72	34.57	33.25	30.05	26.83	25.99	24.77
73	34.71	33.36	30.10	26.96	26.05	24.80
74	34.89	33.49	30.21	27.02	26.15	24.82
75	34.99	33.54	30.29	27.08	26.21	24.83
76	35.21	33.70	30.45	27.17	26.26	24.85
77	35.33	33.86	30.50	27.25	26.33	24.88

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2004

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
78	35.53	33.98	30.62	27.28	26.38	24.91
79	35.66	34.13	30.70	27.42	26.48	24.92
80	35.85	34.29	30.74	27.45	26.52	24.98
81	35.96	34.34	30.88	27.60	26.65	25.03
82	36.12	34.49	30.97	27.65	26.67	25.05
83	36.29	34.59	31.03	27.71	26.71	25.08
84	36.36	34.72	31.17	27.78	26.83	25.10
85	36.62	34.87	31.27	27.90	26.86	25.11
86	36.74	34.96	31.35	27.95	26.95	25.12
87	36.92	35.16	31.43	28.08	27.01	25.19
88	37.06	35.23	31.51	28.11	27.06	25.20
89	37.25	35.31	31.64	28.25	27.10	25.24
90	37.39	35.54	31.68	28.28	27.17	25.26
91	37.56	35.66	31.81	28.34	27.25	25.29
92	37.73	35.69	31.91	28.40	27.27	25.32
93	37.86	35.87	32.04	28.52	27.38	25.35
94	37.98	35.99	32.10	28.56	27.39	25.39
95	38.11	36.12	32.21	28.64	27.42	25.40
96	38.21	36.19	32.27	28.71	27.45	25.42
97	38.33	36.28	32.36	28.75	27.50	25.43
98	38.45	36.36	32.45	28.84	27.54	25.45
99	38.55	36.48	32.50	28.88	27.57	25.46
100	38.68	36.57	32.58	28.94	27.62	25.51
101	38.76	36.65	32.66	29.02	27.70	25.59
102	38.84	36.73	32.74	29.10	27.78	25.67
103	38.92	36.81	32.82	29.18	27.86	25.75
104	39.00	36.89	32.90	29.26	27.94	25.83
105	38.08	36.97	32.98	29.34	28.02	25.91

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2005

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	29.42	28.12	26.52	25.13	24.71	24.34
21	29.59	28.26	26.62	25.38	24.77	24.34
22	29.66	28.38	26.65	25.44	24.85	24.34
23	29.78	28.54	26.80	25.45	24.90	24.38
24	30.02	28.65	26.87	25.51	24.91	24.38
25	30.09	28.81	26.95	25.53	24.98	24.38
26	30.24	29.05	27.02	25.54	25.01	24.39
27	30.41	29.13	27.14	25.62	25.08	24.39
28	30.52	29.27	27.23	25.69	25.09	24.44
29	30.66	29.41	27.35	25.70	25.13	24.44
30	30.89	29.49	27.45	25.71	25.15	24.44
31	31.04	29.62	27.60	25.72	25.20	24.47
32	31.22	29.77	27.66	25.74	25.21	24.47
33	31.28	29.87	27.70	25.75	25.24	24.47
34	31.44	30.05	27.76	25.77	25.27	24.48
35	31.49	30.15	27.85	25.83	25.28	24.48
36	31.62	30.30	27.93	25.87	25.32	24.48
37	31.71	30.36	28.06	25.93	25.38	24.51
38	31.81	30.45	28.11	25.97	25.39	24.51
39	31.97	30.52	28.14	25.99	25.42	24.51
40	32.07	30.66	28.18	26.05	25.45	24.51
41	32.14	30.72	28.26	26.06	25.47	24.54
42	32.23	30.89	28.37	26.16	25.51	24.54
43	32.36	31.01	28.39	26.17	25.53	24.54
44	32.46	31.11	28.52	26.26	25.54	24.54
45	32.57	31.22	28.55	26.34	25.69	24.60
46	32.78	31.35	28.61	26.40	25.70	24.60
47	32.88	31.44	28.65	26.50	25.71	24.60
48	33.01	31.49	28.82	26.52	25.72	24.69

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2005

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	33.01	31.62	28.98	26.53	25.74	24.71
50	33.08	31.74	29.03	26.56	25.75	24.72
51	33.14	31.81	29.05	26.62	25.83	24.77
52	33.32	31.90	29.11	26.64	25.87	24.80
53	33.36	32.00	29.14	26.70	25.93	24.81
54	33.43	32.08	29.21	26.79	25.95	24.83
55	33.53	32.16	29.40	26.80	25.97	24.90
56	33.67	32.25	29.42	26.81	25.99	24.91
57	33.76	32.45	29.49	26.87	26.03	24.95
58	33.85	32.50	29.59	26.88	26.04	24.98
59	33.97	32.58	29.64	26.92	26.05	25.01
60	34.08	32.74	29.72	26.95	26.06	25.05
61	34.18	32.85	29.86	26.99	26.15	25.08
62	34.26	33.01	30.01	27.02	26.17	25.09
63	34.36	33.08	30.03	27.14	26.30	25.13
64	34.40	33.16	30.05	27.15	26.31	25.15
65	34.51	33.32	30.09	27.18	26.34	25.16
66	34.70	33.36	30.24	27.19	26.40	25.21
67	34.80	33.47	30.36	27.23	26.48	25.24
68	34.91	33.60	30.41	27.27	26.50	25.27
69	34.98	33.72	30.46	27.32	26.52	25.28
70	35.14	33.81	30.52	27.36	26.53	25.32
71	35.26	33.89	30.66	27.45	26.59	25.38
72	35.44	34.08	30.80	27.50	26.64	25.39
73	35.58	34.20	30.85	27.64	26.70	25.42
74	35.76	34.33	30.97	27.69	26.80	25.44
75	35.86	34.38	31.04	27.76	26.87	25.45
76	36.09	34.55	31.21	27.85	26.92	25.47

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2005

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
77	36.21	34.71	31.26	27.93	26.99	25.51
78	36.42	34.83	31.38	27.97	27.04	25.53
79	36.55	34.98	31.47	28.11	27.14	25.54
80	36.74	35.14	31.51	28.14	27.18	25.60
81	36.86	35.20	31.65	28.29	27.31	25.66
82	37.03	35.35	31.74	28.35	27.33	25.68
83	37.20	35.46	31.81	28.40	27.38	25.70
84	37.27	35.59	31.95	28.48	27.50	25.72
85	37.54	35.74	32.06	28.60	27.53	25.74
86	37.66	35.83	32.13	28.65	27.63	25.75
87	37.84	36.04	32.22	28.78	27.68	25.82
88	37.98	36.11	32.29	28.81	27.74	25.83
89	38.18	36.19	32.44	28.96	27.78	25.87
90	38.32	36.43	32.47	28.99	27.85	25.89
91	38.49	36.55	32.61	29.05	27.93	25.92
92	38.67	36.58	32.71	29.11	27.95	25.95
93	38.81	36.77	32.84	29.24	28.06	25.99
94	38.93	36.88	32.90	29.27	28.07	26.03
95	39.06	37.03	33.01	29.36	28.11	26.04
96	39.17	37.09	33.08	29.42	28.14	26.05
97	39.29	37.19	33.16	29.47	28.18	26.06
98	39.41	37.27	33.26	29.56	28.23	26.08
99	39.52	37.40	33.32	29.60	28.26	26.09
100	39.65	37.48	33.39	29.66	28.31	26.15
101	39.73	37.56	33.47	29.74	28.39	26.23
102	39.81	37.64	33.55	29.82	28.47	26.31
103	39.89	37.72	33.63	29.90	28.55	26.39
104	39.97	37.80	33.71	29.98	28.63	26.47
105	40.05	37.88	33.79	30.06	28.71	26.55

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2006

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	30.02	28.72	27.12	25.73	25.31	24.94
21	30.19	28.86	27.22	25.98	25.37	24.94
22	30.26	28.98	27.25	26.04	25.45	24.94
23	30.38	29.14	27.40	26.05	25.50	24.98
24	30.62	29.25	27.47	26.11	25.51	24.98
25	30.69	29.41	27.55	26.13	25.58	24.98
26	30.84	29.65	27.62	26.14	25.61	24.99
27	31.01	29.73	27.74	26.22	25.68	24.99
28	31.12	29.87	27.83	26.29	25.69	25.04
29	31.26	30.01	27.95	26.30	25.73	25.04
30	31.49	30.09	28.05	26.31	25.75	25.04
31	31.64	30.22	28.20	26.32	25.80	25.07
32	31.82	30.37	28.26	26.34	25.81	25.07
33	31.88	30.47	28.30	26.35	25.84	25.07
34	32.04	30.65	28.36	26.37	25.87	25.08
35	32.09	30.75	28.45	26.43	25.88	25.08
36	32.22	30.90	28.53	26.47	25.92	25.08
37	32.31	30.96	28.66	26.53	25.98	25.11
38	32.41	31.05	28.71	26.57	25.99	25.11
39	32.57	31.12	28.74	26.59	26.02	25.11
40	32.67	31.26	28.78	26.65	26.05	25.11
41	32.74	31.32	28.86	26.66	26.07	25.14
42	32.83	31.49	28.97	26.76	26.11	25.14
43	32.96	31.61	28.99	26.77	26.13	25.14
44	33.06	31.71	29.12	26.86	26.14	25.14
45	33.17	31.82	29.15	26.94	26.29	25.20
46	33.38	31.95	29.21	27.00	26.30	25.20
47	33.48	32.04	29.25	27.10	26.31	25.20
48	33.61	32.09	29.42	27.12	26.32	25.29

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2006

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	33.61	32.22	29.58	27.13	26.34	25.31
50	33.68	32.34	29.63	27.16	26.35	25.32
51	33.74	32.41	29.65	27.22	26.43	25.37
52	33.92	32.50	29.71	27.24	26.47	25.40
53	33.96	32.60	29.74	27.30	26.53	25.41
54	34.03	32.68	29.81	27.39	26.55	25.43
55	34.13	32.76	30.00	27.40	26.57	25.50
56	34.27	32.85	30.02	27.41	26.59	25.51
57	34.36	33.05	30.09	27.47	26.63	25.55
58	34.45	33.10	30.19	27.48	26.64	25.58
59	34.57	33.18	30.24	27.52	26.65	25.61
60	34.68	33.34	30.32	27.55	26.66	25.65
61	34.78	33.45	30.46	27.59	26.75	25.68
62	34.86	33.61	30.61	27.62	26.77	25.69
63	34.96	33.68	30.63	27.74	26.90	25.73
64	35.00	33.76	30.65	27.75	26.91	25.75
65	35.11	33.92	30.69	27.78	26.94	25.76
66	35.30	33.96	30.84	27.79	27.00	25.81
67	35.40	34.07	30.96	27.83	27.08	25.84
68	35.51	34.20	31.01	27.87	27.10	25.87
69	35.58	34.32	31.06	27.92	27.12	25.88
70	35.74	34.41	31.12	27.96	27.13	25.92
71	35.86	34.49	31.26	28.05	27.19	25.98
72	36.04	34.68	31.40	28.10	27.24	25.99
73	36.18	34.80	31.45	28.24	27.30	26.02
74	36.36	34.93	31.57	28.29	27.40	26.04
75	36.46	34.98	31.64	28.36	27.47	26.05
76	36.69	35.15	31.81	28.45	27.52	26.07

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2006

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
77	36.81	35.31	31.86	28.53	27.59	26.11
78	37.02	35.43	31.98	28.57	27.64	26.13
79	37.15	35.58	32.07	28.71	27.74	26.14
80	37.34	35.74	32.11	28.74	27.78	26.20
81	37.46	35.80	32.25	28.89	27.91	26.26
82	37.63	35.95	32.34	28.95	27.93	26.28
83	37.80	36.06	32.41	29.00	27.98	26.30
84	37.87	36.19	32.55	29.08	28.10	26.32
85	38.14	36.34	32.66	29.20	28.13	26.34
86	38.26	36.43	32.73	29.25	28.23	26.35
87	38.44	36.64	32.82	29.38	28.28	26.42
88	38.58	36.71	32.89	29.41	28.34	26.43
89	38.78	36.79	33.04	29.56	28.38	26.47
90	38.92	37.03	33.07	29.59	28.45	26.49
91	39.09	37.15	33.21	29.65	28.53	26.52
92	39.27	37.18	33.31	29.71	28.55	26.55
93	39.41	37.37	33.44	29.84	28.66	26.59
94	39.53	37.48	33.50	29.87	28.67	26.63
95	39.66	37.63	33.61	29.96	28.71	26.64
96	39.77	37.69	33.68	30.02	28.74	26.65
97	39.89	37.79	33.76	30.07	28.78	26.66
98	40.01	37.87	33.86	30.16	28.83	26.68
99	40.12	38.00	33.92	30.20	28.86	26.69
100	40.25	38.08	33.99	30.26	28.91	26.75
101	40.33	38.16	34.07	30.34	28.99	26.83
102	40.41	38.24	34.15	30.42	29.07	26.91
103	40.49	38.32	34.23	30.50	29.15	26.99
104	40.57	38.40	34.31	30.58	29.23	27.07
105	40.65	38.48	34.39	30.66	29.31	27.15

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2007

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	30.62	29.29	27.66	26.24	25.82	25.44
21	30.79	29.44	27.76	26.50	25.87	25.44
22	30.87	29.56	27.79	26.56	25.96	25.44
23	30.99	29.72	27.95	26.57	26.01	25.48
24	31.23	29.84	28.02	26.63	26.02	25.48
25	31.30	30.00	28.10	26.65	26.10	25.48
26	31.46	30.25	28.17	26.66	26.12	25.49
27	31.63	30.32	28.29	26.74	26.20	25.49
28	31.74	30.47	28.38	26.82	26.21	25.54
29	31.89	30.61	28.50	26.83	26.24	25.54
30	32.12	30.69	28.62	26.84	26.26	25.54
31	32.28	30.82	28.76	26.85	26.32	25.58
32	32.45	30.98	28.83	26.86	26.33	25.58
33	32.52	31.08	28.87	26.87	26.35	25.58
34	32.68	31.27	28.93	26.90	26.39	25.59
35	32.73	31.37	29.01	26.96	26.40	25.59
36	32.86	31.52	29.10	27.00	26.44	25.59
37	32.95	31.58	29.24	27.06	26.50	25.61
38	33.05	31.67	29.28	27.11	26.51	25.61
39	33.22	31.74	29.31	27.12	26.54	25.61
40	33.32	31.89	29.36	27.18	26.57	25.61
41	33.40	31.94	29.44	27.20	26.60	25.64
42	33.49	32.12	29.55	27.29	26.63	25.64
43	33.62	32.24	29.57	27.31	26.65	25.64
44	33.72	32.34	29.70	27.39	26.66	25.64
45	33.83	32.45	29.74	27.48	26.82	25.71
46	34.05	32.59	29.79	27.54	26.83	25.71
47	34.15	32.68	29.84	27.64	26.84	25.71
48	34.28	32.73	30.01	27.66	26.85	25.80

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2007

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	34.28	32.86	30.17	27.67	26.86	25.82
50	34.35	32.99	30.22	27.71	26.87	25.83
51	34.42	33.05	30.25	27.76	26.96	25.87
52	34.60	33.15	30.30	27.78	27.00	25.91
53	34.64	33.25	30.33	27.85	27.06	25.92
54	34.71	33.33	30.40	27.94	27.08	25.94
55	34.82	33.42	30.60	27.95	27.11	26.01
56	34.95	33.51	30.62	27.96	27.12	26.02
57	35.05	33.71	30.69	28.02	27.16	26.06
58	35.14	33.76	30.79	28.03	27.17	26.10
59	35.26	33.84	30.85	28.07	27.18	26.12
60	35.37	34.01	30.92	28.10	27.20	26.16
61	35.47	34.12	31.07	28.14	27.28	26.20
62	35.56	34.28	31.22	28.17	27.31	26.21
63	35.66	34.35	31.24	28.29	27.44	26.24
64	35.70	34.44	31.27	28.30	27.45	26.26
65	35.82	34.60	31.30	28.34	27.48	26.27
66	36.00	34.64	31.46	28.35	27.54	26.33
67	36.10	34.75	31.58	28.38	27.62	26.35
68	36.22	34.88	31.63	28.43	27.64	26.39
69	36.29	35.01	31.68	28.48	27.66	26.40
70	36.46	35.09	31.74	28.52	27.67	26.44
71	36.58	35.18	31.89	28.62	27.74	26.50
72	36.76	35.37	32.03	28.66	27.78	26.51
73	36.90	35.49	32.08	28.80	27.85	26.54
74	37.09	35.63	32.20	28.86	27.95	26.56
75	37.19	35.68	32.28	28.93	28.02	26.57
76	37.42	35.85	32.44	29.01	28.07	26.60
77	37.55	36.02	32.50	29.10	28.14	26.63

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2007

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
78	37.76	36.14	32.62	29.14	28.19	26.65
79	37.89	36.29	32.71	29.28	28.29	26.66
80	38.09	36.46	32.75	29.31	28.34	26.73
81	38.21	36.51	32.90	29.47	28.47	26.78
82	38.38	36.67	32.99	29.52	28.49	26.81
83	38.56	36.78	33.05	29.58	28.54	26.83
84	38.62	36.91	33.20	29.66	28.66	26.85
85	38.90	37.07	33.31	29.78	28.69	26.86
86	39.02	37.16	33.39	29.84	28.79	26.87
87	39.21	37.37	33.47	29.97	28.85	26.95
88	39.36	37.45	33.55	30.00	28.90	26.96
89	39.55	37.52	33.70	30.15	28.95	27.00
90	39.70	37.77	33.73	30.18	29.01	27.02
91	39.88	37.89	33.87	30.25	29.10	27.05
92	40.05	37.92	33.97	30.30	29.13	27.08
93	40.20	38.11	34.11	30.43	29.24	27.12
94	40.32	38.23	34.17	30.47	29.25	27.16
95	40.45	38.38	34.28	30.56	29.28	27.17
96	40.56	38.45	34.35	30.62	29.31	27.18
97	40.69	38.55	34.44	30.67	29.36	27.20
98	40.81	38.62	34.54	30.77	29.40	27.22
99	40.92	38.76	34.60	30.80	29.44	27.23
100	41.05	38.84	34.67	30.87	29.49	27.28
101	41.13	38.92	34.75	30.95	29.52	27.36
102	41.21	39.00	34.83	31.03	29.65	27.44
103	41.29	39.08	34.91	31.11	29.73	27.52
104	41.37	39.16	34.99	31.19	29.81	27.60
105	41.53	39.24	35.07	31.27	29.89	27.68

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2008

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	31.22	29.89	28.26	26.84	26.42	26.04
21	31.39	30.04	28.36	27.10	26.47	26.04
22	31.47	30.16	28.39	27.16	26.56	26.04
23	31.59	30.32	28.55	27.17	26.61	26.08
24	31.83	30.44	28.62	27.23	26.62	26.08
25	31.90	30.60	28.70	27.25	26.70	26.08
26	32.06	30.85	28.77	27.26	26.72	26.09
27	32.23	30.92	28.89	27.34	26.80	26.09
28	32.34	31.07	28.98	27.42	26.81	26.14
29	32.49	31.21	29.10	27.43	26.84	26.14
30	32.72	31.29	29.22	27.44	26.86	26.14
31	32.88	31.42	29.36	27.45	26.92	26.18
32	33.05	31.58	29.43	27.46	26.93	26.18
33	33.12	31.68	29.47	27.47	26.95	26.18
34	33.28	31.87	29.53	27.50	26.99	26.19
35	33.33	31.97	29.61	27.56	27.00	26.19
36	33.46	32.12	29.70	27.60	27.04	26.19
37	33.55	32.18	29.84	27.66	27.10	26.21
38	33.65	32.27	29.88	27.71	27.11	26.21
39	33.82	32.34	29.91	27.72	27.14	26.21
40	33.92	32.49	29.96	27.78	27.17	26.21
41	34.00	32.54	30.04	27.80	27.20	26.24
42	34.09	32.72	30.15	27.89	27.23	26.24
43	34.22	32.84	30.17	27.91	27.25	26.24
44	34.32	32.94	30.30	27.99	27.26	26.24
45	34.43	33.05	30.34	28.08	27.42	26.31
46	34.65	33.19	30.39	28.14	27.43	26.31
47	34.75	33.28	30.44	28.24	27.44	26.31

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2008

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
48	34.88	33.33	30.61	28.26	27.45	26.40
49	34.88	33.46	30.77	28.27	27.46	26.42
50	34.95	33.59	30.82	28.31	27.47	26.43
51	35.02	33.65	30.85	28.36	27.56	26.47
52	35.20	33.75	30.90	28.38	27.60	26.51
53	35.24	33.85	30.93	28.45	27.66	26.52
54	35.31	33.93	31.00	28.54	27.68	26.54
55	35.42	34.02	31.20	28.55	27.71	26.61
56	35.55	34.11	31.22	28.56	27.72	26.62
57	35.65	34.31	31.29	28.62	27.76	26.66
58	35.74	34.36	31.39	28.63	27.77	26.70
59	35.86	34.44	31.45	28.67	27.78	26.72
60	35.97	34.61	31.52	28.70	27.80	26.76
61	36.07	34.72	31.67	28.74	27.88	26.80
62	36.16	34.88	31.82	28.77	27.91	26.81
63	36.26	34.95	31.84	28.89	28.04	26.84
64	36.30	35.04	31.87	28.90	28.05	26.86
65	36.42	35.20	31.90	28.94	28.08	26.87
66	36.60	35.24	32.06	28.95	28.14	26.93
67	36.70	35.35	32.18	28.98	28.22	26.95
68	36.82	35.48	32.23	29.03	28.24	26.99
69	36.89	35.61	32.28	29.08	28.26	27.00
70	37.06	35.69	32.34	29.12	28.27	27.04
71	37.18	35.78	32.49	29.22	28.34	27.10
72	37.36	35.97	32.63	29.26	28.38	27.11
73	37.50	36.09	32.68	29.40	28.45	27.14
74	37.69	36.23	32.80	29.46	28.55	27.16
75	37.79	36.28	32.88	29.53	28.62	27.17
76	38.02	36.45	33.04	29.61	28.67	27.20

Abitibi-Consolidated Company of Canada
PAPERMAKERS' WAGE SCHEDULE

May 1, 2008

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
77	38.15	36.62	33.10	29.70	28.74	27.23
78	38.36	36.74	33.22	29.74	28.79	27.25
79	38.49	36.89	33.31	29.88	28.89	27.26
80	38.69	37.06	33.35	29.91	28.94	27.33
81	38.81	37.11	33.50	30.07	29.07	27.38
82	38.98	37.27	33.59	30.12	29.09	27.41
83	39.16	37.38	33.65	30.18	29.14	27.43
84	39.22	37.51	33.80	30.26	29.26	27.45
85	39.50	37.67	33.91	30.38	29.29	27.46
86	39.62	37.76	33.99	30.44	29.39	27.47
87	39.81	37.97	34.07	30.57	29.45	27.55
88	39.96	38.05	34.15	30.60	29.50	27.56
89	40.15	38.12	34.30	30.75	29.55	27.60
90	40.30	38.37	34.33	30.78	29.61	27.62
91	40.48	38.49	34.47	30.85	29.70	27.65
92	40.65	38.52	34.57	30.90	29.73	27.68
93	40.80	38.71	34.71	31.03	29.84	27.72
94	40.92	38.83	34.77	31.07	29.85	27.76
95	41.05	38.98	34.88	31.16	29.88	27.77
96	41.16	39.05	34.95	31.22	29.91	27.78
97	41.29	39.15	35.04	31.27	29.96	27.80
98	41.41	39.22	35.14	31.37	30.00	27.82
99	41.52	39.36	35.20	31.40	30.04	27.83
100	41.65	39.44	35.27	31.47	30.09	27.88
101	41.73	39.52	35.35	31.55	30.17	27.96
102	41.81	39.60	35.43	31.63	30.25	28.04
103	41.89	39.68	35.51	31.71	30.33	28.12
104	41.97	39.76	35.59	31.79	30.41	28.20
105	42.05	39.84	35.67	31.87	30.49	28.28

APPENDIX "N"

LETTER OF INTENT

**BETWEEN
ABITIBI-CONSOLIDATED
COMPANY OF CANADA
AND
CEP AND ITS LOCALS**

59N, 63, 84, 84-35, 88, 90, 101, 109, 132, 138, 139,
161, 209, 220, 227, 238, 253, 306, 352, 375, 1093,
1256, 1455

PENSION PLANS -JOINT REQUEST TO GOVERNMENT AUTHORITIES

The Union and the Company agree to present a joint request to the Quebec Pension Board or the Financial Services Commission of Ontario, and to the Canada Revenue Agency. The objective of the joint request will be to obtain from the government authorities permission to amortize starting in 2004, any solvency deficit over a period of 10 years instead of the prescribed periods under the law and the applicable regulations.

APPENDIX "O"

LETTER OF INTENT

**BETWEEN
ABITIBI-CONSOLIDATED
COMPANY OF CANADA
AND THE
COMMUNICATION, ENERGY AND
PAPERWORKERS' UNION OF CANADA**

Joint Retirement Board for the following divisions:
Amos, Baie-Comeau, Fort Frances, Kenora and
Thorold

The Company agrees to hold an annual meeting on the Pension Plans for union employees of Abitibi-Consolidated Company of Canada with union representatives chosen by each local union.

Current local agreements and practices related to attendance to the annual meeting shall remain.

Joint Retirement Board for the following divisions:
Alma, Beaupré, Belgo, Fort William, Grand Falls,
Iroquois Falls, Kénogami, Laurentide and Stephenville

Representation

The Joint Retirement Board includes one (1) representative from each local union,. The representatives' voting rights are determined as follows:

Voting Right

The representatives from each mill designate one (1) representative from their mill group of representatives who will have one (1) voting right. Where a one-union mill has only one (1) representative, the representative has one (1) voting right.

The Company and the Union agree that each participating union has at least one (1) voting right.

National Representative

CEP designate one (1) national representative having one (1) voting right and one (1) observer from each of the CEP regions (Quebec, Ontario, Newfoundland) not already represented by the National voting representative.

For all Divisions:

Each mill representative will be paid as follows: for each regular working day lost, he will be paid his straight-time rate for the number of hours he would have worked.

Reasonable expenses related to transportation and hotel, if necessary, will be reimbursed for each mill representative. The Company will also contribute \$35 per day for incurred living expenses.

June 29, 2004

APPENDIX "P"

ABITIBI-CONSOLIDATED COMPANY OF CANADA

12-HOUR SHIFT AGREEMENT

This agreement which is supplementary to the collective agreement between the parties, covers the special conditions, applicable to employees working on a 12-hour shiftwork schedule. These are to ensure that with the implementation of such a work schedule, there will be no additional cost to the Division.

The various provisions of the 1987-90 Collective Agreement will continue to operate, except as specifically modified by this supplementary agreement. It is understood problems that may subsequently be identified that are not addressed by this Memorandum of Agreement, the parties will meet to resolve such problems in the spirit of this memorandum; that is, in a manner that will result in no additional cost to the Division.

It is agreed that no premium time will be paid as a result of a change from an 8-hour to a 12-hour shift work schedule or, conversely, as a result of a change from a 12-hour to ~~an~~ 8-hour shift work schedule.

This Memorandum of Agreement is for a trial period, commencing with its implementation in each department up to and including December 31, 1988 or for a period of six (6) months whichever is greater. It is understood and agreed that either party may terminate

this agreement by providing 30 days written notice to the other party.

14. HOURS OF WORK

In Article 14, the schedule of hours for tour workers on 12-hour shifts shall be from 8:00 a.m. to 8:00 p.m. (days) and from 8:00 p.m. to 8:00 a.m. (nights), or as mutually agreed upon between the Company and the Union.

16. PREMIUM PAY – TOUR WORKERS

In Article 16, the same overtime rules will apply, however will be based on a twelve (12) hour shift work schedule.

21. STATUTORY HOLIDAYS

In Article 21, employees will be paid according to the current Collective Agreement (eight (8) hours pay per stat holiday).

22. FLOATING HOLIDAYS

A maximum of 48 hours will be paid to each employee for floaters in a calendar year. Employees will be paid 8 hours pay as outlined in article 22.01 for each floater. However, an employee may request 12 hours pay as outlined in article 22.01 for each floater and it will be recorded as the employee taking one and one-half floaters.

23. VACATIONS WITH PAY

In Article 3, vacations will be granted in blocks rather than calendar weeks, with a maximum of forty (40) hours or 2% paid for each eligible week of vacations.

24. BEREAVEMENT LEAVE

In Article 24.01, change eight (8) hours to twelve (12) hours with a maximum of 40 hours paid.

In Article 24.02, change 8 hours to 12 hours to a maximum of 24 hours paid.

In Article 24.03, a maximum of 8 hours will be paid.

25. JURY DUTY

In Article 25.01, twelve (12) hours per day will be paid for the period of jury selection. While serving on the jury eight (8) hours per day will be paid, to a maximum of forty (40) hours.

28. MEALS

In Article 28.01, the words "regular shift" shall mean a twelve (12) hour shift.

37. MILL RULES

In sub-section 37.03, see article 14 of this memorandum.

39. SHIFT DIFFERENTIALS

In Article 39.02, the shift differential will be as follows.

8:00 A.M. - 8:00 P.M. - .0 \$/HOUR

8:00 P.M. - 8:00 A.M. - .57 &/HOUR

8:00 A.M. - 8:00 P.M. - .0 \$/HOUR) May 1/88

8:00 P.M. - 8:00 A.M. - .60 &/HOUR)

8:00 A.M. - 8:00 P.M. - .0 \$/HOUR) May 1/89

8:00 P.M. - 8:00 A.M. - .63 &/HOUR)

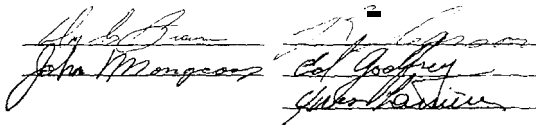
APPENDIX "A" - WEEKLY INDEMNITY

In Appendix "A" there will be no change to the present method of administration.

GENERAL

Relief for employees who must absent themselves for any reason will be covered by the method presently in use.

Signed



The image shows two handwritten signatures on a document. The signature on the left is 'John Monge' and the signature on the right is 'Ed Geoffrey'. Both signatures are written in cursive and are positioned above horizontal lines that appear to be part of a signature block or table.

THIS DOCUMENT REPLACES "ADDENDUM OF 12 HOUR SHIFT AGREEMENT" AND WILL BE KNOWN AS "ADDENDUM II - 12 HOUR SHIFT AGREEMENT".

The following is an addendum re accumulated scheduled time **off** (murphy days) to the 12-hour shift agreement dated March 28, 1988.

This addendum is covered by the rules and regulations of this agreement. The conditions applicable to the accumulated scheduled time off (murphy days) are:

1. The day(s) off will either be at the beginning of the regular day off period or at the end, however, in no case it be on a Sunday.

2. Only one member of the shift crew will be off at any one time.
3. Shift or crew changes will not take place for a period of eight weeks.
4. **If** an employee moves **up** the line of progression he will keep his original scheduled accumulated time off (murphy day).
5. The company will not bank monies earned by employees.
6. Floaters will be taken at 12 hours; 8 hours with pay and 4 hours without pay. Under no circumstances can floaters be taken as 12 hours with pay.
7. Statutory holidays will remain as is.
8. Murphy days will not be scheduled during prime time periods. Prime time periods include June 16 to September 14, two weeks in October (hunting season) & Christmas week (December 25 to December 31).
9. This supplementary document to the 12 hour agreement is also covered by all other conditions of the 12 hour agreement signed March 28, 1988.
10. Work schedules will be made up at the beginning of the year and employees will be off on the days indicated regardless of the circumstances.

MURPHY DAYS

On 8 hour shifts, you work 40 hours a week
or 2080 hours a year $40 \times 52 = 2080$

On 12 hour shifts, you work 42 hours a week
or 2184 hours a year $42 \times 52 = 2184$

You end up working 104 hours a year more on 12 hour shifts
 $2184 - 2080 = 104$

You have to take your 6 floaters at 8 hours but when you take an 8 hour floater, you taken 12 hours off. Therefore, every extra day off you book, you take an extra 4 hours off.

$$6 \times 4 = 24 \quad 104 - 24 = 80$$

Also, when you book a week's holidays, you get 40 hours but you take 48 hours off.

Therefore, every week of holidays you book off, you take an extra **8hours off**
 $48 - 40 = 8$

If you have 2 weeks of holidays:
 $2 \times 8 = 16 \quad 80 - 16 = 64$
 $64 \text{ div. by } 12 = 5.3 \text{ or } 5 \text{ days}$

If you have 3 weeks of holidays:
 $3 \times 8 = 24 \quad 80 - 24 = 56$
 $56 \text{ div. by } 12 = 4.6 \text{ or } 5 \text{ days}$

If you have **4** weeks of holidays:

$$4 \times 8 = 32 \quad 80 - 32 = 48$$

$$48 \text{ div. by } 12 = 4 \text{ or } 4 \text{ days}$$

If you have **5** weeks of holidays:

$$5 \times 8 = 40 \quad 80 - 40 = 40$$

$$40 \text{ div. by } 12 = 3.3 \text{ or } 3 \text{ days}$$

If you have **6** weeks of holidays:

$$6 \times 8 = 48 \quad 80 - 48 = 32$$

$$32 \text{ div. by } 12 = 2.6 \text{ or } 3 \text{ days}$$

These days should be the amount of murphy days that you would have to take.

If you have **7** weeks of holidays:

$$7 \times 8 = 56 \quad 80 - 56 = 24$$

$$24 \text{ div. by } 12 = 2 \text{ or } 2 \text{ days}$$

If you have **8** weeks of holidays:

$$8 \times 8 = 64 \quad 80 - 64 = 16$$

$$16 \text{ div. by } 12 = 1.3 \text{ or } 1 \text{ day}$$

If you have **9** weeks of holidays:

$$9 \times 8 = 72 \quad 80 - 72 = 8$$

$$8 \text{ div. by } 12 = .77 \text{ or } 1 \text{ day}$$