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May 1, 1998 - April 30, 2004

Abitibi Consolidated

Fort William Division

Communications, Energy and Paper Workers

Union of Canada, Local 132



**ABITIBI
CONSOLIDATED**

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COLLECTIVE AGREEMENT

etween

ABITIBI-CONSOLIDATED INC.

and

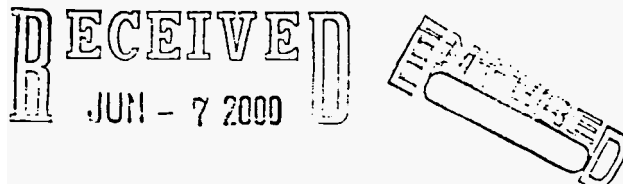
**COMMUNICATIONS, ENERGY AND
PAPERWORKERS UNION OF CANADA**

at

FORT WILLIAM DIVISION

May 1, 1998 - April 30, 2004

FORT WILLIAM, LOCAL 132



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1. PARTIES

1.01 This Agreement is between Abitibi-Consolidated Inc. referred to herein as the Company, and the communications, Energy and Paperworkers Union, C.L.C., and its Local 132, referred to herein as the Union, covering the mill of the Company located at Thunder Bay, Ontario.

2. 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 The Company, recognizes the Union, as the exclusive bargaining agent for the employees under its jurisdiction at the company's Fort William 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

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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 Union.

4.02 All employees whose rates are fixed by this Agreement shall become members of their respective local union within fifteen (15) days after entering the Company's employ and shall be so instructed by their foreperson and shall maintain membership in good standing, and shall upon hiring, sign a Union deduction card for monthly dues at the Employment 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.

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 thirty (30) days worked 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. Union organizations will not require the Company to

interfere or decide any questions of jurisdiction except in regard to what Union's jurisdiction a specific position should come under when the Unions cannot agree among themselves.

5.02 However, it is further understood and agreed that the Company will not be asked to force an employee to join any particular Union, and the Unions concerned are not to use any measures to compel an employee to join their particular Union that might cause friction and consequently interfere with the successful operation of the mill.

5.03 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 In the event of cessation of work, or strike through failure to renew this agreement, it is agreed that in the interests of the preservation of the properties of the Company during the shutdown and the subsequent operation of the mills, the local unions shall supply competent employees to do the following work when called upon by the Company at the Schedule rates of this contract: unloading of incoming freight purchased prior to cessation of work, and any other work of a similar nature, until

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such time as it is mutually agreed between the Company and the organization to recommence operation.

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

8. PROMOTIONS AND TRANSFERS

- 8.01** When vacancies occur in a department, then the Company shall post on bulletin boards throughout the mill, a notice concerning the bottom job in the department affected. Such notice shall indicate the qualifications essential to promotion within that 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 promotion, the Company will give consideration to seniority, ability and qualifications. When the last two factors are relatively equal, seniority will govern.
- 8.02** In cases of promotions, where the employee to be promoted is not the senior employee in the department concerned, the Company will present the alternative name to the Union, who will have the opportunity to discuss with the Company the qualifications of the senior employee. The Company shall take such presentation into consideration in making its decision which decision may be subject to the grievance procedure outlined in Article 35 of this Agreement.
- 8.03** Promotions to fill vacancies caused by emergencies are made from within the team for a period not longer than the posting of the next

weekly work list. When it is foreseen that the vacancy will exist longer than the current period, the vacancy will be filled as per the labour agreement before the next list is posted.

- 8.04** The Company will train employees to minimize the hiring of skilled personnel from outside the mill.
- 8.05** When transferring employees, either permanently or temporarily, such employees will be paid at the rate which is attached to the position to which they are transferred, except that no change of rate shall be made if such transfer is for a period of less than eight (8) hours in any one day.

9. LAY-OFFS

- 9.01** When laying off help, Union employees shall be retained in preference to those not members, 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 promotions).
- 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 employee 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 the employee 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

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9.04 When the mill is shut down for reasons of high inventory for one week or more, lay-offs in the Mechanical Department among trades personnel shall be by mill seniority.

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, the employee 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, the employee will, upon return to work, retain the right to the unpaid portion which will be added to any new accumulation of Severance Pay.

11. TECHNOLOGICAL CHANGE

- 11.01** The Company 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 lowerpaid job due to job elimination under conditions set forth above, the employee 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 of the new job for each work week. At the end of the twelve (12) month period the rate for the job to which the employee 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 employee 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 in as scheduled prior to start-up on Monday to help prepare the machine to make paper at 8:00 a.m. Monday. This principle shall also apply for start-ups after a Statutory Holiday.

13. PULP MILL 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.

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.

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- 14.02** Normal hours of employment for day workers shall not exceed forty (40) hours per week.
- 14.03** 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.
- 14.04** Normal hours of employment for tour workers shall not exceed forty (40) hours per week.
- 14.05** 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 the 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., the employee shall receive time and one-half for the period worked.

- 15.04 A day worker called in on a 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 If called in on a Sunday and Statutory Holiday a day worker shall receive time and one-half for the hours worked with a minimum of six (6) hours pay for each call.
- 15.06 A day worker who reports for duty at the beginning of the normal day and finds the work schedule has been changed and if the employee 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 am. Sunday and 8:00 am. 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 tour workers to exchange shifts with the approval of the supervisor and when this can be accomplished without additional cost or penalty to the Company.

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(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.

16.05 If called in on Sundays and Statutory Holidays time and one-half **will** apply, and in no case shall they receive less than six (6) hours at regular rates.

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

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

17. HEIGHT PAY

17.01 Height pay **will** be paid at the rate of time and one-half for work performed in areas forty (40) feet or over above a solid floor. For work on Sundays, Saturdays, Statutory Holidays, designated days off, and after eight hours in any one day, the employee shall receive a further premium of 50% of the 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. Employees putting on wires on their regular shift shall not receive such extra pay.
- 18.03 The company will start a wire change when a sufficient number of crew is available.
- 18.04 When for maintenance reasons or reconditioning for re-use, a wire is removed and re-installed on the wire string equipment or re-packed in its transporting container, the crew involved in this work will receive the same Wire Time now paid for installing a wire.

19. DAYS OFF

- 19.01 Schedules shall be posted in each department not later than 3:00 p.m. Friday each week showing the crews for the following week. Where feasible the company will post the schedules on Thursday. Such schedules shall show the day or days off for each person in the crew.
- 19.02 When an employee wishes to change scheduled or designated days off, the employee will notify the supervisor at least twenty-four (24) hours in advance and if such a change is mutually agreed upon by the employee and supervisor, then the employee will work at straight time rates on the day or days originally scheduled as scheduled or recognized days. On

the other hand, if an employee is required to work on the alternate days mutually agreed upon as days ~~off~~, the employee shall be paid at the overtime rate.

19.03 In the event of a major breakdown, an employee may be required to work on scheduled or designated day or days off for which the employee will be paid at straight time rates provided the employee has ~~been~~ given at least twenty-four (24) hours advance notice and granted another day or days off as mutually agreed upon for which the employee ~~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 the 5th scheduled working day at time and one-half if the employee 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 the employee prefers to do so, in which case the day off in lieu will be scheduled at a mutually acceptable time. If the employee elects to take a day off at a later date, the employee shall receive pay for the Statutory Holiday when the day off is taken.

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 the employee 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 the employee is

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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 schedule to work that day.

21. STATUTORY HOLIDAYS

21.01 Holidays areas follows:

Easter Sunday: **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 a.m. Monday to 8: a.m. Tuesday

Christmas: **48** hours 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: **48** hours from 8:00 a.m. of the day preceding the holiday to 8:00 a.m. of the day following the holiday.

21.02 (a) In the event of any disagreement as to the time of beginning and ending of a holiday period, where the hours are not specified in the agreement, the decision of the Management shall govern.

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

21.03 For the statutory holidays, namely Easter Sunday and Labour Day, eight **(8)** hours pay will be allowed to hourly paid workers when they do not work. For Christmas and New Year's, if shutdown, sixteen **(16)** hours pay will be allowed to hourly paid workers when they do not work.

-
- 21.04 (a)** Christmas and Labour Day will be run-through holidays where the required staffing will be done on a voluntary basis. When production is maintained during Christmas and Labour Day, workers will be scheduled **as** per their regular schedule. A regularly scheduled employee who chooses not to work will notify his supervisor no later than twenty **(20)** days in advance **of** the holiday. Should additional employees be required, the Company will post for the required volunteers. Preference for voluntary work will **be** given to qualified employees by departmental seniority, schedule permitting. If the Company is unable **to** obtain the sufficient number of volunteers, production will not be scheduled. This staffing procedure can be modified locally by mutual agreement between the parties. (Refer to Appendix I)
- (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)** Employees who work on a statutory holiday run-through will be paid in accordance with the following:
- i)** Employees who work on a statutory holiday will receive statutory holiday pay in accordance with Article 21.06(b).
 - ii)** In addition to (i) above, employees who work **will** be paid at the rate of double time.
 - iii)** For each hour worked, the employees will receive an additional payment of one (1) hour at the rate paid for the job performed.
 - iv)** **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

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month of May at a date approved by the employee's supervisor.

21.05 If the Company decides to shutdown on a statutory holiday, it will have the option of scheduling repair and maintenance or project work during statutory holiday periods subject to the following conditions:

- i) The Union will be informed in advance of the work to be accomplished during statutory holiday hours.
- ii) The Company will call for volunteers to provide the necessary complement of skills required for the planned jobs.
- iii) If sufficient trades personnel are not available on a voluntary basis, the Company will meet with the local Union involved in an attempt to resolve the problem. Failing mutual agreement, the Company will have the right to schedule the additional employees required in the reverse order of seniority.
- iv) Pay for trades personnel working on statutory holiday time when the mill is producing end product will be **as** for other employees. When the mill is not producing end product, employees who work on 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.

21.06

- (a) 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.

- (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 Article **21.06(a)**.

21.07 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.

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

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

- (e) If re-hired within thirty **(30)** days of date of termination, employees will be paid for statutory holidays falling within that thirty (30) day period.

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

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 **(E)** 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 **(12)** 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** work as scheduled immediately following the holiday, **unless** excused as indicated below.

22.06 Employees will be relieved from provisions 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.

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- (c) If work not available due to curtailed operation at the plant.
- (d) If the employee has applied for and received special official leave.

22.07 If an employee is required to work on any one of the holidays after definite dates have been designated, the employee shall be paid time and one-half

22.08 If after the Company has arranged to provide a relief, these arrangements break down due to the absence of one of the three (3) employees scheduled to work, straight time will be paid except when the absence is due to a bona fide sickness.

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 Effective January 1, 2000, employees with eighteen (18) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.

23.05 Effective January 1, 2000, 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 the employee's regular rate for each week of vacation entitlement taken during the period January 1st to April 30th.

- 23.09 The Unions agree to co-operate 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 vacation 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 employees are away on vacation is to be avoided whenever possible.
- 23.14 Taking vacations is to be compulsory. Vacations cannot be accumulated but must be taken in the year when they are due.
- 23.15
- (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 any 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, the employee's vacation pay will be calculated on the appropriate percentage of his earnings for the year in which the sickness occurred.

(c) Service for the purpose of vacation entitlement will continue to accrue for periods of absence while an employee is receiving Workers' Compensation benefits.

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

23.16 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.

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

23.18 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.

23.19 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.

23.20 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.

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

23.22 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 any 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 the employee's 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 parent, adoptive parent, brother, sister, mother-in-law, father-in-law, stepmother, stepfather, stepbrother, stepsister, grandfather, grandmother and grandchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to three (3) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death.
- 24.03** When distance prevents the employee from attending the funeral, one day of compassionate leave will be allowed within the (6) day period beginning with the date of death.
- 24.04** Pay will be at straight time even though one or more of the days of the bereavement leave occur on Sunday or a paid holiday.
- 24.05** In making application for such payment, the employee is required to submit supporting documentation.
- 24.06** The regular straight time rate means the straight time rate of the job at which the employee would have worked had he not been on bereavement leave.
- 24.07** If the death of one of the relatives specified in the Collective Agreement occurs while an employee is on vacation, the vacation will be interrupted so that the employee gets the benefit.

25. JURY DUTY

- 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 eight times the straight time hourly rate the employee 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.
- (b) 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.
- (c) Any leave of absence granted pursuant to Section (a) will not result in any loss of seniority.

- (d) Leave of absence without pay may **be** granted at the discretion of Management, for service as an elected representative **in** the Federal or Provincial legislature. Such 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.
- (e) 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.
- (f) Employees, when granted a **leave** of absence in excess of one (1) month, will be required to prepay the full premiums for group life insurance and all other insurance coverages in accordance with the provisions of the respective policies.
- (g) All leaves of absence must be applied for in writing
- (h) The Company may require an employee to exhaust 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 their occupation
- (b) Such pay will be at straight time rate and limited to eight (8) hours.

27. BENEFITS

27.01

- (a) The Company **will** pay the prevailing medical care 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.
- 27.04** The Company will pay the prevailing premium costs for the Supplementary Health Care Plan up to the rates in effect to April **30, 2004**. This Plan forms part of this Agreement and is attached hereto as Appendix "C".
- 27.05** The Dental Care Plan forms part of this Agreement and is attached hereto as Appendix "D". Employee contributions towards the cost of this Plan are \$1.10 per month for single coverage and **\$3.85** per month for family coverage. The Company will absorb the remaining cost of this Plan including the additional future premium increases through to April **30, 2004**.
- 27.06** Group Life Insurance will be provided with a benefit equal to 2½ times annual earnings with a maximum coverage of **\$65,000.00**, effective December 1, 1998. The premium cost will be borne by the Company. (The Plan is subject to present regulations).
- 27.07** The Company will maintain **\$4,000.00** Group Life Insurance for retired employees at no cost to the Pensioner provided the employee was covered by Group Life Insurance during employment.

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27.08 Effective January 1, **1999**, dependent life insurance at employer cost will be provided on the following basis:

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

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

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

27.10

- (a) Insured employees who become disabled on or **after** June 1, **1982** who continue to be disabled for longer than twelve **(12)** months, may continue their coverage in the Group Life Insurance and Dental Plans, at their option, until the expiration of the twenty-four **(24)** month period commencing with the date of disability. Such employees may continue coverage **in** the Supplementary Health Care Plan, at their option, until the earlier of retirement or age **65**. The full premium costs for the above extension of benefits will be borne by the employees.
- (b) The Company will provide optional coverage under the Supplementary Health Care Plan to retirees between the ages of

55 and 65. The cost of such coverage shall be borne by the retiree.

27.11

(a) The Abitibi-Consolidated Pension Plan, which is registered in the Province of Ontario, forms part of this Collective Agreement. It is understood and agreed that no amendments will be made to this Pension Plan until the expiration of the moratorium referred to in Item 2 of the Memorandum of Agreement, signed in Montreal, on the 14th day of November, 1998.

(b) Information • The Company agrees to 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 payment made.
- 5) Any other information necessary to properly evaluate the Retirement Income Fund (Plan) including a copy of any and all actuarial valuation 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.

27.12

(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 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. (Effective December 31, 1987, two (2) meetings.) 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.

- (b) The Company will arrange and pay transportation and hotel expenses (when necessary) plus \$25.00 per day to cover meals and incidental charges for the Union Retirement Board members who are employees. Scheduled days lost will be paid for on the basis of eight (8) hours per day at the employees' regular rates.

- 27.13** Effective December 1, 1998, the Company will provide fully paid Accidental Death and Dismemberment Insurance with a maximum insurance amount of \$5,000.

Accidental Death and Dismemberment Insurance will terminate upon the employee's retirement.

28. MEALS

- 28.01** An employee who is required to work more than two (2) hours beyond the end of the regular shift will be provided with a hot meal. Thereafter an additional hot meal or voucher will be supplied at 4 hour intervals unless the fourth hour completes the employee's work assignment.

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 the normal day or shift because of an injury occurring on the job, will receive regular pay for that day or shift.
- 31.02 Effective May 1, 1996, the Company will contribute \$70.00 per year towards the purchase of safety footwear.
- 31.03 Employees are urged to make the fullest possible use, at all times, of services provided for assisting them to improve their general health and to reduce loss of time and earnings from preventable illness.
- 31.04 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.

33. TRADES PROMOTION PLAN & TRADES FLEXIBILITY

- 33.01 The Trades Promotion Plan forms part of this Agreement and is attached hereto as Appendix "E".
- 33.02 MUTUAL HELP - DAY WORKERS

Trades personnel 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 trades personnel have to wait before and/or after performing tasks directly related to their trade.

Flexibility- ~~Trades~~ Personnel on Shift

A trades person on shift working alone ~~or~~ as part of a group performs any work for which the employee 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 trade person'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 mills represented by the signatory **locals** which would be in conflict with it.

34. APPRENTICESHIP PLAN

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

35. GRIEVANCE/ARBITRATION

- 35.01** In case of grievance arising in the mill, they shall be reported to the Manager, preferably in writing. **If** the Manager and employee 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 their accredited representatives, and on failure to agree, shall be **left** to arbitration; the General Manager of the Company to select **one** representative, the Vice-president of the National Union concerned to select one representative and 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

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, the case shall be reported to the Manager within forty-eight (48) hours, and if on investigation it is found that the employee was unjustly discharged, the employee shall be reinstated without lost time.

35.02 The Grievance Committee shall meet regularly with the Mill Manager the first Wednesday of each month at 4:00 p.m.

35.03 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 grievor to their 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.

36. MILLRULES

36.01 Starting and Stopping Work of Day Workers

- (a) Day workers shall be at their respective places to begin work at the hour required for each individual department, and shall remain in their places until the corresponding hour of stopping in that particular department.

36.02 Starting and Stopping Work of Tour Workers

- (a) When a tour begins, each tour worker is required to be in place. At the end of a shift, no tour worker shall leave the place to wash up and dress until the replacement has changed clothes and reported to take responsibility of the position. If a tour worker

does not report for the regular shift, the mate shall notify the foreperson. The employee on shift shall then remain at the post until a substitute is secured, and if necessary, shall work an extra shift.

- (b) It is the duty of a tour worker to report for the regular shift unless the employee has already arranged with the foreperson for a leave of absence. If unavoidably prevented from reporting, the employee must give notice to the foreperson or at the office, as early as possible before the beginning of the tour, and the person receiving this notice must complete the standard report provided for recording such notice.

36.03

- (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, the employee shall report to the 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 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 twelve-month period between Steps 1 and 2 or Steps 2 and 3, or after Stage 3, the employee's 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 lay-off subject to discharge.
- (f) All cases **of unarranged** absenteeism will be recorded on the employee's record by the Employment Supervisor who will be given a written report of each case by the Superintendent concerned. A copy of this report will be sent to the individual and Secretary of the Union concerned
- (g) If an employee has been absent from work a day or more, the employee shall give adequate notice to the foreperson or Superintendent of 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 the employee intends to resume duty. **If** the employee fails to give the supervisor sufficient notice to enable adjusting the shifts back to the original schedule, the supervisor may send the returning employee home when the employee reports for work.
- (h) When any disciplinary action is being taken by the Company, the employee will have Union representation if the employee so desires. In the event no representation is desired, the Union will be notified.

36.04 Individual Responsibility

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

36.05 Causes for Discharge

- Incompetency.
- Bringing intoxicants into the Mill.
- Smoking while on duty except in designated areas.
- Refusal 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, removal or waste of Company's property.
- Disorderly conduct.
- Dishonesty.
- Disobedience.
- Neglect of duty.
- Deliberate sleeping on duty.
- The disfigurement of Bulletin Boards and interference with Company notices.

36.06 Management

General Superintendents, forepersons, office force and watchmen are part of the management of the Company.

36.07 Bulletin Boards

Notices shall not be posted in the Mill except on the official bulletin board and permission of the General Superintendent must be obtained before notice is posted.

36.08 Fire Service

- (a) 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. No

torches or lamps with exposed flames shall be used in any building.

- (b) The company will train employees in this area as it deems necessary.

36.09 Leaving the Plant

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

- 36.10 The making of suggestions by all employees is encouraged by the Management under the Suggestion System. Definite suggestions are desired on questions as hereinafter set forth. Such suggestions shall receive every consideration at the hands of management.

Machinery or Apparatus:

- Paper Machines
- Grinders
- Digesters
- Tools and Machinery in Mechanical Departments
- Slasher
- Mill System and Methods
- Transportation

Mill and Office Conditions:

- Health
- Cleanliness
- Sanitation
- Ventilation
- Order
- Prevention of Fire
- Lighting
- Prevention of Accident
- Economy

Miscellaneous:

- Quality
- cost
- Quantity
- Simplicity
- Shipping
- Handling
- Finishing
- Material

36.11 Permanent Safety Systems

All employees must co-operate to the fullest possible extent in promoting the safety of the mills of the Company.

- (a) Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use must be kept in lockers provided for this purpose.
- (b) Safety guards must not be removed except **by** order of the superintendent or foreperson of the department. **If** removed, they must be immediately replaced.
- (c) **All** employees are forbidden to use elevators for other than freight purposes. Elevators are to be used for freight purposes only, except as specially authorized.
- (d) All accidents must be reported at once by the injured employee, when possible, and by the superintendent of the department in which the injured worker is employed, to the time office or to the secretary of safety.
- (e) In the interest of safety, every new employee shall be instructed exactly how to stop machinery which the employee is required to work around regularly.
- (f) Shoesshall be worn in machine room

- (g) All employees, when injured, must promptly avail themselves of the first-aid facilities provided at the Mill.

36.12 Day of Rest

When an employee works Sunday, the employee shall be entitled to one day off during the week, to be mutually arranged upon between the employee and the department head.

37. JOB CLASSIFICATION PLAN

37.01 It is agreed that all jobs under the jurisdiction of the Communications, Energy and Paperworkers Union of Canada, except jobs in the mechanical trades and related occupations, 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.

37.02 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.

Generally wage increases, however, will continue to apply to such "red circle" rates.
- (d) The Job Classification Plan will be implemented and upward adjustment will be effective on:
- (i) May 1, 1980 for the Fort William, Iroquois Falls, Beupre, and Chandler Division;
 - (ii) As soon as practical for Kenogami and Stephenville Divisions;

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- (iii) June 1, 1977 for the Grand Falls Division, (in the case of Grand Falls, the new job evaluation scale which forms part of this Appendix will become effective May 1, 1980.)
- (iv) At Botwood the Job Classification Plan will be implemented during the term of the 1980 - 1982 collective agreement
- (e) Upon initial implementation of the Job Classification Plan where the evaluation resulted in a rate lower than that in effect prior to the dates applicable in (d) above, the rate will be maintained as a "red circle" rate and will be applicable only to the incumbent on that date and employees who were used as replacements during the twelve month period prior to the date of implementation of the Plan at each location. Employees hired, transferred, or posted to another department after the dates referred to in (d) above will receive the class rate of the occupation they are hired for, transferred to, or accept through job posting. Red circles will disappear with attrition and promotion.
- (f) General increases will apply to all occupations.
- (g) Adjustments to the scale will not apply to employees whose rates are "red circled" except in the case where the difference between the "red circled" rate and the "class" rate is less than the total adjustment. In such a case, the difference will be applied and the "red circle" will be discontinued.
- (h) Incentive rates presently allowed to the employees of the Steam Plant will continue to apply.
- (i) The Mill Committee will meet as required

- (j) The Joint Classification Committee will meet as required
- (k) **As** a condition of continued participation in the plan by the **Abitibi-Consolidated Inc.** group companies, and in consideration of the Companies' agreement to adhere to the general principles of the Job Classification Plan, the Union agrees that it will not cause or be party to the modification of any essential element of a Job Classification Plan in any other pulp and paper company in the Eastern Canadian industry to which the Union is a party, unless such modification is agreed to **by** all participating companies.
- (l) On the principle that, in implementing the Job Classification Plan, **no** employee will receive **less** favourable treatment on any job than the employee 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.

38. WAGE SCHEDULE

- 38.01** The attached schedule of wage rates (Appendix "G") shall be effective under this Agreement. The continuous operation wage rates incorporate the continuous operation increases which had been agreed to. The schedule of rates for apprentices appears in the main wage schedule.
- 38.02** A shift differential of forty cents (~~.40¢~~) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4:00 p.m. and 12:00 midnight and a shift differential of fifty-five cents (~~.55¢~~) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 12:00 midnight and 8:00 a.m. Effective May 1st, 1991, the ~~12 - 8~~ shift differential will be increased to sixty cents (~~.60¢~~) per hour. This shift differential shall not apply to day workers on overtime work.
- 38.03** 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.
- 38.04** 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.
- 38.05** It is the Company's responsibility to decide the necessity for providing replacement forepersons. When it is necessary to move an employee up to replace an hourly rated foreperson, the Company will pay the rate for the job. Employees assigned responsibility in the absence of a salaried foreperson or a superintendent shall receive a premium of seventy cents (~~.70¢~~) 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 forepersons are absent for one day or more, the Company will set

up another employee to carry the foreperson'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 employee has been officially designated to take on such responsibility.

- 38.06** When a Journeyperson "A" is assigned the responsibility of a working supervisor in a crew of not less than 5 employees required to do maintenance or construction work, the employee will be designated by the Master Mechanic or superintendent as a Lead Mechanic and shall be paid .34¢ per hour above the "A" Journey rate during such time as the employee exercises this responsibility.
- 38.07** When additional supervision is required on a continuous basis, a Journey "A" will be appointed a Lead Hand and will be paid .34¢ per hour above the "A" Journey rate. Lead Hands assigned responsibility in the absence of a salaried foreperson or superintendent shall receive a premium of .36¢ per hour while they are carrying such responsibility.
- 38.08** The Company will accept the wage rates as outlined in the Papermakers' Wage Scale in so far as classes and rates for Machine Tenders, Back Tenders, 3rd Hand, 4th Hand, 5th Hand, 6th Hand and Beater Engineers are concerned for classes 20 to 100 inclusive, Widths, speeds, frequency of speed rate adjustments and stack adjustments to remain as provided for in the present agreements and/or presently in effect.
- i) The accepted schedule is applicable to either six (6) or eight (8) hour shifts.
 - ii) The accepted schedule is considered permanent and no future alterations may be made in the schedule except by collective bargaining.
 - iii) The machines must maintain increased or reduced speeds for a period of twelve (12) working days before

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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- changes in rates shall be applied according to the schedule.
- iv) Back Tender will be given a two class adjustment when double stacks are run.

39. GENERAL

- 39.01 The Company shall pay lost time for Local Union Officers and stewards attending meetings called by Divisional Management.
- 39.02 Use of the masculine gender in this Agreement shall be considered also to include the feminine.
41. BOAT LOADING- See Appendix "J", Letter of Understanding

42. TERM OF AGREEMENT

- 42.01 The parties agree that **all** Collective Agreements will be renewed for a period of six (6) years, May 1, 1998 to April 30, 2004. The Agreement will be re-opened for negotiations from year to year thereafter, subject to not less than thirty (30) days notice in writing prior to April 30, 2004 and in any succeeding year, by either party desiring a change.
- 42.02 The Union shall have the right to discuss local adjustments with Management at the divisional level prior to April 30" each year and prior to negotiations 2004.

All local adjustments must be submitted in writing by February 15th of that year for discussion and final settlement at the divisional level prior to April 30th, and where granted **will** become effective May 1st. 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.

42.03 In the event that an agreement regarding proposed changes is not reached prior to the end of the agreement year, the existing agreement shall continue in effect during the next agreement year until a decision is reached with respect to the proposed changes.

43. JOB SECURITY

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

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 change. 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:

- i) Special early retirement provisions.
- ii) Freeze on the hiring of permanent employees
- iii) Retraining
- iv) Transfers to other job vacancies,
- v) Exercise of the bumping provisions of agreement,
- vi) Attrition (death, retirement, voluntary resignation, discharge for cause).


ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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Signed this _____ day of _____ 1998 at Thunder Bay,
Ontario.

ABITIBI-CONSOLIDATED INC.
FORTWILLIAM
DIVISION

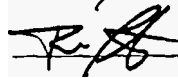


C. Hamer

COMMUNICATIONS,
ENERGY & PAPERWORKERS
UNION AND IT'S LOCAL NO. 132



Lary By



APPENDIX "A"
ABITIBI-CONSOLIDATED INC.
WEEKLY INDEMNITY PLAN

1. DEFINITIONS

In this plan, **unless** otherwise specifically provided,

- (a) "Accident" is a bodily injury caused by external, violent means;
- (b) "Disability" is a disability preventing an employee from pursuing any gainful occupation arising from any mental infirmity, bodily disorder, or bodily injury, verified to the satisfaction of the Company **and/or** insurer, and not otherwise excluded **by** this plan;
- (c) "Employee" means an employee in the active employment of the company, who participates in this plan;
- (d) "Insurer" means the insurance company or carrier appointed **by** the Company;
- (e) "Plan" means the Abitibi-Consolidated Inc. Weekly Indemnity Plan;
- (f) "Wage" means an employee's regular weekly wage, based on 40 times their 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 participationschedule shall **be** eligible to participate in this Plan, **in** accordance 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 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 the employee being laid off had the employee 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** actively employed **by** the Company at the date that the employee becomes eligible or 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 **the** lay-off or termination, shall be eligible for an amount of disability benefit provided such disability was accompanied **by** a continuance of absence that commenced prior to actual lay-off or termination.
- (e) Successive periods of disability separated **by** less **than** **four** consecutive weeks shall be considered one **period** of disability, **unless** the subsequent disability is due to an accident or illness entirely unrelated to the previous disability and commences **after** return to active employment on a **full** time basis.
- (f) An amount of disability benefit under this plan shall not be paid in the event the absence is a result **of**,

- (i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or
 - (ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or
 - (iii) Self-destruction or any self-inflicted injury, while sane or insane, or
 - (iv) Any injury or illness resulting from insurrection of 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, the employee 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 to 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. PAYMENT OF BENEFITS

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

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

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

6. MISCELLANEOUS PROVISIONS

- (a) **An** employee who is absent due to disability or on an authorized leave of absence, on the date the employee 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 return to active employment, be eligible to participate in this plan;
- (b) **An** employee absent on an authorized leave of absence on the date the employee was to become eligible under this plan, shall, upon the date of 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' Compensation Disability Pensions.
- (b) The Company and/or insurer may require certification or verification of the amount of income from the Canada or Quebec Pension Plan or such other Government Plans.
- (c) The amount of disability benefit in excess of the amount which should have been paid may be deducted from the amount of any future disability benefit, or repaid by the employee to the Company and/or insurer, as the case may be, through some other mutually satisfactory arrangement.

8. COMPANY PENSION PLAN DISABILITY BENEFITS

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

9. PHYSICAL EXAMINATIONS

The Company and/or insurer reserves the right to require 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 the physical examinations, transportation and reasonable out-of-pocket expenses related thereto will be paid by the insurer.

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

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

10. ADMINISTRATION

- (a) It shall be the obligation of the employee to notify the Company immediately of absence due to disability, following which the Company will issue the necessary initial forms to the employee.
- (b) Completed claim forms will be checked by the Company to determine whether or not an employee is a participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.
- (c) To assist the insurer in the proper adjudication and processing of claims, the Company and/or the insurer may establish claims control procedures.
- (d) (i) A Claims Committee will be established at each mill consisting of a Union representative of each participating local and representatives of Management, having a representative of Management as Chairman, the purpose of which will be to discuss any problems relating to the administration of the plan, and to review claims experience. To assist in the function of the Claims Committee, a representative of the insurer will attend meetings periodically, and claims experience will be made available.

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

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

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

APPENDIX "B"
ABITIBI-CONSOLIDATED INC.
LONG TERM DISABILITY PLAN

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

1. ELIGIBILITY

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

2. EFFECTIVE DATE OF COVERAGE

An eligible employee is entitled to benefits provided the employee **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 the employee's regular occupation, and thereafter is unable to perform any and every duty of every occupation in the mill for which the employee 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 \$2,200.00. During the term of agreement, effective May 1st of each year, general wage rate increases will be incorporated into the benefit up to the maximum monthly payment of \$2,200.00. The regular straight time hourly rate shall be the rate used to calculate Weekly Indemnity benefits.

For all new cases beginning on or after the first day of the month following ratification (December 1, 1998), the maximum monthly benefit will be increased from \$2,200.00 to \$2,300.00 for any eligible employee who is actively at work on that date. Effective May 1, 2002, the maximum benefit will increase to \$2,400.00 per month for any eligible employee who is actively at work on that date.

- (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' Compensation, or any other non-private disability income plan.

Benefits shall cease upon the occurrence 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 benefits payments. This provision shall take precedence over *any* recurrent disability provision under the Abitibi-Consolidated Inc. Weekly Indemnity Plan.)

- (b) ~~On~~ death, or
- (c) ~~On~~ the earlier of retirement or age 65.

7. CONTINUATION OF GROUP LIFE INSURANCE DURING DISABILITY

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

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' Compensation or similar legislation, or
 - (iii) Self-destruction or any self-inflicted injury, while sane or insane, or
 - (iv) Disability for which the employee is ~~not~~ under the treatment of a physician, or
 - (v) Alcoholism or drug addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is

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

(b)

- (i) **An** amount of disability benefit under this plan shall not be paid in the event the absence is a result of pregnancy related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
- (ii) For employees who fail to qualify for pregnancy leave 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, the employee may be declared not eligible for an amount of disability benefits.

APPENDIX "C"
ABITIBI-CONSOLIDATED INC.
SUPPLEMENTARY HEALTH CARE PLAN

This description outlines the principal features of the Supplementary Health Care Group Insurance Plan. Insurance policies applicable to this coverage are held for Abitibi-Consolidated Inc. and Price Company Limited 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 educational institution and depend upon you for support are eligible dependents until their 25th birthday.

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

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

DESCRIPTION OF BENEFIT

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

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

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

Effective January 1, 1999, the Maximum Lifetime Benefit for all Covered Expenses is \$25,000.00 for each insured family member. On January 1st of each year, up to \$1,000.00 of the Maximum Lifetime Benefit previously utilized, will be automatically restored.

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

COVERED EXPENSES

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

Class I Expenses

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

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

- Effective July 1, 1993, frames, lenses, and the fitting of prescription glasses, including contact lenses up to a total

payment of \$100.00 per family member, in any two consecutive calendar years. Effective May 1, 1996, total payment of \$125.00 per family member in any two consecutive calendar years.

Class II Expenses

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

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

PROFESSIONAL AMBULANCE SERVICE when used to transport the individual from the place where 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 a least **90** days.

TREATMENT BY A PROVINCIALLY LICENSED OSTEOPATH, NATUROPATH, PODIATRIST OR CHRISTIAN SCIENCE PRACTITIONER up to **\$7.00** per treatment and up to **\$25.00** per disability for x-rays but not more than **30** visits in any calendar year for each type of practitioner, However, no benefit will be paid for any charges in excess of **\$7.00** per treatment and no benefit will be paid while the individual is entitled to similar benefits under any provincial health plan.

TREATMENT BY A PROVINCIALLY LICENSED CHIROPRACTOR up to **\$15.00** per visit and up to **\$25.00** per disability for x-rays, subject to a maximum of **\$300.00** 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 **\$25.00** per first visit and **\$10.00** for each additional visit but not more than **30** visits in any calendar year.

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

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

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

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

OUT-OF-PROVINCE EMERGENCY TREATMENT as described in (1) and (2) below incurred in connection with emergency treatment while the individual is outside the province in which the individual 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 \$50.00 per day for charges for hospital confinement in excess of 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 the individual been hospitalized in the normal province of residence.

RENTAL OR 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 \$50.00.

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

ANAESTHESIA, OXYGEN, BLOOD AND BLOOD PRODUCTS

ILEOSTOMY, COLOSTOMY AND DIABETIC SUPPLIES.

DIAGNOSTIC LABORATORY AND X-RAY EXPENSES

GENERAL DEFINITIONS

Definitions

Definitions relating to this Plan shall be those set out in Confederation Life Insurance Company policy 83120, effective January 1, 1987.

Continuation of Supplementary Health Care Benefits for Incapacitated Children:

- **If** your child is incapable of earning that child's **own** living because **of** mental retardation or physical handicap, and is dependent on you for support, coverage may be continued beyond age 25. Proof **of** incapacity must be submitted to the insurance company within 31 days **a**fter the child has reached 25.

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' Compensation 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.

Coordination of Benefits

This plan will pay either its regular benefits in MI, 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' Compensation will be eligible for benefits for **up to 12** months after the date of disability

Weekly Indemnity:

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

Leave of Absence:

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

Lay-off:

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

Changes to Report

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

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

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

Payment of Claims

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

APPENDIX "D"
ABITIBI-CONSOLIDATED INC.
DENTAL CARE PLAN

ELIGIBILITY

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

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

EFFECTIVE DATE OF BENEFITS

Employee:

Your benefits are effective on the day following continuous employment for 90 working days, provided you are not absent from work due to disability, leave of absence or lay-off 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 be covered from birth.

THE PLAN

The Plan provides you and your eligible dependents with reimbursement in accordance with the Provincial Dental fee schedule outlined below of:

- (a) 100% of the cost of Class I covered expenses, and
- (b) 50% of the cost of Class II and Class III covered expenses. Effective the first day of the month following ratification, the Provincial Dental Fee Schedule used as a basis for benefit payments will be the 1997 Provincial Dental Association Schedule of Fees. For calendar year 1999, apply the 1998 Provincial Dental Association Schedule of Fees, for the calendar year 2000, apply the 1999 Provincial Dental Association Schedule of Fees, for the calendar year 2001, apply the 2000 Provincial Dental Association Schedule of Fees, for the calendar year 2002, apply the 2001 Provincial Dental Association Schedule of Fees, for the calendar year 2003, apply the 2002 Provincial Dental Association Schedule of Fees, for the calendar year 2004, apply the 2003 Provincial Dental Association Schedule of Fees.

Effective December 1, 1998, the maximum benefit per calendar year is \$1,500.00 per insured family member for Class I and II covered expenses. The lifetime maximum benefit is \$1,500.00 per insured family member for Class III covered expenses.

COVERED EXPENSES

Class I Procedures:

- Oral examinations, including scaling and cleaning of teeth.
- Topical application of sodium or stannous fluoride.
- Oral hygiene instruction.
- Dental x-rays.
- Extractions.
- Oral surgery, including excision of impacted teeth.

- Amalgam, silicate and plastic composite fillings.
- Anaesthetics administered in connection with oral surgery or other covered dental services.
- Injections of antibiotic drugs by the attending dentist.
Treatment of periodontal and other diseases of the gums and tissues of the mouth.
Endodontics 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 practicing within the scope of the 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 they intend 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 \$200.00, 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.

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Treatment brought about by conditions arising from war, not 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.

Workers' Compensation:

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

Weekly Indemnity:

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

Leave of Absence:

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

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

Lay-off:

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

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COLLECTIVE AGREEMENT

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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 for the Insurance Company. It will be necessary for the claimant to secure a completed claim form from the dentist.

APPENDIX "E"
ABITIBI-CONSOLIDATED INC.
TRADESPROMOTIONPLAN

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 trades personnel from the outside.

2. SCHEDULE OF RATES

- (a) The schedule of rates for trades personnel and helpers appears in the main wage schedule.
- (b) No differential in rates between skills will be paid. A trades personnel machinist will be paid the same rate as a journey electrician. A journey electrician will be paid the same rate as a journey 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 10 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, progress will be reviewed to determine if the employee can progress satisfactorily in the trade in which employed and if progress is unsatisfactory the employee will be taken out of the maintenance department. If retained as a helper, the employee 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 mechanics' helper will be paid the "A" rate of pay during the remainder of the time employed as a mechanics' helper.
 - ii)** When a helper, who has qualified as a trades personnel and is waiting for promotion, is directed to do the work of a trades personnel on a temporary basis, the employee will be paid the journey rate while doing such work
 - iii)** When a helper, who has not qualified as a trades personnel is directed to do the work of a trades personnel on a temporary basis, the employee will be paid the rate of the job on which the employee is substituting while doing such work. Helpers will be promoted to "A" journey when qualified and openings exist.
 - iv)** 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 Trades 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 trades personnel by:
- i) Successful completion of the Apprentice Training Program, or
 - ii) Proving proficiency in the trade to the satisfaction of the Evaluation Committee after serving a minimum of seven (7) years in the particular trade. All of this service must have been with the Abitibi-Consolidated Inc. The employee 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 Trade 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 Journey classification when vacancies occur, provided they meet all other conditions of the Trades 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 trades person. Failure on the part of the employee to perform all the duties of a trades person

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 bullgang, the employee's service in the bullgang may be credited toward 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 trades personnel 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 the trade, at yearly intervals as specified in the "Trade Apprenticeship" Plan, after reaching the "A" helper rate of pay. In addition, the employee must use these tools as necessary to perform the work.
- v) During the last twelve (12) months spent in the helper period, the helper shall be periodically assigned jobs in their own trade, for a total time not to exceed ninety (90) working days.
- vi) A Committee consisting of the Mill Manager or a designated representative, the employee's superintendent and foreperson, will be established to evaluate the performance of each helper who has met the requirements outlined in Section e(i) to e(v) above.

A Human Resource Representative 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).

Two 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 if the employee is qualified for promotion to journey status. If the employee 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 4th and November 1st.

It is understood that a helper will be promoted to journey status 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. Apprenticeship 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 journey status, a helper will be paid the "A" journey 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 journey mechanic, trades personnel may be terminated at any time in the first six (6) months of employment as a journey person if the employee is not considered sufficiently qualified for advancement in the trade. Trades personnel 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" journey rate after one year.
- (h) In any case where a journey has not been promoted, for any reason, above the present "C" or "B" class, the employee will remain at a rate equal to either the fifth year, first or second half, apprentice rate, until the reason for not having been promoted has been removed.

4. NOTES

- (a) Rates for lead hands, assistant forepersons and forepersons will have to be determined after examining the effect of the new rate

schedule of 1948 on the earnings of the employees who they supervise.

- (b) This Committee cannot appraise the degree of mechanical skill required for 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 Personnel, Drive Operators, Tour Electricians, Shift Electricians, **Sub-Station Operators**. Such employees must fall into two classifications - Maintenance persons or Operators.
 - ii) Shift personnel to qualify as Mechanics must be able to do all repair work in a minor breakdown without supervision during their shift.
 - iii) **Shift** personnel 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 Trades 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 Person; Blacksmith; Bricklayer or Mason Head; Tinsmith, Oiler, Motor Mechanic, Fire Inspector; Tool Room Attendant.

- (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 (6) months, on probation, to determine if the employee has the qualifications for advancement and is a safe worker. If satisfactory, this employee will be promoted to a Class "B" helper; if not satisfactory, the employee will be removed from this class.

- (b) Instrument Helper, Class "B"

A helper Class "B" must be physically fit to carry out the duties effectively, and shall be expected to have sufficient mechanical aptitude for the trade and to have sufficient ability and educational background to pursue successfully a program of instruction that will qualify the employee eventually as a journey Class "A". A Class "B" helper must be willing to undertake some kind of instruction or training to obtain proficiency in the work and to have started to accumulate a number of tools required for the 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 the employee's superiors that they have the potential ability to become a journey Class "A", and must have

accumulated a number of tools required for the trade. The employee 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 six (6) months, on probation to determine if the employee has the qualifications for advancement, and is a safe worker. If satisfactory, the employee will be promoted to a Class "B" helper; if not satisfactory, the employee will be removed from this class.

(e) Mechanic Helper, Class "B"

A helper in Class "B" must be physically fit to carry out the duties effectively, and shall be expected to have sufficient mechanical aptitude for the trade, and to have sufficient ability and educational background to successfully pursue a program of instruction that will qualify the employee eventually as a journey Class "A". A Class "B" helper must be willing to undertake some kind of instruction or training to obtain proficiency in the work and to have started to accumulate a number of tools required for the trade.

(f) Mechanic 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 have demonstrated to the employee's superiors that the employee has the potential ability to become a journey Class "A", and must have accumulated the number of tools required for the 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, fabricate, 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

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required for various uses, including antifriction 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 foreperson.

(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 the trade; to set up and operate woodworking 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 the 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 the trade in an efficient and effective manner; to perform skillfully all operations required in the installation, fabrication 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, syphons, 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 foreperson.

(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 the 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 foreperson.

(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 their own work, recognize defects and overcome them; to read working drawings and work to specifications called for; to do electric arc as well as acetylene welding and burning, lead burning, sweating, brazing, ~~hardsurfacing~~, 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 them 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. The employee must be capable of leading other instrument mechanics, helpers and apprentices in instrument preventative maintenance, calibration, repair and installation; to read working drawings without supervision and wiring diagrams, after details have been explained; to teach junior personnel 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 INC.
APPRENTICESHIP PLAN

1. Abitibi-Consolidated Inc. as part of its employee development program, has established an apprenticeship system. In it, a carefully selected young employee, interested in one of the trades practiced 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 trades personnel, Abitibi-Consolidated prepares replacements for future retirement of its skilled older journey-persons, 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 trades personnel, 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 the employee is to be apprenticed) shall be granted one year's standing on the term of apprenticeship.
 - (d) A graduate of a 3-year course at a College of Applied Arts and Technology or similar institution (who has specialized in the

trade in which the employee is to be apprenticed) shall be granted two years standing on the 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 applicants 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. The employee will then be required to sign an Apprenticeship Indenture (and if under the age of 18, co-signed by parent or guardian) certifying that the employee has read, understands, and agrees to all the terms and conditions of the Trade Apprenticeship of Abitibi-Consolidated Inc.

4. TERMS OF APPRENTICESHIP

- (a) The period of Apprenticeship will be four (4) years, divided into 3 periods, each of six (6) months duration. After graduation, if retained, an apprentice will automatically proceed over a one (1) year period to journey 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 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 Education 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 Human Resources Department will review course content of 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 technical training at a government trade school, the employee will not be enrolled for a correspondence course and will not be allowed time for study during 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 the required correspondence course, all remaining study time, allowed on the basis of four hours per week, will be available to the employee for further approved technical training, if the employee so desires.
- (g) To be eligible for advancement at the end of any 6-month period, an apprentice must have completed the shop work to the satisfaction of the shop management, technical training to the satisfaction of the trade school or in the case of a correspondence course, 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 6-month period shall be considered as reentering upon a trial period, and shall be notified as to the nature of the unsatisfactory work by the immediate supervisor. If the apprentice does not qualify after three additional months, the apprentice shall be dropped from the apprentice course.
- (i) A helper may apply for entry into the apprentice plan. If the employee is accepted into the plan, an assessment of skill and knowledge shall be made by the Apprentice Committee for which the employee 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, the employee shall be paid the apprentice rate stipulated for that particular period in which the employee 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 the employee has been accepted, the rate will not be reduced for an increase will be granted until the apprentice period rate catches up.

- (j) Tools are essential for trades personnel. 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 the employee owns and has in their possession a predetermined 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 the apprenticeship period, the apprentice will be periodically assigned jobs in the trade.
- (m) Abitibi-Consolidated Inc. does not guarantee employment upon completion of apprenticeship, but will endeavour to place the graduates in trades 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 \$300.00 per week less any comparable allowance from any government agencies.

5. GENERAL

- (a) Helpers
The accepted way to become a trades person 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 trades personnel will be through apprenticeship.

6. APPRENTICE COMMITTEE

- (a) An Apprentice Committee will be formed in each mill composed of the Manager or representative, and appointed representatives from the following: Engineering Department, Electrical Department, Mechanical Department, Human Resources 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

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

8. WORKING CONDITIONS

- (a) In general, an apprentice will not be asked to work overtime except in exceptional cases and then will not be **left** on the job alone; a trades personnel will work along with the apprentice. **An** apprentice must comply with all the rules and regulations applicable to the department in which the employee serves.

9. SPECIAL WORKS

- (a) 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

- (a) The Company will supply a signed certificate to each apprentice on completion of the 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 the apprenticeship.

11. SENIORITY

- (a) When an employee transfers from some other job to the status of an apprentice in one of the mechanical trades, the employee shall maintain seniority in the job from which he transferred for a period of 6 months. Following such probationary period, seniority shall develop exclusively within the mechanical group to which the employee transferred. If, when the period of apprenticeship (4 years) is served, there is a vacancy for a trades personnel in the trade for which the apprentice is qualified, the employee will be retained and will be granted 2 years seniority as a journey person and will become eligible for promotion in accordance with the Trades Promotion Plan. An employee having commenced an Apprenticeship after May 1, 1990 and who is retained following its completion will be granted full department seniority as a trades personnel for the period of Apprenticeship.

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 the 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, the apprentice 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 the 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, the apprentice 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 Funeral Leave will not be affected by attendance at a Trade School, nor will participation in any employee welfare plans in which the employee is enrolled. Permission of the school authorities must be obtained for all absences.

13. LOSS OF WORKING TIME

- (a) An apprentice may lose up to a maximum of thirty (30) scheduled working days due to sickness or accident, during the 4-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.

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COLLECTIVE AGREEMENT

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APPENDIX "G"
ABITIBI-CONSOLIDATED INC.**WAGE SCHEDULE****No. 3 Paper Machine (Class74)**

When the highest paid machine tenders rate has been determined, thirty-five cents per hour machine supervised shall be added to determine the Boss Machine Tender's Rate.

	JCP	MAY 1ST:					
CLASS	1998	1999	2000	2001	2002	2003	
Boss Machine Tender	n/a	31.570	32.070	32.570	33.220	33.890	34.560
Beater Engineer	n/a	29.900	30.400	30.900	31.520	32.150	32.790
Beater Engineer							
Colour Paper	n/a	31.220	31.720	32.220	32.860	33.520	34.190
Clothing Man	n/a	26.810	27.310	27.810	28.370	28.930	29.510
Machine Tender	n/a	31.220	31.720	32.220	32.860	33.520	34.190
Back Tender	n/a	29.900	30.400	30.900	31.520	32.150	32.790
Third Hand	n/a	26.810	27.310	27.810	28.370	28.930	29.510
Fourth Hand	n/a	23.800	24.300	24.800	25.300	25.810	26.330
Fifth Hand	n/a	22.980	23.480	23.980	24.460	24.950	25.450
Sixth Hand	n/a	21.730	22.230	22.730	23.190	23.650	24.120
Paper Mill							
Swiper	3	20.345	20.935	21.435	21.864	22.301	22.747
Labourer							
Slabbing		19.905	20.435	20.935	21.354	21.781	22.216
Swiper Slabbing		20.345	20.935	21.435	21.864	22.301	22.747
Kraft Beater		19.905	20.435	20.935	21.354	21.781	22.216
Head Swiper	4	20.555	21.175	21.675	22.109	22.551	23.002
Fork Lift Operator							
Slab		20.555	21.175	21.675	22.109	22.551	23.002

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	JCP			MAY 1ST:			
	CLASS	1998	1999	2000	2001	2002	2003
<u>Wood Preparation</u>							
Senior Operator	15	23.465	24.415	24.915	25.413	25.922	26.440
Operator	8	21.535	22.275	22.775	23.231	23.695	24.169
Carry-Lift Oper.	8	21.535	22.275	22.775	23.231	23.695	24.169
Chip Unloader	7	21.290	22.000	22.500	22.950	23.409	23.877
Chipper	3	20.345	20.935	21.435	21.864	22.301	22.747
Bark Press	4	20.555	21.175	21.675	22.109	22.551	23.002
Utility	2	20.105	20.665	21.165	21.588	20.020	22.460
<u>Groundwood</u>							
Senior Operator	18	24.450	25.490	25.990	26.510	27.040	27.581
#1 Operator	9	21.745	22.515	23.015	23.475	23.945	24.424
#2 Operator	7	21.290	22.000	22.500	22.950	23.409	23.877
#3 Operator	4	20.555	21.175	21.675	22.109	22.551	23.002
Utility	2	20.105	20.665	21.165	21.588	20.020	22.460
<u>S.C.M.P.</u>							
SCMP Operator	23	26.130	27.320	27.820	28.376	28.944	29.523
1 st Operator	15	23.465	24.415	24.915	25.413	25.922	26.440
2 nd Operator	9	21.745	22.515	23.015	23.475	23.945	24.424
2 nd Pulper Oper.		20.555	21.175	21.675	22.109	22.551	23.002
<u>Finishing & Shipping</u>							
Weigher	12	22.605	23.465	23.965	24.444	24.933	25.432
Trucker	6	21.030	21.710	22.210	22.654	23.107	23.569
Finisher	4	20.555	21.175	21.675	22.109	22.551	23.002
Finisher Helper	3	20.345	20.935	21.435	21.864	22.301	22.747
Car Preparer	3	20.345	20.935	21.435	21.864	22.301	22.747
Finisher Helper Assistant	2	20.105	20.665	21.165	21.588	20.020	22.460

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	JCP CLASS	1998	1999	MAY 1 ST :		2002	2003
				2000	2001		
<u>Control</u>							
Assistant							
Control Clerk	10	22,050	22,850	23,350	23,817	24,293	24,779
Tester-Dry Lab	6	21,030	21,710	22,210	22,654	23,107	23,569
Tester-Wet Lab	4	20,555	21,175	21,675	22,109	22,551	23,002
<u>yard & Track</u>							
Tractor Driver	7	21,290	22,000	22,500	22,950	23,409	23,877
Truck Driver							
GMC	4	20,555	21,175	21,675	22,109	22,551	23,002
Front-End Loader	4	20,555	21,175	21,675	22,109	22,551	23,002
Fork Lift Oper.	4	20,555	21,175	21,675	22,109	22,551	23,002
Foreperson		22,230	22,730	23,230	23,695	24,168	24,652
Sub-Foreperson	8	21,535	22,275	22,775	23,231	23,695	24,169
Labourer	1	19,905	20,435	20,935	21,354	21,781	22,216
Mill Cleaner	1	19,905	20,435	20,935	21,354	21,781	22,216
<u>Miscellaneous</u>							
Oiler	9	21,745	22,515	23,015	23,475	23,945	24,424
Head Oiler (non-Journey)	17	24,130	25,140	25,640	26,153	26,676	27,209
Relief Issue & Receiving Clerk	6	21,030	21,710	22,210	22,654	23,107	23,569
<u>Mechanical</u>							
Journey "A"		25,400	25,900	26,400	26,928	27,466	28,015
Shift Journey		25,900	26,400	26,900	27,438	27,986	28,545
Helper A		20,960	21,460	21,960	22,399	22,846	23,302
Helper B		20,640	21,140	21,640	22,072	22,513	22,963
Helper C		20,310	20,810	21,310	21,736	22,170	22,613
Painter A		24,360	24,860	25,360	25,867	26,384	26,911
Painter B		21,710	22,210	22,710	23,164	23,627	24,099
Painter Helper A		20,640	21,140	21,640	22,072	22,513	22,963

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	JCP			MAY 1ST:			
	CLASS	1998	1999	2000	2001	2002	2003
Roll Grinder (non-Journey)		24.800	25.300	25.800	26.316	26.842	27.378
Painter with Special Rate	n/a	24.410	24.910	25.410	25.918	26.436	26.964

Painter helpers when spray painting will receive the "B" Painter rate.

Any mechanical rates which do not conform to the above schedule were in effect before rationalization and for various reasons were not changed at that time.

* The application of this rate will be made in accordance with the provisions of Article 33.

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APPRENTICE RATES

		<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>
First Year	First Half	19.900	20.400	20.900	21.318	21.744	22.178
	Second Half	19.900	20.400	20.900	21.318	21.744	22.178
Second Year	First Half	20.510	21.010	21.510	21.940	22.378	22.825
	Second Half	21.120	21.620	22.120	22.562	23.013	23.473
Third Year	First Half	21.730	22.230	22.730	23.185	23.648	24.120
	Second Half	22.340	22.840	23.340	23.807	24.283	24.768
Fourth Year	First Half	22.950	23.450	23.950	24.429	24.917	25.415
	Second Half	23.560	24.060	24.560	25.051	25.552	26.063
Fifth Year	First Half	24.170	24.670	25.170	25.673	26.186	26.709
	Second Half	24.780	25.280	25.780	26.296	26.821	27.357
Sixth Year	100% Journeyman	25.400	25.900	26.400	26.928	27.466	28.015

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.

APPENDIX "H"

**CONTINUOUS OPERATION
IROQUOIS FALLS, FORT WILLIAM**

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

When implemented in individual mills • \$0.15 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 four (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. Employees 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.

STATEMENT OF POLICY

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

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5. A \$0.03 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.

MEMORANDUM OF AGREEMENT

BETWEEN

ABITIBI-CONSOLIDATED INC.
FORT WILLIAM DIVISION

AND

COMMUNICATIONS, ENERGY AND
PAPERWORKERS UNION, LOCAL 132

The above parties agree that on the date of implementation of continuous operation at the Fort William Division, the following changes to the six (6) day agreement and attached wage schedule become effective.

13. PAPER MILL SCHEDULE

13.01 The normal scheduled operation of the Paper Mill will be continuous for seven (7) days per week except for schedule shutdown holidays as designated and such other shut-downs as considered necessary by the Company.

14. PULP MILL SCHEDULE

14.01 The normal schedule operation of the Pulp Mills will be continuous for seven (7) days per week except for scheduled shutdown holidays as designated and such other shut-downs as considered necessary by the Company.

15. TOURS AND TOUR WORKERS

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

- 15.02** All manual labour on paper machines, such as operating machines and putting on clothing, shall be done only by *Papervorkers*, except in cases where mechanics, swipers, sweepers and labourers may lend assistance when necessary.
- 15.03** It is agreed that in some cases, it *is* necessary to effect an "average" work week. The word "average" shall mean the work week schedule to be agreed upon and will result in some work weeks in excess of forty **(40)** hours.

16. PREMIUM PAY FOR DAY WORKERS

- 16.01** Time and one-half shall be paid for all hours worked between 8:00 a.m. Sunday and **8:00 am** Monday. Work done in excess of eight **(8)** hours on Sunday will be paid for at the rate of double time.
- 16.02** Work done in excess of eight **(8)** hours in any week day shall be paid for at the rate of time and one-half.
- 16.03** A day worker who, on the completion of a shift, if called in during the hours from **4:00 p.m.** to **7:00 am**, 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 am** and continues to work on that breakdown after the normal starting time, the time and one-half rate **will** apply to the completion of the job. If called in between **7:00 am** and **8:00 a.m.**, the employee shall receive time and one-half for the period worked.

- 16.04** A day worker called in on a designated day off shall receive time and one-half for the hours worked with a minimum of four **(4)** hours pay for

each call. If called in on Sunday and Statutory Holidays, a day worker shall receive time and one-half for the hours worked with a minimum of ~~six~~ (6) hours pay for each call.

- 16.05 A day worker who reports for duty at the beginning of the normal day finds the work schedule has been changed and if the employee has not been contacted previously by telephone or messenger, shall receive two (2) hours pay and will be allowed to return home.
- 16.06 Overtime shall not be pyramided nor shall more than one basis of calculating overtime be used to cover the same hours.
- 16.07 The present practice regarding travelling time will be continued

17. PREMIUM PAY FOR TOUR WORKERS

- 17.01 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.
- 17.02 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 change of shifts.
 - (b) Overtime work by special arrangement between a tour worker and mate to exchange shifts with the approval of the 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.
- 17.03 Employees who fail to report for work or who in any way penalize their mates of 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.

- 17.04** Except as noted above, tour workers called on duty after regular working hours or prior to the commencement of a regular shift 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. If called in on Sundays and statutory holidays, time and one-half will apply, and in no case shall they receive less than six (6) hours pay at regular rates.
- 17.05** Overtime shall not be pyramided nor shall more than one basis of calculating overtime be used to cover the same hours.
- 17.06** A tour worker who reports for duty at the beginning of the normal shift or tour and finds the work schedule has been changed and if the employee has not been contacted previously by telephone or messenger, shall receive two (2) hours pay and will be allowed to return home.
- 19. WIRE TIME**
- 19.01** 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. Employees putting on wires on their regular shift shall not receive such extra pay. The Company will start a wire change when a sufficient number of the crew is available.
- 19.02** During any work week in which a paper machine operates on Sunday, the crew putting on wires during that work week will receive six (6) hours pay and two (2) hours will be deducted from the regular hours of work.
- 19.03** When for maintenance reasons or reconditioning for reuse, a wire is removed and reinstalled 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.

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22. STATUTORY HOLIDAYS

22.01 Holidays areas follows:

EASTER SUNDAY: - **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 YEARS: - **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.

22.02

(a) In the event of any disagreement as to the time of beginning and ending of a holiday period, where the hours are not specified in the agreement the decision of the Management shall govern.

(b) During total mill shutdowns for a Statutory Holiday, mill shutdown and start-up procedures shall take place during shutdown hours.

22.03 For the Statutory Holidays, namely Easter Sunday and Labour Day, eight **(8)** hours pay will be allowed to hourly paid workers when they do not work. For the Christmas and New Year's shutdowns, sixteen **(16)** hours pay **will** be allowed to hourly paid workers when they do not work.

22.04

- (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) Employees who work on Statutory Holiday run-through will be paid in accordance with the following:
 - i) Employees who work on a Statutory Holiday will receive Statutory Holiday pay in accordance with Article **22.03**.
 - ii) In addition to (i) above, employees who work will be paid at the rate of double time.
 - iii) For each hour worked, the employees will receive an additional payment of one (1) hour at the rate paid for the job performed.
 - iv) 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.

- 22.05** With the exception of the hours from 4:00 p.m. December 24th to 8:00 a.m. December 26th of the Christmas Statutory Holiday shutdown, the Company will have the option of scheduling repair and maintenance or project work during Statutory Holiday periods subject to the following conditions:
- i) The Union will be informed in advance of the work to be accomplished during Statutory Holiday hours.
 - ii) The Company will call for volunteers to provide the necessary complement of skills required for the planned jobs.
 - iii) If sufficient trades personnel are not available on a voluntary basis, the Company will meet with the local Union involved in an attempt to resolve the problem. Failing mutual agreement, the Company will have the right to schedule the additional employees required in the reverse order of seniority.
 - iv) Pay for trades personnel working on Statutory Holiday time **when the Mill is producing end product will be as for other employees.** When the Mill is not producing end product, employees who work on a Statutory Holiday shall be [1] paid at the rate of time and one-half, [2] granted one 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.
- 22.06** Covering rules are provided in Article 22.07 to 22.08 of the Labour Agreement.

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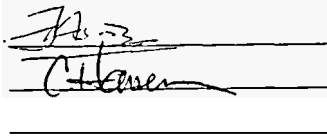
40. SCHEDULE OF RATES

The first paragraph is changed to read as follows:

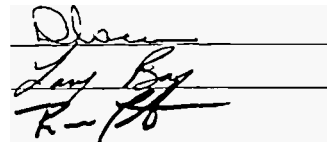
- 40.01 The attached schedule of wage rates (Appendix "G") shall be effective under this agreement. The continuous operation wage rates incorporate the continuous operation increases which had been agreed to.

Signed this 22ND day of FEBRUARY 1999 at Thunder Bay, Ontario.

**ABITIBI-CONSOLIDATED INC.
FORT WILLIAM DIVISION**



**COMMUNICATIONS, ENERGY AND
PAPERWORKERS UNION OF CANADA
C.L.C. AND ITS LOCAL NO. 132**



APPENDIX "I"
ABITIBI-CONSOLIDATED INC.

RUNNING TIME ON STATUTORY HOLIDAYS

The mill will operate on a continuous basis unless the company notifies the local Union of its intention to shut-down. Given the particular situation existing at Abitibi-Consolidated's mills, the following applies:

	Statutory Holidays - Group 1 Staff on a Voluntary Basis	Statutory Holidays - Group 2 Run-through at Company's Discretion
Fort William	Christmas Day - 48 hours Labour Day - 24 hours	Easter - 24 hours New Year's - 48 hours

Voluntary Staffing Procedure for Group 1 Statutory Holidays

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

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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APPENDIX "J"
MEMORANDUM OF AGREEMENT

BETWEEN

ABITIBI-CONSOLIDATED INC.
FORT WILLIAM DIVISION

AND

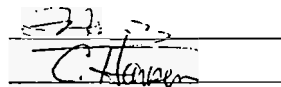
COMMUNICATIONS, ENERGY AND
PAPERWORKERS UNION, LOCAL 132

It is understood that the Boat *Loading* language which appeared in the May 1, 1990 to April 30, 1993 Collective Agreement is being removed from the body of the Collective Agreement for housekeeping purposes only.

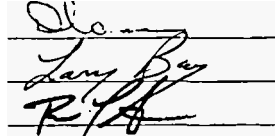
The parties agree that, should the Fort William Division elect to load boats in the future, this boat loading language will be resurrected and will form part of this collective agreement.

Signed this 22nd day of FEBRUARY 1994 at Thunder Bay, Ontario.

ABITIBI-CONSOLIDATED INC.
FORT WILLIAM DIVISION



COMMUNICATIONS, ENERGY
AND PAPERWORKERS UNION
OF CANADA, C.L.C. AND ITS
LOCAL NO. 132



APPENDIX "K"
ABITIBI-CONSOLIDATED INC.

JOINT HEALTH & SAFETY CONFERENCE

In reference to the former Abitibi-Price Joint Health and Safety Conference, the Company is prepared to add as an appendix to each individual Collective Agreement the following:

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

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

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

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

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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

NOTE: All other references to the Joint Health and Safety Conference in the former Abitibi-Price Collective Agreements shall be deleted

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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APPENDIX "L"
ABITIBI-CONSOLIDATED INC.

JOB CLASSIFICATION PLAN SCALE EFFECTIVE MAY 1ST:						
Class	1998	1999	2000	2001	2002	2003
1	19.905	20.435	20.935	21.354	21.781	22.216
2	20.105	20.665	21.165	21.588	22.020	22.460
3	20.345	20.935	21.435	21.884	22.301	22.747
4	20.555	21.175	21.675	22.109	22.551	23.002
5	20.795	21.445	21.945	22.384	22.832	23.288
6	21.030	21.710	22.210	22.654	23.107	23.569
7	21.290	22.000	22.500	22.950	23.409	23.877
8	21.535	22.275	22.775	23.231	23.695	24.169
9	21.745	22.515	23.015	23.475	23.945	24.424
10	22.050	22.850	23.350	23.817	24.293	24.779
11	22.350	23.180	23.680	24.154	24.637	25.129
12	22.605	23.465	23.965	24.444	24.933	25.432
13	22.895	23.785	24.285	24.771	25.268	25.771
14	23.185	24.105	24.605	25.097	25.599	26.111
15	23.465	24.415	24.915	25.413	25.922	26.440
16	23.820	24.800	25.300	25.808	26.322	26.849
17	24.130	25.140	25.640	26.153	26.676	27.209
18	24.450	25.490	25.990	26.510	27.040	27.581
19	24.805	25.875	26.375	26.903	27.441	27.989
20	25.125	26.225	26.725	27.260	27.805	28.361
21	25.480	26.610	27.110	27.652	28.205	28.769
22	25.795	26.955	27.455	28.004	28.564	29.135
23	26.130	27.320	27.820	28.378	28.944	29.523
24	26.480	27.700	28.200	28.764	29.339	29.926
25	26.820	28.070	28.570	29.141	29.724	30.319
26	27.135	28.415	28.915	29.493	30.083	30.685

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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JOB CLASSIFICATION PLAN SCALE						
MAY 1st:						
Class	1998	1999	2000	2001	2002	2003
27	27.495	28.805	29.305	29.891	30.489	31.099
28	27.820	29.160	29.660	30.253	30.858	31.475
29	28.150	29.520	30.020	30.620	31.233	31.857
30	28.495	29.895	30.395	31.003	31.623	32.255
31	28.805	30.235	30.735	31.350	31.977	32.616

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 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 in 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.

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

WIDTH OF MACHINE IN INCHES

100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	320	330	340	350	360	370	380	390	400
400	410	420	430	440	450	460	470	480	490	500	510	520	530	540	550	560	570	580	590	600	610	620	630	640	650	660	670	680	690	700
700	710	720	730	740	750	760	770	780	790	800	810	820	830	840	850	860	870	880	890	900	910	920	930	940	950	960	970	980	990	1000
1000	1010	1020	1030	1040	1050	1060	1070	1080	1090	1100	1110	1120	1130	1140	1150	1160	1170	1180	1190	1200	1210	1220	1230	1240	1250	1260	1270	1280	1290	1300
1300	1310	1320	1330	1340	1350	1360	1370	1380	1390	1400	1410	1420	1430	1440	1450	1460	1470	1480	1490	1500	1510	1520	1530	1540	1550	1560	1570	1580	1590	1600
1600	1610	1620	1630	1640	1650	1660	1670	1680	1690	1700	1710	1720	1730	1740	1750	1760	1770	1780	1790	1800	1810	1820	1830	1840	1850	1860	1870	1880	1890	1900
1900	1910	1920	1930	1940	1950	1960	1970	1980	1990	2000	2010	2020	2030	2040	2050	2060	2070	2080	2090	2100	2110	2120	2130	2140	2150	2160	2170	2180	2190	2200

100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	320	330	340	350	360	370	380	390	400																																																											
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100

APPENDIX "M"

ABITIBI-CONSOLIDATED INC.

ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 1998						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	25.39	24.19	22.72	21.44	21.06	20.72
21	25.54	24.32	22.81	21.67	21.11	20.72
22	25.61	24.43	22.84	21.73	21.19	20.72
23	25.72	24.58	22.98	21.74	21.23	20.75
24	25.94	24.68	23.04	21.79	21.24	20.75
25	26.00	24.83	23.12	21.81	21.31	20.75
26	26.14	25.05	23.18	21.82	21.33	20.76
27	26.30	25.12	23.29	21.89	21.40	20.76
28	26.40	25.25	23.37	21.96	21.41	20.81
29	26.53	25.38	23.48	21.97	21.44	20.81
30	26.74	25.45	23.58	21.98	21.46	20.81
31	26.88	25.57	23.71	21.99	21.51	20.84
32	27.04	25.71	23.77	22.00	21.52	20.84
33	27.10	25.80	23.81	22.01	21.54	20.84
34	27.24	25.97	23.86	22.03	21.57	20.85
35	27.29	26.06	23.94	22.09	21.58	20.85
36	27.41	26.20	24.02	22.12	21.62	20.85
37	27.49	26.25	24.14	22.18	21.67	20.87
38	27.58	26.33	24.18	22.22	21.68	20.87
39	27.73	26.40	24.21	22.23	21.71	20.87
40	27.82	26.53	24.25	22.29	21.74	20.87
41	27.89	26.58	24.32	22.30	21.76	20.90
42	27.97	26.74	24.42	22.39	21.79	20.90

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 1998						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
43	28.09	26.85	24.44	22.40	21.81	20.90
44	28.18	26.94	24.56	22.48	21.82	20.90
45	28.28	27.04	24.59	22.56	21.96	20.96
46	28.48	27.16	24.64	22.61	21.97	20.96
47	28.57	27.24	24.68	22.70	21.98	20.96
48	28.69	27.29	24.84	22.72	21.99	21.04
49	28.69	27.41	24.98	22.73	22.00	21.06
50	28.75	27.52	25.03	22.76	22.01	21.07
51	28.81	27.58	25.05	22.81	22.09	21.11
52	28.97	27.67	25.10	22.83	22.12	21.14
53	29.01	27.76	25.13	22.89	22.18	21.15
54	29.07	27.83	25.19	22.97	22.20	21.17
55	29.17	27.91	25.37	22.98	22.22	21.23
56	29.29	27.99	25.39	22.99	22.23	21.24
57	29.38	28.17	25.45	23.04	22.27	21.28
58	29.48	28.22	25.54	23.05	22.28	21.31
59	29.57	28.29	25.59	23.09	22.29	21.33
60	29.67	28.44	25.66	23.12	22.30	21.37
61	29.78	28.54	25.79	23.15	22.38	21.40
62	29.84	28.69	25.93	23.18	22.40	21.41
63	29.93	28.75	25.95	23.29	22.52	21.44
64	29.97	28.83	25.97	23.30	22.53	21.46
65	30.07	28.97	26.00	23.33	22.56	21.47
66	30.24	29.01	26.14	23.34	22.61	21.52
67	30.33	29.11	26.25	23.37	22.68	21.54
68	30.43	29.23	26.30	23.41	22.70	21.57
69	30.50	29.34	26.34	23.46	22.72	21.58
70	30.65	29.42	26.40	23.49	22.73	21.62
71	30.76	29.50	26.53	23.58	22.79	21.67
72	30.92	29.67	26.66	23.62	22.83	21.66

ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 1998						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
73	31.05	29.78	26.70	23.75	22.89	21.71
74	31.22	29.90	26.81	23.80	22.98	21.73
75	31.31	29.95	26.88	23.86	23.04	21.74
76	31.52	30.10	27.03	23.94	23.09	21.76
77	31.63	30.25	27.08	24.02	23.15	21.79
78	31.82	30.36	27.19	24.05	23.20	21.81
79	31.94	30.50	27.27	24.18	23.29	21.82
80	32.12	30.65	27.31	24.21	23.33	21.88
81	32.23	30.70	27.44	24.35	23.45	21.93
82	32.38	30.84	27.52	24.40	23.47	21.95
83	32.54	30.94	27.58	24.45	23.51	21.97
84	32.60	31.06	27.71	24.52	23.62	21.99
85	32.85	31.20	27.81	24.63	23.65	22.00
86	32.96	31.28	27.88	24.68	23.74	22.01
87	33.13	31.47	27.96	24.80	23.79	22.08
88	33.26	31.54	28.03	24.83	23.84	22.09
89	33.44	31.61	28.16	24.96	23.88	22.12
90	33.57	31.83	28.19	24.99	23.94	22.14
91	33.73	31.94	28.32	25.05	24.02	22.17
92	33.89	31.97	28.41	25.10	24.04	22.20
93	34.02	32.14	28.53	25.22	24.14	22.23
94	34.13	32.25	28.59	25.25	24.15	22.27
95	34.25	32.38	28.69	25.33	24.18	22.28
96	34.35	32.44	28.75	25.39	24.21	22.29
97	34.46	32.53	28.83	25.43	24.25	22.30
98	34.57	32.60	28.92	25.52	24.29	22.32
99	34.67	32.72	28.97	25.55	24.32	22.33
100	34.79	32.80	29.04	25.61	24.37	22.38

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 1999						
Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
20	25.89	24.69	23.22	21.94	21.56	21.22
21	26.04	24.82	23.31	22.17	21.61	21.22
22	26.11	24.93	23.34	22.23	21.69	21.22
23	26.22	25.08	23.48	22.24	21.73	21.25
24	26.44	25.18	23.54	22.29	21.74	21.25
25	26.50	25.33	23.62	22.31	21.81	21.25
26	26.64	25.55	23.68	22.32	21.83	21.26
27	26.80	25.62	23.79	22.39	21.90	21.26
28	26.90	25.75	23.87	22.46	21.91	21.31
29	27.03	25.88	23.98	22.47	21.94	21.31
30	27.24	25.95	24.08	22.48	21.96	21.31
31	27.38	26.07	24.21	22.49	22.01	21.34
32	27.54	26.21	24.27	22.50	22.02	21.34
33	27.60	26.30	24.31	22.51	22.04	21.34
34	27.74	26.47	24.36	22.53	22.07	21.35
35	27.79	26.56	24.44	22.59	22.08	21.35
36	27.91	26.70	24.52	22.62	22.12	21.35
37	27.99	26.75	24.64	22.68	22.17	21.37
38	28.08	26.83	24.68	22.72	22.18	21.37
39	28.23	26.90	24.71	22.73	22.21	21.37
40	28.32	27.03	24.75	22.79	22.24	21.37
41	28.39	27.08	24.82	22.80	22.26	21.40
42	28.47	27.24	24.92	22.89	22.29	21.40
43	28.59	27.35	24.94	22.90	22.31	21.40
44	28.68	27.44	25.06	22.98	22.32	21.40
45	28.78	27.54	25.09	23.06	22.46	21.46
46	28.98	27.66	25.14	23.11	22.47	21.46
47	29.07	27.74	25.18	23.20	22.48	21.46
48	29.19	27.79	25.34	23.22	22.49	21.54

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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	Tender	Tender	Hand	Hand	Hand	Hand
49	29.19	27.91	25.48	23.23	22.50	21.56
50	29.25	28.02	25.53	23.26	22.51	21.57
51	29.31	28.08	25.55	23.31	22.59	21.61
52	29.47	28.17	25.60	23.33	22.62	21.64
53	29.51	28.26	25.63	23.39	22.68	21.65
54	29.57	28.33	25.69	23.47	22.70	21.67
55	29.67	28.41	25.87	23.48	22.72	21.73
56	29.79	28.49	25.89	23.49	22.73	21.74
57	29.88	28.67	25.95	23.54	22.77	21.78
58	29.96	28.72	26.04	23.55	22.78	21.81
59	30.07	28.79	26.09	23.59	22.79	21.83
60	30.17	28.94	26.16	23.62	22.80	21.87
61	30.26	29.04	26.29	23.65	22.88	21.90
62	30.34	29.19	26.43	23.68	22.90	21.91
63	30.43	29.25	26.45	23.79	23.02	21.94
64	30.47	29.33	26.47	23.80	23.03	21.96
65	30.57	29.47	26.50	23.83	23.06	21.97
66	30.74	29.51	26.64	23.84	23.11	22.02
67	30.83	29.61	26.75	23.87	23.18	22.04
68	30.93	29.73	26.80	23.91	23.20	22.07
69	31.00	29.84	26.84	23.96	23.22	22.08
70	31.15	29.92	26.90	23.99	23.23	22.12
71	31.26	30.00	27.03	24.08	23.29	22.17
72	31.42	30.17	27.16	24.12	23.33	22.18
73	31.55	30.28	27.20	24.25	23.39	22.21
74	31.72	30.40	27.31	24.30	23.48	22.23
75	31.81	30.45	27.38	24.36	23.54	22.24
76	32.02	30.60	27.53	24.44	23.59	22.26
77	32.13	30.75	27.58	24.52	23.65	22.29
78	32.32	30.86	27.69	24.55	23.70	22.31

ABITIBI-CONSOLIDATED INC.

COLLECTIVE AGREEMENT

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**ABITIBI-CONSOLIDATED INC.
PAPERMAKERS' WAGE SCHEDULE
Effective May 1, 1999**

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
79	32.44	31.00	27.77	24.68	23.79	22.32
80	32.62	31.15	27.81	24.71	23.83	22.38
81	32.73	31.20	27.94	24.85	23.95	22.43
82	32.88	31.34	28.02	24.90	23.97	22.45
83	33.04	31.44	28.08	24.95	24.01	22.47
84	33.10	31.58	28.21	25.02	24.12	22.49
85	33.35	31.70	28.31	25.13	24.15	22.50
86	33.46	31.78	28.38	25.18	24.24	22.51
87	33.63	31.97	28.46	25.30	24.29	22.58
88	33.76	32.04	28.53	25.33	24.34	22.59
89	33.94	32.11	28.66	25.46	24.38	22.62
90	34.07	32.33	28.69	25.49	24.44	22.64
91	34.23	32.44	28.82	25.55	24.52	22.67
92	34.39	32.47	28.91	25.60	24.54	22.70
93	34.52	32.64	29.03	25.72	24.64	22.73
94	34.63	32.75	29.09	25.75	24.65	22.77
95	34.75	32.88	29.19	25.83	24.68	22.78
96	34.85	32.94	29.25	25.89	24.71	22.79
97	34.96	33.03	29.33	25.93	24.75	22.80
98	35.07	33.10	29.42	26.02	24.79	22.82
99	35.17	33.22	29.47	26.05	24.82	22.83
100	35.29	33.30	29.54	26.11	24.87	22.88

ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 2000						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	26.39	25.19	23.72	22.44	22.06	21.72
21	26.54	25.32	23.81	22.67	22.11	21.72
22	26.61	25.43	23.84	22.73	22.19	21.72
23	26.72	25.58	23.98	22.74	22.23	21.75
24	26.94	26.68	24.04	22.79	22.24	21.75
25	27.00	25.83	24.12	22.81	22.31	21.75
26	27.14	26.05	24.18	22.82	22.33	21.76
27	27.30	26.12	24.29	22.89	22.40	21.76
28	27.40	26.25	24.37	22.96	22.41	21.81
29	27.53	26.38	24.48	22.97	22.44	21.81
30	27.74	26.45	24.58	22.98	22.46	21.81
31	27.88	26.57	24.71	22.99	22.51	21.84
32	28.04	26.71	24.77	23.00	22.52	21.84
33	28.10	26.80	24.81	23.01	22.54	21.84
34	28.24	26.97	24.86	23.03	22.57	21.85
35	28.29	27.06	24.94	23.09	22.58	21.85
36	28.41	27.20	25.02	23.12	22.62	21.85
37	28.49	27.25	25.14	23.18	22.67	21.87
38	28.58	27.33	25.18	23.22	22.68	21.87
39	28.73	27.40	25.21	23.23	22.71	21.87
40	28.82	27.53	25.25	23.29	22.74	21.87
41	28.89	27.58	25.32	23.30	22.76	21.90
42	28.97	27.74	25.42	23.39	22.79	21.90
43	29.09	27.85	25.44	23.40	22.81	21.90
44	29.18	27.94	25.56	23.48	22.82	21.90
45	29.28	28.04	25.59	23.56	22.96	21.96
46	29.48	28.16	25.64	23.61	22.97	21.96
47	29.57	28.24	25.68	23.70	22.98	21.96
48	29.69	28.29	25.84	23.72	22.99	22.04

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ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 2000						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	29.69	28.41	25.98	23.73	23.00	22.06
50	29.75	28.52	26.03	23.76	23.01	22.07
51	29.81	28.58	26.05	23.81	23.09	22.11
52	29.97	28.67	26.10	23.83	23.12	22.14
53	30.01	28.76	26.13	23.89	23.18	22.15
54	30.07	28.83	26.19	23.97	23.20	22.17
55	30.17	28.91	26.37	23.98	23.22	22.23
56	30.29	28.99	26.39	23.99	23.23	22.24
57	30.38	29.17	26.45	24.04	23.27	22.28
58	30.46	29.22	26.54	24.05	23.28	22.31
59	30.57	29.29	26.59	24.09	23.29	22.33
60	30.67	29.44	26.66	24.12	23.30	22.37
61	30.76	29.54	26.79	24.15	23.38	22.40
62	30.84	29.69	26.93	24.18	23.40	22.41
63	30.93	29.75	26.95	24.29	23.52	22.44
64	30.97	29.83	26.97	24.30	23.53	22.46
65	31.07	29.97	27.00	24.33	23.56	22.47
66	31.24	30.01	27.14	24.34	23.61	22.52
67	31.33	30.11	27.25	24.37	23.68	22.54
68	31.43	30.23	27.30	24.41	23.70	22.57
69	31.50	30.34	27.34	24.46	23.72	22.58
70	31.65	30.42	27.40	24.49	23.73	22.62
71	31.76	30.50	27.53	24.58	23.79	22.67
72	31.92	30.67	27.66	24.62	23.83	22.68
73	32.05	30.78	27.70	24.75	23.89	22.71
74	32.22	30.90	27.81	24.80	23.98	22.73
75	32.31	30.95	27.88	24.86	24.04	22.74
76	32.52	31.10	28.03	24.94	24.09	22.76
77	32.63	31.25	28.08	25.02	24.15	22.79
78	32.82	31.36	28.19	25.05	24.20	22.81

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ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 2000						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
79	32.94	31.50	28.27	25.18	24.29	22.82
80	33.12	31.65	28.31	25.21	24.33	22.88
81	33.23	31.70	28.44	25.35	24.45	22.93
82	33.38	31.84	28.52	25.40	24.47	22.95
83	33.54	31.94	28.58	25.45	24.51	22.97
84	33.60	32.06	28.71	25.52	24.62	22.99
85	33.85	32.20	28.81	25.63	24.65	23.00
86	33.96	32.28	28.88	25.68	24.74	23.01
87	34.13	32.47	28.96	25.80	24.79	23.08
88	34.26	32.54	29.03	25.83	24.84	23.09
89	34.44	32.61	29.16	25.96	24.88	23.12
90	34.57	32.83	29.19	25.99	24.94	23.14
91	34.73	32.94	29.32	26.05	25.02	23.17
92	34.89	32.97	29.41	26.10	25.04	23.20
93	35.02	33.14	29.53	26.22	25.14	23.23
94	35.13	33.25	29.59	26.25	25.15	23.27
95	35.25	33.38	29.69	26.33	25.18	23.28
96	35.35	33.44	29.75	26.39	25.21	23.29
97	35.46	33.53	29.83	26.43	25.25	23.30
98	35.57	33.60	29.92	26.52	25.29	23.32
99	35.67	33.72	29.97	26.55	25.32	23.33
100	35.79	33.80	30.04	26.61	25.37	23.38

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ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 2001						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
20	26.92	24.80	22.80	22.50	22.50	22.15
21	27.07	24.85	22.85	22.55	22.55	22.15
22	27.18	24.90	22.90	22.63	22.63	22.15
23	27.25	25.09	22.95	22.67	22.67	22.19
24	27.48	26.19	24.52	23.25	22.68	22.19
25	27.54	26.35	24.60	23.27	22.76	22.19
26	27.68	26.57	24.66	23.28	22.78	22.20
27	27.85	26.64	24.78	23.35	22.85	22.20
28	27.95	26.78	24.86	23.42	22.86	22.25
29	28.08	26.91	24.97	23.43	22.89	22.25
30	28.29	26.98	25.07	23.44	22.91	22.25
31	28.44	27.10	25.20	23.45	22.96	22.28
32	28.60	27.24	25.27	23.46	22.97	22.28
33	28.66	27.34	25.31	23.47	22.99	22.28
34	28.80	27.51	25.36	23.49	23.02	22.29
35	28.86	27.60	25.44	23.55	23.03	22.29
36	28.98	27.74	25.52	23.58	23.07	22.29
37	29.06	27.80	25.64	23.64	23.12	22.31
38	29.15	27.88	25.68	23.68	23.13	22.31
39	29.30	27.95	25.71	23.69	23.16	22.31
40	29.40	28.08	25.76	23.76	23.19	22.31
41	29.47	28.13	25.83	23.77	23.22	22.34
42	29.55	28.29	25.93	23.86	23.25	22.34
43	29.67	28.41	25.95	23.87	23.27	22.34
44	29.76	28.50	26.07	23.95	23.28	22.34
45	29.87	28.60	26.10	24.03	23.42	22.40
46	30.07	28.72	26.15	24.08	23.43	22.40
47	30.16	28.80	26.19	24.17	23.44	22.40
48	30.28	28.86	26.36	24.19	23.45	22.48

ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGESCHEDULE Effective May 1, 2001						
Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
49	30.28	28.98	26.50	24.20	23.46	22.50
50	30.35	29.09	26.55	24.24	23.47	22.51
51	30.41	29.15	26.57	24.29	23.55	22.55
52	30.57	29.24	26.62	24.31	23.58	22.58
53	30.61	29.34	26.65	24.37	23.64	22.59
54	30.67	29.41	26.71	24.45	23.66	22.61
55	30.77	29.49	26.90	24.46	23.68	22.67
56	30.90	29.57	26.92	24.47	23.69	22.68
57	30.99	29.75	26.98	24.52	23.74	23.73
58	31.07	29.80	27.07	24.53	23.75	22.76
59	31.18	29.88	27.12	24.57	23.76	22.78
60	31.28	30.03	27.19	24.60	23.77	22.82
61	31.38	30.13	27.33	24.63	23.85	22.85
62	31.48	30.28	27.47	24.66	23.87	22.86
63	31.55	30.35	27.49	24.78	23.99	22.89
64	31.59	30.43	27.51	24.79	24.00	22.91
65	31.69	30.57	27.54	24.82	24.03	22.92
66	31.86	30.61	27.68	24.83	24.08	22.97
67	31.96	30.71	27.80	24.86	24.15	22.99
68	32.06	30.83	27.85	24.90	24.17	23.02
69	32.13	30.95	27.89	24.95	24.19	23.03
70	32.28	31.03	27.95	24.98	24.20	23.07
71	32.40	31.11	28.08	25.07	24.27	23.12
72	32.56	31.28	28.21	25.11	24.31	23.13
73	32.69	31.40	28.25	25.25	24.37	23.16
74	32.86	31.52	28.37	25.30	24.46	23.18
75	32.96	31.57	28.44	25.36	24.52	23.19
76	33.17	31.72	28.59	25.44	24.57	23.22
77	33.28	31.88	28.64	25.52	24.63	23.25
78	33.48	31.99	28.75	25.55	24.68	23.27

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ABITIBI-CONSOLIDATED INC.**Effective May 1, 2001**

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
79	33.60	32.13	28.84	25.68	24.78	23.28
80	33.78	32.28	28.88	25.71	24.82	23.34
81	33.89	32.33	29.01	25.86	24.94	23.39
82	34.05	32.48	29.09	25.91	24.96	23.41
83	34.21	32.58	29.15	25.96	25.00	23.43
84	34.27	32.70	29.28	26.03	25.11	23.45
85	34.53	32.84	29.39	26.14	25.14	23.46
86	34.64	32.93	29.46	26.19	25.23	23.47
87	34.81	33.12	29.54	26.32	25.29	23.54
88	34.95	33.19	29.61	26.35	25.34	23.55
89	35.13	33.26	29.74	26.48	25.38	23.58
90	35.26	33.49	29.77	26.51	25.44	23.60
91	35.42	33.60	29.91	26.57	25.52	23.63
92	35.59	33.63	30.00	26.62	25.54	23.66
93	35.72	33.80	30.12	26.74	25.64	23.69
94	35.83	33.92	30.18	26.78	25.65	23.74
95	35.96	34.05	30.28	26.86	25.68	23.75
96	36.06	34.11	30.35	26.92	25.71	23.76
97	36.17	34.20	30.43	26.96	25.76	23.77
98	36.28	34.27	30.52	27.05	25.80	23.79
99	36.38	34.39	30.57	27.08	28.53	23.80
100	36.51	34.48	30.64	27.14	25.88	23.85

ABITIBI-CONSOLIDATED INC. PAPERMAKERS' WAGE SCHEDULE Effective May 1, 2002						
Class	Machine Tender	Back tender	3" Hand	4" Hand	5" Hand	6" Hand
20	27.46	26.21	24.68	23.35	22.95	22.60
21	27.61	26.34	24.77	23.59	23.00	22.60
22	27.69	26.46	24.80	23.65	23.09	22.60
23	27.80	26.61	24.95	23.66	23.13	22.63
24	28.03	26.72	25.01	23.71	23.14	22.63
25	28.09	26.87	25.09	23.73	23.21	22.63
26	28.24	27.10	25.16	23.74	23.23	22.64
27	28.40	27.18	25.27	23.81	23.30	22.64
28	28.51	27.31	25.35	23.89	23.32	22.69
29	28.64	27.45	25.47	23.90	23.35	22.69
30	28.86	27.52	25.57	23.91	23.37	22.69
31	29.01	27.64	25.71	23.92	23.42	22.72
32	29.17	27.79	25.77	23.93	23.43	22.72
33	29.24	27.88	25.81	23.94	23.45	22.72
34	29.38	28.06	25.86	23.96	23.48	22.73
35	29.43	28.15	25.95	24.02	23.49	22.73
36	29.56	28.30	26.03	24.05	23.53	22.73
37	29.64	28.35	26.16	24.12	23.59	22.75
38	29.73	28.43	26.20	24.16	23.60	22.75
39	29.89	28.51	26.23	24.17	23.63	22.75
40	29.98	28.64	26.27	24.23	23.66	22.75
41	30.06	28.69	26.34	24.24	23.68	22.78
42	30.14	28.86	26.45	24.33	23.71	22.78
43	30.27	28.98	26.47	24.35	23.73	22.78
44	30.36	29.07	26.59	24.43	23.74	22.78
45	30.46	29.17	26.62	24.51	23.89	22.85
46	30.67	29.30	26.68	24.56	23.90	22.85
47	30.76	29.38	26.72	24.66	23.91	22.85
48	30.89	29.43	26.88	24.68	23.92	22.93

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ABITIBI-CONSOLIDATED INC.
PAPERMAKERS' WAGE SCHEDULE
Effective May 1, 2002

	Tender	Tender	Hand	Hand	Hand	Hand
49	30.89	29.56	27.03	24.369	23.93	22.95
50	30.95	29.67	27.08	24.72	23.94	22.96
51	31.01	29.73	27.10	24.77	24.02	23.00
52	31.18	29.83	27.15	24.79	24.05	23.03
53	31.22	29.92	27.19	24.86	24.12	23.04
54	31.28	29.99	27.25	24.94	24.14	23.07
55	31.39	30.08	27.44	24.95	24.16	23.13
56	31.51	30.16	27.46	24.96	24.17	23.14
57	31.61	30.35	27.52	25.01	24.21	23.18
58	31.69	30.40	27.61	25.02	24.22	23.21
59	31.81	30.47	27.66	25.06	24.23	23.23
60	31.91	30.63	27.74	25.09	24.24	23.27
61	32.00	30.73	27.87	25.13	24.32	23.30
62	32.09	30.89	28.02	25.16	24.35	23.32
63	32.18	30.95	28.04	25.27	24.47	23.35
64	32.22	31.04	28.06	25.28	24.48	23.37
65	32.33	31.18	28.09	25.31	24.51	23.38
66	32.50	31.22	28.24	25.32	24.56	23.43
67	32.60	31.33	28.35	25.35	24.64	23.45
68	32.70	31.45	28.40	25.40	24.66	23.48
69	32.77	31.57	28.44	25.45	24.68	23.49
70	32.93	31.65	28.51	25.48	24.69	23.53
71	33.04	31.73	28.64	25.57	24.75	23.59
72	33.21	31.91	28.78	25.61	24.79	23.60
73	33.34	32.02	28.82	25.75	24.86	23.63
74	33.52	32.15	28.93	25.80	24.95	23.65
75	33.62	32.20	29.01	25.86	25.01	23.66
76	33.83	32.36	29.16	25.95	25.06	23.68
77	33.95	32.51	29.21	26.03	25.13	23.71
78	34.15	32.63	29.33	26.06	25.18	23.73

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ABITIBI-CONSOLIDATED INC.

Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
79	34.27	32.77	29.41	26.20	25.27	23.74
80	34.46	32.93	29.45	26.23	25.31	23.80
81	34.57	32.98	29.59	26.37	25.44	23.86
82	34.73	33.13	29.67	26.43	25.46	23.88
83	34.90	33.23	29.73	26.48	25.50	23.90
84	34.96	33.36	29.87	26.55	25.61	23.92
85	35.22	33.50	29.97	26.67	25.65	23.93
86	35.33	33.58	30.05	26.72	25.74	23.94
87	35.51	33.78	30.13	26.84	25.79	24.01
88	35.64	33.85	30.20	26.87	25.84	24.02
89	35.83	33.93	30.34	27.01	25.89	24.05
90	35.97	34.16	30.37	27.04	25.95	24.07
91	36.13	34.27	30.50	27.10	26.03	24.11
92	36.30	34.30	30.60	27.15	26.05	24.14
93	36.43	34.48	30.72	27.28	26.16	24.17
94	36.55	34.59	30.79	27.31	26.17	24.21
95	36.67	34.73	30.89	27.39	26.20	24.22
96	36.78	34.79	30.95	27.46	26.23	24.23
97	36.89	34.88	31.04	27.50	26.27	24.24
98	37.01	34.96	31.13	27.59	26.31	24.26
99	37.11	35.08	31.18	27.62	26.34	24.27
100	37.24	35.17	31.25	27.69	26.39	24.32

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ABITIBI-CONSOLIDATED INC.
 PAPERMAKERS' WAGE SCHEDULE
 Effective May 1, 2003

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

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Effective May 1, 2003

	Tender	Tender	Hand	Hand	Hand	Hand
49	31.51	30.15	27.57	25.18	24.41	23.41
50	31.57	30.27	27.62	25.21	24.42	23.42
51	31.63	30.33	27.64	25.27	24.50	23.46
52	31.80	30.42	27.70	25.29	24.54	23.50
53	31.85	30.52	27.73	25.35	24.60	23.51
54	31.91	30.59	27.79	25.44	24.62	23.53
55	32.02	30.68	27.98	25.45	24.64	23.59
56	32.14	30.76	28.01	25.46	24.65	23.60
57	32.24	30.96	28.07	25.51	24.69	23.64
58	32.32	31.01	28.16	25.52	24.70	23.68
59	32.44	31.08	28.22	25.56	24.72	23.70
60	32.55	31.24	28.29	25.60	24.73	23.74
61	32.64	31.35	28.43	25.63	24.81	23.77
62	32.73	31.51	28.58	25.66	24.83	23.78
63	32.82	31.57	28.60	25.78	24.96	23.81
64	32.87	31.66	28.62	25.79	24.97	23.83
65	32.97	31.80	28.65	25.82	25.00	23.85
66	33.15	31.85	28.80	25.83	25.06	23.90
67	33.25	31.95	28.92	25.86	25.13	23.92
68	33.35	32.08	28.97	25.90	25.15	23.95
69	33.43	32.20	29.01	25.96	25.17	23.96
70	33.69	32.28	29.08	25.99	25.18	24.00
71	33.70	32.37	29.22	26.08	25.25	24.06
72	33.87	32.55	29.35	26.13	25.29	24.07
73	34.01	32.66	29.40	26.26	25.35	24.10
74	34.19	32.79	29.51	26.32	25.45	24.12
75	34.29	32.84	29.59	26.38	25.51	24.13
76	34.51	33.00	29.75	26.47	25.56	24.15
77	34.63	33.16	29.80	26.55	25.63	24.18
78	34.83	33.28	29.92	26.58	25.68	24.21

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PAPERMAKERS' WAGE SCHEDULE
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Class	Machine Tender	Back Tender	3 rd Hand	4 th Hand	5 th Hand	6 th Hand
79	34.96	33.43	30.00	26.72	25.78	24.22
80	35.15	33.59	30.04	26.75	25.82	24.28
81	35.26	33.64	30.18	26.90	25.95	24.33
82	35.42	33.79	30.27	26.95	25.97	24.35
83	35.59	33.89	30.33	27.01	26.01	24.38
84	35.66	34.02	30.47	27.08	26.13	24.40
85	35.92	34.17	30.57	27.20	26.16	24.41
86	36.04	34.26	30.65	27.25	26.25	24.42
87	36.22	34.46	30.73	27.39	26.31	24.49
88	36.36	34.53	30.81	27.41	26.36	24.50
89	36.55	34.61	30.94	27.55	26.40	24.54
90	36.69	34.84	30.98	27.58	26.47	24.56
91	36.86	34.96	31.11	27.64	26.55	24.59
92	37.03	34.99	31.21	27.70	26.57	24.62
93	37.16	35.17	31.34	27.82	26.68	24.65
94	37.28	35.29	31.40	27.86	26.69	24.69
95	37.41	35.42	31.51	27.94	26.72	24.70
96	37.51	35.49	31.57	28.01	26.75	24.72
97	37.63	35.58	31.66	28.05	26.80	24.73
98	37.75	35.66	31.75	28.14	26.84	24.75
99	37.85	35.78	31.80	28.18	26.87	24.78
100	37.98	35.87	31.88	28.24	26.92	24.81

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