

Collective Agreement

Between

Atlantic Packaging Products Ltd

and

Graphics Communications conference /
International Brotherhood of Teamsters

Local 100M

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02/10/2007

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02/09/2012

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AGREEMENT

between

ATLANTIC PACKAGING PRODUCTS LTD.
(hereinafter called **the "Company"**)

• and •

GRAPHIC COMMUNICATIONS CONFERENCE/INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
LOCAL 100M
(hereinafter called the "Union")

TERM OF AGREEMENT:
February 10, 2007 to February 9, 2012

Article 1 PURPOSE

The general purpose of this Agreement is to establish and maintain collective bargaining relations between the company and its employees who are members of the Union, and to provide for the prompt and equitable disposition of grievances and to establish and maintain mutually satisfactory working conditions, hours and wages for the parties who are subject to the provisions of this Agreement.

Article 2 RECOGNITION

The company recognizes the Union as the sole collective bargaining agency for all employees of the Company for the Bag Division, Corrugated Division, Project Engineering and Truck Drivers (located at 111 Progress Avenue, Scarborough, 5711 Atlantic Drive, Mississauga, 80 Progress [Garage and Bag Departments], Scarborough), save and except Foremen persons above the rank of Foremen, office Staff and Sales Staff.

Article 3 UNION SECURITY

Every new employee shall be a probationary employee and shall not attain seniority status until he has served in a union jurisdiction job for ninety (90) working days.

Any employee laid off prior to completing his ninety (90) working days probationary period shall, provided he is recalled within two (2) calendar months from date of lay ~~off~~, accumulate such days worked prior to his lay ~~off~~ towards completion of the probationary period. Upon the attainment of seniority, the employee's seniority rating will be calculated from the date of re-employment and he shall then have all rights under the terms of the collective agreement.

It is agreed that when probationary employees are terminated during their probationary period it shall be considered they are terminated for reasonable cause with no rights to the grievance procedure.

Article 4 CHECK-OFF

The Company shall deduct the application fee of Local 100M and the regular monthly dues as prescribed by the Secretary-Treasurer of the Union and the said employee from the wages of the employee, commencing the first pay of the month following the hiring of the employee. If a member is absent at the time of deduction, that month's dues would automatically be deducted along with the next month's dues, thereby keeping that member in continuous good standing. The Company will remit the money thus collected to the Treasurer of the Union prior to the fifteenth (15th) day of the month in which the deduction is made.

Article 5 STRIKES AND LOCKOUTS

The Union and the Company agree no strikes, walkouts or lockouts shall occur during the life of this Agreement but the Union reserves the right to refuse to execute any strike work received from any other employer whose employees belong to or are affiliated with the parent union.

Article 6
MANAGEMENT RIGHTS

It is agreed that the Company possess all of the rights, powers, privileges or authority it had prior to the signing of the Agreement, except such as are specifically relinquished or modified herein, and such rights, powers, privileges or authority shall not be exercised in a manner inconsistent with the provisions of this Agreement.

Article 7
GRIEVANCE PROCEDURE

Provided "Step One" of this section is taken by the employee within five (5) days after the alleged circumstances originated or occurred or within five (5) days after the same was discovered, a grievance of an employee or a joint grievance of any group of employees shall be presented to the Company in the following manner.

1. If an employee shall consider that he has any grievance against the Company arising out of the terms of this Agreement, an earnest effort shall be made to adjust such grievance as quickly as possible by successive steps as follows:
2. Between the employee and his Foreman within three (3) working days, the Department Steward may be present at this meeting if the employee so desires. If the decision of the Foreman is not considered satisfactory by the employee, the matter may be dealt with more formally as follows:
3. The grievance of the employee shall be stated in writing on a standard form supplied by the Union and signed by the employee and the Foreman concerned.
4. The grievance shall then be referred within six (6) working days of the receipt of the Foreman's decision to the Shop Superintendent who will discuss the matter with the parties concerned, including the Department Steward and shall render a decision within two (2) working days.

5. If the decision does not dispose of the grievance, one copy of the grievance form will be forwarded to the local union office by the Department Steward and a further meeting will be scheduled between the union Business Agent, the Management and the Shop Committee. If the grievance is not settled within ten (10) working days as a result of the meeting referred to above, then any grievance dealing with a violation, misinterpretation, or non-application of the Agreement may be referred to arbitration at request of either party.
6.
 - i) In all cases of discharge and discipline, a Union Steward will be present with the employee affected.
 - ii) Union representation and management shall not consider any previous disciplinary action involving an employee provided that an eighteen (18) month period has elapsed from the date of the last infraction.
7. The Company or the Union shall not be obligated to consider any complaint or grievance, the circumstances of which occurred more than five (5) working days before such complaint or grievance was brought to the attention of the Company or the Union.

Article 8 ARBITRATION

1. Whenever either party to this Agreement desires to submit any grievance to arbitration, written notice shall be given to either party within ten (10) days after the last step in the Grievance Procedure, formally stating the subject of the grievance. Within seven (7) days after receipt of such notice, the other party shall name an Arbitrator.
2. As soon as the Arbitrator has been selected as a result of mutual agreement by both parties, the Arbitrator shall meet and hear the evidence and representation of both parties. The Arbitrator shall render a decision as soon as possible after arbitration proceedings have been completed.
3. Each of the parties hereto will jointly bear the expenses of the Arbitrator appointed by them, if any, and other incidental expenses incurred directly by such arbitration.

4. No matter may be submitted to arbitration which has not been properly processed through all previous steps of the Grievance Procedure.
5. The Arbitrator shall not have authority to add, alter, modify or amend this Agreement, nor shall the Arbitrator be authorized to make any decision inconsistent with the provisions of this Agreement.
6. The proceedings and the decision of the Arbitrator shall be expedited by the Company and the Union.

The decision of the Arbitrator shall be final and binding upon the parties hereto.

Article 9 COMPANY GRIEVANCES

If the Company has a grievance, it shall be taken up with the Plant Committee and the Union Business Agent and if not settled satisfactorily the grievance shall proceed to arbitration under Article 8.

Article 10 DISCHARGE COSTS

A claim by an employee that he has been discharged without proper cause shall be treated as a grievance and shall be lodged in writing with the Plant Committee and the Company within three (3) working days after the employee ceases to work with the Company. The grievance shall thereupon be processed commencing with the meeting, provided for in Step 3, Article 7. If the employee's claim is found to be justified, he shall be reinstated in his employment, with full Compensation for the time lost at regular rates and without loss of seniority rights or with such less compensation as may appear just and equitable to the conferring parties, the Arbitrators or the Chairman of the Arbitration Board as the case may be.

Article 11
SENIORITY

Section 1

- (a) Plant seniority lists shall be prepared on January 1st and July 1st of each year and revised when necessary to implement the seniority clauses of this contract. These lists shall be made available to the Shop Chairman and will be posted on the Company bulletin boards.

- (b) Each of the parties hereto recognize that employees are entitled to an equitable measure of seniority based on length of service. Seniority shall be on a plant-wide basis so far as consistent with the proper conduct of the Company's operations as qualified by Section 2 and Section 3.

Section 2 - Seniority Applied to Lay-Offs

- (a) Where it is necessary to generally reduce the working staff in any group or department, seniority will be the ruling factor so long as it does not prevent the Company from maintaining a working force of employees who are qualified and willing to do the work which is available at an acceptable level of productivity. When such lay-off is necessary, the Company and the Shop Chairman and/or selected Steward, if required, shall meet to review the seniority lists to discuss and approve the order of lay-off. Employees laid off from one plant shall not have the right to replace employees in another plant for the first three (3) months, with the exception of Truck Drivers. However, in case of layoffs that last more than three (3) months, such affected employees may elect to replace employees in another plant or division.

In the case of layoffs or for employees who lose their jobs in excess of three (3) months, there will be a one (1) time opportunity to bump into one (1) of the following positions:

1. Unitizer
2. Skidman
3. Tow motor
4. Takeoffs

A job description detailing the job competencies and skill level required will be provided to the employee.

The Company agrees to provide up to ten (10) working days training for these positions and the employee must demonstrate a reasonable level of competency within this period in order to remain in the position.

(b) An employee shall lose all seniority and employment will be deemed to have terminated when he/she:

- (i) retires or voluntarily quits the employ of the **Company**.
- (ii) is discharged for cause and the discharge **is** not reversed through the grievance procedure.
- (iii) fails to report for work within eight (8) days **after** being notified by the Company following a recall; or fails to advise the Foreman within three (3) days of his/her intention to report for work pursuant to the notification.
- (iv) is absent without permission for three (3) consecutive days.
- (v) is absent due to lay-off for more than twelve (12) months, or the length of his seniority, whichever is the lesser.
- (vi) utilizes a leave of absence for purposes other than those for which the leave of absence may be granted.
- (vii) is absent due to authorized sick leave or accident for more than one (1) year.

(c) The Company **will** communicate with employees at the address left with the Company. A letter directed to the employee at the last address left with the Payroll Clerk shall be deemed sufficient notification. It shall be the duty of employees to notify the Company promptly of any change of address. If an employee fails *to* do so, the Company will not be responsible for failure of a notice to reach such employee.

(d) The Company agrees to provide employees with notification of lay-offs as far in advance as possible. In the case of layoffs of more than three (3) weeks in duration, the Company agrees to provide employees with a minimum of two (2) days notification.

(e) *Lay-off Procedure – Polyethylene Division*

1. In the case of a lay-off, the employee with the lowest job seniority reverts to his former position (if available) or to any other position he has the seniority and qualification to bump into.
2. In any case, senior employees will not be laid off while junior employees remain at work, provided the Company can maintain a workforce willing and able to perform the available work.
3. Seniority will only apply in case of lay-off for more than three (3) working days duration.
4. All other parts of Section 2 i.e., (a), (b), (c), and (d) remain in effect for the Polyethylene Division.

Section 3 - Job Posting

(a) When a permanent job vacancy outside the lines of progression defined herein requires filling, notice of such vacancy will be posted on the plant bulletin board for a period of five (5) days. Where skill and ability are equal, the senior applicant shall be given the position. Management will make the decision in regard to skill and ability subject to the Grievance Procedure if the applicants have not been reviewed fairly,

The successful applicant will fill this position no later than four (4) weeks, except during the period from June 15 through to September 1.

The Company agrees to post the starting times for the Truck Drivers positions once per contract year.

(1) A vacancy arising from a temporary absence from work by a person who is the incumbent in a job classification need not be posted temporarily unless the absence is in excess of twenty (20) working days.

(2) If the vacancy is twenty (20) working days or more and results from illness, accident or an approved leave of absence, it will be filled through a temporary posting. The criteria for selection of candidates will be as per Article 11, Section 3 (a) and (b).

(3) Upon the return of the incumbent the temporary posting shall be null and void and the employee so displaced shall return to his former position.

(4) The Company agrees to post for one (1) subsequent secondary posting, in the case of permanent job postings.

(b) The Company will advise the Union Chairman of the name of the successful applicant to the job posting and also post the same information together with the names of members who made application.

(c) *Lines of Progressions (Poly and Paper Bag Division)*

(1) A line of progression is defined as a group of job positions that relate to the operation of either the Poly or Paper Bag Division. The Company will post any position opening above the Takeoff position for a period of five (5) calendar days. Promotions or demotions, up or down a line of progression will be done on the basis of job seniority, provided the employee who has the most seniority, immediately below the vacancy demonstrates the skill and ability to perform in the job.

If an employee refuses to take a promotion in line of progression, by not signing the posting, the Company will offer it to the first qualified employee on the posting next in line. If that employee accepts, then he/she shall remain ahead of the employee who refused the promotion first insofar as job seniority is concerned, starting with the position that **was** originally refused by the senior employee and **any** future promotions in that particular line of progression. In the case of demotion, the reverse would apply.

- (3) Should no successful applicant be found through the above provisions, the vacancy will be opened up to those employees in the same position in other lines of progression. This will be done on the basis of job seniority provided the employee who has the most job seniority in the job position demonstrates the skill and ability to perform in the job.
- (4) When a permanent vacancy occurs in a line of progression, it will be filled in accordance with the above provisions. Any resulting vacant entry level job in a line of progression will be filled by the posting process.
- (5) If all the entry positions are filled by frozen employees, then the next higher non-frozen job position will be posted.
- (6) Lines of progression are listed below and shall remain in force for the life of this Collective Agreement unless changed by mutual consent between the Company and the Union.

poly

Operator A

Operator B

Operator C

Takeoff

Paper Bag

Adjuster

Operator

Takeoff

Packer/General Help

- (7) Employees who post to a position outside a line of progression may only reenter the line of progression when an entry position is available.
- (8) Employees moving upward in a line of progression will start at the starting rate of their new position or their own rate, whichever is greater. Further increments will be as per the new job classification and rate structure.

(9) Positions outside the Lines of Progression will be posted and awarded on the basis of plant seniority provided the employee is qualified in the opinion of the Company to do the **job** being posted in accordance with the other provisions of Article 11 Section 3 (a), (b), (d), (e).

(10) Job Seniority on a permanent position will equal the time on the position until the employee achieves the top rate of the position at which time job seniority will equal plant seniority.

(d) Employees posting to positions shall remain in the position for a minimum of twelve (12) months before they may post to another position.

(e) Lateral Posting

The Company reserves the right to withhold transfers between divisions. However, every effort will be made to accommodate employees wishing to transfer with legitimate reasons.

Section 4 - Supervisors

The appointment or selection of employees for supervisory positions not subject to the provisions of this Agreement is not governed by this agreement. Should such employee return to the Bargaining Unit within twelve (12) months from the date of original transfer, he will maintain his full seniority including seniority accumulated during the period spent in the supervisory position.

Article 12
UNION COMMITTEE

1. The Company acknowledges the right of the union to appoint or otherwise elect a Shop Committee of not more than seven (7) employees and will recognize and deal with the said committee with respect to any matters which properly arise from time to time during the life of this Agreement.

2. The above Union Committee will also act as Stewards to assist employees in presenting their grievances. The Union agrees to supply the Company with the names of the employees constituting the Union Committee and to keep such list up-to-date at all times.
3. Stewards shall have the right to move to another Department for the purpose of processing grievances after first advising the Plant Manager who shall not be unreasonable in considering the request. The Company will compensate Stewards at their regular rate of pay for time spent in dealing with in-plant grievances on the premises.

Article 13 SPECIAL AGREEMENTS

During the life of this Agreement, any agreement reached by the Management and the Union on a matter which may arise and is not already covered by this Agreement, will be put in writing and approved by both parties.

Wherever the singular or masculine is used in this Agreement, it shall be considered **as** if the plural or feminine has been used where the context or the part or parties hereto **so** require.

Article 14 SCHEDULES

Attached to and forming part of this Agreement are the following schedules:

- Schedule A - Hours of Work and Working Conditions
- Schedule B - Vacations and Statutory Holidays
- Schedule C - Bereavement Leave
- Schedule D - Health and Welfare
- Schedule E1-E6 - Job Classifications and Rates
- Letter of Understanding- Seven-Day Operation Agreement
- Letter of Understanding-- Benefits for Employees 65+

Article 15
LEAVE OF ABSENCE

The Company may grant leave of absence to any employee **for** legitimate personal reasons and any person who is absent with written permission shall not be considered to be laid off and his seniority shall continue to accumulate during his absence up to a period **of** six (6) months.

Article 16
JURY AND CROWN WITNESS

The Company agrees to pay the difference between an employee's regular earnings and jury duty pay, also for Crown Witness and Subpoenaed Witness, for a maximum of twenty-one (21) working days provided the employee shows proof of jury duty, or being called as a Crown or Subpoenaed Witness. To be eligible for the jury duty benefit, employees must have successfully completed their probationary period.

Article 17
NEW PROCESSES

If any process not covered by the terms **of** this Agreement is installed by the Company, a temporary rate will be established and the process will be put into operation. Both parties will meet within ninety (90) days after installation for the purpose of agreeing to a permanent rate. In the event the agreement on a satisfactory rate cannot be reached, the matter will be referred to the Grievance Procedure and the new rate will be effective the date of the grievance.

Article 18
DURATION OF AGREEMENT

This Agreement shall take effect as of the 10th day of February 2007, and shall be binding upon the parties until the 9th day of February, 2012, and for one year terms thereafter unless written notice is given by either party not less than sixty (60) days prior to the expiration date or within any subsequent one year period either party shall give sixty (60) days written notice prior to the expiration date. If such notice shall be given by either party, the parties shall meet within twenty (20) days thereafter and shall enter into negotiations with the view to the renewal or amendment of the Agreement.

If such negotiations are not concluded prior to the expiration of the then current Agreement, such Agreement shall continue in full force and effect until fourteen (14) days have elapsed from the time the Minister of Labour has informed the parties he does not deem it advisable to appoint a Conciliation Board or until seven (7) days have elapsed from the time the Minister of Labour has informed the parties of the contents of the Conciliation Board's report.

FOR THE UNION:

FOR THE COMPANY:

Kevin Logan

Fred Marcon

Greg Morley

Jim Ryan

Dean Chambers

Julia Vrabec

Chuck Lawrie

Harry Brady

Peter Georgopoulos

Luke Sternberg

John Kerr

Paul Sukra

Bahauddin Kahja

Margaret Charbonneau

James Kuntzie

Tony Troskot

SCHEDULE A

HOURS OF WORK AND WORKING CONDITIONS

1. **Hours of Work**

For all employees, the daily working hours shall be eight (8) hours and weekly working hours shall be forty (40) hours on three shifts, Monday to Friday inclusive.

The details of specific shift starting times will be determined by the Company after consultation with the Union.

Flexible Workweek for Maintenance Department:

This shift will be posted on the basis of Tuesday to Saturday, days. Sunday and Monday will be considered overtime for employees working this shift. (Pay: Sunday - double time, Monday - time and one-half)

Initially, there will be two (2) trades positions needed from Tuesdays to Saturdays.

Existing trades employees will be given ~~the~~ opportunity of posting for these positions. If there are no successful candidates, the junior employees will be assigned these shifts.

2. **Shift Premium**

Any shift starting after twelve (12) noon will be considered as **an off** shift, for which the Company agrees to pay a shift premium **as** follows:

Poly & Paper Ban:

Afternoon Shift: - forty-five cents (45¢) per hour for each regular hour worked.

Midnight Shift: - sixty cents (60¢) per hour for each regular hour worked.

Córrugated Division:

Afternoon Shift: - fifty-five cents (55¢) per hour for each regular hour worked.

Midnight Shift: - eighty cents (80¢) per hour for each regular hour worked.

3. **Rest Periods**

It is agreed that two (2) rest periods of ten (10) minutes duration will be provided per shift. The time of rest periods are set by the employer and may change from day to day and from machine to machine.

4. **Overtime Provisions**

It is understood that the Company may require employees to perform work in excess of their regularly scheduled hours. It is understood that an individual employee may be excused from working during regular hours.

- (a) All time worked over eight (8) hours per day shall be paid for at the rate of time and one-half (1 1/2) the normal day rate for the first four (4) hours and double time thereafter.
- (b) A paid fifteen (15) minute rest period shall be observed after working three (3) hours overtime.
- (c) Work done on Saturdays shall be paid for at the rate of time and one half (1 1/2) the normal day rate for the first eight and one half (8 1/2) hours and double time thereafter.
- (d) **Work** performed on Sunday shall be paid for at double the employee's regular rate.
- (e) Overtime is to be distributed evenly in all Departments when ever possible, according to abilities.
- (f) The Company shall post the overtime accrued by employees in a Department on a monthly basis.

5. **Reporting for Work**

The Company agrees that employees reporting for work, unless otherwise notified the previous day **or** a minimum of six (6) hours in the case of night shift workers, shall be provided with four (4) hours work at their current rate of wages, or shall be paid four (4) hours **pay**.

The foregoing will not apply in the event that breakdowns, fire, accidents, or other conditions over which the Company has no control, interfere with work being produced.

Employees are required to call in a minimum of one (1) hour prior to the commencement of their day shift and a minimum of four (4) hours for all other shifts, should they be unable to report for work.

6. **Supper Money**

Should an employee be required to perform overtime work in excess of two (2) hours in any one (1) day and who is **not** notified the day before the overtime work is performed, shall be provided with a hot meal or **paid \$6.25** supper money in lieu thereof.

Effective April 4, 2007, increase meal allowance to \$6.50.

7. **Recall to Work**

If an employee is called from home to work after completing his regularly assigned shift, he shall be paid for a minimum of two (2) hours work at the rate of time and one-half, even though he may have worked **less** than two (2) hours. In addition, such employee shall be paid **a** travelling allowance equivalent to two (2) hours pay at the employee's base rate.

8. **Lead Hand**

A Lead Hands rate of fifty cents (50¢) above the top rate per hour will be paid for that classification to those employees who are qualified and designated by the Company to perform that function.

Duties **of** a Lead **Hand** – The duties of a Lead Hand include **the** coordination and direction of assigned workforce activities. Without limiting the generality of the foregoing, this includes:

- directing the workforce
- assigning the workforce
- coordinating and facilitating the activities of the workforce

It is also clearly understood that the Lead Hand does not have the authority to discipline.

Polyethylene Department:

Four shift operation schedule: 8:00 a.m. – 8:00 p.m.
 Three shift rotating: 4:00 p.m. – 12:00 midnight
 12:00 midnight – 8:00 a.m.

Hours of Work

For employees assigned to rotating shifts, the daily working hours shall be eight (8) with weekly hours varying according to the shift's schedule which indicates 168 hours in a twenty-eight (28) day cycle.

The foregoing is to define the normal **hours of work** for the purpose of calculating overtime and shall not be construed as a guarantee of any minimum or **as** a restriction of any maximum number of hours to be worked.

Overtime and Premium

For all regularly scheduled hours worked by the rotating shifts regularly scheduled to work on a calendar Sunday, the rate paid will be time and one-half (1 1/2) of the employee's base rate. This is total payment on which no premiums shall be compounded.

Should these employees work *overtime* on a **calendar** Sunday, they will be paid at time and one-half (1 1/2) for the first four (4) hours and double time thereafter.

Employees working on their scheduled day off will be paid eight (8) hours at time and one-half (1 1/2) and double time for any additional hours.

Double time at the employee's basic hourly rate shall be paid for the seventh (7th) consecutive day worked, in the calendar week.

The *Company* shall **post** the overtime accrued by employees in a Department on a monthly basis.

Shift Differential

Shift premium will be paid at the rate of fifty-five cents (55¢) per hour for each regular hour worked on the shift commencing at 8:00 p.m. Shift premium will not be paid for hours worked on the shift commencing at 8:00 a.m.

Overtime and premium pay shall not be pyramided, nor shall more than one basis of calculation cover overtime and premium for the same period of time.

Rotating shift employees who are regularly scheduled to work any of the Holidays laid down under Statutory Holidays (Schedule B) and who do not work as scheduled, shall not be entitled to holiday pay unless absent due to verified illness, death in the immediate family, Jury Duty or written leave of absence from the Company.

Holidays Worked

If an employee is required to work on any of the listed Statutory Holidays, he shall receive twice his regular rate of pay for the time worked, in addition to his Holiday pay. If an employee is on the evening or night shift at the time of the Holiday, he shall also receive the shift differential.

NOTE: Re: Polyethylene Department
- Twelve Hour **Shifts** Hours of Work

The regular shifts shall be as follows:

Twelve hour shifts: 8:00 a.m. – 8:00 p.m.
8:00 p.m. – 8:00 a.m.

A fifteen (15) minute paid rest break shall be provided during the first half and second half of each 12 hour shift.

Overtime in excess of the regular scheduled hours as laid out above will be paid at the rate of time and one-half (1 1/2) for the first four (4) hours and double time thereafter.

Saturday overtime will be time and one-half (1 1/2) for the first eight (8) hours and double time thereafter.

Employees working on a scheduled day **off** will be paid time and one-half (1 1/2) for the first eight (8) hours and double time thereafter.

Scheduled hours worked by rotating shifts regularly scheduled to work on a calendar Sunday will be the same as the conditions in Schedule A.

Overtime on a calendar Sunday will also be as per Schedule A.

Holidays worked will be as per Schedule A.

Temporary Transfers to a Higher Classification

Where the Company temporarily transfers an employee to carry out the responsibilities of a higher classification for a period of one (1) full shift, he shall be paid the wage rate of the higher classification which next gives him an increase.

Rate Retention

If an employee is transferred from his or her permanent function to a lower rated function for more than one complete shift due to a reduction in work or the work force, he shall continue to receive his regular rate until he returns to a function which pays his regular rate or a higher rate. Under no circumstances will rate retention be paid to an employee for more than twelve (12) working days.

SCHEDULE B

VACATIONS AND STATUTORY HOLIDAYS

Vacations

1. Employees with less than one (1) full year of service shall receive vacation with pay in accordance with the Employment Standards Act.
2. Employees with one (1) full year of service as of June 30th, shall be entitled to two (2) weeks vacation with four percent (4%) of total gross earnings of the period July 1st to June 30th.
3. Employees with four (4) years service as of June 30th, shall be entitled to three (3) weeks vacation with six percent (6%) of total gross earnings of the previous year.
4. Employees with nine (9) years service as of June 30th shall be entitled to four (4) weeks vacation with eight percent (8%) of total gross earnings of the previous year.

5. Employees with twenty **(20)** years service as of June 30th shall be entitled to five **(5)** weeks vacation with ten percent (10%) of total **gross** earnings of the previous year.
6. An employee will be given the opportunity to choose, with his Foreman, his vacation leave, but under no circumstances will vacation leave be allowed to interfere with Plant operations. The foregoing allowed for, every effort will be made to accommodate employees' requirements.

Employees must have their vacations booked by April 1st or they will only be allowed the weeks left after that date.

In cases where vacation leave requested conflicts, preference will be given to the employee older in point of service in the Department.
7. Employees of the Corrugated Division shall receive vacation pay on the basis of 2.4% per week of entitlement as previously determined above.

Statutory Holidays Not Worked

All permanent employees who have attained seniority standing will be granted Holiday pay for eight (8) hours at the employee's basic straight time hourly rate for the following holidays not worked:

New Year's Eve (1/2 day)	Labour Day
New Year's Day	Thanksgiving Day
Good Friday	Christmas Eve (1/2 day)
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	2 Floating Plant Holidays*

*

The Floating Plant holidays will be observed annually, and will be designated by the Company following discussion with the Union, subject to the following conditions:

- (a) The employee works the day immediately prior to and immediately following the holiday;

- (b) The employee is not on lay-off on the day of the holiday and has worked within the preceding five (5) working days immediately prior to the holiday,
- (c) In the case of legitimate illness, or in cases specifically authorized by the Company, the above requirements may be waived.

Should a holiday occur during an employee's scheduled vacation, the employee will be entitled to receive one (1) additional day of vacation at a time mutually agreeable to the employee and the Company.

Statutory Holidays Worked

If an employee is required to work on any of the above Statutory holidays, he shall receive twice his regular rate of pay for the time worked in addition to his holiday pay. If an employee is on the evening or night shift at the time of the holiday, he shall also receive the shift differential.

Statutory Holidays - Poly Division – July 1st Holiday

The Company agrees to acknowledge the Canada Day holiday on the actual day in which it occurs, where appropriate.

SCHEDULE C

BEREAVEMENT LEAVE

In the event of a death of an employee's immediate family, the Company will grant to the employee five (5) continuous working days leave of absence with pay for the purpose of making arrangements for attending the funeral personally, or in absentia, regardless of distance or geographic location for a spouse or child, and three (3) continuous working days for mother, father, mother-in-law, father-in-law, brother or sister. Two (2) continuous working days leave of absence will be granted to attend the funeral for brother-in-law, sister-in-law and grandparent.

Pay shall be at the employee's regular straight time base rate and shall be paid only for claims which occur on a day on which the employee would be regularly scheduled to work.

SCHEDULE D

HEALTH AND WELFARE

The Company will pay one-hundred percent (100%) of the cost for:

- Ontario Health Insurance Plan (OHIP)
- Benefit coverage, except under the W.S.I.B. and L.T.D. plans, and will cease ~~after~~ twenty-four (24) months of continuous disability.
- Weekly Sickness and Accident Plan

Major Medicals:

- \$10,000 maximum, effective April 4, 2007, increase maximum to \$20,000
- \$20/\$25 deductible
- 90/10 co-insurance

Vision Care:

- \$75 maximum each family member each two (2) years (includes **frames**, lenses and contact lenses)
Effective April 4, 2007 increase maximum to \$100.
- \$125 every 24 months/individual (for Corrugator Division only)
Effective April 4, 2007 increase maximum to \$150.

Group Life insurance:

	Current	Apr 4/07	Feb 10/08	Feb 10/09	Feb 10/10
2 months, but less than 2 years	\$7,000	\$8,000	\$9,000	\$10,000	\$12,000
2 years, but less than 3 years	\$11,000	\$12,000	\$13,000	\$14,000	\$16,000
3 years, but less than 5 years	\$18,000	\$19,000	\$20,000	\$21,000	\$23,000
5 years and over	\$35,000	\$36,000	\$37,000	\$38,000	\$40,000

Weekly indemnity Coverage:

The Company will provide for the employees a plan based on benefit payments being made after the first (1st) day of disability, as the result of an accident and the fourth (4th) day as a result of sickness, with payments made for a total of fifty-two (52) weeks, at a rate of 66 2/3% of the E.I. maximum insurable earnings. Premium paid by the Company.

Human Resources Development Canada Rebate Program:

The Company and the Union agree that the rebates acknowledged from this program as it relates to the weekly indemnity plan are used to offset the premium costs incurred to administer such plan.

Pension Plan:

The Company will make the following contributions per worked hour of employment up to a maximum of forty (40) hours per week. New employees will only become eligible for pension after eighteen (18) months of service.

The contributions are as follows:

For employees of Corrugated Division, Maintenance, **Garage** and Truck Drivers:

Current: \$1.52 per hour.

Effective April 4, 2007 - \$1.54

Effective February 10, 2008 - \$1.56

Effective February 10, 2009 - \$1.58

Effective February 10, 2010 - \$1.60

Effective February 10, 2011 - \$1.64

For employees of the Bag and Poly Divisions:

Current: \$1.20 per hour.

Effective April 4, 2007 - \$1.22

Effective February 10, 2008 - \$1.24

Effective February 10, 2009 - \$1.26

Effective February 10, 2010 - \$1.28

Effective February 10, 2011 - \$1.32

Effective April 4, 2007, the following grids will apply for new employees only:

Corrugated Division:

Years of Service	Apr 4/07	Feb 10/08	Feb 10/09	Feb 10/10	Feb 10/11
20+	\$1.54	\$1.56	\$1.58	\$1.60	\$1.64
15-20	\$1.36	\$1.38	\$1.40	\$1.42	\$1.46
10-15	\$1.16	\$1.18	\$1.20	\$1.22	\$1.26
5-10	\$0.96	\$0.98	\$1.00	\$1.02	\$1.06
18 months - 5	\$0.76	\$0.78	\$0.80	\$0.82	\$0.86

Bag Department:

Years of Service	Apr 4/07	Feb 10/08	Feb 10/09	Feb 10/10	Feb 10/11
20+	\$1.22	\$1.24	\$1.26	\$1.28	\$1.32
15-20	\$1.04	\$1.06	\$1.08	\$1.10	\$1.14
10-15	\$0.84	\$0.86	\$0.88	\$0.90	\$0.94
5-10	\$0.64	\$0.66	\$0.68	\$0.70	\$0.74
18 months - 5	\$0.44	\$0.46	\$0.48	\$0.50	\$0.54

Relocating Plant:

The Company agrees that if it should move any of the present operations to a new location in Ontario:

- (a) The employees shall be continued in employment with the same rights and privileges **as** they held prior to the move.
- (b) This Collective Agreement shall be binding on the Company and the Union at the new location.
- (c) The employees will, if necessary, be given the opportunity to move to the new location.
- (d) The employees and the Union will be notified by the Company in writing of the time and place of relocation at least sixty (60) days prior to any relocation.

Dental Plan:

100% premium paid by the Company. Blue **Cross** Dental Plan No. **7** or equivalent, plus rider one (1) and two (2).

Effective dates for O.D.A. fee schedule are **as** follows:

Effective January 1, 2007	- 2006 O.D.A. fee schedule
Effective January 1, 2008	- 2007 O.D.A. fee schedule
Effective January 1, 2009	- 2008 O.D.A. fee schedule
Effective January 1, 2010	- 2009 O.D.A. fee schedule
Effective January 1, 2011	- 2010 O.D.A. fee schedule

Rider two (**2**) (dentures and partials) and orthodontic coverage:

- 50/50 co-insurance
- **\$1,250** lifetime maximum

Long Term Disability:

- (a) Disability **means** that during the first twenty-four (24) months of any disability the employee is unable, because of disease or injury, to work at his or her own occupation, and thereafter during continuance of such period of disability, that the employee is unable to work at any reasonable occupation to which the employee might be suited by training, education or experience.

- (b) Fifty percent (50%) of employee's average monthly earnings during the preceding year up to a maximum of \$1,400.00 to start after the 52nd week of sickness. The monthly maximum will be \$1,600.00 for the Corrugator Division only.
- (c) The amount of benefit shall be reduced by any payments provided by primary benefits under any Government Plan.
- (d) Duration of Benefit: Benefits shall cease upon the occurrence of any one of the following:
 - 1. On the date the employee ceases to be disabled.
 - 2. Date the employee retires.
 - 3. At death.
- (e) Benefit Period: Benefits will be paid for one month for each completed month of service prior to the onset of disability, while the employee is disabled.
- (f) Exclusions: All disabilities are covered unless they result from self-inflicted injuries, war, riot, civil commotion, or as a result of an employee's attempt to commit assault, battery or felony.
- (g) An eligible employee is entitled to benefits provided the employee is actively at work on the first day that the L.T.D. Plan becomes effective.

An eligible employee absent from work due to sickness or accident at the effective date of the Plan shall be eligible for L.T.D. benefits at the return to active full-time employment.

The total cost of the Plan shall be paid by the Company.

Safety Shoe Allowance:

Employees with ninety (90) working days service will be paid once during the year on presentation of an invoice to the Payroll Department, for a new safety shoe purchase for their own use as follows:

All Divisions: **\$105.00**

Tool Allowance:

Skilled Class Maintenance Mechanics and Electricians Class I who have been with the company for one (1) year will be entitled to tool allowance of \$120.00 per year upon proof of purchase.

Paper Bag Adjusters who have been with the company for one (1) year will be entitled to tool allowance of \$70.50 per year upon proof of purchase.

Apprentices who have been with the Company for one (1) year will be entitled to a tool allowance of up to \$52.50 per year upon proof of purchase.

**SCHEDULE E-1
JOB CLASSIFICATIONS AND RATES**

Effective **February 10, 2007 +2%**
(For bag employees hired after **August 1, 1995**)

<u>Bag Department</u>	Start	3-Month	6-Month	12-Month	18-Month
Take-Off Help	\$12.76	\$13.22	\$13.60		
Packer/General Help	\$12.76	\$13.22	\$13.60		
Bag Machine Operator	\$13.57	\$14.19	\$14.67	\$15.20	
Bag Machine Adjuster	\$15.13	\$15.75	\$16.11	\$16.24	\$17.03
Bag Machine Mechanic	\$14.90	\$15.54	\$15.94	\$16.10	\$16.37
Utility	\$18.49	\$19.02	\$19.56	\$20.23	

Single Size Auto Collator
Machine Department

Tender Class A	\$15.48	\$15.93	\$16.13	\$16.52	
Tender Class B	\$13.57	\$14.56	\$14.98	\$15.54	

Polyethylene
Department

Operator Class C	\$14.43	\$15.24	\$15.65		
Operator Class B	\$15.97	\$16.86	\$17.26		
Operator Class A	\$17.30	\$18.17	\$18.64		
Take-Off	\$13.08	\$13.53	\$13.94		
Tow Motor	\$15.88	\$16.64	\$17.04		
Shipper/Receiver (Poly Only)	\$15.88	\$16.64	\$17.04		
Plate Mounter/Material Handler	\$15.88	\$16.64	\$17.04		
Utility Man	\$14.43	\$15.24	\$15.65		

Corrugator
Department

Corrugator Operator	\$20.94		\$22.21		\$22.87
Printer Slotter Operator	\$19.62	\$20.54	\$21.43	\$21.66	\$22.66
Printer Slotter Helper	\$19.42	\$20.56	\$21.27		
Take-Off	\$19.42	\$20.93	\$21.27		
Corrugator Knifeman	\$20.94		\$22.21		\$22.87
Asst. Corrugator Knifeman	\$19.42	\$20.40	\$20.93	\$21.66	
Doublebacker Operator	\$19.81	\$20.93	\$21.42	\$21.85	
Towmotor Operator	\$19.42	\$20.40	\$20.93		

Slitter Operator	\$19.42	\$20.63	\$21.12	\$21.66
Auto Taper/Gluer Operator	\$19.42	\$20.63	\$21.12	\$21.66
Semi-Auto Taper Operator	\$19.42	\$20.77	\$20.93	
Semi-Auto Taper Feeder	\$17.37	\$18.46	\$19.01	\$19.21
Trucker	\$19.03	\$20.52		
Unitizer	\$19.49	\$20.93		
Die Press Operator	\$19.42	\$20.63	\$21.12	\$21.66
Partition Slotter Operator	\$19.42	\$20.63	\$21.12	\$21.66
Die Mounter	\$19.42	\$20.87	\$21.66	\$22.17
Die Preparation	\$19.03	\$20.52		
Shipper/Receiver/Order Filler	\$19.00	\$20.03	\$20.52	\$21.27

**Maintenance
Department**

Lathe Machinist	\$20.59	\$21.54	\$21.99	\$22.87
Apprentice Mechanic	\$18.46	\$19.83		\$20.52
Semi-Skilled	\$19.42	\$21.12		\$22.55
Skilled	\$21.41	\$22.80	\$23.61	\$25.71
Oiler	\$19.42	\$20.66		\$21.25
Electrician Class 1	\$24.09		\$25.71	\$26.49
Electrician Class 2	\$23.27		\$24.91	\$25.08
Tire Man/Utility (Garage Only)	\$19.42	\$21.12		\$22.55

Trucking

Truck Driver	\$20.75	\$20.82		
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SCHEDULE E-2
JOB CLASSIFICATIONS AND RATES

Effective February 10, 2008 +2%
(For **bag** employees hired after August 1, 1995)

<u>Bag Department</u>	Start	3-Month	6-Month	12-Month	18-Month
Take-Off Help	\$13.02	\$13.48	\$13.87		
Packer/General Help	\$13.02	\$13.48	\$13.87		
Bag Machine Operator	\$13.84	\$14.47	\$14.96	\$15.50	
Bag Machine Adjuster	\$15.43	\$16.07	\$16.43	\$16.56	\$17.37
Bag Machine Mechanic	\$15.20	\$15.85	\$16.26	\$16.42	\$16.70
Utility	\$18.86	\$19.40	\$19.95	\$20.63	

Single Size Auto Collator
Machine Department

Tender Class A	\$15.79	\$16.25	\$16.45	\$16.85	
Tender Class B	\$13.84	\$14.85	\$15.28	\$15.85	

Polyethylene DeDanment

Operator Class C	\$14.72	\$15.54	\$15.96		
operator Class B	\$16.29	\$17.20	\$17.61		
Operator Class A	\$17.65	\$18.53	\$19.01		
Take-Off	\$13.34	\$13.80	\$14.22		
Tow Motor	\$16.20	\$16.97	\$17.38		
Shipper/Receiver (Poly Only)	\$16.20	\$16.97	\$17.38		
Plate Mounter/Material Handler	\$16.20	\$16.97	\$17.38		
Utility Man	\$14.72	\$15.54	\$15.96		

Corrugator Department

Corrugator Operator	\$21.36		\$22.65		\$23.33
Printer Slotter Operator	\$20.01	\$20.95	\$21.86	\$22.09	\$23.11
Printer Slotter Helper	\$19.81	\$20.97	\$21.70		
Take-Off	\$19.81	\$21.35	\$21.70		
Corrugator Knifeman	\$21.36		\$22.65		\$23.33
Asst. Corrugator Knifeman	\$19.81	\$20.81	\$21.35	\$22.09	
Doublebacker Operator	\$20.21	\$21.35	\$21.85	\$22.29	
Towmotor Operator	\$19.81	\$20.81	\$21.35		
Slitter Operator	\$19.81	\$21.04	\$21.54	\$22.09	

Auto Taper/Gluer Operator	\$19.81	\$21.04	\$21.54	\$22.09
Semi-Auto Taper Operator	\$19.81	\$21.19	\$21.35	
Semi-Aura Taper Feeder	\$17.72	\$18.83	\$19.39	\$19.59
Trucker	\$19.41	\$20.93		
Unitizer	\$19.88	\$21.35		
Die Press Operator	\$19.81	\$21.04	\$21.54	\$22.09
Partition Slotter Operator	\$19.81	\$21.04	\$21.54	\$22.09
Die Mounter	\$19.81	\$21.29	\$22.09	\$22.61
Die Preparation	\$19.41	\$20.93		
Shipper/Receiver/Order Filler	\$19.38	\$20.43	\$20.93	\$21.70

Maintenance Department

Lathe Machinist	\$21.00	\$21.97	\$22.43	\$23.33
Apprentice Mechanic	\$18.83	\$20.23		\$20.93
Semi-Skilled	\$19.81	\$21.54		\$23.00
Skilled	\$21.84	\$23.26	\$24.08	\$26.22
Oiler	\$19.81	\$21.07		\$21.68
Electrician Class 1	\$24.57		\$26.22	\$27.02
Electrician Class 2	\$23.74		\$25.41	\$25.58
Tire Man/Utility (Garage Only)	\$19.81	\$21.54		\$23.00

Trucking

Truck Driver	\$21.17	\$21.24		
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SCHEDULE E-3
JOB CLASSIFICATIONS AND RATES

Effective February 10, 2009 +2%
(For bag employee — **hired** after August 1,1995)

<u>Bag Department</u>	Start	3-Month	6-Month	12-Month	IS-Month
Take-Off Help	\$13.28	\$13.75	\$14.15		
Packer/General Help	\$13.28	\$13.75	\$14.15		
Bag Machine Operator	\$14.12	\$14.76	\$15.26	\$15.81	
Bag Machine Adjuster	\$15.74	\$16.39	\$16.76	\$16.89	\$17.72
Bag Machine Mechanic	\$15.50	\$16.17	\$16.59	\$16.75	\$17.03
Utility	\$19.24	\$19.79	\$20.35	\$21.04	

Single Size Auto Collator
Machine Department

Tender Class A	\$16.11	\$16.58	\$16.78	\$17.19	
Tender Class B	\$14.12	\$15.15	\$15.59	\$16.17	

Polyethylene Department

Operator Class C	\$15.01	\$15.85	\$16.28		
Operator Class B	\$16.62	\$17.54	\$17.96		
Operator Class A	\$18.00	\$18.90	\$19.39		
Take-Off	\$13.61	\$14.08	\$14.50		
Tow Motor	\$16.52	\$17.31	\$17.73		
Shipper/Receiver (Poly Only)	\$16.52	\$17.31	\$17.73		
Plate Mounter/Material Handler	\$16.52	\$17.31	\$17.73		
Utility Man	\$15.01	\$15.85	\$16.28		

Corrugator Department

Corrugator Operator	\$21.79		\$23.10		\$23.79
Printer Slotter Operator	\$20.41	\$21.37	\$22.30	\$22.53	\$23.57
Printer Slotter Helper	\$20.21	\$21.39	\$22.13		
Take-Off	\$20.21	\$21.78	\$22.13		
Corrugator Knifeman	\$21.79		\$23.10		\$23.79
Asst. Corrugator Knifeman	\$20.21	\$21.23	\$21.78	\$22.53	
Doublebacker Operator	\$20.61	\$21.78	\$22.29	\$22.74	
Towmotor Operator	\$20.21	\$21.23	\$21.78		
Slitter Operator	\$20.21	\$21.46	\$21.97	\$22.53	

Auto Taper/Gluer Operator	\$20.21	\$21.46	\$21.97	\$22.53	
Semi-AutoTaper Operator	\$20.21	\$21.61	\$21.78		
Semi-AutoTaper Feeder	\$18.07	\$19.21	\$19.78	\$19.98	
Trucker	\$19.80	\$21.35			
Unitizer	\$20.28	\$21.78			
Die Press Operator	\$20.21	\$21.46	\$21.97	\$22.53	
Partition Slotter Operator	\$20.21	\$21.46	\$21.97	\$22.53	
Die Mounter	\$20.21	\$21.72	\$22.53	\$23.06	
Die Preparation	\$19.80	\$21.35			
Shipper/Receiver/Order Filler	\$19.77	\$20.84	\$21.35	\$22.13	
 <u>Maintenance Department</u>					
Lathe Machinist	\$21.42	\$22.41	\$22.88	\$23.80	
Apprentice Mechanic	\$19.21	\$20.63		\$21.35	
Semi-Skilled	\$20.21	\$21.97		\$23.46	
Skilled	\$22.28	\$23.73	\$24.56	\$26.74	
Oiler	\$20.21	\$21.49		\$22.11	\$22.41
ElectricianClass 1	\$25.06		\$26.74	\$27.56	
ElectricianClass 2	\$24.21		\$25.92	\$26.09	
Tue Man/Utility (Garage Only)	\$20.21	\$21.97		\$23.46	
 <u>Trucking</u>					
Truck Driver	\$21.59	\$21.66			

SCHEDULE E-4
JOB CLASSIFICATIONS AND RATES

Effective February 10, 2010 +2.5%
(For bag employees hired after August 1, 1995)

<u>Bag Department</u>	Start	3-Month	6-Month	12-Month	18-Month
Take-Off Help	\$13.61	\$14.09	\$14.50		
Packer/General Help	\$13.61	\$14.09	\$14.50		
Bag Machine Operator	\$14.47	\$15.13	\$15.64	\$16.21	
Bag Machine Adjuster	\$16.13	\$16.80	\$17.18	\$17.31	\$18.16
Bag Machine Mechanic	\$15.89	\$16.57	\$17.00	\$17.17	\$17.46
Utility	\$19.72	\$20.28	\$20.86	\$21.57	

Single Size Auto Collator
Machine Department

Tender Class A	\$16.51	\$16.99	\$17.20	\$17.62	
Tender Class B	\$14.47	\$15.53	\$15.98	\$16.57	

Polvethylene
Department

Operator Class C	\$15.39	\$16.25	\$16.69		
Operafor Class B	\$17.04	\$17.98	\$18.41		
Operator Class A	\$18.45	\$19.37	\$19.87		
Take-Off	\$13.95	\$14.43	\$14.86		
Tow Motor	\$16.93	\$17.74	\$18.17		
Shipper/Receiver (Poly Only)	\$16.93	\$17.74	\$18.17		
Plate Mounter/Material Handler	\$16.93	\$17.74	\$18.17		
Utility Man	\$15.39	\$16.25	\$16.69		

Corrugator
Department

Corngator Operator	\$22.33		\$23.68		\$24.40
Printer Slotter Operator	\$20.92	\$21.90	\$22.86	\$23.09	\$24.16
Printer Slotter Helper	\$20.72	\$21.92	\$22.68		
Take-Off	\$20.72	\$22.32	\$22.68		
Corrugator Knifeman	\$22.33		\$23.68		\$24.40
Asst. Corrugator Knifeman	\$20.72	\$21.76	\$22.32	\$23.09	
Doublebacker Operator	\$21.13	\$22.32	\$22.85	\$23.31	
Towmotor Operator	\$20.72	\$21.76	\$22.32		

Slitter Operator	\$20.72	\$22.00	\$22.52	\$23.09
Auto Taper/Gluer Operator	\$20.72	\$22.00	\$22.52	\$23.09
Semi-Auto Taper Operator	\$20.72	\$22.15	\$22.32	
Semi-Auto Taper Feeder	\$18.52	\$19.69	\$20.27	\$20.48
Trucker	\$20.30	\$21.88		
Unitizer	\$20.79	\$22.32		
Die Press Operator	\$20.72	\$22.00	\$22.52	\$23.09
Partition Slotter Operator	\$20.72	\$22.00	\$22.52	\$23.09
Die Moulder	\$20.72	\$22.26	\$23.09	\$23.64
Die Preparation	\$20.30	\$21.88		
Shipper/Receiver/Order Filler	\$20.26	\$21.36	\$21.88	\$22.68

Maintenance
Department

Lathe Machinist	\$21.96	\$22.97	\$23.45	\$24.40
Apprentice Mechanic	\$19.69	\$21.15		\$21.88
Semi-Skilled	\$20.72	\$22.52		\$24.05
Skilled	\$22.84	\$24.32	\$25.17	\$27.41
Oiler	\$20.72	\$22.03		\$22.66
Electrician Class 1	\$25.69		\$27.41	\$28.25
Electrician Class 2	\$24.82		\$26.57	\$26.74
Tire Man/Utility (Garage Only)	\$20.72	\$22.52		\$24.05

Trucking

Truck Driver	\$22.13	\$22.20		
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SCHEDULE E-5
JOB CLASSIFICATIONS AND RATES

Effective February 10, 2011 +2%
(For bag employees hired after August 1.1995)

<u>Bag Department</u>	Start	3-Month	6-Month	12-Month	18-Month
Take-Off Help	\$13.88	\$14.37	\$14.79		
Packer/General Help	\$13.88	\$14.37	\$14.79		
Bag Machine Operator	\$14.76	\$15.43	\$15.95	\$16.53	
Bag Machine Adjuster	\$16.45	\$17.14	\$17.52	\$17.66	\$18.52
Bag Machine Mechanic	\$16.21	\$16.90	\$17.34	\$17.51	\$17.81
Utility	\$20.11	\$20.69	\$21.28	\$22.00	

Single Size Auto Collator
Machine Department

Tender Class A	\$16.84	\$17.33	\$17.54	\$17.97	
Tender Class B	\$14.76	\$15.84	\$16.30	\$16.90	

Polyethylene Department

Operator Class C	\$15.70	\$16.58	\$17.02		
Operator Class B	\$17.38	\$18.34	\$18.78		
Operator Class A	\$18.82	\$19.76	\$20.27		
Take-Off	\$14.23	\$14.72	\$15.16		
Tow Motor	\$17.27	\$18.09	\$18.53		
Shipper/Receiver (Poly Only)	\$17.27	\$18.09	\$18.53		
Plate Mounter/Material Handler	\$17.27	\$18.09	\$18.53		
Utility Man	\$15.70	\$16.58	\$17.02		

Corrugator Department

Corrugator Operator	\$22.78		\$24.15		\$24.89
Printer/Slotter Operator	\$21.34	\$22.34	\$23.32	\$23.55	\$24.64
Printer/Slotter Helper	\$21.13	\$22.36	\$23.13		
Take-Off	\$21.13	\$22.77	\$23.13		
Corrugator Knifeman	\$22.78		\$24.15		\$24.89
Asst. Corrugator Knifeman	\$21.13	\$22.20	\$22.77	\$23.55	
Doublebacker Operator	\$21.55	\$22.77	\$23.31	\$23.78	
Towmotor Operator	\$21.13	\$22.20	\$22.77		
Slitter Operator	\$21.13	\$22.44	\$22.97	\$23.55	

Auto Taper/Gluer Operator	\$21.13	\$22.44	\$22.97	\$23.55
Semi-Auto Taper Operator	\$21.13	\$22.59	\$22.77	
Semi-Auto Taper Feeder	\$18.89	\$20.08	\$20.68	\$20.89
Trucker	\$20.71	\$22.32		
Unitizer	\$21.21	\$22.77		
Die Press Operator	\$21.13	\$22.44	\$22.97	\$23.55
Partition Slotter Operator	\$21.13	\$22.44	\$22.97	\$23.55
Die Mounter	\$21.13	\$22.71	\$23.55	\$24.11
Die Preparation	\$20.71	\$22.32		
Shipper/Receiver/Order Filler	\$20.67	\$21.79	\$22.32	\$23.13

Maintenance Department

Lathe Machinist	\$22.40	\$23.43	\$23.92	\$24.89
Apprentice Mechanic	\$20.08	\$21.57		\$22.32
Semi-Skilled	\$21.13	\$22.97		\$24.53
Skilled	\$23.30	\$24.81	\$25.67	\$27.96
Oiler	\$21.13	\$22.47		\$23.11
Electrician Class 1	\$26.20		\$27.96	\$28.82
Electrician Class 2	\$25.32		\$27.10	\$27.27
Tire Man/Utility (Garage Only)	\$21.13	\$22.97		\$24.53

Trucking

Truck Driver	\$22.57	\$22.64		
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SCHEDULE E-6
JOB CLASSIFICATIONS AND RATES

GRANDFATHERED RATES
(For bag employees hired prior to August 2, 1995)

<u>Bar Department</u>	Feb 10/07	Feb 10/08	Feb 10/09	Feb 10/10	Feb 10/11
Take-Off Help	\$15.57	\$15.88	\$16.20	\$16.61	\$16.94
Bag Machine Operator	\$16.86	\$17.20	\$17.54	\$17.98	\$18.34
Bag Machine					
Adjuster	\$18.99	\$19.37	\$19.76	\$20.25	\$20.66
<u>Single Size Auto Collator Machines Department</u>					
Tender Class A	\$18.41	\$18.78	\$19.16	\$19.64	\$20.03
Tender Class B	\$18.24	\$18.60	\$18.97	\$19.44	\$19.83
<u>Polyethylene Department</u>					
Operator Class "A"	\$17.73				
Take-Off	\$15.57	\$15.88	\$16.20	\$16.61	\$16.94
Shipper/Receiver					
(Poly Only)	\$17.26	\$17.61	\$17.96	\$18.41	\$18.78
Plate Mounter/Material Handler	\$16.31				
<u>Corrugated Department</u>					
Shipper/Receiver/	\$19.25				
Order Filler	\$19.25				

* Where there is no wage rate provided, assume book rate as per previous wage grids.

LETTER OF UNDERSTANDING

Between

ATLANTIC PACKAGING PRODUCTS INC.

And

GRAPHIC COMMUNICATIONS INTERNATIONAL UNION

LOCAL 100M

April, 2000

RE: SEVEN-DAY OPERATION AGREEMENT

The Company and the Union have reached **an** agreement whereas, should it become necessary to implement a seven-day schedule of operation, the parties will meet to determine the applicable premiums in line with **the** industry prior to the implementation of the seven-day operation.

FOR THE COMPANY

DATE

FOR THE UNION

DATE

LETTER OF UNDERSTANDING

between

ATLANTIC PACKAGING PRODUCTS LTD.

AND

GCC/IBT LOCAL 100M

RE: BENEFIT COVERAGE FOR EMPLOYEES 65+

Effective April 4, 2007, the following is the benefit coverage for employees 65+:

Weekly Indemnity:

The Company will continue to provide the current employee plan up to the age of 69.

L.T.D. Plan:

For all employees aged 65+, long-term disability coverage will cease.

Major Medical:

Medical benefits **will** continue however, the first payer of the benefits will be the government.

ATLANTIC PACKAGING
PRODUCTS LTD.

GCC/IBT
LOCAL 100M

F. Marcon

G. Morley

D. Chambers

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