

COLLECTIVE AGREEMENT
1982 - 1984
CONVENTION COLLECTIVE

between - entre
DUBREUIL BROTHERS LIMITED



and - et

DUBREUIL BROTHERS
EMPLOYEE ASSOCIATION

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**THIS AGREEMENT MADE AND ENTERED
INTO THIS 1st DAY OF APRIL 1982
BETWEEN: [REDACTED]
DUBREUIL BROTHERS LTD.,
(hereinafter called the "Company")
OF THE FIRST PART
—and—
DUBREUIL BROTHERS EMPLOYEE ASSOCIATION
(hereinafter called the "Association")
OF THE SECOND PART**

ARTICLE 1 - PURPOSE

1:01 The purpose of this agreement is to promote good relations between the Company and its employees represented by the Association and to form a base of mutual understanding concerning the employment conditions and salary schedules.

ARTICLE 2 - RECOGNITION

2:01 The Company recognizes the Association as the sole Collective Bargaining Agency of all employees of Dubreuil Brothers Limited employed in its sawmill, planing mill, yard, maintenance, transportation and hauling operations, save and except Foremen and persons above the rank of Foremen, office and sales staff, persons regularly employed for not more than 24 hours per week, students employed during the summer holidays, scalers, security guards.

2:01 (a) It is agreed that in the event the Company engages Contractors to perform work normally performed by employees within the bargaining unit described in 2:01, the employees of these contractors shall be considered employees within the term of this agreement save and except:

— Contractors & their employees engaged to perform work presently being performed by contractors, ie: hauling lumber and chips.

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- Contractors & their employees engaged for the purpose of cutting poplar veneer or birch,
- Contractors and their employees engaged to provide services to the townsite;
- Contractors and their employees engaged to erect Structures;
- Contractors & their employees engaged to perform work on future cutting limits or operations of the Company, if any;
- Contractors and their employees who are covered by the terms Of subsisting collective agreements.

ARTICLE 3 - RELATIONSHIP

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3:01 The Company shall deduct from the pay of each union employee the due as set forth by the by-laws of the Association and shall remit such sum once a month to the Association Secretary. The Company shall provide every 3 months a list showing names and totals deducted on behalf of each member. Such deduction shall not be made when there are insufficient funds due to the employee in question.

3:02 Any employee who is a member in good standing of the Association must keep his Status in good standing until termination of this agreement. When it is the intention of the Association to suspend a member, the Company will be notified in writing seven (7) days before the suspension takes effect

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3:03 A membership form for the Association (supplied by the Association) shall be signed at time of enrolment of each new employee This will constitute his initiation as a member of the Association at the cost established by the Association. said cost to be deducted from the pay of the employee equally over two pay periods A COPY of the said signed form shall be mailed on the Same day to the Association.

ARTICLE 4 - MANAGEMENT RIGHTS

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4:01 The Association recognizes and acknowledges that the management of the operations and direction of the working force are fixed exclusively in the Company and without restricting the generality of the foregoing, the Association acknowledges that it is the exclusive function of the Company to:

- (a) maintain order and efficiency;
- (b) hire, promote, demote, classify, transfer, suspend, rehire and retire employees. and to discipline or discharge any employee for just cause provided that a claim by an employee who has acquired seniority that he has been discharged or disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided;

(c) make, enforce and alter. from time to time, rules and regulations to be observed by the employees but before altering any **such** rules **the Company** will discuss same with the Association and give them an opportunity of making representations with regard to such proposed alterations;

(d) determine the nature and kind of business conducted by the Company, the kinds and locations of operations. equipment and materials to be used, the Control of materials and parts, the methods and techniques of work, the content of jobs. the schedules of production, the number of employees to be employed. the extension. limitation. curtailment or cessation of operations or any part thereof and to determine and exercise **all** other functions and **perogatives** which shall remain solely with the Company except as specifically limited by the expressed provisions of this agreement.

4:02 Without limiting the generality of the foregoing provisions, it is expressly understood and agreed that breach of any of the Company rules, or of any of the provisions of this agreement shall be conclusively deemed to be sufficient cause for discipline or dismissal of an employee; provided that nothing herein shall prevent an employee from going through the grievance procedure to determine whether or not such breach actually took place.

ARTICLE 5 - ASSOCIATION COMMITTEE

5:01 The Company acknowledges the right of the Association to appoint or otherwise select an Association Committee which shall be composed of one (1) representative from five of the following Departments.

- | | |
|-------------------|---------------------|
| 1. Sawmill | 5. Logging |
| 2. Planer | 6. Tradesman |
| 3. Garage | 7. Special Services |
| 4. Trucking | 8. Heavy Equipment |
| 9. Sawmill Trades | |

Representatives shall be regular employees of the Company during their time of office. The name and area of each representative from time to time selected shall be given to the Company in writing. All representatives must wear identifying marker (clearly **visible**) on their safety hats to identify them as Association representatives.

5:02 The Company undertakes to instruct all members of its supervisory staff to co-operate with the representatives in the carrying out of the terms and requirements of this agreement.

5:03 The Association undertakes to secure from its officers. representatives and members, their co-operation with the Company and with **all** persons representing the Company in a supervisory capacity.

5:04 A grievance Committee shall be formed and will be made up of the Association Executive (President, Vice-president and ~~Secretary-Treasurer~~) as well as the representative from the department in which the grievance originated.

5:05 The privileges of representative to leave their work without loss of basic pay to attend Association business is granted on the following conditions:

(a) Such business must be between the Association and the Management, Employees having grievances cannot discuss these with their representatives during working hours except in the case of a discharged employee.

(b) The representative concerned shall obtain the permission of the foreman concerned before leaving his work. Such permissions shall not be unreasonably withheld.

ARTICLE 6 - GRIEVANCE PROCEDURE

6:01 The parties to this agreement agree that it is of the utmost importance to adjust complaints and grievances concerning the interpretation or alleged violation of the agreement as quickly as possible.

6:02 No grievance shall be considered where the circumstances giving rise to it occurred or originated more than eight (8) full working days before the filing of the grievance, except in the case of recall after lay-off where an employee is not immediately aware of the circumstances, he will be allowed to present his grievance within the eight (8) full working days from the day he first learned or reasonably ought to have learned of the circumstances giving rise to his grievance.

6:03 The Company recognizes the right of every employee to file grievances according to the established procedure. In order to facilitate the exercise of the said right, the Company ensures that no employee is interfered with in the filing of a grievance.

6:04 The periods provided for in the different steps of the grievance procedure may be extended upon mutual agreement in writing between the parties.

6:05 As long as a grievance shall be under consideration in compliance with the mentioned procedure or if any change brought about by the Company is the cause of the dispute, any new working conditions shall remain in effect until a final decision pursuant to this agreement has been reached.

6:06 Grievances properly arising under this agreement shall be adjusted and settled as follows:

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Step No. 1 - The aggrieved employee shall present his grievance in writing to his foreman. He shall have the assistance of his departmental representative if he so desires. The foreman shall give his decision within (4) working days following the presentation of the grievance to him. If the foreman's decision is not satisfactory to the employee concerned then the grievance may be presented as follows:

Step No. 2 - Within four (4) working days after the decision is given at Step No. 1, the aggrieved employee may with or without his departmental representative present the grievance in writing to the superintendent or manager of the department who shall consider it in the presence of the person or persons presenting the same and the foreman, and render his decision in writing within (4) working days following the presentation of the grievance to him. If a settlement satisfactory to the employee concerned is not reached, then the grievance may be presented as follows:

Step No. 3 - Within five (5) working days after the decision is given under Step No. 2, the aggrieved employee or a representative of the Association may submit his grievance to the grievance Committee in writing and the said committee shall as promptly as possible call a meeting between the Grievance Committee of the Association and such persons as Management may desire to consider the grievance and to obtain a solution satisfactory to all parties concerned. The said Committee shall render its decision in writing within five (5) working days following such meeting. If final settlement of the grievance is not reached in Step No. 3 then the grievance may be referred in writing by either party to arbitration as provided in Article 7 below at any time within ten calendar days after the decision is given under Step No. 3 and if no such written request for arbitration is received within the time limit then the grievance shall be deemed to have been abandoned.

6:07 By reversing roles, the Company may present a grievance to the Association. It shall be treated at Step No. 3.

ARTICLE 7 - ARBITRATION

7:01 Any grievance which has been properly carried through all the Steps of the grievance procedure outlined above and which has not been settled will be referred to a single arbitrator on the written request of either of the parties hereto.

7:02 Should the Company and the Association fail to agree on a single arbitrator within fourteen (14) days of the notification referred to in Step No. 3 above then the Minister of Labour for the Province of Ontario will be asked to nominate the single arbitrator.

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7:03 The decision of the single arbitrator shall be binding on both parties.

7:04 The single arbitrator shall not have power to alter or change any of the

provisions of this agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this agreement.

7:05 Each of the parties to this agreement will bear half the expenses of the single arbitrator.

7:06 In all cases of grievances the personnel record of the employee affected shall be presented to the President of the Association upon the written authorization of the employee concerned.

ARTICLE 8 - DISCHARGE CASES

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8:01 A claim by an employee who has completed the probationary period that he has been discharged without just cause shall be treated as a grievance if a written statement of such grievance is lodged with the Superintendent of the Department at Step No. 2 of the grievance procedure within three (3) working days after the employee ceases working for the Company. Such special grievance may be settled by:

- (a) Confirming the management's action in dismissing the employee; or
- (b) Reinstating the employee with full compensation for time lost; or
- (c) Any other arrangement which is just and equitable to the conferring parties of the Arbitrator.

ARTICLE 9 - NO STRIKES - NO LOCKOUTS

9:01 In view of the orderly procedures established by this agreement for the settling of disputes and the handling of grievances, the Association agrees that, during the life of the agreement, there will be no strike as defined in the Ontario Labour Relations Act. or picketing and the Company agrees that there will be no lockout as defined in the Ontario Labour Relations Act.

9:02 The Company shall have the right to discharge or otherwise discipline employees who take part in or originate any strike as defined in the Ontario Labour Relations Act. or picketing, but a claim of unjust discharge or treatment may be the subject of a grievance and dealt with as provided in Article 6 above.

9:03 Should the Association claim that a cessation of work constitutes a lockout. it may take the matter up with the Employer at Step No. 3 of the grievance procedure.

ARTICLE 10 - ABSENCE WITH PERMISSION

10:01 The Company may grant a leave of absence if an employee requests such leave provided it is for a good reason and it does not interfere with the operations of the Company. Such leave shall be without pay and may be in writing and signed by the foreman, superintendent or manager

ARTICLE 11 - HEALTH AND SAFETY

11:01 (a) Both parties hereto will cooperate to the fullest extent possible in regard to the prevention of accidents and the promotion of the safety and health of the employees of the Company. It is hereby agreed that it shall be the duty of the employee to make use of all protective devices and equipment required. To further these aims the Company agrees to meet with the Association's Safety Committee once each month provided that the Association has an organized Employee Safety Committee and that the dates and times for the meeting are mutually agreeable to both parties. Employees will be required to attend all safety meetings called by the joint Safety Committee.

11:01 (b) When dynamite is in use between Dubreuilville and the gate. the Company shall endeavour to post "Dynamite In Use" signs. This will be posted at distances specified by the safety act of the Ministry of Transport.

11:02 "Each employee must supply and make use of his own hard hat. steel toed shoes, safety gloves, led pads, hairnet and ear plugs. The present pricing arrangement at Lacroix Entreprises shall continue for the duration of the contract. Each employee with 1 year seniority on April 1 of each year shall be entitled to two vouchers per year valued at \$15.00 each for the purchase of safety boots at Lacroix Entreprises."

11:03 The Company shall supply such other special equipment it shall require an employee to use. If an employee negligently damages or fails to return such other equipment upon leaving his employ he shall be assessed for the said damage, or costs.

11:04 Each probationary employee shall submit himself to a medical examination if requested to do so at a time and place stipulated by the Company. The cost of such examination shall be borne by the Company but the employee shall pay the cost of transportation to and from the place of examination. A probationary employee who is found physically unfit for work shall cease to be an employee.

11:05 (a) A portable camp with stove shall be furnished to each team of conventional cutters and such camp shall follow the team as closely as possible. In the event that a team should be transferred for any reason on a temporary basis, two teams could share a camp but only on a temporary basis when a camp cannot be immediately supplied.

11:05 (b) Transportation of employees shall be by bus or truck (Owner operator & employee excepted.) The **buses shall be equipped to transport** securely the tools of the employees and they shall be equipped with stretcher & radio transmitters, by April 1st, 1981. Owner operators shall continue to supply transportation for himself and his partner.

11:06 The Company shall provide free insurance coverage against loss by fire or theft of employee owned power saws to a maximum of \$1,000.00 and will provide additional free insurance coverage against loss by fire or theft of tradesmen's tools normally required by tradesmen to the full value of such tools while on Company property or worksites. Employees must supply a list of tools and serial no. of chainsaw. There shall be a \$25.00 deductible per occurrence.

11:07 There shall be a 15 minute ^{120/5} paid coffee break in the morning and afternoon (same on second or third shift) at the time presently in effect. The Company may advance or delay this break by 30 minutes. The Company will supply the coffee and tea where presently supplied.

11:08 Coveralls shall be supplied to employees classification presently wearing them. These coveralls shall be washed by the Company free of charge once a week or when required. If lost the employee will pay cost of replacement.

11:09 There shall be first aid kits in all the heavy equipment (except yard loaders and skidders) and pieceworker's camps. The safety committee shall investigate the present method of transporting injured employees and recommend it's findings to management

11:10 For pieceworkers the logs will be measured every pay period and a scale will be provided in the 2 days following such measuring when possible.

11.11 An explanation of the pay slip shall be posted at the post office and if there are any changes the Company will advise the employees.

11:12 Jury pay.

In the case of an employee who is called for jury service or subpoenaed as a witness for the Crown, the Company shall pay for each day of such service an allowance equal to the difference between his regular straight time salary and the amount received for the jury duty. The employee shall present proof of service and of pay received when making his claim for said allowance. The employee shall report to work as soon as he is relieved from his jury duty.

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11:13 There shall be drinking water at the big and small planers, sawmill, boiler room, carpenter shop and the weight scale.

ARTICLE 12 - JOB POSTING

12:01 A bulletin board shall be furnished for posting of jobs at the following sites:

- Post Office
- Recreation Center
- Department with mentioned vacancy

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These bulletin boards shall be the designated places for all job postings. All vacated or new occupations or promotions on a steady basis shall be posted on the board for a period of 7 consecutive calendar days with the exception of forfeit occupations. ~~Only the applications received within this 7 day period shall be considered by the Company.~~

12:02 The postings shall supply the following information:

- a) Title of vacancy
- b) Summary of the duty to assume
- c) The normal demands to fill the post
- d) The department
- e) The salary

12:03 (a) In the filling of vacancies the Company shall be subject to the same limitations as set forth in article 14:03 relating to cases of promotion.

In the event that an employee has been selected to fill such a vacancy, he may at any time within (5) working days after having been assigned to such vacancy, elect to revert to his old classification. After said 5 working days, if it is impractical for him to revert to his old classification, then he will be offered another position. The chosen candidate shall have a trial period not exceeding one calendar month. Either party may request a 5 day extension. "An employee who has successfully claimed and filled a job shall be eligible to further bid for another vacancy before 6 months, unless said vacancy represents a promotion." The chosen employee will be at his new post within 10 working days after selection unless otherwise mutually agreed to.

12:03 (b) The Company shall advise the Association in writing of its choice and also the names of the other employees who applied, within five (5) days after the vacancy has been filled.

12:03 (c) In the case of the acquisition of mechanical equipment which operation or function is new to the Company, or is on a trial basis, it is understood that the Company can appoint for this equipment, wage earners on a trial basis and those said wage earners, without losing their seniority, shall be able to return to their original classification as long as the system does not operate in excess of three months.

12:03 (d) In the case of a permanent vacancy caused by a technical, technological or mechanical change, the Company shall advise the Association at least 1 month before the incident. The employee affected shall bump the employee with the least seniority in his department provided he can meet the requirements of the job. The later employee shall bump the employee with the least Company seniority provided he can meet the requirement of the job and his department seniority will be credited in his new department for future postings. These employees shall not suffer a reduction in salary for 3 months or until they successfully bid on a job posting, whichever is less.

12:04 In the event that a job be given to an employee having less seniority than the others who had applied, those employees may request an interview with the department superintendent in the ten working days following the said appointment to the job in order to determine the reasons for selection of a particular employee.

12:05 Nothing herein shall prevent the Company from hiring persons from outside the bargaining unit when no qualified employee applies.

12:06 in the case of transfer exceeding three (3) calendar days, the Company will advise the Association within two (2) days following the date of the transfer and the Association can object to the temporary nature of the transfer within ten (10) days following the notice. This will not apply to temporary transfers to jobs which have been posted unless the transfer exceeds ten (10) calendar days.

They will also be informed of the reason for the transfer and the position involved.

12:07 Transfer at a higher rate of pay:

A regular employee transferred temporarily to a higher paying occupation shall receive immediately the higher salary for the duration of the transfer.

12:08 Transfer at a lower rate of pay:

A regular employee transferred for less than **30 consecutive** days to a lower rate of pay occupation shall keep his regular rate of pay during that period.

12:09 Transfer requested by the employee:

A regular employee transferred at his own request shall be remunerated at the rate of his new occupation.

12:10 Transfer at the time of lay off:

At the time of temporary lay off, a regular employee may accept a transfer in an available occupation at a different rate from his regular occupation.

12.1t In case of a lay off and call back, the members of the executive shall have preference of jobs over all other employees provided they have the normal demands required to accomplish the job available.
For purposes of this article, executive shall mean:

- President
- Vice-president
- Secretary-Treasurer
- Stewards (five)

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12.12 In the case of a lay off involving five (5) or more employees. the Company will inform the Association in writing and those employees involved at least a week in advance except in cases out of the Company's control.

ARTICLE 13 - BEREAVEMENT PAY

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13.01 "In the event of the death of a member of an employee's family, the employee will be granted leave of absence for a reasonable time and will be reimbursed for time necessarily lost up to a maximum of three (3) working days. The term "A member of an employee's family" means, husband, wife, child, brother, father, mother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandfather and grandmother. A reasonable proof of death must be supplied on demand."

ARTICLE 14 - SENIORITY

14:01 Seniority as referred to in this agreement shall mean length of continuous service in the employ of the Company and shall be on a Company wide basis. Seniority lists will be revised each six months (the Company system of badge numbers shall be used for employee identification and payroll purposes only) A copy of the seniority list will be posted on the bulletin boards throughout the operations and a copy will be given to the Association. Seniority lists shall contain the following information:

- (a) Date of hire
- (b) Badge number
- (c) Departmental seniority in days worked
- (d) Company seniority in days worked

If an employee does not challenge the position of his name on the seniority list within one month from the date his name first appears on the said list he shall be deemed to have proper seniority standing.

14.02 An employee will be considered on probation for the first ~~thirty (30) working days~~ and will have no seniority rights during that period. After the said ~~thirty (30) working days~~ his seniority shall date back to the day on which his employment began. The dismissal, lay off or failure to recall after lay off of a probationary employee shall not be the subject of a grievance.

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14:03 Subject to Article 14:01, in all cases of promotion other than promotion outside of the bargaining unit and in all cases of lay off which are reasonably anticipated to exceed five (5) working days and recalls after lay off, the following factors shall be considered:

- a) Departmental seniority
- b) Skill, ability, competence, and efficiency

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Note: Departments for the purpose of this Article are as follows:

- 1] Conventional Cutting
- 2] Hauling: - all trucks - float - loaders - Roger Bonniuel
- 3] Mechanical cutting: - cutters - delimiters - grappels - feller forwarders - tractors - graders
- 4] Sawmill: - ail production including loaders
- 5] Planers: all production including loaders
- 6] Boiler
- 7] Electrical
- 8] Carpenter & painter
- 9] Plumbing
- 10) Filer
- 11) Welders sawmill
- 12) Millwright
- 13) Mechanics & helpers
- 14) Welders garage
- 15) Stockroom
- 16) Soo maintenance

14:04 Seniority shall accumulate in the following circumstances only:

- a) When off the payroll due to layoff, sickness, or accident in which case seniority will continue to accumulate for a period of time equal to 12 months or the length of the employee's seniority, whichever is shorter.

- b) When off the payroll due to personal leave of absence, then Seniority will continue to accumulate for one (1) month.
- c) When absent on vacation or on plant holidays.
- d) When actually at work for the Company.

14:05 Seniority shall terminate and an employee shall cease to be employed by the Company when he:

- a) voluntarily quits his employment with the Company;
- b) is discharged and is not reinstated through the grievance procedure or arbitration;
- c) is off the payroll for a continuous period of 12 months except in the case of illness or compensable injury: **205/2**
- d) fails to report for work within three working days after being notified by the Company following a layoff: **206/7**
- e) fails to return to work upon the termination of an authorized leave of absence unless a reason acceptable to the Company is given; and
- f) accepts gainful employment while on a leave of absence without first obtaining the consent of the Company in writing.

14:06 In the event that an employee covered by this agreement should be promoted to a supervisory or confidential position beyond the scope of this agreement and is later placed in a position within the scope of this agreement, he shall retain the departmental seniority previously acquired and shall have added thereto the departmental seniority accumulated while serving in such supervisory or confidential capacity for a period of 6 months, after which time, his departmental seniority shall be frozen but retained.

14:07 It shall be the duty of each employee to notify the Company promptly of any change in address. If an employee fails to do this, the Company will not be responsible for failure of a notice to reach such employee.

14:08 Any employee's reinstatement after sick leave will be conditional on his supplying, when requested, a certificate from a physician that he is fully recovered from the sickness which caused his absence.

14:08 (a) In the case of an employee who is injured or due to illness can no longer perform his former job (subject to confirmation by a mutually agreed medical specialist Chiropractician not included) his departmental seniority will be credited in full for the purpose of a successful original job posting. He may bump employee with the least Company seniority (or in his department) provided he has the requirement to do the job.

14:09 Nothing herein shall be interpreted so as to result in the displacement by bumping of an employes by means of the application of Article 14:03 or 14:07.

14:10 An employee who refuses to accept a promotion shall not be prohibited from applying for future promotions.

14:11 All warnings will be issued within five (5) days of the offence and a copy will be sent to the Association immediately.

In a case where proof positive is available that an offence occurred for which the Company was not aware, warning must be issued five (5) days from the time the offence became known to the Company.

Any days off given as a result of a warning will be consecutive and immediately following the date of warning.

If the employee objects to the warning he may avail himself of the grievance procedures.

ARTICLE 15 - WAGES AND CLASSIFICATIONS

15:01 Schedule "A" attached hereto and headed Wages and Classifications is hereby made a part of this agreement.

15:02 When there is a significant change in job content. the Company and the Association will mutually agree to the reclassification of jobs and the proper adjustment to wages in regard thereto within a 20 working day period. Any such new rates will be based on a comparison with prevailing rates for similar and/or related occupations in the wage schedule. and shall be effective 20 ^{603/15} ~~ng~~ days from the date of significant change in job content. ^{601/15}

15:03 A shift premium of .26¢ per hour will be paid for all work performed on a regularly scheduled second shift and .28¢ for the third scheduled shift. Effective Sept. 1, 1982 the premium shall increase to .28¢ and .30¢ respectively. ^{603/15} ^{601/15}

15:04 Long moves, shall be paid to piece workers on the hourly basis specified in Article 17:01, provided such said moves entail a loss of working time in excess of one (1) hour under normal circumstance. In the case of long moves from a winter cut to a summer cut all hours actually worked (in moving) shall be paid in accordance with Article 17:01. ^{804/4}

ARTICLE 16 - HOURS OF WORK AND OVERTIME

16:01 The following paragraphs and sections are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

16:02 The standard pay period by department is defined in the attached schedules.

16:03 Overtime **at the rate of time and one-half** (1½) the employee's regular hourly rate of pay shall be paid for all hours worked in **excess of his regularly scheduled hours in any given day or any given week.**

All hours worked **between 0000 to 2359** midnight on Sundays shall be paid at double time.

16:04 Overtime premiums shall not be paid more than once for any hour worked, and there shall be no pyramiding of overtime.

16:05 Overtime shall be distributed to all employees within a department or job classification on an as **equitable** basis as possible, provided the employee is capable, qualified and available when called or advised. If an employee refuses overtime work, for the purpose of equalization hereunder, he shall be deemed to have worked the overtime in question.

16:06 In the case of the cancellation of a shift or part thereof for any reason. the Company shall endeavour when possible to advise the employee ten (10) hours in advance of such **said** cancellation.

16:07 Notwithstanding any of the other provisions of this Article **16** it is agreed that the minimum work period for filers over a **two** week period of time shall be eighty (80) hours, and the maximum work period for filers over a two week period of time shall be eighty-one (81) hours. Furthermore, for the purposes of calculating overtime the by-weekly wages of a **filer** shall be divided by eighty-one (81) and the resulting figure shall be multiplied by one and One-half (1½) in order to arrive at the applicable overtime rate. The memorandum of agreement on hours of work and premium to filers shall prevail **all** other clauses.

16:08 Employees may be required to work in excess of their regular day. shift or week. Except in case of emergency or where **specific** overtime work arrangements have been mutually agreed to between **the** Company and the Union, an employee will upon his reasonable request. be excused from working overtime,

16:09 For the purpose of this agreement a Saturday, Sunday, and holiday shall **begin** at 7:00 a.m. of that day and end at 7:00 a.m. of the **following** day.

16:10 For calculating overtime pay, shift **differential** shall not be considered as part of an employee's applicable hourly rate.

ARTICLE 17 - PAID HOLIDAYS

17:01 The following paid holidays. regardless of when they fall, **will** be granted **with** pay to all employees who have completed **their** probationary period.

New Year's Day
Day after New Year's Day
Good Friday
Easter Monday
Victoria Day
Dominion Day

Civic Holiday
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

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Payment for such holidays shall be based on the employee's regular hourly rate, multiplied by the number of hours he would normally have worked on such a day. When any of the said holidays fall on other than a regular working day, then the Company may either designate some other day as the day upon which the said holiday will be celebrated, or pay the employees who qualify for payment for the said holiday as though it had fallen on a regular working day, whichever the Company prefers. Notwithstanding the foregoing provisions, it is agreed and understood that, effective on April 1st, 1982 pieceworkers will receive a flat payment for holidays at the rate of 111.86 per day. April 1st, 1983, 123.04 per day.

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17:02 In order to be entitled to payment for a plant holiday, an employee must have worked the full working day immediately preceding the holiday and the full working day immediately following the holiday, provided that an ~~employee~~ who fails to work due to lay off or illness which is verified to the satisfaction of the Company, shall not thereby be disqualified from receiving holiday pay provided he has worked on one or more of the (21) working days prior to the holiday and/or returns to work on any of the 21 working days following the holidays.

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17:03 If an employee works on one of the above named paid holidays, except Christmas or New Year's, he shall receive payment at time and one-half (1½) his regular rate and in the case of Christmas and New Year's, double (2X) time, for the hours actually worked by him in addition to receiving his holiday pay.

17:04 Where one of the above named paid holidays falls during an employee's approved vacation period, he shall be allowed an extra day's pay at the option of the employee.

ARTICLE 18 - CALL OUT PAY

18:01 An employee called out to work after his normal hours or on Sundays in case of emergency shall receive time and one-half (1½) his regular rate of pay, but in no case shall he receive less than the equivalent of two (2) hours of pay if called to the townsite and the equivalent at four (4) hours of pay if called to the industrial site at his straight time rate of pay. The highest amount shall prevail. All call out time begins when an employee punches in and ends when an employee punches out of the department to which he was called.

142 $\frac{703}{16}$

NOTE:

- a) Generator considered townsite
- b) 2400 volt lines considered industry
- c) Dry kylln calls shall be paid 3 hours unless unrelated task is requested in which case it shall be considered standard industry call.

18:02 Stand-by pay shall be paid to those trades mentioned below and under the following conditions only: An employee selected by his supervisor for stand-by shall be paid for such stand-by at a rate of two (2) hours per day (regular). In addition to this, he shall receive call out pay in accordance with

Article 18:01.

Further, the employee appointed for stand-by must advise the boiler room as to his whereabouts in case he may be needed.

The stand-by pay mentioned in this article shall apply to those employees employed as electricians and plumbers only.

ARTICLE 19 - LONG TERM DISABILITY

Effective April 1, 1982 the long term disability plan will be 50% of earnings up to a maximum of \$1000.00 par month.

ARTICLE 20 - MEALS

Where an employee has obtained the written consent of his foreman to obtain a meal at the expense of the Company, he shall be reimbursed up to a maximum of five (5) dollars per meal from the date this agreement is signed and five dollars and fifty cents (\$5.50) per meal after April 1st. 1981

ARTICLE 21 - PENSION PLAN

21:01 It is agreed and understood that the contributory pension plan implemented in May 1973 shall continue throughout the duration of this agreement.

ARTICLE 22 - MEDICAL BENEFITS

22:01 The Company agreed to pay, for the term of this agreement, the full cost of the premiums in regards to the group insurance plan instituted through the London Life Insurance Company (Group Policy 04536 or equal). Details of this plan are to be supplied to all employees. The life insurance policy shall be twenty thousand dollars (\$20,000.00) for the term of this agreement. The weekly indemnity presently in effect shall increase to \$230.00 maximum _____st. 1982 and to \$250.00 maximum per week April 1st, 1983.

22:02 Effective April 1st, 1982, the Company shall cover the full cost of O.H.I.P. to all employees who have established 3 months seniority

Handwritten calculations:

$$\frac{1708}{28} \quad \frac{109}{24} \quad 37 \quad \frac{1706}{1}$$

1707/1
22:03 Effective April 1st, 1982, the Company will cover the cost of Blue Cross Dental plan 7, Riders 1 and 2 or equivalent (1980 O.D.A.) (April 1st, 1983 at 1981 O.D.A.)

22:04 Effective April 1st, 1982 the Company shall initiate a basic vision care plan paid by the Company.

ARTICLE 23 - VACATION WITH PAY

23:01 (a) Employees who have acquired 3 years seniority or less shall receive 2 weeks vacation and shall receive 4% of such employee's earnings for the time worked since last payment of vacation pay. 1002/3/1

(b) Employees who have acquired more than 3 years shall receive 3 weeks vacation and shall receive 5% of such employee's earnings for the time worked since last payment of vacation pay. 1003/4
+ 02

(c) Employees who have acquired more than 6 years shall receive 3 weeks vacation and shall receive 6% of such employee's earnings for the time worked since last payment of vacation pay. 1004/9

(d) Employees who have acquired more than 8 years shall receive 4 weeks vacation and shall receive 7% of such employee's earnings for the time worked since last last payment of vacation pay.

(e) Employees who have acquired more than 10 years shall receive 4 weeks vacation and shall receive 8% of such employee's earnings for the time worked since last payment of vacation pay.

(f) Employees who have acquired more than 15 years shall receive 4 weeks vacation and shall receive 10% of such employee's earnings for the time worked since last payment of vacation pay. 1005/2/1

(g) Employees who have acquired more than 20 years shall receive 5 weeks vacation and shall receive 12% of such employee's earnings for the time worked since last payment of vacation pay.

23:02 Notification of vacation periods shall be posted forty-five (45) days in advance of such period.

23:03 Notwithstanding the foregoing provisions of this Article 23 any cutter having completed his probationary period shall be entitled to four (4) weeks authorized vacation and the vacation for such cutter shall be calculated in accordance with the foregoing provisions being dependent on the said cutter's seniority standing.

ARTICLE 24 - REPORTING PAY

24:01 If an employee reports to work and is unable to commence work for reasons within the Company's control (it is understood that power failure is not within the Company's control) he shall be paid for 1/2 day if worked less

than ½ day and a full day if worked more than ½ day. To qualify for this payment the employee must remain on the job until told by a foreman that he may leave and may accept other than his normal work if it is offered. The employee may refuse this work, in which case he will punch out and will be disqualified for this reporting pay.

714/3
If a pieceworker reports to work and is unable to commence work or to complete his day's work due to a breakdown arising from the normal use of the skidder he operates, and the Company is unable to provide him with a spare machine he must accept other work if it is offered. If no other work is offered he will be paid at the rate specified in Article 17:01 for up to a maximum of the equivalent of 4 hours.

All spare machines must be maintained in working order (condition) and be outfitted with a set of chains when snow conditions warrant it.

24:02 If a pieceworker, as a result of his skidder breaking down must walk in excess of 15 minutes (at 3 miles per hour) to get a replacement machine, he will be paid for all walking time.

ARTICLE 25 - TRADE CLASSIFICATION EXAMS

25:01 Bargaining unit employees wishing to become apprentices in trades mentioned in Article 25:03 shall be subjected to an aptitude test prior to being accepted as apprentices in the trade being applied for. He would then start at Class 3, base rates of attached schedule, except filers and lumber graders.

25:02 The use of Company exams mentioned in the attached schedule shall determine the degree of competence. Successful passing of said trade exams shall be required to change classification in said trade. Should an employee fail said exam, he shall be obligated to wait 3 calendar months prior to becoming eligible to rewrite said exam. It is the responsibility of the employee to advise his foreman in writing when he is eligible for writing said classification exam. If the Company fail to provide him with such an exam at that time and he successfully passed said exam the first time, he shall be paid retroactive to the date of becoming eligible to write or the date he advised his foreman, whichever is shorter.

25:03 Trades which will be subjected to and included in the above mentioned examination of trades and classifications:

1. Millwright (SAWMILL)
2. Welder
3. Filers
4. Electricians
5. Lumber Graders (PLANER)
6. Carpenters
7. Painters
8. Plumbers
9. Machinists
10. Mechanics

25:04 No employee shall qualify for Class I, ADB or ADL rates unless he has accumulated the required time in his trade as set forth in attached schedule

ARTICLE 26 - CUTTER BENEFITS

To help offset the cost of operation and special safety apparel for the cutter/skidder team, the Company will pay in mid December of each Calendar year 1½% of each cutter's gross earning from cutting. The Company further agrees to sell our cutting employees files, chain oil, chainbars and up to 10 chains per year per employee at the Company's Cost + 10% FOB Dubreuilville.

To qualify for the above payment an employee will have to be employed by the Company on December 1st of each year. This payment will be made to an employee leaving our employ provided he has one year seniority with the Company.

ARTICLE 27 - WORK LIMITATIONS

27:01 Supervisory Personnel shall not perform work which would normally be a function of an employee in the job classification covered by this Agreement, except, when instructing employees, in cases of emergency, or to replace an employee (who is off work for any reason when no replacements are immediately available) also except in trades classifications where all supervisors are classified as working supervisors, and when bargaining unit employees are not willing or available to perform such said work. Bargaining unit employees will receive preference for standby, call out and overtime.

ARTICLE 28 - MINOR MAINTENANCE

28:01 In the industrial area the Company will perform the maintenance on its mobile equipment except for minor maintenance, where the operator, if asked, will help the mechanic perform said minor maintenance at his regular rate of pay if it is during his normal working hours. At the end of each shift he will perform an inspection of his machine and issue a report to his foreman.

28:01 B In the bush operation the company will perform the maintenance on its mobile equipment except for some greasing and minor breakdowns such as loose fan belts, hydraulic hose and fittings which will be performed by the operator (as long as they are accessible). At the end of each shift the operator will perform an inspection of his machine and issue a report to his foreman.

Skidder operators when they are requested to do their own greasing shall be paid for fifteen minutes per pay up to a maximum of one (1) hour per week.

28:01 C All equipment operators throughout the Company will verify their fire extinguishers daily and obtain replacements when necessary.

ARTICLE 29 - TRAVELLING TIME

204 1/2

29:01 *Where a piece worker or equipment operator's travelling time from the north bridge of Dubreuilville to the location of operations is composed of riding time, he shall be paid for all travelling time in excess of one-half (½) hour each way at his regular rate of pay as specified in Article 17:01 of the agreement. To qualify for this travelling time the employee must have worked ½ a day. If work less than a day, the Company paid portion of the travelling time shall be for one way only. Riding time continues up to the time the employee disembarks from the bus or pick-up.*

29:02 For piece workers: if the walking time (at a rate of 3 miles per hour) from his drop off point to the start of his worksite is over ten (10) minutes, he will be paid for all the walking time at the rate of pay set forth in Article 17:01 of this agreement. This applies to both members of the team.

ARTICLE 30 - OFFICIAL LANGUAGE

30:01 It is understood that, during the period of this collective agreement, in case of interpretation problems or problems arising from clerical or translation error(s), the English version shall prevail at all times since the said collective agreement was negotiated in English. and since English is to be regarded as the official language of this agreement

ARTICLE 31 - TERMINATION

31:01 The Company and the Association agree one with the other they will abide by the Articles of this agreement from April 1st, 1982 to March 31, 1984 inclusive, and from year to year thereafter ~~unless either party desires to change or terminate the agreement, in which case the party desiring the change or termination shall notify the other party in writing, at least sixty (60) days prior to March 31st in that particular year.~~

Either party opening the agreement in the manner provided above shall notify the other party in writing as to the changes desired

IN WITNESS WHEREOF each of the parties hereto have caused this agreement to be signed by its duly authorized representatives as of the date and year first above written.

FOR THE COMPANY

Paul Roy
Jean-Paul Dubreuil
Terry Kelly
Basile Marchand (chairman)

FOR THE ASSOCIATION

Viateur Champagne (chairman)
Paul Lacasse
Yves Demers

SCHEDULE A - PIECEWORKERS

EFFECTIVE FROM THE DATE OF SIGNING OF AGREEMENT TO MARCH 31, 1984.

Piece workers will work a 5 day week, from Monday through Friday. They will leave the gate no sooner than 6:30 a.m. and have up to a maximum of ½ hour of personal travel time. They will leave the bush garage at 4 p.m. and will have up to a **maximum** of ½ hour of personal travel time.

An employee who has worked every shift of a 2 week pay period may request to be excused from work on the Friday of the short week. This request must be made 2 days in advance and permission will not be unduly refused.

Upon mutual agreement by both the Association and the Company or in order to comply with government regulations, the above schedule may vary from season to season.

SCHEDULE B - PRODUCTION SAWMILL & PLANERS

5 days of 9 hours 1st week
4 days of 9 hours 2nd week.

7:00 a.m. or p.m. to 12:00 noon or midnight.
1:00 p.m. or a.m. to 5:00 p.m. or a.m.

Handwritten calculations:
 $\frac{401}{9}$ $\frac{402}{14}$ $\frac{405}{26}$
 $\frac{406}{9}$ $\frac{407}{4}$

SCHEDULE C - ALL TRADES INCLUDING STOCKROOM, HELPERS AND LOADERS OPERATORS

5 days of 9 hours 1st week
4 days of 9 hours 2nd week

The short week and the long week can be altered so that the departments operate five (5) days a week every week

Hours between 7 00 a m or p m and 6 00 p m or a m

Upon mutual agreement some employees may start second shift at 5 00 p m

SCHEDULE D - BOILER ROOM

**BOILER ROOM
CEDULE DE TRAVAIL**

D/O: Journée off.
Net: Nettoyer grille
à feu.

	Dim.	Lun.	Mar.	Mer.	Jeu.	Ven.	Sam.
Chauffeur No. 1	D/O	1 net	1	1	1 net	1	1
Chauffeur No. 2	1 net	D/O	D/O	3 net	3	3	3 net
Chauffeur No. 3	3	3	3 net	D/O	D/O	2 net	2
Chauffeur No. 4	2 net	2 net	2 net	2 net	2 net	D/O	D/O
Chauffeur No. 1	1 net	D/O	D/O	3 net	3	3	3 net
Chauffeur No. 2	3	3	3 net	D/O	D/O	2 net	2
Chauffeur No. 3	2	2 net	2	2	2 net	D/O	D/O
Chauffeur No. 4	D/O net	1 net	1 net	1 net	1 net	1 net	1 net
Chauffeur No. 1	3	3	3 net	D/O	D/O	2 net	2
Chauffeur No. 2	2	2 net	2	2	2 net	D/O	D/O
Chauffeur No. 3	D/O	1 net	1	1	1 net	1	1
Chauffeur No. 4	1 net	D/O	D/O	3 net	3 net	3 net	3 net

**BOILER ROOM
CEDULE DE TRAVAIL (cont'd)**

Chauffeur No. 1	2	2 net	2	2	2 net	D/O	D/O
Chauffeur No. 2	D/O	1 net	1	1	1 net	1	1
Chauffeur No. 3	1	D/O	D/O net	3	3	3	3 net
Chauffeur No. 4	3 net	3 net	3 net	D/O	D/O	2 net	2 net

HEURES

1 - 12:00 p.m. a 8:00 a.m.
2 - 8:00 p.m. a 4:00 p.m.
3 - 4:00 p.m. a 12:00 p.m.

NETTOYAGE

Chauffeur No. 1----Boiler No. 1
Chauffeur No. 2----Boiler No. 2
Chauffeur No. 3----Boiler No. 3
Chauffeur No. 4----Nettoyage
sous bin et arrière boilers.

SCHEDULE E - SOO

Same as previous contract.

SCHEDULE F - GRAVEL TRUCK, HEAVY EQUIPMENT, MECHANICAL CUTTING

5 days 1st week.
4 days 2nd week.

Leave gate 6:30 a.m. or p.m.
Return gate 6:00 p.m. or a.m.

SCHEDULE G - LOGGING TRUCK AND RELATED LOADING EQUIPMENT SANDERS AND GRADERS

5 days of 9 hours
4 days of 9 hours
Same for night shift.

Leave between 6:30 and 7:30 a.m. or p.m. and return after completing 9 hours of production.

Starting time may be delayed during spring thaw-up

SCHEDULE H - KOERING FELLER BUNCHER - KOERING FELLER FORWORDER

Same as schedule F

or: 3 shifts 5 days 8 hours per day

in case of a 3 shift operation, delimiters could work this schedule.

SCHEDULE 1 - SPECIAL SHIFTS

Clean up 1 — 12:00 p.m.
5:00 p.m. to 10:00 p.m.

1 — 1:00 a.m. to 5:00 a.m.
6:00 a.m. to 11:00 a.m.

Filer 1 — 12:00 p.m. to 4:00 p.m.
5:00 p.m. to 9:00 p.m.

Electrician 1:00 p.m. to 11:00 p.m.

Preventive
Maintenance

Short week: Tuesday to Friday 1:30 p.m. to 11:00 p.m.

Long week: Monday to Friday 1:30 p.m. to 11:00 p.m.

APPENDIX A - STOCKROOM CLASSIFICATION

1. PARTS COUNTER INCLUDING KARDEX - Starting with "D" or better depending on experience.
D to C automatic after three (3) months.
C to B twelve months with written test (English and French)
B to A twelve months with written test (English and French)
2. SHIPPING RECEIVING - Start at base incl. truck driver
Base to D three months without test.
D to C six months with written test (English and French)
C to B six months with written test (English and French)
B to A must have parts counter experience same rule applies
3. ELECTRICAL - Must be bilingual and must have experience of parts counter
D to C three months with written test (bilingual)
C to B twelve months with written test (bilingual)
B to A twelve months with written test (bilingual)
N.B. - Above applies depending on experience.
4. MAINTENANCE POOL - Starting Class D depending on experience
D to C three months with written test (English and French)
C to B twelve months with written test (English and French)
B to A twelve months with written test (English and French)
N.B. - If a request is made for a transfer to the stockroom, the employee will have to take a test for the position available.

- A — Tests for the parts counter remains basically the same with assorted questions concerning all stockroom operation.
- B — Tests for shipping - receiving should be with questions concerning shipping - receiving, including freight.
- C — Tests on the maintenance pool should concern questions on this department only.
- D — All employees classed "A" before the contract signing, will keep their class "A" and their present salary, plus the wage increase decided by the new agreement.
- E — Same conditions as set forth in 25:02.

WAGES

Truck Driver - Camionneurs	April 1/82 Avril 1/82	Sept. 1/82	March 1/83 to Sept. 1/83 Mars 1/83 ou Sept. 1/83
Gravel			
Base (1 month)	9.84	10.74	11.16
C (2nd month)	9.94	10.84	11.26
B (3rd month)	10.05	10.95	11.37
A	10.15	11.05	11.47
Logging			
Base 1 month	10.15	11.05	11.47
A	10.30	11.20	11.62
Tanguay			
B 3 months	10.32	11.22	11.64
A .	10.58	11.48	11.90
Grader			
Base 1 month	9.24	10.14	10.56
B 3 months	9.85	10.75	11.17
A	10.16	11.06	11.48
Bulldozer			
TD-15 and TD-20	10.33	11.23	11.65
TO-25; D8 & D9			
Base 1 month	10.06	10.96	11.38
B 3 months	10.21	11.11	11.53
A	11.21	12.11	12.53

Woods Loader	10.16	11.06	11.48
Shovel Operator - Opérateur de pelle	10.77	11.67	12.09
Driller helper			
Base 6 months	9.14	10.04	10.46
A	9.44	10.34	10.76
Driller Licenced/ dynamiteur	10.14	11.04	11.46

MECHANICAL LOGGING

Skidder			
Base (3 months)	10.06	10.96	11.38
A	10.26	11.16	11.58
Clam Bunk Skidder			
Ease 1 month	10.06	10.96	11.38
B 1 month	10.16	11.06	11.48
A	10.36	11.26	11.68

April 1/62	Sept. 1/82	March 1/83 to Sept.1/83
Avril 1/82		Mars 1/83 à Sept.1/83

Feller: **delimbers;**
feller forwarders

Ease 1 month	10.06	10.96	11.38
B 1 month	10.16	11.06	11.48
A	10.36	11.26	11.68

Bonus - Boni

A production bonus of 1½ cents per tree regardless of its diameter (but not under 5") shall be paid to all operators of the above named pieces of equipment. (Skidder, Logma, Drott Feller Bunchers). A bonus of 3 cents per tree will be paid to the KFF operators.

All bonuses paid shall be subject to actual counts when logs are placed on skidway, and payment shall be determined by actual tally.

Spareman/Homme à tout faire

Wood			
Base 1 mois	9.24	10.14	10.56
E 3 mois	9.88	10.78	11.20
A	10.26	11.16	11.58

Lead + .15

cents **Flers/Limeurs**

Class C	Base	3 months	834.30	907.20	941.22
	C	3 months	843.21	916.11	950.13
	B	3 months	852.12	925.02	959.04
	A	3 months	861.84	934.74	968.76
Class B	Base	3 months	861.84	934.74	968.76
	C	3 months	870.75	943.65	977.67
	B	3 months	880.47	953.37	987.39
	A	3 months	889.38	962.28	996.30
Class A	Base	3 months	930.69	1003.59	1037.61
	C	3 months	939.60	1012.50	1046.52
	B	3 months	949.32	1022.22	1056.24
	A	3 months	958.23	1031.13	1065.15

PLANER/PLANEURS

BIG/GROS Feeder/Entêteur

	Base	1 month	9.39	10.29	10.71	
A				9.49	10.39	10.81

Trimmer/Botteur

	Base	1 month		9.70	10.60	11.02
A				9.80	10.70	11.12

Grader/Classificateur

	Base	3 months		9.44	10.34	10.76
C				9.78	10.68	11.10
B				10.13	11.03	11.45
A (Licensed O.L.M.A.)				10.98	11.88	12.30

Stacker/Pilleuse

	Base	1 month		9.24	10.14	10.56
A				9.42	10.32	10.74

Presse

	Base	1 month		9.24	10.14	10.56
A				9.34	10.24	10.66

Boardway - Stacker & Lathe

				9.14	10.04	10.46
	Base	1 month		9.14	10.04	10.46
A				9.24	10.14	10.56

Spareman/Ouvrier de rechange			
Base 1 month	9 24	10.14	10.56
C 2 months	9 29	10.19	10.61
All jobs except trimsaw	9 49	10.39	10.81
All jobs	9 80	10.70	11.12

SMALL PLANER/PETIT PLANEUR

Feeder/Entêteur			
Base 1 month	9 39	10.29	10.71
A	9 49	10.39	10.81

Trimmer/Boîteur	9 14	10.04	10.46
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Grader/Classificateur			
Base 3 months	9 44	10.34	10.76
C	9 78	10.68	11.10
B	10 13	11.03	11.45
A (Licensed O L M A)	10 98	11.88	12.30

Stacker/Pilleuse			
Base 1 month	9 39	10.29	10.71
A	9 49	10.39	10.81

Boardway, Lathe, Labourer	9 14	10.04	10.46
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Ripe			
1 cent a bag bonus divided among Ripe employees	9 14	10.04	10.46

Loader Operators Both Planers

Base	9.39	10.29	10.71
C	9.69	10.59	11.01
B	10.00	10.90	11.32
A	10.31	11.21	11.63

STOCKROOM

Base	9.14	10.04	10.46
D	9.34	10.24	10.66
C	9.54	10.44	10.86
B	9.85	10.75	11.17
A	10.16	11.06	11.48

BOILER ROOM

Boiler Room Operator	9.23	10.13	10.55
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MISCELLANEOUS

Millwright helper; carpenter and plumber helper, tireman and greaser; Aide millwright; aide menuisier/plombier, tireman et graisseur

Base 3 mois	9.14	10.04	10.46
A	9.80	10.70	11.12

TRADES - METIERS

	April 1/82	April 1/82	April 1/82	April 1/82
	Avril 1/82	Avril 1/82	Avril 1/82	Avril 1/82
	Mechanics Millwright Welder Carpenter	Electrician	Painter	Plumber Machinist
Class 3				
Base 6 months	9.80	9.80	9.80	9.80
A 6 months W/Test	9.96	10.09	9.95	10.05
Class 2				
Base 8 months	10.14	10.39	10.10	10.31
A 8 months W/Test	10.31	10.70	10.25	10.56
Class 1				
Base 10 months	10.49	10.98	10.41	10.82
B 22 months W/Test	10.89	11.38	10.81	11.22
ADB	11.33	12.10	11.23	11.85
ADL	11.68	12.45	11.58	12.20
	Sept. 1/82	Sept. 1/82	Sept. 1/82	Sept. 1/82
Class 3				
Base	10.70	10.70	10.70	10.70
A	10.86	10.99	10.85	10.95
Class 2				
Base	11.04	11.29	11.00	11.21
A	11.21	11.60	11.15	11.46

Class 1				
Base	11.39	11.88	11.31	11.72
B	11.79	12.29	11.71	12.12
ADB	12.23	13.00	12.13	12.75
ADL	12.68	13.45	12.58	13.20
	March 1/83	March 1/83	March 1/83	March 1/83
	Mars 1/83	Man 1/83	Mars 1/83	Man 1/83
Class 3				
B	11.12	11.12	11.12	11.12
A	11.28	11.41	11.27	11.37
Class 2				
B	11.46	11.71	11.42	11.63
A	11.63	12.02	11.57	11.88
Class 1				
Base	11.81	12.30	11.73	12.14
B	12.21	12.71	12.13	12.54
ADB	12.65	13.42	12.55	13.17
ADL	13.10	13.87	13.00	13.62

Bush Mechanics + .40¢

PIECEWORKERS RATE

	April 1/82	April 1/83	
	Avril 1/82	Avril 1/83	
Diameter	Rate	Rate	
5"	.521	.573	
6"	.684	.752	
7"	1.026	1.128	
8"	1.189	1.307	
9"	1.546	1.700	
10"	1.971	2.168	
11"	2.411	2.652	
12"	2.768	3.044	
13"	2.964	3.260	
14"	3.502	3.852	
15"	4.072	4.479	
16"	4.787	5.265	
17"	5.438	5.981	
18"	6.352	6.987	
19"	7.459	8.204	
20"	8.110	8.921	
21"		10.210	
22"	10.423	11.465	Poplar-Tremble - 15%
23"	11.580	12.738	Separation + 10%

- (I) Method of Scale shall be 100% effective as soon as is reasonably possible after the signing of this agreement.
- (II) All Balsam frees shall be separated from the spruce and jackpine. These shall be piled in a separate skidway. All Balsams not so separated shall be culled.
- Rate of pay for Balsam wood shall be the same rate as specified in Schedule "A" for other species plus 10%.
- (III) Scaling will be done according to "The Government of Ontario Scale Rules." The diameter will be written on the butt-end of each tree by the scaler.

Association des Employés Dubreuil Brothers Ltd.,

et

Dubreuil Brothers Limited

MEMOIRE D'ENTENTE 1er Avril 1982

Ce mémoire d'entente confirme notre entente mutuelle traitant des sujets suivant et ce pour la durée du contrat qui se termine le 30 Mars 1984.

- A) Dans la mesure du possible les autobus qui sont en forêt pourront être utiliser pour diner.
- B) Manteaux de pluie et bottes de caoutchouc seront fournis aux menuisiers travaillant avec le goudron.
- C) Mémoire d'entente sur ouvrage forfait daté du 22 novembre 1978, demeure en effet.
- D) Mémoire d'entente sur politique de la Compagnie envers les outils brisés daté du 17 octobre 1978, demeure en effet.
- E) Heures présentement faites par les employes diabétiques demeurent.
- F) La Compagnie fera son possible pour préparer les "skidways" difficiles d'une façon acceptable.
- G) Il est entendu qu'il n'y aura pas de favoritisme dans le choix du lieu de travail pour les équipes de bûcherons.
- H) Si les distances le permettent les heures de travail pour les travailleurs d'équipements lourds pourront être 9 heures de production après entente mutuelle.

- I) Distance maximale de skidders sera 900 pieds
- J) Heures des limeurs telles que négociées.
- K) Il est entendu que les soudeurs et les millwrights pourront s'échanger leur travail sur une base expérimentale de 6 mois

COMPAGNIE

ASSOCIATION

MEMORANDUM OF AGREEMENT

WAGES

(a) Effective September 1, 1983, the Company agrees to increase the wages of all employees covered by the provisions of this Collective Agreement by an amount equal to the average amount by which the hourly base rate of employers LECOORS LUMBER, UNITED SAWMILL and MALLETTE LUMBER is increased above the average hourly base rate in effect at each of employers LECOORS LUMBER, UNITED SAWMILL and MALLETTE LUMBER on August 31, 1983. This average hourly base rate increment shall be added to the rates of pay in effect for each of the classifications set out in this Collective Agreement and shall be paid until the expiry of this Agreement.

(b) The Company agrees that in the event the average hourly base rate increment of employers LECOORS LUMBER, UNITED SAWMILL, and MALLETTE LUMBER, is not determined until after September 1, 1983, the Company shall not be obligated to increase the wages of all employees covered by this Agreement until such time as the average hourly base rate of employers LECOORS LUMBER, UNITED SAWMILL, and MALLETTE LUMBER, can be ascertained. Once ascertained, the Company shall pay to each employee covered by the provisions of this Collective Agreement the average hourly base rate increment, if any, multiplied by the hours of work of each employee retroactive to September 1, 1983. In addition, the Company shall pay to all employees the average hourly base rate increment until the expiry of this Agreement.