

COLLECTIVE AGREEMENT

BETWEEN

MacMILLAN BLOEDEL LIMITED

Sturgeon Falls Division

AND

COMMUNICATIONS, ENERGY and PAPERWORKERS UNION OF CANADA

LOCAL 7135

May 1, 1998 - April 30, 2004

01135 (05)

I N D E X

ARTICLE	APPENDIX	TOPIC	PAGE NO.
20.09		ACCIDENTAL, DEATH and DISMEMBERMENT	15
33	"F"	APPRENTICESHIP PLAN - TRADES	22, 53
25		AUTOMATION	16
21		BEREAVEMENT LEAVE	15
6		CHECK OFF	5
18.08		CONTINUOUS OPERATION	11, 25
24		CONTRACTING OUT	16
12		DAY WORKERS	8
15		DAYS OFF	9
20.02	"J"	DENTAL CARE PLAN	14, 74
20.08		DEPENDENT LIFE INSURANCE	15
32	"E"	ELECTRICIAN PROMOTION PLAN	22, 49
38	"L"	EMPLOYEE FLEXIBILITY	23, 81
20.01	"I"	EXTENDED HEALTH CARE PLAN	14, 68
29		GRIEVANCES	18
20.05/06/07		GROUP LIFE INSURANCE	15
20		HEALTH AND INSURANCE PLANS	14
14		HEIGHT PAY	9
18.09		HOLIDAYS - FLOATING	12
18		HOLIDAYS - STATUTORY	10
23		HOT MEALS	16
17		INJURY ON THE JOB	10
27		INTERRUPTION OF WORK	18
4		JURISDICTION	4
22		JURY DUTY/SUBPOENED WITNESS	16
36		LEAVE OF ABSENCE	22
20.04	"H"	LONG TERM DISABILITY PLAN	14, 65
	"B"	MACHINE WIDTH AND SPEED	27
34		MEETINGS WITH MANAGEMENT	22
5		MEMBERSHIP	5
37		METRIFICATION	23
28	"K"	MILL RULES	18, 78
	"B"	PAPERMAKERS' WAGE SCALE	29

ARTICLE	APPENDIX	TOPIC	PAGE NO.
1		PARTIES	4
8		PERIOD	5
13		PREMIUM PAY FOR DAY WORKERS	8
11		PREMIUM PAY FOR TOUR WORKERS	7
7		PROBATIONARY PERIOD	5
9		PROMOTIONS AND LAYOFFS	6
2		PURPOSE OF THIS AGREEMENT	4
3		RECOGNITION	4
16		REST PERIOD	9
30	"M"	RETIREMENT INCOME PLAN	19
35		SAFETY EQUIPMENT	22
31	"B"	SCHEDULE OF RATES	20, 34
26		SEVERANCE PAY	17
31.02		SHIFT DIFFERENTIAL	21
25		TECHNOLOGICAL CHANGE	17
	"A"	TERMS OF THE AGREEMENT	25
10		TOURS AND TOUR WORKERS	7
32	"D"	TRADESMEN PROMOTION PLAN	22, 40
19	"C"	VACATIONS WITH PAY	13, 37
20.03	"G"	WEEKLY INDEMNITY PLAN	14, 59

COLLECTIVE AGREEMENT

Between

MacMILLAN BLOEDEL LIMITED
Sturgeon Falls Division
Sturgeon Falls, Ontario

and

COMMUNICATIONS, ENERGY & PAPERWORKERS' UNION, OF CANADA
Local 7135

1. PARTIES

1.01 This collective agreement between MacMillan Bloedel Limited, Sturgeon Falls Division (referred to herein as the Company) and the Communications, Energy & Paperworkers' Union - Local 7135 (referred to herein as the Union) covering the mill of the Company located at Sturgeon Falls, Ontario.

2. PURPOSE OF THIS AGREEMENT

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

(b) The successful operation of the mill is hereby declared to be a matter of mutual interest between the Union and the Company. It is hereby agreed that it is the duty of the parties to this agreement and of all employees to promote at all times the progress of the mill by co-operating to the fullest extent in all matters having to do with operation, such as safety, economy, quality and quantity of output, cleanliness and protection of mill.

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

3. RECOGNITION

3.01 MacMillan Bloedel Limited, Sturgeon Falls Division, recognizes the Communications, Energy and Paperworkers' Union, Local #7135 as the exclusive bargaining agent for the employees under their respective jurisdiction at the Company's Sturgeon Falls Division.

4. JURISDICTION

4.01 The Company will not be asked to act upon any matters regarding jurisdiction between the Unions having recognized locals in the mill. The question of jurisdiction shall conform to the regulations as fixed by the Canadian Labour Congress.

- 4.02 It is understood the Company will continue to recognize lines of demarcation of individual local jurisdictions that have been established over the years until notified in writing by the Local concerned there has been a change.
- 4.03 Employees employed in jobs outside of the bargaining unit shall not perform work under the jurisdiction of the bargaining unit except when familiarizing themselves with new or changed equipment; in cases of instruction, and in emergency situations when the operation and/or the plant and property is threatened.

When employees outside the bargaining unit are working at familiarizing themselves with new or changed equipment and in cases of instructions, the regular bargaining unit operators must be present and included.

5. **MEMBERSHIP**

- 5.01 The Company when hiring new men shall give preference to members of the Unions.

6. **CHECK OFF**

- 6.01 All employees whose rates are fixed by this agreement shall become members of their respective local union within (15) days after entering the Company's employ and shall be so instructed by the personnel department and shall maintain membership in good standing and shall upon hiring sign a Union deduction card for monthly dues at the Employment Office for the respective union concerned. The payroll deduction authorization for monthly dues will become effective fifteen (15) days after the employee starts to work.
- 6.02 In consideration of this deduction and forwarding service by the Company, the Union agrees to save the Company harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

7. **PROBATIONARY PERIOD**

- 7.01 All new employees shall serve a probationary period of forty-five (45) days worked during which period the Union shall represent such employees in every capacity; however, it is understood and agreed that the Company may terminate a probationary employee in its discretion, provided only that such discretion shall not be exercised in such a manner that is discriminatory or in bad faith.

8. **PERIOD**

- 8.01 The Company and the Union agree that they will abide by the articles of this agreement for a period of six (6) years from May 1, 1998 to April 30, 2004 and from year to year thereafter, subject to not less than thirty (30) day's notice in writing prior to April 30, 2004 and in any succeeding year, by either party desiring a change.

- 8.02 The Union shall have the right to discuss local adjustments with Management prior to the annual anniversary date of the contract. All local adjustments must be submitted in writing by February 15th each year for discussion and final settlement at the local level prior to the annual anniversary date of the contract. Where granted local adjustments will become effective May 1. It is understood that "Local Adjustments" are construed to mean the consideration of individual job rates in cases of gross inequality or major changes in job responsibility.
- 8.03 In the event that an agreement regarding proposed changes is not reached prior to the end of the agreement year, the existing agreement shall continue in effect during the next agreement year until a decision is reached with respect to the proposed changes.

9. **PROMOTIONS AND LAY-OFFS**

- 9.01 When vacancies occur in a department, the Company shall post on bulletin boards throughout the mill a notice concerning the bottom job in the department affected. Such notice shall indicate the qualifications essential to promotion within that department. Such postings shall be for a period of ten (10) office working days and the Company shall have the right to make a temporary appointment without penalty. In selecting the man for permanent appointment, the Company shall take into consideration seniority, education and experience.
- 9.02 In cases of promotion where the man to be promoted is not the senior man in the department concerned, the Company will present the alternative name to the Union, who will have the opportunity to discuss with the Company the qualifications of the senior man. The Company shall take such presentation into consideration in making its decision which decision may be subject to the grievance procedure outlined in Article 29 of this Agreement.
- 9.03 The Company will train employees to minimize the hiring of skilled men from outside the mill.
- 9.04 When laying off help Union men shall be retained in preference to those not members, among equally efficient employees, the older in point of service being given preference of employment (the same principles to govern as in the case of promotions).
- 9.05 In cases of lay-offs, plant wide seniority with due regard to jurisdiction of each of the unions shall apply. In making transfers under this rule it is understood and agreed that in moving between departments, the senior man must have the necessary qualifications to enter the department and shall have access only to the bottom job in the line of progression in the department to which he is being transferred. If the number of senior employees involved in a permanent lay-off exceeds the number of junior employees holding bottom jobs in the lines of progression, the Company, if requested by the Union, will locate other job openings in jobs held by junior employees above the bottom jobs so as to assure continued employment for senior employees. Training will be given if necessary to the senior employees.
- 9.06 When employees are laid off they shall be recalled in reverse order of their lay-off.

9.07 For emergency shutdowns of twenty-four (24) hours or less (includes the shift in which the shutdown occurs and the two shifts following) and all normal shutdowns occasioned by normal clean-up, clothing changes and scheduled normal maintenance, operating crews will be provided with work and will be paid at the rate of their regular occupation. Employees will be expected to do work assigned. Tour workers may be scheduled to work with day crews during these shutdowns and if so scheduled will work day work hours.

10. TOURS AND TOUR WORKERS

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

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

11. PREMIUM PAY FOR TOUR WORKERS

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

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

- (a) When such work is caused by the change of shifts.
- (b) Overtime work by special arrangement between a tour worker and his mate to exchange shifts with the approval of his supervisor and when this can be accomplished without additional cost or penalty to the Company.
- (c) When required to replace an employee for tardiness up to two (2) hours.

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

11.04 Except as noted above tour workers called on duty after regular working hours or prior to the commencement of a regular shift (except when reporting early as scheduled for start-up), on Sunday or on their scheduled days off shall receive time and one-half for all overtime work and in no case shall they receive less than four (4) hours pay at regular rates for the work performed on each call.

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

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

12. DAY WORKERS

12.01 The regular hours for service for Day Workers shall be from 8:00 a.m. to 4:00 p.m. subject to the following conditions:

- A) A thirty minute (consecutive) lunch break as scheduled between 12 noon and 1:00 p.m., except in case of a breakdown.
- B) One - 15-minute rest period in the morning.

The above regular hours of work for day workers can be changed by mutual agreement.

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

13. PREMIUM PAY FOR DAY WORKERS

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

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

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

13.04 A day worker called in on Sunday or on his designated day off shall receive time and one-half for the hours worked with a minimum of four (4) hours pay for each call.

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

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

14. HEIGHT PAY

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

15. DAYS OFF

15.01 (a) Schedules shall be posted in each department not later than 3:00 p.m. Thursday each week showing the crews for the following week. Such schedules shall show the day or days off for each man in the crew.

In the event time off is granted after a schedule is posted, any vacancy created in the department and/or in a department releasing a spare will be filled, if necessary, in accordance with established shift promotional practices within each department, and will not result in any change to the posted schedule.

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

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

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

15.03 When a paid statutory holiday falls during the week, and a man has worked the previous Sunday, he will take his regular day off during the week in addition to the statutory holiday. If the statutory holiday falls on the man's regular day off, another day shall be agreed upon between the man and his superintendent and shall be taken in addition to the statutory holiday.

16. REST PERIOD

16.01 A day worker working in excess of sixteen (16) hours, lunch time included, in any twenty-four (24) hour period, provided he is scheduled to work the following day, shall receive time off with pay to the extent that such work exceeds sixteen (16)

hours. This will not apply to excessive hours worked as a result of an arrangement between employees.

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

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

17. **INJURY ON THE JOB**

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

18. **STATUTORY HOLIDAYS**

18.01 Holidays are as follows:

Canada Day - 24 hours from 8:00 a.m. of July 1, to 8:00 a.m. of July 2.

Labour Day - 24 hours from 8:00 a.m. Monday to 8:00 a.m. Tuesday.

Christmas - 48 hours from 8:00 a.m. of December 24 to 8:00 a.m. of December 26.

New Year's Day - 48 hours from 8:00 a.m. of December 31 to 8:00 a.m. of January

2.

18.02 (a) For each of the statutory holidays of Canada Day and Labour Day, eight (8) hours pay will be allowed to hourly paid workers when they do not work. For each of the statutory holidays of New Year's Day and Christmas, sixteen (16) hours pay will be allowed to hourly paid workers when they do not work.

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

18.03 Employees who work on a Statutory Holiday shall be:

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

18.04 On those Statutory Holidays that the mill is not in full operation the Company will ask for volunteers to do work that the Unions agree is emergency work and which has been discussed with the Local Union Committee, it being understood that emergency work is not accumulated maintenance work.

- 18.05 (a) To be eligible for paid Statutory Holidays an employee must have been in the employ of the Company for a minimum of (30) thirty days. Such (30) thirty days may be accumulated within the immediately preceding twelve months provided there is no break in service. A break in service for this purpose shall be defined as:
- 1) voluntary separation
 - 2) discharge for cause
 - 3) a layoff of more than (4) four months' duration (time before and after a lesser layoff may be counted).
- (b) To be eligible for paid Statutory Holidays an employee must have been at work on the day preceding the holiday and must return to work as scheduled immediately following the holiday unless excused as indicated below.
- 18.06 Employees may be relieved from provisions of paragraph 18.05(b) under the following conditions:
- (a) If away on vacation
 - (b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work some time within the (90) ninety day period previous to the holiday
 - (c) If work not available due to curtailed operation of the plant
 - (d) If he has applied for and received special official leave
 - (e) If rehired within (30) thirty days of the date of termination, employees will be paid for statutory holidays falling within that (30) thirty day period.
- 18.07 Employees whose annual vacation period includes a Statutory Holiday shall be entitled to an extra day with pay as may be arranged.

18.08 **CONTINUOUS RUNNING**

The Union recognizes that to be competitive, Management must have the option of uninterrupted production of end product. Accordingly, it is understood and agreed that the mill will operate on a continuous basis unless the Company notifies the Local Union of its intention to shut down.

When production is maintained during a statutory holiday the following conditions apply:

- (a) Crews will be kept to a minimum,
- (b) Weekly work schedules will be maintained,
- (c) The pay provision for employees who work on the statutory holiday run-through will be:
 - (1) Each employee who works will receive statutory holiday pay in accordance with his normal shift schedule (i.e. 8 hours or 12 hours).
 - (2) In addition to (1) above, employees who work will be paid at the rate of triple time.
 - (3) An employee who works the complete shift during the Statutory Holiday may take a day off without pay before May 31 of the following year, at a date mutually agreed to.

- (d) Manning for production on the statutory holidays will be as follows:
- (1) Labour Day (24 hours) and Christmas Day (48 hours) will be run-through holidays during which the required manning will be done on a voluntary basis. Preference for voluntary work will be given to employees who would normally be scheduled for those days.
 - (2) For New Year's Day (48 hours) and Canada Day (24 hours), employees will be scheduled as per their regular schedules.

A regularly scheduled employee who chooses not to work on Labour Day and/or Christmas Day will notify his supervisor no later than (20)twenty days in advance of the holiday. Should additional employees be required, the Company will post for the required volunteers. Preference for voluntary work will be as per department policies.

The Company will advise the Union of its need for volunteers to run on Labour Day and Christmas Day at least 30 days in advance of the holiday dates. Employees who do not work on a statutory holiday will be paid in accordance with the provisions of Article 18.02 above. Continuous Running provisions do not apply to employees who must perform regular work during statutory holidays when the mill is not in operation. They are covered by Article 18.03 above.

FLOATING HOLIDAYS

- 18.09 Six (6) Floating Holidays with pay shall be allowed at a time suitable to the employee and the Company so that there will be no loss of production. The annual Floating Holiday entitlement will be taken by February 28 of the following year.
- 18.10 The wages will not be paid under this Agreement unless the employee actually takes the time off.
- 18.11 Holiday Pay shall be calculated at eight (8) times the regular hourly rate paid on the last day worked prior to the holiday, or the rate of his permanent payroll position, whichever is greater.
- 18.12 To be eligible for a Floating Holiday an employee must have been in the employ of the Company for six (6) months or more. Temporary workers may accumulate this six (6) months service by adding broken time within the immediate preceding twelve (12) months.
- 18.13 To be eligible for Floating Holiday pay an employee must have been at work on the day preceding the holiday and must return to work as scheduled immediately following the holiday unless excused as indicated below.
- 18.14 Employees may be relieved from provisions of paragraph 18.12 under the following conditions:
- a) If away on vacation or a Statutory Holiday
 - b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work some time within the ninety(90) day period previous to the holiday
 - c) If work not available due to curtailed operation of the plant
 - d) If he has applied for and received special official leave.

- 18.15 If a man is required to work on any one of his Floating Holidays after definite dates have been designated, he shall be paid time and one-half.
- 18.16 If after the Company has arranged to provide a relief man, these arrangements break down due to the absence of one of the three (3) men scheduled to work, straight time will be paid except when the absence is due to a bona fide sickness.
- 18.17 Floating Holidays for the following week are to be arranged by 3 p.m., Wednesday, 24 hours before the official weekly crew schedules are posted. Late requests will be considered.

19. VACATIONS WITH PAY

Effective Jan. 1, 2000:

- 19.01 All employees on permanent payroll positions shall be entitled to two (2) weeks' vacation with pay following the completion of one year of continuous service.
- 19.02 Employees with four (4) years or more of continuous service shall be entitled to three (3) weeks vacation with pay in each calendar year.
- 19.03 Employees with nine (9) years or more of continuous service shall be entitled to four (4) weeks vacation with pay in each calendar year.
- 19.04 Employees with eighteen (18) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.
- 19.05 Employees with twenty-three (23) years or more of continuous service shall be entitled to six (6) weeks vacation with pay in each calendar year.
- 19.06 Supplementary Plan Employees with twenty-five (25) years or more of continuous service shall receive the following additional vacation in the calendar year in which they attain:
- Age 60 - Additional one week's vacation
 - Age 61 - Additional two weeks' vacation
 - Age 62 - Additional three weeks' vacation
 - Age 63 - Additional four weeks' vacation
 - Age 64 - Additional five weeks' vacation
- 19.07 (a) Vacation taken during the summer months (second Friday in June to second Friday in September) or during the month of December will be limited to (2) two weeks for each of these periods. Vacations taken beginning the first Sunday in October to the first Saturday in November will be limited to (1) one week.
- (b) Necessities of operation must be given full consideration.
- 19.08 (a) Each week of vacation pay will be calculated at 2.4% of gross earnings in previous calendar year, or forty (40) hours pay at the employee's regular rate, which-ever is the greater.

- 19.08 (b) An employee shall receive an additional four (4) hours pay at his regular rate for each week of vacation entitlement taken during the period January 1 to April 30.
- 19.09 The Unions agree to co-operate with Management in scheduling vacations in such a manner that maximum production may be maintained.
- 19.10 Covering rules are provided in Appendix "C" attached.

20. HEALTH AND INSURANCE PLANS

- 20.01 Effective the first of the month following the date of ratification, the Company will pay the prevailing premium costs, up to the rates in effect to April 30, 2004, for the Extended Health Care Plan briefly described as Appendix "I".
- 20.02 Effective the first of the month following date of ratification the existing Dental Care Plan will be upgraded to provide coverage based on the 1998 Ontario Dental Association Schedule of Fees at a cost to employees of \$1.10 per month single and \$3.85 per month family. Effective Jan. 1, 2000 the Dental Care Plan will be upgraded to provide coverage based on the 1999 Ontario Dental Association Schedule of Fees. Effective Jan 1, 2001 the Dental Care Plan will be upgraded to provide coverage based on the 2000 Ontario Dental Association Schedule of Fees. Effective Jan. 1, 2002, the Dental Care Plan will be upgraded to provide coverage based on the 2001 O.D.A. Schedule of Fees. Effective Jan. 1, 2003 the Dental Care Plan will be upgraded to provide coverage based on the 2002 O.D.A. Schedule of Fees. Effective Jan. 1, 2004, the Dental Care Plan will be upgraded to provide coverage based on the 2003 O.D.A. Schedule of Fees. The Dental Care Plan forms part of this agreement and is attached hereto as Appendix "J".
- 20.03 The Weekly Indemnity Plan forms part of this Agreement and is attached hereto as Appendix "G". The premium cost will be borne by the Company. The 5/12 of the U.I.C. premium reduction will continue to be retained by the Company.
- 20.04 The Long Term Disability Plan forms part of this Agreement and is attached hereto as Appendix "H". The premium cost will be borne by the Company.
- 20.05 (a) The Group Life Insurance Plan will be increased to \$65,000 for employees. The plan is subject to present regulations and paragraph (b) below.
- (b) Any employee who commences Weekly Indemnity on or after May 1, 1978, will not be eligible for the total and permanent disability cash settlement option, but will instead be eligible for a waiver of premiums to age 65.
- 20.06 The Group Life Insurance for retired employees will be \$4,000. Such coverage will be provided at no cost to the pensioner provided he was covered by Group Life Insurance during his employment.

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

20.08 **LIFE INSURANCE COVERAGE (DEPENDENTS)**

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

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

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

20.09 **ACCIDENTAL DEATH AND DISMEMBERMENT**

Effective the first day of the month following ratification of the collective agreement, the Company will provide fully paid Accidental Death and Dismemberment Insurance with a maximum insurance amount of \$5,000. Accidental Death and Dismemberment Insurance will terminate upon the employee's retirement.

21. **BEREAVEMENT LEAVE**

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

- 21.02 a) When death occurs to an employee's mother, father, foster parents, adoptive parents, brothers, sisters, mother-in-law, father-in-law, stepmother, stepfather, stepbrother, stepsister, grandfather, grandmother and grandchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to three (3) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death.
- b) An employee will be granted one day's leave of absence with eight (8) hours pay to attend the funeral of a sister-in-law or brother-in-law. The one (1) day compassionate leave will be allowed within the 8-day period, beginning with the day of death.

- 21.03 Pay will be at straight time even though one or more of the days of the bereavement leave occur on Sunday or a paid holiday.
- 21.04 The regular straight time rate means the straight time rate of the job at which the employee would have worked had he not been on bereavement leave.
- 21.05 An employee may request a leave of absence (unpaid) in the event of a death to a member of the employee's immediate family. Such leave shall be no longer than two (2) days in duration, and any leave granted shall be at the discretion of the Employee Relations Supervisor. It is understood that such leave is for compassionate reasons and shall follow the paid leave under this article.

22. JURY DUTY/SUBPOENED WITNESS

- 22.01 An employee who is prevented from working his scheduled shift due to being on Jury Duty, reporting for Jury Roll-call or as a Subpoenaed Witness shall be paid the difference between the pay received for such Jury Duty or Subpoenaed Witness and eight times the straight time hourly rate he would otherwise have received.
- 22.02 An employee scheduled to work the midnight to 8:00 a.m. shift or tour immediately prior to reporting for Jury Duty, Jury Roll-call or Subpoenaed Witness on that date will be excused, upon request, and the terms of this Article will be applied.
- 22.03 In making application for such payment, the employee is required to submit supporting documents as to days of service and fee received.

23. HOT MEALS

- 23.01 An employee who is required to work more than one (1) hour beyond the end of his regular shift will be provided with a hot meal. If he continues to work, a meal which shall be hot if available, shall be provided every four (4) hours thereafter.

An employee may elect to take a voucher valued at \$11.00 in lieu of a hot meal.

24. CONTRACTING OUT

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

25. AUTOMATION

- 25.01 The Company undertakes to advise the Union in advance as far as is possible [minimum of two (2) months] of any technological changes which the Company has decided to introduce which will result in significant changes in the employment status of employees.
- 25.02 The Company agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect on employees displaced by such changes.

- 25.03 If a permanent employee with one year's continuous employment is set back to a lower paid job due to job elimination under conditions set forth above he shall retain the rate of the permanent payroll position for an initial period of six (6) months. For an additional period of six (6) months an adjusted rate will be established midway between this rate and the rate for his new job for each work week. At the end of the twelve (12) month period the rate for the job to which he is assigned will apply. Seasonal or temporary employees are not covered by this clause.
- 25.04 A permanent employee with one year's continuous service who will be laid off due to job elimination under conditions set forth above will be given notice of the impending change in employment status at the earliest possible time in keeping with the notification of the Union as set forth in 25.01 above.

26. SEVERANCE PAY

- 26.01 A permanent employee with at least one year's continuous service who is laid off due to job elimination by management decision for such causes as more efficient operation, change or elimination of a process, lack of orders, shall be paid severance pay. Severance pay shall not be paid due to job elimination for such causes as fire, flood, explosion, or "Act of God". Severance pay shall be paid in accordance with the following:
- (a) Severance pay shall be one week's pay for each year of an employee's last full period of service without interruption due to lack of work. Severance pay will not be paid to employees who resign or are discharged. One-half of this severance pay is payable after the employee has been laid off due to job elimination for a period of six (6) weeks. The second half of the severance pay is payable after the employee has been laid off a total of three (3) months. It shall be the responsibility of the employee to make application for such severance pay.
 - (b) If recalled to work before the severance pay payment is payable, no such payment will be made. Any employee refusing a recall shall forfeit his right to severance pay.
 - (c) If an employee is recalled after having received all of the severance pay due him, he will, as of the date of return, commence a new period of accumulation which will be credited toward any future lay-off.
 - (d) If an employee is recalled after having received half of the severance pay due him, he will, upon return to work retain the right to the unpaid portion which will be added to any new accumulation of severance pay.

27. INTERRUPTION OF WORK

27.01 No strikes or lockouts shall occur during the life of this Agreement.

27.02 In the event of cessation of work or a strike through failure to renew this Agreement, it is agreed that in the interest of the preservation of the properties of the Company during the shutdown and the subsequent operation of the mills, the local union shall supply competent men to do the following work when called upon by the Company at the schedule rates of this contract: electrical work, unloading of incoming freight purchased prior to cessation of work, power house operation, operation of dam or regulation of river flows, and any other work of a similar nature, until such time as it is mutually agreed between the Company and the Organization to recommence operation.

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

28. **MILL RULES**

28.01 Rules governing mill employees form part of this agreement and are attached hereto as Appendix "K".

29. **GRIEVANCES**

29.01 The Company and the Union mutually agree that, when a grievance coming under the terms of the agreement arises in the mill, it shall be taken up as follows:

Step 1: The employee(s) involved with his/her shop steward shall within seven days of the grievance submit it in writing for discussion with his/her Supervisor. The Supervisor will reply in writing within seven days of receipt of the written grievance.

Step 2: If the grievance is not resolved, the Local Union President will within seven days take up the issue with the Resident Manager. The Resident Manager will respond in writing within seven days.

Step 3: If the grievance is not resolved, the issue will be referred to the Vice-President of the National Union or his accredited representatives for review with the Resident Manager. If the grievance is not satisfactorily resolved within fifteen days, it shall be left for the Arbitrator.

Step 4: ARBITRATION

The Resident Manager shall select one man and the Vice-President of the National Union shall select one man, and the two thus chosen shall within fifteen (15) days select a third party. Upon failure to agree upon selection of a third party, the matter shall be referred to the Provincial Minister of Labour with the request that he appoint the third arbitrator. The decision of the Board shall be final and binding upon both parties, it being understood that the function of the Arbitration Board shall be to interpret and apply this agreement. This Board, however, shall have no authority to add to or subtract from or to modify and extend any of the terms of this agreement or any agreement made supplementary hereto except by mutual consent of the Company and the Union.

29.02 If it is believed by the men that an employee has been unjustly discharged or laid off, all the facts of the case shall be reported to the Resident Manager in Writing within forty-eight (48) hours of the discharge or lay-off. If on investigation by the Resident Manager it is found that the employee was unjustly discharged or laid off, he shall be reinstated without loss of time. The question of unjust discharge or lay off of employees shall be handled as specified in the paragraph above having to do with matters for adjustment.

29.03 It is further understood and agreed that any matters for adjustment which the Company may have during the life of this agreement shall be taken up with the officers and adjustment committee of the Union and if the Company and the local committee fail to agree, then the matter shall be referred to the Resident Manager or his designated representative and the National Vice-President or his representative. If these two fail to reach an agreement, then it is understood the matter shall be handled under arbitration as previously outlined in this clause.

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

30. RETIREMENT INCOME PLAN

30.01 General Provisions

(a) The Retirement Income Plan forms part of the labour agreement, the terms of which are contained in Appendix "M" thereof. It is understood and agreed that no amendments will be made to this pension plan until the expiration of the moratorium referred to in the Pension Section of the Memorandum signed in Sturgeon Falls, Ontario on February 1, 1999.

(b) During the life of this agreement there shall be no change, amendments, suspension or discontinuance of the Retirement Income Plan except through mutual agreement by the parties signatory to the agreement.

(c) Information

The Company agrees to furnish the signatory Unions with an annual statement showing for the pension fund:

- (1) Income from investments.
- (2) Company contributions.
- (3) Total contributions.
- (4) Total paid-up annuities purchased and total pension payments made.
- (5) List of pensioners retiring each year, and amount of pension (5-year guarantee basis).
- (6) Numbers and ages of separations and entries into the Plan.
- (7) Amount of recoveries through terminations.
- (8) Any other information necessary to properly evaluate the Retirement Income Fund (Plan) including a copy of any and all actuarial valuations made of the Plan.

(d) Duration

The termination date of the Retirement Income Plan shall coincide with the termination date of the labour agreement. Written request for changes to this Plan shall be filed no later than four (4) months prior to the expiry date.

30.02 Joint Retirement Board

- (a) The membership of the Joint Retirement Board will include two (2) employee representatives and two (2) Company representatives. One regular meeting will be scheduled each year, at which the actuarial valuation and other financial and statistical reports will be presented. Urgent applications for early retirement, which cannot be held up for the regularly scheduled meeting, will be dealt with by a quorum after contacting the Union representatives by telephone.
- (d) The Company will arrange and pay transportation and hotel expense (when necessary) plus \$25.00 a day to cover meals and incidental charges for the Union Retirement Board members. Scheduled days lost will be paid for on the basis of eight (8) hours per day at the employees' regular rates.

31. SCHEDULE OF RATES

- 31.01 The attached schedule of wage rates (Appendix "B") shall be effective under this agreement.
- 31.02 A shift differential of 40 cents per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4 p.m. and 12 midnight and a shift differential of 60 cents per hour shall be paid for all hours worked on tour or shift occupations between the hours of 12 midnight and 8 a.m. This shift differential shall not apply to day workers on overtime work.
- 31.03 Tour and shift workers absent on Vacations, Holidays with Pay, paid Sick Leave, Funeral Leave or Jury Duty shall not be entitled to any shift differential.

- 31.04 When equipment of a type new to the mill or a major change in the process system results in the creation of a new job or jobs, every effort will be made to determine a permanent rate for the job or jobs within three months of the date at which the duties and responsibilities are definitely established.
- 31.05 It is the Company's responsibility to decide the necessity for providing replacement foremen. When it is necessary to move a man up to replace an hourly rated foreman, the Company will pay the rate for the job. Men assigned responsibility in the absence of a salaried foreman or a superintendent shall receive a premium of 60 cents per hour while they are carrying such responsibility. Where in specific cases present policy is more generous than that in the wording above, then the present policy shall be continued. It is understood that when foremen are absent for one day or more, the Company will set up another man to carry the foreman's responsibility during such absence.
- 31.06 It is further understood that the Company reserves the right to determine when it is necessary to set up a replacement for a superintendent absent for one day or more. The above premium in all cases shall be applicable only when the man has been officially designated to take on such responsibility.
- 31.07 When a Journeyman 'A' is assigned the responsibility of a working supervisor in a crew of not less than five (5) men required to do maintenance or construction work, he will be designated by the Mechanical Superintendent as a Lead Mechanic and shall be paid 14 cents per hour above the 'A' Journeyman rate during such time as he exercises this responsibility.
- 31.08 When additional supervision is required on a continuous basis a Journeyman 'A' will be appointed a Lead Hand and will be paid 14 cents per hour above the 'A' Journeyman rate. Lead Hands assigned responsibility in the absence of a salaried foreman or superintendent shall receive a premium of 46 cents per hour while they are carrying such responsibility.
- 31.09 When an 'A' Journeyman is assigned responsibility in the absence of a salaried foreman or superintendent he shall receive a premium of 60 cents per hour above the 'A' Journeyman rate while he is carrying such responsibility.
- 31.10 The Company accepts the classes and corresponding wage rates outlined in the Papermakers' Standard Minimum Wage Schedule for Newsprint Mills as revised at January 1, 1968 insofar as classes and rates for Machine Tenders, Back Tenders, 3rd Hand, 4th Hand, 5th Hand, and 6th Hand are concerned for classes 8 to 70 inclusive.(See Appendix B).

Widths, Speeds, Frequency of Speed Rate Adjustments and Stack Adjustments remain as presently in effect. Current rates are based on Class 25, (Breast Roll Width of 156", and a Speed of 1,350 - 1,399 FPM.

- (a) The accepted schedule is considered permanent and no future alterations may be made in the schedule except by collective bargaining.
- (b) The rates of pay are based on the previous operating week's average speed.

32. TRADESMEN PROMOTION PLAN

32.01 The Tradesmen Promotion Plan and the Electrician Promotion Plan form part of this Agreement and are attached hereto as Appendices "D" and "E".

33. APPRENTICE SYSTEM

33.01 The Trade Apprenticeship Plan forms part of this Agreement and is attached hereto as Appendix "F".

33.02 The schedule of rates for apprentices appears in the main wage schedule.

33.03 When a man transfers from some other job to the status of an apprentice in one of the mechanical trades, he shall maintain his seniority in the job from which he transferred for a period of six (6) months. Following such probationary period, his seniority shall develop exclusively within the mechanical group to which he transferred. If, when the period of apprenticeship [four (4) years] is served there is a vacancy for a journeyman in the trade for which the apprentice is qualified, he will be retained and will be granted two (2) years' seniority as a Journeyman and will become eligible for promotion in accordance with the Tradesman Promotion Plan.

34. MEETINGS WITH MANAGEMENT

34.01 The Company shall pay lost time for Local Union Officers and Stewards attending meetings called by the Divisional Management.

34.02 The Company will supply the Union with minutes (but not a verbatim report) of Labour-Management meetings within thirty (30) calendar days of the meeting.

35. SAFETY EQUIPMENT

35.01 Effective the date of ratification, the Company will contribute \$100.00 towards the purchase of safety footwear. Effective Jan. 1, 2003, the \$100.00 will be increased to \$125.00 per year.

36. LEAVE OF ABSENCE

- 36.01 (a) Leave of absence without pay, up to a maximum of three (3) months, may be granted at the discretion of Management for the following reasons:
- (1) Legitimate personal reasons.
 - (2) Official Union business.
 - (3) Candidacy for public office at the Federal or Provincial level. Such leave may be extended until seven (7) days have elapsed following the date of the election.
 - (4) Military service.
 - (5) Duties of an elected municipal office.
- (b) Any leave of absence granted pursuant to Section (a) will not result in any loss of seniority.

- (c) Leave of absence without pay may be granted at the discretion of Management, for service as an elected representative in the Federal or Provincial legislature. Such leave, if granted, shall normally expire thirty (30) days following conclusion of the period of elected office, but in no case shall it be in excess of five (5) years.
 - (d) Any leave of absence granted pursuant to Section (c) will not cause a break in continuity of service but the period of absence shall not be counted in calculating any service-related benefit.
 - (e) Employees, when granted a leave of absence in excess of one (1) month, will be required to prepay the full premiums for group life insurance and all other insurance coverages in accordance with the provisions of the respective policies.
 - (f) All leaves of absence must be applied for in writing.
 - (g) The Company may require an employee to exhaust his normal vacation entitlement before commencing a leave of absence.
- 36.02 (a) Time off with pay will be provided to employees writing qualifying examinations during scheduled working hours for certificates required in his occupation.
- (b) Such pay will be at his straight time rate and limited to eight (8) hours.

37. METRIFICATION

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

37.02 The Company will pay the difference between the government allowance and the actual cost of metric tools if required by the Company.

38. EMPLOYEE FLEXIBILITY

38.01 Operators will perform the tasks for which they have the capabilities in their departments. Maintenance employees will perform any work or task for which they have the capabilities, regardless of trade. The Company will provide the necessary training so that the proposed changes can be implemented progressively and safely. Employee Flexibility will be administered in accordance with Appendix "L".

**MacMILLAN BLOEDEL LIMITED
STURGEON FALLS DIVISION**

**COMMUNICATIONS, ENERGY, &
PAPERWORKERS UNION OF CANADA AND ITS
LOCAL NO. 7135**

APPENDIX "A"

TERMS OF AGREEMENT

between

MacMILLAN BLOEDEL LIMITED
STURGEON FALLS DIVISION,

and

THE COMMUNICATIONS, ENERGY & PAPERWORKERS UNION OF CANADA
LOCAL 7135

FOR CONTINUOUS OPERATION AT THE STURGEON FALLS MILL.

The following will form a part of the Labour Agreement between the Union and MacMillan Bloedel Limited, Sturgeon Falls Division, Sturgeon Falls, Ontario, which covers the period May 1, 1998 to April 30, 2004.

These terms are to be in effect from May 1, 1998 to April 30, 2004 and from year to year thereafter, subject to not less than thirty (30) days notice in writing prior to April 30, 1998 and in any succeeding year by either party desiring a change.

1. The Company has the right to operate the corrugating mill continuously during any or all weeks during the life of the Agreement.
2. The work week shall be from 8:00 a.m., Sunday to 8:00 a.m. of the following Sunday.
3. (a) Premiums as outlined under Corrugating Mill, on the attached appendix, are included in the hourly rates for jobs within departments mentioned and any specific jobs listed and are in effect for the full period of this agreement.
4. Premium pay for Day workers shall be as outlined in Article 13 of the main agreement except that day workers called in for repair work on Sunday and Statutory Holidays in the Corrugating Mill and in the service departments shall receive time and one half for the hours worked with a minimum of six (6) hours pay for each call.
5. Employees shall work five (5) days per week and take two (2) days off during the week. If required to work on his designated day or days off, time and one-half will apply according to the Labour Agreement. If a day worker works less than eight (8) hours on Sunday, he will take only one (1) day off during the week unless he was scheduled for eight (8) hours of work and didn't work eight (8) hours as a result of his own failure to do so. In such a case, he will take his two (2) days off during the week.

6. The Company will consider schedules, suggested by crews in the various departments, which will achieve efficient operation of the mill. It is agreed that in some cases it is necessary to effect an "average" work week. The word "average" shall mean the work week schedule to be agreed upon and will result in some work weeks in excess of forty (40) hours. If a sixth day is necessary due to the average work week, the sixth day will be paid for at straight time.
7. All Workers engaged in putting on wires on the Corrugating Machine at a time other than their regular shifts are to receive six (6) hours' pay or time and one-half whichever is greater. If workers commence to put on a wire before their shift or day begins or continue such work after their tour or day ends, they shall receive six (6) hours pay or time and one-half whichever is greater.

Men putting on wires on their regular shift shall not receive such extra pay. The Company will start a wire change when sufficient number of the crew is available.

During any work week in which the Corrugating Machine operates on Sunday, the machine crew putting wires on the Corrugating Machine during that work week will receive six (6) hours' wire pay and two (2) hours straight time pay will be deducted from their regular hours of work. Mechanics assisting in putting wires on their regular shift during that work week will also receive six (6) hours wire pay and two (2) hours will be deducted from their regular hours of work.

8. The Vacation week shall be Sunday to Saturday inclusive. The only exception would be for compassionate reasons.

APPENDIX B

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

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

HEAD CLOTHING MAN

The Head Clothing Man shall receive a rate not less than the highest Third Hand.

Machine Speed ft./min.	Class
1200-1249	22
1250-1299	23
1300-1349	24
1350-1399	25
1400-1449	26
1450-1499	27
1500-1549	28
1550-1599	29
1600-1649	30
1650-1699	31
1700-1749	32
1750-1799	33
1800-1849	34
1850-1899	35
1900-1949	36
1950-1999	37
2000-2049	38
2050-2099	39
2100-2149	40

**MacMillan Bloedel Limited
Papermakers Wage Scale
Continuous Operation Rates
Effective May 1, 1999**

<u>Class No.</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>Third Hand</u>	<u>Fourth Hand</u>	<u>Fifth Hand</u>	<u>Sixth Hand</u>
22	23.87	22.78	21.32	20.22	19.69	19.26
23	24.00	23.00	21.41	20.23	19.72	19.26
24	24.39	23.31	21.71	20.42	19.93	19.43
25	24.48	23.40	21.77	20.47	19.98	19.45
26	24.56	23.57	21.84	20.55	20.01	19.45
27	24.75	23.60	21.89	20.63	20.04	19.45
28	24.91	23.79	21.97	20.64	20.04	19.51
29	25.04	23.91	22.04	20.69	20.07	19.53
30	25.17	24.03	22.11	20.74	20.10	19.55
31	25.30	24.15	22.18	20.79	20.13	19.57
32	25.43	24.27	22.25	20.84	20.16	19.59
33	25.56	24.39	22.32	20.89	20.19	19.61
34	25.69	24.51	22.39	20.94	20.22	19.63
35	25.82	24.63	22.46	20.99	20.25	19.65
36	25.95	24.75	22.53	21.04	20.28	19.67
37	26.08	24.87	22.60	21.09	20.31	19.69
38	26.21	24.99	22.67	21.14	20.34	19.71
39	26.34	25.11	22.74	21.19	20.37	19.73
40	26.47	25.23	22.81	21.24	20.40	19.75

**MacMillan Bloedel Limited
Papermakers Wage Scale
Continuous Operation Rates
Effective May 1, 2000**

<u>Class No.</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>Third Hand</u>	<u>Fourth Hand</u>	<u>Fifth Hand</u>	<u>Sixth Hand</u>
22	24.37	23.28	21.82	20.72	20.19	19.76
23	24.50	23.50	21.91	20.73	20.22	19.76
24	24.89	23.81	22.21	20.92	20.43	19.93
25	24.98	23.90	22.27	20.97	20.48	19.95
26	25.06	24.07	22.34	21.05	20.51	19.95
27	25.25	24.10	22.39	21.13	20.54	19.95
28	25.41	24.29	22.47	21.14	20.54	20.01
29	25.54	24.41	22.54	21.19	20.57	20.03
30	25.67	24.53	22.61	21.24	20.60	20.05
31	25.80	24.65	22.68	21.29	20.63	20.07
32	25.93	24.77	22.75	21.34	20.66	20.09
33	26.06	24.89	22.82	21.39	20.69	20.11
34	26.19	25.01	22.89	21.44	20.72	20.13
35	26.32	25.13	22.96	21.49	20.75	20.15
36	26.45	25.25	23.03	21.54	20.78	20.17
37	26.58	25.37	23.10	21.59	20.81	20.19
38	26.71	25.49	23.17	21.64	20.84	20.21
39	26.84	25.61	23.24	21.69	20.87	20.23
40	26.97	25.73	23.31	21.74	20.90	20.25

**MacMillan Bloedel Limited
Papermakers Wage Scale
Continuous Operation Rates
Effective May 1, 2001**

<u>Class No.</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>Third Hand</u>	<u>Fourth Hand</u>	<u>Fifth Hand</u>	<u>Sixth Hand</u>
22	24.86	23.75	22.26	21.13	20.59	20.16
23	24.99	23.97	22.35	21.14	20.62	20.16
24	25.39	24.29	22.65	21.34	20.84	20.33
25	25.48	24.38	22.72	21.39	20.89	20.35
26	25.56	24.55	22.79	21.47	20.92	20.35
27	25.76	24.58	22.84	21.55	20.95	20.35
28	25.92	24.78	22.92	21.56	20.95	20.41
29	26.05	24.90	22.99	21.61	20.98	20.43
30	26.18	25.02	23.06	21.66	21.01	20.45
31	26.32	25.14	23.13	21.72	21.04	20.47
32	26.45	25.27	23.21	21.77	21.07	20.49
33	26.58	25.39	23.28	21.82	21.10	20.51
34	26.71	25.51	23.35	21.87	21.13	20.53
35	26.85	25.63	23.42	21.92	21.17	20.55
36	26.98	25.76	23.49	21.97	21.20	20.57
37	27.11	25.88	23.56	22.02	21.23	20.59
38	27.24	26.00	23.63	22.07	21.26	20.61
39	27.38	26.12	23.70	22.12	21.29	20.63
40	27.51	26.24	23.78	22.17	21.32	20.66

**MacMillan Bloedel Limited
Papermakers Wage Scale
Continuous Operation Rates
Effective May 1, 2002**

<u>Class No.</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>Third Hand</u>	<u>Fourth Hand</u>	<u>Fifth Hand</u>	<u>Sixth Hand</u>
22	25.36	24.23	22.71	21.55	21.00	20.56
23	25.49	24.45	22.80	21.56	21.03	20.56
24	25.90	24.78	23.10	21.77	21.26	20.74
25	25.99	24.87	23.17	21.82	21.31	20.76
26	26.07	25.04	23.25	21.90	21.34	20.76
27	26.28	25.07	23.30	21.98	21.37	20.76
28	26.44	25.28	23.38	21.99	21.37	20.82
29	26.57	25.40	23.45	22.04	21.40	20.84
30	26.70	25.52	23.52	22.09	21.43	20.86
31	26.85	25.64	23.59	22.15	21.46	20.88
32	26.98	25.78	23.67	22.21	21.49	20.90
33	27.11	25.90	23.75	22.26	21.52	20.92
34	27.24	26.02	23.82	22.31	21.55	20.94
35	27.39	26.14	23.89	22.36	21.59	20.96
36	27.52	26.28	23.96	22.41	21.62	20.98
37	27.65	26.40	24.03	22.46	21.65	21.00
38	27.78	26.52	24.10	22.51	21.69	21.02
39	27.93	26.64	24.17	22.56	21.72	21.04
40	28.06	26.76	24.26	22.61	21.75	21.07

**MacMillan Bloedel Limited
Papermakers Wage Scale
Continuous Operation Rates
Effective May 1, 2003**

<u>Class No.</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>Third Hand</u>	<u>Fourth Hand</u>	<u>Fifth Hand</u>	<u>Sixth Hand</u>
22	25.87	24.71	23.16	21.98	21.42	20.97
23	26.00	24.94	23.26	21.99	21.45	20.97
24	26.42	25.28	23.56	22.21	21.69	21.15
25	26.51	25.37	23.63	22.26	21.74	21.18
26	26.59	25.54	23.72	22.34	21.77	21.18
27	26.81	25.57	23.77	22.42	21.80	21.18
28	26.97	25.79	23.85	22.43	21.80	21.24
29	27.10	25.91	23.92	22.48	21.83	21.26
30	27.23	26.03	23.99	22.53	21.86	21.28
31	27.39	26.15	24.06	22.59	21.89	21.30
32	27.52	26.30	24.14	22.65	21.92	21.32
33	27.65	26.42	24.23	22.71	21.95	21.34
34	27.78	26.54	24.30	22.76	21.98	21.36
35	27.94	26.66	24.37	22.81	22.02	21.38
36	28.07	26.81	24.44	22.86	22.05	21.40
37	28.20	26.93	24.51	22.91	22.08	21.42
38	28.34	27.05	24.58	22.96	22.12	21.44
39	28.49	27.17	24.65	23.01	22.15	21.46
40	28.62	27.30	24.75	23.06	22.19	21.49

WAGE
RATES

<u>DEPARTMENT/JOB TITLE</u>	<u>Rate May 1/99</u>	<u>Rate May 1/2000</u>	<u>Rate May 1/2001</u>	<u>Rate May 1/2002</u>	<u>Rate May 1/2003</u>
<u>YARD, GROUNDS</u>					
Groundskeeper	\$19.51	\$20.01	\$20.41	\$20.82	\$21.23
<u>CORRUGATING PULPING</u>					
1st Pulpmaker	22.95	23.45	23.92	24.40	24.89
2nd Pulpmaker	21.57	22.07	22.51	22.96	23.42
Utility Pulpmaker	19.77	20.27	20.68	21.09	21.52
Receiver	19.37	19.87	20.27	20.68	21.09
<u>PAPER MACHINE</u>					
Machine Tender	24.48	24.98	25.48	25.99	26.51
Back Tender	23.40	23.90	24.38	24.87	25.36
Third Hand	21.77	22.27	22.72	23.17	23.64
Fourth Hand	20.47	20.97	21.39	21.82	22.25
Fifth Hand	19.98	20.48	20.89	21.31	21.73
Sixth Hand	19.45	19.95	20.35	20.76	21.17
Oiler	19.64	20.14	20.54	20.95	21.37
Millwright/Clothing Man	21.77	22.27	22.72	23.17	23.64
Millwright/Clothing Man Helper/Swiper	20.47	20.97	21.39	21.82	22.25
* Paper Machine rates based on Class 25, 156" breast roll width, speed 1350-1399 F.P.M.					
** Tied to Third Hand rate.					
*** Tied to Fourth Hand rate.					
<u>SKIVING DEPARTMENT</u>					
#1 Skiver Man	20.85	21.35	21.78	22.22	22.66
#2 Skiver Man	19.77	20.27	20.68	21.09	21.52
<u>CORRUGATING SHIPPING</u>					
Head Loader	22.10	22.60	23.05	23.51	23.98
Trucker	20.06	20.56	20.97	21.39	21.82

<u>DEPARTMENT/JOB TITLE</u>	<u>WAGE RATES</u>				
	<u>Rate</u> <u>May 1/99</u>	<u>Rate</u> <u>May 1/2000</u>	<u>Rate</u> <u>May 1/2001</u>	<u>Rate</u> <u>May 1/2002</u>	<u>Rate</u> <u>May 1/2003</u>
<u>STEAM PLANT</u>					
Shift Engineer (with 1st or 2nd Class Papers)	\$24.41	\$24.91	\$25.41	\$25.92	\$26.44
Shift Engineer (with 3rd Class Papers)	23.63	24.13	24.61	25.10	25.60
Stoker Operator (1 & 2 & 3 Boilers) (with 1st or 2nd Class Papers)	21.89	22.39	22.84	23.30	23.76
Stoker Operator (1 & 2 & 3 Boilers) (with 3rd Class Papers)	21.55	22.05	22.49	22.94	23.40
Stoker Operator (1 & 2 & 3 Boilers) (with 4th Class Papers)	20.44	20.94	21.36	21.79	22.22
Helper (with 1st or 2nd Class Papers)	19.52	20.02	20.42	20.83	21.24
Helper (with 3rd Class Papers)	19.21	19.71	20.10	20.50	20.91
Helper (with 4th Class Papers)	18.98	19.48	19.87	20.27	20.67
Helper (without papers)	18.85	19.35	19.74	20.13	20.54
Utility Man (with 4th Class Papers)	18.77	19.27	19.66	20.05	20.45
Utility Man (without papers)	18.61	19.11	19.49	19.88	20.28
<u>SCHEDULE OF MECHANICAL AND ELECTRICAL RATES:</u>					

Applying to such Journeyman positions as Electrical; Millwright; Machinist; Pipefitter; Carpenter; Welder;
Millwright/Machinist; Welder/Mechanic; Carpenter/Bricklayer; Instrument Mechanic

MECHANICAL

Journeyman A	23.15	23.65	24.12	24.60	25.09
Journeyman Helper A	19.47	19.97	20.37	20.78	21.19
Journeyman Helper B	19.20	19.70	20.09	20.49	20.90
Journeyman Helper C	18.92	19.42	19.81	20.21	20.61
Painter A	22.47	22.97	23.43	23.90	24.38
Painter B	19.64	20.14	20.54	20.95	21.37
Painter Helper A	19.20	19.70	20.09	20.49	20.90
Painter Helpers when spray painting will receive the "B" Painter rate.					
Working Machine Shop Foreman	23.92	24.42	24.91	25.41	25.92
Millwright Foreman	24.02	24.52	25.01	25.51	26.02

<u>DEPARTMENT/JOB TITLE</u>	<u>WAGE RATES</u>				
	Rate May 1/99	Rate May 1/2000	Rate May 1/2001	Rate May 1/2002	Rate May 1/2003
<u>ELECTRICAL</u>					
Journeyman A	\$23.15	\$23.65	\$24.12	\$24.60	\$25.09
Journeyman A with electronics course	23.40	23.90	24.37	24.85	25.34
Working Electrical Foreman	23.95	24.45	24.94	25.44	25.95
1st Shift Electrician & repairs when one Electrician is on shift	23.95	24.45	24.94	25.44	25.95
1st Shift Electrician & repairs when two Electricians are on shift	23.57	24.07	24.55	25.04	25.54
2nd Shift Electricians & repairs	23.18	23.68	24.15	24.63	25.13
Shift electrician with electronic course receive a 25¢/hr premium above the regular shift electrician rates					
Instrument Supervisor	23.94	24.44	24.93	25.43	25.94
Power House & Primary Treatment					
System Operator	21.48	21.98	22.42	22.87	23.33
Utility Man	19.11	19.61	20.00	20.40	20.81
<u>TECHNICAL</u>					
Laboratory Man	20.02	20.52	20.93	21.35	21.78
Laboratory Helper	19.34	19.84	20.24	20.64	21.06
Laboratory Helper (Water Pollution)	19.48	19.98	20.38	20.79	21.20
<u>MILL STORES</u>					
Storesman	20.15	20.65	21.06	21.48	21.91
<u>MISCELLANEOUS</u>					
Janitor	18.54	19.04	19.42	19.81	20.20
Labour	18.54	19.04	19.42	19.81	20.20
<u>APPRENTICE RATES</u>					
First Year - First Half	\$18.54	19.04	19.42	19.81	20.20
- Second Half	18.54	19.04	19.42	19.81	20.20
Second Year - First Half	19.04	19.54	19.93	20.33	20.74
- Second Half	19.55	20.05	20.45	20.86	21.28
Third Year - First Half	20.06	20.56	20.97	21.39	21.82
- Second Half	20.57	21.07	21.49	21.92	22.36
Fourth Year - First Half	21.08	21.58	22.01	22.45	22.90
- Second Half	21.60	22.10	22.54	22.99	23.45
Fifth Year - First Half	22.11	22.61	23.06	23.52	23.99
- Second Half	22.62	23.12	23.58	24.05	24.53
Sixth Year	23.12	23.62	24.09	24.57	25.06

The Apprentice Rates are calculated on the difference between the Base Rate and the Journeyman

“A” Rate divided in nine steps. The step formula will be updated to reflect changes whenever the effective “Base Rate and/or ‘Journeyman A’ Rate” are changed.

The rate for electricians with electronic course includes a 0.25¢ premium.

APPENDIX "C"

RULES GOVERNING VACATIONS WITH PAY

1. Vacations with pay are intended to enable each employee to enjoy a respite from routine duty with no financial worry to distract from their benefits. Vacations are in no way considered a bonus.
2. The privilege of taking vacations must be confined to permanent employees employed upon standard payroll positions.
3. In drawing up the vacation schedule, the management will endeavor to meet the wishes of the individual employee. It must be understood, however, that the necessities of operation must be given full consideration. It is further understood that the maximum number of people allowed off on vacation at any one time will not exceed 20% of the regular crew in each department. Greater numbers may be allowed to take vacation when an operating department is shutdown. Fractions .5 or over will count as 1. In cases where vacation periods requested conflict, preference will be given to the older employees in point of service and within departments.
4. Vacations will be granted on the following schedule Effective Jan. 1, 2000.
 - After 1 year's continuous service - 2 weeks
 - After 4 years' continuous service - 3 weeks
 - After 9 years' continuous service - 4 weeks
 - After 18 years' continuous service - 5 weeks
 - After 23 years' continuous service - 6 weeks

Supplementary Plan

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

- Age 60 - additional one week's vacation
- Age 61 - additional two weeks' vacation
- Age 62 - additional three weeks' vacation
- Age 63 - additional four weeks' vacation
- Age 64 - additional five weeks' vacation

5. Working of long shifts while men are away on vacation is to be avoided whenever possible.
6. Taking vacations is to be compulsory. Vacations cannot be accumulated but must be taken in the year when they are due.
7. (a) To be eligible for vacations, employees must have worked at least two-thirds of

the available time during the qualifying year, except that time lost due to mill accidents or sickness (such sickness to be limited to four (4) months in any one year) does not count against employees' working time credits in the qualifying year.

- (b) If an employee works a minimum of four (4) months in a calendar year and is sick for four (4) months or more in the same year, the employee is considered to have completed the minimum qualifying period to be eligible for vacation in the following year. If an employee works less than four (4) months in any one calendar year in the following year his vacation pay will be calculated on the appropriate percentage of his earnings for the year in which the sickness occurred.
8. The qualifying year in determining eligibility for vacations in the first year shall be the twelve (12) months' period beginning with the date of employment; in subsequent years the qualifying year may be the calendar year. The main purpose in making the calendar year the qualifying year for the employee's second vacation is to enable an employee whose anniversary date of employment comes in the late fall to have his vacation during the desirable vacation period, that is, during the summer months.
 9. (a) Each week of vacation pay will be calculated at 2.4% of the gross earnings in the previous calendar year or forty (40) hours pay at the employee's regular rate, whichever is greater.
 - (b) An employee shall receive an additional four (4) hours pay at his regular rate for each week of vacation entitlement taken during the period January 1 to April 30.
 10. Tour and shift workers shall not be entitled to the night shift differential while absent on vacation.
 11. Employees with more than one year's service who are laid off due to lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay based on the following formulae:
 - (a) Full vacation credit based on service in the preceding calendar year, plus
 - (b) 4%, 6%, 8%, 10% or 12% of gross earnings (depending on whether the employee is entitled to 2, 3, 4, 5 or 6 weeks' vacation) calculated from January 1 in the current year to date of leaving. If vacation has been taken in the current year based on the preceding calendar year's employment, (b) only shall apply.
 12. Employees with less than one year of continuous service who are laid off for lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay at the rate of 4% of gross earnings from date of employment to date of separation.
 13. Employees who leave the Company's employ without giving the required notice or who are discharged for cause shall be entitled to vacation pay based only on the formula set out in the Employment Standards Act. Notice of resignation during the last shift worked is considered adequate.
 14. When a layoff due to lack of work is of more than four (4) months' duration, continuity of service is broken until, after rehiring, an employee completes one year of continuous

service. After this time his length of service can be restored, counting the time before and after, but not during the layoff, and his vacation period started from the anniversary date of his returning. Such restoration of service, however, is contingent upon the man keeping the Company posted as to his current address and the man reporting back to work as soon as practical when recalled. His vacation pay would be granted on the basis of his restored length of service.

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

APPENDIX "D"**TRADESMEN PROMOTION PLAN****1. Trades and Classifications**

- (1) There shall be one rate of pay for journeymen mechanics, 'A', for each trade except in the case of painters for whom there will be two rates of pay, 'B' and 'A'.
- (2) There shall be three rates of pay for mechanics' helpers, 'C', 'B' and 'A' except in the case of Painters' Helpers for whom there shall be one rate, 'A'.
- (3) It is the sole right and responsibility of management to determine the number of mechanics and mechanics' helpers required to take care of mill repair and maintenance requirements satisfactorily.
- (4) The Company agrees to promote qualified personnel from within before consideration is given to hiring tradesmen from the outside.

2. Schedule of Rates

- (1) The schedule of rates for journeymen and helpers appears in the main wage schedule.
- (2) No differential in rates between skills will be paid. A journeyman machinist will be paid the same rate as a journeyman electrician. A journeyman electrician will be paid the same rate as a journeyman millwright, etc.

3. Promotion and Demotion

- (1) Helpers who enter the maintenance departments must have a minimum number of credits equivalent to Grade X technical or academic education, pass a mechanical aptitude test and must enter the departments through job posting.
- (2) A helper will remain at the 'C' rate of pay for a period not exceeding six (6) months. During this period, his progress will be reviewed to determine if he can progress satisfactorily in the trade in which he is employed and if his progress is unsatisfactory he will be taken out of the maintenance department. If retained as a helper, he will be paid the 'B' rate of pay for the following eighteen (18) months.
- (3)
 - (a) After serving for eighteen (18) months at the 'B' rate of pay, the mechanics' helper will be paid the 'A' rate of pay during the remainder of the time he is employed as a mechanics' helper.
 - (b) When a helper, who has qualified as a journeyman and is waiting for promotion, is directed to do the work of a journeyman on a temporary basis he will be paid the journeyman rate while doing such work.

- (c) When a helper, who has not qualified as a journeyman, is directed to do the work of a journeyman on a temporary basis he will be paid the rate of the job on which the employee is substituting while doing such work. Helpers will be promoted to 'A' journeyman when qualified and openings exist.
 - (d) The Company agrees to promote either the Helper or the Apprentice who has been first to qualify for the promotion in that trade.
 - (e) It is understood in all cases of temporary promotion that the senior helper, who has previously qualified or who is actively studying and progressing, in a particular trade, will be promoted.
- (4) The accumulation of service as helper may be built up through temporary employment as helper, counting all periods of temporary employment which are of not less than five (5) consecutive working days. All service as a helper will be accumulated.
- (5) A helper may become a journeyman by:
- (a) Successful completion of the Apprentice Training Program, or
 - (b) Proving proficiency in his trade to the satisfaction of the Evaluation Committee after serving a minimum of seven (7) years in his particular trade. All of this service must have been with the MacMillan Bloedel Limited. He must also have successfully completed a correspondence course equivalent to that presently being taken by apprentices and have passed all examinations set and marked by the correspondence school. The Company will supply a signed Certificate to each helper who meets these requirements.

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

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

Where a mill has a Mechanical Bullgang, an employee's service in the Bullgang may be credited toward his helper term of service but in no case shall the credit exceed one year.

- (c) Helpers on the payroll, and those subject to recall as at April 30, 1963 may become journeymen by proving proficiency in their trade after serving a minimum of seven (7) years in that particular trade with MacMillan Bloedel Limited, subject to review by the Evaluation Committee.
- (d) A helper must have accumulated the tools for his trade, at yearly intervals as specified in the "Trade Apprenticeship" Plan, after he reaches the 'A' helper rate of pay. In addition, he must use these tools as necessary to perform his work.
- (e) During the last twelve (12) months spent in the helper period the helper shall be periodically assigned jobs in his own trade, for a total time not to exceed ninety (90) working days.
- (f) A Committee consisting of the Resident Manager or his designated representative, the employee's superintendent and foreman will be established to evaluate the performance of each helper who has met the requirements outlined in Section 5. (a) to 5. (e) above.

The Employee Relations Supervisor will be present at Committee meetings to record the minutes of proceedings and to certify that the helper has fulfilled the time and technical training requirements for his trade, as outlined in Section 5. (b) and 5. (c).

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

The function of this Committee will be to assess the helper's performance on the job and to advise him if he is qualified for promotion to journeyman status. If he is not qualified for promotion, the reason will be explained at this time. In the event of disagreement, grievance procedure will apply.

The Committee will meet semi-annually about May 1st and November 1st.

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

- (g) Correspondence courses for helpers will be purchased under the Company Educational Assistance Plan but in the case of helpers the refund will be 100% of the net cost on successful completion of the course, providing the helper is enrolled after having completed his probationary period.
- (h) The Company will provide study time with pay to Helpers under the following conditions:

- i) Helpers must be enrolled in the full I.C.S. Apprentice Course approved for their trade.
 - ii) Helpers must have satisfactorily completed 50% of the course on their own time and passed I.C.S. progress tests, however, Helpers who were on the payroll at April 30, 1969 will not be required to pass I.C.S. progress tests.
 - iii) Four (4) hours study time per week with pay will be provided for a maximum of 12 months for each of the last two sections of the course, each section amounting to 25% of the total number of lessons.
- (6) Upon promotion to journeyman status, a helper will be paid the 'A' journeyman rate of pay. Upon promotion to the Painter classification, a Painter helper will be paid the 'A' Painter rate. Painter Helpers will be paid the 'B' rate when spray painting.
- (7) If the Company hires a journeyman mechanic, he may be discharged at any time in the first six (6) months of employment as a journeyman if he is not considered sufficiently qualified for advancement in his trade. Journeymen hired from outside the mill may be paid 'A' journeyman rate or paid probationary rates equal to the fifth year, first or second half, apprentice rates. If hired at the first half fifth year probationary rate, they must be promoted to the second half fifth year rate after six (6) months and to the 'A' journeyman rate after one year.
- (8) In any case where a journeyman has not been promoted, for any reason, above the present 'C' or 'B' class, he will remain at a rate equal to either the fifth year, first or second half, apprentice rate, until the reason for his not having been promoted has been removed.

4. **Notes**

Rates for lead hands, assistant foremen and foremen will have to be determined after examining the effect of the new rate schedule of 1948 on the earnings of the men whom they supervise.

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

The Electricians who work shifts are known as Motor Tenders, Motor Maintenance Men, Drive Operators, Tour Electricians, Shift Electricians, Substation Operators. Such men must fall into two classifications - Maintenance Men or Operators.

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

Shift men whose duties are that of oiling, inspection and minor adjustments are to be classed as Operators, and their rates are not to be considered in the Tradesmen Promotion Plan.

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

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

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

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

Instrument Helper Class 'C'

The minimum educational requirement for this job shall be High School Graduation or equivalent.

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

Instrument Helper Class 'B'

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

Instrument Helper Class 'A'

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

He should know nut and bolt sizes, tubing and fitting sizes, be able to check simple level, temperature and pressure recorders.

Mechanic Helper Class 'C'

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

Mechanic Helper Class 'B'

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

Mechanic Helper Class 'A'

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

Painter Helper

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

6. The qualifications for mechanics shall be as follows:

Machinist, Class 'A'

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

Millwright, Class 'A'

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

moving parts; and to be capable of leading other millwrights in repair or installation work under the general supervision of a Foreman.

Carpenter, Class 'A'

A carpenter Class 'A' shall be expected to have a minimum of five years' practical experience; to use, sharpen and care for the tools of his trade; to set up and operate woodworking machine tools in the shop and to sharpen the cutters for these tools; to identify the different species of wood and know their normal uses and characteristics; to be able to use substitutes for ordinary wood; to be able to fabricate all forms and any objects made from wood and normally required for the paper manufacturing process; to be able to build scaffolds in accordance with the Provincial Labour Code; to be able to do every kind of cabinet making required in the mill; to read and understand drawings without supervision and to be capable of leading other carpenters in repair or installation work.

Tinsmith, Class 'A'

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

Pipefitter, Class 'A'

A pipefitter Class 'A' shall be expected to have a minimum of five years' practical experience; to use all the tools of his trade in an efficient and effective manner; to perform skillfully all operations required in the installation and maintenance of any pipe system normally required in a paper mill so as to ensure reliability of service and economy of materials; to have a working knowledge of pumps, syphons, injectors, automatic valves and gauges; and to understand thoroughly the safe methods of handling heavy objects and be able to use safe types and sizes of slings or other equipment for lifting them; to have a good working knowledge of the services and locations of the pipe lines in the mill so as to be able to isolate quickly any broken or leaking pipes; to understand and read drawings without supervision; to undertake any job himself; and to be capable of leading other pipefitter under the general supervision of a Foreman.

Painter, Class 'B'

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

Painter Class 'A'

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

Welder, Class 'A'

A welder, Class 'A', shall be expected to have completed a recognized training course and to have had a minimum of five years' practical experience; to have a thorough knowledge of the principle of making a good weld; to have a working knowledge of the welding code; to recognize different metals and select the right procedure for welding each of them; to plan and carry out each job with the least possible expenditure of time and material; to secure good fusion and thorough penetration on every weld; to test his own work, recognize defects and overcome them; to read working drawings and work to specifications called for; to do electric arc as well as acetylene welding and burning, lead burning, sweating, brazing, hard-surfacing, etc., vertical overhead or in any position; and to hold a certificate of license for electric welding and/or oxy-acetylene welding under prevailing Provincial Regulations or the equivalent permitting him to carry out welding on pressure vessels and piping up to pressure levels required for mill equipment.

Instrument Mechanic, Class 'A'

An instrument mechanic, Class 'A', shall be expected to have had a minimum of five years' experience in instrument work. He must be able to dismantle, repair and assemble all common types of instruments, including pneumatic, electric and electronic and other such types as may be used for indicating, recording, or controlling process variables; to be able to adjust recording and/or controlling instruments to give optimum results; to own such tools as are necessary for this work. He must be capable of leading other instrument mechanics, helpers and apprentices in instrument preventive maintenance, calibration, repair and installation; to read working drawings without supervision and wiring diagrams after details have been explained; to teach junior men the skills and knowledge of the trade, to be familiar with new instruments as installed in the mill; to follow planned schedules of inspection and maintenance of all meters and instruments; to be a safe worker and to perform such other related duties as may be assigned from time to time.

Tool Crib Attendant, Retipping and Grinder Operator – The qualifications for Tool Crib Attendant, Retipping and Grinder Operator will be either those required for a Machinist 'A' or Millwright Class 'A'.

Electronics Course - All members of the Instrument Department, including Apprentices, will be eligible to enroll in this course which will be available through the Company Education Assistance Plan (75% refund upon successful completion of course).

When through completion of the approved course a member of the Instrument Department meets the established standards, he will receive a premium of 25 cents per

hour in addition to his regular rate, however, an Apprentice will not receive this premium until he has been classified as an "A" Journeyman.

An appropriate Current Electronics Course Outline is included in the Collective Agreement. This course outline has been jointly developed at the plant level after consultation with I.C.S.

I.C.S.

Serial No.	Title
2020	Basic Electronic Components and Schematic Symbols
2021	Understanding and Using Electronic Diagrams
6461	Basis Electronic Drafting
6601	Theory of RL, RC, & RLC Circuits
3517	Tuned Circuits
2007A-C	Solid State Circuits (3)
6598	Batteries & Electronic Power Supplies
4146A	Practical Electrical Measuring
6531A-B	Electronic Test Instruments (2)
6533A	Electronic Testing & Measuring Techniques
6793	Instrument Transformers
2080	Electron Tubes in Industry
3508	Cathode Ray Tubes
2089A-H	Electronics in Industry (8)
2028A-B	Servomechanisms (2)
6525	Fundamentals of Electronic Instrumentation and Control
6526	Electronic Control Circuits & Applications
2130A-B	Number Systems & Logic (2)
2131A-B	Digital Computers Maintenance & Troubleshooting
4048	Telemetry
6636	Controls for Air Conditioning

APPENDIX "E"

ELECTRICIAN PROMOTION PLAN

1. Trades and Classifications

- (1) There shall be one (1) rate of pay for journeymen electricians, 'A'.
- (2) When a journeyman is assigned the responsibility of a working supervisor in a crew of not less than five (5) men required to do maintenance or construction work, he will be designated by the Electrical Superintendent or Foreman as a Lead Hand and shall be paid 14 cents per hour above the 'A' rate during such time as he exercises this responsibility.
- (3) When additional supervision is required on a continuous basis a journeyman will be appointed a Lead Hand and will be paid 14 cents per hour above the 'A' journeyman rate. Lead Hands assigned responsibility in the absence of a salaried foreman or superintendent shall receive a premium of 8 cents per hour while they are carrying such responsibility.
- (4) It is the sole right and responsibility of management to determine the number of electricians required to take care of mill repair and maintenance requirements satisfactorily.

2. Schedule of Rates

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

3. Promotion and Demotion

- (1) If the Company hires an electrician, he may be discharged at any time in the first six (6) months of employment as a journeyman if he is not considered sufficiently qualified for advancement in his trade. Journeymen hired from outside the mill may be paid the 'A' journeyman rate or paid probationary rates equal to the fifth year, first or second half, apprentice rates. If hired at the first half fifth year probationary rate, they must be promoted to the second half fifth year rate after six (6) months and to the 'A' journeyman rate after one year.
- (2) In any case where a journeyman has not been promoted to Class 'A', he will remain at a rate equal to either the fifth year, first or second half, apprentice rate, until the reason for his not having been promoted has been removed. An immediate review of the journeyman involved will be carried out to make sure that the reason is valid under the Electrician Promotion Plan.
- (3) With the elimination of 'B' and 'C' journeymen rates and Helper rates, it is recognized that certain employees because of qualification and job duties will remain on negotiated rates.
- (4) Where Electrician Helpers are employed, such helpers, if qualified, must be allowed to progress to journeyman level under the provisions of Section 3, Promotion and Demotion in the Tradesmen Promotion Plan covering the promotion of mechanics.

- (5) An approved Industrial Electronics Course has been established to provide a higher level of training. The Order of Studies is as follows:

I.C.S. Serial No.	Title
2020	Basic Electronic Components and Schematic Symbols
2021	Understanding and Using Electronic Diagrams
6601	Theory of RL, RC, and RLC Circuits
2010	Vacuum-Tube Fundamentals
6459	Semiconductor Diodes and Transistors
3503	Vacuum-Tube Amplifiers
6615	Electronic Oscillators
3508	Cathode-Ray Tubes
6709	AM and FM Radio Receiving Systems
6634A-B	Electrical Schematic Diagrams (2)
6015	Audio-Frequency Amplifiers
6531A-B	Electronic Test Instruments (2)
6533A-B	Electronic Testing and Measuring Techniques (2)
6460	Transistor Circuits and Applications
5963	Industrial Electron Tubes
5478	Electron Tubes in Industry
6437	Components and circuits in Electronic Data Processing Machines
3550A-C	Principles of Television (3)
6617	Inductance and Capacitance
6525	Fundamentals of Electronic Instrumentation and Control
6580	Electronic Control Circuits and Applications
6519	Electronic Power Supply Design
6329(1-8)	Electronics in Industry (8)
4368	Voltage Regulators for Generators
6538A-B	Protective Relaying (2)

- (6) All members of Electrical Departments, including apprentices, will be eligible to enroll for this course which will be available through the Company Education Assistance Plan (75% refund upon successful completion of course).
- (7) When through completion of the approved course or through diagnostic tests a member of the Electrical Department meets the established standards, he will receive a premium of 25 cents per hour in addition to his regular rate, however, an apprentice will not receive this premium until he has been classified as an 'A' journeyman.
- (8) The diagnostic test referred to above will be supplied and marked by the school which supplies the approved electronic course and will evaluate the extent of the employee's knowledge of the course content.

4. Notes

Rates for lead hands, assistant foremen and foremen will have to be determined after examining the effect of the new rate schedule of 1948 on the earnings of the men whom they supervise.

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

The Electricians who work shifts are known as Motor Tenders, Motor Maintenance Men, Drive Operators, Tour Electricians, Shift Electricians, Substation Operators. Such men must fall into two classifications - Maintenance Men or Operators.

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

Shift men whose duties are that of oiling, inspection and minor adjustments are to be classed as Operators, and their rates are not to be considered in the Tradesmen Promotion Plan.

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

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

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

5. The Qualifications for Electricians are as follows:

Electrician, Class 'A'

An electrician, Class 'A', shall be expected to have a minimum of five years' practical experience and to be able to work directly from electrical drawings and install equipment in accordance with government standards and regulations. He must be a safe worker as to electrical methods and practices and in working from scaffolds and ladders.

He must have specialized knowledge of some particular class or classes of electrical equipment, such as transformers (power distribution), oil circuit breakers (above 200-A), cable splicing to 800,000 C.M. 30-2300-V, batteries and battery charging, electric trucks, motors and generator (A.C. or D.C.), bus bonding and erection, signals, elevators, conduit bending ½ inch to 4-inch, lighting series and multiple, air circuit breakers (A.C. and D.C.), and cable training; to diagnose and repair common troubles, such as hot bearings, over-heated motors.

He must understand the fundamental working of common electrical equipment; to recognize dangerous practices; potential shorts and grounds, and to be able to test and locate grounds by usual methods.

He shall be expected to be able to rewind simple motors; to repair common types of electrical equipment; to have knowledge of winding coils for given service; to have knowledge of different characteristics and classes of motor windings; and to be able to take off own data from original windings; to have knowledge of telephones and auto calls and to have knowledge of magnet wire sizes and shapes and uses thereof; to be a solderman.

He must have a good knowledge of various types and grades of oils and greases and the uses thereof; to have a basic knowledge of industrial electronic circuits such as: photo electric relays, simple amplifiers, etc.; to recognize common electrical phenomena such as eddy currents, hysteresis, capacity, induction, resistance, etc.

He must be aware of local regulations regarding protection, mounting heights of switches, pole sizes, safety regulations, etc.; to be able to adjust and carry out minor repairs to common meters; to have a sound knowledge of meters and instruments, relay and instrument transformers; to be able to figure out voltage drops; to be able to cut out a motor coil on A.C. or D.C. machines and to distinguish between A.C. and D.C. resistance effects; to take usual tests with volt meter, ammeter, and watt meter, and to make proper connections to each; to recognize the effects of reactance, inductance and capacitance and to know the common relations between H.P., K.W., K.V.A., K.W.H., amps, volts, ohms, etc.; to turn out satisfactory work on any type of electrical equipment encountered in the Company's mills; to be able to direct the work, teach and keep fully employed up to four other workers.

APPENDIX "F"

MacMILLAN BLOEDEL LIMITED

TRADE APPRENTICESHIP

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

2. **Requirements**

- (1) An applicant for apprenticeship must be at least 17 years of age. Individuals employed by the Company as Mechanic Helpers will be considered for apprentice training providing they meet all the other requirements.
- (2) An applicant for apprenticeship must have a secondary school graduation diploma or equivalent. An applicant will be required to pass, with a 50% passing mark, a mutually acceptable aptitude test related to the trade in which he is apprenticed. If a test with multiple parts is utilized the applicant will be required to obtain a passing mark of 50% on each part.
- (3) A graduate of a four (4) year Science, Trades and Technology course (who has specialized in the trade in which he is to be apprenticed) shall be granted one year's standing on his term of apprenticeship.
- (4) A graduate of a three (3) year course at a College of Applied Arts and Technology or similar institution (who has specialized in the trade in which he is to be apprenticed) shall be granted two years standing on his term of apprenticeship.

A graduate of a two (2) year course at a College of Applied Arts and Technology or similar institution (who has specialized in the trade in which he is to be apprenticed) shall be granted one (1) year standing on his term of apprenticeship.

Apprentices will be trained through the block release system at Community Colleges and the I.C.S. courses will be discontinued when approved courses become available at the Community Colleges.

Apprentices currently on an I.C.S. course will complete their apprenticeship on that program.

- (5) Time allowances for completion of various Government trade school courses or combination of courses will be six (6) to twenty-four (24) months depending on agreements reached with and approval of Provincial Apprenticeship Boards and Trade School authorities.
- (6) Preference will be given to present employees who desire to become apprentices and meet the above-listed requirements.

3. **Selection**

- (1) All applications for apprenticeship are to be sent to the Mill Employee Relations Supervisor.
- (2) Senior applicants meeting the minimum requirements under the provisions of the Plan will be given preference.
- (3) Prior to commencing the trade apprenticeship, the successful applicant will be thoroughly familiarized as to the Terms of Apprenticeship. He will then be required to sign an Apprenticeship Indenture (and if under the age of 18, co-signed by parent or guardian) certifying that he has read, understands, and agrees to all the terms and conditions of the Trade Apprenticeship of MacMillan Bloedel Limited.

4. **Terms of Apprenticeship**

- (1) The period of Apprenticeship will be four (4) years, divided into eight (8) periods, each of six (6) months duration. After graduation, if retained, an apprentice will automatically proceed over a one (1) year period to journeyman status, as indicated in the Apprentice "Rates of Pay".
- (2) Technical training pertaining to the trade will be provided by:
 - (a) Whenever possible, the technical training of apprentices shall be provided through attendance at government trade schools. In such cases the number of hours of technical training an apprentice receives shall be determined by the authorities in charge of the trade school.
 - (b) If suitable government trade school training is not available, four hours per week of the apprenticeship term will be allowed for classroom instruction or correspondence course study.
- (3) The first period shall be considered entirely a probationary period and his continuance as an apprentice depends upon ability, progress and attitude as demonstrated during this trial period.
- (4) Where technical training cannot be taken at a trade school because suitable courses are not available correspondence courses in the related subjects will be used. Courses will be purchased under the Company Educational Refund Plan but in the case of an apprentice the refund for this course will be 100% of the net cost on successful completion of the course.

The Industrial Relations Department will review course content for the various trades as provided by the government trade schools and if additional technical training is considered necessary, an apprentice may be required to take a correspondence course as well as attend a trade school.

- (5) Except as indicated in sub-section (4) above, when an apprentice receives his technical training at a government trade school, he will not be enrolled for a correspondence course and will not be allowed time for study during his regular hours of work. However, any employee who is already enrolled for a correspondence course shall complete such course under the conditions contained in this agreement.
- (6) After an apprentice has completed his required correspondence course, all remaining study time, allowed on the basis of four hours per week, will be available to him for further approved technical training, if he so desires.
- (7) To be eligible for advancement at the end of any six (6) month period, an apprentice must have completed his shop work to the satisfaction of the shop management, his technical training to the satisfaction of the trade school, or in the case of a correspondence course he must have submitted the required number of lesson assignments and have satisfactory grades on those returned.
- (8) An apprentice who does not qualify for advancement at the end of any six (6) month period shall be considered as re-entering upon a trial period, and shall be notified as to the nature of his unsatisfactory work by his immediate supervisor. If he does not qualify after three additional months, he shall be dropped from the apprentice course.
- (9) A helper may apply for entry into the apprentice plan. If he is accepted into the plan, an assessment of his skill and knowledge shall be made by the Apprentice Committee for which he may be given credit towards the apprenticeship time to be served. This credited time shall not exceed fifty percent of the applicant's service as a helper in the respective trade, and in no case shall it exceed two (2) years. When a helper enters the plan he shall be paid the apprentice rate stipulated for that particular period in which he enters. When a helper on the payroll at April 30, 1963, enters the plan with an hourly rate in excess of that paid for the apprentice period for which he has been accepted, his rate will not be reduced nor will an increase be granted until his apprentice period rate catches up.
- (10) Tools are essential for tradesmen. At the 12, 24, 36 and 48 month completion points of the training program the apprentice will be required to submit proof to the Apprentice Committee that he owns and has in his possession a predetermined list of tools. Before graduation from the training program the complete list of tools will be checked against the tools owned. Tools may be purchased through the Company at cost using normal Company procedure.
- (11) Rotation in the various trades for apprentices must be completed prior to the commencement of the last six (6) months an apprentice spends in the plan.

- (12) During the last six (6) months of his apprenticeship period the apprentice will be periodically assigned jobs in his own trade.
- (13) MacMillan Bloedel Limited does not guarantee employment upon completion of apprenticeship, but will endeavour to place the graduates in tradesmen's jobs.
- (14) The Company will reimburse apprentices who attend a government trade school for the full cost to the employee (i.e., less any contribution made by a government agency) of required text books, upon successful completion of the course.
- (15) For those apprentices who must live away from home to attend a government trade school, the Company will provide a living allowance supplement of \$65.00 per week less any comparable allowance from any government agencies.

General

5. Helpers

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

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

6. Apprentice Committee

The Apprentice Committee is composed of the Manager or his representative, and appointed representatives from the following: engineering department, electrical department, mechanical department, personnel department and the Union concerned. This Committee will deal with such things as:

checking on course coverage, progress of apprentices and solving of problems that may arise. The Union will be advised how many management representatives will attend each meeting and the Union will be entitled to an equal number of representatives in total.

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

7. Ratio of Apprentices to Tradesmen

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

8. **Working Conditions**

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

9. **Special Work**

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

10. **Certificate**

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

11. **Seniority**

When a man transfers from some other job to the status of an apprentice in one of the mechanical trades, he shall maintain his seniority in the job from which he transferred for a period of six (6) months. Following such probationary period, his seniority shall develop exclusively within the mechanical group to which he transferred. If, when the period of apprenticeship [four (4) years] is served there is a vacancy for a journeyman in the trade for which the apprentice is qualified, he will be retained and will be granted two (2) years' seniority as a journeyman and will become eligible for promotion in accordance with the Tradesmen Promotion Plan.

12. **Rates of Pay**

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

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

13. **Loss of Working Time**

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

MacMILLAN BLOEDEL LIMITED**WEEKLY INDEMNITY PLAN****1. Definitions**

In this plan, unless otherwise specifically provided,

- (a) "Accident" is a bodily injury caused by external, violent means;
- (b) "Disability" is a disability preventing an employee from pursuing any gainful occupation arising from any mental infirmity, bodily disorder, or bodily injury, verified to the satisfaction of the Company and/or insurer, and not otherwise excluded by this plan;
- (c) "Employee" means an employee in the active employment of the Company, who participates in this plan;
- (d) "Insurer" means the insurance company or carrier appointed by the Company;
- (e) "Plan" means the MacMillan Bloedel Limited Weekly Indemnity Plan;
- (f) "Wage" means an employee's regular weekly wage, based on forty (40) times his straight time average rate for the forty (40) hours worked prior to the start of disability, excluding any overtime premium or shift bonus.

2. Participation

- (a) All employees of the Company listed on the attached participation schedule shall be eligible to participate in this Plan, in accordance with the provisions listed herein.
- (b) Participation in this Plan is limited to eligible employees who have completed three months of continuous employment with the Company.

3. Amount of Disability Benefits

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

- (b) **Change in Benefits**

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

4. Eligibility for Payment

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

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

- (d) An employee making a claim for an amount of disability benefit after lay-off or termination of employment, for disability established to the satisfaction of the Company and/or insurer as having occurred prior to his lay-off or termination, shall be eligible for an amount of disability benefit provided such disability was accompanied by a continuance of absence that commenced prior to actual lay-off or termination.
- (e) Successive periods of disability separated by less than four consecutive weeks shall be considered one period of disability, unless the subsequent disability is due to an accident or illness entirely unrelated to the previous disability and commences after return to active employment on a full time basis.
- (f) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of,
 - i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or
 - ii) Any injury or illness entitling the employee to compensation under any Workmen's Compensation or similar legislation, or

- iii) Self-destruction or any self-inflicted injury, while sane or insane, or
 - iv) Any injury or illness resulting from insurrection or war, whether war be declared or not, or from participation in riot or civil commotion, or
 - v) Disability for which the employee is not under the treatment of a physician except that authorization for benefits by a chiropractor shall be permitted for up to four weeks per insured person per calendar year, or
 - vi) Alcoholism or Drug Addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (g) An amount of disability benefit will not be payable following the normal retirement date of an employee, other than retirement under the total and permanent disability provision of the Company pension plan.
 - (h) An amount of disability benefit will not be payable following the early retirement date of an employee, if early retirement was approved prior to the onset of disability.
 - (i) An amount of disability benefit will not be payable for those days for which the employee receives holiday pay, vacation pay, or more than one-half day's regular pay, from the Company.
 - (j) An employee on Weekly Indemnity who is determined as being fit for "light duty" by a licensed physician and if no "light duty" work is available, he shall remain on Weekly Indemnity Benefits in line with Section 4 (a) (i).
 - (k)
 - i) An amount of disability benefit under the plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
 - ii) For employees who fail to qualify for pregnancy leave of absence because of failure to meet the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

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

When an employee becomes ill on a Friday, the three (3) day waiting period will be extended to the Monday. However, if the employee in this instance fails to see his doctor on the Monday immediately following the Friday, the grace period will revert to three (3) days only.

- (b) A daily rate of payment for each calendar day of absence that qualifies for payment shall be one-seventh the weekly amount of disability benefit under Section 3 hereof.

6. **Disputed Workers Compensation Claims**

If an employee, covered by the Weekly Indemnity plan, suffers a work related disability which is disputed by the Workers' Compensation Board, Weekly Indemnity payments will be paid if requested by the employee, and provided he has been off work for at least two (2) weeks due to the disability.

If the Workers' Compensation Board claim is subsequently established, the employee will then repay the weekly indemnity payment received to the insurance carrier.

7. **Miscellaneous Provisions**

- (a) An employee who is absent due to disability or on an authorized leave of absence, on the date he was to become eligible under this plan, and is unable to return to active employment when eligible because of a disability, shall, upon the date of his return to active employment, be eligible to participate in this plan;
- (b) An employee absent on an authorized leave of absence on the date he was to become eligible under this plan, shall, upon the date of his return to active employment, be eligible to participate in this plan;
- (c) If an employee who has been covered under the terms of this plan is granted an authorized leave of absence, such employee shall be considered as still covered under the terms of this plan, but not beyond the end of the policy month next following the policy month in which such employee ceased work.

8. **Government Disability Plans**

- (a) The amount of disability benefit under this plan will be reduced by the amount for which an employee and/or the employee's dependent up to the age of eighteen is eligible under the disability benefit provision of the Canada or Quebec Pension Plan or similar provisions in any other Government plans for disability, for which the employee is receiving an amount of disability benefit under this plan, except for War Disability Pensions and Worker's Compensation Disability Pensions.
- (b) The Company and/or insurer may require certification or verification of the amount of income from the Canada or Quebec Pension Plan or such other Government Plans.
- (c) The amount of disability benefit in excess of the amount which should have been paid may be deducted from the amount of any future disability benefit, or repaid by the employee to the Company and/or insurer, as the case may be, through some other mutually satisfactory arrangement.

9. **Company Pension Plan Disability Benefits**

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

10. **Physical Examinations**

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

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

11. **Administration**

- (a) It shall be the obligation of the employee to notify immediately the Company of his absence due to disability, following which the Company will issue the necessary initial claim forms to him.
- (b) Completed claim forms will be checked by the Company to determine whether or not an employee is a participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.
- (c) To assist the insurer in the proper adjudication and processing of claims, the Company and/or insurer may establish claims control procedures.

- (d)
 - i) A Claims Committee will be established consisting of a local union representative and representatives of management, having a representative of management as Chairman, the purpose of which will be to discuss any problems relating to the administration of the plan, and to review claims experience. To assist in the function of the Claims Committee, a representative of the insurer will attend meetings periodically, and claims experience will be made available.
 - ii) The Claims Committee may assist in the establishment of claims control procedures which may be required from time to time.
 - iii) The Claims Committee will not seek, directly or indirectly, to abridge, modify, add to, or subtract from, the terms of this Plan, or to secure benefits not payable under the terms of this Plan.

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

APPENDIX "H"**MacMILLAN BLOEDEL LIMITED****LONG TERM DISABILITY BENEFIT PLAN**

The Company shall pay the monthly premium cost of the Long Term Disability Benefit Plan.

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

1. Eligibility

The Long Term Disability Benefit Plan shall be compulsory for the full-time regular employees, who are participants in, and who are covered under the terms of the MacMillan Bloedel Limited Weekly Indemnity Plan.

2. Effective Date of Coverage

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

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

3. Qualifying Period

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

4. Definition of Disability

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

5. Amount of Benefit

- (a) 55% of regular straight time hourly rate, multiplied by 2,080 and divided by 12, up to a maximum monthly payment of \$2,300.00 for all new cases becoming disabled on or after March 1, 1999. Effective May 1, 2002, the maximum benefit will increase to \$2,400.00 per month for any eligible employee who is actively at work on that date. The regular straight time hourly rate shall be the rate used to calculate weekly indemnity benefits.

During the term of the Agreement, effective May 1 of each year, general wage rate increases will be incorporated into the benefit up to the maximum monthly payment as outlined in (A) above.

- (b) The amount of benefit shall be reduced by any payments on behalf of the employee made under any Government disability plan (except increases in such amounts occurring 12 months or more after disablement), Worker's Compensation, or any other non-private disability income plan.
- (c) While receiving benefits under this Plan, an employee will continue to accrue pension benefits at no cost to him. The pension accrued will be 4% of benefits paid under the Plan. Death benefits will not accrue during this period, except with respect to interest on the employee's contributions made prior to commencement of L.T.D. Benefits.

6. **Duration of Benefits**

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

- (a) On the date the employee ceases to be disabled; or (NOTE: If there is a recurrence of the same disability within four months of return to work, a new qualifying period will not be required, and the disabled employee will be eligible for any balance of Long Term Disability benefit payments. This provision shall take precedence over any recurrent disability provision under the MacMillan Bloedel Limited Weekly Indemnity Plan.)
- (b) On death; or
- (c) On the earlier of retirement or age 65.

7. **Continuation of Group Life Insurance During Disability**

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

8. Exclusions

- (a) An insured employee receiving Long Term Disability Benefit payments shall not accumulate credit for vacation or holidays.
- (b) Benefits under the Long Term Disability Plan will not be payable for claims resulting from:
 - i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or
 - ii) Any injury or illness entitling the employee to compensation under any Worker's Compensation or similar legislation, or
 - iii) Self-destruction or any self-inflicted injury, while sane or insane, or
 - iv) Disability for which the employee is not under the treatment of a physician, or
 - v) Alcoholism or drug addiction, unless the employee is undergoing a recognized course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (c)
 - i) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
 - ii) For employees who fail to qualify for pregnancy leave of absence because of failure to meet the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

9. Rehabilitation

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

APPENDIX "I"

MacMILLAN BLOEDEL LIMITED

EXTENDED HEALTH CARE PLAN

The Extended Health Care Plan shall be administered in accordance with the terms of the current insurance policy. The following description of the plan is ready reference only and the insurance policy should be consulted for a comprehensive description of the coverage provided.

Eligibility

You, your spouse and your unmarried dependent children under age 21 (25 if attending school) are eligible for inclusion in the plan after your continuous employment for three months.

Effective Date of Benefits

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

Dependent: Benefits for your dependents are effective on the same date as your own, provided they are not confined, by reason of disease or injury, at home, in a hospital or elsewhere, on such date. Otherwise, benefits for dependents begin on the earlier of **(i)** the end of a thirty-one day period during which there has been no confinement of any kind, and **(ii)** the date the Insurance Company is furnished with evidence satisfactory to it that the dependent has completely recovered from all such diseases and injuries.

If you are single and later acquire a dependent, please notify your Employer immediately, in order that your coverage may be changed. If you already have dependent coverage under the plan, any additional dependents will be automatically covered from birth.

The Plan

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

- (a) 100% of the cost of Class I covered expenses, and
- (b) 100% of the cost of Class II covered expenses in excess of the calendar year deductible of \$10 Single and \$20 Family. The maximum level of reimbursement for all covered expenses is \$25,000 per family member during his or her lifetime.

Covered Expenses

Class I

- Hospital board and room and other necessary services and supplies up to the difference between the hospital's average daily rate for ward and semi-private accommodation.

Class II

- Drugs and medicines obtainable only upon a physician's prescription and dispensed through a registered pharmacist.
- Professional ambulance service when used to transport the individual from the place where he is injured by an accident or stricken by a disease to the first hospital where treatment is given, or from a hospital to a convalescent hospital. No other expenses in connection with travel are included.
- Out-patient hospital services and supplies in connection with:
 - (1) use of an examination or operating room,
 - (2) drugs, dressings or casts,
 - (3) anaesthesia in connection with the performance of a surgical procedure;

but not charges made by a resident physician or intern of a hospital.
- Fees of a registered nurse, not ordinarily resident in the employee's home nor a member of the family of the employee or spouse, provided such services have been ordered by a physician.
- Convalescent hospital board and room and other necessary services and supplies up to the difference between the hospital's average daily rate for ward and semi-private accommodation for as many as 120 days during any one period of disability provided the individual is admitted to the convalescent hospital within 14 days following confinement in a hospital. All confinements in a convalescent hospital will be considered as one period of disability unless confinements are separated by at least 90 days.
- Charges for the services of an osteopath, podiatrist, naturopath or Christian Science practitioner, who is duly qualified and registered and practicing within the scope of his/her license, to a maximum of \$7.00 per visit and 30 visits per calendar year per practitioner and \$25 per disability for x-ray examinations. No benefit will be payable for charges incurred while the individual is entitled to similar benefits under any provincial health plan regardless of whether the provincial plan pays for all or only part of such charges.

- Charges for one pair of orthopedic shoes per year when prescribed by the attending physician subject to a maximum of \$50.00.
- Rental of an iron lung or other durable medical or surgical equipment ordered by the attending physician.
- Artificial limbs and eyes, crutches, splints, casts, trusses and braces, including replacement due to a change in physical condition, when prescribed or ordered by the attending physician.
- Emergency dental work performed by a dentist for the prompt repair of natural unfilled non-diseased teeth required as a result of a non-occupational accidental injury external to the mouth.
- Anesthesia, oxygen, blood and blood products ordered by the attending physician.
- Diagnosis and assessment but not treatment by a person duly qualified and registered and legally engaged in the practice of psychology on the written recommendation of a physician.
- Diagnostic laboratory and x-ray expenses.
- Physician's charges in connection with psychoanalysis treatment, but only if the individual is a resident of Quebec.
- Out-of-province emergency treatment as described in (1) and (2) below incurred in connection with emergency treatment while the individual is outside the province in which he normally resides.
- Charges for the treatment by a provincially licensed chiropractor up to \$15.00 per visit and up to \$25.00 per disability for x-rays, subject to a maximum of \$300.00 per calendar year. No benefits will be paid while the individual is entitled to similar benefits under any provincial health plan.
- Physiotherapy by a person duly qualified, registered and legally engaged in the practice of physiotherapy, provided such services, by duration and type, have been prescribed by a physician.
- Speech therapy by a person duly qualified, registered and legally engaged in the practice of speech therapy provided such services, by duration and type, have been prescribed by a physician, to a maximum of \$7 per visit and 30 visits per calendar year.
- Charges for the services of a masseur who is duly qualified, registered and legally engaged in the practice of massage, provided such services, by duration and type, have been prescribed by a physician, to a maximum of \$7 per treatment and 30 treatments per calendar year.

- Treatment by a person duly qualified and registered and legally engaged in the practice of acupuncture for not more than \$7 per visit and not more than 30 visits per calendar year.
- Charges for treatment by a person duly qualified, registered and legally engaged in the practice of clinical psychology, provided such treatment, by duration and type, has been prescribed by a physician, to a maximum of \$25 for the first hour, \$10 for each half hour thereafter and 30 visits per calendar year.
 - (1) Charges by a general practitioner or specialist in excess of the amount allowed under the provincial hospital and medical plans in the individual's normal province of residence, provided such charges are reasonable and customary in the area in which they were incurred.
 - (2) Up to \$50 per day for charges for hospital confinement, including ancillary or miscellaneous expenses, in excess of the allowance for ward accommodation payable by the provincial hospital plan in the individual's normal province of residence. No charges will be considered unless all or part of the daily charge is payable under such Provincial Hospital Plan, nor for any type of accommodation for which the individual would not have been covered under this plan had he been hospitalized in his normal province of residence.

Restoration

On January 1 of each year, the amount which has been counted against the maximum benefit of an insured family member and not previously restored or reinstated will be automatically restored up to \$1,000. No evidence of good health is required for this automatic restoration but it is not available after insurance has terminated.

Reinstatement

At any time that the maximum benefit of a family member is reduced by at least \$1,000 on account of benefits which have been collected, reinstatement of the maximum may be requested provided the family member is then in good health. It will be necessary to submit medical evidence of the good health of such member to the Insurance Company at your own expense. The new maximum becomes effective on the date the Insurance Company acknowledges the evidence as satisfactory.

Vision Care Plan

The Company will provide a Vision Care Plan for an employee and his covered dependents. When prescribed by a physician or an optometrist the Plan will cover frames, lenses and the fitting of prescription glasses, including contact lenses, up to a total payment of \$100.00 per family member in any two (2) consecutive years. Effective May 1, 1996, the benefit will be increased to \$125.00 per family member in any two (2) consecutive calendar years.

Exclusions

The plan does not cover charges:

- in connection with any disease or injury other than a non- occupational disease or injury;
- that would not have been made had no insurance existed or that neither the employee nor any of his/her dependents are required to pay;
- for services or supplies which are furnished, paid for or otherwise provided for by reason of the past or present service of any person in the armed forces of a government;
- for services or supplies which are paid for or otherwise provided for under any law of a government except where the payments or the benefits are provided under a plan specifically established by a government for its own civilian employees and their dependents;
- for services and supplies which are not necessary for treatment of the injury or disease or are not recommended and approved by the attending physician or charges which are unreasonable;
- incurred for care, treatment, services, or supplies as a result of any group or employer-sponsored treatment, inoculation or examination.

No benefits are payable under this plan if the provision of such benefits is prohibited by law.

Termination of Benefits

Termination of Employment:

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

If you or one of your insured dependents are totally disabled at the time insurance terminates, benefits will be extended for the disabled individual during the uninterrupted continuance of such disability for a maximum of three months beyond the date on which insurance terminates, but in no event beyond the date the disabled person becomes covered under and other group-type plan providing similar benefits.

An individual will be considered to be totally disabled at the time insurance terminates if:

- an employee is unable because of disease or injury to engage in his regular occupation and is not working for any kind of compensation.
- a dependent is prevented because of disease or injury from engaging in substantially all of the normal activities of a person of like age and sex in good health.

Any extended benefits payable are subject to the provisions and limitations of the plan.

Worker's Compensation:

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

Weekly Indemnity (Sick Leave and Long Term Disability):

Disabled employees on Weekly Indemnity (Sick Leave and Long Term Disability) will be eligible for benefits up to 12 months after the date of disability.

Leave of Absence:

Employees on authorized Leave of Absence will be eligible for benefits for 1 month. Employees may continue their coverage after one (1) month by paying the monthly premium.

Lay-off:

Benefits will cease upon lay-off.

How to Claim

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

APPENDIX "J"
MacMILLAN BLOEDEL LIMITED
DENTAL CARE PLAN

Eligibility

You, your spouse and your unmarried dependent children under age 21 (25 years of age with respect to an unmarried child who is attending school regularly and depends solely on the employee for support) are eligible for inclusion in the plan after your continuous employment for ninety (90) working days. Any mentally challenged or physically handicapped child who was covered up to the maximum age shall remain covered beyond such age, provided the child upon reaching the maximum age and thereafter is incapable of self-sustaining employment and relies upon the employee for support and maintenance.

Effective Date of Benefits

Employee:

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

Dependent:

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

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

The Plan

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

- (a) 100% of the cost of Class I covered expenses, and
- (b) 50% of the cost of Class II and Class III covered expenses based on the 1985 Ontario Dental Association Schedule of Fees. Effective the first of the month following date of ratification (February 2, 1999) the Dental Care Plan will provide coverage based on the 1998 Ontario Dental Association Schedule of Fees. Effective Jan. 1, 2000, the Dental Care Plan will provide coverage based on the 1999 Ontario Dental Association Schedule of Fees. Effective Jan. 1, 2001 the Dental Care Plan will provide coverage based on the 2000 Ontario Dental Association Schedule of Fees. Effective Jan. 1, 2002, the Dental Care Plan will provide coverage based on the 2001 O.D.A. Schedule of Fees. Effective Jan. 1, 2003, the Dental Care Plan will provide coverage based on the 2002 O.D.A. Schedule of Fees. Effective Jan. 1, 2004, the Dental Care Plan will provide coverage based on the 2003 O.D.A. Schedule of Fees. The maximum benefit

per calendar year is \$1,500 per insured family member for Class I and II covered expenses. The lifetime maximum benefit is \$1,500 per insured family member for Class III covered expenses.

Covered Expenses

Class I Procedures:

- Oral examinations, including scaling and cleaning of teeth.
- Topical application of sodium or stannous fluoride.
- Oral hygiene instruction.
- Dental x-rays.
- Extractions.
- Oral surgery, including excision of impacted teeth.
- Amalgam, silicate and plastic composite fillings.
- Anaesthetics administered in connection with oral surgery or other covered dental services.
- Injections of antibiotic drugs by the attending dentist.
- Treatment of periodontal and other diseases of the gums and tissues of the mouth.
- Endodontic treatment, including root canal therapy.
- Pit and fissure sealants.

Class II Procedures:

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

Class III Procedures:

- Orthodontic treatment, including correction of malocclusion.

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

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

Pre-Determination of Benefits

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

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

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

Exclusions

The Plan does not cover:

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

Termination of Benefits

Termination of Employment:

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

Worker's Compensation:

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

Weekly Indemnity:

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

Leave of Absence:

Employees on authorized Leave of Absence will be eligible for benefits for one (1) month.

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

Lay-Off:

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

How To Claim

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

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

APPENDIX "K"

GENERAL INSTRUCTIONS COVERING MILL EMPLOYEES

1. **Starting and Stopping of other than Tour Workers**

Other than tour workers shall be at their respective places to begin work at the hour required for each individual department, and shall remain in their places until the corresponding hour for stopping in that particular department.

2. **Starting and Stopping of Tour Workers**

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

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

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

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

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

It is understood that should an employee have a clear record for a full twelve-month period between steps 1 and 2 or steps 2 and 3, or after stage 3, his record shall be considered clear.

Should the unarranged absence of an employee be of sufficient length, or the reasons for the absence be of such a nature to indicate irresponsibility in the individual concerned, management may discipline the offending employee with a lay-off subject to discharge.

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

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

3. **Individual Responsibility**

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

4. **Discipline and Discharge**

The Company has the right to discipline and discharge for just and reasonable cause.

5. **Bulletin Boards**

Notices shall not be posted in the Mill except upon official bulletin boards, and permission of Management must be obtained before the notice is posted.

6. **Clothing**

On application to supervision individual cases involving accidental contact with corrosive chemicals will be considered. Protective clothing is now provided for planned work with these materials.

7. **Fire Service**

In cases of fire, all employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from the place or used, except in case of fire.

The Company will train employees in this area as it deems necessary.

8. **Management**

Managers, Superintendents, Supervisors, Foremen and Office Force are a part of the Management of the Company.

9. **Leaving the Plant**

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

10. **Permanent Safety System**

All employees must cooperate to the fullest possible extent in promoting the safety of the mill by adhering to all applicable safety rules and established safe operating procedures.

- (a) Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use must be kept in lockers provided for this purpose.
- (b) All guards are to be removed only in full accordance with established lockout procedures and immediately replaced.
- (c) All accidents must be reported at once by the injured employee when possible and the Superintendent of the Department in which the injured workman is employed, to the time office or to the Safety Supervisor or his replacement.
- (d) In the interest of safety every new employee shall be instructed exactly how to stop machinery which he is required to work around regularly.
- (e) All employees when injured must promptly avail themselves of the First Aid facilities provided at the Mill.

11. **Health Program**

Employees are urged to make the fullest possible use at all times of services provided for assisting them to improve their general health and to reduce loss of time and earnings from preventable illness.

12. **Disciplinary Action**

When any disciplinary action is being taken by the Company, the employee will have Union representation, if he so desires.

APPENDIX "L"

Employee Flexibility

The Parties agree to the following Principle and Guidelines for implementing and maintaining Employee Flexibility as set out in Article 38.

Principle

All employees will perform the tasks for which they have the capabilities, whether they are maintenance or operations employees. The Company will provide the training necessary so that employee flexibility can be implemented and maintained progressively and safely. It is also agreed that the Parties will continue to meet after negotiations to further develop and mutually implement work practices and procedures to make the mill more competitive.

Guidelines

Maintenance

Each maintenance employee, whether he is working alone or as part of a group, will perform any work or tasks for which he has the capability, regardless of his trade. In addition, he will assist operators when opportunities arise to avoid or minimize equipment downtime.

The ABB Agreement will be the base from which flexible work practices will expand amongst mechanical maintenance employees.

Operations

While each operator's prime responsibility will be to perform the tasks associated with his job, he will perform basic tasks related to the operation of his department including adjustments to equipment which do not require special qualifications. He will assist maintenance employees to minimize production lost time. If his department is not operating, he can be assigned to assist elsewhere in the mill.

General

The provisions of Article 38 and this Appendix replace any contrary provisions of the Collective Agreement, other agreements or existing practices that would hinder the implementation of employee flexibility.

Employment Security

It is recognized that the introduction of flexibility may have an impact on the workforce. The Company agrees that no regular employee on date of ratification will lose his employment as the result of the implementation of flexibility. Any workforce reductions due to the introduction of flexible work practices will be achieved through attrition. This commitment does not apply to workforce reductions resulting from technological change, automation, market conditions, reduction of operating levels, partial or total shutdowns of a piece of equipment, a department or the mill.

82