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SECTION 1 — PARTIES TO THE AGREEMENT:

1.01 This Agreement is made by and between the Canadian Paperworkers Union and its Local 1120, C.L.C., I.C.F., hereinafter referred to as "The Union" and Weyerhaeuser Canada Ltd., Saskatchewan Division, Prince Albert Pulp & Paper, hereinafter referred to as "The Company",

1.02 For the purpose of interpreting this Agreement, words in the masculine shall apply to the feminine and words; in the feminine shall apply to the masculine.

SECTION 2 — RECOGNITION:

2.01 The Company recognizes the Union as the sole bargaining agency representing all employees of the Company at the mill site in the City of Prince Albert, who are eligible for Union membership for the purpose of collective bargaining as set out in Certification Orders issued by the Labour Relations Board of the Province of Saskatchewan dated April 4, 1968 and August 10, 1973 viz. all employees of the Company in the City of Prince Albert, Saskatchewan, except Foremen, those above the rank of Foreman, and a person having and regularly exercising authority to employ or discharge employees or regularly acting on behalf of management in a confidential capacity in respect of the industrial relations of the Company. Rates for office employees in the bargaining unit covered by this Collective Agreement are set forth in Appendix "A-1".

2.02 After the signing of the Agreement every new employee coming under the terms of this Agreement shall join the Union within a period of thirty (30) days. All said employees shall maintain membership in good standing as a condition of employment throughout the term of this Agreement.

2.03 The Company agrees to deduct regular Union dues each pay period from the pay of each employee. Remittance of all deductions shall be sent to the Local Union Financial Secretary accom-

panied by an itemized list of names and amounts deducted within five (5) days of said deduction. The Company agrees to deduct initiation fees and Union dues from new employees on the first pay period after date of hire. Union membership application forms will be forwarded to the Financial Secretary.

2.04 No employee shall be subject to any penalties against his application for membership or reinstatement, except as may be provided for in the constitution and by-laws of the Union.

2.05 A duly authorized representative of the Union occasionally may require short periods of time to administer normal Union business during working hours. In such instances, the Union representative concerned must secure permission from his supervisor before undertaking the assignment. 4

2.06 It is recognized by this Agreement to be the duty of the signatory Company to explain fully the terms of this Agreement to all its officers, Foremen, and others engaged in a supervisory capacity and it is recognized to be the duty of the signatory Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

2.07 The Company will not interfere with the right of any employee to engage in Union activities subject to Article 2.05. There shall be no discrimination, interference, restraint, or coercion by the Company or any of its agents against any employee in regard to the above rights.

2.08 The Company will not prejudice employees charged with criminal offences. No employee shall be subject to discipline under this Section unless he has been convicted of a criminal offence and is unable to report for work.

SECTION 3 --- MANAGEMENT RIGHTS:

3.01 The Company retains the right to manage its operations in all respects except as this right may be expressly restricted by the terms of this Agreement.



SECTION 4 — TERM OF AGREEMENT:

4.01 The Company and the Union agree one with the other that they will abide by the Articles of this Agreement from August 1, 1988 until July 31, 1991, and from year to year thereafter, unless changed through mutual agreement.

4.02 Either party to this Collective Bargaining Agreement may, not less than thirty (30) days nor more than sixty (60) days before the expiry date of the Agreement, give notice in writing to the other party to terminate the Agreement or to negotiate a revision of the Agreement.

SECTION 5 — PROBATIONARY EMPLOYEES:

10/30

5.01 It is understood and agreed that all new employees will be on probation during the first thirty (30) days of employment unless an extension is granted in writing from the Union. During this period, employees may have recourse to the grievance procedure, except in cases of lay-off or discharge, and during such period such employees may be laid off or discharged where found unsatisfactory by the Company. After successful completion of the probationary period, an employee will have full seniority rights dating from the start of his probationary period.

SECTION 6 — SENIORITY:

2/10/88

6.01 Promotion, Demotion and Layoff: Seniority shall govern promotions, lay-offs, demotions, filling vacancies, transfers and rehiring providing the employee has the qualifications and ability to perform the work properly. Need for job training will not prohibit an employee from qualifying under this Article.

6.02 For the purpose of this Agreement there shall be three (3) classes of seniority: job seniority, departmental seniority, and mill seniority.

(a) Job seniority is defined as the length of serv-

ice in a given job classification. Those employees with job and departmental seniority established as July 1, 1968 prior to October 1, 1968 shall retain these seniority dates, also job seniority for Top Operators in the pulping group shall be as established in January of 1970.

(b) Departmental seniority is defined as the length of service of an employee in a department.

(c) Mill seniority is defined as the length of service in the work force in the plant at Prince Albert, and is only applicable to employees coming under the terms of this Agreement.

6.03 In the consideration of seniority in promotions, first preference shall be given job seniority. Where job seniority is equal, departmental seniority shall prevail. If job and departmental seniority are both equal, then mill seniority shall determine the promotion, subject to 6.01.

Note: In the case of employees in the Maintenance Trades, a "B" Mechanic will be promoted to and paid the rate of "A" Mechanic. This period not to exceed twelve (12) months, unless extension is requested from the Union and granted.

6.04 Any employee promoted to a permanent position within the Company over which the Union has no jurisdiction may be returned by the Company, or at his own request, to his former position within two (2) months, or within an extension thereof by mutual consent of the parties. He shall have all of his former standings re-established, providing he remained in good standing with the Union during this period of promotion. An employee promoted to a supervisory position will perform the full range of supervisory responsibilities including the administration of discipline.

6.05 Job Postings:

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(a) It is the Company policy to promote from within the ranks of the Company employees where employees possess the required qualifications. Should a vacancy occur in the work force covered by this Agreement, a notice outlining the required qualifications will be posted throughout the mill for a period of seven (7) consecutive days to enable interested employees to apply for such posted jobs. If a Statutory Holiday shutdown period occurs during the Job posting time, then an extension for receipt of job bid applications will be made equal to the hours of the Statutory Holiday shutdown. An employee who accepts a posted position will not be eligible to re-bid for another vacancy for a period of six (6) months from the time he took over the originally posted job. The successful applicant to a job bid will commence training in the new position on a date mutually agreed upon following the termination of the bid. The successful applicant's job and departmental seniority in the new job will commence the day following the termination of the bid or the day the vacancy occurred, whichever is earlier.

(b) The successful applicant for a job bid will be determined by mill seniority provided he has the necessary qualifications. The name and mill seniority of the successful bidder will be posted on the bulletin boards and a letter of notification listing all applicants and seniority dates will be sent to the Union and to each applicant covering each job bid.

(c) The six (6) month ineligibility provision in (a) above does not apply to bidding into the apprenticeship program.

(d) The Company will give advance notification of anticipated apprenticeship starts and other positions which will become available as a result of retirements and planned increased manpower.

6.06 An employee who has been transferred or promoted from one job to another shall have the privilege of returning to the job from which he was transferred or promoted within sixty (60) days of the date of commencement of transfer or promotion. The Company shall have the right to return the employee to the former job within a period of sixty (60) days of the date of commencement of the transfer or the promotion if the employee is not competent to do the job to which he was transferred or promoted. An employee returned to his former job shall retain his seniority when returned.

(a) In a reduction of the working forces of the Maintenance departments, the junior man in the basic trade involved in respect of departmental seniority, regardless of classification, will be laid off first.

In the event such a reduction would result in the laid off employee exercising his rights under clause 6.08 (a) or 6.08 (b) and by so doing be eligible to ~~displace~~ ^{displace} an employee outside the maintenance department and that non-maintenance employee has more mill seniority than a remaining employee in the basic trade involved, then that less senior trades employee will be laid off. All of this subsection is subject to a ratio of 3 to 1 — A trades to apprentice and 11.09 (b).

(b) In a reduction of the working forces in the Production lines of progression, employees will be demoted step by step down their line of progression, in the reverse order of the steps in their line of promotion.

(c) In a reduction of the working forces in the office, an office employee will have the opportunity to exercise his/her seniority to displace the most junior office employee in the following job classifications: Mail Clerk, Stenographer, Clerk Typist, Switchboard/Telex Operator and Junior Data Entry Operator/Office Relief, provided the employee possesses the required skills and qualifications to do the job.

The classification of Mail Clerk will be excluded from Section 6.08 (a) and (b) where a simultaneous reduction of the working forces occurs in the office and plant.

(d) In each case that an individual is returned to his former job, the Company will advise the Union, in writing, of the reason(s).

6.07 It is agreed that all temporary placements caused by the employee being off duty for purposes authorized by the Company shall be made on a shift basis where possible during the first thirty (30) days of any one absence. If the absence is for a reason other than vacation and goes beyond thirty (30) days, then the senior tour worker will be given the opportunity to move up for the duration of the absence subject to 6.01.

6.08

(a) An employee subject to layoff, caused by plant closure which is projected to be of six (6) weeks or less, shall have the opportunity to exercise his mill seniority to the remaining bottom jobs (exception: Stores Receiving Clerk) in the lines of progression and the following non-line of progression classifications: Mail Clerk, Stores Truck Driver, Chip Loft Clean-up Man, Material Handler and General Services Labourer and if he does so will return to his original job when it becomes available.

(b) An employee subject to lay-off, other than in (a) above, shall have the opportunity to exercise his mill seniority to displace the most junior employee out of all lines of progression and the following non-line of progression classifications: Mail Clerk, Stores Truck Driver, Chip Loft Clean-up Man, Material Handler and General Services Labourer. He shall then be entitled to the most junior resulting bottom job, i.e. if the junior person being displaced is partly up the line of progression, normal move-up will take place.

(c) The foregoing does not apply to employees

hired for Maintenance Shutdown who shall be laid off when their temporary period of employment is concluded, but shall have rights of recall as identified in 6.09 for vacancies that occur in their own trade or classification only.

(d) An employee who is displaced from his job due to a lay-off under (b) above and continues his employment will be given the opportunity (only once) to return to his former department prior to job posting in that department.

(e) Upon resumption of operation following a complete mill shutdown and lay-off, all employees will return to the shift, department and job held at the time of lay-off.

6.09

(a) Lay-off and Recall: An employee who has been laid off for a period longer than six (6) months shall be considered terminated unless, during the six (6) months and each succeeding month thereafter, the employee has notified the personnel office, in writing, of his intention to return if recalled.

(b) Laid-off employees shall be recalled to work in reverse order of their lay-off, and must advise the Company of their acceptance of the job within fifteen (15) days following the date the Company mailed the notice of recall to their last address on record, such notice of recall to be by registered mail. If the employee fails to report, or if the employee has not arranged with the Company for an extension of this period, he will be considered separated from the Company.

6.10 Management shall give the Union prior written notice in each instance in which it, without the agreement of the Union Standing Committee, decides to promote, lay-off, re-employ out of the established line of seniority. In cases where time does not permit prior consultation, the Management shall take temporary action only until the recommendations of the Standing Committee have been con-

sidered. If a complaint arises, the Union may take steps as provided in Section 7.01(c).

6.11 An employee who performs work on a higher rate of pay than his own shall be paid at the higher rate of the job classification he takes over.

6.12 The Union will be supplied copies of lists of seniority dates for all employees covered by this Agreement. These lists will be amended every ninety (90) days in order to keep them up to date.

The seniority list will follow the same pattern as the established lines of progression, trade and office classifications, and each line will be dealt with separately. The seniority lists will consist of mill, departmental, and job seniority. Those lists shall be posted on all departmental bulletin boards.

6.13 Employees hired in the summer relief category will be considered as temporary employees and will be laid off as such by fall of each year. They will not accumulate seniority from year to year, with respect to rehire.

6.14 It is expressly understood and agreed to by both parties to this Agreement that the relationship between staff and office Union employees is an interwoven relationship. There will be times when an office Union employee will be temporarily working in the field normally covered by a staff employee, and there will be times that a staff employee will be temporarily working in the field of an office Union employee. These relationships are in effect at the present and will remain in effect.

For example, (1) the Purchasing and Traffic Superintendent is frequently required to further expedite material that has previously been expedited by an office Union employee;

(2) the Technician is periodically required to act in the field normally occupied by the Process Engineer, and vice versa, both for personal development and in order to expedite the results.

(3) the Mill Nurse will administer first aid; and etc., etc.

6.15 The provisions of 6.14 do not apply when a vacancy of a day or more occurs and it is determined by the Company that service related to the vacant position is not required. If the Company determines that service related to the vacant position is necessary, an employee required to work on a higher rated job for any part of the day(s) will receive the higher rate for the full day(s) involved.

6.16 In the event the Company installs new equipment, employees coming under the terms of this Agreement shall be given first opportunity to be trained and to operate this equipment subject to Article 6.01.

SECTION 7 — ADJUSTMENT OF GRIEVANCES:

7.01

(a) When an employee or the Union has a written complaint or grievance, he will refer it to his Foreman within sixty (60) days of the alleged infraction against the employee; he must be accompanied by a Shop Steward. If the complaint or grievance has not been given to the Foreman within this period, it will be considered invalid. The Foreman will give a written reply within five (5) days exclusive of weekends and statutory holidays. If the employee fails to process his grievance to the next step within sixty (60) days from the Foreman's reply, the grievance or complaint will be deemed invalid unless an extension to this time limit is requested by the Union.

(b) If the problem is still not resolved, it will be referred to the Union Standing Committee who will meet with the Managers' Committee, who will reply within five (5) days.

(c) If the Union Standing Committee and the Managers' Committee are unable to settle the grievance, the matter will be referred to the President of Local 1120 and his Executive and the Mill Manager and his Management Committee. The Mill Manager will reply within five (5) days.

(d) If the problem is still not resolved, the matter may be referred to the Regional Vice-President of the Union or his designee and the Mill Manager or his designee. The Mill Manager will reply within five (5) days.

(e) All time limits may be extended by mutual consent. Agreements for extension must be in writing.

(f) If agreement cannot be reached, the matter may be referred to arbitration.

7.02 Disciplinary Cases:

(a) In any disciplinary meeting, which may result in an oral or written reprimand, suspension or discharge, the employee will be accompanied by a Union representative. Discipline shall be administered fairly and shall be used as a corrective procedure. In repetitive cases of a minor nature, e.g., habitual lateness, etc., the discipline meted out will increase in severity leading to eventual discharge of the employee if the corrective discipline is not effective. The Union will be notified in writing when disciplinary action has been taken.

(b) A claim by a regular employee that he has been discharged without just cause may be presented in writing as a grievance at step (c) of the grievance procedure within five (5) working days after the date of discharge. If such grievance is processed to arbitration, the Arbitration Board may confirm the Company's action, or reinstate the employee with full compensation for time lost, or make other ruling considered equitable in the opinion of the Board.

7.03 Arbitration: When either party decides to submit a grievance to arbitration, then the other party shall be so advised in writing. The Company and the Union shall then each appoint an arbitrator within five (5) days. The two (2) arbitrators so appointed shall endeavour to agree, within the next five (5) days, upon a third arbitrator to act as Chairman of

the Arbitration Board. If the third arbitrator is not chosen within a five (5) day period, then the Minister of Labour shall be requested to appoint an impartial Chairman.

No person shall be appointed as an arbitrator who has been involved previously in an attempt to negotiate or settle the grievance.

Each party shall pay the remuneration and expenses, if any, of the arbitrator appointed by such party and the remuneration and expenses of the Chairman shall be borne equally by the Company and the Union. Witness fees and allowance shall be paid by the party calling the witness. The proceedings and the decision of the Arbitration Board shall be expedited by the Company and the Union. This Arbitration Board shall convene and render a decision within fifteen (15) days and such decision shall be final and binding on both parties. The arbitrators shall not be authorized to make, nor shall they make, any decision or recommendation inconsistent with the provisions of this Agreement, nor alter, modify, nor amend any part of this Agreement.

SECTION 8 - TECHNOLOGICAL CHANGE:

8.01 The Company will abide by Section 43 of The Trade Union Act, 1972, its amendments, and regulations pertaining thereto, and copies will be made available to all employees.

8.02 An employee with one (1) year or more of continuous service who is set back to a lower paid job because of mechanization, technological change or automation will receive the rate of his regular job at the time of the set-back until such time that any increases to the rate of his current job is equal to or greater than the rate of his former regular job at the time of the set-back.

SECTION 9 — SEVERANCE PAY:

9.01

(a) All employees who have completed one year

or more of continuous service will be eligible for Severance Pay when laid off due to lack of work for which their seniority entitled them.

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(b) Severance Pay shall be 2% of an employee's total earnings for the last full period of continuous service. One-half of the Severance Pay will be paid after the employee has been laid off six (6) weeks. The second half of the Severance Pay due will be paid after the employee has been laid off three (3) months.

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Exception: Employees whose jobs are eliminated as the result of Technological Change, who have completed one year or more of continuous service, will be paid the first one-half of the Severance Pay due them on their next regular pay-day.

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

(d) If an employee is recalled after having received all of the Severance Pay due him, he will begin again, as of the date of return, accumulating a new period of time which will be credited toward any future layoff.

(e) 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 in event of future layoff.

(f) The employee shall have the option of receiving his Severance Pay, in accordance with Subsection (b), or he may elect to have his Severance Pay held in abeyance for up to one year from the date of separation. He may apply in writing at any time during the year, at which time his Severance Pay will be paid forthwith.

**SECTION 10 — EMERGENCY AND NORMAL
MAINTENANCE SHUTDOWNS:**

10.01 On an emergency shutdown of twenty-four (24) hours or less, including the shift in which the shutdown occurred and two (2) shifts following, operating crews will be provided with work and will be paid at the rate of their current occupations. Employees will be expected to do work assigned on these emergency shutdowns.

10.02 During shutdowns occasioned by normal clean-up and scheduled maintenance, operating crews will be provided with work to the extent possible and will be paid at the rate of their permanent classification.

10.03 During shutdowns referred to in 10.02, employees will be expected to do the work assigned. Tour workers may be scheduled to work with day workers during the shutdowns.

10.04 In any situation where extra manpower is required and immediately in emergencies, operating personnel in operations may be moved from department to department; however, if the situation has the slightest appearance of being prolonged for any length of time, the relief men for the employees involved will be called in immediately. For the further guidance of those involved, this policy is to be interpreted in a liberal manner, with respect to calling in extra coverage in emergencies.

10.05 If, during a Maintenance Shutdown or a special project, an employee with the required trades qualifications is temporarily transferred from the Production crews, prior Maintenance Department seniority shall govern the transfer.

**SECTION 11 — DEFINITIONS AND HOURS OF
WORK:**

11.01 MULL DAY: The word day is defined as the twenty-four (24) hour period beginning at 8:00 a.m.

11.02 MILL WEEK: The work week is defined as the seven (7) day period beginning at 8:00 a.m. Sunday.

11.03 Mill day employees' hours of work will be from 8:00 a.m. to 12:00 noon and 12:30 p.m. to 4:30 p.m. Monday to Friday.

11.04 Office day employees' hours of work will be from 8:00 a.m. to 12:30 p.m. and 1:00 p.m. to 4:00 p.m. Monday to Friday.

The hours of work for the switchboard/telex classification will be different from those specified above subject to Subsection 11.06. The hours of work will be 7:00 a.m. to 12:00 Noon and 12:30 p.m. to 3:00 p.m. Monday to Friday or 9:00 a.m. to 12:30 p.m. and 1:00 p.m. to 5:00 p.m. Monday to Friday for the employees concerned.

11.05 Both parties to the Agreement are committed to a basic work week of forty (40) hours for mill day workers consisting of five (5) eight (8) hour days, those being Monday through Friday.

11.06 Both parties to the Agreement are committed to a basic work week of thirty-seven and one-half (37½) hours for office day employees consisting of five (5) seven and one-half (7½) hour days, those being Monday through Friday.

11.07 Hours of work for Tour Workers: The hours of work for tour workers will be:

8.00 a.m.	—	4.00 p.m.
4.00 p.m.	—	12.00 midnight
12.00 midnight	—	8.00 am.

or as otherwise agreed upon between the parties. A Tour Worker will normally work one hundred and sixty-eight (168) hours in any twenty-eight (28) day period.

11.08 There shall be regular scheduled shifts with consecutive days off, mutually agreed upon. The employees may change their shifts or days off by mutual arrangements with the Foreman of the

department concerned without penalty to the employer.

11.09

(a.) Length of time working on tour in the Maintenance Department shall be a minimum of three (3) consecutive months. Following this three (3) month period, the employee on tour shall have the option of remaining on tour for one additional three (3) consecutive month period. The next draft for working on tour shall be started immediately below the last man asked in the previous draft. In the event that everyone declines, then the junior man who is capable of going on tour and who has not yet been on tour shall be forced on tour. When everyone has either accepted or been forced on tour, the man who has been off tour the longest and is capable of going on tour will be next to be forced on tour.

(b) "Capable of going on shift" is defined as an "A" Tradesman with the knowledge and sufficient general experience to do the necessary trades work safely to keep any area of the mill operating in the off shifts with minimum supervision. If more than one man is required on shift in any trade group, one man will be an "A" Tradesman, where possible.

(c) The only exception to Article 11.09 (a) will be the temporary replacement of a Maintenance Tour Worker. The replacement must be on account of illness or vacation. This will only apply on a vacancy of one tour or more. Selection of relief employee shall be by method described in 11.09 (a and b).

11.10 No employee shall be required or permitted to report for duty on more than two (2) occasions on call-ins in a twelve (12) hour period.

11.11

(a) When it is necessary to change an employee's schedule, the new schedule for the week during which the change takes place will

provide for a basic forty (40) hour week with five (5) eight (8) hour shifts regardless of how the shifts are paid.

(b) When it is necessary to change a relief person's schedule the new schedule will provide for a basic forty (40) hours of work regardless of how the hours are paid.

11.12 Day(s) off for Production Department Tour Workers on a five (5) day operation will be from 8:00 a.m. Saturday to 8:00 a.m. Monday.

SECTION 12 — OVERTIME ROSTER AND DAYS OFF:

12.01 Overtime Roster

(a) Overtime will rotate from the employee with the least overtime to the employee with the most overtime as shown on the roster.

(b) The overtime and call-in roster will be kept up daily Monday through Friday showing:

1. Hours of overtime worked.
2. Hours of overtime credited by refusals or unable to contact.
3. Each employee's overtime total to date.

(c) Employee(s) listed on the roster shall have the option of refusing overtime subject to 12.04.

(d) Employee(s) who are phoned and cannot be contacted, or refuse the overtime, will be credited with the same hours as the employee(s) who have worked.

(e) New employee(s) will be credited average overtime to date.

(f) An employee who is off work up to seven (7) days shall be withdrawn from the roster. Upon his return, he shall be replaced on the roster in the same numerical position as he was when removed, and credited with the average overtime hours between the employee above and below him.

1. An employee who is on light duty shall remain off the roster until he is ready for

full duty and will then appear on the roster as provided in (f) or (g).

(g) An employee off work more than 7 days shall have his name withdrawn from the roster. Upon his return, his name shall reappear on the roster with average overtime hours to the date of his return.

(h) Employees who are working on urgently needed equipment before quitting time will be given first option of remaining on the job. If the Job is to be continued on a 24 hour basis and a second shift is assigned, the selection of tradesmen for the second shift will be in accordance with the provisions of the overtime roster.

(i) All hours worked between 8:00 a.m. and 12:00 noon, 12:30 p.m. and 4:30 p.m., Monday through Friday, will not be credited to the overtime roster regardless of how they are paid. Overtime worked at noon hour will be credited but the call list will not be used to cover noon hour overtime.

(j) The Company shall provide the Union with copies of all overtime rosters at the end of each month, showing the total of the overtime hours refused and overtime hours worked.

(k) An employee refusing overtime shall be credited:

1. The minimum overtime of the trade or classification worked;

—OR—

2. The overtime worked on the job if asked to work on a particular job.

(l) On January 1st of each year all roster hours will revert to zero (0) but the names will remain in the same numerical position on the roster.

(m) Apprentices and day Stores employees will have their ^{own} overtime rosters in accordance with the provisions of this Section.

12.02 In the event the day or days off are changed, then a schedule shall be posted on or before the Thursday of the week preceding the change. It is

agreed that when sufficient notice is not given, then overtime will be paid for work performed on the original day or days off.

If sufficient notice is not given as above, and an employee is transferred from his regular shift or tour, he shall retain the conditions of his normal regular shift or tour for not longer than the first week of the transfer as it applies to his scheduled days off only.

12.03 Overtime work will be on a voluntary basis except when an employee's relief fails to report for work. The Company has every right to expect cooperation where overtime work is necessary.

12.04 Weekend Maintenance coverage: In the event that sufficient volunteers are not available to:

- 1) Maintain the standards of the present form of weekend coverage, and
- 2) To cover emergency situations,

the Company will schedule in accordance with Section 12.01 and will so advise the Union.

12.05 The Company will maintain practices in operating departments, which will fairly distribute overtime opportunities for that work which is unrelated to a particular job classification. This system will be designed to share opportunities for overtime and not to equalize such overtime on an hour for hour basis.

SECTION 13 — OVERTIME:

13.01 Overtime at the rate of time and one-half (1½) the regular straight time hourly rate will be paid on the following basis:

- (a) For work performed by Mill Workers in excess of eight (8) hours within a twenty-four (24) hour period, except as provided in Section 13.02.
- (b) For work performed by Office Day Workers in excess of seven and one-half (7½) hours within a twenty-four (24) hour period except as provided in Section 13.02.
- (c) For work performed on an employee's day(s) off

(d) For work performed by mill employees in excess of forty (40) hours per week except as provided in Section 13.02.

(e) For work performed by office employees in excess of thirty-seven and one-half (37½) hours per week except as provided in Section 13.02.

(f) For work done by day workers before or after their regular starting or quitting time and during the half hour noon break.

(g) For work done by office clay employees before or after their regular starting or quitting time and during the half hour noon break.

(h) For work performed on Statutory Holidays.

Where possible, overtime work shall be confined to employees in the department where the overtime occurs.

13.02 For work performed from 8:00 a.m. Sunday until 8:00 a.m. Monday, the rate shall be one and one-half (1½) the regular straight time hourly rate and shall be called premium time, the reason being a compensation for Sunday work and not overtime. Hours worked on Sunday will be used to compute the forty (40) hour work week for mill workers and thirtyseven and one-half (37½) hour work week for office workers.

13.03 Overtime will not be pyramided, nor will more than one basis be used for the computation of overtime.

13.04 Rest Period:

(a) When an employee works for sixteen (16) hours, lunch period included, within a twenty-four (24) hour period, and if scheduled to work the next day, he will be given a rest period of eight (8) hours. He will not be required to report for work until the end of the eight (8) hour rest period. He will be paid straight time for any time lost from his work day as a result of the rest period. The hours paid but not worked as a result of the rest period will be used to compute the forty (40) hour work week.

(b) Any day employee required to work between

the hours of midnight and 8:00 a.m., having reported prior to 6:00 a.m., and if scheduled to work the next day, will be given equivalent time off as rest period at the beginning or end of the work day and will be compensated as in (a) above.

(c) The above will not apply to a Day employee who has the opportunity to work more than one (1) night shift.

13.05 Overtime Banking

(a) **Day Workers and Office Workers:**

Effective January 1, 1982, Day Workers and Office Workers who work in excess of ten (10) hours in a day shall have the option of receiving the overtime premium on the basis of this Section or receiving straight time for hours in excess of ten (10) hours in a day and taking equivalent time off in units of not less than four (4) hours* at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half premium pay. Day Workers and Office Workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

*For Day Workers and Office Workers who need not be relieved, banked time off in units of not less than two (2) hours may be granted, applicable only at the beginning or end of the day. Requests for time off less than two (2) hours when granted, will be paid as banked time to complete the regular shift with the balance of the two (2) hours paid as deferred one-half premium pay.

(b) Tour Workers:

Effective January 1, 1982, Tour Workers who work in excess of twelve (12) consecutive hours on a regularly scheduled shift or in excess of eight (8) consecutive hours on a scheduled day off shall have the option of receiving the overtime premium on the basis of this Section or of receiving straight time for hours in excess of twelve (12) or eight (8) consecutive hours respectively and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year. Any overtime remaining at the end of the contract year in which it is banked may be carried over to the next contract year for purposes of taking equivalent time off. If equivalent time off is not taken by the end of the contract year following the contract year in which it is earned, the Company shall pay the deferred one-half premium pay. Tour Workers who choose to bank overtime may later re-elect to receive the deferred one-half premium pay.

(c) When the banked time off is requested in writing seven (7) days in advance, employees shall receive written notice of the disposition of their request a minimum of seventy-two (72) hours prior to the requested time off. The payment of overtime shall not be a factor in cancelling approved time off.

SECTION 14 — SHIFT DIFFERENTIAL:

14.01 On August 1, 1981 the Company agrees to pay to all employees a shift premium of thirty-one (31) cents per hour for all hours worked on the 4:00 p.m. to 12:00 midnight shift and a shift premium of fifty (50) cents per hour for all hours worked on the 12:00 midnight to 8:00 a.m. shift.

14.02 Shift differential shall not be used in the calculation of overtime rates but shall be applied on actual hours worked.

Shift differential does not apply to recognized holiday pay, bereavement leave, jury duty, or floating holidays.

SECTION 15 — HOLIDAYS:

15.01

(a) The Company agrees to pay a total of seventy-two (72) hours for the following Statutory Holidays (Office Day employees will receive 7.5 hours for each Statutory Holiday):

New Year's Day	8 (*7.5) hours
Good Friday	8 (*7.5) hours
Victoria Day,	8 (*7.5) hours
Canada Day,	8 (*7.5) hours
Saskatchewan Day	8 (*7.5) hours
Labour Day	8 (*7.5) hours
Thanksgiving Day	8 (*7.5) hours
Remembrance Day	8 (*7.5) hours
Christmas Day	8 (*7.5) hours

(b) An employee whose regular day off occurs on a Statutory Holiday as listed in (a) will be paid for the holiday but may take a day off without pay in the year that the holiday occurs at a time mutually agreed upon by the employee and the Company. [An exception is scheduling a day in lieu of Christmas Day which can be scheduled up to January 31st of the next year and taken prior to March 31st of that year at a time mutually agreed upon.]

(c) On non-shutdown holidays, no office personnel will be scheduled to work unless required for specific duties.

(d) To be eligible for Statutory Holiday pay an employee must be on the active payroll of the Company.

- 1) Where a Statutory Holiday occurs during an employee's vacation period, the employee shall be entitled to a day off with pay at a later date in lieu of the Statutory Holiday pay or he may take an additional

day off with pay at the beginning or end of his vacation in lieu of the Statutory Holiday pay.

2) Any employee who has been laid up by accident, illness, or other justifiable cause, having been at work some time within the ninety (90) day period previous to the holiday shall receive Statutory Holiday pay provided he is qualified under this clause.

3) An employee laid off under the provisions of 6.08 (a) shall receive Statutory Holiday Pay.

(e) Time lost as the result of an accident as recognized by the Workers' Compensation Board shall be considered as time worked for the purpose of qualifying for a recognized paid Statutory Holiday. It is understood that the employee will only be entitled to this credit for time while on Workers' Compensation for a period of up to but not exceeding one (1) year from the date of his accident or injury.

(f) The provision of Article 13.01 (h) will apply to any future holidays proclaimed by the Provincial Government.

15.02

(a) The Company agrees to pay an additional eight (8) hours pay (7.5 hours for Office Day employees) for each of December 24, December 26 and July 2. These hours will be used to compute the forty (40) hour work week.

(b) With respect to those days indicated in (a) above, employees laid off for pulp and chip inventory adjustment purposes of six (6) weeks or less will receive the additional holiday pay.

15.03

(a) Floating Holidays: The Company agrees to grant three (3) floating holidays with pay per calendar year, to be taken at a time mutually agreed upon by the employee and the Company. New employees will be entitled to one (1) floater after

thirty (30) days of service, a second floater after sixty (60) days of service, and the third floater after ninety (90) days of service. Floaters which have not been taken or scheduled to be taken by employees prior to December 31st each year will be forfeited. Floating Holidays must be scheduled to be taken by January 31st of the year following the qualifying year.

Hours paid for floating holidays will be considered as hours worked for the purpose of calculating the forty (40) hour work week.

The payment of overtime in itself shall not be a factor in granting one (1) floater per shift per line of progression (two (2) per shift in the Pulp Machine, Steam & Recovery, Woodyard or Paper Machine lines of progression) provided the request is made prior to the Thursday of the preceding week. However, there will only be one employee off on vacation or floating holiday per day at any one time for shift personnel in Scales and Technical and only one off on vacation and one off on a floater per day in the Security Department.

(b) In exchange for additional operating time (special arrangement), the Company will grant to employees three (3) additional floating holidays of 12 hours each to the Tour Workers on the compressed work week, of 8 hours to Day Workers, and of 7.5 hours to Office Workers. The three (3) floating holidays referred to in 15.03 (a) will be paid at 12 hours each to Tour Workers on the compressed work week.

15.04 Statutory Holiday Plant Shutdowns:

(a) The following Statutory Holiday Shutdown will be observed:

CHRISTMAS DAY 72 Hours
(8:00 a.m. December 24 to 8:00 a.m. December 27)

(b) The Company will grant to any employee required to work during this Statutory Holiday Plant Shutdown, a day off with pay at a later date

mutually agreed upon in lieu of the Statutory Holiday pay.

(c) During the Statutory Holiday shutdown, the regular operators for the following permanent job classifications will be required:

1 Water Plant Operator per shift;

1 Electrician per shift;

1 Security Guard (senior men at their discretion)

1 Turbine Operator per shift;

1 Lime Kiln Operator per shift;

1 Millwright per shift;

1 Power Boiler Operator per shift;

1 Power Boiler Helper per shift.

In case of an emergency, such as fire, flood, frost, and danger, it will be necessary to call in the required number of people needed to control or eliminate same.

During the Christmas Holiday, where required:

1 Recovery Operator;

1 Spoutman.

These people are to report for work eight (8) hours preceding start-up; specific duties water wash the boiler. If such reporting has not been cancelled twenty-one (21) days prior to the start of the Holiday Shutdown, and the work is not required, the employees affected will receive eight (8) hours penalty payment at their straight time normal rate of pay.

(d) Other than the specific water wash duties referred to in (c) above, employees reporting for work on this Statutory Holiday shutdown will not be required to perform other than their normal duties.

(e) Early Start-up

A limited number of operators and maintenance personnel will report for work four (4) hours ahead of normal reporting time following a statutory holiday shutdown to prepare for start-up. Such reporting will be on a voluntary basis and will be fully supported by the Local Union executive.

Personnel required will be the entire steam and recovery crew to ready the steam, power, water and air services for availability by the users. Also required will be the normal maintenance shift crew complemented by an instrument mechanic to assist and make repairs where required for start-up.

(f) The mode of operation on New Year's Day and Canada Day will be at the weekend coverage level.

The mode of operation on July 2 will be the same as for Good Friday, Victoria Day, Saskatchewan Day, Thanksgiving Day and Remembrance Day.

The mode of operation on Labour Day will provide for a minimum of personnel to work. Those required will be at the weekend coverage level excluding:

(1) All Woodroom and Woodyard personnel except Chip Reclaim coverage of three per shift.

(2) Any Spare Helpers not required for relief purposes.

15.05 Pay for Holiday Work

(a) Overtime shall be paid for all hours worked on Statutory Holidays as per 13.01 (h).

(b) Overtime shall be paid for all hours worked on December 24, 26, and July 2.

(c) Those employees working on December 24, 25 and 26 shall receive equal time off with pay (12 hours straight time to tour workers on the compressed work week) at a later date. This will also apply to Canada Day, Labour Day and New Year's Day. Day means 24 hour period beginning at 8:00 a.m. on each of these official holiday!.

The paid days in lieu for working December 24, 25, 26, New Year's Day, Canada Day and Labour Day will be accorded the same scheduling status as a floating holiday as per Section 15.03. These hours paid for lieu days will not be used to compute the 40 hour work week.

(d) To tour workers on the compressed work

week, the Company will pay for actual hours lost at straight time on Christmas Day and Labour Day.

SECTION 16 — VACATIONS:

16.01

(a) The vacation year shall be from June 1 st to May 31st.

(b) The vacation week for four workers on seven (7) day operation consists of one complete tour.

(c) Any employee who has worked more than six (6) months on the seven (7) day operating schedule in the qualifying year shall have the option of taking off four (4) calendar weeks where entitled to three (3) weeks' vacation, five (5) calendar weeks where entitled to four (4) weeks' vacation, six (6) calendar weeks where entitled to five (5) weeks' vacation and seven (7) calendar weeks where entitled to six (6) weeks' vacation, providing the employee is on a five (5) day week schedule when his vacation is scheduled to be taken.

16.02 Employees with one or more vacation years of service will be eligible for three (3) weeks' vacation as at June 1st each year.

16.03 Employees with less than one (1) full vacation year of service will be granted one and one-half (1½) days per month to a maximum of fifteen (15) days vacation as at June 1st of the year following commencement of employment.

16.04

(a) Employees with seven (7) or more vacation years of service will be eligible for four (4) weeks' vacation as at June 1st of each year commencing in 1982.

(b) Employees with less than seven (7) but more than six (6) full vacation years of service will be granted one-half (½) a day a month to a maximum of five (5) days vacation as at June 1st following commencement of the seventh (7th) year of employment.

16.05

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05

(a) Employees with fifteen (15) or more vacation years of service will be eligible for five (5) weeks' vacation as at June 1st of each year.

(b) Employees with less than fifteen (15) but more than fourteen (14) full vacation years of service will be granted one-half (1/2) a day a month to a maximum of five (5) days vacation as at June 1st following commencement of the fifteenth (15th) year of employment.

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(c) Employees with twenty-four (24) or more vacation years of service will be eligible for six (6) weeks' vacation as at June 1st of each year.

(d) Employees with less than twenty-four (24) but more than twenty-three full vacation years of service will be granted one-half (1/2) a day a month to a maximum of five (5) days vacation as at June 1st following commencement of the twenty-third (23rd) year of employment.

16.06

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05

(a) An employee shall be entitled to pay for such vacation on the basis of 6 1/2% of his total wage for each vacation of three (3) weeks to which he is entitled, or one hundred and twenty (120) hours at his regular straight time hourly rate, whichever is the greater, and 8 1/2% of his total wage for a vacation of four (4) weeks or one hundred and sixty (160) hours at his regular straight time hourly rate, whichever is the greater, and 10 1/2% of his total wage for a vacation of five (5) weeks or two hundred (200) hours at his regular straight time hourly rate and 12 1/2% of his total wage for a vacation of six (6) weeks or two hundred and forty (240) hours at his regular straight time hourly rate, whichever is the greater.

Employees qualifying for vacation under Article 16.03 will receive pay on the basis of 6 1/2% of their total wage or their regular pay for each day of vacation. Employees qualifying for vacation under 16.04 (b) will receive pay on the basis of

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6½% of earnings prior to their seventh anniversary date and 8½% of earnings following their eighth anniversary date.

Application of four (4) weeks vacation entitlement.

1. Employees whose seventh anniversary of employment occurs between January 1 and May 31, 1983 will, on June 1, 1982 be eligible for three weeks vacation plus ½ day adjustment for each month before this date, calculated to the nearest full month.

Examples:

a) Employee hired March 4, 1976:

Entitlement - June 1/82 — 3 weeks plus
1½ days
June 1/83 — 4 weeks

b) Employee hired March 18, 1976:

Entitlement - June 1/82 — 3 weeks plus
1 day
June 1/83 — 4 weeks

2. Employees whose seventh anniversary of employment occurs between June 1, 1983 and May 31, 1984 will, on June 1, 1983, be eligible for three weeks vacation plus ½ day for each month prior to this date, calculated to the nearest full month, to a maximum of five days.

Examples:

a) Employee hired July 15, 1976:

Entitlement — June 1/82 — 3 weeks
June 1/83 — 3 weeks + 5
days (or 4 weeks)
June 1/84 — 4 weeks

b) Employee hired October 4, 1976:

Entitlement — June 1/82 — 3 weeks
June 1/83 — 3 weeks
plus 4 days
June 1/84 — 4 weeks

c) Employee hired January 15, 1977:

Entitlement — June 1/82 — 3 weeks

June 1/83 — 3 weeks plus
2½ days

June 1/84 — 4 weeks

All employees will receive, in addition to their regular vacation pay, an additional amount of vacation pay equivalent to ten (10) hours pay at the hourly rate of the employee's regular job when he takes the first week of his vacation.

(b) No employee may continue to work and draw vacation pay in lieu of taking the vacation.

(c) Vacations are not cumulative and must be taken within the vacation period, except for those employees qualified for less than three (3) weeks vacation.

(d) Vacation payments shall be paid prior to the vacation on the day specified by the employee. This day shall not be more than fourteen (14) days prior to the vacation and an employee must give at least five (5) days notice of the day cheque is required. When cheque has been issued, employee is committed to take vacation.

(e) Employees may elect to carry one (1) week of their vacation into the next vacation year up to June 30th, providing it does not interfere with the scheduling of vacations within the new vacation year.

Application for this week of vacation must be made by May 1 st.

(f) Regular vacation will not be paid out on lay-off unless requested by the employee.

16.07

(a) Time lost as the result of an accident as recognized by the Workers' Compensation Board shall be considered as time worked for the purpose of qualifying for vacations.

(b) Time lost as a result of a non-occupational accident or illness, up to a period of one year, shall be considered as time worked for the purpose of qualifying for vacations, provided:

- 1) The employee has been on the payroll for not less than one (1) year, and:
- 2) The employee returns to his employment. It is understood that the employer shall have the right to require a certificate from a qualified medical practitioner.

16.08 An employee will be paid his holiday pay within five (5) days of his date of termination.

16.09 Prime Vacation Time:

(a) The prime vacation time will be from June 1 to September 30 each year.

(b) During prime vacation time mill seniority will govern only one vacation period.

(c) Employees not filing requests for vacation time by May 1 of each year will be treated on a first come first serve basis for any open time left after employees in (b) have been satisfied.

(d) Employees entitled to more than two (2) weeks vacation will be encouraged to limit time off during the prime time to two (2) weeks to enable as many employees and their families to enjoy a summer vacation as possible.

(e) Employees will be notified of their approved vacation time prior to June 1 of each year, subject to (c) above.

(f) The following will be the number of employees allowed off at any one time during the prime vacation time subject to letter of intent dated October 19, 1986.

Tour Workers

General — At any one time there will only be allowed off TWO EMPLOYEES PER JOB CLASSIFICATION and ONE EMPLOYEE PER SHIFT PER LINE OF PROGRESSION.

EXAMPLE

One Digester Operator on "A" Crew and one on "B" Crew will be allowed off at the same time, providing no other person on "A" and "B" Crew in Digester Line of progression is scheduled off on vacation at the same time.

Exceptions —

1. In the following progression lines, TWO employees per line of progression will be allowed off at one time, one from the classifications above the broken line and one from the classifications below the broken line.

Should there be no requests for vacation from the classifications on one side of the broken line, then two from the other side will be allowed off at one time. However, the combination may vary from shift to shift as qualified personnel must be available. For example, the combination of Machine Tender and Backtender, Recovery Operator and Field & Relief Panel Operator will not be allowed off at one time.

2. In Security and Technical Departments, there will be only one employee off on vacation from the A & C shift schedule and one employee off on vacation from the B & D shift schedule. In Scales, only one shift employee will be granted vacation at any one time.

JOB NO. MACHINE ROOM

- 1. Machine Tender
- 2. Backtender
- 3. Grader
- 4. Balerman - - -

- 5. Shipper
- 6. Car Loader
- 7. Spare Helper

JOB NO. WOODROOM

- 1. #1 Wood Prep. Operator
- 2. Asst. Wood Prep. Operator
- 3-4. Slasher Operators - -

- 5. Sorter #1
- 6. Sorter #2
- 7. Slasher Discharge
- 8. Labourer
- 9. Spare Helper

JOB NO. STEAM & RECOVERY

- 1. Recovery Operator

- 2. Field & Relief Panel Operator
- 3. Turbo-Generator Operator
- 4. Power Boiler Operator
- 5. Recovery Assistant
- 6. Power Boiler Helper
- 7. Spoutman
- 8. Water Treatment Plant
- 9. Spare Helper

JOB NO. WOODYARD

- Yard Service Man
- 2-4. Equipment Operator No. 1
- 5. Equipment Operator No. 2
- 6. Equipment Operator No. 2 (Days)
- 7. Chip Reclaim Operator
- 8. Chip Unloader
- 9. Equipment Operator No. 3
- 10. Truck Driver
- 11. Woodyard Labourer
- 12. Woodyard Spare Helper

Maintenance Workers — Pulp Mill

- * 6 Millwrights plus one apprentice
- * 4 Pipefitters plus one apprentice
- * 2 Instrument Mechanics plus one apprentice
- * 3 Electricians plus one apprentice
- * 3 Welders plus one apprentice
- 2 Auto Mechanics
- 1 Carpenter
- 1 Painter
- 1 Machinist
- 1 Oiler (2 where relief is available)
- 1 Sheet Metal Worker

*The number of tradesmen allowed off at one time increases by one when there is no apprentice scheduled for vacation.

Maintenance Workers -- Paper Mill

- 3 Millwrights
- 3 E/I's
- 1 Pipefitter

- '1 Welder
- '1 Machinist
- '1 Lubrication Mechanic

(g) In an effort to maximize the vacation opportunities during the prime vacation period, the Paper Mill will operate with four (4) rather than the normal five (5) crews.

This will be accomplished through an annual rotation such that every five (5) years each crew will be dispersed into the remaining four (4) crews for the prime time period. The members of the crew to be dispersed in a given year will be advised, as to their crew for prime time, in January of the year concerned, in order that their plans can be formulated for the prime time period.

This scheduling will provide for a one ('1) to four (4) ratio (on vacation) and in many cases will provide better than a ratio of one (1) to four (4).

16.10 Supplementary Vacations:

(a) After completing five (5) or more years of continuous service with the Company, an employee shall, in addition to the regular vacation to which he is entitled, become eligible to receive a supplementary vacation with pay each five (5) years as set forth below:

An employee may elect to take Supplementary Vacation one day at a time according to the following schedule:

Supplementary Vacations	Weeks	Days Per Year Option
After Five (5) years service	—one	(1) day per year
After Ten (10) years service	—two	(2) days per year
After Fifteen (15) years service	—two	(2) days per year
After Twenty (20) years service	—three	(3) days per year
After Twenty-five (25) years service	—four	(4) days per year
After Thirty (30) years service	—five	(5) days per year
After Thirty-five (35) years service	—six	(6) days per year
After Forty (40) years service	—seven	(7) days per year

If the employee wishes to elect this option, he

must advise the Company, in writing, of his election in advance for that 5-year period. However, employees may revoke this option at any time during the five (5) year period and take any remaining Supplementary Vacation days as weeks. Any remaining Supplementary Vacation days that cannot be taken in multiples of five (5) will be taken in one block.

When exercising the option of taking their Supplementary Vacation in "days" as above, Tour Workers on compressed work week must use banked overtime hours to make up the twelve (12) hours. If no banked time is available, he may apply and receive unpaid leave of absence for such make-up. Should he revoke the option of taking his Supplementary Vacation in day(s) per year, the equivalent time off remaining must be taken in one single consecutive block, using banked time if available, then unpaid leave of absence, if necessary, to supplement the last shift off duty.

For the purpose of determining eligibility for Supplementary Vacation, an employee's service shall be calculated from the date of his joining the Company.

(b) General Provisions: The Supplementary Vacation may be taken in conjunction with the regular vacation to which the employee is entitled provided such regular vacation is not scheduled to be taken during the months of July or August, in which event the Supplementary Vacation shall be taken at a time to be agreed upon by the Company and the employee.

The Supplementary Vacation must be taken prior to the employee becoming eligible for his next earned period of Supplementary Vacation as provided for in Section (A) above.

One (1) week's Supplementary Vacation Pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.

(c) Partial Entitlement: At retirement or termination from the Company, an employee who has completed five (5) or more years of service shall be entitled to that portion of Supplementary Vacation pay proportionate to the number of years of service completed subsequent to his last five year entitlement period.

(d) Supplementary vacation will not be paid out on lay-off unless requested by the employee.

SECTION 17 — HOT MEALS:

17.01

(a) If an employee has been given four (4) hours notice before he must report to work, then he is responsible for supplying his own meals for the first nine (9) hours worked. If he works more than nine (9) hours, then he will be supplied with a meal at approximately the 9th hour and every four (4) hours thereafter. He is not eligible for an additional meal if he has not worked beyond the 4th hour.

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For example, if an employee is scheduled to work 8:00 p.m. to 8:00 a.m. he would have earned a meal at 5:00 a.m., but because the cafeteria does not open until 6:00 a.m., he would have his meal at that time.

(b) If an employee is held over beyond a regular 8 hour shift, then he would be entitled to a meal at approximately the ninth hour and every four (4) hours thereafter, provided he worked beyond the 4th hour.

For example if an employee is scheduled to work 8:00 a.m. to 4:30 p.m. and is held over until 11:00 p.m., he would earn two (2) meals.

(c) If an employee has not been given four (4) hours' notice, then he is eligible for a meal at the first regular meal time and every four (4) hours thereafter, provided he worked beyond the 4th hour; regular meal time being 6:00 a.m., 12:00 noon, 5:00 p.m., and 12:00 midnight.

For example, an employee called at 10:00 a.m.

to report to work at 12:00 noon to work until 12:00 midnight would be eligible for three (3) meals.

An employee called in to cover a day shift will be provided breakfast in addition to a meal at 12:00 noon and every four hours thereafter, provided the employee works beyond the 4th hour. If the breakfast is not required, a meal ticket will not be provided.

(d) A meal ticket may be issued in advance in order that the employee can eat the meal to which he is eligible during normal cafeteria hours.

(e) The normal hours when the cafeteria will be open will be from 6:00 a.m. to 6:30 p.m. on a daily basis. During Maintenance Shutdown periods, the cafeteria may be asked to provide twenty-four (24) hour service.

(f) A T.V. dinner will not constitute a hot meal.

SECTION 18 -JURY DUTY:

18.01 Upon presentation of a voucher from the Clerk of the Court showing fees received for serving on a Jury or reporting for Jury roll call or serving as a Crown Witness, an employee shall be paid the difference between the pay received from such Jury duty or reporting for Jury roll call and his regular pay. Hours paid for above duties will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays.

18.02 Employees attending for jury selection on a given day and who are not selected for jury duty will report for the remainder of their regular day shift (i.e. 7.5, 8 or 12 hour shift). A reasonable length of time will be allowed for the individual to travel from town to the mill for work that day. It will not be required for an employee to attend work in the morning for that period of time prior to the 10:00 a.m. selection time. (This is subject to change should the jury selection time change). Thus, when

required only in the morning or only in the afternoon, employees scheduled on days will work the portion of the day they are not in attendance at court.

Shift workers required for jury duty, jury selection or as a crown witness, will not be required to attend work if scheduled for night shift preceding the day that attendance is required by the courts. Should a shift worker's attendance with the courts extend beyond 2:00 p.m. on a given day and if required to work that night, attendance at work will not be required.

SECTION 19 — CALL-IN:

19.01 An employee called in outside of his regularly scheduled hours of work shall be paid time and one-half (1½) for the hours worked or a minimum of four (4) hours at straight time, whichever is the greater, for each unrelated job he is assigned. If the employee is called in on a Sunday or during the hours allowed for mill holiday shutdown time, the minimum shall be six (6) hours at straight time.

The above arrangements will not apply when an employee is requested to work overtime as a continuance of his scheduled work hours.

19.02 A Maintenance employee called in before his regular shift on an emergency job shall be paid at the overtime rate until the emergency job is complete, as long as his trade or class is required and he remains on duty.

SECTION 20 — BEREAVEMENT LEAVE:

20.01 When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence. The employee will be paid for a maximum of three (3) scheduled working days.

20.02 Members of the employee's immediate family are defined as the employee's:

(a) Spouse	(k) Daughter-In-Law
(b) Mother	(l) Step-Parents

- | | |
|-------------------|--------------------|
| (c) Father | (m) Grandparents |
| (d) Brothers | (incl. Spouse's) |
| (e) Sisters | (n) Grandchildren |
| (f) Sons | (o) Legal Guardian |
| (g) Daughters | or Ward |
| (h) Mother-In-Law | (p) Step-children |
| (i) Father-In-Law | (q) Brother-In-Law |
| (j) Son-In-Law | (r) Sister-In-Law |

20.03 Compensable hours under the terms of this Section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

SECTION 21 — LEAVE OF ABSENCE:

21.01 The Company agrees that it is proper to grant leave of absence to employees who have been elected or appointed to an office or position in their Union, or who have been nominated or elected to Federal, Provincial, or Municipal office.

21.02 In the case of an employee being appointed or elected to a full time office or position in his Union, leave of absence up to the term of office will be granted. Only Company seniority shall accumulate during the period of an employee's leave of absence.

21.03 Employees elected to Federal, Provincial, or Municipal office shall be granted leave of absence, as is necessary, during the term of such office. Only Company seniority shall accumulate during the period of an employee's leave of absence.

21.04 Where convenient, employees will be granted leaves of absence upon request.

21.05 Maternity Leave

An employee with one year more of continuous service, who is to be absent as a result of pregnancy, shall be given the choice of applying for leave of absence without pay or of resigning. Such leave of absence should not exceed a period of six (6) months.

An employee wishing to work beyond the seventh month of her pregnancy must provide a statement of medical approval from her attending physician.

In cases of a leave of absence as a result of pregnancy, the position may be filled by a temporary replacement. Notice of return to work must be given the Company at least three (3) weeks before the employee's return. The returning employee shall be re-employed in her former position.

Company seniority will accumulate during the employee's leave of absence.

SECTION 22 — OCCUPATIONAL WEALTH AND SAFETY:

22.01 The signatory Company and the signatory Union undertake jointly to promote safety and occupational health education among all the employees of Prince Albert Pulp Company Ltd. in an effort to overcome accidents and occupational health hazards.

An employee and management member of the Occupational Health and Safety Committee will participate in new employee indoctrination to ensure that new employees understand the joint dedication to health and safety.

22.02 The Company will abide by the provisions of "The Occupational Health Act, 1972", its amendments and regulations pertaining thereto and copies of same will be made available to all employees.

22.03 The Company and the Union will not condone abuse of the aforementioned legislation.

SECTION 23 -ALLOWANCE FOR FAILURE TO PROVIDE WORK:

23.01 In case any employee reports for his regular scheduled shift, having been ordered to report for such work, and then no work is provided, he shall nevertheless receive four (4) hours pay for so reporting and shall be provided transportation home if required.

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23.02 In any case where an employee has commenced his regular scheduled shift, he shall receive a minimum of six (6) hours pay and shall be provided transportation home if required, except in case of call time as provided in Article 19.01 hereof.

SECTION 24 — FOURDRINIER WIRE CLAUSE:

24.01

(a) An employee called in to put on a wire shall be paid a minimum of six (6) hours at straight time, or time and one-half (1½) for the hours worked, whichever is the greater.

(b) An employee who is engaged in putting on a wire after his shift is completed shall be paid at straight time plus three (3) additional hours, or at time and one-half (1½) for the hours worked, whichever is the greater.

(c) If an employee is called in to put on a wire and the change has not been completed when his regular shift begins, he shall be paid six (6) hours at straight time for the period worked before the beginning of his shift, or at time and one-half (1½) for the hours worked, whichever is the greater, and thereafter at straight time for the balance of his regular day's work.

(d) Putting on a wire as referred to in this Section includes draping the wire but not placing it in the cradle when this is done apart from the actual wire change.

(e) An employee normally scheduled to work during the hours when the wire is changed shall be paid for the time worked.

**SECTION 25 — STEAM ENGINEERING
CERTIFICATES:**

25.01 The following will be the Certificate requirements for Steam Plant personnel:

Recovery Operator -- Valid Saskatchewan 3rd
Class Steam Engineering Certificate.

Field and Relief Panel Operator — Valid Sas-

katchewan 3rd Class Steam Engineering Certificate.
Turbo-Generator Operator — Valid Saskatchewan 3rd Class.
Power Boiler Operator — Valid Saskatchewan 3rd Class.
Recovery 1st Asst. — Valid Saskatchewan 4th Class.
Power Boiler Helper — Valid Saskatchewan 4th Class.

25.02 Permanent vacancies which require a certificate will be filled by the senior man in the line of progression. If the senior man does not possess the required certificate, he will be given six (6) months on the job to obtain it, provided that, at the time the vacancy occurs, the employee can show that he is making a substantial effort towards obtaining the required certificate. An employee by-passed as a result of the above will have the opportunity to acquire the promotion, providing he obtains the required certificate within three (3) months or on the next available Examination date following the three (3) month period.

Temporary vacancies such as floating holidays, sickness, and vacation relief may be filled by a certificate of one class lower than required for that classification.

25.03 Any employee in the Steam & Recovery department holding a valid Saskatchewan license above that which his job calls for shall be compensated at the rate of fifteen (15) cents per hour.

25.04 The Company will pay the cost of license renewals and examinations and will reimburse the employee for time lost while writing examinations. Should an employee be required to write an examination on a scheduled day off, he will be paid at his regular straight time rate for the time spent writing to a maximum of eight (8) hours.

25.05 Steam Plant Vocational Leave:

(A) Fourth Class Certificate:

Upon successful completion of the Department of Education Correspondence Course for a **FOURTH CLASS STATIONARY STEAM ENGINEERING CERTIFICATE**, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted three (3) weeks' leave of absence with pay to attend an approved Vocational School to complete the course and write the examination for the Fourth Class Stationary Steam Engineering Certificate.

During his first week at the school, the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable, he will continue his studies at the school during the following two (2) weeks and write the prescribed examination. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted three (3) weeks' leave of absence, two (2) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the prescribed Fourth Class Certificate examination.

(B) Third Class Certificate:

Upon successful completion of the Department of Education Correspondence Course for a **THIRD CLASS STATIONARY STEAM ENGINEERING CERTIFICATE**, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted five (5) weeks' leave of absence with pay to attend an approved Vocational School to complete the course and write the examination for

the Third Class Stationary Steam Engineering Certificate.

During his first week at the school, the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable, he will continue his studies at the school during the following four (4) weeks and write the prescribed examination. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted five (5) weeks' leave of absence, four (4) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the prescribed Third Class Certificate examination.

(C) Second Class Certificate:

Upon successful completion of the Department of Education Correspondence Course for a SECOND CLASS STATIONARY STEAM ENGINEERING CERTIFICATE, or possessing equivalent qualifications acceptable to the Vocational School authorities, employees shall be granted ten (10) weeks' leave of absence with pay, on the basis set forth hereunder, to attend an approved Vocational School to complete the two-part course and write the examination for the Second Class Stationary Steam Engineering Certificate:

- 1) Five (5) weeks' leave of absence with pay to complete Part "A" (Mathematics & Physics)
- 2) Five (5) weeks' leave of absence with pay to complete Part "B" (Basic Engineering)

During his first week at the school in each of the above-mentioned cases (1) and (2), the employee will be evaluated by the school authorities to determine his knowledge of the subject, and if the evaluation is favourable, he will con-

tinuè his studies at the school during the following four (4) weeks and write the examination prescribed for Part "A" or "B", whichever is applicable. In the event that the evaluation is not favourable, the school authorities will indicate to the employee those areas where further study is needed and he will return to the mill and carry out the recommended home studies. Upon completion of this additional studying, the employee will be granted five (5) weeks' leave of absence, four (4) weeks with pay and one (1) without, to return to the Vocational School to complete the course and write the examination prescribed for Part "A" or "B", whichever is applicable.

(D) Basis of Pay:

One (1) week's pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.

(E) Additional Leave:

Leave of absence with pay will be granted to Steam Plant personnel on the basis as set forth in A, B, and C above. Any further Vocational Training required to pass each respective certificate shall be at the employee's expense and such additional leave of absence will be granted.

(F) Books:

The Company will bear seventy-five percent (75%) of the cost of the textbooks laid down by the Vocational Training School as a requirement for those writing for Stationary Engineering Certificates.

(G) Examination and Tuition Fees:

The Company will bear the cost of the prescribed Examination and Tuition Fees, if any, required of candidates writing for Stationary Engineering Certificates. This will also apply to S.A.I.T. correspondence courses.

(H) Transportation Allowance:

The Company will grant transportation allowance to Steam Plant personnel attending Voca-

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tional School on the same basis that transportation allowance is being granted at the time by the Apprenticeship Branch to apprentices attending an approved Vocational School.

(I) Timing of Leave:

Leaves of absence will be granted at a time suitable to the Company, bearing in mind the Vocational School curriculum.

(J) Number on Leave:

Normally it will not be possible to grant leave of absence to more than one Steam Plant employee at a time. However, if relief is available, this limit may, at the discretion of the Company, be exceeded.

(K) Living Out Allowance:

While an employee is attending Vocational School on the basis set forth in A, B, and C above, the Company will pay him a living out allowance which, combined with any Government living out allowance to which he may be entitled, is equal to the living out allowance he would receive from the appropriate Government authorities as an Apprentice.

(L) Government Allowance:

If at any time provision is made whereby transportation and/or other allowances are granted by the Government to Steam Plant personnel attending an approved Vocational School to write for Stationary Engineering Certificates, the provisions set forth above will then be amended to take into account such Government allowances.

SECTION 26— HEIGHT DIFFERENTIAL:

26.01 Height differential shall be paid for all work performed on vertical surfaces higher than thirty (30) feet from the landing below; e.g. a Painter working from a scaffold, an Electrician working on a pole or from a temporary structurally-supported surface. Height differential shall be thirty (30) cents additional pay per hour, over and above the employee's regular rate.

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SECTION 27 — SPECIAL, WORKING CONDITIONS:

27.01 Premium pay at the rate of fifteen (15) cents per hour will be paid to employees for actual hours worked, or for a minimum of four (4) hours, whichever is greater, on the following:

- (a) Working in lime kiln;
- (b) Working in liquor or sulphur tanks;
- (c) Handling bagged lime;
- (d) Working in precipitators;
- (e) Working in furnaces;
- (f) Working in evaporators;
- (g) Working inside digester;
- (h) Working inside bag shakers;
- (i) Working in scrubber;
- (j) Working inside ClO_2 generators;
- (k) Firefighting crews while fighting fires;
- (l) Working inside Flakt Dryers.
- (m) Working on bucket elevator, pan conveyor and hot lime screw, excluding normal lubrication, inspection duties and minor adjustments;
- (n) Working on mobile cranes inside the main house but excluding operator's cab area and precleaned areas.

Except when specialized safety clothing is required, an employee assigned to work in the areas identified above will be provided with a pair of paper coveralls.

27.02 Fire Fighting Crews:

An employee whose job classification includes fire fighting duties will receive a bonus of one-half of his regular straight time rate for each hour he spends fighting or cleaning up after a fire, to be computed from the time he leaves his regular job until his fire fighting duties are concluded: A minimum of one hour bonus pay (the equivalent of 2 hours at the bonus rate) will be paid for each fire call. This premium will also be paid for fire crew training. If a member of the fire crew is engaged in fire fighting duties and qualifies for overtime pay in accordance

with an applicable provision of this Labour Agreement, the bonus will also be paid. Clothing damaged in the course of fighting fires will be replaced or cleaned by the Company.

An employee requested to assist the fire brigade in fighting a fire will also receive compensation under this clause.

This clause does not apply to Security personnel.

SECTION 28 — MEETING ATTENDANCE PAY:

28.01 No employee's normal earnings shall be reduced by virtue of attendance at meetings with the Company, with the exception of Contract negotiations, wage rate discussion, conciliation and arbitration meetings.

SECTION 29 — BULLETIN BOARDS:

29.01 The Company shall supply, place, and maintain adequately enclosed bulletin boards in each department for all safety and Union notices.

SECTION 30 — CONTRACTING OUT:

30.01 The Company will not bring contractor!; into the plant to do work which can normally be performed by the Maintenance department, nor will the Company send out or contract work that is normally done by employees covered by this Collective Agreement.

30.02 The Company will endeavour, when contractors are required to do work in the plant, to utilize unionized contractors.

30.03 The Company will inform the Union, in advance, when contractors are to be brought into the plant.

SECTION 31 — WORK STOPPAGES:

31.01 There shall be no strike, stoppage, slow-down or restriction of output during the life of this Agreement.

31.02 There shall be no lockout of employees during the life of this Agreement.

SECTION 32 — WAGES:

32.01 The wage rates set out in Appendices "A" and "A-I" attached hereto and forming part of this Agreement shall be the wage rates in effect during the term of this Agreement.

32.02 Employees who are employed on a continuous twenty (20) or twenty-one (21) shift per week schedule will receive thirty-five (35) cents per hour for all hours worked on that schedule. This premium will be paid in addition to the hourly rate and will be applied in like manner to that of Shift Differential.

**SECTION 33 — BYPASSING — FREEZING
POLICY:**

An employee who is bypassed or frozen in a line of progression, is subject to the following conditions:

33.01 In the event of a layoff or curtailment of operations, the employee who is bypassed or frozen will remain on his regular job and may only be bumped by an employee with more job seniority unless subject to Section 6.08.

33.02 In the event of resumed operations after a layoff or curtailment of operations, all employees who were previously ahead of the bypassed or frozen employee in the line of progression, will have the right to move ahead again before the bypassed or frozen employee can unfreeze and accept promotions in the progression again.

33.03 For the purpose of bumping, job seniority in a higher job in the line of progression will constitute the same seniority in all jobs below it.

An employee who decided to unfreeze and accept promotions again in the line of progression is subject to the following conditions:

- (a) In the event of unfreezing, the employee next

in job seniority on that job will have the right to promote before the frozen employee.

(b) Where no immediate promotion prevails, the employee next in job seniority to the frozen employee will have the right to promote as above; however, when a promotion occurs and the bypassed employee wishes to promote again or unfreeze, he is subject to the same conditions as listed in (a) above and must further signify within one (1) month his intention to unfreeze. The one (1) month period will allow the employee to promote immediately on the next available promotion, otherwise he will again be subject to the condition as listed in (a) above.

(c) Employees on bottom jobs in all lines of progression are subject to the rights of mill seniority whether they are bypassed or not.

33.04 There will be no limitation on the number of employees freezing in any one job classification.

33.05 Spare Helpers, Laboratory-Scale and Security Relief personnel cannot freeze or be by-passed.

33.06 A Union Executive member must be present when an employee is freezing or unfreezing.

SECTION 34 — REPORTING FOR WORK:

34.01 The responsibility for being at work at the designated time rests solely with the individual and if circumstances are such that an employee cannot report for work, then it is his responsibility to contact his own supervisor or the supervisor on the job. If he is unable to reach the supervisor, he will leave the message with the Security Guard who will notify the supervisor. The Security Guard will make note of the call and send the list to the Industrial Relations Manager daily.

If an employee phones in sick and does not specify the number of days he will be absent, then his supervisor will assume that the employee will be off for one shift or day. In any instance, if an employee fails to report for work without proper notification, he will be subject to discipline.

In cases of long term absences, other than approved vacations, an employee must notify his immediate supervisor at least twenty-four (24) hours in advance of his return to work.

**SECTION 35 — REPRIMANDS AND
SUSPENSIONS:**

35.01 Reprimands will remain on an employee's file for one year only from the date of issue.

35.02 A record of suspension will be removed from an employee's file following two (2) infraction-free years.

35.03 The Company will notify the Union in writing when disciplinary action has been taken.

SECTION 36 — COURSES:

36.01 Employees undertaking Company approved educational courses, including correspondence courses, upon successful completion shall be entitled to reimbursement of 75% of course fees.

SECTION 37 — TRADES LICENSES:

37.01 The Company will pay the cost of licenses, certificates, tickets which employees require in the performance of their regular duties with the Company. Reimbursement will be made for any time lost when an examination or special schooling is required to obtain such licenses, certificates or tickets. Any payment available from any government agency will not be duplicated.

SECTION 38 — LETTERS OF INTENT:

38.01 It is the Company's intention to honour any Letters of Intent mutually agreed upon by both the Union and Company unless they have become redundant under present Agreement.

During the term of this Agreement, the Company and the Union will form a committee to review all existing written understandings for the purpose of codifying those that are still applicable.

SECTION 39 — METRIC TOOLS:

39.01 During the term of this Agreement, no tradesman will be expected to provide metric tools required in the performance of his duties.

SECTION 40 — APPRENTICESHIP PROGRAM:

40.01 The terms and conditions of the present Apprenticeship Program shall be operative during the term of this Agreement.

SECTION 41 — SAFETY SHOES:

The wearing of safety shoes is mandatory for all employees excepting office personnel whose normal duties do not regularly require them to go into the mill or yard areas (e.g. technical and engineering personnel other than clerical will be required to wear safety shoes).

The Company will contribute to a maximum of one hundred & ten (\$110) dollars per year per employee toward safety shoes.

SECTION 42 — PENSION PLAN:

All employees coming under the terms of this Agreement will be covered by the Company Pension Plan for unionized employees.

SECTION 43 — COVERALLS

Effective January 1, 1982, regular full time employees of the Maintenance Department will be provided with clean cloth coveralls to a maximum of two (2) changes per week on an exchange basis only. Company owned coveralls not returned will be charged to the employee at actual cost price on payroll deduction. Present coverall policies currently in effect will exclude Maintenance Department personnel.

Effective January 1, 1989, Woodyard Equipment Operators No. 1 and Operators who relieve in the No. 1 Operator classification will be provided coveralls as per Section 43.

IN WITNESS WHEREOF we, the undersigned, have as the accredited representatives of the respective parties to this Agreement, hereunto set our signatures this 24th day of November, 1988.


FOR WEYERHAEUSER CANADA LTD., SASKATCHEWAN DIVISION PRINCE ALBERT PULP & PAPER



Marcel R. Goulard, Vice President



Michael C. E. Rushby, Manager of Human Resources



Michael Haner, Pulpmill Manager



Harry Eybersen, Controller




Curtis Barnebey, Papermill Manager

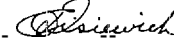


D. G. Bowersock, Manager of Employee Relations

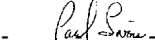
FOR C.P.U., LOCAL 1120, C.L.C.



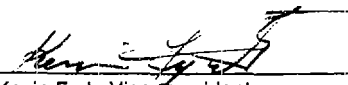
Robert Hughf, President

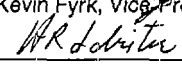


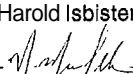
Emil Disiewich, Vice-President



Paul Lavoie, Vice-President


 Kevin Fyrk, Vice President


 Harold Isbister, Vice President


 Norman MacLellan, National Rep.

APPENDIX "A"
TRADE CLASSIFICATION, CODES AND RATES

CLASSIFICATION	Occ. Code	Cost Centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
DIGESTER					
Digester Operator	130	201	20.015	21.115	22.275
Digester Assistant	131	201	18.055	19.050	20.100
Recast Operator	132	205	17.280	18.230	19.235
Lime Kiln Operator	133	205	16.970	17.905	18.890
Digester Spare Helper	134	201	15.575	16.430	17.335
BLEACHPLANT					
Bleach Plant Operator	140	209	20.015	21.115	22.275
Chemical Plant Operator	141	207	18.055	19.050	20.100
Bleach Plant 1st Helper	142	209	17.280	18.230	19.235
Bleach Plant 2nd Helper	143	209	16.730	17.650	18.620
Bleach Plant Spare Helper	144	209	15.575	16.430	17.335
MACHINE ROOM					
Machine Tender	150	211	20.015	21.115	22.275
Backtender	151	211	19.135	20.185	21.295
Pulp Grader	152	211	17.305	18.255	19.260
Balerman	153	211	16.820	17.745	18.720
Shipper	155	213	16.350	17.250	18.200
Carloader	156	213	16.200	17.090	18.030
Scale & Utility	—	—	16.035	16.915	17.845
Machine Room Spare Helper	158	211	15.575	16.430	17.335
STEAM&RECOVERY					
Recovery Operator	159	304	20.015	21.115	22.275
Field and Relief Panel Operator	160	304	18.970	20.015	21.115
Turbo Generator Operator	161	307	18.580	19.600	20.680
Power Boiler Operator	162	305	18.365	19.375	20.440
Recovery Assistant	163	304	17.740	18.715	19.745

CLASSIFICATION	Occ. Code	Cost Centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
Power Boiler Helper	164	305	17.090	18.030	19.020
Recovery Spoutman	165	304	16.665	17.580	18.545
Water Treatment Operator	166	303	16.200	17.090	18.030
Steam & Recovery Spare Helper	167	304	15.575	16.430	17.335
OTHER PRODUCTION					
Technical Trainer	070	—	20.015	21.115	22.275
Salvage Man	252	501	17.950	18.935	19.975
Mterial Handler	092	205	16.270	17.165	18.110
Chip Loft Clean-Up Man	091	201	15.835	16.180	17.070
Tall Oil Plant Operator	168	306	17.145	18.090	19.085
TECHNICALCONTROL.					
Day Tester	—	—	17.300	18.250	19.255
Tester No. 1	185	401	17.300	18.250	19.255
Chip Tester	186	401	16.445	17.350	18.305
STORIES					
Tool Crib Attendant	251	409	17.950	18.935	19.975
Control Clerk	182	409	16.650	17.565	18.530
Receiving Clerk	179	409	16.360	17.260	18.210
Senior Stores Floorperson	181	409	16.165	17.055	17.995
Stores Floorperson (Shift)	180	409	16.005	16.885	17.815
Stores Floorperson (Days)	183	409	16.005	16.885	17.815
Truck Driver	375	409	15.885	16.760	17.680
MAINTENANCE					
Auto Mechanic "A"	200	501	20.015	21.115	22.275
Auto Mechanic "B"	201	501	17.950	18.935	19.975
Carpenter "A"	203	501	20.015	21.115	22.275
Carpenter "B"	204	501	17.950	18.935	19.975
Electrician "A"	206	501	20.015	21.115	22.275
Electrician "B"	207	501	17.950	18.935	19.975
Instrument Mechanic "A"	209	501	20.015	21.115	22.275
Instrument Mechanic "B"	210	501	17.950	18.935	19.975
Mechinist "A"	212	501	20.015	21.115	22.275
Mechinist "B"	213	501	17.950	18.935	19.975
Millwright "A"	218	501	20.015	21.115	22.275
Millwright "B"	219	501	17.950	18.935	19.975
Painter "A"	221	501	20.015	21.115	22.275
Painter "B"	222	501	17.950	18.935	19.975
Pipelitter "A"	224	501	20.015	21.115	22.275
Pipelitter "B"	225	501	17.950	18.935	19.975
Welder "A"	227	501	20.015	21.115	22.275
Welder "B"	228	501	17.950	18.935	19.975
Sheet Metal Mechanic "A"	230	501	20.015	21.115	22.275
Sheet Metal Mechanic "B"	231	501	17.950	18.935	19.975

CLASSIFICATION	Occ. Code	Cost Centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
Insulator "A"	233	501	20.015	21.115	22.275
Insulator "B"	234	501	17.950	18.935	19.975
Shift Electrician	261	501	20.015	21.115	22.275
Shift Millwright	262	501	20.015	21.115	22.275
Shift Pipefitter	263	501	20.015	21.115	22.275
Shift Welder	264	501	20.015	21.115	22.275
1st Year Apprentice	—	501	16.225	17.115	18.055
2nd Year Apprentice	—	501	16.965	17.900	18.885
3rd Year Apprentice	—	501	17.525	18.490	19.505
4th Year Apprentice	—	501	18.125	19.120	20.170
5th Year Apprentice	—	501	19.020	20.065	21.170
Oil Inspector	250	501	20.015	21.115	22.275
Maintenance Utility	243	501	16.200	17.090	18.030
ALL AREAS EXCEPT WOODROOM					
Truck Driver	375	409	15.885	16.760	17.680
Labourer	090	403	15.335	16.180	17.070
OPERATION RATES					
Gallon Operation	376	403	16.625	17.540	18.505
Front End Loader Operation	377	403	16.350	17.250	18.200
Steam Cleaning Operation	378	501	16.200	17.090	18.030
Jack Hammering Operation	381	501	16.200	17.090	18.030
Grader Operation	380	101	16.625	17.540	18.505
Trackmobile Operation	379	101	16.200	17.090	18.030
Fork Truck Operation	382	403	16.200	17.090	18.030
WOODYARD					
Yard Service Man	300	101	20.015	21.115	22.275
Equipment Operator No. 1	301	101	20.015	21.115	22.275
Equipment Operator No. 2	302	101	17.250	18.200	19.200
Equipment Operator No. 2 (Days)	303	101	17.250	18.200	19.200
Chip Reclaim Operator	305	105	16.835	17.760	18.735
Chip Unloader	306	104	16.525	17.435	18.395
Equipment Operator No. 3	307	101	16.490	17.395	18.350
Truck Driver	308	101	15.885	16.760	17.680
Woodyard Labourer	309	104	15.575	16.430	17.335
Woodyard Spare Helper	310	101	15.575	16.430	17.335
WOODROOM					
Woodroom Operator	311	103	20.015	21.115	22.275
Asst. Woodroom Operator	312	103	17.355	18.310	19.315
Slasher Operator	314	102	17.240	18.190	19.190
Sorter No.	317	103	15.830	16.700	17.620
Sorter No.	318	103	15.830	16.700	17.620
Slasher Discharge Man	319	102	15.725	16.590	17.500

Handwritten notes:
 17 Nov 1988
 17.070
 (with arrows pointing to the 17.070 value in the Labourer row)

CLASSIFICATION	Occ. Code	Cost centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
Labourer	320	103	15.575	16.430	17.335
Woodroom Spare Helper	321	103	15.575	16.430	17.335
Saw Filer	330	102	20.015	21.115	22.275
Knife Grinder	333	103	17.560	18.525	19.545
Saw Filer Assistant	331	102	17.560	18.525	19.545

**APPENDIX "A-I"
OFFICE SALARIES**

CLASSIFICATION	Occ. Code	Cost centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
ACCOUNTING					
Payperson	926	407	16.610	17.525	18.490
Junior Accounting Clerk Intermediate	920	407	15.950	16.825	17.750
Accounting Clerk	924	407	16.610	17.525	18.490
Senior Accounting Clerk	928	407	17.370	18.325	19.335

Accounting (includes Payperson, Junior Accounting Clerk, Intermediate Accounting Clerk and Senior Accounting Clerk).
The hourly wage rate in each of these classifications will increase by twenty (20) Cents (to a maximum of one (1) dollar) for each successfully completed level of the Certified Management Accountant or Certified General Accountant programs.

DATA PROCESSING

Jr. Data Entry Opr./Office Relief	910	410	14.985	15.810	16.680
Data Processing Opr./Data Entry	914	410	15.950	16.825	17.750

ENGINEERING

Senior Draftsperson	942	507	19.255	20.315	21.430
Intermediate Draftsperson	939	507	18.755	19.785	20.875
Junior Draftsperson	938	507	16.605	17.520	18.485

(Junior Draftsperson will progress to Intermediate level after one (1) year of service.)

MAINTENANCE

Maintenance Clerk	922	501	16.180	17.070	18.010
Planning Clerk	952	501	16.610	17.520	18.490

OFFICE SERVICES

Mail Clerk	902	407	14.985	15.810	16.680
Clerk Typist/Stenographer	905		15.505	16.360	17.260
Switchboard/Telex Operator	904	407	14.985	15.810	16.680

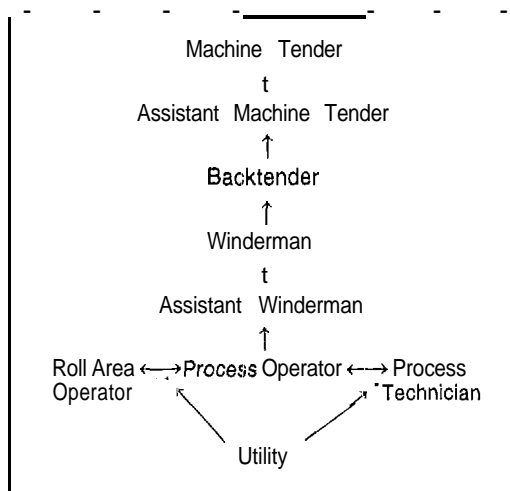
CLASSIFICATION	Occ. Cost Code	Aug. 1 Centre	1988	Aug. 1 1989	Aug. 1 1990
PURCHASING & TRAFFIC					
Purchasing Assistant	946	407	18.680	19.705	20.790
Hourly wage rate to increase by seventy-five (75) cents upon successful completion of the Purchasing Professional program					
Traffic Assistant	944	407	17.880	18.865	19.905
Hourly wage rate to increase by thirty (30) cents (to a maximum of ninety (90) cents) for each successfully completed level of the Canadian Institute of Traffic and Transportation Professional program. This will also apply to the Clerk Typist/Stenographers for Purchasing and Traffic Departments.					
SECURITY					
Security Guard (Std. Cert.)	930	701	16.945	17.875	18.860
Security Guard (Inst. St.)	932	701	17.175	18.120	19.115
TECHNICAL					
Senior Technologist	950	401	19.255	20.315	21.430
Intermediate Technologist	951	401	18.755	19.785	20.875
Junior Technologist	953	401	16.605	17.520	18.485
(Junior Technologist will progress to intermediate level after one (1) year of service.)					
WOODHANDLING					
Day Scale Clerk	934	101	16.495	17.400	18.355
Scale Clerk	940	101	16.145	17.035	17.970

In addition to the wage rates established for the various office classifications listed in Appendix "A-1", the Company may reward extra effort or outstanding performance on the part of individuals by making payments to such individuals in the form of additional salary or bonus. If and when such payments are to be made, the Union will be so advised.

APPENDIX "A-2"
PAPER MILL OPERATIONS & TRADES
CLASSIFICATIONS & RATES

CLASSIFICATION	Occ. Cost Code	Aug. 1 Centre	1988	Aug. 1 1989	Aug. 1 1990
OPERATIONS					
Machine Tender	405	900	25.610	27.020	28.505
Assistant Machine Tender	410	900	22.990	24.255	25.590
Backlander	415	900	22.520	23.760	25.065
Windersmen	420	900	19.740	20.825	21.970
Assistant Winderman	425	900	18.050	19.045	20.090

CLASSIFICATION	Occ. Code	Cost centre	Aug. 1 1988	Aug. 1 1989	Aug. 1 1990
Roll Area Operator	430	900	17.600	18.570	19.590
Process Operator	435	900	17.600	18.570	19.590
Process Technician	440	900	17.600	18.570	19.590
Utility	445	900	15.575	16.430	17.335



OPERATIONS: (OFFICE)

Data Collection Clerk	450	900	16.180	17.070	18.010
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MAINTENANCE

Millwright	218	940	20.015	21.115	22.275
Pipefitter	224	940	20.015	21.115	22.275
Welder	227	940	20.015	21.115	22.275
Machinist	212	940	20.015	21.115	22.275
E/I Specialist	280	940	21.015	22.170	23.390
Shift E/I Specialist	281	940	21.015	22.170	23.390
E/I Mechanic	283	940	20.350	21.470	22.650
Shift E/I Mechanic	284	940	20.350	21.470	22.650
Lubrication Mechanic	285	940	20.015	21.115	22.275

APPENDIX "B"
GROUP SECURITY BENEFITS

Weekly Indemnity:

The Company will pay the full cost of the following Weekly Indemnity Plan:

Period: The plan will provide for a fifty-two (52) week period of disability with benefits to commence the first day of a non-compensable accident and on the fourth day of sickness, except where sickness results in hospitalization in which case Weekly Indemnity payments will be payable beginning with the first day of sickness. Full salary will be paid to office employees only as sick leave during the first three (3) days of provable illness in accordance with the following service requirements.

Employee-s will accumulate sick leave credits at the rate of one-half (1/2) day for each month of continuous service to a maximum of twelve (12) days.

Coverage: Coverage will be seventy percent (70%) of normal weekly earnings for the full fifty-two (52) week period of disability.

The plan will also pay the difference between Weekly Indemnity coverage and Workers' Compensation where Weekly Indemnity is greater than the Workers' Compensation payments.

Normal Weekly Earnings: Normal weekly earnings is defined as an employee's straight time hourly rate x 40 hours.

The plan will not duplicate benefits provided now or which may be provided in the future by any government program.

The Company and the Union will continue to participate in appropriate loss control measure plans.

An employee shall not lose more than twenty-four (24) hours from his regular schedule in satisfying the three (3) day waiting period for weekly indemnity benefits.

Long-Term Disability:

The Company will pay the full cost of a suitable

long-term disability program based on fifty percent (50%) of an employee's normal annual earnings from the date of expiration of Weekly indemnity coverage to age sixty-five (65).

Normal Annual Earnings: Normal annual earnings is defined as an employee's regular straight time hourly rate x 2080 hours.

The plan will not duplicate benefits provided now or which may be provided in the future by any government program.

Group Life Insurance:

The Company will pay the full cost of the following Group Life Program:

The Group Life Insurance schedule will be established, insuring each employee for twice his earnings as defined in "Long-Term Disability" above.

Special Insurance For Firefighters:

The company will provide \$25,000.00 A.D. & D. insurance to cover employees while engaged in firefighting on Company premises in addition to present A.D. & D. coverage.

Accidental Death and Dismemberment:

The Company will pay the full cost of A.D. & D. to the extent of twice annual earnings as defined in "Long-Term Disability" above.

The Union accepts the improved A.D. & D. coverage as payment in kind of the employee's share of the reduction in the Unemployment Insurance premium resulting from the qualifications of the Weekly Indemnity plan under Unemployment Insurance regulations.

Comprehensive Health Plan:

Health Care:

The Company will pay the full cost of the following coverage:

- (a) Standard Medical -- N.B. There is no deduction for this section of the Plan.

(11)

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Coverage:

- 1. Full cost of semi-private accommodation in an accredited hospital.
- 2. Up to five dollars (\$5.00) per day to a maximum of one hundred and eighty (180) days while confined in a nursing home or convalescent hospital in any one calendar year.
- 3. Hospitalization outside Canada including semi-private accommodation and other hospital expenses not covered under Saskatchewan Medicare. There is no daily maximum and the plan pays for ninety percent (90%) of the above incurred expenses.

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(b) Major Medical — N.B. There is a fifteen dollar (\$15.00) deductible per calendar year per employee for this section of the Plan. The maximum payable by the insurance carrier under this section is fifteen thousand dollars (\$15,000.00) per employee in any three (3) year period.

1.00

1. This portion of this Section is covered at one hundred percent (100%):

- (a) Prescription drugs.
- (b) Professional ambulance service.
- (c) Diagnostic services not covered under Saskatchewan Medicare.
- (d) Medical appliances such as artificial limbs, wheelchairs, etc.

2. This portion of this Section is covered at eighty percent (80%):

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- (a) Services of a Registered Nurse.
- (b) Dental repair as a result of an accident.
- (c) Hearing aids to a maximum of three hundred dollars (\$300.00) per family per year.
- (d) Private room up to ten dollars (\$10.00) per day additional if recommended by a licensed physician or surgeon.
- (e) Services of a licensed chiropractor, osteopath, pediatricist, physiotherapist, up to six dollars (\$6.00) per visit with a maximum of fifty (50) visits per year per family.
- (f) Extra billings not covered under Saskatche-

wan Medicare of a licensed physician or surgeon outside Saskatchewan with no maximum limitations.

(c) Vision Care for Employees and Dependents (Effective January 1, 1982) —

Vision Care expenses for the following supplies recommended by a legally qualified ophthalmologist or optometrist once every 24 months (12 months for individuals under 18 years of age):

1. One set of single vision, bifocal or trifocal lenses (other than contact lenses).
2. Frames required to accommodate lenses but any charges in excess of \$35.00 will be disregarded.
3. One set of contact lenses, subject to 50% co-insurance up to a lifetime maximum benefit of \$100.00.

No benefits are payable for:

1. Replacement of lost, stolen, or broken lenses or frames when it occurs within 24 months (12 months if under the age of 18) from the date of purchase of the previous pair of glasses.
2. Duplicate or spare eyeglasses.
3. Sunglasses or tinted glasses with a tint other than number one.
4. Anti-reflective coatings.

If Federal or Provincial legislation is passed preventing insurance carriers from underwriting any of the above coverage in this Section, then the Company will not be responsible for providing employees with this coverage.

Those subject to lay-off under 6.08 (a) will have the following coverage extended during their period of lay-off — Group Life, Accidental Death and Dismemberment, Comprehensive Health and Dental.

APPENDIX "C"
DENTAL CARE PLAN

The Company will pay the full costs of the premiums for the following coverage:

A. Benefits:

1. Diagnostic Services:

All necessary procedure to assist the dentist in evaluating the existing conditions to determine the required dental treatment, including:

Oral Examinations

Consultations

X-Rays (complete mouth x-rays will be covered only once in a three (3) year period).

2. Preventive Services:

All necessary procedures to prevent the occurrence of oral disease, including:

Cleaning and Scaling

Topical application of fluoride

Space maintainers

3. Surgical Services:

All necessary procedures for extractions and other surgical procedures normally performed by a dentist.

4. Restorative Services:

All necessary procedures for filling teeth with amalgam, synthetic porcelain, and stainless steel crowns. Gold inlays or onlays will be provided as a filling material only when teeth, in the professional opinion of a dentist, cannot be restored with any of the above material. Gold foil will be provided only in cases of repair to pm-existing gold restorations.

5. Prosthetic Repairs:

All necessary procedures required to repair or reline fixed or removable appliances.

6. Endontics:

All necessary procedures required for pulpal therapy and root canal filling.

7. Periodontics:

All necessary procedures for the treatment of tissues supporting the teeth.

8. Prosthetic Appliances and Crown and Bridge

Procedure:

- (a) Crowns and bridges
- (b) Partial and/or complete dentures, but not more than once in five (5) years.

9. Orthodontics:

The services of a certified orthodontist registered as such by the College of Dental Surgeons of Saskatchewan only after the patient has been covered continuously for twelve (12) months. Appliances lost, broken or stolen will not be replaced.

These services are only available for dependent children up to their 19th birthday.

Maximum benefit is fifteen hundred dollars (\$1,500.00) per person for all services provided by an orthodontist

B. Co-Insurance

In respect to Benefits 1 to 7, the Plan will provide reimbursement of eighty percent (80%) of eligible expenses.

Benefits 8 and 9 will be subject to fifty percent (50%) coinsurance.

APPENDIX "D"

**INTERIM MEMORANDUM OF AGREEMENT
COMPRESSED WORK WEEK**

It is agreed that a compressed work week schedule consisting of twelve (12) hour shifts, four (4) days on — four (4) days off will be established on the following basis:

1. The new schedule will further extend the trial period beginning August 1, 1977 to July 31, 1978 or as authorized by the Minister of Labour, whichever comes first. The Union and the Company shall request such authorization unless previously discontinued as per the following paragraph. Either party may, with thirty (30) days notice, cancel

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1
this. If at any time, the compressed work week imposes any additional financial penalty on either party, it may be discontinued effective on the beginning of the next scheduled work week (Sunday through Saturday.)

2. The amended sections of the Collective Agreement, as attached, are agreed to during the term of the compressed work week.
3. All other sections of the Labour Agreement remain in effect.
4. The Company agrees to reduce the standby coverage by fifty (50%) percent excepting those departments or trades with single person shift coverage. This will result in each individual concerned (including spare helpers) providing standby coverage once in every four (4) tour rotation.

Employees on call will be required to be available between 7:15 and 8:15 am/pm.

In securing coverage for a vacant position, the Company will adhere to the following:

- 1) Where the Company is aware of required coverage prior to 6:00 am/pm, the Company will first call the standby person up to 6:00 am/pm. If not available by this time, other trained personnel will be contacted using first, those having come off a tour of day shift and secondly, those having come off a tour of night shift. Where no one is secured for coverage, the Company will call the standby person who must be available between 7:15 and 8:15 am/pm.
 - 2) No standby employee will be required to cover a classification lower than his normal classification.
5. Relief for shift maintenance personnel on the twelve (12) hour schedule:
- a) The 8:00 a.m. to 8:00 p.m. shift, Monday through Friday, will be relieved by day employees with payment to be 8 hours straight time and 4 hours at time and one half. Relief to be taken from (overtime roster.

On weekends, the 8:00 a.m. to 8:00 p.m. relief will be provided by shift employees.

- b) The 8:00 p.m. to 8:00 a.m. shift will be relieved by shift employees on days off.

It is agreed that the procedure for relief for vacation, sickness or other reasons of four (4) days or more, will be provided by day employees at ten (10) hours straight time and two (2) hours overtime.

SECTION 6.05 — JOB POSTINGS

Five (5) consecutive days to be changed to seven (7) consecutive days.

SECTION 11 — HOURS OF WORK

Hours of work for tour workers will be 8:00 a.m. to 8:00 p.m. and 8:00 p.m. to 8:00 a.m. A tour worker on the compressed work schedule will normally work forty-eight (48) hours in any eight (8) day period.

SECTION 11.11

When it is necessary to change a worker's schedule, the new schedule will provide for a basic forty-eight (48) hours consisting of four (4) twelve (12) hour shifts in any eight (8) day period, regardless of how the shifts are paid.

In doing this, the Company will refrain from scheduling such that an employee neither works nor is scheduled off more than six (6) days in any and all eight (8) day periods.

SECTION 13 — OVERTIME

13.01

- (a) For work performed by tour workers on the compressed work schedule all hours in excess of ten (10) hours in a twenty-four (24) hour period, except as provided in Section 13.02.

13.02 13.02 does not apply to tour workers on the

compressed work schedule when working a regular scheduled Sunday. When working a regular scheduled Sunday, a tour worker on the compressed schedule will receive eight (8) straight time hours, two (2) hours premium and two (2) hours overtime. The first ten (10) hours will be used to compute the forty (40) hour work week.

SECTION 14 — SHIFT DIFFERENTIAL

The 4:00 - 12:00 and 12:00 - 8:00 shift differential as per the main contract will be paid for all hours worked between 4:00 p.m. and 12 midnight and for all hours worked between 12:00 midnight and 8:00 a.m. respectively.

SECTION 15 — FLOATING HOLIDAYS

For employees on the compressed work week, floating holidays will be two twelve (12) hour days. If, as a result of changing to the compressed work week, an employee has floaters remaining which are not evenly divisible into twelve (12) hour days, they will be given as follows:

One floater left — a person shall be allowed one day off (one 12 hour shift) with eight (8) hours pay.

Two floaters left — a person shall be given one day off (one 12 hour shift) with sixteen (16) hours pay.

Days in lieu shall be accumulated until a person has twelve (12) hours accumulated before he may take a shift off.

SECTION 16 — VACATIONS

16.01 The vacation week for Tour Workers on the compressed work week will be four (4) working days consisting of one (1) complete tour and the four (4) days off following the tour. Employees will not be on standby coverage on days off immediately prior to their vacation if other standby coverage is available.

SECTION 17 — OVERTIME MEALS

Those workers on the compressed work week schedule shall receive a meal on the thirteenth (13th) hour when working beyond their regular scheduled shift, otherwise as per contract.

SECTION 20 — BEREAVEMENT LEAVE

20.01 Change from maximum of three (3) to maximum of two (2).

SECTION 32 -WAGES

32.02 Effective August 1, 1981 employees who are employed on a continuous 24 hour per day schedule will receive thirtyfive (35) cents per hour for all hours worked on that schedule. This premium will be paid in addition to the hourly rate and will be applied in like manner to that of Shift Differential.

In order to establish the minimum level of standby coverage required to effectively cover for absentees on the compressed work week schedule, the Company will set up a committee (probably Assistant Supts. of the Departments involved) to review this entire question. They will be available to meet with designated members of the Departments, both by individual Department and as a total group.

Their terms of reference will be to recommend minimum standby coverage which can be implemented at no additional cost. They will also advise and recommend on the possibility of not requiring employees to provide standby coverage immediately prior to or immediately after his -vacation. They will also review the application of Thursday schedule posting relative to the compressed work week.

Should the standby coverage be reduced as a result of the review and later prove to be inadequate, a workable standby coverage level will be re-established.

APPENDIX "E"
PAPER MILL
OPERATING ORGANIZATION

Process Operator, Process Technician & Roll Area Operator:

- Employees will be trained for, and will perform all tasks in their respective job classification.
- Utility shall progress to Process Operator, Process Technician or Roll Area Operator by seniority.
- Process Technicians and Roll Area Operators shall progress to Process Operators by seniority. Additionally, they shall be permitted to move laterally when there is a vacancy in either classification.
- Process Operators shall progress to Assistant Winderman by seniority. (The Process Operator classification shall include the fifteen (15) senior employees in the Process Operator, Process Technician, Roll Area Operator Jobs, i.e. three (3) per shift).
- Candidates taking the GATB Test in order to qualify for a Papermill position will do so through the Canada Employment Centre.

Maintenance

1. Maintenance employees taking a shift assignment will remain with the shift crew for a minimum of six (6) months. Rotation of shift personnel will be staggered.
2. There will be an overtime roster established for the Paper Mill Maintenance Department,

PAPER MILL

SHIFT SCHEDULE

Monday:	OFF	E	N	D	DT
Tuesday:	OFF	E	N	D	DT
Wednesday:	E	OFF	N	D	DT
Thursday:	E	N	OFF	D	DT
Friday:	E	N	OFF	D	DT
Saturday:	E	N	D	OFF	OFF
Sunday:	E	N	D	OFF	OFF
Monday:	E	N	D	DT	OFF
Tuesday:	E	N	D	DT	OFF
Wednesday:	OFF	N	D	DT	E
Thursday:	N	OFF	D	DT	E
Friday:	N	OFF	D	DT	E
Saturday:	N	D	OFF	OFF	E
Sunday:	N	D	OFF	OFF	E
Monday:	N	D	DT	OFF	E
Tuesday:	N	D	DT	OFF	E
Wednesday:	N	D	DT	E	OFF
Thursday:	OFF	D	DT	E	N
Friday:	OFF	D	DT	E	N
Saturday:	D	OFF	OFF	E	N
Sunday:	D	OFF	OFF	E	N
Monday:	D	DT	OFF	E	N
Tuesday:	D	DT	OFF	E	N
Wednesday:	D	DT	E	OFF	N
Thursday:	D	DT	E	N	OFF
Friday:	D	DT	E	N	OFF
Saturday:	OFF	OFF	E	N	D
Sunday:	OFF	OFF	E	N	D
Monday:	DT	OFF	E	N	D
Tuesday:	DT	OFF	E	N	D
Wednesday:	DT	E	OFF	N	D
Thursday:	DT	E	N	OFF	D
Friday:	DT	E	N	OFF	D
Saturday:	OFF	E	N	D	OFF
Sunday:	OFF	E	N	D	OFF

D = DAYS
E = EVENINGS
N = NIGHTS
DT = DEVELOPMENT DAYS

SHIFT SCHEDULE

General

- The shifts will be eight (8) hours on a five (5) crew basis.
- Upon reaching and sustaining rated capacity, alternative shifts will be considered (including twelve (12) hour shifts).
- A key feature of this shift is the extra five (5) day shift each five (5) weeks which is used for employee development and other activities such as:
 - Education and training enhancement (continuous).
 - Communication improvement (safety, quality, etc., on regular hours).
 - Involvement in decision making.
 - Relief on days for vacancies and production problems.
 - Utilize crew in planned shutdowns.
 - Permit unlimited vacation use on fifth shift and possibility of expanding prime time vacation opportunities on all shifts.

Note: Utility may not participate in fifth shift special activities.

Right to Return

In order for all Pulp Mill employees to have a reasonable opportunity to assess whether they wish to pursue a papermaking career, the employees will be allowed a period of sixty (60) days, from the day paper reaches the reel, to return to their former position in the Pulp Mill. This date will be formally communicated to everyone as the "official start-up date". This was August 28, 1988.

Employees wishing to return must wait and continue to perform Paper Mill duties until a substitute employee is secured.

Vacation

Employees joining the Paper Mill will be expected to refrain from taking vacation for a period of two (2) months prior and six (6) months following start-up.

The taking of floaters during this period will also be discouraged, but will be considered where time off is critical to the person concerned.

Freezing

There will be no provision for employees to freeze in a Paper Mill position. The Company is willing to review this provision once we have reached and sustained rated capacity.

It is beneficial to all concerned to create an environment where employees are encouraged to promote within the organization. Our single line of progression was developed to ensure that no one is "dead ended" and that everyone has the opportunity to go all the way.

Seniority

All employees will have a common job and department seniority date. This will be established as the official start-up date (i.e. paper on the reel). This was August 28, 1988.

Pulp Mill seniority will be used for establishing one's job position in the Paper Mill line of progression, subject to qualifications.

Job Evaluation

The Company commits to a one time job evaluation to verify that the rates being paid for Papermill operating positions are not less than would be the case through the B.C. Plan. The evaluation will take place during the term of this Labour Agreement. Any rate increases resulting from the evaluation would be retroactive to the "official start-up date".