

**COLLECTIVE AGREEMENT**

**between**

**ABITIBI-CONSOLIDATED INC.  
IROQUOIS FALLS DIVISION**

**and the**

**COMMUNICATIONS, ENERGY  
AND  
PAPERMAKERS' UNION**

**C.L.C.  
LOCAL NO. 109**

**MAY 1<sup>ST</sup>, 1998 TO APRIL 30<sup>TH</sup>, 2004**

61250(06)

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1. PARTIES

1.01 This Agreement is between Abitibi-Consolidated Inc. referred to herein as the Company, and the Communications, Energy & Paper-workers' Union, C.L.C. and its Local 109, referred to herein as the Union, covering the mill of the Company located at Iroquois Falls, Ontario.

2. PURPOSE

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

(b) The mutual interest of employer and employee is **recognized** by this Agreement for the operation of the entire Plant under methods that will promote to the fullest extent, safety to the employee, economy of operation, quality and quantity of output, cleanliness of plant and protection of property; and it is **recognized** by this Agreement to be the duty of the parties to this agreement and of all employees to co-operate fully, individually and collectively for the advancement of these conditions.

### 3. UNION RECOGNITION

3.01 **Abitibi-Consolidated Inc.**, recognizes the Communications, Energy & Paperworkers' Union, as the exclusive bargaining agent for the employees under its jurisdiction at the Company's Iroquois Falls Division.

### 4. UNION SECURITY

4.01 The Company when hiring employees, shall give preference to members of the Unions.

4.02 All employees whose rates are fixed by this Agreement shall make application to become members of their respective local union within fifteen (15) days **after** entering the Company's employ and shall be so instructed by their foreman and shall maintain membership in good standing, and shall upon hiring sign a Union deduction card for monthly dues at the (Human Resources) Office for the respective Union concerned. The payroll deduction **authorization** for monthly dues will become effective fifteen (15) days **after** the employee starts to work.

4.03 In consideration of this deduction and forwarding service by the Company, the Union agrees to save the Company harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

4.04 All new employees shall serve a probationary period of two hundred and forty (240) hours worked during which period the Union shall represent such employees in every capacity; however it is understood and agreed that the company may terminate a probationary employee in its discretion provided only that such discretion shall not be exercised in such a manner that is discriminatory or in bad faith.

## 5. JURISDICTION

5.01 No employee is to be required to become a member of more than one Union. Questions of jurisdiction shall conform to the regulations covering such matters as **fixed** by the Canadian Labour Congress and the Company will not be asked to act upon any matters of jurisdiction between Unions. However, when the respective **organizations** are unable to agree on the Union a man is required to join, then the Company will specify the Union in which they will **recognize** him, and shall consider him a member of that Union until such time as the respective **organizations** agree.

5.02 It is understood the Company will continue to **recognize** lines of demarcation of individual local jurisdictions that have been established over the years until notified in writing by the Local concerned there has been a change.

## 6. CONTRACTING OUT

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

## 7. INTERRUPTION OF WORK

7.01 No strikes or lockouts shall occur during the life of this agreement.

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

## 8. PROMOTIONS & TRANSFERS

**8.01** When vacancies occur in a department, then the Company shall post on bulletin boards throughout the mill a notice concerning the bottom job in the department affected. Such notice shall indicate the qualifications essential to promotion within that department. Such posting shall be for a period of ten (10) working days and the Company shall have the right to make temporary appointment without penalty. In all cases of promotion the Company will give consideration to seniority, ability and qualifications. When the last two factors are relatively equal, seniority will govern.

**8.02** In cases of promotions, where the man to be promoted is not the senior man in the department concerned, the Company will present the alternative name to the Union, who will have the opportunity to discuss with the Company the qualifications of the senior man. The Company shall take such presentation into consideration in making its decision which decision may be subject to the grievance procedure outlined in Article 36 of this Agreement.

**8.03** The Company will train employees to minimize the hiring of skilled men from outside the mill.



9. LAY-OFFS

9.01 In the case of layoff, union members will be given preference in employment, among equally efficient employees, the older in point of service being given preference of employment (the same principles to govern as in the case of promotion).

9.02 In cases of lay-offs, plant wide seniority with due regard to jurisdiction of each of the signatory unions shall apply. In making transfers under this rule it is understood and agreed that in moving between departments, the senior man must have the necessary qualifications to enter the department and shall have access only to the bottom job in the line of progression in the department who which he is being transferred.

9.03 When employees are laid off they shall be recalled in reverse order of their lay-off.

10. SEVERANCEPAY

10.01 A permanent employee with at least one year's continuous service who is laid off due to job elimination by Management decision for such causes as more efficient operation, change or elimination of a process, lack of orders, shall be paid Severance Pay. Severance Pay shall not be paid due to job elimination for such causes as **fire**,

flood, explosion, or "Act of God". Severance Pay shall be paid in accordance with the following:

- (a) Severance Pay shall be one week's pay for each year of an employee's last full period of service without interruption due to lack of work. Severance Pay will not be paid to employees who resign or are discharged. One-half of this severance pay is payable after the employee has been laid off due to job elimination for a period of six (6) weeks. The second half of the severance pay is payable after the employee has been laid off a total of three (3) months.
- (b) If recalled to work before the Severance Pay payment is payable, no such payment will be made. Any employee refusing a recall shall forfeit his right to Severance Pay.
- (c) If an employee is recalled after having received all of the Severance Pay due him, he will, as of the date of return, commence a new period of accumulation which will be credited toward any future lay-off.
- (d) If an employee is recalled after having received half of the Severance Pay due him, he will, upon return to work retain

the right to the unpaid portion which will be added to any new accumulation of Severance Pay.

11. TECHNOLOGICAL CHANGE/  
AUTOMATION

11.01 The Company undertakes to advise and to discuss with the Union in advance as far as is possible (minimum three (3) months) of any technological changes which the Company has decided to introduce which will result in significant changes in the employment status of employees.

11.02 The Company agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of **minimizing** the adverse effect on employees displaced by such changes. Such measures as early retirement, retraining and transfers to other existing jobs will be considered.

11.03 If a permanent employee with one year's continuous employment is set back to a lower paid job due to job elimination under conditions set forth above he shall retain the rate of the permanent payroll position for an initial period of six (6) months. For an additional period of six (6) months an adjusted rate will be established midway between this rate and the rate for his new

job for each work week. At the end of the twelve (12) month period the rate for the job to which he is assigned will apply. Seasonal or temporary employees are not covered by this clause.

**11.04** A permanent employee with one year's continuous service who will be laid off due to job elimination under conditions set forth above will be given notice of the impending change in employment status of the earliest possible time in keeping with the notification of the Union as set forth in 11.01 above.

12. PAPER MILL SCHEDULE

12.01 Operation of the paper mill shall not exceed six (6) days per week except that Sunday operation to recover lost production may be decided upon by agreement between the local union and local management. Such mutual agreement shall, however, be subject to the sanction of an **authorized** National Officer.

12.02 Normal operation shall be from 8:00 a.m. Monday to 8:00 a.m. Sunday and no employees shall be required to work on the paper machines between 8:00 a.m. Sunday and 8:00 a.m. Monday except for washing screens, oiling dryer boxes and repair work except as mutually agreed. Changing of wires and machine clothing on Sunday shall, however, be permitted as provided for in Article 18 of this Agreement.

12.03 In order that the paper machines may produce paper as nearly as possible for 144 hours per week, it is hereby understood and agreed that the minimum necessary number of papermakers may be required to come on duty not earlier than 7:30 a.m. on Monday to prepare the machine to make paper at 8:00 a.m. Paper, however, shall not be taken over the machines before 8:00 a.m. Monday. This principle shall also apply for start-ups after a Statutory Holiday.

13. PULP MILL SCHEDULE

13.01 Operation of pulp mills shall be a standard week of not more than six (6) days per week. #en deemed necessary by the Company to provide stock to keep the paper mill running six (6) days per week, or to provide experimental pulps for use in our mills, or to provide pulp for other divisions in order to maintain full production of machines in our mills, pulp mills shall operate on Sunday.

13.02 The Company will take effective measures to reduce hours required for maintenance and other work on Sundays and paid statutory holidays by improved planning and scheduling.

13.03 Except in unforeseen emergency conditions, when matters will be discussed with the Unions concerned, no production worker will be required to come in during a statutory holiday except for the early start-up.

14. HOURS OF WORK

14.01 The hours of work shall be from 8:00 a.m. to 4:00 p.m., with one fifteen minute paid rest period in the morning and a thirty minute paid lunch break for regularly scheduled day workers.

14.02 Day Workers shall be in their respective rooms (as mutually agreed upon between the Company and Union) to begin work at 8:00 a.m. Machinery shall be started promptly and not stopped until five minutes before 4:00 p.m. Day Workers sent out to do work outside their respective rooms will be allowed sufficient time to return to their respective rooms and put away their tools and related equipment prior to five minutes before 4:00 p.m.

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

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

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

14.06 All manual labour on paper machines, such as operating machines and putting on clothing, shall be done only by Papermakers, except in cases where mechanics, swipers, sweepers and labourers may lend assistance when necessary.

15. PREMIUM PAY - DAY WORKERS

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

15.02 Work done in excess of eight (8) hours in any weekday shall be paid for at the rate of time and one-half.

15.03 A Day Worker who, on the completion of a shift, is called in during the hours from 4:00 p.m. to 7:00 a.m., shall be guaranteed a minimum of four (4) hours pay and shall perform only that emergency work that required the call-in. If upon completion of the emergency work that necessitated the call-in, the employee is required by the Company to perform any subsequent additional work, it shall be treated as an added call-in. The employee shall clock out and clock back in between such call-ins. When a Day Worker is called in on a breakdown before 7:00



a.m. and continues to work on that breakdown after his normal starting time, the time and **one-half** rate will apply to the completion of the job. If called in between 7:00 a.m. and 8:00 a.m., he shall receive time and one-half for the period worked.

15.04 A Day Worker called in on his designated day off shall receive time and one-half for the hours worked with a minimum of four (4) hours' pay for each call.

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

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

#### 16. PREMIUM PAY -TOUR WORKERS

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

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

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

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

16.04 Except as noted above tour workers called on duty after regular working hours or prior to the commencement of a regular shift (except when reporting early as scheduled for start-up), or on their scheduled days off shall receive time and one-half for all overtime work and in no case

shall they receive less than four (4) hours pay at regular rates for the work performed on each call.

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

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

## 17. HEIGHT PAY

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

## 18. WIRE PAY

18.01 The Unions undertake (provided the mill is operating on a schedule of twenty-four (24) hours per day, six (6) days per week) to make changes of wires and clothing on Sundays when requested to do so, and to co-operate in every reasonable way to increase production.

18.02 All workers engaged in putting on wires at a time other than their regular shifts are to receive six (6) hours pay or time and one-half whichever is greater. If workers commence to put on a wire before their shift or day begins or continue such work **after** their tour or day ends, they shall receive six (6) hours pay or time and one-half whichever is greater. Men putting on wires on their regular shift shall not receive such extra pay. The Company will start a wire change when sufficient number of the crew is available.

18.03 When for maintenance reasons or reconditioning for reuse, a wire is removed and **re-installed** on the wire string equipment or repacked in its transporting container, the crew involved in this work will receive the same Wire Time as now paid for installing a wire.

## 19. DAYS OFF

19.01 Schedules shall be posted in each department not later than 3:00 p.m. Friday each week showing the crews for the following week. Where feasible the Company will post the schedules on Thursday. Such schedules shall show the day or days off for each man in the crew. When changes are made after the permanent schedule has been posted, the affected employees will be notified by the Company.

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

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

19.04 Any worker called in on Sunday who works eight (8) hours or more and was not scheduled to work on that day, shall not have to take a designated day off during the week, and shall work on his 5<sup>th</sup> scheduled working day at time and one-half if he so desires.

19.05 When a Statutory Holiday falls into a given week, a mechanic who worked the previous Sunday, shall consider the statutory holiday as his

day off and will not be required to take an additional day off in lieu of Sunday, unless, of course, he prefers to do so.

19.06 Where shift men work on a Sunday preceding a Statutory Holiday and where a swing man is provided, the regular man will continue to take his designated day off and will be replaced by the swing man.

19.07 If a statutory holiday falls on an employee's day off, and a day off in lieu of the statutory holiday is not scheduled in the same week, the day off in lieu of the statutory holiday will be scheduled at a mutually acceptable time within 12 months.

## 20. REST PAY

20.01 A day worker working in excess of sixteen (16) hours, lunch time included, in any twenty-four (24) hour period, provided he is scheduled to work the following day, shall receive time off with pay to the extent that such work exceeds sixteen (16) hours. This will not apply to excessive hours worked as a result of an arrangement between employees.

20.02 Any day worker called in who works two (2) hours or more after midnight, shall receive time off (at straight time) equal to the time worked between midnight and 8:00 a.m. provided

he is scheduled to work at **8:00** a.m. the following day and reports at the deferred starting time.

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

## **21. STATUTORY HOLIDAYS**

### **21.01**

**(a)** The parties agree that on dates to be determined locally one shutdown and startup per year will be eliminated by moving one statutory holiday shutdown to combine it with another existing statutory holiday.

**(b)** Holidays are as follows:

**CANADA DAY - 24 hours - from 8:00 a.m. of the day of the holiday to 8:00 a.m. of the day following the holiday.**

**LABOUR DAY - 24 hours - from 8:00 a.m. Monday to 8:00 a.m. Tuesday.**

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

**NEW YEAR'S DAY - 24 hours . The hours will be determined locally each year prior to October**

15th. Failure to agree will result in the Company applying section 21.0 1 and notifying the Union by October 31 st of each year.

#### 21.02

(a) For each of three (3) Statutory Holidays, namely New Year's Day, Canada Day and Labour Day, eight (8) hours' pay will be allowed to hourly paid workers when they do not work. For Christmas, sixteen (16) hours' pay will be allowed to hourly paid workers when they do not work.

(b) For those employees who would be scheduled to work on a statutory holiday, holiday pay will be based on each employee's normal schedule (8 or 12 hour shifts) for that day. Those employees not scheduled to work will receive pay as defined in Article 21.02 (a).

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

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



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

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

21.06 When an employee works on one of these holidays, he shall be paid at time and one-half rate, and shall be entitled to a day off with pay calculated as above at some later date, when mill operations make such absence possible.

21.07 To be eligible for such paid holidays an employee must:

- (a) have been in the employ of the Company for a minimum of thirty (30) days. Such thirty (30) days may be accumulated within the immediately preceding twelve months provided there is no break in service. A break in service for this purpose shall be defined as:
  - 1) voluntary separation
  - 2) discharge for cause
  - 3) a lay-off of more than four (4) months' duration (time before and

after a lesser lay-off may be counted)

- (b) have been at work on the work day preceding the holiday and must return to work as scheduled immediately following the holiday, unless excused as indicated below.

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

- (a) If away on vacation.
- (b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work at some time within the ninety (90) day period previous to the holiday.
- (c) If work is not available due to curtailed operation of the plant.
- (d) If he has applied for and received special official leave.
- (e) If rehired within thirty (30) days of date of termination, employees will be paid for statutory holidays falling

within that thirty (30) day period.

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

21.10 END PRODUCT PRODUCTION

- (a) The Mill will operate on a continuous basis unless the Company notifies the local union of its intention to shut down. Christmas (48 hours), New Year's (24 hours) and Labour Day (24 hours) will be the only runthrough holidays where the required staffing will be done on a voluntary basis. (1) When production is maintained during Christmas, New Year's or Labour Day, workers will be scheduled as per their regular schedule. (2) A regularly scheduled employee who chooses not to work will notify his supervisor no later than twenty (20) days in advance of the holiday. (3) Should additional employees be required, the Company will post for the required volunteers. (4) Preference for voluntary work will be given to qualified employees by departmental seniority, schedule permitting.

- (5) If the Company is unable to obtain the sufficient number of volunteers, production will not be scheduled.
- (6) This staffing procedure can be modified locally by mutual agreement by the parties.

The parties agree that on dates to be determined locally, one shutdown and startup per year will be eliminated by moving one statutory holiday shutdown to combine it with another existing statutory holiday.

- (b) When production is maintained during a statutory holiday, work crews will be kept to a minimum.
- (c) The weekly work schedule will be respected when the mill operates on a statutory holiday.
- (d) The pay provisions for employees who work on a statutory holiday runthrough are as follows:
- (1) Employees who work on a statutory holiday will receive statutory holiday pay in accordance with the collective agreement.

(2) In addition to (1) above, employees who work will be paid at the rate of double time.

(3) For each hour worked the employees will receive an additional payment of one (1) hour at the rate paid for the job performed.

(4) An employee who works a complete shift during the twenty-four (24) hours of a statutory holiday can take a compensatory holiday without pay before the following month of May at a date approved by the employee's supervisor.

(e) Employees who do not work on a statutory holiday will be paid in accordance with the provisions of the collective agreement.

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

(g) This agreement does not apply to employees who must perform regular work during statutory holidays when the mill is not in operation.

22. FLOATING HOLIDAYS

22.01 Six (6) days holidays with pay shall be allowed at a time suitable to the employee and the Company so that there will be no loss of production.

22.02 The wages will not be paid under this Agreement unless the employee actually takes the time off.

22.03 Holiday Pay shall be calculated at eight (8) times the regular hourly rate paid on the last day worked prior to the holiday or the rate of his permanent payroll position whichever is greater.

22.04 To be eligible an employee must have been in the employ of the Company for six (6) months or more. Temporary workers may accumulate this six (6) months service by adding broken time within the immediate preceding twelve (12) months.

22.05 To be eligible for such paid holidays, an employee must have been at work on the day preceding the holiday and must return to work as scheduled immediately following the holiday, unless excused as indicated below.

22.06 Employees may be relieved from provision of paragraph 22.05 under the following conditions:

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

22.07 If a man is required to work on any one of his holidays after definite dates have been designated, he shall be paid time and one-half.

### 23. VACATIONS WITH PAY

23.01 All employees on permanent payroll positions shall be entitled to two weeks vacation with pay following the completion of one (1) year of continuous service.

23.02 Employees with four (4) years or more of continuous service shall be entitled to three (3) weeks vacation with pay in each calendar year.

23.03 Employees with nine (9) years or more of continuous service shall be entitled to four (4) weeks vacation with pay in each calendar year.

23.04 Employees with twenty (20) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year. Effective January 1, 2000, employees with eighteen (18) years or more of continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.

23.05 Employees with twenty-five (25) years or more of continuous service shall be entitled to six (6) weeks vacation with pay in each calendar year. Effective January 1, 2000, employees with twenty-three (23) years or more of continuous service shall be entitled to six (6) weeks vacation with pay in each calendar year.

**23.06 Supplementary Plan**

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

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



23.07

(a) If three, four, five and/or six weeks are taken at one time they must be taken within the period from September 15th to June 15th.

(b) Vacations taken during the summer months, June 16th to September 14th will be limited to two (2) weeks, with the third, fourth, fifth and/or sixth weeks to be taken in the period September 15th to June 15th as agreed between the employee and the Company.

(c) Necessities of operation must be given full consideration.

23.08

(a) Each week of vacation pay will be calculated at 2.4% of gross earnings in the previous calendar year, or forty (40) hours' pay at the employee's regular rate, whichever is the greater.

(b) An employee shall receive an additional four (4) hours' pay at his regular rate for each week of vacation entitlement taken during the period January 1 to April 30.

23.09 The Unions agree to cooperate with Management in scheduling vacations in such a manner that maximum production may be maintained.

23.10 Vacations with pay are intended to enable each employee to enjoy a respite from routine duty with no financial worry to distract from their benefits. Vacations are in no way considered a bonus.

23.11 The privilege of taking vacations must be confined to permanent employees employed upon standard payroll positions.

23.12 In drawing up the vacation schedule, the management will endeavour to meet the wishes of the individual employee. It must be understood, however, that the necessities of operation must be given full consideration. In cases where vacation periods requested conflict, preference will be given to the older employees in point of service and within departments.

23.13 Working on long shifts while men are away on vacation is to be avoided whenever possible.

23.14 Taking vacations is to be compulsory. Vacations cannot be accumulated but must be taken in the year when they are due.

**23.15**

(a) To be eligible for vacations, employees must have worked at least two-thirds of the available time during the qualifying year, except that time lost due to mill accidents or sickness (such sickness to be limited to four (4) months in any one year) does not count against employees' working time credits in the qualifying year.

(b) If an employee works a minimum of four (4) months in a calendar year and is sick for four (4) months or more in the same year, the employee is considered to have completed the minimum qualifying period to be eligible for vacation in the following year. If an employee works less than four (4) months in any one calendar year in the following year his vacation pay will be calculated on the appropriate percentage of his earnings for the year in which the sickness occurred.

(c) If an employee works less than four (4) months, due to illness, and has holidays remaining, these holidays shall be considered as time worked.

**23.16** The qualifying year in determining eligibility for vacations in the first year shall be the twelve (12) month's period beginning with the date of employment; in subsequent years the qualifying year may be the calendar year. The main purpose in making the calendar year the

qualifying year for the employee's second vacation is to enable an employee whose anniversary date of employment comes in the late fall to have his vacation during the desirable vacation period, that is, during the summer months.

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

23.18 Employees with more than one year's service who are laid off due to lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay based on the following formulae:

- (a) Full vacation credit based on service in the preceding calendar year, plus
- (b) 4.8%, 7.2%, 9.6%, 12% or 14.4% of gross earnings (depending on whether the employee is entitled to 2, 3, 4, 5, or 6 weeks' vacation) calculated from January 1 in the current year to date of leaving. If vacation has been taken in the current year based on the preceding calendar year's employment (b) only shall apply.

23.19 Employees with less than one year of continuous service who are laid off for lack of

work, or who leave the Company's employ in good standing shall be entitled to vacation pay at the rate of 4.8% of gross earnings from date of employment to date of separation.

23.20 Employees who leave the Company's employ without giving the required notice or who are discharged for cause shall be entitled to vacation pay based only on the formula set out in the Employment Standards Act. Notice of resignation during the last shift worked is considered adequate.

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

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

## 24. BEREAVEMENT LEAVE

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

**24.02** When death occurs to an employee's foster parents, adoptive parents, brothers, sisters, mother-in-law, father-in-law, stepmother, stepfather, stepbrother, stepsister, grandfather, grandmother and grandchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to three (3) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death,

If the death of one of the relatives specified in the collective agreement occurs while an employee is on vacation, the vacation will be interrupted so that the employee gets the benefit.

**24.03** When distance prevents the employee from attending the funeral, one day of

compassionate leave will be allowed within the (6) day period beginning with the date of death.

24.04 Pay will be at straight time even though one or more of the days of the bereavement leave occur on Sunday or a paid holiday.

24.05 The regular straight time rate means the straight time rate of the job at which the employee would have worked had he not been on bereavement leave.

## 25. **JURY DUTY**

25.01 An employee who is prevented from working his scheduled shift due to being on jury duty, reporting for jury roll-call or as a subpoenaed witness shall be paid the difference between the pay received for such jury duty or subpoenaed witness and the regular scheduled hours at straight time that he would otherwise have received.

25.02 An employee scheduled to work the midnight to 8:00 a.m. shift or tour immediately prior to reporting for jury duty, jury roll-call or subpoenaed witness on that date will be excused, upon request, and the terms of this Article will be applied.

25.03 In making application for such payment, the employee is required to submit supporting documents as to days of service and fee received.

## 26. LEAVE OF ABSENCE

### 26.01

(a) Leave of absence without pay, up to a maximum of three (3) months, may be granted at the discretion of Management for the following reasons:

- (1) Legitimate personal reasons.
- (2) Candidacy for public office at the Federal or Provincial level. Such leave may be extended until seven (7) days have elapsed following the date of the election.
- (3) Military service.
- (4) Duties of an elected municipal office.

The Company accepts the principle of granting leaves of absence without pay for educational purposes, or for official union business, subject to the approval of divisional management.

Such leave will be for a maximum of one year, subject to a further one year extension upon approval by divisional management. All other provisions regarding Leaves of Absence set out in the collective agreement will apply.



(b) Any leave of absence granted pursuant to Section (a) will not result in any loss of seniority.

(c) Leave of absence without pay may be granted at the discretion of management, for service as an elected representative in the Federal or Provincial legislature. Such leave, if granted, shall normally expire thirty (30) days following conclusion of the period of elected office, but in no case shall it be in excess of five (5) years.

(d) Any leave of absence granted pursuant to Section (c) will not cause a break in continuity but the period of absence shall not be counted in calculating any service-related benefit.

(e) Employees, when granted a leave of absence in excess of one (1) month, will be required to prepay the full premiums for group life insurance and all other insurance coverage in accordance with the provisions of the respective policies.

(f) All leaves of absence must be applied for in writing.

(g) The Company may require an employee to exhaust his normal vacation entitlement before commencing a leave of absence.

26.02

(a) Time off with pay will be provided to an employee writing qualifying examinations during scheduled working hours for certificates required in his occupation.

(b) Such pay will be at his straight time rate and limited to eight (8) hours.

27. BENEFITS

27.01

(a) The Company will pay the prevailing **medicare** premium rates established by the provincial government up to the rates in effect to April 30, 2004. These payments will be maintained for a twelve (12) month period when an employee is sick or disabled by accident.

(b) The Company's contribution to employees' insurance shall be applied first on account of those plans to which the employer's contribution is not taxable in the hands of the employee.

27.02 The Abitibi-Consolidated Weekly Indemnity Plan forms part of this Agreement and is attached hereto as Appendix "A". The premium cost will be borne by the Company. The 5/12 of the U.I.C. premium reduction will continue to be retained by the Company.

27.03 The Abitibi-Consolidated Long Term Disability Plan forms part of this Agreement and is attached hereto as Appendix "B". The premium cost will be borne by the Company.

27.04 The Company will pay the prevailing premium costs for the Supplementary Health Care Plan up to the rates in effect to April 30, 2004. This Plan forms part of this agreement and is attached hereto as Appendix "C".

27.05 The Dental Care Plan forms part of this Agreement and is attached hereto as Appendix "D". The premium cost will be borne by the Company up to the rates in effect to April 30, 2004.

27.06 The Group Life Insurance coverage is 2-1/2 times annual earnings with a maximum coverage of \$65,000. The Plan is subject to insurance policy regulations, and the premium cost will be borne by the Company.

27.07 The Company will maintain \$2,500 Group Life Insurance for retired employees at no cost to the Pensioner provided he was covered by Group Life Insurance during his employment. (\$4,000 for employees who retire on or after July 1, 1987).

27.08 Changes in the level of an employee's insurance benefits due to the application of the

wage increases will become effective on the first of the month following ratification of the memorandum of agreement for all employees actively at work on that date. For employees who are not actively at work on that date the changes will become effective on the date he returns to active employment.

**27.09**

**(a)** Insured employees who continue to be disabled for longer than twelve (12) months may continue their coverage in the Group Life Insurance, Dental Plans and Supplementary Health Care Plan at their option until the earlier of retirement or age 65. The full premium cost for the above benefits will be borne by the employees.

**(b)** The Company will provide optional coverage under Supplementary Health Care Plan to retirees between the ages of 58 and 65. The cost of such coverage shall be borne by the retiree.

In addition, the Company will provide coverage under the Dental and Supplementary Health Care **Plan** to all spouses and dependent children of retirees until the spouse reaches the age of sixty-five (65). The cost shall be borne by the retirees.

27.10 Effective January 1, 1999, Dependent Life Insurance is as follows:

1. Spouse - \$10,000
2. Each unmarried child:
  - a) 14 days but less than 1 year of age - \$5,000
  - b) 1 year but less than 19 years {twenty-five (25) years when a student full time}, wholly dependent on the employee for support - \$5,000

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

27.11 Effective the first day of the month following ratification of the 1998 Collective Agreement, the Company will provide fully paid Accidental Death and Dismemberment Insurance with a maximum insurance amount of \$5,000.

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

27.12

(a) The Abitibi-Consolidated Pension Plan which is registered in the Province of Ontario, forms part of this collective agreement. It is

understood and agreed that no amendments will be made to this pension plan until the expiration of the moratorium referred to in Section "C" of the memorandum of agreement signed in Ottawa on the 3rd day of June 1987.

(b) Information - The Company agrees to furnish the signatory Unions with an annual statement showing for the pension fund:

- (1) Income from investments.
- (2) Company contributions.
- (3) Total contributions.
- (4) Total paid-up annuities purchased and total pension payments made.
- (5) Any other information necessary to properly evaluate the Retirement Income Fund (Plan) including a copy of any and all actuarial valuations made of the Plan.

(c) Duration - Written request for changes to this Plan shall be filed no later than four (4) months prior to the **expiry** date.

27.13

(a) Joint Retirement Board - The membership of the Joint Retirement Board will include two employee representatives and a third member who shall be a National Officer or his

designee. Two (2) regular meetings will be scheduled each year, including a meeting at which the actuarial valuation and other financial and statistical reports will be presented. Urgent applications for early retirement, which cannot be held up for the regularly scheduled meetings, will be dealt with by a quorum after contacting the Union Representatives by telephone.

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

## 28. HOT MEALS

28.01 An employee who is required to work more than two (2) hours beyond the end of his regular shift will be provided with a hot meal.

## 29. PUNCH CARDS

29.01 If the Company changes, amends or alters an employee's punch card for any reason, the employee will be notified before the end of the current pay period.

29.02 Card rates will be updated to reflect the level of operation, permanent promotion or demotion.

30. METRIFICATION

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

30.02 In those cases where an employee already owns a tool in Imperial measure and the Company requires him to own the equivalent tool in metric measure, the Company will pay for 50% of the cost of the required metric tool.

31. SAFETY

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

31.02 The Company will contribute \$90 per year for the purchase of safety footwear that meets or exceeds divisional standards effective the date of ratification of the 1998 Collective Agreement and will be increased to \$100 effective January 1, 2000.



32. JOINT HEALTH AND SAFETY  
CONFERENCE  
See Appendix "J"

33. TRADES  
FLEXIBILITY/PROMOTION PLAN

Not applicable to Local 109.

34. ELECTRICIAN'S PROMOTION  
PLAN

Not applicable to Local 109.

35. APPRENTICESHIP PLAN

Not applicable to Local 109.

36. GRIEVANCE/ARBITRATION

36.01 In cases of grievances arising in the mill they shall be reported to the Manager, preferably in writing. If the Manager and the men are unable to arrive at a satisfactory settlement within forty-eight (48) hours, the question shall then be referred to the General Manager of the Company and the Vice-President of the National Union concerned or their accredited representatives, and on failure to agree, shall be left to arbitration; the General manager of the Company to select one man, the Vice-President of the National Union concerned to select one man, the two thus chosen

to select a third party who will confer and render a decision within five (5) days. Upon failure to agree upon selection of a third party, the matter shall be referred to the Provincial Minister of Labour with the request that he appoint the third arbitrator. The decision of the Board shall be final and binding upon both parties, it being understood that the function of the Arbitration Board shall be to interpret and apply this agreement. This Board, however, shall have no authority to add to or subtract from or to modify or extend any of the terms of the agreement or any agreement made supplementary hereto, except by mutual consent of the Company and the Union. If an employee is said to be unjustly discharged, his case shall be reported to the Manager within forty-eight (48) hours, and if on investigation it is found that he was unjustly discharged he shall be reinstated without lost time.

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

37. **MILL RULES**

37.01 **Starting and Stopping Work of Day Workers**

The Company is prepared to amend all relevant articles in the Collective Agreements to provide for a normal starting time of 8:00 a.m. and a normal finishing time of 4:00 p.m. for regularly scheduled day workers.

37.02 **Overtime of Day Workers**

When a day worker has an unfinished task at the end of the eight (8) hours, if requested, he shall continue to work, and shall receive pay at the rate of time and one-half for all overtime work.

37.03 **Tour Workers**

Tour workers shall be organized into three shifts and shall work eight (8) consecutive hours upon each shift as follows:

**Tour A - from 8:00 a.m. to 4:00 p.m.;**

**Tour B - from 4:00 p.m. to 12:00 midnight;**

**Tour C - from 12:00 midnight to 8:00 a.m.**

Shifts shall rotate in sequence weekly. It is understood that Iroquois Falls Local 109 will rotate shifts counter-clockwise.

37.04 **Starting and Stopping Work of Tour Workers**

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

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

37.05

(a) The Union undertakes to co-operate with Management in reducing absenteeism.

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

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

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

(d) It is understood that should an employee have a clear record for a full **12-month** period between Steps 1 and 2 or Steps 2 and 3, or after Stage 3, his record shall be considered clear.

(e) Should the **unarranged** absence of an employee be of sufficient length, or the reasons for the absence be of such a nature to indicate irresponsibility in the individual concerned, Management may discipline the offending employee with a layoff subject to discharge.

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

(g) If an employee has been absent **from** work a day or more he shall give adequate notice to his foreman or superintendent of his intention to return

so that the necessary arrangements may be made prior to the beginning of the regular work period in which he intends to resume duty. If he is unable to reach the supervisor, he will leave the message with the Industrial Relations **Office** which will notify the supervisor. On weekends, if the employee is unable to leave a message with his supervisor or the Industrial Relations **Office**, he will contact the security guard, (This will be tried on an experimental basis.) If the employee fails to give **sufficient** notice to allow the shifts to be adjusted back to the original schedule, the supervisor may send the returning employee home when he reports for work. Notice of intention to report for his next regular shift shall be given as soon as possible but not later than the following:

- a) For the day shift - prior to 3:00 p.m. on the previous day
- b) For the afternoon and evening shifts -prior to 10:00 a.m. on the same day

### **37.06 Individual Responsibility**

Everything in and about the plant shall be kept clean and in good order, and each employee will be held responsible for the condition of the part of the plant under his control as far as is humanly possible.

### **37.07 Causes for Discharge**

The causes for immediate discharge are:

- Incompetency
- Bringing intoxicants into the mill
- Smoking while on duty except in designated areas
- Refusing to comply with Company's rules
- Giving or taking of a bribe of any nature, as an inducement to obtaining work or retaining a position
- Reading of books or newspapers while on duty
- Reporting for duty under the influence of liquor
- Destruction or removal of Company property
- Disorderly conduct
- Dishonesty
- Disobedience
- Neglect of duty
- Sleeping on duty

**37.08 Bulletin Boards**

Notices shall not be posted in the Mill except on the official bulletin board. In each case permission of Superintendent must be secured.

### **37.09 Fire Service**

- a) In case of fire, all employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from its place or used, except in case of fire or by the order of the Superintendent.
- b) The Company will train employees in this area as it deems necessary.

### **37.10 Clothing**

Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use shall be kept in lockers provided for that purpose. Shoes must be worn while on duty.

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

### **37.11 Safeguards**

Safeguards must not be removed, except by order of the Superintendent or Foreman. If removed, they must be immediately replaced.

### **37.12 Elevators**

All employees using elevators for other than freight purposes do so at their own risk. Stairs are provided for use instead.



### **37.13 Disciplinary Action**

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

### **37.14 Reporting Accidents**

Accidents must be reported at once by the injured employees when possible and by all witnesses, to the Foreman, and by him to the Office.

### **38. JOB CLASSIFICATION PLAN**

See Appendix "K"

### **39. WAGE SCHEDULE**

**39.01** The attached schedule of wage rates (Appendix G) shall be effective under this Agreement.

**39.02** A shift differential of forty cents (\$0.40 cents) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4:00 p.m. and 12:00 midnight and a shift differential of fifty-five (\$0.55 cents) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 12:00 midnight and 8:00 a.m. Effective May 1, 1991, the 12-8 shift differential will be increased to sixty cents (\$0.60 cents) per hour. This shift differential shall not apply to day workers on overtime work.

39.03 Tour and shift workers absent on vacations, holidays with pay, paid sick leave, funeral leave or jury duty shall not be entitled to the night shift differential.

39.04 When equipment of a type new to the mill or a major change in the process system results in the creation of a new job or jobs, every effort will be made to determine a permanent rate for the job or jobs within three (3) months of the date at which the duties and responsibilities are definitely established.

39.05 It is the Company's responsibility to decide the necessity for providing replacement foremen. When it is necessary to move a man up to replace an hourly rated foreman, the Company will pay the rate for the job. Men assigned responsibility in the absence of a salaried foreman or a superintendent shall receive a premium of seventy cents (\$0.70 cents) per hour while they are carrying such responsibility. Where in specific cases present policy is more generous than that in the wording above, then the present policy shall be continued. It is understood that when foremen are absent for one day or more, the Company will set up another man to carry the foreman's responsibility during such absence. It is further understood that the Company reserves the right to determine when it is necessary to set up a replacement for a superintendent absent for one day or more. The above premium in all cases shall be applicable only when the man has

been officially designated to take on such responsibility.

**39.06** The Company will accept the wage rates as outlined in the Papermakers' Wage Scale insofar as classes and rates for Machine Tenders, Back Tenders, 3rd Hand, 4th Hand, 5th Hand, 6th Hand and Beater Engineers are concerned for classes 20 to 100 inclusive. Widths, speeds, frequency of speed rate adjustments and stack adjustments and stack adjustments to remain as provided for in the present agreements and/or presently in effect.

- i) The accepted schedule is applicable to either six (6) or eight (8) hour shifts.
- ii) The accepted schedule is considered permanent and no future alterations may be made in the schedule except by collective bargaining.
- iii) The machines must maintain increased or reduced speeds for a period of twelve working days before changes in rates shall be applied according to the schedule.
- iv) Back Tender will be given a two class adjustment when double stacks are run.



**40. GENERAL**

**40.01** Superintendents, non-working foremen, office workers and night watchmen are part of the management of the Company.

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

**40.03** The Company shall pay lost time for Local Union Officers and stewards attending meetings called by Divisional Management.

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

**41. BOAT LOADING**

Not applicable to Local 109

**42. TERM OF AGREEMENT**

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

**42.02** The Union shall have the right to discuss local adjustments with Management at divisional

level prior to April 30, 1999, April 30, 2000, April 30, 2001, April 30, 2002, April 30, 2003 and prior to negotiations 2004. All local adjustments must be submitted in writing by February 15<sup>th</sup> of that year for discussion and final settlement at local level prior to April 30, 1999, April 30, 2000, April 30, 2001, April 30, 2002 and April 30, 2003 and prior to negotiations 2004, and where granted will become effective May 1. It is understood that "local adjustments" are construed to mean the consideration of individual job rates in cases of gross inequality or major changes in job responsibility. Jobs covered by the Papermakers' Wage Scale or included in the Job Classification Plan will not be subject to the "local adjustments" process.

#### **43. JOB SECURITY**

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

The Company is therefore prepared to make the following commitment. Immediately following a public announcement by the Company of its intentions to proceed with a major project or layoff (for reasons other than market conditions) affecting the employment status of permanent employees, the Company will meet with the Union involved to implement the following:

1. Special early retirement provisions.

2. Freeze on the hiring of permanent employees.
3. Retraining.
4. Transfers to other job vacancies.
5. Exercise of the bumping provisions of agreement.
6. Attrition (death, retirement, voluntary resignation, discharge for cause).

#### 44. LOCAL ISSUES

##### 44.01

(a) The parties agree that local issues, which may arise at Divisions during the term of the collective agreement should be identified and discussed at the appropriate Division prior to commencement of joint bargaining. Accordingly it is agreed that the Union will submit to local management a complete listing of local issues no later than January 30<sup>th</sup> of the **final** year of the agreement. It is understood that only those local issues which arise from situations occurring after January 30<sup>th</sup> may be subsequently raised as local issues prior to the commencement of negotiations.

(b) Management agrees to meet, discuss and attempt to resolve these items no later than March 1st in the **final** year of the agreement.

(c) It is understood that:

- (i) Items that may or may not have monetary impact (such as improvements in working conditions)

but which are unique to the location in which they are presented, and which would not apply directly to an operation in another location, are local issues.

- (ii) Items which involve any change to collective agreement language are not local issues.

**44.02** The Union shall have the right to discuss local adjustments with Management at divisional level prior to April 30, 1999, April 30, 2000, April 30, 2001, April 30, 2002 and April 30, 2003 and prior to negotiations 2004. All local adjustments must be submitted in writing by February 15<sup>th</sup> of that year for discussion and final settlement at local level prior to April 30, 1999, April 30, 2000, April 30, 2001, April 30, 2002 and April 30, 2003 and prior to negotiations 2004, and where granted will become effective May 1. It is understood that “local adjustments” are construed to mean the consideration of individual job rates in cases of gross inequality or major changes in job responsibility. Jobs covered by the Papermakers’ Wage Scale or included in the Job Classification Plan will not be subject to the “local adjustments” process.

**44.03** If during the term of the collective agreement, an amendment, modification or addition to this agreement should be mutually agreed to by

the parties, it shall not be effective unless it is reduced to writing in the form of a Letter of Understanding duly signed by the parties signatory to this Agreement. Such letters of understanding will form part of the current collective a greement.

45. **PAPERMAKERS' WAGE SCALE**  
See Appendix "L"



Signed this 14<sup>th</sup> day of February, 2000 at  
Iroquois Falls, Ontario

ABITIBI-CONSOLIDATED INC.  
IROQUOIS FALLS DIVISION

  
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CANADIAN PAPERWORKERS' UNION  
C.L.C. AND ITS LOCAL NO. 109

  
\_\_\_\_\_

  
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## APPENDIX "A"

### ABITIBI-CONSOLIDATED INC. WEEKLY INDEMNITY PLAN

#### 1. DEFINITIONS

In this plan, unless otherwise specifically provided,

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

scheduled to work a 42 hour work week will have their benefits calculated on that base.

**2. PARTICIPATION**

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

**3. AMOUNT OF DISABILITY BENEFITS**

- (a) The amount of disability benefits shall be 70% of an employee's wage, as defined in Section 1(f), immediately preceding the date of disability with no maximum.
- (b) **Change in Benefits**  
Any employee not actively at work on the **effective** date or dates of the changes in benefits will not be eligible for the increase in benefits until the date of his return to active employment.
- (c) A daily rate of payment for each calendar day of absence that qualifies for payment

shall be one-seventh the weekly amount of disability benefit under Section-(a) hereof.

**4. ELIGIBILITY FOR PAYMENT**

(a) (i) Except in the case of disability arising out of an accident or illness requiring **hospitalization**, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding **52** weeks for any illness, beginning **after** 3 consecutive days of continuance of the disability.

(ii) In the case of a disability arising out of an accident or illness requiring **hospitalization**, an employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding **52** weeks for any one accident or such sickness commencing from the date of the accident or first day of hospitalisation.

(b) An employee absent from work and in receipt of an amount of disability benefit, shall continue to receive such benefit, even though a work shortage develops which would have resulted in his being laid off had he been at work, provided that the employee remains disabled and continues

to furnish evidence satisfactory to the Company and/or insurer, and verifies the continuance of disability.

- (c) An employee shall not be eligible for an amount of disability benefit under this plan unless he is actively employed by the Company at the date that he becomes eligible or until he subsequently returns to active employment.

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

- (d) An employee making a claim for an amount of disability benefit after lay-off or termination of employment for disability established to the satisfaction of the Company and/or insurer as having occurred prior to his lay-off or termination, shall be eligible for an amount of disability benefit provided such disability was accompanied by a continuance of absence that commenced prior to actual lay-off or termination.

- (e) Successive periods of disability separated by less than four consecutive weeks shall be considered one period of disability,

unless the subsequent disability is due to an accident or illness entirely unrelated to the previous disability and commences after return to active employment on a full time basis.

- (f) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of,
  - (i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or
  - (ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or
  - (iii) Self-destruction or any self-inflicted injury, while sane or insane, or
  - (iv) Any injury or illness resulting from insurrection or war, whether war be declared or not, or from participation in riot or civil commutation, or
  - (v) Disability for which the employee is not under the treatment of a physician except that **authorization** for benefits by a chiropractor shall be permitted for up to

four weeks per insured person per calendar year, or

- (vi) Alcoholism or Drug Addiction, unless the employee is undergoing a **recognized** course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (g) An amount of disability benefit will not be payable following the normal retirement date of an employee, other than retirement under the total and permanent disability provision of the Company pension plan.
- (h) An amount of disability benefit will not be payable following the early retirement of an employee, if early retirement was approved prior to the onset of disability.
- (i) An amount of disability benefit will not be payable for those days for which the employee receives holiday pay, vacation pay, or more than one-half day's regular pay, from the Company.
- (j) An employee on Weekly Indemnity who is determined as being fit for "light duty" by a licensed physician and if no "light duty"

work is available, he shall remain on Weekly Indemnity Benefits in line with Section 4 (a) (i).

- (k) (i) An amount of disability benefit under the plan shall not be paid in event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
  - (ii) For employees who fail to qualify for pregnancy leave of absence because of failure to meet the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons,
5. (a) In computing the amount of disability benefits, disability will be considered as starting from the first day of disability; however, in the event of absence due to illness, an employee must be certified by a physician for the disability within the first three (3) days of disability. In the event that the employee is not certified within the first three days, disability will be considered as starting two



(2) complete days prior to the day that the employee is actually certified by a physician.

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

## 6. MISCELLANEOUS PROVISIONS

- (a) An employee who is absent due to disability or on an **authorized** leave of absence, on the date he was to become eligible under this plan, and is unable to return to active employment when eligible because of a disability, shall, upon the date of his return to active employment, be eligible to participate in this plan;
- (b) An employee absent on an **authorized** leave of absence on the date he was to become eligible under this plan, shall, upon **the** date of his return to active employment, be eligible to participate in this plan;
- (c) If an employee who has been covered under the terms of this plan is granted an

authorized leave of absence, such employee shall be considered as still covered under the terms of this plan, but not beyond the end of the policy month next following the policy month in which such employee ceased work.

- (d) If requested, the Company may make advance payments after receipt of formal claim, at normal pay intervals until the claim is processed.

The Company will be reimbursed by the claimant for any advance payments made prior to the Company's receipt of notification of the adjudication of the claim,

If a claim is denied, advance payments not repaid by the claimant within 30 days following receipt of notification by the Company's of such denial, will be recovered by the Company from the claimant's normal pay.

## **7. GOVERNMENT DISABILITY PLANS**

- (a) The amount of disability benefit under this plan will be reduced by the amount for which an employee and/or the employee's dependent up to the age of eighteen is eligible under the disability benefit

provision of the Canada or Quebec Pension Plan or similar provisions in any other Government plans for disability, for which the employee is receiving an amount of disability benefit under this plan, except for War Disability Pensions and Workers' Compensation Disability Pensions.

- (b) The Company and/or insurer may require certification or verification of the amount of income from the Canada or Quebec Pension Plan or such other Government Plans;
- (c) The amount of disability benefit in excess of the amount which should have been paid may be deducted from the amount of any future disability benefit, or repaid by the employee to the Company and/or insurer, as the case may be, through some other mutually satisfactory arrangement.

**8. COMPANY PENSION PLAN  
DISABILITY BENEFITS**

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

## **9. PHYSICAL EXAMINATIONS**

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

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

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

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

## **10. ADMINISTRATION**

- (a) It shall be the obligation of the employee to notify immediately the Company of his absence due to disability, following which the Company will issue the necessary initial claim forms to him.

- (b) Completed claim forms will be checked by the Company to determine whether or not an employee is a participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.
  - (c) To assist the insurer in the proper adjudication and processing of claims, the Company and/or the insurer may establish claims control procedures.
11. All of the foregoing provisions of this Plan shall be subject to the Grievance Procedure.

## **APPENDIX "B"**

### **ABITIBI-CONSOLIDATED INC. LONG TERM DISABILITY PLAN**

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

#### **1. ELIGIBILITY**

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

#### **2. EFFECTIVE DATE OF COVERAGE**

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

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

right to give medical examinations to employees returning from such lay-off to determine their eligibility under the plan.

### **3. QUALIFYING PERIOD**

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

### **4. DEFINITION OF DISABILITY**

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

### **5. AMOUNT OF BENEFIT**

- (a) 55% of regular straight time hourly rate, multiplied by 2,080 hours and divided by 12, up to a maximum monthly payment of \$2,300. During the term of the agreement,

by 12, up to a maximum monthly payment of \$2,300. During the term of the agreement, effective May 1st of each year, general wage rate increases will be incorporated into the benefit up to the maximum monthly payment of \$2,300.

The Company proposes that effective May 1, 2002, the maximum benefit under the Long Term Disability plan will increase to \$2,400 per month for any eligible employee who is actively at work on that date.

The other LTD provisions of the collective agreement will continue to apply.

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



period, except with respect to interest on the employee's contributions made prior to commencement of LTD benefits.

**6. DURATION OF BENEFITS**

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

- (a) On the date the employee ceases to be disabled; or

(NOTE: If there is a recurrence of the same disability within four months of return to work, a new qualifying period will not be required, and the disabled employee will be eligible for any balance of Long Term Disability benefit payments. This provision shall take precedence over any recurrent disability provision under the Abitibi-Consolidated Inc. Weekly Indemnity Plan.)

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

**7. CONTINUATION OF GROUP LIFE INSURANCE DURING DISABILITY**

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

**8. EXCLUSIONS**

(a) Benefits under the Long Term Disability Plan will not be payable for claims resulting from:

i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit,  
or

ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or

iii) Self-destruction or any self-inflicted injury, while sane or insane, or

iv) Disability for which the employee is not under the treatment of a physician, or

v) Alcoholism or drug addiction, unless the employee is undergoing a **recognized** course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.

(b) i) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.

ii) For employees who fail to qualify for pregnancy leave or absence because of failure to meet the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a

normal leave of absence for legitimate personal reasons.

## **9. REHABILITATION**

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

## APPENDIX "C"

### **ABITIBI-CONSOLIDATED INC. SUPPLEMENTARY HEALTH CARE PLAN**

This description outlines the principal features of the Supplementary Health Care Group Insurance Plan. Insurance policies applicable to this coverage are held for Abitibi-Consolidated Inc. employees.

#### **ELIGIBILITY**

##### **Employees**

All employees are eligible upon completion of ninety (90) working days.

##### **Dependents**

For purposes of dependents' coverage provided under the plan, eligible dependents include the wife or husband and unmarried children from birth to their 21st birthday.

Also, unmarried children 21 years of age and over who are full-time students attending a certified education institution and depend upon you for support are eligible dependents until their 25th birthday.

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

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

#### **DESCRIPTION OF BENEFIT**

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

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

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

The Maximum Lifetime Benefit for all Covered Expenses is \$20,000 for each insured family member. Effective January 1, 1999, the Maximum Lifetime Benefit for all Covered Expenses is \$25,000 for each insured family member. On January 1 of each year, up to \$1,000 of the maximum lifetime benefit previously utilized, will be automatically restored.

For example, if you receive \$1,700.00 in benefits payments in one calendar year, your maximum benefit will automatically be restored by \$1,000.00 on the next January 1, making your new maximum \$24,300.00. The next January 1, your maximum will be restored to \$25,000 provided benefits paid in that year were \$300.00 or less.

## **COVERED EXPENSES**

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

### **Class I Expenses**

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

- Frames, lenses, and the fitting of prescription glasses, including contact lenses up to a total payment of \$100.00 per family member, in any two consecutive calendar year. Effective May 1, 1996, the benefit will be increased to \$125.00 per family member in any two (2) consecutive calendar years.

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

Class II Expenses

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

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

PROFESSIONAL AMBULANCE SERVICE when used to transport the individual **from** the place where he is injured by an accident or stricken by a disease to the **first** hospital where treatment is given, or from a hospital to a convalescent hospital. No other expenses in connection with travel are included.

OUT-PATIENT HOSPITAL SERVICES AND SUPPLIES in connection with

- use of examination or operating room,
- drugs, dressings or casts



- anaesthesia in connection with the performance of a surgical procedure but not charges made by a resident physician or intern of a hospital.

**REGISTERED GRADUATE NURSE (R.N.)** other than a nurse who ordinarily resides in your home, or who is a member of your or your spouse's family, provided such services have been ordered by a physician.

**CONVALESCENT HOSPITAL BOARD AND ROOM AND OTHER NECESSARY SERVICES AND SUPPLIES** up to the difference between the hospital's daily charge for ward and average semi-private accommodations for as many as 120 days during any one period of disability provided the individual is admitted to the convalescent hospital within 14 days following confinement in a hospital. All confinements in a convalescent hospital will be considered as one period of disability unless confinements are separated by at least 90 days.

**TREATMENT BY A PROVINCIALY LICENSED OSTEOPATH, NATUROPATH, PODIATRIST OR CHRISTIAN SCIENCE PRACTITIONER** up to \$7.00 per treatment and up to \$25 per disability for x-rays but not more than 30 visits in any calendar year for each type of practitioner. However, no benefit will be paid for any charges in excess of \$7.00 per treatment and no benefit will be paid while the individual is

entitled to similar benefits under any provincial health plan.

TREATMENT BY A PROVINCIALY LICENSED CHIROPRACTOR up to \$15 per visit and up to \$25 per disability for x-rays, subject to a maximum of \$300 per calendar year. No benefits will be paid while the individual is entitled to similar benefits under any provincial health plan.

PHYSIOTHERAPY by a person duly qualified and registered and legally engaged in the practice of physiotherapy, provided such services, by duration and type, have been prescribed by a physician.

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF PSYCHOLOGY on the written recommendation of a physician up to \$25 for the first visit and \$10 for each additional visit but not more than 30 visits in any calendar year.

TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF ACUPUNCTURE For not more than \$7 per visit, and not more than 30 visits per year.

**TREATMENTS BY A MASSEUR** who is duly qualified and registered and legally engaged in the practice of massage provided such services, by duration and type, have been prescribed by a physician but not more than \$7 per visit, and not more than 30 visits in any calendar year.

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

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

**OUT-OF-PROVINCE EMERGENCY TREATMENT** as described in (1) and (2) below incurred in connection with emergency treatment while the individual is outside the province in which he normally resides or outside the country.

- (1) Charges by a general practitioner or specialist in excess of the amount allowed under the Provincial Hospital and Medical Plans in the individual's normal province of residence, provided such charges are reasonable and customary in the area in which they were incurred.

- (2) Up to \$50 per day for charges for hospital confinement in excess of the allowance for ward accommodation payable by the Provincial Hospital Plan in the individual's normal province of residence. No charges will be considered unless all or part of the daily charge is payable under such Provincial Hospital Plan, nor for any type of accommodation for which the individual would not have been covered under this Plan had he been hospitalized in his normal province of residence.

**RENTAL OF IRON LUNG, WHEELCHAIR OR OTHER DURABLE MEDICAL OR SURGICAL EQUIPMENT.**

**ARTIFICIAL LIMBS AND EYES, CRUTCHES, SPLINTS, CASTS, TRUSSES AND BRACES** when prescribed or ordered by the attending physician.

**ORTHOPEDIC SHOES** when prescribed by the attending physician, one pair per year subject to a maximum payment of \$50.00.

**EMERGENCY DENTAL WORK OR COSMETIC SURGERY** performed by a physician or dentist for the prompt repair of

natural teeth or other body tissue and required as a result of a non-occupational accident.

**ANAESTHESIA, OXYGEN, BLOOD AND BLOOD PRODUCTS.**

**ILEOSTOMY, COLOSTOMY AND DIABETIC SUPPLIES.**

**DIAGNOSTIC LABORATORY AND X-RAY EXPENSES.**

**GENERAL DEFINITIONS**

**Definitions**

Definitions relating to this Plan shall be those set out in Confederation Life Insurance Company Policy 83120, effective January 1, 1985.

**Continuation of Supplementary Health Care Benefits for Incapacitated Children**

If your child is incapable of earning his own living because of mental retardation or physical handicap, and is dependent on you for support, coverage may be continued beyond age 21. Proof of incapacity must be submitted to the insurance company within 31 days after the child has reached age 21.

## EXCLUSIONS

Your Supplementary Health Care Plan does not cover:

- (1) Medical or other expenses in connection with periodic health check-ups or examinations, travel for health or cosmetic surgery.
- (2) Dental services unless treatment is the result of a non-occupational accident. Service for accidental dental claim must be rendered within 6 months of the accident.
- (3) Any expenses for which a covered individual is not required to pay.
- (4) Any charges which are not permitted to be insured under legislation.
- (5) Any injury or sickness for which the insured is entitled to indemnity or compensation under any Workers' Compensation legislation.
- (6) Charges which are not recommended and approved by the attending physician.
- (7) Any injury or disease which results from an act of war or hostilities of any kind.

### **Co-Ordination of Benefits**

This Plan will pay either its regular benefits in full, or a reduced amount which, when added to the benefits available under the other Plan, or Plans, will equal 100% of covered expenses.

“Plan” means any plan under which medical or dental benefits or services are provided by:

- (1) Group insurance or any other arrangement of coverage for individuals in a group whether or not insured, or
- (2) Any prepayment arrangement, or
- (3) Any coverage for students which is sponsored or provided through a school or other educational institutions.

## **TERMINATION OF BENEFITS**

### **Termination of Employment:**

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

### **Workers' Compensation:**

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

### **Weekly Indemnity:**

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

### **Leave of Absence:**

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



**Lay-off:**

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

**Changes to Report:**

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

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

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

**Payment of Claims:**

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

**APPENDIX "D"**

**ABITIBI-CONSOLIDATED INC.  
DENTAL CARE PLAN**

**ELIGIBILITY**

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

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

## **EFFECTIVE DATE OF BENEFITS**

### **Employee:**

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

### **Dependent:**

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

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

## **THE PLAN**

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

(a) 100% of the cost of Class I covered expenses, and

(b) Effective the first day of the month following ratification, 50% of the Cost of Class II and Class III covered expenses based on the 1997 Provincial Dental Association Schedule of Fees:

Effective May 1, 1999, the 1998 schedule of fees.

Effective May 1, 2000, the 1999 schedule of fees.

Effective May 1, 2001, the 2000 schedule of fees.

Effective May 1, 2002, the 2001 schedule of fees.

Effective May 1, 2003, the 2002 schedule of fees.

Effective May 1, 2004, the 2003 schedule of fees.

The maximum benefit per calendar year is \$1,500 per insured family member for Class I, II and III covered expenses. The lifetime maximum benefit is \$1,000 per insured family member for Class II covered expenses. (Effective June 12, 1987, \$1,000.)

## COVERED EXPENSES

### Class I Procedures:

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

**Class II Procedures:**

Initial installation (including adjustments after 3 months following original insertion) of partial or full removable dentures to replace one or more natural teeth.

Replacement of an existing partial or full removable denture or the addition of teeth to an existing partial or full removable denture to replace extracted natural teeth, but only if evidence satisfactory to the Insurance Company is presented that the existing denture cannot be made serviceable.

Repair or relining of dentures

**Class III Procedures:**

Orthodontic treatment, including correction of malocclusion

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

- (i) Cleaning or scaling of teeth may be performed by a licensed dental hygienist if such treatment is rendered under the supervision and direction of such dentist, and

- (ii) Installation, adjustments, repairs and relining of complete dentures may be made by a dental mechanic or **denturist** legally practising within the scope of his license, but any charges in excess of the amount specified for such services and supplies in the dental mechanics' or **denturists'** tariff of the Province where such services and supplies are received will be disregarded.

#### **PRE-DETERMINATION OF BENEFITS**

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

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

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

#### EXCLUSIONS

The Plan does not cover:

Dental services not listed under "Covered Expenses"

Services not performed by a licensed dentist

Any eligible expenses for which coverage is provided or available (or would be if the Plan was not in effect) under any insurance or other contract, plan or law

Treatments received before the effective date of your benefits, or which commenced after lay-off or termination of employment

Dental services performed primarily for cosmetic purposes

Travel expenses to and from the place of treatment

Treatment brought about by conditions arising from war, riot or insurrection, or



while serving in the armed forces of any country

## **TERMINATION OF BENEFITS**

### **Termination of Employment:**

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

### **Workers' Compensation:**

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

### **Weekly Indemnity:**

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

### **Leave of Absence:**

Employees on authorized leave of absence will be eligible for benefits for 1 month.

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

### **Lay-Off:**

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

## HOW TO CLAIM

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

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

APPENDIX "E"

**ABITIBI-CONSOLIDATED INC.**  
TRADES PROMOTION PLAN

Not applicable to Local 109

APPENDIX "F"

**ABITIBI-CONSOLIDATED INC.**  
APPRENTICESHIP PLAN

Not applicable to Local 109

APPENDIX "G"

WAGE SCHEDULE  
DEPARTMENT AND OCCUPATION

<u>May 1</u>	<u>May 1</u>	<u>May 1</u>	<u>May 1</u>	<u>May 1</u>	<u>May1</u>
<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>
Boss Machine Tender					
34.70	35.20	35.70	36.41	37.13	37.86
(*1)-#1, 7 Machines					
Boss Machine Tender					
34.70	35.20	35.70	36.41	37.13	37.86
-#8 machine (*2)					
B.M.T. Relieving Superintendent					
35.40	35.90	36.40	37.11	37.83	38.56
<u>Machine No. 1</u>					
<u>Class Speed Breast Roll</u>					
39	1775	209-5/8"			
Machine Tender					
27.730	28.230	28.73	29.30	29.89	30.49
Back Tender					
26.400	26.900	27.40	27.95	28.51	29.08
Third Hand					
24.210	24.710	25.21	25.71	26.23	26.75
Fourth Hand					
22.230	22.730	23.23	23.69	24.17	24.65
Fifth Hand					
21.710	22.210	22.71	23.16	23.63	24.10
Sixth Hand					
20.870	21.370	21.87	22.31	22.75	23.21

Machine No. 7  
Class Speed Breast Roll  
 38 1575 236-3/4"

Machine Tender (*4)					
27.820	28.32	28.82	29.40	29.98	30.58
Back Tender					
26.330	26.83	27.33	27.88	28.43	29.00
Third Hand					
24.180	24.68	25.18	25.68	26.20	26.72
Fourth Hand					
22.220	22.72	23.22	23.68	24.16	24.64
Fifth Hand					
21.680	22.18	22.68	23.13	23.60	24.07
Sixth Hand					
20.870	21.37	21.87	22.31	22.75	23.21

Machine No. 8  
Class Speed Breast Roll  
 96 3805 372

Machine Tender					
34.350	34.85	35.35	36.06	36.78	37.51
Beater Engineer					
34.350	34.85	35.35	36.06	36.78	37.51
Back Tender (*3)					
32.680	33.10	33.60	34.27	34.96	35.66
Third Hand					
28.750	29.25	29.75	30.35	30.95	31.57
Fourth Hand					
25.390	25.89	26.39	26.92	27.46	28.01
Fifth Hand					
24.200	24.71	25.21	25.71	26.23	26.75
Sixth Hand					
22.290	22.79	23.29	23.76	24.23	24.72
Utility Man					
22.290	22.79	23.29	23.76	24.23	24.72

Miscellaneous - Paper Mill

May 1 1998	May 1 1999	May 1 2000	May 1 2001	May 1 2002	May 1 2003
34.350	34.850	35.35	36.06	36.78	37.51
28.750	29.250	29.75	30.35	30.95	31.57
21.535	22.275	22.775	23.231	23.695	24.169
21.290	22.000	22.500	22.950	23.490	23.877
20.345	20.935	21.435	21.864	22.301	22.747
19.905	20.435	20.935	21.354	21.781	22.216

Note 1: Rate includes \$1.80 for each operating machine supervised by # 1 & 7 P.M.

Note 2: Rate includes \$0.35 per hour.

Note 3: Back Tender will be paid two classes above for double stacks (Article 39.06 [iv])

Note 4: Machine Tender #7(2) classes above due to manual starch spray usage.

NOTE: Papermakers' Wage Scale:  
Where the common labour or base rate is higher than the applicable class rate, the common labour or base rate will be applied.

Boss Machine Tenders

Boss Machine Tenders or Foremen on paper machines shall receive thirty-five cents (\$0.35) per hour per machine higher than the rate paid to the highest paid operating Machine Tender over which he has charge.

Beater Engineers

Beater Engineers, or by whatever name they might be called, shall receive either Class "A" or Class "B" rate.

Class "A" - In a mill where coloured paper (NOT shades of Standard White Newsprint) is manufactured, the hourly rate for the Beater Engineer, or by whatever name he might be called, shall equal the highest Machine Tender rate on the machine(s) to which he furnishes stock.

Class "B" - In a mill where any other paper, except coloured paper is manufactured, the hourly rate for the Beater Engineer, or by whatever name he might be called, shall equal the highest Back Tender rate on the machine(s) to which he furnishes stock.

Head Clothing Man

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



APPENDIX "H"

CONTINUOUS OPERATION  
IROQUOIS FALLS, FORT WILLIAM  
THUNDER BAY

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

When implemented in individual mills - \$.15 per  
hours.

CONDITIONS

1. One additional Statutory Holiday to be  
Easter Sunday.
2. It is agreed that if operation of a paper  
machine or paper machines is scheduled  
for 4 or more consecutive weeks of  
continuous operation, a 7-day swing will  
be installed provided an average work  
week of 42 hours and the 6th day of  
work necessitated under such schedule  
will be paid at straight time rates. Men  
at the bottom will be laid off on  
reverting back to 6-day operations.  
Schedules, hours of work and working  
conditions will be discussed and agreed  
upon prior to implementation.

If the Locals choose a **40-hour** schedule this can be arranged, although it is not in our opinion as desirable for the employees as the **7-day** swing schedule. If the **7-day** swing is chosen then payment is on the basis of the **42-hour** averaging basis.

3. If any one news machine in any one mill goes on continuous operation it is understood other newsprint mills must work a minimum of 5 full days per week.

#### STATEMENT OF POLICY

It is not the Company's intention to operate a paper machine on a continuous basis while other operable machines in a mill are operated at less than 6 days per week.

4. Every effort will be made to maintain existing vacation schedules.
5. A \$.03 per hour adjustment will be granted to all tradesmen and other employees listed in Appendix "A" of the Memorandum of Settlement on the implementation of continuous operation in an individual mill.

6. The present call-in clause will be changed to provide 6 hours minimum on Sundays and statutory holidays.
7. For emergency shutdowns of 24 hours or less (includes the shift in which the shutdown occurs and the two shifts following) and all normal shutdowns occasioned by normal clean-up, clothing changes and scheduled normal maintenance, operating crews will be provided with work and will be paid at the rate of their regular occupation. Employees will be expected to do work assigned. Tour workers may be scheduled to work with day crews during these shutdowns and if so scheduled will work day work hours.
8. The work week shall commence at midnight Saturday or 8:00 a.m. Sunday whichever is applicable. During any work week in which a paper machine operates on Sunday the crew putting on wires during that work week will receive 6 hours wire pay and 2 hours pay will be deducted from the regular hours of work.
9. If an employee is called in before his regular shift or stays beyond the end of

his regular shift for a wire change that straddles his shift change, he will be paid time and one-half for all hours worked outside his normal shift plus 8 - 2 plus 6 for his regular shift.

APPENDIX "T"

ABITIBI-CONSOLIDATED INC.  
IROQUOIS FALLS DIVISION

STATEMENTS OF COMPANY POLICY  
1968 NEGOTIATIONS

(a) Heat and Noise

At all its Divisions the Company has been taking concrete steps to overcome the problem of heat. This program, which has involved large sums of money, has included closed hoods on many machines, new and larger air supply and exhaust fans in many areas, and modern ventilation in all building extensions. It is the Company's intention to extend this program as conditions permit and money becomes available in a continuing effort to overcome the problems of excessive heat.

With respect to noise, the Company is desirous of promoting a program to reduce the incidence of hearing loss resulting from exposure to noise. This program will include the periodic audiometric testing of employees so that

any reduction in hearing ability can be discovered.

The Company will provide protective devices and solicits the cooperation of the Union in encouraging the wearing of such protective devices by all employees working in noisy areas. The Company will continue its present practice when installing new equipment or purchasing only that equipment which is designed in a way as to keep noise to a reasonable level.

(b) **Contracting Out**

Company policy is to do repair and maintenance work with our own crews. Contracting out will be kept to a minimum and the Union concerned will be advised in advance of Company plans in this regard.

(c) **Minutes of Meetings**

The Company has no objection to the Union recording its own minutes and the Company will provide the department superintendent involved only, with a statement of the understandings and disposition of questions raised at meetings with the Mill Managers.

(d) **Saturday Maintenance**

It is Company policy to keep maintenance to a minimum of Saturday. Scheduling of paper machines depends on customer requirements. When on short time every effort will be made to start up not later than Tuesday, 8:00 a.m.

## APPENDIX J

### JOINT HEALTH AND SAFETY CONFERENCE

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

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

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



and will contribute \$75.00 per day for incurred living expenses.

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

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

## APPENDIX "K"

### JOB CLASSIFICATION PLAN

#### JOB CLASSIFICATION PLAN

**M38.01** It is agreed that all jobs under the jurisdiction of the Communications, Energy and Paperworkers' Union, except jobs in the mechanical trades and related occupations, and/or jobs properly covered by the Papermakers' Wage Scale, clerical jobs and supervisory jobs, will be classified using the Pulp and Paper Manufacturers' Job Classification Plan, Explanatory Booklet dated June 1, 1974, as amended.

#### IMPLEMENTATION

- (a) The Job Classification Plan is the basis for determining the job class applicable to any existing jobs, any newly created jobs or any jobs which have changed.
- (b) The Wage Rate Structure established for the various job classifications is set forth in the "Schedule of Wage Rates", which forms part of this Agreement.
- (c) (i) In the event that new jobs are created or significant changes occur in existing jobs, the employee or employer

may request through the Mill Committee, the preparation of a new job description for submission to the Joint Classification Committee for evaluation.

(ii) The Joint Classification Committee will evaluate the job and inform the Mill Committee of the applicable job class.

(iii) In the event that agreement on the evaluation cannot be reached by the Joint Classification Committee, the question shall be referred for final resolution to the Senior Committee.

(iv) The incumbent of a job will receive the rate applicable to the job class, determined as outlined above. An upward rate adjustment, if applicable, will be effective from the date the new job was created or the date that a revised job description was requested pursuant to c(i). Where an evaluation or re-evaluation results in a rate lower than that in effect previously, the higher rate will be maintained as a "red circle" rate. Such red circle rates will be applicable only to those incumbents classified and holding (or employees who have worked within the last 12 months as relief in) the position evaluated or re-evaluated prior

to receipt of the Joint Classification Committee's notification of the lower classification. Such "red circle" rates will disappear through attrition, promotion or adjustment to the J.C.P. wage scale. General wage increases, however, will continue to apply to such red circle rates.

(d) The Job Classification Plan will be implemented and upward adjustment will be effective on:

(i) May 1, 1980 for the Thunder Bay, Fort William, Iroquois Falls, **Beaupre** and Chandler Division;

(ii) As soon as practical for **Kenogami** and **Stephenville** Divisions;

(iii) June 1, 1977 for the Grand Falls Division; (in the case of Grand Falls, the new job evaluation scale which forms part of this Appendix will become effective May 1, 1980.)

(iv) May 1, 198 1 for Provincial Papers Division.

(v) At **Botwood** the Job Classification Plan will be implemented

during the term of the 1980-1 982 collective agreement.

- (e) Upon initial implementation of the Job Classification Plan where the evaluation resulted in a rate lower than that in effect prior to the dates applicable in (d) above, the rate will be maintained as a “red circle” rate and will be applicable only to the incumbent on that date and employees who were used as replacements during the twelve month period prior to the date of implementation of the Plan at each location. Employees hired, transferred, or posted to another department after the dates referred to in (d) above will receive the class rate of the occupation they are hired for, transferred to, or accept through job posting. Red circles will disappear with attrition and promotion.
- (f) General increases will apply to all occupations.
- (g) Adjustments to the scale will not apply to employees whose rates are red-circled except in the case where the difference between the “red-circled” rate and the “class” rate is less than the total adjustment. In such a case, the

difference will be applied and the “red circle” will be discontinued.

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

any job than he did at any time prior to April 30, 1980, the following will apply:

(i) If movement occurs downwards through lines of progression because of curtailment, individuals affected will revert to the rates they formerly enjoyed on the lower jobs to which they are transferred or the evaluated rate for the job at that particular time, whichever is the higher.

(ii) Conversely, in the case of reverting to a higher level of operation, when individuals move back up through their lines of progression they will be paid the rates they formerly enjoyed on the higher jobs to which they are transferred, or the evaluated rate for the job at that particular time, whichever is the higher.

**JOB CLASSIFICATION PLAN SCALE**

<b><u>Class</u></b>	<b><u>May 1 1998</u></b>	<b><u>May 1 1999</u></b>	<b><u>May 1 2000</u></b>
1	19.905	20.435	20.935
2	20.105	20.665	21.165
3	20.345	20.935	21.435
4	20.555	21.175	21.675
5	20.795	21.445	21.945
6	21.030	21.710	22.210
7	21.290	22.000	22.500
8	21.535	22.275	22.775
9	21.745	22.515	23.015
10	22.050	22.850	23.350
11	22.350	23.180	23.680
12	22.605	23.465	23.965
13	22.895	23.785	24.285
14	23.185	24.105	24.605
15	23.465	24.415	24.915
16	23.820	24.800	25.300
17	24.130	25.140	25.640
18	24.450	25.490	25.990
19	24.805	25.875	26.375
20	25.125	26.225	26.725
21	25.480	26.610	27.110
22	25.795	26.955	27.455
23	26.130	27.320	27.820
24	26.480	27.700	28.200



25	26.820	28.070	28.570
26	27.135	28.415	28.915
27	27.495	28.805	29.305
28	27.820	29.160	29.660
29	28.150	29.520	30.020
30	28.495	29.895	30.395
31	28.805	30.235	30.735

**JOB CLASSIFICATION PLAN SCALE**

<b>Class</b>	<b>May 1 <u>2001</u></b>	<b>May 1 <u>2002</u></b>	<b>May 1 <u>2003</u></b>
1	21.354	21.781	22.216
2	21.588	22.020	22.460
3	21.864	22.301	22.747
4	22.109	22.551	23.002
5	22.384	22.832	23.288
6	22.654	23.107	23.569
7	22.950	23.409	23.877
8	23.231	23.695	24.169
9	23.475	23.945	24.424
10	23.817	24.293	24.779
11	24.154	24.637	25.129
12	24.444	24.933	25.432
13	24.771	25.266	25.771
14	25.097	25.599	26.111
15	25.413	25.922	26.440
16	25.806	26.322	26.849
17	26.153	26.676	27.209
18	26.510	27.040	27.581
19	26.903	27.441	27.989
20	27.260	27.805	28.361
21	27.652	28.205	28.769
22	28.004	28.564	29.135
23	28.376	28.944	29.523

24	28.764	29.339	29.926
25	29.141	29.724	30.319
26	29.493	30.083	30.685
27	29.891	30.489	31.099
28	30.253	30.858	31.475
29	30.620	31.233	31.857
30	31.003	31.623	32.255
31	31.350	31.977	32.616

**APPENDIX "L"**  
**PAPERMAKERS' WAGE SCALE**

**Widths**

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

**Speeds**

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

SPEED OF MACHINES

WIDTH OF MACHINE IN INCHES																					
	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29
30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34
35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37
38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39
40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

**FEET**  
 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40  
**METERS**  
 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4

SPEED OF MACHINES

WIDTH OF MACHINE IN INCHES

379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	
401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423
424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446
447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469
470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492
493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515
516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538
539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561
562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584
585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607
608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630
631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653
654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676
677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699
700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722
723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745
746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768
769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791
792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814
815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837
838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860
861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883
884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906
907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929
930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952
953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975
976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998
999	1000	1001	1002	1003	1004	1005	1006	1007	1008	1009	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021
1022	1023	1024	1025	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041	1042	1043	1044
1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067
1068	1069	1070	1071	1072	1073	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089	1090
1091	1092	1093	1094	1095	1096	1097	1098	1099	1100	1101	1102	1103	1104	1105	1106	1107	1108	1109	1110	1111	1112	1113
1114	1115	1116	1117	1118	1119	1120	1121	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136
1137	1138	1139	1140	1141	1142	1143	1144	1145	1146	1147	1148	1149	1150	1151	1152	1153	1154	1155	1156	1157	1158	1159
1160	1161	1162	1163	1164	1165	1166	1167	1168	1169	1170	1171	1172	1173	1174	1175	1176	1177	1178	1179	1180	1181	1182
1183	1184	1185	1186	1187	1188	1189	1190	1191	1192	1193	1194	1195	1196	1197	1198	1199	1200	1201	1202	1203	1204	1205
1206	1207	1208	1209	1210	1211	1212	1213	1214	1215	1216	1217	1218	1219	1220	1221	1222	1223	1224	1225	1226	1227	1228
1229	1230	1231	1232	1233	1234	1235	1236	1237	1238	1239	1240	1241	1242	1243	1244	1245	1246	1247	1248	1249	1250	1251
1252	1253	1254	1255	1256	1257	1258	1259	1260	1261	1262	1263	1264	1265	1266	1267	1268	1269	1270	1271	1272	1273	1274
1275	1276	1277	1278	1279	1280	1281	1282	1283	1284	1285	1286	1287	1288	1289	1290	1291	1292	1293	1294	1295	1296	1297
1298	1299	1300	1301	1302	1303	1304	1305	1306	1307	1308	1309	1310	1311	1312	1313	1314	1315	1316	1317	1318	1319	1320

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
 May 1, 1998

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3<sup>rd</sup> Hand</u>	<u>4<sup>th</sup> Hand</u>	<u>5<sup>th</sup> Hand</u>	<u>6<sup>th</sup> Hand</u>
20	25.39	24.19	22.72	21.44	21.06	20.72
21	25.54	24.32	22.81	21.67	21.11	20.72
22	25.61	24.43	22.84	21.73	21.19	20.72
23	25.72	24.58	22.98	21.74	21.23	20.75
24	25.94	24.68	23.04	21.79	21.24	20.75
25	26.00	24.83	23.12	21.81	21.31	20.75
26	26.14	25.05	23.18	21.82	21.33	20.76
27	26.30	25.12	23.29	21.89	21.40	20.76
28	26.40	25.25	23.37	21.96	21.41	20.81
29	26.53	25.38	23.48	21.97	21.44	20.81
30	26.74	25.45	23.58	21.98	21.46	20.81
31	26.88	25.57	23.71	21.99	21.51	20.84
32	27.04	25.71	23.77	22.00	21.52	20.84
33	27.10	25.80	23.81	22.01	21.54	20.84
34	27.24	25.97	23.86	22.03	21.57	20.85
35	27.29	26.06	23.94	22.09	21.58	20.85
36	27.41	26.20	24.02	22.12	21.62	20.85
37	27.49	26.25	24.14	22.18	21.67	20.87
38	27.58	26.33	24.18	22.22	21.68	20.87
39	27.73	26.40	24.21	22.23	21.71	20.87
40	27.82	26.53	24.25	22.29	21.74	20.87
41	27.89	26.58	24.32	22.30	21.76	20.90
42	27.97	26.74	24.42	22.39	21.79	20.90
43	28.09	26.85	24.44	22.40	21.81	20.90
44	28.18	26.94	24.56	22.48	21.82	20.90
45	28.28	27.04	24.59	22.56	21.96	20.96
46	28.48	27.16	24.64	22.61	21.97	20.96
47	28.57	27.24	24.68	22.70	21.98	20.96
48	28.69	27.29	24.84	22.72	21.99	21.04
49	28.69	27.41	24.98	22.73	22.00	21.06
50	28.75	27.52	25.03	22.76	22.01	21.07
51	28.81	27.58	25.05	22.81	22.09	21.11

52	28.97	27.67	25.10	22.83	22.12	21.14
53	29.01	27.76	25.13	22.89	22.18	21.15
54	29.07	27.83	25.19	22.97	22.20	21.17
55	29.17	27.91	25.37	22.98	22.22	21.23
56	29.29	27.99	25.39	22.99	22.23	21.24
57	29.38	28.17	25.45	23.04	22.27	21.28
58	29.46	28.22	25.54	23.05	22.28	21.31
59	29.57	28.29	25.59	23.09	22.29	21.33
60	29.67	28.44	25.66	23.12	22.30	21.37
61	29.76	28.54	25.79	23.15	22.38	21.40
62	29.84	28.69	25.93	23.18	22.40	21.41
63	29.93	28.75	25.95	23.29	22.52	21.44
64	29.97	28.83	25.97	23.30	22.53	21.46
65	30.07	28.97	26.00	23.33	22.56	21.47
66	30.24	29.01	26.14	23.34	22.61	21.52
67	30.33	29.11	26.25	23.37	22.68	21.54
68	30.43	29.23	26.30	23.41	22.70	21.57
69	30.50	29.34	26.34	24.46	22.72	21.58
70	30.65	29.42	26.40	23.49	22.73	21.62
71	30.76	29.50	26.53	23.58	22.79	21.67
72	30.92	29.67	26.66	23.62	22.83	21.68
73	31.05	29.78	26.70	23.75	22.89	21.71
74	31.22	29.90	26.81	23.80	22.98	21.73
75	31.31	29.95	26.88	23.86	23.04	21.74
76	31.52	30.10	27.03	23.94	23.09	21.76
77	31.63	30.25	27.08	24.02	23.15	21.79
78	31.82	30.36	27.19	24.05	23.20	21.81
79	31.94	30.50	27.27	24.18	23.29	21.82
80	32.12	30.65	27.31	24.21	23.33	21.88
81	32.23	30.70	27.44	24.35	23.45	21.93
82	32.38	30.84	27.52	24.40	23.47	21.95
83	32.54	30.94	27.58	24.45	23.51	21.95
84	32.60	31.06	27.71	24.52	23.62	21.99
85	32.85	31.20	27.81	24.63	23.65	22.00
86	32.96	31.28	27.88	24.68	23.74	22.01
87	33.13	31.47	27.96	24.80	23.79	22.08
88	33.26	31.54	28.03	24.83	23.84	22.09
89	33.44	31.61	28.16	24.96	23.88	22.12
90	33.57	31.83	28.19	24.99	23.94	22.14
91	33.73	31.94	28.32	25.05	24.02	22.17



92	33.89	31.97	28.41	25.10	24.04	22.20
93	34.02	32.14	28.53	25.22	24.14	22.23
94	34.13	32.25	28.59	25.25	24.15	22.27
95	34.25	32.38	28.69	25.33	24.18	22.28
96	34.35	32.44	28.75	25.39	24.21	22.29
97	34.46	32.53	28.83	25.43	24.25	22.30
98	34.57	32.60	28.92	25.52	24.29	22.32
99	34.67	32.72	28.97	25.55	24.32	22.33
100	34.79	32.80	29.04	25.61	24.37	22.38

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
 May 1, 1999

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3<sup>rd</sup> Hand</u>	<u>4<sup>th</sup> Hand</u>	<u>5<sup>th</sup> Hand</u>	<u>6<sup>th</sup> Hand</u>
20	25.89	24.69	23.22	21.94	21.56	21.22
21	26.04	24.82	23.31	22.17	21.61	21.22
22	26.11	24.93	23.34	22.23	21.69	21.22
23	26.22	25.08	23.48	22.24	21.73	21.25
24	26.44	25.18	23.54	22.29	21.74	21.25
25	26.50	25.33	23.62	22.31	21.81	21.25
26	26.64	25.55	23.68	22.32	21.83	21.26
27	26.80	25.62	23.79	22.39	21.90	21.26
28	26.90	25.75	23.87	22.46	21.91	21.31
29	27.03	25.88	23.98	22.47	21.94	21.31
30	27.24	25.95	24.08	22.48	21.96	21.31
31	27.38	26.07	24.21	22.49	22.01	21.34
32	27.54	26.21	24.27	22.50	22.02	21.34
33	27.60	26.30	24.31	22.51	22.04	21.34
34	27.74	26.47	24.36	22.53	22.07	21.35
35	27.79	26.56	24.44	22.59	22.08	21.35
36	27.91	26.70	24.52	22.62	22.12	21.35
37	27.99	26.75	24.64	22.68	22.17	21.37
38	28.08	26.83	24.68	22.72	22.18	21.37
39	28.23	26.90	24.71	22.73	22.21	21.37
40	28.32	27.03	24.75	22.79	22.24	21.37
41	28.39	27.08	24.82	22.80	22.26	21.40
42	28.47	27.24	24.92	22.89	22.29	21.40
43	28.59	27.35	24.94	22.90	22.31	21.40
44	28.68	27.44	25.06	22.98	22.32	21.40
45	28.78	27.54	25.09	23.06	22.46	21.46
46	28.98	27.66	25.14	23.11	22.47	21.46
47	29.07	27.74	25.18	23.20	22.48	21.46
48	29.19	27.79	25.34	23.22	22.49	21.54
49	29.19	27.91	25.48	23.23	22.50	21.56
50	29.25	28.02	25.53	23.26	22.51	21.57
51	29.31	28.08	25.55	23.31	22.59	21.61
52	29.47	28.17	25.60	23.33	22.62	21.64

53	29.51	28.26	25.63	23.39	22.68	21.65
54	29.57	28.33	25.69	23.47	22.70	21.67
55	29.67	28.41	25.87	23.48	22.72	21.73
56	29.79	28.49	25.89	23.49	22.73	21.74
57	29.88	28.67	25.95	23.54	22.77	21.78
58	29.96	28.72	26.04	23.55	22.78	21.81
59	30.07	28.79	26.09	23.59	22.79	21.83
60	30.17	28.94	26.16	23.62	22.80	21.87
61	30.26	29.04	26.29	23.65	22.88	21.90
62	30.34	29.19	26.43	23.68	22.90	21.91
63	30.43	29.25	26.45	23.79	23.02	21.94
64	30.47	29.33	26.47	23.80	23.03	21.96
65	30.57	29.47	26.50	23.83	23.06	21.97
66	30.74	29.51	26.64	23.84	23.11	22.02
67	30.83	29.61	26.75	23.87	23.18	22.04
68	30.93	29.73	26.80	23.91	23.20	22.07
69	31.00	29.84	26.84	23.96	23.22	22.08
70	31.15	29.92	26.90	23.99	23.23	22.12
71	31.26	30.00	27.03	24.08	23.29	22.17
72	31.42	30.17	27.16	24.12	23.33	22.18
73	31.55	30.28	27.20	24.25	23.39	22.21
74	31.72	30.40	27.31	24.30	23.48	22.23
75	31.81	30.45	27.38	24.36	23.54	22.24
76	32.02	30.60	27.53	24.44	23.59	22.26
77	32.13	30.75	27.58	24.52	23.65	22.29
78	32.32	30.86	27.69	24.55	23.70	22.31
79	32.44	31.00	27.77	24.68	23.79	22.32
80	32.62	31.15	27.81	24.71	23.83	22.38
81	32.73	31.20	27.94	24.85	23.95	22.43
82	32.88	31.34	28.02	24.90	23.97	22.45
83	33.04	31.44	28.08	24.95	24.01	22.47
84	33.10	31.56	28.21	25.02	24.12	22.49
85	33.35	31.70	28.31	25.13	24.15	22.50
86	33.46	31.78	28.38	25.18	24.24	22.51
87	33.63	31.97	28.46	25.30	24.29	22.58
88	33.76	32.04	28.53	25.33	24.34	22.59
89	33.94	32.11	28.66	25.46	24.38	22.62
90	34.07	32.33	28.69	25.49	24.44	22.64
91	34.23	32.44	28.82	25.55	24.52	22.67
92	34.39	32.47	28.91	25.60	24.54	22.70

93	34.52	32.64	29.03	25.72	24.64	22.73
94	34.63	32.75	29.09	25.75	24.65	22.77
95	34.75	32.88	29.19	25.83	24.68	22.78
96	34.85	32.94	29.25	25.89	24.71	22.79
97	34.96	33.03	29.33	25.93	24.75	22.80
98	35.07	33.10	29.42	26.02	24.79	22.82
99	35.17	33.22	29.47	26.05	24.82	22.83
100	35.29	33.30	29.54	26.11	24.87	22.88

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
**May 1, 2000**

<u>Class</u>	<u>Machine Tender</u>	<u>Back Tender</u>	<u>3<sup>rd</sup> Hand</u>	<u>4<sup>th</sup> Hand</u>	<u>5<sup>th</sup> Hand</u>	<u>6<sup>th</sup> Hand</u>
20	26.39	25.19	23.72	22.44	22.06	21.72
21	26.54	25.32	23.81	22.67	22.11	21.72
22	26.61	25.43	23.84	22.73	22.19	21.72
23	26.72	25.58	23.98	22.74	22.23	21.75
24	26.94	25.68	24.04	22.79	22.24	21.75
25	27.00	25.83	24.12	22.81	22.31	21.75
26	27.14	26.05	24.18	22.82	22.33	21.76
27	27.30	26.12	24.29	22.89	22.40	21.76
28	27.40	26.25	24.37	22.96	22.41	21.81
29	27.53	26.38	24.48	22.97	22.44	21.81
30	27.74	26.45	24.58	22.98	22.46	21.81
31	27.88	26.57	24.71	22.99	22.51	21.84
32	28.04	26.71	24.77	23.00	22.52	21.84
33	28.10	26.80	24.81	23.01	22.54	21.84
34	28.24	26.97	24.86	23.03	22.57	21.85
35	28.29	27.06	24.94	23.09	22.58	21.85
36	28.41	27.20	25.02	23.12	22.62	21.85
37	28.49	27.25	25.14	23.18	22.67	21.87
38	28.58	27.33	25.18	23.22	22.68	21.87
39	28.73	27.40	25.21	23.23	22.71	21.87
40	28.82	27.53	25.25	23.29	22.74	21.87
41	28.89	27.58	25.32	23.30	22.76	21.90
42	28.97	27.74	25.42	23.39	22.79	21.90
43	29.09	27.85	25.44	23.40	22.81	21.90
44	29.18	27.94	25.56	23.48	22.82	21.90
45	29.28	28.04	25.59	23.56	22.96	21.96
46	29.48	28.16	25.64	23.61	22.97	21.96
47	29.57	28.24	25.68	23.70	22.98	21.96
48	29.69	28.29	25.84	23.72	22.99	22.04
49	29.69	28.41	25.98	23.73	23.00	22.06
50	29.75	28.52	26.03	23.76	23.01	22.07
51	29.81	28.58	26.05	23.81	23.09	22.11
52	29.97	28.67	26.10	23.83	23.12	22.14

53	30.01	28.76	26.13	23.89	23.18	22.15
54	30.07	28.83	26.19	23.97	23.20	22.17
55	30.17	28.91	26.37	23.98	23.22	22.23
56	30.29	28.99	26.39	23.99	23.23	22.24
57	30.38	29.17	26.45	24.04	23.27	22.28
58	30.46	29.22	26.54	24.05	23.28	22.31
59	30.57	29.29	26.59	24.09	23.29	22.33
60	30.67	29.44	26.66	24.12	23.30	22.37
61	30.76	29.54	26.79	24.15	23.38	22.40
62	30.84	29.69	26.93	24.18	23.40	22.41
63	30.93	29.75	26.95	24.29	23.52	22.44
64	30.97	29.83	26.97	24.30	23.53	22.46
65	31.07	29.97	27.00	24.33	23.56	22.47
66	31.24	30.01	27.14	24.34	23.61	22.52
67	31.33	30.11	27.25	24.37	23.68	22.54
68	31.43	30.23	27.30	24.41	23.70	22.57
69	31.50	30.34	27.34	24.46	23.72	22.58
70	31.65	30.42	27.40	24.49	23.73	22.62
71	31.76	30.50	27.53	24.58	23.79	22.67
72	31.92	30.67	27.66	24.62	23.83	22.68
73	32.05	30.78	27.70	24.75	23.89	22.71
74	32.22	30.90	27.81	24.80	23.98	22.73
75	32.31	30.95	27.88	24.86	24.04	22.74
76	32.52	31.10	28.03	24.94	24.09	22.76
77	32.63	31.25	28.08	25.02	24.15	22.79
78	32.82	31.36	28.19	25.05	24.20	22.81
79	32.94	31.50	28.27	25.18	24.29	22.82
80	33.12	31.65	28.31	25.21	24.33	22.88
81	33.23	31.70	28.44	25.35	24.45	22.93
82	33.38	31.84	28.52	25.40	24.47	22.95
83	33.54	31.94	28.58	25.45	24.51	22.97
84	33.60	32.06	28.71	25.52	24.62	22.99
85	33.85	32.20	28.81	25.63	24.65	23.00
86	33.96	32.28	28.88	25.68	24.74	23.01
87	34.13	32.47	28.96	25.80	24.79	23.08
88	34.26	32.54	29.03	25.83	24.84	23.09
89	34.44	32.61	29.16	25.96	24.88	23.12
90	34.57	32.83	29.19	25.99	24.94	23.14
91	34.73	32.94	29.32	26.05	25.02	23.17
92	34.89	32.97	29.41	26.10	25.04	23.20

93	35.02	33.14	29.53	26.22	25.14	23.23
94	35.13	33.25	29.59	26.25	25.15	23.27
95	35.25	33.38	29.69	26.33	25.18	23.28
96	35.35	33.44	29.75	26.39	25.21	23.29
97	35.46	33.53	29.83	26.43	25.25	23.30
98	35.57	33.60	29.92	26.52	25.29	23.32
99	35.67	33.72	29.97	26.55	25.32	23.33
100	35.79	33.80	30.04	26.61	25.37	23.38

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
**May 1, 2001**

	Machine Back		3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>
<u>Class</u>	<u>Tender</u>	<u>Tender</u>	<u>Hand</u>	<u>Hand</u>	<u>Hand</u>	<u>Hand</u>
20	26.92	25.69	24.19	22.89	22.50	22.15
21	27.07	25.83	24.29	23.12	22.55	22.15
22	27.14	25.94	24.32	23.18	22.63	22.15
23	27.25	26.09	24.46	23.19	22.67	22.19
24	27.48	26.19	24.52	23.25	22.68	22.19
25	27.54	26.35	24.60	23.27	22.76	22.19
26	27.68	26.57	24.66	23.28	22.78	22.20
27	27.85	26.64	24.78	23.35	22.85	22.20
28	27.95	26.78	24.86	23.42	22.86	22.25
29	28.08	26.91	24.97	23.43	22.89	22.25
30	28.29	26.98	25.07	23.44	22.91	22.25
31	28.44	27.10	25.20	23.45	22.96	22.28
32	28.60	27.24	25.27	23.46	22.97	22.28
33	28.66	27.34	25.31	23.47	22.99	22.28
34	28.80	27.51	25.36	23.49	23.02	22.29
35	28.86	27.60	25.44	23.55	23.03	22.29
36	28.98	27.74	25.52	23.58	23.07	22.29
37	29.06	27.80	25.64	23.64	23.12	22.31
38	29.15	27.88	25.68	23.68	23.13	22.31
39	29.30	27.95	25.71	23.69	23.16	22.31
40	29.40	28.08	25.76	23.76	23.19	22.31
41	29.47	28.13	25.83	23.77	23.22	22.34
42	29.55	28.29	25.93	23.86	23.25	22.34
43	29.67	28.41	25.95	23.87	23.27	22.34
44	29.76	28.50	26.07	23.95	23.28	22.34
45	29.87	28.60	26.10	24.03	23.42	22.40
46	30.07	28.72	26.15	24.08	23.43	22.40
47	30.16	28.80	26.19	24.17	23.44	22.40
48	30.28	28.86	26.36	24.19	23.45	22.48
49	30.28	28.98	26.50	24.20	23.46	22.50
50	30.35	29.09	26.55	24.24	23.47	22.51
51	30.41	29.15	26.57	24.29	23.55	22.55
52	30.57	29.24	26.62	24.31	23.58	22.58



53	30.61	29.34	26.65	24.37	23.64	22.59
54	30.67	29.41	26.71	24.45	23.66	22.61
55	30.77	29.49	26.90	24.46	23.68	22.67
56	30.90	29.57	26.92	24.47	23.69	22.68
57	30.99	29.75	26.98	24.52	23.74	22.73
58	31.07	29.80	27.07	24.53	23.75	22.76
59	31.18	29.88	27.12	24.57	23.76	22.78
60	31.28	30.03	27.19	24.60	23.77	22.82
61	31.38	30.13	27.33	24.63	23.85	22.85
62	31.46	30.28	27.47	24.66	23.87	22.86
63	31.55	30.35	27.49	24.78	23.99	22.89
64	31.59	30.43	27.51	24.79	24.00	22.91
65	31.69	30.57	27.54	24.82	24.03	22.92
66	31.86	30.61	27.68	24.83	24.08	22.97
67	31.96	30.71	27.80	24.86	24.15	22.99
68	32.06	30.83	27.85	24.90	24.17	23.02
69	32.13	30.95	27.89	24.95	24.19	23.03
70	32.28	31.03	27.95	24.98	24.20	23.07
71	32.40	31.11	28.08	25.07	24.27	23.12
72	32.56	31.28	28.21	25.11	24.31	23.13
73	32.69	31.40	28.25	25.25	24.37	23.16
74	32.86	31.52	28.37	25.30	24.46	23.18
75	32.96	31.57	28.44	25.36	24.52	23.19
76	33.17	31.72	28.59	25.44	24.57	23.22
77	33.28	31.88	28.64	25.52	24.63	23.25
78	33.48	31.99	28.75	25.55	24.68	23.27
79	33.60	32.13	28.84	25.68	24.78	23.28
80	33.78	32.28	28.88	25.71	24.82	23.34
81	33.89	32.33	29.01	25.86	24.94	23.39
82	34.05	32.48	29.09	25.91	24.96	23.41
83	34.21	32.58	29.15	25.96	25.00	23.43
84	34.27	32.70	29.28	26.03	25.11	23.45
85	34.53	32.84	29.39	26.14	25.14	23.46
86	34.64	32.93	29.46	26.19	25.23	23.47
87	34.81	33.12	29.54	26.32	25.29	23.54
88	34.95	33.19	29.61	26.35	25.34	23.55
89	35.13	33.26	29.74	26.48	25.38	23.58
90	35.26	33.49	29.77	26.51	25.44	23.60
91	35.42	33.60	29.91	26.57	25.52	23.63
92	35.59	33.63	30.00	26.62	25.54	23.66

93	35.72	33.80	30.12	26.74	25.64	23.69
94	35.83	33.92	30.18	26.78	25.65	23.74
95	35.96	34.05	30.28	26.86	25.68	23.75
96	36.06	34.11	30.35	26.92	25.71	23.76
97	36.17	34.20	30.43	26.96	25.76	23.77
98	36.28	34.27	30.52	27.05	25.80	23.79
99	36.38	34.39	30.57	27.08	25.83	23.80
100	36.51	34.48	30.64	27.14	25.88	23.85

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
**May 1, 2002**

	Machine	Back	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>
<u>Class</u>	<u>Tender</u>	<u>Tender</u>	<u>Hand</u>	<u>Hand</u>	<u>Hand</u>	<u>Hand</u>
20	27.46	26.21	24.68	23.35	22.95	22.60
21	27.61	26.34	24.77	23.59	23.00	22.60
22	27.69	26.46	24.80	23.65	23.09	22.60
23	27.80	26.61	24.95	23.66	23.13	22.63
24	28.03	26.72	25.01	23.71	23.14	22.63
25	28.09	26.87	25.09	23.73	23.21	22.63
26	28.24	27.10	25.16	23.74	23.23	22.64
27	28.40	27.18	25.27	23.81	23.30	22.64
28	28.51	27.31	25.35	23.89	23.32	22.69
29	28.64	27.45	25.47	23.90	23.35	22.69
30	28.86	27.52	25.57	23.91	23.37	22.69
31	29.01	27.64	25.71	23.92	23.42	22.72
32	29.17	27.79	25.77	23.93	23.43	22.72
33	29.24	27.88	25.81	23.94	23.45	22.72
34	29.38	28.06	25.86	23.96	23.48	22.73
35	29.43	28.15	25.95	24.02	23.49	22.73
36	29.56	28.30	26.03	24.05	23.53	22.73
37	29.64	28.35	26.16	24.12	23.59	22.75
38	29.73	28.43	26.20	24.16	23.60	22.75
39	29.89	28.51	26.23	24.17	23.63	22.75
40	29.98	28.64	26.27	24.23	23.66	22.75
41	30.06	28.69	26.34	24.24	23.68	22.78
42	30.14	28.86	26.45	24.33	23.71	22.78
43	30.27	28.98	26.47	24.35	23.73	22.78
44	30.36	29.07	26.59	24.43	23.74	22.78
45	30.46	29.17	26.62	24.51	23.89	22.85
46	30.67	29.30	26.68	24.56	23.90	22.85
47	30.76	29.38	26.72	24.66	23.91	22.85
48	30.89	29.43	26.88	24.68	23.92	22.93
49	30.89	29.56	27.03	24.69	23.93	22.95
50	30.95	29.67	27.08	24.72	23.94	22.96
51	31.01	29.73	27.10	24.77	24.02	23.00
52	31.18	29.83	27.15	24.79	24.05	23.03

53	3	1.22	29.92	27.19	24.86	24.12	23.04
54	3	1.28	29.99	27.25	24.94	24.14	23.07
55		31.39	30.08	27.44	24.95	24.16	23.13
56		31.51	30.16	27.46	24.96	24.17	23.14
57		31.61	30.35	27.52	25.01	24.21	23.18
58		31.69	30.40	27.61	25.02	24.22	23.21
59		31.81	30.47	27.66	25.06	24.23	23.23
60		31.91	30.63	27.74	25.09	24.24	23.27
61		32.00	30.73	27.87	25.13	24.32	23.30
62		32.09	30.89	28.02	25.16	24.35	23.32
63		32.18	30.95	28.04	25.27	24.47	23.35
64		32.22	31.04	28.06	25.28	24.48	23.37
65		32.33	31.18	28.09	25.3 1	24.5 1	23.38
66		32.50	31.22	28.24	25.32	24.56	23.43
67		32.60	3 1.33	28.35	25.35	24.64	23.45
68		32.70	31.45	28.40	25.40	24.66	23.58
69		32.77	3 1.57	28.44	25.45	24.68	23.49
70		32.93	31.65	28.51	25.48	24.69	23.53
71		33.04	31.73	28.64	25.57	24.75	23.59
72		33.21	31.91	28.78	25.61	24.79	23.60
73		33.34	32.02	28.82	25.75	24.86	23.63
74		33.52	32.15	28.93	25.80	24.95	23.65
75		33.62	32.20	29.01	25.86	25.01	23.66
76		33.83	32.36	29.16	25.95	25.06	23.68
77		33.95	32.51	29.21	26.03	25.13	23.71
78		34.15	32.63	29.33	26.06	25.18	23.73
79		34.27	32.77	29.41	26.20	25.27	23.74
80		34.46	32.93	29.45	26.23	25.31	23.80
81		34.57	32.98	29.59	26.37	25.44	23.86
82		34.73	33.13	29.67	26.43	25.46	23.88
83		34.90	33.23	29.73	26.48	25.50	23.90
84		34.96	33.36	29.87	26.55	25.61	23.92
85		35.22	33.50	29.97	26.67	25.65	23.93
86		35.33	33.58	30.05	26.72	25.74	23.94
87		35.51	33.78	30.13	26.84	25.79	24.01
88		35.64	33.85	30.20	26.87	25.84	24.02
89		35.83	33.93	30.34	27.01	25.89	24.05
90		35.97	34.16	30.37	27.04	25.95	24.07
91		36.13	34.27	30.50	27.10	26.03	24.11
92		36.30	34.30	30.60	27.15	26.05	24.14

93	36.43	34.48	30.72	27.28	26.16	24.17
94	36.55	34.59	30.79	27.31	26.17	24.21
95	36.67	34.73	30.89	27.39	26.20	24.22
96	36.78	34.79	30.95	27.46	26.23	24.23
97	36.89	34.88	31.04	27.50	26.27	24.24
98	37.01	34.96	31.13	27.59	26.31	24.26
99	37.11	35.08	31.18	27.62	26.34	24.27
100	37.24	35.17	31.25	27.69	26.39	24.32

**Abitibi-Consolidated Inc.**  
**PAPERMAKERS' WAGE SCHEDULE**  
**May 1, 2003**

	Machine Back		3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>
<b>Class</b>	<b>Tender</b>	<b>Tender</b>	<b>Hand</b>	<b>Hand</b>	<b>Hand</b>	<b>Hand</b>
20	28.01	26.73	25.17	23.81	23.41	23.05
21	28.16	26.87	25.27	24.06	23.46	23.05
22	28.24	26.99	25.30	24.12	23.55	23.05
23	28.36	27.15	25.45	24.13	23.59	23.08
24	28.59	27.25	25.51	24.18	23.60	23.08
25	28.65	27.41	25.60	24.21	23.68	23.08
26	28.80	27.64	25.66	24.22	23.70	23.09
27	28.97	27.72	25.78	24.29	23.77	23.09
28	29.08	27.86	25.86	24.37	23.78	23.14
29	29.22	27.99	25.98	24.38	23.81	23.14
30	29.44	28.07	26.08	24.39	23.83	23.14
31	29.59	28.20	26.22	24.40	23.89	23.18
32	29.76	28.34	26.29	24.41	23.90	23.18
33	29.82	28.44	26.33	24.42	23.92	23.18
34	29.97	28.62	26.38	24.44	23.95	23.19
35	30.02	28.72	26.47	24.50	23.96	23.19
36	30.15	28.86	26.55	24.54	24.00	23.19
37	30.23	28.92	26.68	24.60	24.06	23.21
38	30.33	29.00	26.72	24.64	24.07	23.21
39	30.49	29.08	26.75	24.65	24.10	23.21
40	30.58	29.22	26.80	24.72	24.13	23.21
41	30.66	29.27	26.87	24.73	24.15	23.24
42	30.74	29.44	26.98	24.82	24.18	23.24
43	30.87	29.55	27.00	24.83	24.21	23.24
44	30.97	29.65	27.12	24.92	24.22	23.24
45	31.07	29.76	27.16	25.00	24.37	23.30
46	31.28	29.88	27.21	25.06	24.38	23.30
47	31.38	29.97	27.25	25.15	24.39	23.30
48	31.51	30.02	27.42	25.17	24.40	23.39
49	31.51	30.15	27.57	25.18	24.41	23.41
50	31.57	30.27	27.62	25.21	24.42	23.42
51	31.63	30.33	27.64	25.27	24.50	23.46
52	31.80	30.42	27.70	25.29	24.54	23.50

53	31.85	30.52	27.73	25.35	24.60	23.51
54	31.91	30.59	27.79	25.44	24.62	23.53
55	32.02	30.68	27.98	25.45	24.64	23.59
56	32.14	30.76	28.01	25.46	24.65	23.60
57	32.24	30.96	28.07	25.51	24.69	23.64
58	32.32	31.01	28.16	25.52	24.70	23.68
59	32.44	31.08	28.22	25.56	24.72	23.70
60	32.55	31.24	28.29	25.60	24.73	23.74
61	32.64	31.35	28.43	25.63	24.81	23.77
62	32.73	31.51	28.58	25.66	24.83	23.78
63	32.82	31.57	28.60	25.78	24.96	23.81
64	32.87	31.66	28.62	25.79	24.97	23.83
65	32.97	31.80	28.65	25.82	25.00	23.85
66	33.15	31.85	28.80	25.83	25.06	23.90
67	33.25	31.95	28.92	25.86	25.13	23.92
68	33.35	32.08	28.97	25.90	25.15	23.95
69	33.43	32.20	29.01	25.96	25.17	23.96
70	33.59	32.28	29.08	25.99	25.18	24.00
71	33.70	32.37	29.22	26.08	25.25	24.06
72	33.87	32.55	29.35	26.13	25.29	24.07
73	34.01	32.66	29.40	26.26	25.35	24.10
74	34.19	32.79	29.51	26.32	25.45	24.12
75	34.29	32.84	29.59	26.38	25.51	24.13
76	34.51	33.00	29.75	26.47	25.56	24.15
77	34.63	33.16	29.80	26.55	25.63	24.18
78	34.83	33.28	29.92	26.58	25.68	24.21
79	34.96	33.43	30.00	26.72	25.78	24.22
80	35.15	33.59	30.04	26.75	25.82	24.28
81	35.26	33.64	30.18	26.90	25.95	24.33
82	35.42	33.79	30.27	26.95	25.97	24.35
83	35.59	33.89	30.33	27.01	26.01	24.38
84	35.66	34.02	30.47	27.08	26.13	24.40
85	35.92	34.17	30.57	27.20	26.16	24.41
86	36.04	34.26	30.65	27.25	26.25	24.42
87	36.22	34.46	30.73	27.38	26.31	24.49
88	36.36	34.53	30.81	27.41	26.36	24.50
89	36.55	34.61	30.94	27.55	26.40	23.54
90	36.69	34.84	30.98	27.58	26.47	24.56
91	36.86	34.96	31.11	27.64	26.55	24.59
92	37.03	34.99	31.21	27.70	26.57	24.62

93	37.16	35.17	31.34	27.82	26.68	24.65
94	37.28	35.29	31.40	27.86	26.69	24.69
95	37.41	35.42	31.51	27.94	26.72	24.70
96	37.51	35.49	31.57	28.01	26.75	24.72
97	37.63	35.58	31.66	28.05	26.80	24.73
98	37.75	35.66	31.75	28.14	26.84	24.75
99	37.85	35.78	31.80	28.18	26.87	24.76
100	37.98	35.87	31.88	28.24	26.92	24.81

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