

**COLLECTIVE AGREEMENT  
BETWEEN**

**LECOURS LUMBER COMPANY LIMITED**

**AND**

**I.W.A. CANADA  
LOCAL 2995**

**September 1, 2001 to August 31, 2006**

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**LECOURS LUMBER COMPANY  
LIMMITED**

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**COLLECTIVE AGREEMENT**

**BETWEEN**

**LECOURS LUMBER COMPANY LIMITED**  
**(hereinafter called the "Company")**

**and**

**I.W.A. CANADA LOCAL 2995**  
**(hereinafter called the "Union")**

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**ARTICLE 1 - PURPOSE**

**1.01** The general purpose of **this** Agreement is to secure for the Company and the Union the full benefits of orderly and legal collective bargaining in respect to **hours**, wages **and working** conditions, and **to** ensure to the utmost extent possible, the safety **and** physical welfare of the employees, economy of operation, quality and quantity of output and protection of property. This Agreement moreover seeks to provide for fair and peaceful adjustments of all disputes **that** may arise between the parties. **It is** recognized **as a duty** of the parties hereto **and** of all employees to co-operate fully, individually, and collectively, for the advancement of the conditions set forth herein.

**ARTICLE II - PERIOD**

**2.01** The Company **and** the Union agree one with the other that they will abide **by** the Articles of this Agreement from September 1, 2001 to August 31, 2006, inclusive and from year **to** year thereafter unless either party desires to change or terminate the

Agreement, in which case the party desiring the change or termination shall notify the other in writing at least sixty (60) days prior to August 31st of the particular year that such is its desire. Either party opening the Agreement in the manner provided above shall notify the other party in writing as to the changes desired.

**ARTICLE III - RECOGNITION - JURISDICTION**

3.01(a) See Schedule "A" attached hereto.

3.01(b) See schedule "A" attached hereto.

3.02 Supervisory personnel, which includes contractors whose employees are considered to be employees under this Agreement, shall not perform work which would normally be a function of an employee in the job classification covered by this Agreement, except when instructing employees and in case of emergency and also in cases of emergencies involving physical danger to employees or danger to property, and except in the form of casual assistance and spell-off at coffee break or lunch period.

3.03 It is agreed that the Company operations shall not be interrupted as a result of any jurisdictional dispute that may arise between the Union and any other trade Union.

**ARTICLE IV -RATES AND CLASSIFICATIONS**

4.01 The Wage Schedule (Schedule B) is attached hereto and forms part of this Agreement.

4.02 If, during the life of this Agreement, a significant change in job content occurs in any job classification listed in the attached Wage Schedule, the rate thereto shall be adjusted by negotiations between the parties. Upon failure to reach Agreement, the matter may be referred to Stage 3 of the Grievance Procedure.

**4.03** When changes are to be made in operating methods, including major alterations in established work patterns requiring the establishment of new job classifications, the Company will give the Union at least thirty (30) days advance notice in writing. During the thirty (30) day period prior to the implementation of such changes, upon request by the Union, the Company will meet with the Union and discuss such changes. For the new job classifications, the Company shall set temporary rates. Any such rates will be based on comparison with prevailing rates for similar and/or related occupations in the Wage Schedule. Following the implementation of such changes, negotiations for rates covering the new job classifications resulting from such changes, shall commence without delay. After Agreement is reached, such rates shall become part of the attached Wage Schedule. In the event the parties do not reach Agreement on the rates for the

new classifications within thirty (30) days of the effective date of the change or alteration, the matter may be referred to Stage 3 of the Grievance Procedure. The *thirty-* (30) day period may be extended by mutual consent of the parties. New rates when established shall be retroactive to the date of establishment of the new classification.

**ARTICLE V - UNION MEMBERSHIP**

**5.01** The Company agrees that it is in favour of its employees covered by this Agreement becoming members of the Union and will facilitate Union membership solicitation as hereinafter provided.

5.02(a) Any employee who is now a member in **good standing** or **who** becomes ~~or~~ **is reinstated** as a member of the Union shall, as a condition of continued employment, maintain such membership in **good** standing throughout the term of this Agreement. In the event of the Union intending to suspend a member, the Company ~~shall~~ be notified by the Union in writing at least seven **(7)** days before such suspension.

5.02(b) When hiring employees the Company will, after complying with Article XII of ~~this~~ Agreement, give preference to Union members **who** apply and are capable of doing the work required of them. If Union ~~members~~ are not available, the Company shall have the right to hire non-union help until such time as Union members are available. The Company further agrees to advise the Union office from time

to time of its labour requirements.

5.02 (c) New employees shall make application to join the Union when first approached to do so by a duly authorized Union Steward Official or representative. The Company shall, upon hiring, advise all new employees by letter, with **a** copy to the Union Steward, to report to the Steward within ten **(10)** days **of** commencing work. Failure of **an** employee to comply with the conditions herein shall be cause **for** immediate termination **of** employment.

5.02(d) The Company shall put employees on checkoffs at the time **of** hire **or** ~~return~~ to work and deduct the Union's monthly membership dues from monies due him.

Each new employee shall be allowed one half ( $\frac{1}{2}$ ) hour on Company time **to** meet with the Union steward within the first week of completion **of** the probationary period.

**5.03** For each individual employee, who is a member of the Union or becomes a member, the Company will on his behalf and upon his written authorization or upon written notice by the Union, pay Union initiation fees and/or monthly membership dues from monies due **him**.

**5.04** Remittance of all deductions shall be sent **to** the Local Union; said remittance to be accompanied by itemized lists in alphabetical order, in duplicate, of names with Christian names and

amounts. The Company will endeavour to deliver these lists as soon **as** possible, but not later than the end of the following month. A copy of the list will be given by the Company to the Union Steward.

5.05 Representatives carrying proper credentials shall have the right to visit all operations in connection with Union business **as** it pertains to this Agreement provided that such visits shall not interfere **with** the efficient operation of the plant. Credentials carried by the Union representatives shall consist of a Certificate of Authority signed by the President and Secretary of the Local Union and shall be presented to a Company official upon arrival on the operations.

5.06 **The Local** Union shall furnish the **Company** with a list of **Local** Officers and Representatives and shall amend such list **as** changes occur.

5.07 The Company will furnish **a list of** supervisory personnel to the Union Office and will amend such list **as changes** occur. Failure to advise the Union of such changes will not in any way affect the authority of employer supervisors.

#### **ARTICLE VI - VACATIONS WITH PAY**

6.01 Vacation pay shall be paid **to** each employee by separate cheque to be issued at the time of **termination** of employment or at the time vacation is taken or **at** the option of the employee in cases of



layoff when such are anticipated to exceed one (1) month.

The Company will deduct vacation pay taxes on a bi-weekly basis.

**6.02** An employee who has been continuously employed for one (1) year shall take vacation time off at a time or times satisfactory to the employee and the Company.

Duration and timing of summer vacation during the months of July and August will be determined by mutual agreement between the parties. The Company and the Union will discuss summer vacation at least one (1) month in advance subject to unforeseen circumstances.

Each 2% increment of vacation pay entitles an employee to one (1) week of time off. An employee who is entitled to vacation time off in excess of the duration of the vacation shutdown will be allowed to take such time off upon notice in writing to his supervisor at least ten (10) days in advance of said time off requested. In case too many employees should seek additional time off, thereby jeopardizing the efficiency of operations, time off will be scheduled in accordance with seniority.

As a premium, each employee will receive \$60.00 after five (5) days of vacation taken.

Effective September 1<sup>st</sup>, 2003 increase premium to \$70.00. Effective September 1<sup>st</sup>, 2005 increase premium to \$80.00.

**6.03** Vacation with pay credits shall be paid on the following basis:

- a) 4% of **gross** earnings for employees who have less than 800 days seniority
- b) 6% of **gross** earnings for employees who have 800 days or more but less than 2,000 days seniority
- c) 8% of **gross** earnings for employees who have 2,000 days or more but less than 4,000 days seniority
- d) 10% of **gross** earnings for employees who have 4,000 days or more but less than 5,400 days seniority
- e) 12% of **gross** earnings for employees who have 5,400 days or more seniority

f) **SUPPLEMENTARY VACATION WITH PAY**

Employees who have worked 5,000 days or more for the Company shall receive the following additional vacation with pay, in the calendar year in

which they attain:

- Age **60 - 1** week (2% of gross earnings)
- Age **61 - 2** weeks (4% of gross earnings)
- Age **62 - 3** weeks (6% of gross earnings)
- Age **63 - 4** weeks (8% of gross earnings)
- Age **64 - 5** weeks (10% of gross earnings)

**6.04** For the purpose of this Article, Seniority will be acquired and maintained as defined in Article XII of this Agreement and the vacation year shall begin with the first pay of June each year.

Work during summer holidays will be distributed in accordance with Article XII - Seniority, provided the employees who apply have the skill and ability to perform the scheduled work. Seniority will not apply for replacement of scheduled employees.

**ARTICLE VII - HOLIDAYS WITH PAY**

**7.01** Employees who have completed their probationary period shall be granted with pay the following holidays regardless of when they fall.

- |                |                  |
|----------------|------------------|
| New Year's Day | Civic Holiday    |
| January 2nd    | Labour Day       |
| Good Friday    | Thanksgiving Day |
| Easter Monday  | Christmas Day    |
| Victoria Day   | Boxing Day       |
| Dominion Day   |                  |

When any of the above holidays fall on Saturday, it shall be observed on the preceding Friday and if the holiday falls on Sunday it shall be observed on the following Monday.

In addition, employees who have accumulated one hundred and ~~twenty~~ (120) days seniority, will be granted **two (2)** floating holidays per year to be taken at a time satisfactory to the employee and **his** supervisor. If an employee has not taken his floating holiday by the end of December each year and has not signified his intention of taking it, such floating holiday will be scheduled by the Company before February 28 of each year.

Request for floaters **are** to be submitted in writing on forms supplied by the Company, three **(3)** working days in advance of **the** floater **with** the exception of emergency situations. Management will respond within twenty-four (24) hours of receiving the request. **An** employee who by reason of lay-off is prevented from taking his floating holiday shall receive pay in lieu of such holiday, during the current year.

7.02 **An** employee who has established seniority in accordance with Article 12.02 is eligible for holiday pay provided he works **his** last scheduled shift immediately preceding the holidays and his first scheduled shift immediately following the holidays, unless prevented by reasons beyond his control and the employee takes the necessary steps

to advise his immediate supervisor.

7.03(i) **An** employee who is qualified under Article XII and who works any of the available work days within the thirty (30) day period immediately prior **to** the holiday, is **on** authorized leave of absence when the holiday occurs, he shall receive holiday pay for the first holiday that occurs during his absence.

(ii) **An** employee who is qualified under Article XII and who ceases work due to layoff, during the thirty (30) day period immediately prior to the holiday, shall receive holiday pay for the holiday (s) within such thirty (30) day period.

(iii) **An** employee qualified under Article XII, who is obliged to cease work due **to** sickness or accident certified **by** a licensed practitioner during the thirty (30) day period immediately prior to the holiday, shall receive holiday pay for the holiday (s) within such thirty (30) day period.

7.03(a) If an employee who **has** established seniority in accordance with Article XII, is recalled and works any time during the twenty-one (21) calendar day period immediately following the holidays, he shall receive holiday pay for the preceding holiday.

**7.04** A leave of absence shall be granted to an employee who has qualified under Article 12.02 and who must travel a long distance **to** be home for

Christmas in which event such **an** employee will receive pay for the holiday (**s**), provided he returns to work on time **as** specified by the Company. Any request for such leave of absence must be made to the foreman by the end of the first week in December and permission will not be unreasonably withheld, provided that the employee's absence does not interfere with **the** efficiency of the Company operations.

**7.05** If an employee works on one of **the** above named holidays, he shall receive payment at time and one half for the hours actually worked by him in addition to receiving his holiday pay. Double time will be paid after eight (**8**) hours of work on a holiday.

**7.06** **An** employee who qualifies under Section 12.02 and is on vacation shall be entitled **to** holiday pay and additional time off for any holidays occurring within such vacation period. This does not apply in connection with a period **of** shutdown, not related to a period **of** vacation entitlement under Article VI and specifically does not apply in connection with any shutdown between Christmas and New **Year**.

#### **ARTICLE VIII - ADJUSTMENT OF GRIEVANCES**

**8.01** It is the mutual desire of the parties, hereto, that complaints of employees be adjusted **as** quickly **as** possible and it is generally understood that an

employee has **no** grievance until he has given to his foreman an opportunity **to** adjust his complaint.

**8.02** The Union shall arrange for the election from its working membership of a Union Grievance Committee of three (3) headed by a Union Steward who shall act **as** spokesman for that Committee. Immediately after an election, the Union Grievance Committee will notify the Company in writing **as** to the names of the Union Steward and the members **of** the Union Grievance Committee elected and the Company, **will** acknowledge in writing the receipt of such notice. The Company shall not be required to recognize either the Union Steward or the Union Grievance Committee until such time as **this** procedure is carried **out**.

The Union Steward and/or Grievance Committee man may be allowed time off during **his** working hours at a time acceptable to the Company in connection with Union/Company business, provided that it does not interfere with the efficient operation of the mill. The Company shall pay the Union Steward and/or Grievance Committee man at his regular or premium rate, which may be proper, for any time spent in connection with 8.02.

**An** employee's disciplinary record shall be cleared after eighteen (18) months.

**8.03** It is agreed that there shall be no discrimination exercised in any manner towards the Steward or Union Grievance Committeemen.

**8.04** A grievance under the provisions of this Agreement is defined to be any difference between the parties or between the Company and the employees covered by this Agreement involving the interpretation, application, administration or alleged violation of any of the provisions of this Agreement.

**8.05** Grievances as defined above may be **taken in writing**, by the employee or the Union Steward or the Union Representative, directly to the employee's immediate supervisor for adjustment outside working hours or during working hours if **this does not** interfere with the efficient operation of the plant. No grievance shall be recognized unless this procedure **is** followed. **No** grievance shall be considered where the circumstances giving rise to it, or originated or came to the notice of an employee more than fifteen **(15)** days before the filing of the grievance. Any grievance submitted to the immediate supervisor, in accordance with this procedure, in writing, will be disposed of by the immediate supervisor, in writing. Where a grievance **has been submitted** in writing, it will be dealt with in writing **at all stages** thereafter, **Failing a** satisfactory adjustment within two **(2)** working days, then,

**Stage 2** - The matter shall be taken up by the Union Grievance Committee and/or Union Representative with the Superintendent or **his** Representative within four **(4)** working days, in writing, on forms **to** be supplied by the Union. The Superintendent or his Representative shall make a reply in writing within



a further four **(4)** working days. Failing a satisfactory adjustment, then,

Stage 3 - The matter shall be taken up by the Officers of the Local Union and/or their Representative with the Manager of the Company or **his** Representative within **fifteen (15)** days. Failing a settlement within seven (7) days, then,

Stage 4 - Either party may, within the following **fifteen (15)** days, refer the matter to arbitration.

**8.06** In arbitration, the Company and the Union shall each select one person: these two shall select a third party that shall act **as** Chairman. Either party shall appoint its nominee not later than five **(5)** days after written notice of the other party's nomination. The Arbitration **Board's** decision shall be final and binding on both parties to this Agreement.

In the event of failure of the **two (2)** person selected **by** the respective parties to select a third party **as** provided above, they shall **ask** the Provincial Minister of Labour to appoint a third Party.

**8.07** It is understood that the **function** of the Arbitration **Board shall** be to interpret **and** apply this Agreement **and** that it shall deal only **with** the specific questions **as** submitted and shall have no power to alter, add **to**, or amend this Agreement. However, the function of the Arbitration Board shall

include the power to consider adjustments to individual job classification rates under Articles 4.02 and 4.03. The Arbitration Board shall have no power to decide questions involving general wage adjustments.

**8.08** Saturdays, Sundays, Statutory and Legal Holidays shall not be included in any time limits in ~~this~~ Article of the Agreement and time limits provided may be amended by mutual agreement of the parties.

**8.09** A grievance arising from a claim by an employee that his discharge or suspension by the Company ~~was~~ unjust or contrary to the terms of this Agreement, must be dealt with in writing by both parties and must be presented to the ~~Company~~ not later ~~than~~ fifteen (15) days after the discharge or suspension becomes effective. In cases of discharge or suspension by ~~the~~ Company, the Company will notify forthwith the employee and the Steward in writing of the reasons for such discharge or suspension. ~~A~~ grievance hereunder shall be lodged at Stage ~~2~~ of the grievance procedure.

**8.10** Each party to ~~this~~ Agreement shall pay all expenses ~~of~~ the member of the Arbitration Board selected by it or by the Minister of Labour, ~~and~~ shall share equally in the fees and expenses of the third member of the Board.

**8.11** If the Company has a grievance ~~as~~ defined in Article ~~8.04~~, it shall commence at Stage 3 of the

Grievance Procedure by the Manager of the Company or his Representative presenting the matter in writing to the President of the Union or his Representative. Failing a settlement within fifteen (15) days, then either party may within the following fifteen (15) days, refer the matter to Arbitration.

**8.12** Nothing herein shall prevent the parties from mutually agreeing to a sole arbitrator to arbitrate grievances arising out of discipline or discharge.

#### **ARTICLE IX - NO STRIKES - NO LOCKOUT**

**9.01** In view of the orderly procedure established by this Agreement for the settling of disputes and the handling of grievances, the Union agrees that, during the life of this Agreement, it shall not cause, call or support any strike, picketing, slowdown or stoppage of work, either complete or partial, and the Company agrees that there will be no lockout.

#### **ARTICLE X - WORK CONDITIONS**

**10.01** It is agreed that the Company and Union shall co-operate collectively in improving safety and first aid practices. The Company and the Union agree to set up and maintain a joint safety committee in the plant to promote safe working conditions and practices. There will be at least one (1) meeting of the Safety Committee every month. The Chairman of each meeting shall make a report in triplicate: copies going to the Company's office, the Union

office and plant's bulletin board.

A member of the Committee is entitled to such time from his work **as** is necessary to attend meetings of the Committee, and the time **so** spent shall be deemed to be work time, for which he shall be paid by the Company at his regular or premium rate **as** may be proper.

Two members of the joint Health and Safety Committee representing the Union will be trained **as** certified members, by the Workers' Health and Safety Centre provided these services are cost-effective, and will serve in these functions for a minimum of **two (2)** consecutive years.

**10.02** There shall be **an** adequate First Aid Station supplied and maintained by the Company at each plant. Such station **to** meet the **standards of the WSIB** and the Provisions of the Industrial Safety Act.

All mobile equipment will be equipped with **an** adequate fire extinguisher. It is the responsibility of the operator **to** see that it is in working order and is continually filled.

Adequate First Aid **kits** shall be supplied and maintained by the Company at suitable locations throughout the operations.

Adequate transportation facilities **and/or** arrangements shall be provided by the Company for

sick or injured employees.

The Company is responsible to see that a qualified First Aid person is available at all times during working hours.

10.03 In cold weather, the Company will provide an adequate number of car plug-ins for employees' cars.

10.04 The Company shall provide clean and heated inside water toilets and inside lunchroom facilities at the sawmill and at the planing mill where there are employees covered by this Agreement.

Air conditioning will be installed in the planer lunchroom.

Water **drinking fountains** with filters will be maintained by the Company in **the** above-mentioned premises, and where water is used for **human** consumption.

The Company agrees, to discuss with the Joint Safety Committee, **ways** and means of removing dust on employees' clothing, prior to **shift** ends.

10.05 The Company agrees that it will provide free insurance coverage against loss **by** fire of tradesmen's tools normally required by tradesmen, to the full value of such tools, while on authorized

Company property or work sites. Broken tools with no warranty will be replaced **with** the same brand tool, or better value.

**Upon** proof of purchase, the Company shall pay \$425.00 to be paid in September of each year **as** tool allowance to all trade persons. Effective, September 1<sup>st</sup>, 2003 increase allowance to \$450.00. Effective, September 1<sup>st</sup>, 2005 increase allowance to \$475.00. This includes voltage testers.

**An** employee, who causes a fire wilfully, or **through** carelessness, **will** not be reimbursed for **any** resultant loss. In order to receive this coverage, tradesmen shall be required **to** supply **to** the Company a **list** of such tools, so that proper coverage can be provided.

The Company agrees that it will provide coverage for theft or damage of tradesmen's tool chests and its content while on Company property, providing tradesmen supply-itemized **lists of** tools to Company.

**10.06** It shall be mandatory that all employees be paid by direct deposit to a bank **of their** choice every second Thursday with a **maximum** of one **(1)** week hold back. Pay **stubs** will be remitted to all employees ~~€~~ for each pay period.

This statement will carry complete details of rates of pay, time worked, earnings, accrued vacation pay and deductions covering the period.

The Company shall include on each employee's income tax (T-4) slip, the amount of Union dues deducted in the calendar year.

**10.07** The Company agrees that it will furnish on loan all non-personal safety apparel required. Employees will pay for personal safety apparel such as shoes, pants, etc. The wearing of safety equipment and apparel will not become a condition of employment unless it has been agreed to by the Company and the Union or is mandatory under Government legislation.

The Company agrees to provide a \$90.00 allowance per employee per year on September 30<sup>th</sup> of each year toward the purchase of safety boots. Effective, September 1<sup>st</sup>, 2003 increase allowance to \$100.00. Effective, September 1<sup>st</sup>, 2005 increase allowance to \$110.00.

Employees will be supplied suitable gloves and/or mitts as required free of charge on a replacement basis.

Rain coats, welding gloves and leather aprons will be loaned by the Company to employees using same in the execution of their work.

The Company will supply mechanics, welders, machinists, millwrights, and electricians' suitable coveralls and provide for the laundering of same. Coveralls will be available to other employees

if and when they perform maintenance or dirty work.

**10.08** There shall be no preferred rates or bonuses paid in money or in kind during the term of this Agreement unless agreed to by the Company and the Union.

**10.09 Transportation (Bus from Hearst)**

The Company will provide free bus transportation from Hearst to work and return. For the purpose of ~~this~~ Article, the starting marshalling point will be in Hearst with stops along the direct route to the work site as required.

Regular employees will drive **the** bus and will be paid 1½ hrs per day at time and one half. Pick-up transportation drivers will be paid a compensation of \$15.00 per day.

**Transportation (Bus in Calstock)**

Transportation will be provided for band members who are employees of the Company and who live within the normally occupied portion of the reserve at no cost to such members.

The transportation service will **take** the above-mentioned employees to and from work and will run for the normal sawmill and planer shifts. Drivers to be paid **as** per present practice and will **be** reimbursed for their car expenses at \$10.00 per **day**.



Employees who are required by the Company to provide their means of transportation will be paid thirty cents (0.30) per kilometre for all kilometres travelled to the work site **and** return from either their residence or Hearst whichever is the shortest distance. Effective, September 1<sup>st</sup>, 2003 increase allowance per kilometre to thirty-one cents (0.31). Effective, September 1<sup>st</sup>, 2005 increase allowance ~~per kilometre~~ to **thirty-two cents (0.32)**. It is understood that the vehicle owner will accept passengers when convenient, upon request by the Company.

**10.10** The Company agrees to discuss with the Union ways **and** means of improving conditions for all employees covered by this Agreement.

**10.11** Prescription Safety Glasses

The Company agrees to replace free of charge pitted prescription safety glasses for all employees requesting same.

Guidelines for the provision of prescription safety glasses will be established and will include, return of damaged glasses, maximum price of frames, type of frames, place of purchase, etc.

**10.12** Going forward, all purchased or leased (new) mobile equipment (except buses) will have air conditioning and all units shall be maintained. It is understood that any leased (used) mobile

equipment that does not have ~~air~~ conditioning can only be leased for a maximum of one (1) month during the period of May to August.

**ARTICLE XI - HOURS OF WORK**

**11.01** The following paragraphs are ~~to~~ define the hours of work and shall not be construed ~~as a~~ guarantee of work per day or per week unless otherwise specified.

**11.02** The workweek shall consist of forty **(40)** hours, composed of five (5), eight **(8)** hour days, Monday to Friday inclusive. Employees may be required to work in excess of their regular day, or shift, or week. Except in cases of emergency, or where specific overtime work arrangements have been mutually agreed to between the Company and the Union, an employee will upon his reasonable request, be excused ~~from~~ working overtime.

11.03(a) For the purpose of this Agreement, a Saturday, Sunday, or holiday shall begin at 7:00 a.m. of that day and end at 7:00 a.m. of the following day.

11.03(b) Unless otherwise agreed to, when operations are on one ~~shift~~, such ~~shift~~ shall consist of eight **(8)** consecutive ~~hours~~ between the hours of 8:00 a.m. and 5:00 p.m., mealtime excepted.

11.03(c) Unless otherwise agreed, when operations are on two shifts, the first ~~shift~~ shall consist of eight

(8) consecutive **hours** between the hours of 8:00 a.m. to 5:00 p.m., mealtime excepted, and the second shift shall consist of eight (8) consecutive hours, mealtime excepted, between the hours of 7:00 p.m. and **4:00** a.m.

11.03(d) **The** hours of work shall be posted on Friday for the following week. The starting and stopping times will remain constant and fixed during the weekly period for which the schedule was posted.

**An** employee's scheduled shift may be changed at the Company's request provided he/she is paid one **and** one half times his/her regular **rate** for the first shift worked after the change. When the employee reverts to his/her original shift, he/she shall be paid at his/her regular straight time rate, provided there is a break of at least eight **(8)** hours between the shifts worked.

These provisions do not apply to re-entry or **start** up after a partial or general lay off or mill shutdowns due **to** break down or to employees with less than thirty- (30) days' seniority.

**11.04** Shift premium shall be paid for all hours worked on a scheduled second and third shift as follows:

Dec. 18/95

1st shift	<b>NIL</b>
2nd shift	.55 cents

3rd shift .58 cents

Effective September 1<sup>st</sup>, 2002, increase 2<sup>nd</sup> shift to \$0.58 cents and 3<sup>rd</sup> shift to \$0.60 cents.

Regular watchman shall also receive the 2<sup>nd</sup> shift differential for all hours worked between 7:00 p.m. and 7:00 a.m.

**11.05** Time worked in excess of eight (8) hours per day or shift, all hours worked on Saturday, and all hours worked by an employee outside his scheduled shift, shall be paid for at the rate of time and one half the employee's regular hourly rate. All hours worked on a Sunday shall be paid for at the rate of double the employee's regular hourly rate. Overtime work required shall be distributed on as equal a basis as possible among the employees who normally perform the work in the classification requiring overtime. Overtime premiums shall not be paid for more than once for any hour worked and there shall be no pyramiding of overtime.

It is understood that when an employee signs his name for overtime he shall be committed to show-up when requested by his foreman, unless prevented under reasonable circumstances.

**11.06** There shall be a fifteen (15) minute coffee break at the mid point of each half shift, however, the coffee break may be advanced or delayed by fifteen (15) minutes when so required by the Company.

Coffee will be supplied by the Company free of charge at coffee breaks.

11.07 Employees in classifications identified (+ I hr.) and (+ ½ hr.) in the Wage Schedule who are normally required to do maintenance and/or clean up work are required to continue doing **such** work and will be paid for nine or eight and one half hours work respectively per day or shift at the **straight** time rate Monday to Friday inclusive. Such additional hour or half-hour will be consecutive to the regular working hours.

All **time** worked in excess of the hours specified herein will be paid at the rate of time and one half.

It is understood that when the regular employee in any of the aforementioned classifications does not carry **out** all or a portion of the required maintenance and/or clean up work, that the extra pay will be given to the employee actually carrying out such said work, unless it is performed by an employee **as** part of his normal duties during his scheduled eight **(8)** hour **shift**.

11.08(a) If **an** employee, who **has** completed his normal scheduled work week, is required for work on Saturday or Sunday, such overtime shall be posted on the preceding Thursday unless the requirements for such overtime work were unpredictable.

11.08(b) If an employee is available for posted overtime work at the scheduled starting ~~time~~ and is unable to commence the said posted overtime work for reasons beyond his control, then he shall be provided with four **(4)** hours of work **and** will be paid therefore at the applicable overtime rate.

To be paid herein, an employee must remain available for the four **(4)** hour period and accept **any work assigned** to him provided he **is** adequately dressed weather wise to perform such said work.

11.09 If **an** employee who reports for **work** and/or is available for work and is unable to commence work or is unable **to** work **the** full day or shift for reasons beyond **his** control, he shall be paid for a **minimum** of eight **(8)** hours. To qualify for the above, an employee must remain **on** the job **until** told by **the** foreman that he may leave and must accept other than his normal work if it is offered, provided the employee is adequately dressed weather wise to perform such work.

11.10 **An** employee, who is called out for work after completing his day or **shift**, shall receive time and one half for **the** hours worked but in no case shall he receive less that four **(4)** hours pay at the straight time rate.

11.11 **The** Company will reimburse truck or bus drivers for time lost, if necessary, when summoned

by the Ministry of Transportation and Communications to review their license where such renewal is required in order to continue their job as a truck or bus driver.

**ARTICLE XII – SENIORITY**

**12.01** Effective September 1, 1981, the provisions set out hereunder in compliance with the Letter of Understanding of March 9th, 1982, shall come into full force and remain in effect.

The Company recognizes the principle of seniority. Seniority will govern subject to reasonable consideration of skill, efficiency, and ability in promotions, transfers, lay-offs and recalls after lay-offs.

Seniority for the purpose of this Agreement shall mean, all days worked, and working days which normally would have been worked but were lost as a result of sickness or injury certified by a licensed physician, dentist or chiropractor plus total number of days on vacation, holidays with pay, jury duty, bereavement leave and Company approved off the job training in any calendar year.

Overtime work is not to be regarded as accumulative seniority time, however, an employee who works five (5) or more hours on an overtime shift on Saturday or Sunday will be credited with one (1) day of seniority.

It is agreed and understood that an employee's seniority will be cancelled if there should be conclusive evidence that he would have been capable of **performing his** regular work while absent for medical reasons or that he worked elsewhere while on authorized leave of absence. **An** employee who is required by the Union to be absent from work for Union business will be granted leave of absence provided he returns to work on completion of the scheduled Union business.

Employees hired as students will be laid off on completion of their student term. They must re-apply for permanent employment and if accepted will **start as a** new employee with respect to mill service.

12.02 Employment of any new employee shall be considered **as** probationary until he has worked thirty (30) days in one **period** of employment except in cases of lay-off. Seniority of new employees shall be established at the end of **this** period and shall be effective from the date of employment.

12.03(a) In cases of lay-offs, the Company will give written advance notice of at least five **(5)** working days or pay in lieu thereof to the employees intended to be laid-off and to **the** Steward. The time period set out herein shall not be applicable in cases involving **a** breakdown of machinery or an electrical power failure.

12.03(b)(1) If, **as** a result of a lay-off or for any other



reason, it is necessary to transfer an employee from one job classification to another, senior employees will be given preference provided they have the skill, efficiency and ability to meet, or to be trained to meet the job requirements. Employees, who require training, will be allowed five (5) working days to qualify or such further period of time as may be mutually agreed to by the parties.

12.03(b)(ii) For lay-offs of less than three (3) months, employees affected will be transferred to vacant positions as per seniority and qualifications and in accordance with Article 12.04 of the Collective Agreement. It is understood that senior employees shall not be subject to any loss of employment. Once normal operations resume, employees will revert back to their original job.

12.03(c) When the date of recall is known at the time of lay-off, employees leaving will be informed accordingly. In all other cases, notices in writing will be made to an employee by registered letter at his given address, with a copy to the Union office, at least ten (10) days before he is required to report for work. Employees will be required to acknowledge receipt of such notice and report for work on the date specified unless other arrangements have been made in writing.

12.03(d) It shall be the duty of each employee to notify the Company of any change of addresses. If an employee fails to do this, the Company will not be responsible for failure of a notice to reach such

employees.

12.04 Any employee who is temporarily transferred for a period of one **(1)** working day or more **to** another job for which the rate of pay is different from that in effect for such employee's regular job shall be paid, while **so** employed, **as** follows:

- a) If the rate of pay for the **job** to which he is transferred is less than the employee's regular pay, he shall receive **his own higher** rate.
- b) If the rate of pay for the job to which he is transferred is higher than the employee's regular pay, he shall receive the higher rate for the job to which he is temporarily transferred.

**12.05** A permanent vacancy is defined **as a** vacancy of fifteen **(15)** working days, or more. When a permanent vacancy occurs, immediate notice thereof will be posted on the **bulletin boards** for a period of five **(5)** working days. During this said five **(5)** working day **period**, the Company may make a temporary appointment to such permanent vacant position. In all cases of posting permanent vacancies, openings arising from the posting of **the** original vacancy will be posted until and including the first **base** rated job.

It is also agreed that when a permanent

base rated job vacancy occurs, only the original vacancy will be posted.

Employees will not be considered for such vacant positions **unless**, they apply in writing, during the five (5) day period on forms to be supplied by the Company. A copy of such **form** will be retained by the applicant.

The permanent vacancy will be filled by the senior applicant provided he **has** the necessary skill, ability, and efficiency to meet or **to** be trained to meet the job requirements. **An** employee accepting the posted job shall be allowed five (5) working days in which to qualify or any further time as may be mutually, agreed to. Failure of an employee **to qualify** shall entitle him **to return to** his former job. Nothing herein shall prevent the Company from hiring **persons** outside the bargaining unit when no qualified employee applies.

**An** employee who **has** successfully claimed and filled a permanent job shall not be eligible to **further** bid for another vacancy before three (3) months have elapsed unless such vacancy is a promotion. A promotion shall mean advancement to a job, which carries a higher rate of pay, or a steady day job.

When a vacancy is caused by **an** employee's absence due to disability or authorized leave of absence for fifteen (15) working days or more, the original vacancy will be considered and posted as "Temporary" in which case the employee

whose position has been dealt with as a "temporary" vacancy is entitled upon his return to resume his former position, provided he is capable of performing its requirements.

**"Temporary Vacancies"**

It is agreed, however, that temporary vacancies caused by an employee's absence due to disability, sickness, injury or authorized leave of absence, for a period of less than ten (10) working days, may be filled by temporary appointments and such appointments shall be made according to seniority, amongst the qualified employees.

In all cases the name of the successful applicant will be posted for at least five (5) days.

12.06 The Company agrees to submit to the Union office by April 30th of each year, an alphabetical list in duplicate, of employees covered by the Agreement, showing their hiring date following their last break in seniority and Company seniority in days as specified in Article 12.01 as at March 31st of the same year. The list will show, in addition, each employee's occupation and address.

12.07 A seniority list shall be prepared and posted every month on the bulletin boards showing the accumulated seniority of each employee.

12.08(a) An employee shall retain his seniority for thirty-six (36) months during lay-offs.

12.08(b) **An** employee shall lose all seniority if he:

i) Voluntarily quits his employment or is discharged and not reinstated through the grievance procedure or Arbitration, or

ii) Fails to report for work following recall as provided in Article 12.03 (c) or fails to return **to** work upon the termination of **an** authorized leave of absence on the date specified unless, in either case, his return to work on time is prevented by circumstances beyond **his** control and he has taken the necessary steps to advise the foreman.

12.08(c) **An** employee, who has been absent due to **sickness** or **injury** and who intends **to** return **to** work, must advise the Company of such intention one (1) week prior to returning to work, if absent for thirty (30) **working** days or more **and** one **(1)** working day prior to returning to work, if absent for less **than** **thirty** (30) working days.

12.08(d) **An** employee, who reasonably anticipates not to **be** able to report for work at his regularly scheduled starting time, must advise his foreman at the earliest possible time but at least **two** (2) hours prior to the starting of **his** regularly scheduled shift.  
12.09 See Schedule "**A**" attached hereto.

12.10 When jobs are discontinued due to the introduction of new methods and equipment or permanent reduction of operation, affected

employees shall be offered and if necessary trained for alternative employment in accordance with the provisions of this Article to meet the Company's employment requirements. Employees who require training will be allowed five (5) working days to qualify or such further periods of time as may be mutually, agreed to by the parties. It is understood this does not apply to seasonal lay-offs.

**12.11** An employee with three (3) or more years of continuous service for whom no job is available can upon termination elect to receive a severance allowance of one (1) week's pay for each year of employment during his last period of continuous services (up to the date of termination) computed on the basis of forty (40) straight time hours at the employee's regular rate. The maximum severance allowances payable being thirty (30) weeks. It is understood that an employee who chooses to receive his severance allowance will be terminated from his employment waiving his recall rights pursuant to this Agreement.

#### **ARTICLE XIII - BULLETIN BOARDS**

**13.01** The Company agrees to permit the Union to post notices of meetings and other Union business and affairs on bulletin boards provided by the Company for such purposes. It is agreed, however, that before posting such notices must first be approved in writing by the General Manager or a person designated by him.

**ARTICLE XIV - JURY DUTY**

**14.01** In the case of an employee who is called for jury service or subpoenaed as a witness (except for arbitrations), the Company shall pay, for each day of such service, an allowance equal to the difference between eight (8) hours of pay based on his regular straight time hourly rate and the payment he received for jury service. The employee will present proof of service and of pay received therefore when making his claim for such allowance. An employee who is called for jury service or is subpoenaed as a witness, must notify the Company immediately.

**ARTICLE XV - HEALTH AND WELFARE**

15.01 Each employee who has established seniority in accordance with Article XII and who is actively employed shall be entitled to the following benefits:

The terms "actively employed" means so long as an employee retains his status of employees with the Company and he is not laid-off or terminated (ex: quits, or discharged and not reinstated).

i) A group life insurance benefit in the amount of \$60,000.00 and an accidental death and dismemberment benefit for up to a maximum of \$60,000.00 effective at date of ratification (Feb. 24, 2002). Effective, September 1, 2003 increase to \$70,000.00. Effective, September 1, 2005 increase

to \$80,000.00.

ii) A drug plan benefit whereby an employee, upon having a prescribed drug ordered, must pay the druggist a flat rate of thirty-five cents (.35) per prescribed drug, the balance being covered by the carrying insurance Company and furthermore, there being no co-insurance factor and no limit.

iii) A major ~~medical~~ insurance benefit for other than drugs with no co-insurance factor and a flat twenty dollars (\$20.00) deductible per person or per family per year.

Coverage for chiropractor treatments will increase to \$20.00 per visit up to a maximum of \$400.00 per year. Effective, September 1<sup>st</sup>, 2002 increase maximum to \$425.00. Effective, September 1<sup>st</sup>, 2004 increase maximum to \$450.00.

iv) A semi-private hospitalization benefit, unlimited as to duration or amount and not subject to the deductible or co-insurance.

v) The Company's contribution to employees who are off work due to a Workplace Safety and Insurance or a Short Term Disability claim for group life, drug plan, extended health plan, and semi-private will continue for a period of up to twelve (12) months.

vi) DENTAL CARE PLAN



The Company will maintain a Dental Care Plan with participation compulsory for all employees on the following basis:

**i) ELIGIBILITY**

Participation in this plan is limited to employees who have accumulated sixty-five (65) days of seniority with the Company.

It is understood and agreed that the Plan will provide for the continuation of coverage for the period an employee is off work due to lay-off or leave of absence, but in no case beyond the end of the month following the month in which such absence commences.

**ii) PLAN DESIGN**

Services and benefits as provided in Blue Cross No. 7 Basic Plan and Rider No. 1.

Services and benefits as provided in Blue Cross Rider No. 2, 60%. The Plan also provides for one (1) year lag on O.D.A. schedule of fees.

**Maximum** of \$1,500.00 per calendar year per person.

Orthodontal Services - (Rider #3) - 50% with **maximum** of \$1,000.00 lifetime. Effective, September 1<sup>st</sup>, 2004 increase **maximum** to \$1,250.00 lifetime.

The Company agrees to provide the Union with a copy of Rules and Regulations relating to the Plan.

ii) ADMINISTRATION

The Plan will be administered in accordance with an appropriate contract or set of procedures reflecting the plan design outlined in Item 2 above. The decision as to the choice of administrative vehicle from among service carriers, insurance companies or self-administration will be made by the Company on the basis of appropriate study of these alternatives.

iv) PREMIUMS

The premium cost of this plan shall be paid by the Company.

v) INTEGRATION

The plan will, not provide like benefits where such are currently being provided by Federal or Provincial Legislation.

If during the life of this Agreement, Federal or Provincial Governments shall introduce legislation to provide benefits already covered by this Plan, the Plan shall be amended so as to eliminate said benefits.

15.02 The following benefits shall be paid to the end of the month following the month of lay-off.

- a) Life Insurance
- b) Drug Plan
- c) Extended Health Plan
- d) Semi-private
- e) Dental Care Plan

15.02(a) The Company agrees to pay premium increases during the life of **this** Agreement.

15.02(b) If there should be a net reduction in the premium charged for medical, surgical, **drug** and hospital care plans, the Company's **contribution** to employees **will** not be reduced from the amounts set **out** in **this** Article.

If the Company's contribution exceeds the premium required for medical, Surgical, drug and hospital care plans, the balance **will** be applied to such other employee benefits **as** may be agreed upon between the Company and the Union. Pending arrangements between the Company and the Union as to the application of contributions over and above **the** premiums required, such additional monies **will** be paid direct to the employee.

15.03 The Company will maintain and pay effective January 1st, 1980 the premium cost of Weekly Indemnity Plan described in Appendix "A".

All costs of medical reports, doctor's

certificates or doctor's notes requested by the Company ~~or~~ the Insurance Carrier will be paid in full by the Company.

The Company also agrees that an employee shall be paid at the regular rate for the balance of ~~his shift~~ lost because of injury while at work. It is also understood that where ~~an~~ employee is unable to return to work, he will be required to show proof to qualify for the above.

DISPUTED W.S.I.B. CLAIM

If an employee covered by the Weekly Indemnity Plan suffers a disability for which payment is in dispute and/or delayed by W.S.I.B., Weekly Indemnity payment will be made retroactively if requested by the employee and provided he ~~has~~ been ~~off~~ work for a least one (1) month due to the disability without W.S.I.B. having accepted the claim and providing the employee is subject to the rules and regulations covering the Weekly Indemnity Plan. If the W.S.I.B. claim is subsequently established, the employee will then repay the Weekly Indemnity payment(s) received to the appropriate fund or Insurance Company.

15.04 The Company shall pay the monthly premium cost of the Long Term Disability Benefit Plan described in Appendix "B".

15.05 At ratification (Feb. 24, 2002), the Company shall institute and pay the premium cost of

**a Vision Care Plan, \$160/24 equivalent to Blue Cross, covering all employees who are actively employed and their dependants. Effective September 1st, 2003 increase to \$180/24. Effective September 1<sup>st</sup>, 2005 increase to \$200/24.**

**APPENDIX "A"**

**Weekly Indemnity**

**Re: Article 15.03**

**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 comes under the jurisdiction of the Labour Agreement by and between Lecours Lumber Company Limited and Local 2995, of the I.W.A. **CANADA**;
- d) "Insurer" means the Insurance Company or Carrier appointed by the Company;
- e) "Plan" means the Weekly Indemnity Plan;

- f) "Company" means Lecours Lumber Company Limited;
- g) "Weekly Earnings" means, in the case of a day or shift worker, 40 hours x his regular rate;
- h) "Medical Practitioner" means registered physician or surgeon, registered dentist or registered chiropractor.

2. PARTICIPATION

- a) All employees of the Company shall be eligible to participate in this Plan, in accordance with the provisions listed herein.
- b) Participation in this Plan is limited to employees who have established their seniority in accordance with Article XII.

3. AMOUNT OF BENEFITS

The amounts of disability benefit shall be 70% of an employee's weekly earnings, as defined in Section 1(g) immediately preceding the date of disability, for a maximum of \$560.00 weekly. Effective, September 1, 2002 increase to \$570.00 weekly. Effective, September 1<sup>st</sup>, 2003 increase to \$580.00 weekly. Effective, September 1<sup>st</sup>, 2004 increase to \$590.00 weekly. Effective, September 1<sup>st</sup>, 2005 increase to \$600.00 weekly.

4. ELIGIBILITY FOR PAYMENT

- a)(i) Except in the case of a disability arising out of **an** accident, 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 illness, beginning **after** three (3) continuous days from the commencement of the disability.

In case of day surgery, the employee will be covered from the first day upon proof thereof.

- ii) **In** the case of a disability **arising** out of an accident, 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, commencing **from** the date of the accident.

- b) **An** employee absent from work and in receipt of **an** amount of disability benefit under this Plan, 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.
- 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) An employee shall be considered **as** eligible to submit a claim for benefit, if he is requested to return to work within seven calendar days after the date of lay-off and is unable to **return** to work because of disability. Disability will be considered as starting from the date he is required to return to work.
- f) 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 full time.

g) **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) Disability or loss **(1)** while the protected person is on or could be placed on Pregnancy/Maternity Leave, or **(2)** if a protected person fails to qualify for Pregnancy/Maternity Leave because of failure to meet the length of service requirements, during the period of Pregnancy/Maternity Leave that the protected person could be on if she qualified for such leave, in accordance with **the** Employment **Standards** Act 1974, Ontario or any other relevant provincial statutes, or

(iii) Any injury or illness entitling **the** employee to compensation under any WSIB or similar legislation, or

(iv) Self-destruction or **any** self-inflicted injury, while sane or insane, or

(v) Any **injury** or illness resulting from insurrection or war, whether war be declared or not, or from participation in a riot, or civil commotion, or

(vi) Disability for which the employee is not under the treatment of a medical practitioner, or

(vii) For a period of disability in excess of four **(4)** weeks where treatment is rendered solely by a chiropractor. In the case of chiropractors, certification of disability will only be accepted for payment of benefit for up **to** a **maximum** of four weeks per insured person per calendar year, or

(viii) 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/or drug addiction, or unless the employee is undergoing regular rehabilitative treatment approved by the insurer and a physician.

(ix) Any period of time where **an** employee is incarcerated.

**h)** **An** amount of disability benefit will not be payable for those for which the employee receives holiday pay, or more **than** one-half day's regular pay from the Company.

- I) **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.
- j) **An** amount of disability benefit will not be payable following the early retirement date of **an** employee, if early retirement was approved prior to the onset of disability,
- k) 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 for the Company pension plan.

5. **PAYMENT OF BENEFITS**

- a) In computing the amount of disability benefits, disability will be considered **as** starting from the first day of disability, however, **an** employee must be certified by a medical practitioner for the disability within the first three days of disability. In the event that the employee is not certified within the first three days, disability will be considered **as** starting **two** complete days prior to the day that the employee is actually certified by a medical practitioner.
- b) A daily rate of payment for each calendar

day of absence that qualified for payment shall be one-seventh the weekly amount of disability benefit under Section (3) hereof.

- c) The amount of disability payments will be paid every second week, provided that, while the Company acts as the Insurer, the employee reports to the company on a bi-weekly basis. It is understood that reasonable exceptions to this requirement will be granted in cases of severe illness or injury. Such benefits on account of short periods of disability will be paid as soon as the amount is ascertained.

6. MISCELLANEOUS PROVISIONS

- a) An employee absent on an authorized leave of absence on the date he was to become eligible under this Plan as set out in Section 4, shall, upon the date of his return to active employment, be eligible to participate in this plan.
- b) 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 up to a maximum of thirty-one (31) days, or up to the date he would have been laid-off should lay-off occur during this period.

NOTE

- a) A claim for weekly indemnity benefits must be supported by a certificate from a physician, dentist or licensed chiropractor.
- b) It is further understood that the Company and the Union will co-operate fully and in every reasonable respect to ensure that all claims for benefits herein are legitimate.
- c) Provided that the required **and** necessary medical information and documentation in regard to a proper **and** legitimate weekly indemnity claim has been provided to the Company promptly, then payments in regard to the said weekly indemnity claim will be made **on a** bi-weekly basis and in cases of disability of less than two (2) weeks duration, will be made **as soon as** the amount is ascertained.
- d) Subject to Article 15.03, it is understood that an employee is entitled to weekly indemnity benefits for non-compensable injury or illness when unable to perform his **regular** duties and if the Company **is** unable to offer him alternative suitable employment.
- e) It is understood that the employee will accept alternative suitable employment if it is available **and** offered. If **an** employee

voluntarily accepts employment with another employer, the employee will not be eligible for weekly indemnity benefits.

- f) If an employee's weekly indemnity benefit claim is delayed by more than one (1) month, the Company will advance the benefit payments to the employee.

7. PHYSICAL EXAMINATIONS

The Company **and/or** insurer reserve the right to require periodic physical examinations throughout the duration of the employee's absence due to disability. Such examinations shall be conducted by a medical practitioner, designated by the Company and/or insurer.

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

8. 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**. It is understood **that**, while the Company acts **as** the Insurer, the initial claim form will include a medical release to be signed by the

employee pertaining to the medical condition under consideration.

- 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 may then forward the claim to the insurer as its agent for further processing.
- c) The Company will meet with representatives of the Union from time to time, for purposes of discussing the administration of the Plan and any problems, which may arise.
- d) Should an employee or the Union have any complaint concerning entitlement to benefits under the Plan, the matter may be taken up as a grievance and processed to Arbitration as provided for under Article VIII of the Collective Agreement commencing at Stage 3.

The arbitration board shall have powers to adjudicate on the merits of the grievance.



**APPENDIX "B"**

**LONG TERM DISABILITY BENEFIT PLAN**

**LECOURS LUMBER COMPANY LIMITED**

**RE: ARTICLE 15.04**

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

The **Long** Term Disability Benefit Plan shall be administered in accordance with the terms of an insurance policy.

1. **ELIGIBILITY**

The Long Term Disability Benefit Plan shall be compulsory for all employees who have accumulated forty-five **(45)** days seniority with the Company.

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 upon the return to continuous active full time employment for a period of more than four **(4)**

consecutive weeks.

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 weeks of benefit entitlement for the same disability under the Weekly Indemnity Plan.

Benefit payment shall not commence during a strike until the termination of the strike.

4. DEFINITION OF DISABILITY

Long Term Disability Insurance

{Insurance person only}

"Disabled" and "Disability" mean:

- a) Until the individual **has** received Disability Income Benefit payments **as** a result of the disability for 24 months, the complete inability of **the** individual due to **injury**, disease, pregnancy or mental disorder to perform any and every duty pertaining to his occupation, and
- b) After the individual has received Disability Income Benefit payment **as** a result of the disability for 24 months, the complete

inability of the individual due to injury, disease, pregnancy or mental disorder to engage in any and every gainful occupation for which he is reasonably fitted by education, training or experience. However, ~~an~~ individual will be deemed to cease ~~to~~ be disabled if he engages in any gainful occupation ~~except~~ ~~as~~ provided in the Rehabilitation section.

5. **AMOUNT OF BENEFIT**

- a) The disability benefit shall be **55%** of monthly earnings ~~as~~ defined in (5 b), up to a maximum of **\$1,800.00** per month. Effective September 1, 2002, increase, the maximum to **\$1,850.00** per month. Effective, September **1<sup>st</sup>**, 2003, increase maximum to \$1,900.00. Effective, September **1<sup>st</sup> 2004**, increase maximum ~~to~~ **\$1,950.00**. Effective, September **1<sup>st</sup>, 2005**, increase maximum to \$2,000.00.
- b) "Monthly Earnings" means, in the case of a day of shift worker, 173 x his regular hourly rate.
- c) "Hourly ~~Rate~~" means, the regular rate of the employee effective immediately prior to the date on which the disability occurred, excluding overtime or shift bonus.
- d) The benefits payable under this Plan are

reduced by any primary disability payments made under the Canada Pension Plan/Quebec Pension Plan, or any Company Group Disability Income Plan. Benefits **are** not affected by ~~Vac~~ pensions, W.S.I.B. Disability Pensions, or by any insurance policies he may have purchased himself.

- e) Employees will continue getting **the** Group Life Insurance coverage while receiving Long Term Disability benefits.

- f) Employees receiving Long-Term Disability benefits will be covered under the Drug plan for a period of one (1) year.

Effective September 1<sup>st</sup>, 2004, employees will continue getting the Drug Plan coverage while receiving Long-Term Disability benefits, including those currently receiving LTD benefits.

#### 6. DURATION OF BENEFIT

- a) Benefits will be paid for one month, for each completed ~~month~~ of service prior to commencement of the Long Term Disability Benefits, while the employee is disabled.
- b) Disability benefits will be paid one month in arrears.

7. TERMINATION OF BENEFITS

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

- a) **On** the date the employee ceases to be disabled. (If there is a recurrence of the **same** disability within **six** (6) 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 Weekly Indemnity Plan), or
- b) On exhaustion of the benefit period, or
- c) **Up** to normal retirement age, or
- d) on death.

8. EXCLUSION

- a) **An** employee receiving **Long** Term Disability Benefits will not be eligible for vacation or statutory holiday pay.
- b) Benefits under the Long Term Disability Plan will not be payable for claims resulting from:

D) 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) **An** injury or illness entitling the employee to compensation under any Workmen's Compensation or similar legislation, or

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

iv) 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.

vi) Disability or loss (1) while the employee is on, or could be placed on Pregnancy/Maternity Leave, or **(2)** if employee fails to qualify for Pregnancy/-Maternity Leave because of failure to meet the length of service requirements during the period of Pregnancy/Maternity Leave that the employee could be on if she

qualified for such leave, in accordance with the Employment Standards Act 1974, Ontario or any other relevant Provincial Statutes.

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 employees refuse to undertake such rehabilitation, he may be declared not eligible for **an** amount of disability benefits.

10. **PHYSICAL EXAMINATIONS**

The Company and/or insurer reserve the right to require periodical physical examinations throughout the duration of the employee's 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.

All costs of medical reports or doctor

certificates requested by the Company or the Insurance Carrier will be paid in full by the Company.

**ARTICLE XVI - BEREAVEMENT PAY**

**16.01** When death occurs to a member of an employee's family, that is, an employee's father-in-law, mother-in-law, brother, sister, grand-parents, son-in-law, daughter-in-law and grandchild, the employee who has established seniority under Article 12.02 and is actively employed by the Company will be granted leave and shall be paid for eight (8) hours at his regular straight time rate for three (3) working days.

Five (5) days leave with pay will be provided on death of an employee's spouse, children, mother and father.

These three (3) and five (5) days must be taken within seven (7) calendar days of the funeral.

Any claim for bereavement pay must be submitted by the employee to the Company, in writing, along with proof of bereavement in the employee's immediate family.

It is understood that for purposes of this Article, step relatives will be considered the same as blood relatives. The intent of this clause is to allow the employee to attend the funeral without loss of earnings.



**ARTICLE XVII - PENSION PLAN**

All employees shall participate in the Pension Plan. This plan will be a defined contribution plan. Contributions to be deposited with a trustee to the credit of individual pension account under the plan.

The Company shall contribute \$160.00 to each member's account each month, or within ~~thirty~~ (30) days after the end of each month, in which a member who has not attained age 65 is entitled to receive pay for time worked or is on

- a) Weekly Indemnity
- b) The first twelve **(12) months** of benefits under the Workplace Safety and Insurance Board
- c) Vacation; or
- d) Jury **Duty**, bereavement leave, maternity leave, apprenticeship leave or other leave authorized by the Company.

The member will contribute the sum of \$80.00 to his member's account. Employees will join this Plan **after** completing two hundred **(200)** days of work.

Effective September 1, 2002 change to provide:

Company	<b>\$170.00</b>
Employee	<b>\$ 85.00</b>

Effective September 1<sup>st</sup>, 2004 change to provide:

Company	<b>\$180.00</b>
Employee	<b>\$ 90.00</b>

Effective September 1<sup>st</sup>, 2005 change to provide:

Company	<b>\$190.00</b>
Employee	<b>\$ 95.00</b>

Upon early retirement and up to age 65, employee shall receive the benefits of the Drug Plan, Life Insurance and the Extended Health care Plan if the employee agrees **to** pay the annual premium, payable in one lump **sum** at the beginning of each **year**.

Actual Pension Plan **to** be transferred to a Restricted Access Group RRSP. Members cannot redeem any assets until:

- Attainment of age 55
- Retirement
- Termination of employment
- Death
- Permanent disability
- Written authorization, provided jointly by

Employer and Union.

**Bridging Supplement:**

The Company can agree to a **\$10.00** per month per year of service Bridging Supplement to employees who retire prior **to** age 65, commencing at age 60, for employees who have worked more than twenty-five **(25)** years for the Company. This Bridging Supplement **to** be paid on a monthly basis until attainment of age 65 or the death of the retiree, whichever occurs first.

**ARTICLE XVIII - PAID EDUCATIONAL LEAVE**

Effective October 7, 1998 three (.03) cents per regular hour worked for each employee shall be paid to the Union Office in order **to** pay for Educational needs of the members. Effective September 1<sup>st</sup>, 2002 increase to **(.04)** cents per hour. Effective September 1, 2004 increase to **(.05)** cents per hour.

**METRIC TOOLS:**

When tradesmen's tools must be in metric measurement, the Company shall supply metric tools as per the standard tools presently supplied.

**PRINTING OF COLLECTIVE AGREEMENT**

The Company agrees to pay the full cost and have sufficient amounts, of books printed within three (3) months of ratification.

It is understood that both languages French and English will be covered under a single book. The Union will assume responsibility to make the necessary changes into the Agreement.

**RETURN TO WORK PROGRAM**

A Local Union-Management Joint Committee will meet in order to finalize the details and endorse this Agreement to show the commitment of all parties.

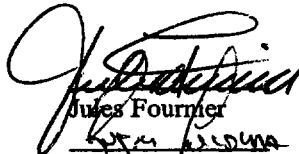
**WORK PERMITS**

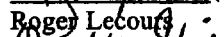
All contractors shall pay an amount per month of four (4) hours at the highest rate paid in the Collective Agreement, for a work permit when working under the jurisdiction of this bargaining unit. Exception is made for contracting work on natural gas and sprinkler system.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002.

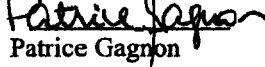
For The Company:

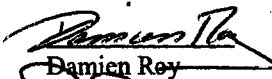
For The Union:

  
Jules Fournier

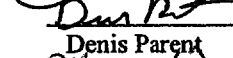
  
Roger Lecours

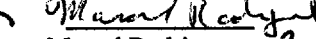
  
Donald Blier

  
Patrice Gagnon

  
Damien Rey

  
Jacques Jean

  
Denis Parent

  
Marcel Rodrigue

  
Norman Solomon

  
Simon Sutherland

**LECOURS LUMBER COMPANY LIMITED**

**SCHEDULE "A"**

**1. RE: ARTICLE 3.01(A)**

The Company, recognizes the Union as the sole Collective Bargaining Agency for all of its employees working at and out of its Sawmill and Planing Mill Operations at Calstock, Ontario, save and except foremen, persons above the rank of foreman and office and sales staff. It is understood and agreed that the recognition and jurisdiction in this Collective Agreement do not cover any person involved in the Company's hauling and/or bush operations except those garage employees who may work on equipment associated with the hauling and/or bush operations. "Employee" as used in this Agreement shall mean those persons described in the bargaining unit set forth above and as set out in the Wage Schedule attached to an forming part of this Agreement, including those persons who are employed on job classifications which may be established and become part of the attached Wage Schedule during the term of this Agreement.

**2. RE: ARTICLE 3.01(B)**

The employees of contractors engaged by the Company at and out of this Sawmill, Planing Mill and Garage Operations shall be considered employees within the terms of this Agreement, save and except the employees of contractors and/or the

contractors who are engaged to ~~perform~~ occasional special services not commonly performed by employees covered by the terms of this Agreement, employees of contractors where such contractors are engaged for the purpose of erecting structures and where such a contractor is bound by an Agreement with a Union of Unions affiliated with a central labour body covering such work.

The Company agrees that it will not employ contractors or subcontractors to do maintenance work commonly performed by employees covered by the terms of ~~this~~ Agreement. In such situations where additional manpower will be required to perform the above-maintenance work, employees will have first right of refusal.

From ~~time to~~ time, ~~the~~ Company will study its needs for maintenance to determine if it would be warranted to make adjustment to ~~the~~ number of people.

**3. RE: ARTICLE 5.02(B)**

Nothing herein shall be construed ~~as~~ to interfere with the ~~rights~~ of the members of the Constance Lake Indian Band, nor relieve the Company of its obligation under the terms of the existing lease between the Department of Indian Affairs and the Company namely "that the lessee (the Company) shall give preference to and whenever possible employ members of the Constance Lake Indian Band, who are capable and have the required skills

to carry out such employment."

**4. ARTICLE 6.02**

The words "at least ten (10) days in advance ~~of~~ such time off requested" also mean "at least ten (10) days in advance of a scheduled vacation shutdown".

**5. ARTICLES 12.01(B) AND 12.01(C)**

12.01(b) Employees upon minimum written advance notice of two **(2)** weeks by the employee are to be granted such leave of absence **as** is required to carry out trapping in order **to** maintain their trap line rights. These employees will, upon return from such leave of absence, be permitted to resume work on the job classification they last held prior to leaving or **an** equivalent position. It is agreed that for the purposes of **this** section, the Company may demand bonafide proof of trap lines' rights **as** a condition to the **granting** of such leave of absence.

12.01(c) Upon the mutual consent of an employee and the Company, **an** employee may transfer out of the bargaining unit to **be** employed on the Company's winter haul or related activities. Upon return from such leave of absence, the employee will be permitted to resume work **on** the job classification, he last held prior to leaving. It is understood that **an** employee accumulates seniority during such a leave of absence.



**6. RE: WATCHMEN**

Regardless of the provisions of Article XI (**Hours** of Work), it is agreed and understood that employees classified **as** watchmen may be scheduled to work up to twelve (12) hours per shift for a total of forty-four (**44**) hours per week with time and one-half (1½) **the** regular hourly rate being paid after forty-four (**44**) hours per week.

Watchmen are entitled **to** apply on any job posting after having work three (3) years **as** watchman.

**7. RE: ARTICLE 10.02**

a) Transportation facilities for sick or injured employees refers to transportation from the work site.

b) First aid person during working **hours** refers to plant working hours.

**8. RE: ARTICLE 12.09**

**An** employee who has accrued seniority and is then promoted to foreman shall accrue seniority for a period not exceeding thirty (30) days and shall retain such accrued seniority for a period not exceeding twelve (12) months unless otherwise mutually agreed to.

**An** employee who has accrued seniority and **is** then employed by the Union, shall continue to accrue

seniority for a period not exceeding thirty (30) days and retain such accrued seniority for a period not exceeding twelve (12) months, unless otherwise mutually agreed to.

**9. RE: ARTICLE XV - HEALTH AND WELFARE**

The terms "while actively employed" ~~mean~~ "so long as an employee retains his status of employee with the Company and he is not laid off or terminated (i.e. quits or discharged and not reinstated)".

**10. RE: ARTICLE XII - SENIORITY**

For shutdowns not exceeding **two** (2) weeks, employees of each plant (Planers **and** Sawmill) will not be allowed to use their seniority status to displace employees of the other plants.

**11. RE: SCHEDULING ON SATURDAYS**

The Company and the Union agree to meet and discuss the possibility of establishing a new schedule for the operation of the **Dry** Kiln. Such schedules may provide upon mutual consent, for scheduling of Carry Lift Operator, **Dry** Kiln Operator and a Mechanic, to **work** Saturdays at premium time rate and on rotation amongst the employees affected every week.

**12. RE: LOGS AND SAWDUST TRUCK**

Licenses are required **to** drive on Company property.

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SCHEDULE 'B'

WAGE SCHEDULE AND CLASSIFICATIONS

<u>SAWMILL</u>	<u>EFFECTIVE</u> <u>SEPT.1/2001</u>	<u>EFFECTIVE</u> <u>SEPT.1/2002</u>	<u>EFFECTIVE</u> <u>SEPT.1/2003</u>	<u>EFFECTIVE</u> <u>SEPT.1/2004</u>	<u>EFFECTIVE</u> <u>SEPT.1/2005</u>
Barko Operator (+ 1 hour)	\$ 21.59	\$ 22.04	\$ 22.54	\$ 23.09	\$ 23.69
Chipcar Attendant	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
Chipper Operator (+ 1 hour)	\$ 20.46	\$ 20.91	\$ 21.41	\$ 21.96	\$ 22.56
Chipper Operator (when grinding knives) (+ 1 hour)	\$ 20.84	\$ 21.29	\$ 21.79	\$ 22.34	\$ 22.94
Canter Line Feeder (+ 1 hour)	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97
Crane in <del>Yard</del>	\$ 21.53	\$ 21.98	\$ 22.48	\$ 23.03	\$ 23.63
Debarker <del>Slasher</del> Operator (+ 1 hour)	\$ 20.79	\$ 21.24	\$ 21.74	\$ 22.29	\$ 22.89
Edger Operator	\$ 20.63	\$ 21.08	\$ 21.58	\$ 22.13	\$ 22.73

<u>SAWMILL</u>	<u>EFFECTIVE</u> <u>SEPT.1/2001</u>	<u>EFFECTIVE</u> <u>SEPT.1/2002</u>	<u>EFFECTIVE</u> <u>SEPT.1/2003</u>	<u>EFFECTIVE</u> <u>SEPT.1/2004</u>	<u>EFFECTIVE</u> <u>SEPT.1/2005</u>
Horizontal <b>Band Saw Feeder</b> (+ 1 hour)	\$ 20.82	\$ 21.27	\$ 21.77	\$ 22.32	\$ 22.92
Twin <b>Band Sawyer</b> (+ 1 hour)	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97
Morbark Operator	\$ 20.22	\$ 20.67	\$ 21.17	\$ 21.72	\$ 22.32
Lumber Return	\$ 19.90	\$ 20.35	\$ 20.85	\$ 21.40	\$ 22.00
<b>Trimmer</b> Operator	\$ 20.46	\$ 20.91	\$ 21.41	\$ 21.96	\$ 22.56
Millwright Helper	\$ 20.29	\$ 20.74	\$ 21.24	\$ 21.79	\$ 22.39
Millwright IV	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97
Millwright III	\$ 21.19	\$ 21.64	\$ 22.14	\$ 22.69	\$ 23.29
Millwright II	\$ 21.70	\$ 22.15	\$ 22.65	\$ 23.20	\$ 23.80
Millwright I	\$ 22.40	\$ 22.85	\$ 23.35	\$ 23.90	\$ 24.50
<b>Millwright A</b>	\$ 23.02	\$ 23.47	\$ 23.97	\$ 24.52	\$ 25.12
Millwright Lead (+ 1 hour)	\$ 23.41	\$ 23.86	\$ 24.36	\$ 24.91	\$ 25.51
Pettibone Operator	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97

<b><u>SAWMILL</u></b>	<b><u>EFFECTIVE</u></b> <b><u>SEPT.1/2001</u></b>	<b><u>EFFECTIVE</u></b> <b><u>SEPT.1/2002</u></b>	<b><u>EFFECTIVE</u></b> <b><u>SEPT.1/2003</u></b>	<b><u>EFFECTIVE</u></b> <b><u>SEPT.1/2004</u></b>	<b><u>EFFECTIVE</u></b> <b><u>SEPT.1/2005</u></b>
Or 966 Operator	\$ 20.63	\$ 21.08	\$ 21.58	\$ 22.13	\$ 22.73
Pond	\$ 19.91	\$ 20.36	\$ 20.86	\$ 21.41	\$ 22.01
Sawdust Truck	\$ 20.00	\$ 20.45	\$ 20.95	\$ 21.50	\$ 22.10
Sawmill Cleaner	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
Spareman	\$ 20.69	\$ 21.14	\$ 21.64	\$ 22.19	\$ 22.79
Lumber Bay Attendant	\$ 19.90	\$ 20.35	\$ 20.85	\$ 21.40	\$ 22.00
Lumber Stackers	\$ 20.38	\$ 20.83	\$ 21.33	\$ 21.88	\$ 22.48
Lumber Stickers	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
<b><u>PLANER</u></b>					
Automatic Stacker & Car Man	\$ 20.05	\$ 20.50	\$ 21.00	\$ 21.55	\$ 22.15
B.H. Car Strapping & Spare	\$ 20.05	\$ 20.50	\$ 21.00	\$ 21.55	\$ 22.15
Carry Lift Operator	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97

	<u>EFFECTIVE</u> <u>SEPT.1/2001</u>	<u>EFFECTIVE</u> <u>SEPT.1/2002</u>	<u>EFFECTIVE</u> <u>SEPT.1/2003</u>	<u>EFFECTIVE</u> <u>SEPT.1/2004</u>	<u>EFFECTIVE</u> <u>SEPT.1/2005</u>
<b>Clark</b> Operator	\$ 19.90	\$ 20.35	\$ 20.85	\$ 21.40	\$ 22.00
Dressed Lumber Grader & Stamper (licensed)	\$ 21.69	\$ 22.14	\$ 22.64	\$ 23.19	\$ 23.79
Lumber Press Operator	\$ 19.90	\$ 20.35	\$ 20.85	\$ 21.40	\$ 22.00
Lumber Unloader	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
Millwright IV	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97
Millwright III	\$ 21.19	\$ 21.64	\$ 22.14	\$ 22.69	\$ 23.29
Millwright II	\$ 21.70	\$ 22.15	\$ 22.65	\$ 23.20	\$ 23.80
Millwright I	\$ 22.40	\$ 22.85	\$ 23.35	\$ 23.90	\$ 24.50
Millwright A	\$ 23.02	\$ 23.47	\$ 23.97	\$ 24.52	\$ 25.12
Planer Feeder	\$ 20.05	\$ 20.50	\$ 21.00	\$ 21.55	\$ 22.15
Stickers	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
<b>Dy</b> Kiln Attendant	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84

	<u>EFFECTIVE</u> <u>SEPT.1/2001</u>	<u>EFFECTIVE</u> <u>SEPT.1/2002</u>	<u>EFFECTIVE</u> <u>SEPT.1/2003</u>	<u>EFFECTIVE</u> <u>SEPT.1/2004</u>	<u>EFFECTIVE</u> <u>SEPT.1/2005</u>
<b>Bundling, Strapping and</b>					
<b>Lumber Deck</b>	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
<b>Spareman</b>	\$ 20.46	\$ 20.91	\$ 21.41	\$ 21.96	\$ 22.56
<b><u>WELDER</u></b>					
<b>Welder Helper "ClassA"</b>	\$ 20.29	\$ 20.74	\$ 21.24	\$ 21.79	\$ 22.39
<b>Welder II</b>	\$ 20.87	\$ 21.32	\$ 21.82	\$ 22.37	\$ 22.97
<b>Welder I</b>	\$ 21.93	\$ 22.38	\$ 22.88	\$ 23.43	\$ 24.03
<b>Welder "ClassA"</b>	\$ 23.02	\$ 23.47	\$ 23.97	\$ 24.52	\$ 25.12
<b><u>OTHERS</u></b>					
<b>Filer "A"</b>	\$ 24.33	\$ 24.78	\$ 25.28	\$ 25.83	\$ 26.43
<b>Filer "B"</b>	\$ 23.54	\$ 23.99	\$ 24.49	\$ 25.04	\$ 25.64


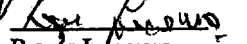
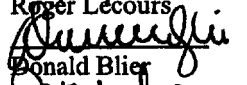

	<u>EFFECTIVE</u> <u>SEPT.1/2001</u>	<u>EFFECTIVE</u> <u>SEPT.1/2002</u>	<u>EFFECTIVE</u> <u>SEPT.1/2003</u>	<u>EFFECTIVE</u> <u>SEPT.1/2004</u>	<u>EFFECTIVE</u> <u>SEPT.1/2005</u>
Filer Apprentice (First 3 months of Employment)	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
Lead Electrician	\$ 26.11	\$ 26.56	\$ 27.06	\$ 27.61	\$ 28.21
Electrician "A" (Licensed)	\$ 25.97	\$ 26.42	\$ 26.92	\$ 27.47	\$ 28.07
Electrician "B"	\$ 22.40	\$ 22.85	\$ 23.35	\$ 23.90	\$ 24.50
Night Watchman	\$ 19.74	\$ 20.19	\$ 20.69	\$ 21.24	\$ 21.84
<b>Yard Attendant</b>	\$ 20.05	\$ 20.50	\$ 21.00	\$ 21.55	\$ 22.15
<b>Bus Operator (1½ hour per day Time and one-half)</b>	\$ 21.11	\$ 21.56	\$ 22.06	\$ 22.61	\$ 23.21


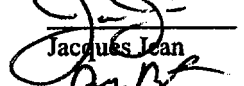


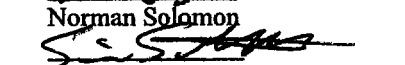



SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002.

For The Company:

For The Union:

  
Jules Fournier  
  
Roger Lecours  
  
Donald Blier  
  
Patrice Gagnon

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

**TRADES APPRENTICE PROGRAM**

**Lecours Lumber Co. Limited  
(Sawmill)**

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**PURPOSE**

To implement a program that will develop employees into trades people equipped with necessary tools, **who** have attained a level of proficiency in manual and technical skills satisfactory **to** the Trades Apprenticeship Committee.

**TRADES APPRENTICESHIP COMMITTEE**

This committee will consist of a maximum of four Local 2995 Union members, the Maintenance Supervisor and three Company members. (Minimum of 2 per group for quorum). Its function is **to** review, amend **and** administer the Trades Apprenticeship Program. Equal representation from both sides is required in **any** decision making process.

It will be the Company's responsibility to take necessary **action(s)** when a trainee is subject **to** removal from the program but only after **discussions** with the Trades Apprenticeship Committee has taken place.

Based on the Company's needs and assessments, the Committee will recommend to the Company, the

number of Trades Apprentices in each trade that will **start** the program. Apprentices will be registered with the Ministry of Training, Colleges and Universities immediately upon successful completion of the 3-month probationary period. Successful completion of probationary period will be based on performance evaluation of the following items:

- Tool & equipment recognition
- Willingness to work overtime
- Practical skills

### **CANDIDATES**

Applications will be received from employees internally throughout the operation or externally if no applications are received or if internal candidate(s) do not meet the required criteria.

**An** Apprenticeship posting will be considered **as** advancement therefore a promotion.

Apprenticeship openings will **also** be filled in accordance **with** the provisions of paragraphs I, III **and** VIII of Article 12.05 only.

### **CRITERIA**

The successful candidate(s) will be required to meet the following criteria. It is to be noted that seniority of candidates will be in effect provided all else is equal.

- Grade 12 or equivalent formal education (as per policy on equivalency to grade 12 under the apprenticeship and certification act for registration of an apprentice.)
- Aptitude Testing (passing grade required only) to be monitored by College Boreal.
- Willing to commit to upgrading
- Expected to work additional hours when necessary (based on department average)
- Must pass physical examination (if requested by the Committee)
- Successful candidate must commit to a minimum of five (5) years in the maintenance department after completion of program.
- Three months probationary period.
- Candidate at last stage of progressive disciplinary policy will not qualify for the Apprenticeship Program.

#### **TRADES COVERED**

This Training Program will cover training in the following disciplines:

- Electrical
- Industrial Mechanic (Millwright)
- Welder/Fitter
- Sawfiler

If, *in* the opinion of the Company, it becomes necessary, consideration will be given to providing training for other trade groups.

### TRAINING DURATION

The normal length of training will be four years for all trades except for Electrical which will be 4.5 years. However, credits for previous experience may be allowed by the Trades Apprenticeship Committee up to a maximum of 2,000 hours. In no case will a candidate begin at a higher classification than Class III. A candidate may attend a meeting with the Trade Apprenticeship Committee to solicit this credit. The burden of proof regarding credits will be solely the responsibility of the candidate.

In the event of sickness or accident, the Committee will consider extending the duration of an individual's training program.

The following categories will be acknowledged in all trades except for Electrical, which will be considered at 6,000 hrs to 9,000 hrs for Class I. Manual skill hours for all other trades within the program will be accumulated as follows:

Class A	+ 8,000 hrs. and a journeyman's ticket
Class I	6,000 hrs. to 8,000 hrs.
Class II	4,000 hrs. to 6,000 hrs.
Class III	2,000 hrs. to 4,000 hrs.
Class IV	1,000 hrs. to 2,000 hrs.
Helper	0 hrs. to 1,000 hrs.

Annually, an evaluation committee consisting of the members of the Trades Apprenticeship Committee

(2 union/2 management) will evaluate the performance and progress of each apprentice below the category of **Class I**, with a view of upgrading the apprentices' who qualify.

The Apprenticeship Training Program is determined to be completed once the trainee has successfully received a **Class I** and it's required hours. (In the event of successful completion of the program, the candidate is required to stay in the trade for a minimum of 5 years.)

Upon entering an Apprenticeship Training Program, it is understood that the trainee will continue until completion unless senior employees in the same trade are laid-off, at which time the trainee will also be laid-off. The trainee is expected to continue his apprenticeship upon being recalled to work.

### **REGISTRATION**

Upon successful completion of the probationary period, the trainee will be registered with the **Ministry** of Training, Colleges and Universities. Application for registration must be done immediately after the end of the Probationary period.

Immediately after enrolment, the Committee along with a representative from the Ministry will hold a registration meeting with new trainee(s). This registration session will include an outline of the training program as well as the specific responsibilities of the trainee(s) in regards to both the Company and the Ministry. It will also outline

the responsibilities of Management as it relates to the apprenticeship.

### **TRAINING OUTLINE**

Tool lists and curriculum for learning technical and manual skills will be approved by the Apprenticeship Committee in partnership with the Ministry of Training, Colleges and Universities.

These will be as follows:

a) Technical skills will be attained **through** the Ministry curriculum and will be based on the existing formal education process of successfully completing the basic, intermediate and advance program with the specified grade point average.

b) **Manual** skills will be attained by on-the-job experience. To attain this, the trainee(s) will work with experienced trades' people. It is expected that trainees' will develop an atmosphere with trades' people that will ultimately let them do **the** job under the guidance of the trades' people. At all times during the training, the trainee(s) is expected to use tools at every opportunity.

In order to make maximum use of time spent in learning manual skills, the Company will endeavor to place trainees on jobs that will broaden their knowledge, and with trades' people who are superior in their trades. The trainees' work assignments will vary with the goal of having worked throughout the operation by the end of the program. **Part** of their

time will **also** be spent observing other trades to gain a broad trade knowledge. It is understood that this is not intended to replace full time employees.

c) Tools are essential for a trade's person. At the 12, 24, 36, and 48 month completion points of the training program, the trainee will be required to submit proof satisfactory **to** the Company that the trainee owns and has possession of a predetermined list of tools. Before graduation from the training program, the complete list of tools will be checked against the tools owned. The tool lists has been developed by the Trades Apprenticeship Committee. All trainees will take part in the tool allowance program **as** described in the Collective Agreement article 10.05. Tool allowance in the **first year** will be pro-rated for the year **upon** successful completion of the probationary period.

#### **RATE OF PAY**

Before starting the trades trainee program, the Company may, **on** an individual basis, adjust the rate **of** pay to reflect the progression identified **in** the **TRAINING DURATION** clause.

All rates of pay will be **as** per the wage schedule established in the Collective Agreement.

The Company will make up the difference between the Canada Manpower Training **Program** allowances and the employee's normal earnings based on his regular straight time rate, multiplied by 40 hours per week. For purposes of calculation, the Canada



Manpower at home allowance shall be used.

(For memorandum only, the Company will cover the employee's normal earnings as stated above, if financial assistance from Canada Manpower Training Program allowances is cancelled.)

### **SCHOOLING**

The Company will be responsible for all costs associated with tuition and manuals required. In the event the Apprentice terminates his employment with **the** Company, reimbursement of *all* tuition and manuals costs will be made to the Company by the Apprentice in question.

Trainees will not be required to participate in the Ministry Basic course if proof can be shown that a passing grade was obtained on the basic exam.

Trainees will not be exempt from the intermediate and advanced courses. The courses assigned are expected **to** be completed by the trainee(s) within the following timeframe:

- Basic course by the end of 2nd year in the program.
- Intermediate course by the end of the 3<sup>rd</sup> year in the program.
- Advanced course by the end of the 4<sup>th</sup> year in the program.

### **OVERTIME**

Opportunity of overtime for trainees will be filled in accordance with the provisions of section 11.05 (**Hours** of work).

### **UNSATISFACTORY PROGRESS**

Unsatisfactory progress in the Training Program shall be defined **as**:

- a) Being more **than** one month late in **turning** in a tool list. (It is the responsibility of **each** trainee **to** have **his** tools checked by his Supervisor.)
- b) Failing an examination. (see Progress Measurement)
- c) Failure to attend schooling within the specified times.
- d) Continued refusal of overtime work and or upgrading.

### **PENALTY FOR UNSATISFACTORY PROGRESS**

Following a review by the Trades Apprenticeship Committee, **any** trainee who is considered to be in unsatisfactory standing, **as** defined above, will be given a final warning. From that time until **the** completion of the trainee's apprentice program, the trainee must meet all requirements of the program.

If before graduation the trainee should again be making unsatisfactory progress, he will then be

subject to removal from the training program and the trade and **will** be returned to his pre-apprentice position.

### **PROGRESS MEASUREMENT**

a) The requirement **of** technical skills will be based on the Ministry's criteria in which, a basic, intermediate and advanced course will be completed with **a** passing grade identified by the Ministry.

In the event of a failure, the Trades Apprenticeship Committee will determine the action to be taken, which **may** include re-testing the failed work after a suitable study period.

A trainee will be **allowed** only one failure during any twelve-month period.

b) Manual **skills** and the Apprenticeship Training Standards Guide will normally be judged by the Maintenance Supervisor.

c) Tools:

After a comparison **by** the trainee's Supervisor, of tool lists with tools on hand, a clear-cut mark of conformance is possible. No exceptions will be made.

d) A composite report on each trainee will be written twice yearly by the Maintenance Supervisor combining (a), (b), **and** (c) above.

If a grade other than satisfactory is obtained, immediate action will be taken by the Trades Apprenticeship Committee to establish the reason and take steps to correct the situation. A trainee will be allowed only one failure in any 12-month period.

**POLICY ON EQUIVALENCY TO GRADE 12 UNDER THE APPRENTICESHIP AND CERTIFICATION ACT FOR REGISTRATION OF AN APPRENTICE:**

For the purpose of entrance into an apprenticeship program where the academic entry requirement is Grade 12 or its equivalent, the following are deemed acceptable to demonstrate the required achievement:

- A Grade 12 diploma from any other Canadian province or territory.
- A Canadian General Education Development (GED) certificate issued by a Canadian province or territory.
- A non-Canadian GED certificate determined by the Ontario Ministry of Education's independent Learning Centre (ILC) to be equivalent to the Ontario GED.
- A transcript, diploma or certificate from another country, assessed at an **Ontario** Grade 12 level by a recognized assessment service.
- A Canadian postsecondary diploma or degree.

- A non-Canadian postsecondary diploma or degree that **has** been assessed as equivalent to a Canadian postsecondary diploma or degree by a recognized assessment service.
- A certificate of completion for an Ontario academic upgrading program that is accepted by an Ontario College of Applied **Arts** & Technology for entry into an Ontario postsecondary program.
- A certificate of completion for a Ministry of Training, Colleges and Universities-approved trade-specific training program from an Ontario College of Applied Arts and Technology.
- A certificate of apprenticeship in any trade from Ontario or other Canadian jurisdiction.
- A certificate of completion of an academic upgrading program from another Canadian jurisdiction that is accepted by an Ontario College of Applied **Arts** & Technology for entry into an **Ontario** postsecondary program.
- A postsecondary certificate of completion for a trade-specific training program from another Canadian jurisdiction that is equivalent to a certificate program delivered by Ontario Colleges of Applied **Arts** & Technology as assessed by an **Ontario** College of Applied Arts & Technology.

- A postsecondary certificate of completion for a trade-specific training program from a non-Canadian jurisdiction that has been assessed by a recognized assessment service as equivalent to a trade-specific certificate program delivered by Ontario Colleges of Applied Arts & Technology.

**JOB DESCRIPTION FOR WELDERS  
AND HELPERS**

**HELPER CLASS "A"**

He shall be capable under direction of performing the following:

1. Oxyacetylene and electrical welding in flat position with opportunity of working in other positions.
2. Cutting, soldering and brazing.

He shall be upgraded prior to or at the end of a one-year period to Welder 11. In the event that he fails to display the necessary aptitude for further training, he may at any time during this period, be placed in other suitable employment.

**WELDER II**

He shall be capable under direction of performing all jobs assigned to him in an efficient manner in both oxyacetylene and electrical welding in any position. He shall also have an understanding of types of

flames, oxidizing and carbonising.

**WELDER 1**

He shall be capable without direction of performing all jobs assigned to him in **an** efficient manner in both oxyacetylene and electrical welding in any position.

He shall be capable of performing **both** types of welding in all positions with all metals used on sawmill operations.

He must assume responsibility for all work performed **by** himself or **his** assistants. Must show initiative in fabrication of equipment following verbal or written instructions.

**WELDER CLASS "A"**

He shall be capable without direction of performing all jobs assigned to him in **an** efficient manner in both oxyacetylene and electrical welding in **any** position. He shall have **an** understanding of types of flames, oxidizing **and** carbonising.

He shall be proficient in both **types** of welding in all positions with all metals used on sawmill operations.

He must be able to fabricate from a blueprint, or verbal instructions.

He must **assume** responsibility for all work

performed by himself or his assistants.

He must be in possession of a Welder H.P. Certificate.

Welders presently employed in this classification will not be required to have a trade certificate.

**MECHANICS:**

**HELPER CLASS "A"**

He shall under the direction of mechanics of a **higher** classification work **on all** types of equipment used on woods operation: shall be capable of **performing** the following jobs independently: tire repairs, wash jobs, greasing and oiling service.

**A** helper entering the trade at this level will commence to accumulate common mechanical tools.

In the event that he fails to display the necessary aptitude for **further** training, he may at any time during this period be placed in other suitable employment.

**MECHANIC II**

He shall be capable under direction of performing all jobs assigned to him in **an** efficient manner **on** gasoline and/or diesel powered equipment generally used in woods operations. It is expected that eligible personnel shall put further every effort to obtain a Provincial Trade Certificate.



**MECHANIC I**

He shall be capable without direction of performing all jobs assigned to him in an efficient manner on gasoline and/or diesel powered equipment generally used in woods operations.

He will be required to direct assistants working under him and must assume **full** responsibility for all work performed by himself or his assistants.

Where a present mechanic or a person subsequently hired **has** no certificates, but has **had** special **training** and/or is assigned on only one **type** of equipment, he will automatically be rated **as** a Mechanic I.

**MECHANIC CLASS "A"**

He shall be capable without direction of performing all **jobs** assigned to him in **an** efficient manner on gasoline and/or diesel powered equipment generally used in woods operations.

He will be required to direct assistants working under **him** and must assume full responsibility for all work performed by himself or **his** assistants.

He must be in possession of a Provincial Trade Certificate recommended by the **Ministry** of **Labour** of Ontario.

Mechanics presently employed in this classification will not be required to have a Certificate.

**MECHANIC CLASS "A-1"**

In addition to fulfilling all of the qualifications of a Mechanic Class "A" and being in possession of a Provincial Trade Certificate, he shall have had advanced theoretical and practical training in equipment sub systems or be in possession of both a motor vehicle mechanic certificate and a heavy duty equipment mechanic certificate recognized by the Minister of Labour of **Ontario**.

**MECHANIC LEAD**

A Mechanic Lead is appointed as the need arises, must possess the qualifications set out under Mechanic Class "A" and in addition shall be capable of leading other mechanics.

Mechanics presently employed in this category are not required to have a Provincial Trade Certificate.

**JOB DESCRIPTIONS FOR TRADES AND HELPERS**

**1. MILLWRIGHT (TRADE)**

**Millwright Helper:**

Works as a trades helper, will be assigned to and take necessary direction from a Millwright III, II, I, or A.

A helper must be capable of performing independently wash jobs, greasing and oiling, and

must be in the process of accumulating a basic tool kit required for the work he is asked to perform.

**Millwright IV:**

Shall be qualified **to** assist and work under the direction and instructions **of** Millwright III, II, I or **A**. He will work alone at times performing assignments in keeping with **his** training.

During the course of his year, training must become proficient in **good** millwrighting practices in the areas of fitting, aligning, lubricating and the operation of all shop tools **and** machines. In addition to the foregoing, he will be exposed to and **begin** the process of learning techniques required in trouble shooting key production machinery, pipe fitting, basic welding and machining but will not be expected to display a high degree of proficiency in these areas at this point.

**Millwright III:**

Must be capable of performing the **tasks** of  **fittings**, aligning, lubricating and able to operate all shop tools and machines.

Must under direction become proficient in basic welding and pipe fitting as well **as** dismantling and reassembly of plant equipment.

Under direction, will continue **to** develop skills in trouble shooting all plant equipment **and** improve his skills at machining part and be exposed **to** basic

principles of hydraulics and pneumatic. •

He may work alone frequently, but occasionally will require direction and instructions **from** Millwright II, I or A.

**Millwright II:**

Must be capable, without direction of fitting, aligning and lubrication and taking apart and reassembling plant equipment. In addition, is expected to be able to weld, operate shop tools **and** do pipe fitting **as** required.

Must under direction, become proficient at effective methods of trouble shooting and repairing hydraulic, pneumatic and mechanical faults in plant machinery.

**Millwright I:**

Must be capable without direction of performing all practices under Millwright II, III, IV. Must under direction become proficient at reading and understanding blueprints, all phases of installing new equipment, laying out hydraulic and mechanical drives and meet speed and power requirements correctly.

**Millwright "A":**

Must be capable without direction, of performing all practices under Millwright I, II, III and IV. Must take full responsibility for work **done by** himself or his assistant.

**Must be in possession of a Millwright Certificate or a Machinist Certificate or Welder H.P. Certificate.**

**Millwrights presently employed in this classification will not be required to have a Certificate.**

**LETTER OF UNDERSTANDING**

**between**

**LECOURS LUMBER COMPANY LIMITED**

**and**

**I.W.A. CANADA LOCAL 2995**

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**ARTICLE XII - SENIORITY**

12.01 It is agreed and understood that the total accumulated days of seniority of each employee on the renewal date for the 1981 Agreement between the Company and the Union will establish the seniority order of each employee on the seniority list as per the provisions of the expired Agreement and that from that ~~date~~, the order of seniority will remain fixed and can only be altered by the termination of employment of any of the employees on the seniority list.


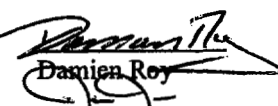
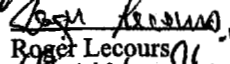
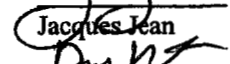
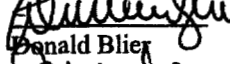
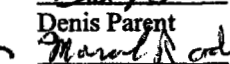
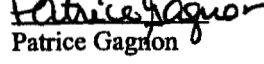

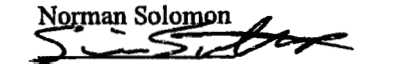

In which case, those listed on the seniority list below the employee who terminates, will climb upwards to fill the vacancy.

All new employees to be added in the order of hire.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002 .

For The Company:

For The Union:

 Jules Fournier	 Damien Roy
 Roger Lecours	 Jacques Jean
 Donald Blier	 Denis Parent
 Patrice Gagnon	 Marcel Rodrigue
	 Norman Solomon
	 Simon Sutherland

LETTER OF UNDERSTANDING

between

LECOURS LUMBER COMPANY LIMITED

and

I.W.A. CANADA LOCAL 2995

---

IT IS UNDERSTOOD that the job classification of Barko Operator, Canterline Feeder and ~~Twin~~ Band Sawyer shall be posted for the purpose of training.

- 1) The applicant(s) will be selected on the basis of seniority.
- 2) The successful applicant may be trained on an irregular basis but it shall be done **as soon as possible**.
- 3) The **successful** applicant must demonstrate reasonable skill, efficiency and ability at an early stage in his training.
- 4) It is further understood that the successful trainee(s) will be **given** preference **to bid on** these classifications whenever there is a vacancy, but the successful trainee(s) may be required to fill any vacancy for the classification within **a** period of one year in order **to** allow the Company sufficient time

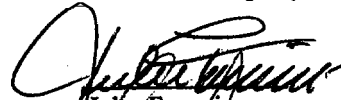
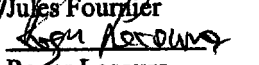






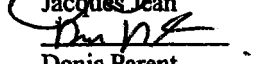



to train other employees for that classification.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February , 2002 .

For The Company:

For The Union:

  
Jules Fourrier  
  
Roger Lecours  
  
Donald Bliar  
  
Patrice Gagnon

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

LETTER OF UNDERSTANDING  
between  
LECOURS LUMBER COMPANY LIMITED  
and  
I.W.A. CANADA LOCAL 2995

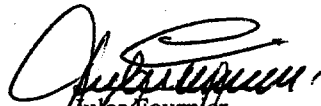
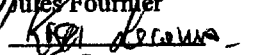

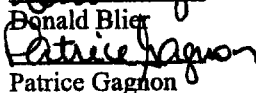
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**RE: TRAY DECK OPERATOR**





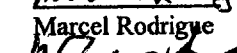

It is agreed **and** understood that **as long as** a grader is used in **the** rotation of graders at the big planer, the position of Tray-Deck Operator will not be posted.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002.

**For The Company:**

  
Jules Fournier  
  
Roger Lecours  
  
Donald Blier  
  
Patrice Gagnon

**For The Union:**

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

**LETTER OF UNDERSTANDING**

**between**

**LECOURS LUMBER COMPANY LIMITED**

**and**

**I.W.A. CANADA LOCAL 2995**

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**RE: LOADING OF CHIPS AND BY-PRODUCTS**

It is agreed and understood that the Company will institute **an** additional job classification of loader operator, for the purpose of loading chips, sawdust and bark and any other functions related to loader operator.

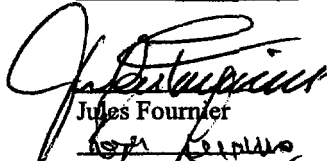
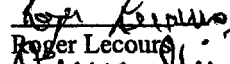
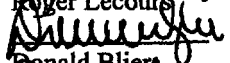

All loading will be done **by** regular employees only. Furthermore, Loader Operators will complete loading **the** trucks before lunch or coffee breaks.




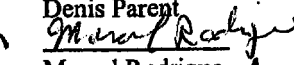


It is finally agreed and understood **that** truck drivers will not load themselves during weekends.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002.

For The Company:

For The Union:

  
Jules Fournier  
  
Roger Lecours  
  
Donald Blier  
  
Patrice Gagnon

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

**LETTER OF UNDERSTANDING**

between

**LECOURS LUMBER COMPANY LIMITED**

and

**I.W.A. CANADA LOCAL 2995**

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It is understood that the job classification of Crane in yard shall be posted for the purpose of training.

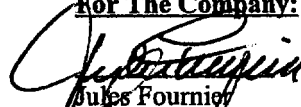
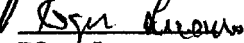
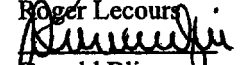
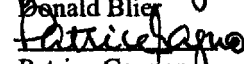
- 1) The applicant will be selected in accordance of Article XII.
- 2) The applicant will be required to possess or obtain a valid Class A Ontario truck driver licence prior to Crane training.
- 3) The successful applicant will be trained on an irregular basis.
- 4) The successful applicant must demonstrate reasonable skill, efficiency, and ability at an early stage in his training.
- 5) It is understood that the successful trainee will be required to pass the theoretical and practical provincial test in view of obtaining his license.

6) It is **further** understood that the successful trainee will be given preference to bid on the job classification of Crane in yard, whenever there is a vacancy, but the successful trainee may be required to fill a vacancy for the above classification within a period of two (2) years in order to allow **the** Company sufficient time to train another employee for that classification.

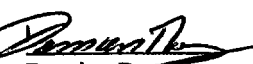

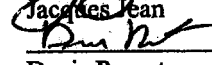
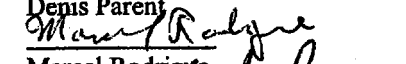
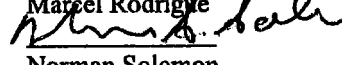
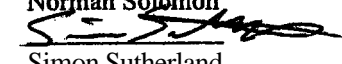
7) It is understood that according to **the** established practice, only one Crane Operator in yard will be covered under the Sawmill Agreement.

**SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February , 2002 .**

**For The Company:**

  
Jules Fournier  
  
Roger Lecours  
  
Donald Blier  
  
Patrice Gagnon

**For The Union:**

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

LETTER OF UNDERSTANDING

between

LECOURS LUMBER COMPANY LIMITED

and

I.W.A. CANADA LOCAL 2995

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**Re: Weekend maintenance schedule for  
classifications in maintenance group**

1) Vacancies shall be posted as they occur and will be filled in accordance with the job posting procedure:

2) Hrs of work Worked Paid      Schedule

Friday	8	8	7:00 a.m to 3:30 p.m.
Saturday	12	14	7:00 a.m. to 7:30 p.m.
Sunday	12	18	7:00 a.m. to 7:30 p.m.
Total	32	40	

3) Overtime

All hours worked in excess of the regular workday or in excess of the 32 hours worked per week will be paid at the rate of time and one half.

Hours worked in excess of twelve **(12)** on Sundays will be paid at the rate of double time.

**4) Vacation:**

For the purpose of vacation entitlement, one **(1)** week will be Friday, Saturday, and Sunday. Where Friday equals one day of vacation and **Saturday** and Sunday each equal two days.

**5) Holidays:**

**Statutory** or Floating Holidays shall be paid the same amount of hours **as** if the employee had worked.

**Note:** No employees will loose or gain any money **as** a result of the above.

If a statutory holiday falls on **a** Saturday or Sunday, it shall be observed on that day.

If a statutory holiday falls on a Monday or any other day during the week, it shall be observed on the following Friday.

6) The three- (3) days worked on a weekend schedule will be equal **to** five- **(5)** day's seniority.

7) Should a person be **off** on a Sunday due to sickness he will be allowed to work two- **(2)** eight (8) hour shifts through the week **to** make up eighteen (18) hours missed for Sunday.



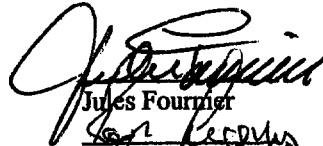
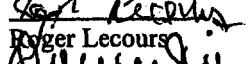
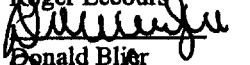

8) Scheduling to remain constant, except when Christmas Day and Boxing Day falls on a Sunday.

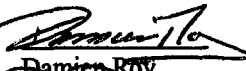
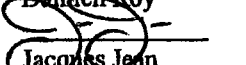
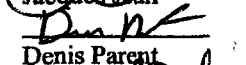



Weekend shift employees will go back to five- (5) day scheduling that week.

SIGNED AT CALSTOCK, ONTARIO THIS 19th DAY OF February, 2002.

For The Company:

For The Union:

  
Jules Fournier  
  
Roger Lecours  
  
Donald Blier  
  
Patrice Gagnon

  
Damien Roy  
  
Jacques Jean  
  
Denis Parent  
  
Marcel Rodrigue  
  
Norman Solomon  
  
Simon Sutherland

LETTER OF UNDERSTANDING  
Between

LECOURS LUMBER COMPANY LIMITED

And

I.W.A. CANADA LOCAL 2995

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**Re: Millwrights and Electricians, Mandatory  
Overtime**

It is agreed and understood **that** millwrights and electricians when **on** day-shift will **be** required if asked **to** work overtime on the Saturday **of that** same week.


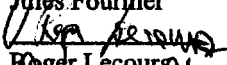

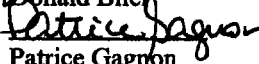
It is also agreed and understood that they will have **to** work at least eight **(8)** hours if required.

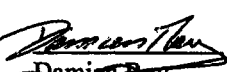

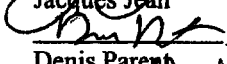
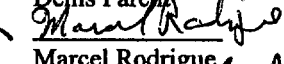
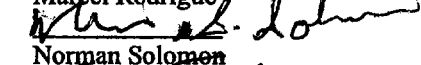

It **is** further agreed **that** tradesmen will be required **to** work during shutdown **and** vacation, unless mutually agreed between the parties.

SIGNED AT CALSTOCK, ONTARIO THIS  
19th DAY OF February, 2002.

For The Company:

For The Union:

  
 Jules Fournier  
  
 Roger Lecours  
  
 Donald Blier  
  
 Patrice Gagnon

  
 Damien Roy  
  
 Jacques Jean  
  
 Denis Parent  
  
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