

ARTICLE 1. PURPOSE

- 1.01** The purpose of this agreement is to maintain a harmonious relationship between the Company and its employees and to provide an amicable method of settling any differences or grievances which may arise with respect to matters covered by this agreement.
- 1.02** It is also the purpose of this agreement to provide for orderly collective bargaining, the prompt disposition of grievances and the negotiation of wages, hours of work and other terms and working conditions to the extent and in the manner provided herein; and, further, this collective agreement and attendant policy letters (if any) represent the total understanding between the parties except as augmented by legislation.
- 1.03** The parties hereto subscribe to the principles of the Human Rights Act.
- 1.04** It is agreed that all employees covered by this agreement will perform their work to the best of their ability, to the end that the highest possible productivity of the plant be accomplished and that the profitable operations of the plant be continued.

ARTICLE 2. RECOGNITION

- 2.01** The Company recognizes Local No.5 of the Pulp, Paper and Woodworkers of Canada as the only agency representing all employees as defined in this agreement for the purpose of collective bargaining.
- 2.02** Wherever used in this agreement, including exhibits, the word "employees" shall mean all employees except those excluded by the certified bargaining unit.
- 2.03** All employees at date of certification must become members of the Union in good standing and must maintain such membership as a condition of continued employment throughout the term of this agreement. Any new employee hired shall, as a condition of employment, become a member of the Union within thirty (30) days.
- 2.04** The Union and the Company recognize that salaried employees, including supervisors, are excluded from the provisions of this agreement. Accordingly, it is improper for supervisors to perform the work of the employees covered by this agreement. It is also recognized that there will be occasions when supervisors must perform some bargaining unit duties on the shop floor. These occasions must be temporary in nature and must not result in the layoff or displacement of an employee or prevent the recall of a laid off employee.

ARTICLE 3. MANAGEMENT RIGHTS

3.01 It is understood that the Company retains the right to manage its operations in all respects except as this right may be restricted by the terms of this agreement.

ARTICLE 4. UNION DUES

4.01 The Company agrees to deduct and remit dues from each employee according to the rules laid out in Section 16 of the Labour Relations Act of British Columbia.

4.02 All deductions shall be remitted to the Union once a month, the deductions together with a written statement containing the names of the employees from whom deductions were made and the amount of the deduction.

4.03 In the event the amount of the deduction is to be increased during the term of this collective agreement, the Company shall be given thirty (30) calendar days' notice and the deduction shall be adjusted accordingly thereafter.

4.04 The Company agrees to deduct all assignments and assessments as requested by Local No. 5 within thirty (30) days of receipt of said request.

4.05 The Company shall incorporate the yearly dues total on the employee's T4 statement.

ARTICLE 5. UNION REPRESENTATION

5.01 The Local Union of the Pulp, Paper and Woodworkers of Canada shall elect from its members employed at Celco a Union Plant Committee and/or shop steward(s) who shall represent the Union. The Plant Committee will consist of two (2) members and one (1) alternate, and it is required that two (2) members be in attendance at all meetings.

The size of the Union Plant Committee may increase by one (1) member in order to meet the conditions of the Local Union by-laws.

5.02 The Company agrees that the Union Committee and/or shop steward(s) will be compensated for reasonable time lost during their regularly scheduled work days at their regular rate of pay when discussing grievances.

5.03 Authorized representatives of the Local and/or National Union shall be granted reasonable access to the plant upon prior notification and with the agreement of the Company management. It is understood that access to the plant by Union representatives will not disrupt production.

ARTICLE 6. SENIORITY

6.01 Principle

The Company recognizes the principle of seniority in the administration of promotions, demotions, transfers, layoffs, and recalls. In the application of seniority under this section, if an employee has the necessary qualifications and the ability to perform in accordance with the job requirements, seniority shall prevail.

6.02 Probationary Period

- (a) Seniority shall mean the length of service from the last date of hire as a regular employee, after completion of the probationary period. An employee will be on probation until he/she has been employed for twelve (12) weeks.
- (b) After completion of the probationary period, the employee will be credited with seniority dating back to the first day of the probationary period.

6.03 Loss of Seniority

An employee's seniority shall cease if the employee:

- (a) quits; or
- (b) is discharged and is not reinstated through the grievance procedure; or
- (c) is absent without reasonable cause and does not notify his/her supervisor within one (1) working day of the absence; or
- (d) retires or is retired in accordance with the Company's pension plan; or
- (e) fails to return from an authorized leave of absence; or

- (f) is laid off for a period in excess of his/her recall rights under Article 6.04.

6.04 Layoffs and Recall Rights

- (a) In the event of a layoff, seniority will be the ruling factor as per Article 6.01. When such layoff is necessary, the Union Plant Committee will be advised of the date and employees involved at the earliest possible date.
- (b) Where temporary layoff (one week or less) is necessary, ability to perform required work will have precedence; otherwise, seniority will apply as per Article 6.01. Seniority shall accumulate during the period of layoff.
- (c) Employees shall retain recall rights as follows:
 - (i) for employees with less than one (1) years seniority: six (6) months;
 - (ii) for employees with one (1) or more years seniority: six (6) months plus one (1) month for each year of service to a maximum of one (1) year.

6.05 Promotion Trial Period

- (a) The probationary period for regular employees who accept a permanent promotion to another job category shall be forty-five (45) working days
- (b) The probationary employee shall receive a progress review conducted by management in cooperation with his or her immediate supervisor. This written progress report shall be given between the 15th and 25th day of the probationary period.
- (c) The employee shall have the right to return to his or her previous job within the forty-five (45) day trial period.
- (add) (d) Promotions to a higher classification will only occur if there is a permanent opening in the higher classification and the eligible employee has been evaluated and has received a satisfactory overall rating.
- (e) If an employee fails to maintain a satisfactory overall rating, even after being accepted permanently into any classification, management will make every effort to determine what the problem is and depending on the results of those efforts may decide to return the employee to his/her previous classification.

6.06 Training

The Company shall provide training to allow employees to function within their category and to allow employees to exercise their seniority for the purposes of relief and promotion.

6.07 Bumping

An employee laid off in one classification will be given the opportunity of displacing an employee with less seniority in a similar or lower classification at the applicable rate of pay provided the senior employee has the ability and qualifications to perform the job in a manner which will not adversely affect the efficiency of the Company beyond a short term (i.e., 30 days maximum) familiarization period.

The Company will continue the practice of maintaining an employee's wage rate providing the move to the lower paying job was not at the request of the employee

6.08 Temporary Labourers

It is agreed and understood that when temporary labourers are hired to supplement the regular work force, they shall be designated as temporary employees for their term of employment. Temporary labourers shall be subject to all of the provisions of this agreement with the exception of seniority. It is agreed that temporary labourers shall not be employed if any regular employee is laid off with recall rights.

Should a temporary labourer be accepted as a permanent employee, he or she will be subject to the probationary period as outlined in Articles 6.01 and 6.02, and a new seniority date will be established accordingly.

ARTICLE 7. DISCIPLINE

7.01 The Company shall not discipline an employee except for just and reasonable cause.

7.02 If an employee who has been suspended or discharged requests, he/she shall be permitted to consult with a Union representative before being required to leave the Company's premises unless the employee is under the influence of alcohol or illicit drugs. The Company shall give notice of any discharge or suspension to a member of the Union Plant Committee.

ARTICLE 8. WAGE SCHEDULE AND CLASSIFICATION

8.01 Wage Schedule

Leadhand premium and Primary Operator rates will be combined to create a Leadhand

classification, this classification will become part of Appendix "A"

- (a) Attached hereto and forming part of this agreement is Appendix "A" covering the hourly wage rates and the job classifications.
- (b) A premium of \$1.30 per hour will be paid to employees in the general maintenance classification with more than one (1) years experience operating the N.C. or E.D.M. machines. The premium and the hourly rate will be combined for accounting purposes only. The Combined rate will apply for all floating and statutory holidays.
- (c) **Leadhand:** A Leadhand premium will be paid to a primary extruder operator on each shift as follows:

Start/temporary	\$1.50 per hour
After one (1) year	\$1.75 per hour
After two (2) years	\$2.00 per hour

The leadhand premium and the hourly rate will be combined for all fulltime leadhands. The combined rate will apply to all floating and statutory holidays.

8.02 Wage Classification

Where there is a new or altered work classification, the Company will establish a classification and rate consistent with the existing rate structure and submit it to the Union Plant Committee. Should there be no agreement, the Union may proceed with the grievance procedure.

ARTICLE 9. ALLOWANCE FOR FAILURE TO PROVIDE WORK

- 9.01** When an employee reports for his or her regularly scheduled shift or overtime shift and then no work of any kind is provided, he or she shall receive four (4) hours pay for so reporting at the rate normally paid to the employee.
- 9.02** Where an employee has commenced his or her regularly scheduled shift, he or she shall receive a minimum of four (4) hours pay.
- 9.03** Where an employee is transferred to a lower-paid job, he/she will continue to receive the regular rate of pay he/she was paid at the beginning of the shift for the balance of the shift.
- 9.04** Where an employee is temporarily assigned to a higher classification not to exceed four (4) hours, such assignment shall be considered to form part of the job training referred to in Article 6 and the employee shall retain his/her regular wage rate during such assignment. Should assignment exceed four (4) hours, the employee shall receive a higher wage rate

and/or premium for the period of the assignment.

(Note: On temporary assignment, as set out in 9.04, employees will receive the junior pay rate at the next higher pay level.)

ARTICLE 10. CALL TIME

10.01 An employee shall receive two (2) hours call time at the straight time rate in addition to pay for time actually worked under the following conditions:

- (a) called back to work following a shift: when required to report for work after completing his/her designated shift.
- (b) called to work on a designated day off: when employees who work forty (40) hours per week are required to report for work on a designated day off.
- (c) statutory holiday work: called for any work performed on a holiday as specified in Article 16.

ARTICLE 11. HOURS OF WORK

11.01 Basic Work Week

Both parties to this agreement are committed to maintain the principles of a basic work week of forty (40) hours at eight (8) hours a day, but agree that additional time may be worked to permit operation or protection of the plant when paid for as shown in Article 12

11.02 The hours of work for day workers shall be 8:00 a.m. to 4:30 p.m. Monday to Friday.

11.03 The hours of work for shift workers shall be:

- (a) day shift: 7:30 a.m. to 3:30 p.m. Monday to Friday.
- (b) afternoon shift: 3:30 p.m. to 11:30 p.m. Monday to Friday.
- (c) graveyard shift: 11:30 p.m. to 7:30 a.m. Sunday to Thursday.

11.04 A shift differential will be paid in addition to the hourly rate as follows:

afternoon shift:	<u>\$0.45</u>
graveyard shift:	<u>\$0.70</u>

11.05 (a) Day workers shall have an unpaid one-half (½) hour lunch break approximately mid-way through their shift and one paid ten (10) minute break in the morning and one

paid ten (10) minute break in the afternoon.

- (b) Shift workers shall have one paid ten (10) minute break approximately two (2) hours into their shift, one paid fifteen (15) minute lunch break approximately midway through their shift, and one paid ten (10) minute break approximately six (6) hours into their shift. Breaks shall be coordinated with the shift leaders.

11.06 Mutual shift changes will be permitted without penalty when requested by the employees and approved by the supervisor.

ARTICLE 12. OVERTIME

12.01 Overtime for hourly employees will be paid at the rate of time and one-half (1½) the employee's basic hourly rate for all hours worked in excess of eight (8) hours per day or forty (40) hours per week. No employee shall be paid daily and weekly overtime for the same hours.

12.02 Overtime for hourly employees will be paid at the rate of double (2x) the employee's basic hourly rate:

- (a) for all hours worked in excess of eleven (11) hours in one (1) day;
- (b) for all hours worked in excess of eight (8) hours on the first day off.
- (c) for all hours worked on the employees second day off.

12.03 Overtime, if any, shall be divided as equitably as practicable among employees performing a similar class of work. The Company undertakes to maintain records of overtime by employees and will review such records with the Union Plant Committee at their request.

12.04 All employees may elect to participate in a banked overtime plan as outlined in Article 14.

ARTICLE 13. MEAL ALLOWANCE

13.01 A meal allowance shall be provided to an employee when he/she is required to remain at work for more than two (2) hours after completion of his/her shift. One additional meal allowance shall be provided every four (4) hours thereafter.

13.02 If an employee is called in early, and less than two (2) hours notice has been given, a meal allowance shall be provided.

13.03 The employee shall be given a fifteen (15) minute paid lunch break for each meal entitlement.

13.04 The meal allowance will be ***\$10.00***

ARTICLE 14. BANKING OF OVERTIME

- 14.01** The employee shall have the option of an overtime banking plan which allows employees compensating time off work with pay in lieu of the overtime rate provisions of Article 12.
- 14.02** Banked overtime must be taken in units of eight (8) hours.
- 14.03** Seven (7) days notice is required prior to taking banked time off. Management may waive the notice period on a discretionary basis.
- 14.04** There will be a maximum of forty (40) hours of banked overtime.
- 14.05** Banked overtime must be taken within the year it is earned.

ARTICLE 15. VACATIONS

- 15.01** All employees are entitled to annual vacations based on their years of service. Vacation pay shall be calculated as one (1) weeks pay at the employee's straight-time rate, or 2% of the previous vacation year's gross pay, whichever is greater, for each week of vacation entitlement.

Years of Service	Vacation Entitlement
1	2 weeks
3	3 weeks
8	4 weeks
17	5 weeks

- 15.02** The vacation year will begin on the anniversary of the employee's date of hire.
- 15.03** Part-time employees will be paid the appropriate percentage for their vacation entitlement.
- 15.04** The employee may carry over a maximum of two (2) weeks vacation into the following vacation year.
- 15.05** Prior to April 1st, vacations shall be granted by seniority. After April 1st, vacations shall be granted on a first come, first served basis.

ARTICLE 16. STATUTORY HOLIDAYS

16.01 Recognized Holidays

January 1 Labour Day

Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
B.C. Day	Boxing Day

Any other statutory holidays proclaimed by provincial and/or federal government.

- 16.02** (a) There will be one (1) annual floating holiday for all employees with one (1) or more years of seniority and two (2) annual floating holidays for all employees with three (3) or more years of seniority and four (4) annual floating holidays for all employees with five (5) or more years of seniority.
- (b) Seven (7) days notice is required prior to taking a floating holiday. Management may waive the notice period on a discretionary basis.
- (c) When floating holidays are being used to cover absences due to injury or illness no notice will be required.

16.03 In order to qualify for statutory holiday pay, an employee must:

- (a) be on the payroll for thirty (30) days;
- (b) work the last scheduled work-day prior to the holiday and the first scheduled work-day following the holiday. An employee absent from work due to sickness or accident shall be paid for the holiday, provided:
- (i) the employee has performed some work for the Company during the five (5) working days prior to the holiday and the five (5) working days following the holiday; or
 - (ii) the combination of holiday pay and any wage replacement benefit to which the employee is eligible does not exceed 100% of the employee's regular rate for the day on which the holiday is observed by the Company; and
 - (iii) the employee must have completed the probationary period in order to qualify for statutory holidays.
- (c) Employees who work less than forty (40) hours per week on a full-time basis shall be paid proportionate to the hours worked in the preceding twenty-eight (28) calendar day period.

16.04 In addition to any other compensation earned, an employee who is on the payroll of the Company on any of the holidays specified in Article 16.01 shall receive eight (8) hours pay at his/her regular straight time hourly rate.

16.05 Overtime shall be paid at double (2x) the employee's basic hourly rate for all hours worked on a holiday as per Articles 16.01 and 16.02 above.

- 16.06** If a paid holiday falls within the employee's vacation period, the employee and the Company will mutually agree to have one (1) day added to the vacation period or it may be used as an agreed random day.
- 16.07** In the event that any holiday falls on Sunday, the following Monday will be observed and the specified hours correspondingly changed. A holiday which falls on a Saturday shall be observed either Friday or Monday by mutual agreement.
- 16.08** If a statutory holiday falls on a Tuesday, Wednesday, or Thursday, the holiday may be observed on the following Friday by mutual agreement.

ARTICLE 17. GRIEVANCE PROCEDURE

- 17.01** Should there be any dispute or complaint as to the interpretation of any of the clauses of this agreement, or any grievances arising out of the operation of this agreement, it shall be dealt with in the following manner:

Step 1

The employee shall, within three (3) working days where practical, take up the matter with the shop steward and the foreman or supervisor. If the grievance is not satisfactorily resolved within forty-eight (48) hours, the employee may refer it to the Union Plant Committee.

Step 2

Upon notification of the existence of a grievance, the Union Plant Committee will meet at a mutually agreed upon time within five (5) working days. If the grievance is not satisfactorily resolved within three (3) working days, it may be reduced in writing and dealt with at the next step within ten (10) working days.

Step 3

The written grievance shall be dealt with by the Union Plant Committee and the Union Counsellor of Local No. 5. If a satisfactory settlement is not reached within five (5) working days, it may within ten (10) working days be referred to an arbitrator as hereinafter provided.

The time limits set forth in this article may be varied by mutual consent.

ARTICLE 18. ARBITRATION PROCEDURE

- 18.01** Where a difference arises between the parties relating to the dismissal or discipline of an employee, or to the interpretation application, operation or alleged violation of this agreement, including any question as to whether or not a matter is arbitrable, either of the parties, without stoppage of work, may, after exhausting any grievance procedure established by this agreement, notify the other party in writing of its desire to submit the difference to arbitration and the parties shall agree on a single arbitrator. The arbitrator shall hear and determine the difference and shall issue a decision and the decision is final and binding upon the parties and any person affected by it.
- 18.02** In the event of the parties of this agreement being unable to decide upon a single arbitrator within twenty (20) working days, then either party may make application to the Minister of Labour.
- 18.03** The parties to this agreement will each bear the expense and charges of its representatives to any arbitration hearings and shall bear equal proportion of the expenses and allowances of the arbitrator.

ARTICLE 19. BULLETIN BOARDS

- 19.01** The Company agrees to permit the posting of notices of Union meetings and other official Union correspondence directly pertaining to employees on a Union bulletin board. Notices to be placed on the bulletin board are to be signed by the Union steward.

ARTICLE 20. LEAVE OF ABSENCE

20.01 Jury Duty

- (a) Where a full-time employee is summoned for jury duty or as a witness in a court proceeding on a day on which the employee would otherwise have been scheduled to work, he/she shall, upon producing the summons, be granted a leave of absence as required. On being granted such leave, the employee shall receive the difference between the payment provided by the court and the employee's regular daily rate of pay for the appropriate days.
- (b) The Company may require the employee to furnish adequate evidence from a court officer of the employee's attendance in court before making payment.

20.02 Bereavement

- (a) When a death occurs to a member of a full-time employee's immediate family, the employee will be granted an appropriate leave of absence.
- (b) The employee shall be compensated at his/her regular straight time hourly rate for hours lost from his/her regularly scheduled work during the following periods of bereavement:

- (i) for *mother, father, sisters, brothers*, spouse, common-law spouse, children, and step-children - *five (5)* days;
- (ii) for mother-in-law, father-in-law, sons-in-law, daughters-in-law, sisters-in-law, brothers-in-law, grandparents, grandchildren, and step-parents - *four (4)* days.

20.03 Union Business

- (a) Upon the written request of the Union, a leave of absence without pay shall be granted to not more than one (1) employee at any one time for the purpose of Union business, subject to the following:
 - (i) provided the written request is received one (1) week in advance of the requested date of leave;
 - (ii) provided the request is approved by the Union
- (b) An employee elected or otherwise appointed to attend a Union convention or conference shall be granted a leave of absence without pay providing the request is received in writing two (2) weeks in advance from an official of the Union and approved by a member of the Union Committee.
- (c) The Company recognizes that certain situations occur which preclude the giving of due notice as above. In such cases, the Company will grant the leave of absence without pay on a verbal request presented forty-eight (48) hours in advance by a member of the Union Committee. These requests will be confirmed in writing by an officer of the Union within five (5) days.

20.04 Union Office

- (a) The Company agrees that it is proper to grant leave to employees who have been elected or appointed to office in the Union. However, it is not the intention of the Company to grant lifetime leaves of absence.
- (b) An employee appointed or elected to full-time office in his/her Union shall be granted as much leave as is necessary during the term of such office.
- (c) Seniority shall accumulate during the period of an employee's leave of absence. However, job seniority shall only accumulate for one additional year.
- (d) The Union shall reimburse the Company for benefits.

20.05 Maternity and Parental Leave

- (a) The Company will grant maternity and parental leave in accordance with the Employment Standards Act.
- (b) Seniority shall accumulate during the period of an employee's leave of absence.

20.06 Other Leave

- (a) If an employee desires a leave of absence without pay for reasons other than those referred to above, the employee must obtain permission in writing for the same from the Company. Such notice requesting a leave of absence without pay must be submitted two (2) weeks prior to intended leave of absence.
- (b) During authorized leave of absence, an employee shall accumulate seniority.
- (c) Employees may make application to management for payment of course fees and text, for educational programs that are job related. Upon approval, costs will be reimbursed subject to the individual successfully completing the course requirements.

ARTICLE 21. INTERRUPTION OF WORK

- 21.01** It is agreed that there shall be no strikes, walkouts, or other interruptions of work during the period of this agreement. It is agreed that there shall be no lockouts by the Company during the period of this agreement.

ARTICLE 22. SAFETY

22.01 Safety Committee

The committee is designed to provide for employee input and to assist management in the promotion and maintenance of a health and safety program.

- (a) A joint Management-Employee Health and Safety Committee made up as follows:
 - (i) one (1) management representatives;
 - (ii) two (2) employee representatives.

Either party may appoint an alternate in the absence of a designated representative.

- (b) The committee shall meet formally every month to review the health and safety record of the zone, recommend corrective measures of unsafe conditions and practices, and promote cooperative interest in the safety of the work force.
- (c) The proceedings of the committee shall be recorded in formal minutes which shall be

posted on the bulletin board. Copies of the monthly minutes are to be filed with the Workers' Compensation Board in accordance with provincial legislation.

22.02 Foot Wear

The Company will reimburse each full-time employee the cost of the replacement of C.S.A.-approved safety shoes (or boots) and/or repairs, to a maximum of \$150.00 in each twenty-four (24) month period commencing after twelve (12) months of employment.

22.03 Unsafe Equipment and Conditions

Employees are not expected to operate unsafe equipment or work under unsafe conditions. Employees are expected to report immediately any unsafe equipment to the management.

22.04 First Aid Certificates

The Company shall pay for the time and the cost of taking a course to achieve a recognized industrial first aid certificate for one (1) employee.

An employee who obtains an industrial first aid certificate shall receive a payment of 30¢ per hour in addition to his or her regular rate of pay from the Company for the certificate held, so long as the employee submits proof of the certificate and maintains the qualification for the certificate in good standing.

22.05 Clothing

Work clothing (coveralls or smocks) will be provided by the company to all employees who require them, maximum two (2) per years. Safety items (i.e., gloves, goggles, and hearing protection) shall be made available to employees as required.

A registry will be implemented, all registered employees will receive initially 2 pairs of work clothing, overall or shop coat, and 1 pair at the beginning of January thereafter. Safety boots must be worn at all times during work.

Shop coats and coveralls supplied by the company must be worn at all times during work otherwise that employee will be removed from the registry.

ARTICLE 23. TECHNOLOGICAL CHANGE AND RETRAINING

23.01 The Company agrees that it will provide the Union with as much notice as possible prior to the introduction of automated equipment substantially different in kind than that previously used which will result in the loss of employment.

23.02 Following receipt of notification, the Union may make representation to the Company to

discuss practical ways and means of minimizing the probable effects on the employee involved.

23.03 Should the technological change cause the loss of employment, the Company shall provide training in order that those employees will have the opportunity for available jobs within the bargaining unit.

23.04 Any employee who loses employment because of technological change shall receive one (1) weeks pay at his or her regular rate of pay for each year of service to a maximum of twenty-four (24) weeks. If severance pay is accepted by the employee, recall and seniority retention rights are forfeited.

ARTICLE 24. CONTRACTING OUT

It is not the Company's intention to cause any regular full-time employee to be laid off by bringing in an outside contractor to perform the work they normally perform.

ARTICLE 25. PLANT CLOSURE

25.01 Notice

An employee terminated as a result of permanent closure of the plant shall be given a minimum sixty (60) days notice of closure.

25.02 Severance Allowance

Such employees shall be entitled to a severance allowance of one (1) weeks pay for each year's service to a maximum of twenty-four (24) weeks. If severance pay is accepted by the employee, recall and seniority retention rights are forfeited.

ARTICLE 26. HEALTH AND WELFARE PLAN

The Weekly Indemnity waiting period shall be three (3) days.

In the event an employee qualifies for Weekly Indemnity, the company will reimburse the employee two (2) of the three (3) days lost wages as a result of the waiting period imposed by the insurance carrier.

The current LTD plan shall remain for the term of the agreement.

Life Insurance and A.D. & D. to increase to \$75,000 and \$75,000. Life insurance: \$5,000 for spouse and \$2,500 for each child.

The current dental plan shall remain for the term of the agreement.

Dental Plan: Basic coverage to increase to eighty-five percent (85%) as of October 1, 1997.

Vision Care: Increase to two hundred and fifty dollars (\$250.) every two (2) years.

No changes shall be made to the benefit package without approval of the Union.

Paycheque receipts to include cost breakdown of benefits.

ARTICLE 27. PENSION PLAN

Effective October 1, 1997, RRSP contribution by the Company:

After two (2) years service \$34.00 per month
After five (5) years service \$50.00 per month
After fifteen (15) years service \$60.00 per month (Effective Oct. 1, 2001)

Pension contributions will continue to be made by the company during any authorized leave of absence up to a maximum period of 6 months; otherwise the employee must be actively at work in order for the company contribution to continue.

ARTICLE 28. TERM OF AGREEMENT

28.01 This agreement shall be in effect from *October 1, 2003*, and shall remain in effect until *September 30, 2005*.

28.02 Either party to this agreement may at any time within four (4) months immediately preceding the expiry of the agreement, by written notice require the other party to commence collective bargaining. If written notice is not given as outlined above by either party ninety (90) days or more before the expiry of the agreement, both parties shall be deemed to have given notice ninety (90) days before the expiry of the agreement.

28.03 Where notice has been given in accordance with Article 28.02, or where the parties have otherwise mutually agreed, the parties shall, as soon as agreeable to the parties following such notice, meet for collective bargaining.

NOTE: *(April 2004) Job Descriptions – The Company agrees to establish a joint Committee with the Union Membership to develop and implement job descriptions. The Committee will meet regularly until the project is complete.*

Miscellaneous – *Direct deposit of employee paychecks will be implemented as soon as possible.*

- *Cost breakdown of benefits annually in November and updated as required.*

THIS agreement made and entered into this *16 th.* Day of *April 2004.*

IN WITNESS WHEREOF the parties hereto have executed this agreement.

CELCO PLASTICS LTD.

PULP, PAPER AND WOODWORKERS OF
CANADA, LOCAL NO.5

President

Union Counsellor

Plant Manager

Plant Committee Chairperson

Plant Committee Member

LETTER OF UNDERSTANDING

Re: Manfred Zumm

For the term of this agreement, Manfred Zumm shall have a red-circled rate as follows:

Effective October 1, 2003: **\$22.59**

Effective October 1, 2004: **\$22.81**

Appendix " A "			
Wage Classification			
	Effective	Effective	Effective
	October 1,2002	October 1,2003	October 1,2004
Lead hand (after2 years)	\$25.15	\$25.30	\$25.52
Lead hand (after1 year)	\$22.45	\$22.60	\$22.82
Lead hand (start)	\$21.04	\$21.19	\$21.41
Secondary Operator (after2 years)	\$18.83	\$18.98	\$19.20
Secondary Operator (after1 year)	\$17.64	\$17.79	\$18.01
Secondary Operator (start)	\$16.68	\$16.83	\$17.05
Packer / Utility (after2 years)	\$15.79	\$15.94	\$16.16
Packer / Utility (after1 year)	\$14.61	\$14.76	\$14.98
Packer / Utility (start)	\$13.44	\$13.59	\$13.81
Labourer (after 1 year)	\$13.11	\$13.26	\$13.48
Labourer (start)	\$12.18	\$12.33	\$12.55
Material Handler (after 2 years)	\$18.66	\$18.81	\$19.03
Material Handler (after 1 year)	\$17.37	\$17.52	\$17.74
Material Handler (start)	\$16.26	\$16.41	\$16.63
Shipping / Receiving (after2 years)	\$21.62	\$21.77	\$21.99
Shipping / Receiving (after1 year)	\$20.27	\$20.42	\$20.64
Shipping / Receiving (start)	\$18.74	\$18.89	\$19.11
General Maintenance (after2 years)	\$20.27	\$20.42	\$20.64
General Maintenance (after1 year)	\$19.67	\$19.82	\$20.04
General Maintenance (start)	\$19.06	\$19.21	\$19.43
Tooling / Trades	\$26.34	\$26.49	\$26.71