

SETTLEMENT AGREEMENT

BETWEEN

CANFOR PULP LTD.,
NORTHWOOD PULP MILL

("EMPLOYER")

AND

UNIFOR, LOCAL 603

("UNION")

Whereas:

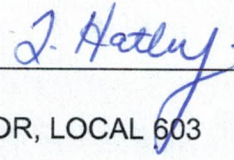
- A. The Union applied for an order arising from the Employer's implementation of Arbitrator Germaine's decision dated February 9, 2017 relating to the Employer's Materials Handling Department; and
- B. This Settlement Agreement fully and finally settles all matters arising from the above noted application.

Terms of Settlement:

1. Subject to paragraphs 2 and 3 below, the Company is entitled to implement mid-shift assignments out of order of seniority, without
 - (a) Paying the employee the equipment rate where the equipment rate is higher than the employee's carded rate, or
 - (b) Paying any employees bypassed because of the assignment referred to in 1.a. above.
2. If the mid-shift assignment referred to in paragraph 1 continues for longer than one hour then:
 - (a) The employee assigned pursuant to 1.a. above will be paid the higher of their carded rate or the rate of the equipment,
 - (b) Any employees bypassed (per paragraph 1.b.) who had the skills, ability, and training to have done alternate work but for the mid-shift assignment referred to in paragraph 1.a. will also be paid for the work they would have otherwise been assigned to but for the mid-shift assignment in paragraph 1.a., and
 - (c) All such payments pursuant to this paragraph 2 will be retroactive to the commencement of the mid-shift assignment referred to in paragraph 1.
3. For the purposes of this agreement, mid-shift assignment means an assignment which occurs after crew assignments have been made and announced at the beginning of the shift of the day.

4. Notwithstanding the Employer's right to make mid-shift assignments in accordance with paragraph 1, the Employer will re-adjust any such assignments (as required) in accordance with seniority as soon as practicable.
5. The parties will use best efforts to work together to implement the spirit and intent of this agreement, including ensuring
 - (a) Communications are open and constructive, and
 - (b) All timesheets are accurate as of the end of each day.
6. This agreement is only in respect to the materials handling line of progression and not any other lines of progression at Northwood Pulp Mill.

Agreed this 24th day of April, 2018 in the City of Prince George, British Columbia.



UNIFOR, LOCAL 603

Per:



CANFOR PULP LTD., NORTHWOOD
PULP MILL

Per:
