

# MEMORANDUM OF AGREEMENT

BETWEEN:

**UNIFOR,  
LOCAL 603**  
("Union")

AND:

**CANFOR PULP LTD  
NORTHWOOD MILL**  
("Company")

The Company and the Union, hereby, agree to the following changes to the Labour Agreement (Bull Sessions) between them expiring April 30, 2017.

Both parties recommend these terms of settlement to their respective principles.

## **1. TEMPORARY PRODUCTION WORKERS**

In keeping with a joint commitment of the Company and Union to provide as much maintenance and repair work as possible to the regular production work force, the Company may only hire "temporary production workers", for the two (2) major maintenance shutdowns per calendar year under the following:

The following conditions apply to the use of temporary production workers:

- a) Temporary production workers will not be considered part of the regular work force with respect to the commitment outlined in Article XXV - Contracting.
- b) The period of hire will not exceed twenty-five (25) calendar days per person per shutdown.
- c) Temporary hire dates will be restricted to the twenty-one (21) days immediately preceding the established shutdown dates, the period of the shutdown, and the seven (7) days following the shutdown.
- d) Temporary production workers will work operation positions and will not displace permanent employees in the line of progression. The Company will endeavor by

discussion with employees to exhaust all options to provide coverage. (ie: Prior to having an temporary employee fill in the line of progression)

- e) Upon the last day of employment at Canfor Pulp, the temporary production worker will be paid the rate of pay determined by his/her position in the line of progression taking into consideration competency and job rate.
- f) Temporary production workers will accompany a permanent employee when multiple point lockouts are required to be performed.
- g) This agreement is a one (1) year trial, which will have both parties meet prior to the turnaround and after for a review/concerns with opportunity to modify/change if necessary.
- h) The agreement may be cancelled by either party with thirty (30) days written notice or within seven (7) days if mutually agreed by the Company and by the Union.
- i) The temporary production workers shall have no rights under Article XXI – Seniority and Article XXV – Contracting.
- j) Union dues will be deducted for each period of employment.
- k) Contributions will be paid into the Pulp & Paper Pension Plan for all hours worked by the temporary production workers.

Company

*Dariusz*  
*Mark Valenti*

*Sept 10/2018*

Union

*J. Hatley*  
*[Signature]*