

COLLECTIVE AGREEMENT

BETWEEN



Boise Cascade

ALLJoist Ltd.

**BOISE ALLJOIST LTD.
(Hereinafter called « Employer»)**

AND

**UNIFOR
and its LOCAL 94
(Hereinafter called «Union»)**

Ratified on February 1st, 2019

14742 (02)

INDEX

Section 1 – Definitions	1
Section 2 - General Purpose.....	1
Section 3 – Acknowledgment	1
Section 4 - Rights of the Parties	2
Section 5 – Severability	2
Section 6 – Discrimination	2
Section 7 - No Interruption of Work	2
Section 8 - Union Rights	2
Section 9 – Union Activities	3
Section 10 - Authorized Absence	4
Section 11 - Grievance Procedure	4
Section 12 – Arbitration	6
Section 13 – Seniority	7
Section 14 - Movement of Employees	9
Section 15 - Bulletin Boards	12
Section 16 - Safety, Hygiene and Health	12
Section 17 – Discipline	13
Section 18 - Normal Work Week and Overtime	14
Section 19 – Wages	16
Section 20 - Vacation Pay	17
Section 21 - Other Leave.....	18
Section 22 - Paid Statutory Holidays	19
Section 23 - Group Insurance	20
Section 24 – Equipment	21
Section 25 – Apprentices	22
Section 26 - Term of Agreement and General Increases	23
Section 27 – RRSP	24
SCHEDULE A – Wages	26

SECTION 1 - DEFINITIONS

- 1.01 "Agreement" means this labor collective agreement.
- 1.02 "Employer" means Boise Alljoist Ltd.
- 1.03 "Employee(s)" shall mean respectively an employee or employees covered in this bargaining unit and as defined in 3.01.
- 1.04 "Union" means Unifor, Local 94.
- 1.05 "Promotion" means a job classification and an increase in pay.
- 1.06 "Demotion" means a job classification and a decrease in pay.
- 1.07 "Transfer" means a change from one job classification to another job classification but no change in pay.
- 1.08 "Member of the local Board of Directors of the Union" mean the persons chosen by the employees as officers of the local Union.
- 1.09 "Shop stewards" mean the persons chosen by a group of employee's to represent them in the application of the agreement.
- 1.10 "Week", for payroll purposes, means a calendar week beginning on Sunday and ending on Saturday.

SECTION 2 - GENERAL PURPOSE

- 2.01 The general purpose of this Agreement is to provide for the mutual interest of the Employer, the Union and the Employees through orderly collective bargaining and resolution of grievances, and to promote the profitable operation of the plant under methods which will further, to the fullest extent possible, the safety of the Employees.

The Employer and the Union recognize their respective obligations and responsibilities and those of the Employees to cooperate fully, individually and collectively, to the progress and the fulfillment of the conditions of this Agreement.

- 2.02 The wording used in this Agreement applies to both male and female Employees.
- 2.03 The parties agree that for any interpretation of this agreement, the English version/translation shall prevail.

SECTION 3 - ACKNOWLEDGMENT

- 3.01 The Employer acknowledges the Union as the sole bargaining agent representing all the Employees of Boise Alljoist Ltd., at 70 rue Industrielle, St. Jacques, NB, E7B 1T1, except for supervisors, those above the rank of supervisors and other persons excluded in accordance with the Industrial Relations Act.

SECTION 4 - RIGHTS OF THE PARTIES

4.01 Except as expressly limited herein, the Employer retains any and all management rights.

SECTION 5 - SEVERABILITY

5.01 It is agreed that should any clause of this Agreement be unenforceable or void under provincial laws, the rest of the clauses contained in this agreement shall remain valid.

SECTION 6 - DISCRIMINATION

6.01 The Employer and the Union shall not discriminate against nor intimidate Employees based on their sex, race, religion, place of origin or association with a legitimate organization.

SECTION 7 - NO INTERRUPTION OF WORK

7.01 There shall be no strikes, lockouts, work to rule, work stoppages, or other interruption of work during the term of this Agreement.

SECTION 8 - UNION RIGHTS

8.01 All Employees shall, as a condition of employment, be members in good standing of the Union. All new Employees shall become members of the Union within five (5) business days of their first day of employment.

8.02 The Employer shall deduct the regular union dues either from the weekly pay of each Employee or monthly during the first week of work in the month, as requested by the Union. The deduction method selected by the Union shall apply to all Employees. The Union shall give a 30-day notice before changing the deduction method used.

8.03 The Union shall inform the Employer in writing of the amount of union dues that shall be deducted from the wages of each Employee.

If the amount of the union dues is changed, the Union shall inform the Employer in writing at least one (1) month before the new union dues come into effect. The Employer shall also deduct the arrears, if any.

8.04 a) The Employer shall remit to the Union the amount withheld within the first fifteen (15) days of the following month, along with the list of all the Employees with their Employee number and the amount withheld from each Employee to the person and at this address designated by the Union.

b) A copy of this list together with the hiring form identifying the students and the termination slips shall be sent to the secretary-treasurer of the local.

- 8.05 Upon the hiring of an Employee, the Employer shall have the Employee sign a union form supplied by the Union and a copy of this completed form shall be immediately remitted to the Employee, to the Union and a copy shall be retained by the Employer.
- 8.06 Upon the hiring of a new Employee, the Employer shall, within the first week of employment, deduct and on the 15th day of the next month, remit to the secretary-treasurer of the local the Union's initiation fees. The deduction of union dues shall start immediately upon the first day of employment.
- 8.07 The Employer shall indicate on the Employees' T4 Form the amount of union dues and unions initiation fees.

SECTION 9 – UNION ACTIVITIES

- 9.01 If one or more members of the local Board of Directors wish to meet with the Employer, the Employer shall meet with them at the earliest time. Such meetings shall take place in the offices of the Employer or at any other location agreed upon by the parties. The Employer will pay any Director only for actual lost time from work for the face-to-face meetings with the Employer. The Employer will try to accommodate union request for time off without pay for preparation time for these face-to-face meetings.
- 9.02 The Employer acknowledges the Union's right to designate the shop stewards and the members of the local Board of Directors of the Union.
- 9.03 A shop steward may request to take time away from work in order to discuss a grievance or complaint with the concerned Employee provided that the shop steward has obtained the prior authorization from his immediate supervisor before leaving his workstation. Such authorization may not be unreasonably denied.
- 9.04 The Union shall inform the Employer in writing of the names of the shop stewards and the members of the local Board of Directors or any changes. The Employer is not obliged to recognize one or several representatives before being informed about it, in writing, by the Union.

A) External Activities

A union representative who wants to take a leave for external union activities (such as conventions, union training, or arbitrations) must give his supervisor a seven (7) day written notice in advance of the leave. Such a request may not be unreasonably denied. The Employer will pay the regular wages for up to two (2) union representatives for up to two (2) days for time actually missed away from work to a maximum of 12 combined total days per calendar year.

The immediate supervisor shall receive a seven (7) day written notice prior to the leave, or else the relief Employee shall be paid at the regular rate.

B) Internal Activities

i) For Union/Employer negotiations:

The Employer shall continue paying the regular straight time wages of union representatives for actual, scheduled lost time on days when the parties meet face-to-face. If the union representative is not scheduled on that day, the Employer will pay up to a maximum of 8 (eight) hours.

ii) For other union management meetings (ex: grievance etc.):

The Employer shall continue paying the regular straight time wages of union representatives for actual lost time away from work for the hours that the parties meet face-to-face. The Employer will try to accommodate union requests for time off without pay for preparation time for these face-to-face meetings.

9.05 The representatives of UNIFOR, Local 94, and members of the local Board of Directors of the Union, have the right to visit the plant and property of the Employer upon advising a representative of the Employer prior to the visit and stating the purpose.

SECTION 10 - AUTHORIZED ABSENCE

10.01 Once an Employee has worked at the facility for one year, the Employee may request a leave of absence. The Employee must give his or her supervisor a written request at least 14 days in advance of the requested leave, specifying the length of the leave requested, when the leave would begin and the reasons for requesting the leave. The Employer may grant an unpaid leave as per article 10.03. After receiving an approved leave of absence, an Employee may not request another leave until the Employee has completed at least another year of service from the date that he or she returned from the prior leave.

10.02 An Employee who obtains a leave of absence under this section, shall maintain his or her seniority, however, where an Employee on such leave gainfully accepts employment with another company, he will be considered to have voluntarily terminated his employment with Boise Alljoist.

10.03 The Employer will assess whether a leave requested pursuant to article 10.01 can be granted based on the operational needs of the business and the impact of the leave on operations.

10.04 The Employer shall grant, upon request, a leave of absence without pay for a period not exceeding one year to an Employee in order to fill a position with the Union. This request must be given at least thirty (30) days before the leave of absence is to start and must specify its duration. If the Employee wishes to terminate this leave of absence in order to return to his or her employment, the Employee shall give a thirty (30) day notice to the Employer.

SECTION 11 - GRIEVANCE PROCEDURE

11.01 A grievance means any unresolved complaint by an Employee or by the Union involving an alleged breach, or the interpretation or application of this agreement. Any technical error in the submission shall not invalidate the grievance.

If an Employee alleges having been unjustly treated or disciplined without just cause, this Employee may submit his or her case for a decision in accordance with the grievance resolution procedure. If the inquiry reveals that the Employee was unjustly treated or disciplined or wrongfully dismissed, the Employee shall be reinstated without loss of compensation.

11.02 This grievance resolution procedure shall be the only method used to resolve any grievances between the parties. Throughout the different steps of this procedure, the Employees shall comply with the regular instructions of the Employer.

11.03 A grievance shall be considered only if it is presented by the Employee or the Union within the time limits prescribed for each step unless an extension of such timelines is mutually agreed to in writing by the parties.

11.04 The Employee and his or her immediate supervisor shall discuss the complaints. The Employee may be accompanied by the shop stewards. Also, in order to avoid that minor complaints become grievances, the Employee involved, who may be accompanied by the shop steward, shall first discuss his complaint verbally with his immediate supervisor.

STEP 1

If a complaint is submitted in writing to the immediate supervisor within ten (10) days of the incident which gave rise to the complaint, such a complaint will be considered a grievance. A grievance will only be recognized if the Employee followed the said procedure.

STEP 2

If the immediate supervisor is unable to settle the grievance satisfactorily within the ten (10) days following the date of receipt of the written grievance, the shop steward shall submit the grievance to the Department Superintendent or his or her representative within ten (10) days. The Department Superintendent or his or her representative shall render a decision within ten (10) days.

STEP 3

If the Department Superintendent or his or her representative is not able to settle the grievance satisfactorily within ten (10) days, the Union shall, within thirty (30) days, submit a grievance to the Director of Human Resources and the Plant Manager or their representatives. A meeting shall be scheduled at this stage with the Union representative and the Director of Human Resources shall, within thirty (30) days following the meeting, render a written decision.

11.05 COLLECTIVE GRIEVANCE AND UNION GRIEVANCE

In the event that there are several individual grievances of the same nature, they can be submitted as a collective grievance in order to simplify the procedure and

avoid any repetitions. These collective grievances may be submitted by initiating the process set out in Step 2 of the Grievance Procedure. The Union may also file a grievance at step 2 of the grievance procedure if it is in the opinion that its rights were breached.

11.06 SETTLEMENT

Any resolution reached at Step 1 of the procedure shall not be considered as precedent setting and cannot be relied upon as any type of practice. The local Board of Directors of the Union and the Employer may come to a written settlement at any other step during the grievance procedure, such settlement being as binding as an arbitral or arbitration award.

11.07 A grievance contesting a dismissal shall be submitted at Step 2.

SECTION 12 - ARBITRATION

12.01 If the parties fail to arrive at a written settlement or if the Union is not satisfied with the Employer's decision, the Union may, within thirty (30) days after the last period of time mentioned in subsection 11.04 above, notify the Employer in writing of its desire to submit the grievance to arbitration.

12.02 The Employer and the Union will endeavor to agree upon the selection of the arbitrator within ten (10) days of the matter having been referred to arbitration. Each party shall submit the name of an arbitrator to the other party. If the parties fail to submit any names or fail to agree upon the selection of the arbitrator, the Department of Labor of New Brunswick shall select the arbitrator. The arbitrator selected shall be able to read and understand the French language without requiring any interpreter.

12.03 The party who has made the request to the Department of Labor and of Human Resources for the appointment of an arbitrator shall advise, in writing, the other party of its request.

12.04 POWERS OF THE ARBITRATOR

The Arbitrator determines the procedure. He or she shall set the date for the hearing and hear evidence of both parties. The Arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no authority to alter, modify, subtract from or supplement them in any way. The Arbitrator shall render a decision in a timely manner and the said decision shall be final and binding upon all parties to this Agreement.

12.05 ARBITRATION FEES

Each party shall bear its own expenses for any grievance that was submitted to arbitration.

12.06 The parties shall bear in equal portions the fees and expenses of the Arbitrator.

- 12.07 Where the grievance procedure and arbitration procedure refers to a number of days, Saturdays, Sundays and statutory holidays shall not be included.
- 12.08 The parties may agree to extend the deadlines mentioned in the grievance procedure and arbitration procedure.
- 12.09 The parties may agree to use a mediator. Each party shall bear its own expenses for any grievance submitted to mediation.

SECTION 13 - SENIORITY

13.01 DEFINITIONS AND TYPES

The types of seniority in this Agreement are described as follows:

"Company Seniority" means the Employee's continuous service since the date of hire with Alliance Forest Products Inc. and/or with Boise Alljoist Ltd, whichever is the earlier of the two for the purpose of annual paid vacation.

"Seniority with Boise Alljoist Ltd." means the Employee's service since the date the Employee was hired at the Saint-Jacques plant.

"Maintenance seniority" means the Employee's continuous service since the date of hire/transfer into a maintenance classification.

In the event of a tie between Employees who were hired on the same date, the seniority will be determined by a draw at the time of hire.

"Regular classification" means a regular classification of an Employee at the Saint-Jacques plant as shown on the seniority list. An Employee may, if he wishes to use his bumping right provided in Subsection 14.03(b), change his regular classification pursuant to the posting clause.

An Employee may be put in both a regular classification and a relief classification (up to a maximum of one of each kind of classification).

- 13.02 Every new Employee acquires seniority rights after completing his probationary period of sixty-five (65) days of work within a period of one (1) year. Upon expiry of the sixty-five (65) days, his seniority is calculated at the date he was last hired. During this period, the Employee is subject to all the provisions of this Agreement excluding only the right to give a dismissal.

During the probationary period, a new Employee, except a journeymen maintenance Employee, shall be paid at least eighty percent (80%) of the rate prescribed for his position.

- 13.03 The seniority list of the Employer includes the name, address, classification and date of the last hiring of each Employee. Employees are responsible to inform the Employer in writing of any change of address or phone number. This responsibility remains for all Employees who have been laid-off and continue to retain seniority under article 13.06 6.

13.04 The list mentioned in the previous paragraph shall be updated on a regular basis and a copy shall be provided to the Union on a timely basis.

13.05 a) An Employee promoted or transferred by the Employer to a function excluded from the bargaining unit and who returns to the bargaining unit, will accumulate seniority if the return to the unit occurs within a period of up to six (6) months.

b) An Employee appointed by the Employer to temporarily fill a function excluded from the bargaining unit and who returns to the bargaining unit, will accumulate his seniority if the return occurs within a period of up to six (6) months and shall have no authority to discipline Employees of the bargaining unit.

By mutual agreement, the parties may request an additional extension of six (6) months.

c) During this period, the Employee shall pay union dues.

13.06 An Employee loses his seniority and his employment in the following cases:

1. Voluntary resignation;
2. Dismissal with just cause;
3. Failure to return to his employment within seven (7) days of a recall (except where the Employee is unable to return to his employment for reasons beyond his control, with supporting evidence);
4. In the event of a recall, the Employee refuses to return to a position within his regular classification, or where the Employee fails to report to work within three calendar days after being recalled by telephone from the Company; or where he fails to report to work within three days of receiving a mailed notification.
5. Sick leave for a non-workplace illness or accident exceeding twenty-four (24) months;

6. Lay-off exceeding:	Seniority	Lay-Off
	0-10 years	24 months
	10 years or more	36 months

The Employee may extend the above-noted periods by an additional six (6) months by providing a written notice of extension to the Employer's office at least thirty (30) days before the loss of seniority.

7. Absence from work without permission for a period of three consecutive scheduled working days without notifying the Employer unless the Employee can prove that he was unable to notify the Employer as required.

13.07 Students shall not accumulate seniority. The parties to this Agreement agree that the recall list shall be exhausted before students are hired. All student positions

shall not start work before May 1 and shall be terminated by September 15th (calendar year).

13.08 The recall to work shall be in the reverse order of the layoffs, considering also the seniority of the Employees (as long as the Employee can perform the work).

13.09 For any layoffs, the Employer shall give a five (5) day notice to the Employees who are laid off except:

- 1) In cases where circumstances beyond the control of the Employer requires a shorter notice period; or
- 2) When the layoff does not exceed one shift rotation.

In any event, the Employer will use its best efforts for layoffs to coincide with the end of the shift rotation

SECTION 14 - MOVEMENT OF EMPLOYEES

The seniority with Boise Alljoist Ltd. is considered for all movement of Employees. Movement of employees means a promotion, a demotion, a transfer or a layoff.

14.01 JOB POSTING

- a) When a job vacancy occurs, the Employer shall post the position immediately. If the absence is only temporary (illness, accident or authorized leave of absence) for a period exceeding three (3) months, the Employer shall post the position. Such posting shall be for a period of ten (10) calendar days and all Employees who wish to submit their application shall do so by using the form provided for this purpose. The Employee shall give the application form to his supervisor who will provide him with written acknowledgment of receipt. A candidate will be selected within five (5) business days following the end of the posting period.
- b) The Employer and the Union will meet to try to reach an agreement on the job postings that the Employer does not wish to post and also on amended positions. If the parties cannot agree, the Employer will notify the Union in writing of its decision.
- c) When the Employer creates new jobs within the bargaining unit, these jobs shall be posted and the Employee capable of performing the work is selected based on the factors listed below.
- d) For replacement periods of three (3) months or less and during the posting period, the Employer shall appoint the person to fill the position.
- e) The Employer shall award the posted position to the Employee with the greatest seniority within the Employees who have applied for the position and who is capable of performing the work and has demonstrated the ability to perform all the tasks involved with the position and the normal production requirements of the work.
- f) If the first Employee does not meet the requirements, the Employer shall then consider the second Employee and so on and so forth.

- g) The Employee who accepts an appointment to a position is allowed a trial period of up to eight (8) shifts worked, during which the Employee can return to his former position without loss of seniority. However, if the Employee was previously trained or has worked and received and reviewed the "SOP" related to the position within the twelve (12) preceding months, the Employee will not be entitled to the normal trial period, but will be entitled to a trial period of four (4) shifts only.

If an Employee accepts a position and resigns within ten (10) days, the selection of the candidate shall be based on the initial posting. If it has been more than (10) days, then a new posting is required. An Employee who resigns from a position is precluded from reapplying for the same position for a one (1) year period from the date of resignation. However, the Employee may use his bumping right.

- h) If the Employee wants to move after the end of this period, he shall move only through the job posting process. However, where there are extenuating circumstances, if mutually agreed upon by the parties, an Employee may be permitted to resign from his position and return as a laborer.
- i) When an Employee returns to his position following a temporary absence, the relief Employee shall return to his former position.
- j) An Employee shall not be selected for more than two (2) postings within one (1) calendar year.

When an Employee applies for two or more job postings open during coinciding time periods, and is selected for multiple positions, the said Employee will only accept one position. Such an event will only be counted as one posting.

- k) An Employee selected for a temporary position who has completed the trial period shall remain as a replacement for that position until he resigns, such that he will remain the relief Employee except if it would result in the following situations occurring for a period of less than one (1) full week:
- the relief Employee changes shifts; or
 - there is no other Employee to fill the relief Employee's position.

The parties agree that this Employee shall not resign during the posting of the position. If he resigns from this position, his regular position will not be affected.

14.02 BUMPING OF EMPLOYEES AND LAYOFFS

- a) In order for an Employee to bump another Employee, the Employee shall himself have been bumped.

- b) The Employee who bumps another Employee shall be senior to the bumped Employee and must be able to do the work.
- c) The Employee has a trial period of eight shifts worked.
- d) The Employee cannot initiate the bumping unless a position is permanently terminated or the work teams have been reduced.
- e) When a labor position becomes available, the labor shall be selected according to the seniority.

14.03 TEMPORARY ASSIGNMENTS

- a) The assignments of employees shall be conducted in the following manner for the first two weeks:

The Employer determines the number of production Employees required for each week:

- i) The most senior Employees remain at work and are assigned positions that they can perform with minimum training.
 - ii) The less senior Employees on the seniority list are cut.
- b) On the Monday following the first two (2) complete weeks of plant shutdown, the bumping of Employees shall occur in the following manner:
 - i) An affected Employee may bump another Employee from a position he used to perform.
 - ii) Bump an Employee if he can qualify (the posting).
 - ii) Bump the junior Employee on a posted position.
 - iv) Remain as labor.
 - v) Maintenance Employees who are protected by trades or licenses are excluded from the re-assignment of Employees. The Employer shall determine the number of Employees required to maintain orderly operations.

Note: If the Employer knows in advance that the shutdown will be for duration of more than two (2) weeks, the reassignment of employees shall take place on the Monday following the announcement of the shutdown according to the steps mentioned above.

- c) The layoffs shall be conducted in the reverse order of the seniority list and the recalls shall be by reverse order of the layoffs provided that the Employee can do the work. An Employee who has used his bumping right shall return to his position if it reopens within one (1) year.

- d) In the event of an unforeseen temporary shutdown, for less than one payroll week, regular Employees, whose hours have been affected by the shutdown, shall be offered work available on a straight time basis prior to casual Employees being called in. If possible, with the agreement of the Union, time may be made up at straight time during the same payroll week. Nothing in this agreement will prevent the Union and the Employer from agreeing to make up work at straight time during the following week.

14.04 PERMANENT RE-ASSIGNMENTS

- a) An Employee whose position is permanently terminated may bump another Employee who has less seniority as long as long as the senior Employee can perform the work.
- b) If the Employee with the bumping right refuses to give notice of his intention to bump another Employee within fifteen (15) days, he shall become a labor.

SECTION 15 - BULLETIN BOARDS

- 15.01 Bulletin boards with glass and lock shall be made available to the Union to post notices of meetings and Union information: dimensions 3' X 3'.

SECTION 16 - SAFETY, HYGIENE AND HEALTH

- 16.01 The Employer shall maintain a health and safety committee aimed at preventing any workplace accidents. The committee shall have equal representation for each party and the Union shall select its representatives.
- 16.02 The Employer, the Employees, and the Union agree to work together to promote safety in the workplace.
- 16.03 The Employer agrees to provide first aid kits in all strategic areas taking into account the recommendations of the occupational health and safety committee.
- 16.04 The Employer shall provide a suitable eating area with refrigerators and microwaves that can be used by the Employees.
- 16.05 The Employer, the Employees and the Union undertake to respect all the provisions included in the laws of the Province of New Brunswick and its regulations regarding the health, safety and hygiene of the Employees.
- 16.06 An Employee who has suffered a workplace accident shall receive an amount equal to the salary loss for the day of the accident.
- 16.07 The Employer shall provide to an Employee involved in a workplace accident return transportation to the hospital or to his residence.
- 16.08 If an Employee advises his direct supervisor that machinery, tool or other equipment cannot be operated safely, the Employee may refuse to operate or use such

machinery, tool or other equipment until it is repaired and can be safely operated or used.

16.09 If an Employee undergoes a medical examination at the request of the Employer, the Employer shall reimburse the Employee for all reasonable expenses for meals and public transportation in addition to any work time loss, if any.

16.10 The Employer will select at least 3 models of preferred CSA quality steel-toed security boots from a vendor and the Employee can choose one pair from this selection and the boots will be paid in full to the vendor by the Employer.

In the event that none of these models is appropriate for the Employee, the Employer will identify a vendor from which steel-toed security boots are to be purchased.

The Employee will receive up to a \$175 credit, to be paid to the vendor by the Employer and to be used between August 1 and September 30th

The credit is conditional upon the Employee satisfying the following criteria by August 1 of each year:

- i) Has completed the probationary period (65 days of work)
- ii) Has worked a minimum of 600 hours between the period of August 1 to July 31 previous to the designated payment date, and for a new employee, must have accumulated 600 hours in the last 12 months.
- iii) Must be actively at work for the Employer on the date of purchase and on the dates designated for payment for the steel-toed security boots.
- iv) Employees not actively at work on August 1st who have met i and ii above are eligible for the credit upon return to work as long as they return within the current calendar year and purchase boots within two (2) weeks of returning to work.

16.11 Safety glasses, gloves, ear plugs and measuring tapes required for the job, and approved by the company, shall be supplied by the Employer.

SECTION 17 – DISCIPLINE

17.01 The Employer's disciplinary actions under Section 17 are subject to challenge under just cause through the grievance and arbitration process.

17.02 If an Employee commits an offence which may warrant disciplinary action, the Employer shall give to the Employee a written reprimand with particulars of the offence. Before a written reprimand is given, the immediate supervisor of the Employee or the superintendent of operations may give an oral reprimand to the Employee.

- 1st offence: Verbal reprimand;

- 2nd offence: Written reprimand;
- 3rd offence: Written reprimand and suspension of 1 to 5 days;
- 4th offence: Written reprimand and suspension of more than 5 days, up to a dismissal.

17.03 The Employer shall provide to the Employee written reasons for the disciplinary action. This notice shall also be forwarded to the Union. Failure by the Employer to provide a notice shall be corrected upon request by the Employee or the Union.

If an Employee is asked to meet management regarding a reprimand or discipline, the Employee has a right to be accompanied by the shop steward.

17.04 A suspension does not affect the continuity of service by an Employee.

17.05 A disciplinary action shall be removed from the Employee's file after twelve (12) months of actively working from the date of the discipline provided that the Employee is not the subject of another incident within the period of twelve (12) months. A suspension of 3 days or less will be removed from the Employee's file provided that he is not subject to another incident within a period of twelve (12) months. Upon request, an Employee shall have access to his file. Upon obtaining the written authorization of the Employee, a Union representative can also review the disciplinary file of an Employee.

17.06 Before the suspension or dismissal of an Employee, the Employer shall meet the Union to explain the reasons.

17.07 While the Employer believes in the importance of progressive discipline, there are intolerable offenses for which the Employer is not required to follow the provisions of 17.02 and may move to suspension or dismissal.

SECTION 18 - NORMAL WORK WEEK AND OVERTIME

18.01 The normal hours of work, shifts and schedules for Production Employees, Yard Employees and Maintenance Employees who hold a posted position are:

Inside Production Workers

Day shift:

Monday to Wednesday from 6h45 to 18h45 (11.5 hours paid)

Thursday from 6h45 to 15h00 (7.75 hours paid)

Night Shift:

Monday to Wednesday from 18h45 to 6h45 (11.5 hours paid)

Thursday from 15h00 to 23h15 (7.75 hours paid)

Yard Crew Employees (Summer Schedule)

Day shift:

Monday to Friday from 7h00 to 16h00 (8.5 hours paid)

Night Shift:

Monday to Wednesday from 18h45 to 6h45 (11.5 hours paid)

Thursday from 15h00 to 23h15 (7.75 hours paid)

or Sunday start for winter months

Day Maintenance Employees

Day shift:

Monday to Thursday from 6h30 to 16h00 (9.0 hours paid)

Friday from 6h30 to 15h00 (8.0 hours paid)

Shift Maintenance Employees

Day shift:

Monday to Wednesday from 6h45 to 18h45 (11.5 hours paid)

Thursday from 6h45 to 15h00 (7.75 hours paid)

Night Shift:

Monday to Wednesday from 18h45 to 6h45 (11.5 hours paid)

Thursday from 15h00 to 23h15 (7.75 hours paid)

- 18.02 The Employer may establish different schedules and hours of work than what is described at article 18.01 based on operational requirements. If the Employer decides to implement hours of work and schedules that depart from what is described at article 18.01, it will meet with the Union to discuss work hours, rotations and schedules in good faith. Following such discussions, the Employer will post the schedule it decides to implement no later than Thursday of the preceding week. Such schedule will provide employees, when feasible, with a workweek of 42.25 hours on average.

18.03 An Employee temporarily assigned to a lower-rate position than the Employee's regular position shall receive the rate of pay for his regular position, when such assignments are made at the request of the Employer.

18.04 Overtime

- a) Overtime shall be paid at a rate of one and one half for all the hours worked outside of the weekly posted schedule.
- b) Employees who work on Sundays within their regularly scheduled work hours, will be paid one bonus hour for every three (3) hours they work up to a maximum of four (4) hours.
- c) Overtime is offered to the employees by order of seniority:
 - within their regular classification;
 - to the person who is capable of performing the work;
 - if there are no volunteers, the Employer assigns the work to the junior Employee capable of doing the work.
- d) For the maintenance department, the Employee who started the work shall complete the work when his expertise is required.
- e) If the Employer requires the Employee to work without advance notice for more than an additional two hours outside his regular work hours, the Employer will pay for a meal up to a maximum of \$20.00.

18.05 Any employee who is required to perform jury duty shall be reimbursed for his regular work hours at the rate for his position less any duty pay received.

18.06 Leave empty voluntary

18.07 Employees without a posted position may be scheduled to fulfill operational needs. When operational needs permit, the Employer will assign these Employees by seniority as needed to the schedule set out in article 18.01.

18.08 REST PERIODS

- a) The Employees are entitled to a rest period of fifteen (15) minutes in the morning between 9:30 a.m. and 10:15 a.m. and to another rest period of fifteen (15) minutes during the afternoon between 3:30 p.m. and 4:15 p.m.
- b) The Employees on the night shift are entitled to a rest period of fifteen (15) minutes during the evening between 9:30 p.m. and 10:15 p.m. and another rest period of fifteen (15) minutes at night between 3:30 a.m. and 4:15 a.m.
- c) The thirty minutes (30) lunch period for the production team will be between 12:00 p.m. and 1:30 p.m. during the day and between 12:00 a.m. and 1:30 a.m. at night.

- d) As per operational needs, Employees may be requested to take their rest period or lunch period outside the times shown above.

Note : The parties agree that as per the language above, in the case of an 8 hour shift, the 15 minute afternoon break will no longer be added to the 30 minute lunch break. As such, if the shift ends before 3:30 p.m., there will be no afternoon break. For shifts of nine hours, the afternoon paid 15 minute break will be taken immediately after the unpaid 30 minute lunch break.

18.09 Any Employee unable to work his scheduled shift shall so advise the mill gate by telephone as soon as possible.

18.10 The Employer shall continue to pay Employees regular straight time wages when they attend management required training plus Health and Safety meetings during their regular works hours and any hours outside their regular work hours.

SECTION 19 - WAGES

19.01 The Employees shall be paid the wage rates outlined in Schedule "A" attached hereto for the hours worked for the Employer or for any hour that the Employee was on call for the Employer.

19.02 a) In any case where a Employee reports for his regular scheduled shift but then less than half a day's work is provided, the Employee shall receive a minimum of four (4) hours pay provided that the Employee has not refused any requested work.

b) In any case where a Employee has commenced the second half day of his shift but then no work is provided, the Employee shall receive a minimum of one half hour pay at his regular wage rate provided that the Employee has not refused any work requested of him.

19.03 If an Employee is transferred to another task for at least one-half shift, he shall receive the wage rate of the position in which he was transferred.

19.04 a) When the Union or the Employer believes that a position has significantly changed or is not properly classified, the parties agree to meet in good faith to review and assess the position. The Employer reserved the right to decide if changes are made to the wage or classification for that position

b) For any new classification required the Employer shall set a temporary wage rate for a period of 30 work days. After this period of 30 days, the Employer shall negotiate a permanent wage rate with the Union which will be retroactive to the first day of employment in the new classification. If the parties fail to agree on a wage rate, either party may request that the rate be set in accordance with Section 11.

19.05 If the Employer recalls an Employee who has left work for the day to return to work outside or beyond the regular hours of work, the Employee shall be entitled to a minimum of three (3) hours pay at his regular wage rate.

If the recall occurs on a Sunday or during a statutory holiday, the Employee shall receive a minimum of four (4) hours pay at his regular wage rate.

If an Employee is called-in during his scheduled vacation, the Employee shall receive a minimum of four (4) hours pay at his regular wage rate.

19.06 PAY

The Employee shall be paid by check or by direct deposit on the Thursday of every week for the work done the previous week. If the Thursday is a statutory holiday, the Employee shall be paid on the previous day.

19.07 PAY STUBS

The pay stubs shall include the following items:

- (a) The name of the Employer;
- (b) The name of the Employee;
- (c) The dates of the pay period;
- (d) The amount of regular hours of work;
- (e) The amount of overtime worked;
- (f) The wage rate;
- (g) The net salary and deductions including the amount of union dues;
- (h) The accumulated vacation pay and amount accrued that week.

19.08 It is agreed that any Employee who is dismissed or voluntarily leaves his job shall receive his pay on pay day in addition to any vacation pay owing.

19.09 PREMIUM FOR NIGHT SHIFT

The Employees in the night shift shall be entitled to a premium of \$0.50 per hour in addition to their regular wage rate based on the night schedule.

SECTION 20 - VACATION PAY

20.01 All Employees subject to this agreement shall receive vacation with pay based on their gross income for the year from June 1 to May 31.

20.02 ANNUAL PAID VACATION

Up to 1 year	4%	Pro-rata, one day per month up to two weeks maximum.
1 year to under 3 years	4%	2 weeks
3 years to under 5 years	5%	2 weeks
5 years to under 12 years	6 %	3 weeks
12 years to under 20 years	8%	4 weeks
20 years and more	10%	5 weeks

- 20.03 If an Employee accepts to work during the period chosen for his vacation, the Employee shall be paid at the regular wage rate and may take his vacation at another time agreed between the Employer and Employee.
- 20.04 All the Employees shall, between March 21st and April 15th, select by order of seniority their annual vacation. The Employer shall post the final schedule on May 1st for the vacation year running June 1st through May 31st. The Employees who have not scheduled their additional vacation at the prescribed time shall be treated on a first come basis. All vacation schedules are subject to approval of the Employer to ensure proper operations.
- 20.05 Vacation pay will be calculated as of May 31st. An Employee may choose to be paid the vacation pay beyond the two (2) weeks pay by direct deposit on the first regularly scheduled pay period in June. Otherwise, vacation will be paid on the first regularly scheduled pay period following the week(s) the Employee takes vacation.
- 20.06 Employees must take two weeks of their vacation in time off.
- 20.07 Employees eligible for three or more weeks of vacation can request to take one week on a day-at-a time basis. The number of days in a week will be determined by their schedule.

Following are the requirements for day-at-a-time vacation:

- i) The Employee must request these vacation days in writing no less than one week before the regular schedule is posted for the specific week.
- ii) The regular posted vacation schedule will take priority over day-at-a-time request.
- iii) The Employer must be able to replace with a relief employee at straight time (or run without the Employee).
- iv) The Employer will grant a day at a time vacation on first-come basis.
- v) The Employer will make reasonable efforts to accommodate requests but may have to decline requests to ensure proper mill operation.

SECTION 21 - OTHER LEAVE

- 21.01 On the death of the spouse, child, or child of the spouse, father, mother, brother or sister, the Employee will be granted a five (5) day leave and paid at his regular wage rate.
- 21.02 An Employee will be granted a three (3) day paid leave on the death of his, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent or grandparent of his spouse

- 21.02.01 An Employee will be granted a one (1) day paid leave on the death of his grandchild.
- 21.03 In order to be entitled to the paid leave, the Employee must attend the funeral. These bereavement leaves are paid if they coincide with workdays.
- 21.04 In the event of the birth or adoption of a child, the Employee will be granted a two (2) day paid leave, which shall be requested within four weeks of the event.
- 21.05 When an Employee is entitled to a leave under articles 21.01, 21.02 or 21.02.01 and must travel more than 250 km to attend the funeral, he will be granted one (1) additional unpaid day to be taken together with the leave.
- 21.06 When an Employee is entitled to a leave under articles 21.01, 21.02 or 21.02.01 during a period when he is on scheduled vacation, the Employee will be allowed to replace the lost vacation days at a later date to be agreed to by the Employer.

SECTION 22 - PAID STATUTORY HOLIDAYS

22.01 The following are considered paid statutory holidays:

New Year's Day	Family Day	New Brunswick Day
Good Friday	Labor Day	Christmas Eve
Canada Day	Thanksgiving Day	Christmas Day
Boxing Day		

Note: Family Day will be considered a paid statutory holiday starting February 2019

22.01.01 In addition to these paid statutory holidays, regular Employees who qualify for payment of such holidays will receive one (1) floating holiday during each year of the agreement provided that the Employee:

- i) Notifies his supervisor of the date of his floater at least one week before that date and;
- ii) Provided that there shall not be more than (2) Employees taking a floating holiday on the same day and;
- iii) All floating holiday are subject to the approval of the Employer to ensure proper operations
- iv) Floating holidays not used during the year will be lost.

22.02 The Employer shall pay holidays as follows:

- 1) Any Employee not scheduled to work on the day will be paid 8 hours of pay at his or her regular rate.
- 2) Any Employee whose schedule would have the Employee working on the day will be paid his or her actual hours scheduled at his or her regular rate providing that the Employee works his or her last scheduled day before and after the holiday.
- 3) Any Employee who works on a holiday will receive time and one half for all hours worked.

- 22.03 If any of the above-noted statutory holidays fall on a Saturday or a Sunday, the Monday following the holiday or the Friday before the holiday shall be considered a holiday.
- 22.04 If a statutory holiday falls in the middle of the week, the parties may agree to have the holiday on the Monday before the statutory holiday or the Friday that follows the holiday.
- 22.05 If a statutory holiday falls during a Employee's vacation, the Employee shall receive that day's pay in addition to his vacation pay or if the Employee wishes, he may take the equivalent time off at any other time as agreed with the Employer.
- 22.06 To be eligible for paid statutory holidays:
- a) The Employee must have worked for the Employer before the holiday occurs and must have been at work for a period of at least forty (40) continuous working days before the holiday occurs,
 - b) Must have been at work the last business day before the holiday and have returned to work the morning of the first day following the holiday.
 - c) However, in the event of a sudden shutdown of the plant, or in case of illness or holiday that will be compensated, or of an authorized or justifiable absence, the Employee will be allowed the paid leave if he was at work during the week before or following the statutory holiday.

SECTION 23 - GROUP INSURANCE

23.01 The Employer's contribution to the group insurance plan during the term of this Agreement is as follows:

Employees	50%
Employer	50%

- a) The parties shall set the annual limits that the Employees shall pay for the following coverage's:
 - Life Insurance
 - A.D.D.
 - Dependants
 - Health Insurance
 - Dental Insurance

and the premiums will be collected on a weekly basis.

- b) The Employer's share will be applied first to certain benefits in order to reduce the taxable benefits and so that the income benefits for long and short term disability shall be non-taxable.
- c) Dental Insurance: Yearly Schedule of tariffs.

- d) Short term income insurance: this insurance shall not be paid during the sick leave benefits paid pursuant to the Employment Insurance Act.
- e) An Employee who is on long term disability shall continue to be covered for the prescription drug insurance and dental insurance but shall assume 100% of the premiums two (2) years after he first became disabled.

23.02 The Employer shall provide a pamphlet explaining the insurance plan to the Employees. For information purposes only, the group insurance plan can be summarized as follows:

- i) Eligibility: After sixty-five (65) days of continuous employment;
Eligibility dental plan. Six (6) months after the completion of probation period of sixty-five (65) days.
- ii) Life insurance:
All Employees: \$20,000 without proof of insurability Reduction of insured capital of 50% at age sixty-five (65) and terminates at age seventy (70) or retirement whichever occurs first.
- iii) Life insurance of dependants:
Eligible family members: Spouse: \$5,000.00
Each child: \$2,500.00
- iv) Accidental death or accidental dismemberment: two (2) times annual salary without proof of insurability, reduction of 50% at the age of sixty-five (65) and terminates at the age of seventy (70) or at retirement whichever occurs first.
- v) Income insurance in case of disability:
Short Term: You shall receive sixty-six and two third percent (66.67%) of your weekly salary not exceeding the amount of four hundred dollars (\$400.00) per week non-taxable. The benefits are payable from the first day in case of an accident, from the eight day in case of illness and will continue for a maximum period of twenty-six (26) weeks. Benefits will be suspended if the Employee receives employment insurance benefits due to sick leave.

Long Term: 50% of monthly salary up to a maximum of 85% from all sources.
- vi) Additional health insurance:
All Employees and their dependants:

Hospital room: Semi-private room
Prescribed medication 100%
Other professional services and medical care:
(Consult the brochure for maximum admissible amounts)

- vii) Dental insurance:
All Employees and their dependants:
No deductible
Dental care and services (minor) 80%
Maximum annual amount per insured \$1,000.00
(Consult brochure for a list of services)

SECTION 24 - EQUIPMENT

24.01 The employer agrees to provide coveralls to the maintenance team and to the joiner B as required. The Employer further agrees to provide special tools to maintenance, as required for the job.

24.02 a) Each maintenance Employee hired by the Employer, will supply their tools required to do their work in the plant. During the hiring process, the Employer will provide the prospective Employee with a standard list of tools needed for the facility.

c) The Employee's tools will be inspected upon reporting for work the first day to ensure that the requirements are met and to note any missing tools.

d) During the Employee's employment, the Employer will replace any of those tools that are damaged providing that the Employee presents the broken tool to the Employer. Otherwise, the Employer will not replace any personal tools.

e) The Employer will supply any specialized tools or equipment needed to do the work at Boise Alljoist. These tools are the property of the Employer and will be returned to the Employer when the Employee leaves employment with Boise Alljoist.

f) The Employer will inspect and catalogue all tools entering or leaving the facility.

SECTION 25 - APPRENTICES

25.01 The Employees that have been selected during the posting for a trade shall meet the basic requirements or entry in the one (1) year program for that trade at the Technical School. The Employer shall send the Employees to take the next step (Block Release) within two (2) years of their selection into the trade.

a) The selection process in the context of an internal posting for trade "Apprentice" job will be done in the following manner:

1. The Employer will follow the process provided in article 14 of the collective agreement.

2. **Step 1:**

i) The Employer will use the services of NBCC for "testing" whether applicants meet the basic requirements in french and mathematics required for enrollment in the training program.

- ii) The Employer will also use the services of NBCC to determine the mechanical aptitude of the candidates.
- iii) Candidates who meet the basic requirements in french and mathematics required for enrollment in the training program and have achieved a grade of 70% or more of the aforementioned mechanical aptitude test will pass to step 2

3. Step 2:

Candidates will complete assessments under the guide of essential skills recognized by "Human Resource and Skills Development Canada" for the job in question (eg: industrial mechanic).

- 4. The position will be awarded to the candidate with the most seniority among all candidates with a score of at least 70% of the assessment referred to in step 2. If no candidate has obtained a mark at least 70% of the assessment referred in step 2, the posting will be canceled.
- 5. The candidate who is assigned the job posting will be subject to a trial period of 3 months (90 working days). During this evaluation period, the employer will give regular feedback to the Employee to enable him to correct any deficiencies identified. If deficiencies are identified and the Employee fails to correct the deficiencies within a reasonable time, the Employer may return the Employee to the position he previously held and the posting will be deemed canceled.

25.02 The Employee shall pass each division within a two year period, or else the Employer may force the Employee back into a laborer position. The wage adjustment shall be retroactive from the date he passed his test.

25.03 Block Release:

At the Employee's request, the Employer shall pay either of the following:

- a) An amount equal to two weeks of unemployment insurance (as a non-taxable allowance), the tuition fees and the textbooks, or
- b) The normal wages of the Employee for the duration of his time while attending the educational institute, the tuition fees and the textbooks.

25.04 The Employee shall notify his supervisor, in writing, at least one week in advance of his choice.

25.05 The Employee shall pay the cost of supplemental exams.

25.06 The parties shall set the criteria for the following trades:

- i) maintenance mechanics
- ii) electricians

SECTION 26 – TERM OF AGREEMENT AND GENERAL INCREASES

26.01 This agreement is in force for a period of five (5) years from January 1st, 2018 to December 31st, 2022.

26.02 General Increments for Employees and Adjustments

Effective:

<u>January 1, 2018</u>	\$0.30
<u>January 1, 2019</u>	\$0.30
<u>January 1, 2020</u>	\$0.40
<u>January 1, 2021</u>	\$0.40
<u>January 1, 2022</u>	\$0.40

Note: The employer will pay retroactive wages for all regular and overtime hours within a reasonable time following the signature of this agreement.

26.03 Premiums

Note #1: All Journeymen Millwright holding a class B welding certificate or more, will receive a premium of \$0.50 per hour.

Note #2: All maintenance employees holding a certificate of professional aptitude (Journeymen) issued by the province will receive a premium of \$0.75 per hour.

Note #3: All maintenance employees holding a certificate of aptitude in another area of maintenance, where beneficial to the operation, will receive a premium of \$0.50 per hour.

Note #4: Those Employees with a job in Levels 1, 2 and 3 and who have 5 or more years of experience will receive a premium of \$0.35 per hour.

Note #5: Those Employees with a job in Level 4A and who have 5 or more years of experience will receive a premium of \$0.50 per hour.

Note #6: Those Employees with a job in Level 4B and who have 5 or more years of seniority will receive a premium of \$1.00 per hour.

Note #7: New incentive for all maintenance employee:

Maintenance employees will be asked by seniority to participate in the new trade development below.

An employee who achieves a Journeyman in another trade will be recognized in only one trade for his original status on the manning of the Maintenance Department.

- a) Additional premium for existing Journeymen
Add \$0.75/hr per block in other specific trade
(Automation/Control, Industrial Electrician and Millwright)
- b) Additional premium for specific double Journeymen in specific trades
Additional \$2.00/h for 2nd Journeymen in one of the following:
Automation and/or Industrial Electrician and/or Millwright

- c) Additional premium for Journeymen :
Addition premium of \$2.25/hr for Boiler Stationary Engineer 4
Addition premium of \$1.25/hr for Boiler Care during actual hours performing boiler care*
Addition premium of \$0.50/hr for block 5 Industrial Electrician
* not applicable to employee currently receiving this premium since introduced in October 2014

Intend of agreement

Call in priority for boiler work will be:

1. 4th Class stationary Engineer
2. Boiler Care person by seniority
3. Maintenance Seniority depending on requirement

Note: 4th Class Stationary Engineer and/or Boiler Care person(s) will share responsibility per agreed schedule.

Note #8

The company has identified the positions of MSR 1 Operator and I-Machine Operator as key positions with significant impact on the overall operation of the facility. The complexity of the equipment and responsibility takes years to fully master. To become fully proficient in executing all of the position tasks, an individual must perform the job continuously for an extended period. Employees who have been in the position continuously and master the full responsibility provide significant value to the operation's success. As such, the company is establishing a premium for employees that meet the experience and expectations outlined below:

MSR 1 operator:

An employee holding this posting and working in this position continuously for three (3) years or more and who fulfills all expectations of the position will be paid a premium of an additional \$2.00/hr.

I-Machine operator:

An employee holding this posting and working in this position continuously for three (3) years or more and who fulfills all expectations of the position will be paid a premium of an additional \$2.00/hr.

This established premium does not change to base rate for these positions and only applies to those individuals who meet the above requirements.

Note 9: Effective 30 days after ratification, the Grinder position will receive a premium of \$2.25 per hour. This premium will no longer be applicable in the event that this position is reclassified.

26.04 Incentive Plan:

The Employer may not terminate or change the safety incentive plan, without Union consent, during the plan year.

SECTION 27 – SAVING PLAN (GROUP RETIREMENT SAVING PLAN):

27.01 The Employer will match the Employee's contribution up to a maximum of 1% of the Employee's regular earnings.

Letter of Agreement 2018-2

Once per year during the first quarter, the employer will post a document allowing employees to state their desire and preferences for training.

Based on the information received from the Employees, the Employer will determine the training required for various positions in light of operational needs. Such training will then be offered by order of seniority.

In order to minimize the impact on operations, training may be restricted to two positions per Employee.

Probationary Employees will only be trained for Level 2 positions.

Letter of Agreement 2018-3

The Employer agrees to provide working clothes to Employees who regularly work on the Thermax operation.

Letter of Agreement 2018-4

For the duration of the current collective agreement, Article 14.01 j) will read:

j) An Employee shall not be selected for more than three (3) postings within one (1) calendar year.

When an Employee applies for two or more job postings open during coinciding time periods, and is selected for multiple positions, the said Employee will only accept one position. Such an event will only be counted as one posting.

On December 31, 2022, the above language will automatically become null and void and revert to the language in the 2013-2017 collective agreement.

Letter of Agreement 2018-5

For the duration of the current collective agreement, the following article will be read in Article 22.

22.01.02 An Employee may request that his or her floating holiday be considered a paid sick day. The Employer may grant this request at its discretion.

On December 31, 2022, the above language will automatically become null and void and revert to the language in the 2013-2017 collective agreement.

SCHEDULE A (SALARIES)					
Level	January 1, 2018	January 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022
Level 1	\$17.31	\$17.61	\$18.01	\$18.41	\$18.81
Labor					
Level 2	\$17.86	\$18.16	\$18.56	\$18.96	\$19.36
Chop Saw					
Radial Saw					
Tension Helper					
Stacker Helper					
Joiner Helper					
MSR – Line					
Press Entry					
Packaging					
Level 3	\$18.39	\$18.69	\$19.09	\$19.49	\$19.89
Bundle Saw					
Stacker Assembly					
Press Entry					
Flange Entry					
MSR Stacker/Wrapper					
Level 4A	\$19.22	\$19.52	\$19.92	\$20.32	\$20.72
Joiner C					
Outside Lift					
Yard Labor Lift					
Inside Lift					
Outside Lift					
Level 4B	\$19.22	\$19.52	\$19.92	\$20.32	\$20.72
Joiner B					
I-Machine					
Test Tension					
MSR#1					
OSB Machine					
Level 5 MTC					
Yrs 1 Apprentice	\$20.24	\$20.54	\$20.94	\$21.34	\$21.74
Yrs 2 Apprentice	\$21.02	\$21.32	\$21.72	\$22.12	\$22.52
Yrs 3 Apprentice	\$21.77	\$22.07	\$22.47	\$22.87	\$23.27
Yrs 4 Apprentice	\$22.90	\$23.20	\$23.60	\$24.00	\$24.40
Uncertified Millwright	\$22.90	\$23.20	\$23.60	\$24.00	\$24.40
Grinder	\$22.61	\$22.91	\$23.31	\$23.71	\$24.11
Level 6A MTC	\$24.74	\$25.04	\$25.44	\$25.84	\$26.24
JOURNEYMEN:					
Electrician					
Welder, Machinist,					
Boiler Maker (Stationery Engineer)					
Level 6B MTC	\$26.27	\$26.57	\$26.97	\$27.37	\$27.77
JOURNEYMEN:					
Millwright					
Level 7 MTC	\$29.33	\$29.63	\$30.03	\$30.43	\$30.83
Head Eletrician					
Head Millwright					
Level 8 TECHNICIAN IN CONTROL	\$25.75	\$26.05	\$26.45	\$26.85	\$27.25
Yrs 1 Apprentice	\$26.50	\$26.80	\$27.20	\$27.60	\$28.00
Yrs 2 Apprentice	\$27.25	\$27.55	\$27.95	\$28.35	\$28.75
Yrs 3 Apprentice	\$28.00	\$28.30	\$28.70	\$29.10	\$29.50
Yrs 4 Apprentice	\$28.75	\$29.05	\$29.45	\$29.85	\$30.25
JOURNEYMEN	\$28.75	\$29.05	\$29.45	\$29.85	\$30.25
Premium for Leadhand: Premium for leadhand is \$2.25 per hour					

IN WITNESS THEREOF, the parties have signed in St-Jacques, New Brunswick, on February 1st, 2019

BOISE ALLJOIST


Daniel Grandmaison, Plant Manager,
Boise Alljoist

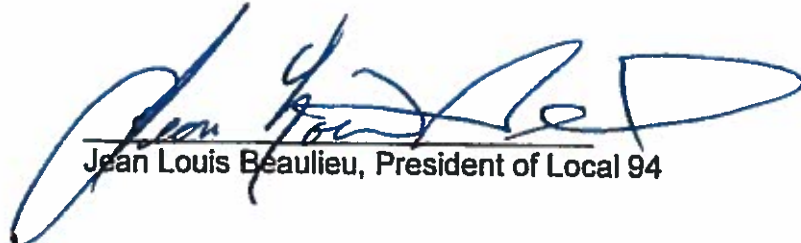

Christian Levesque, Production
Manager, Boise Alljoist


France Clavette, Administrative
Manager, Boise Alljoist


Cindy St-Onge, Human Resources
Specialist, Boise Alljoist

UNION


Mario Theriault, National Representative


Jean Louis Beaulieu, President of Local 94


Stevens Martin, Vice-President of Local 94


Marc Bergeron, Treasurer of Local 94,


Luc Daigle, Secretary of Local 94