

Memorandum of Agreement

Between

Tolko Heffley Creek Division

And

USW Local 1-417

Regarding

Weekend Production Shifts

Hours of Work

| Saturday | Sunday |
|------------------------------|------------------------------|
| D Shift – 12am - 12pm | D Shift – 12am – 12pm |
| E Shift – 12pm - 12am | E Shift – 12pm – 12am |

General Information:

1. The intent of this shift is to increase operation drying capacity. However the company may require employees to operate other parts of the operation due to operational requirements.
2. Positions covered under this agreement will be posted in accordance with the Job Posting agreement. If the Company is unable to fill all positions through the posting process they may hire to fill vacancies.
3. Spare Board Employees may be required to work this shift. Call Board employees will be paid as per the shift they are scheduled to in accordance with Supplement 8 of the SIMA.
4. Positions covered under this agreement will rotate two (2) weeks on D shift; two (2) weeks on E shift.
5. General Principles of this shift will be in accordance with terms and conditions set out in Supplement 8 of the SIMA.
6. Employees who post to the weekend shift may elect to:
 - a) Declare full time availability and are required to be available to work additional shifts, Monday to Friday, up to 40 hours pay per week
 - The additional work will be assigned on the basis of seniority, competency considered. Posted weekend employees may not bump

posted employees during the week, unless they are in motion due to layoff from the weekend shift.

- Employees will be receiving straight time rates for the additional shift. Any other additional shifts will qualify for Overtime Premiums.
- For Employees posted to this shift, the second overtime shift worked in a given week outside the shift schedule will be paid at double-time for hours worked.

b) Declare weekend availability only and work only the weekend shift(s).
(Employees **will not** be required to be available on call during the week).

7. For the purpose of vacation for employees posted to the weekend shift:

Option (a): For employees that choose option (a) (full time availability) one (1) weekend off (or up to seven (7) days booked off) comprises one week's vacation eligibility

Option (b): For employees that choose option (b) Vacation pay will be based on the percentage calculation of earnings. (i.e. one (1) weekend off will be calculated as 30 hours vacation pay)

For Option (a) and (b), one scheduled shift off will be calculated as follows:

Saturday: will be calculated as 12 hours vacation pay
Sunday: will be calculated as 18 hours vacation pay

8. Employees who post to the weekend shift and are available for full time work (Selection A) are entitled to:

- a) MSP, Medical, Dental, Life Insurance and AD & D
- b) Weekly Indemnity
- c) Pension (contribution paid for hours paid)
- d) LTD (if approved by the LTD Trustees)

As outlined in the Southern Interior Master Agreement for regular employees. However, if they average less than thirty-two (32) hours work per week in a four (4) week period, they will be required to cost share (50/50 split) the premiums for the benefits.

8. Employees who post to the weekend shift and are not available for full time work (Selection B - declare availability for weekends only) are entitled to:

- a) MSP, Extended Health, Dental, Life Insurance and AD & D at a 50/50 cost share
- b) Weekly Indemnity – at 50% coverage level of a full time employee
- c) Pension (contribution paid for hours paid)
- d) LTD (if approved by the LTD Trustees)

When an alternate shift schedule is in effect, hourly-based benefits (LTD, Pension, Education Fund, Safer), under the Collective Agreement will be administered on the basis of hours paid.

This provision is subject to the approval of the SIHWP, Pension and LTD Trustees. If they reject the employee's application, no benefit coverage is available to the employee.

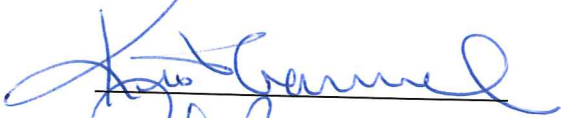
The Company shall provide fourteen (14) days' notice to discontinue this alternate shift agreement. Employees will revert to the previous shift schedules unless otherwise mutually agreed.

Signed this 12 Day of November, 2015.

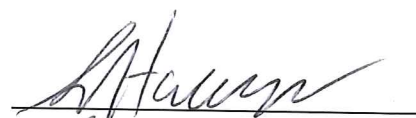
Signed on behalf of:

TOLKO INDUSTRIES LTD.
Heffley Creek Division

UNITED STEELWORKERS
Local 1-417



Paul Bear



Chris Smith

**Southern Interior Health & Welfare Plan
Contribution Rate Breakdown for Employers as of ...
Jan 2013**

| FULL BENEFITS Item | Full-Time | Part-Time | | |
|---|------------------|----------------|------------------------|-----------------|
| | Employer Paid | Employer | Paid by... Employee | Total |
| EHC | \$54.70 | \$27.35 | \$27.34 | \$54.69 |
| WI | \$42.50 | \$21.25 | | \$21.25 |
| Dental | \$73.60 | \$36.80 | \$36.80 | \$73.60 |
| Life | \$13.08 | \$6.54 | \$6.54 | \$13.08 |
| AD&D | \$4.80 | \$2.40 | \$2.40 | \$4.80 |
| "Waiver of Premium" | \$9.24 | \$4.62 | \$4.62 | \$9.24 |
| Reserve Funding/(Surplus Alloc.) | (\$27.67) | (\$13.84) | \$0.00 | (\$13.84) |
| Administration Expense | \$9.75 | \$4.88 | \$4.88 | \$9.76 |
| TOTAL | \$180.00 | \$90.00 | \$82.58 | \$172.58 |
| HST (Reg.#R129016945) included in all contribution rates | \$2.24 | | | \$2.24 |
| LEAVE OF ABSENCE (*) | | | | |
| Paid by Employee | \$133.18 | | | |
| Paid by Employer | <u>\$32.00</u> | | | |
| Total | \$165.18 | | | |
| EXTENDED HEALTH ONLY | | | | |
| Paid by Employer | \$54.70 | | | |
| DISABLED MEMBERS WHO ARE NO LONGER EMPLOYEES | | | | |
| Paid by Employer (WI, Life, Waiver, Expenses) | \$74.57 | | | |
| EXTENDED COVERAGE FOR DEPENDENTS OF DECEASED MEMBER(**) | | | | |
| Paid by Employer (Dental, EHC) | \$128.30 | | | |
| (*) For Leave of Absence: | | | | |
| - Member contributions are Dental + EHB + 1/2 of expense funding. | | | | |
| - Employer contributions are Life, AD&D, Waiver funding, and 1/2 of expense funding | | | | |
| (**) Dental and Extended Health Care For Dependents of Deceased Member: | | | | |
| - Extended coverage is an option, not a plan requirement | | | | |
| - Employer must apply to the Plan office in each case; approval will not be unreasonably withheld | | | | |