

LETTER OF UNDERSTANDING

Between

Tolko Industries Ltd., Heffley Creek Division

And

United Steel Workers of America, Local 1-417

Non-Designated First Aid Attendants

It is agreed that Tolko Industries Ltd., Heffley Creek Division, will provide a premium to non-designated level 3 first aid attendants (up to a maximum of 5 per shift). This premium will be offered to a maximum of 25 non-designated and designated first aid attendants.

All Active Status Designated and Non-Designated First Aid Attendants (to a maximum of 25) shall receive:

- Level 3 – eighty-five cents per hour (.85) plus their occupational rate of pay.

These premiums will be paid upon attaining the Level 3 First Aid Certificate as required by the Workers Compensation Board.

ACTIVE STATUS:

In order to maintain active status at the Heffley Creek Division the following conditions must be met:

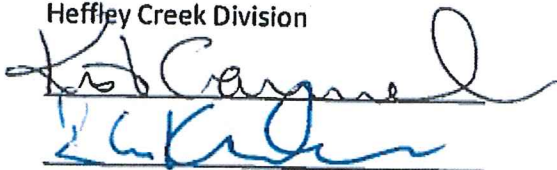
- current level 3 first aid certification
- operate as designate for a minimum of one hundred and sixty (160) hours per year
- all level 3 First Aid attendants will be given an opportunity to operate as designate in order to maintain their active status

Termination

Either Party may terminate this Agreement after 30 days written notice.

SIGNED THIS 2nd DAY OF June, 2015.

TOLKO INDUSTRIES LTD.
Heffley Creek Division



UNITED STEELWORKERS,
Local 1-417

