

**LETTER OF UNDERSTANDING  
BETWEEN  
UNITED STEELWORKERS, LOCAL 1-417  
AND  
CANADIAN FOREST PRODUCTS  
VAVENBY DIVISION**

**HOT MEALS**

WHEREAS Article VII, Section 9 of the British Columbia Southern Interior Master Agreement, provides:

Section 9: Hot Meals

Where Maintenance, Repair or Construction Employees are required to work two (2) hours or more overtime beyond their normal shift, the Company shall provide a hot meal, such hot meal to be consumed by the Employee on Company time before beginning the overtime work.

The parties have agreed to the following interpretation of that provision:

1. Where an employee (as defined in Section 1) is advised by the employer before he reports to work that he will be required to work a specified period of overtime on his next shift which may exceed two (2) hours, no hot meal will be provided.
2. Where the overtime actually worked by the employee (as defined in Section 10) exceeds the period specified in 1 above by two (2) hours or more, the employee is entitled to a hot meal.
3. Where an employee (as defined in Section 10) is advised by the employer before he reports to work that he will be required to work overtime for an unspecified period and he works for two (2) hours or more beyond his normal shift, a hot meal will be provided.
4. Where an employee (as defined in Section 10) is advised during his shift that he will be required to stay and work overtime and he works two (2) hours or more overtime beyond his normal shift, a hot meal will be provided.

This agreement shall form part of the collective agreement between the parties and may be re-opened for amendments or termination by either party upon 30 days written notice to the other.

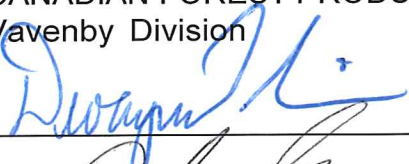
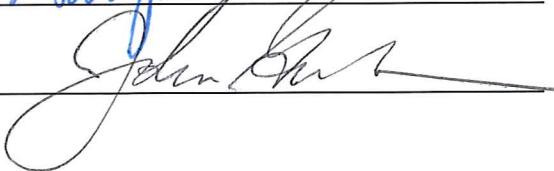
Signed this 4 day of July, 2013.

FOR:

FOR:

CANADIAN FOREST PRODUCTS LTD.  
Vavenby Division

UNITED STEELWORKERS  
Local 1-417

  
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