

LETTER OF UNDERSTANDING
BETWEEN
WEST FRASER MILLS, CHASM SAWMILLS
AND
USWA, LOCAL 1-417

Preamble: (Job Posting Agreement)

The purpose of this agreement is to establish guidelines when applying Article X- Seniority, Section 2: Job Posting of the Master Agreement.

Section A (Where it will apply)

All jobs except those included in the following list upon becoming vacant will be posted.

- Clean-up-(day shift and afternoon shift)
- Watchmen - not a posted job. Sign-up sheet for those interested and the Company will give preference to seniority. Discussions will held with the Mill Committee prior to placing an individual.

All new jobs evaluated as group 1-5 will be added to the above list.

Preference will be given to senior employees to fill the vacancies in jobs excluded from the Job Posting Agreement. The employee must request the job application from the shift supervisor for these non-posted positions.

Section B- (Definitions)

1. Trainee – A job an employee has won by the application of Divisional Seniority (Clarification attached) specific to a shift.
2. Incumbent – An employee who has won the rights to a regular job on a shift through application of Divisional Seniority.
3. Permanent – When a vacancy exists as a result of the incumbent being promoted, bidding to another position, termination of employment or creation of a new position.
4. Pro-temp – A position will be considered temporarily vacant when it is known the present incumbent is absent to illness, temporarily disabled and or on a leave of absence for a period of thirty (30) calendar days or more. These postings are strictly people related.

5. Temporary – A shift for a year then post permanent or discontinue; position six months, then post permanent or discontinue.

Section C (Selection)

1. All permanent vacancies will be posted for a period of seven (7) consecutive working days. Where there is a pro-temp vacancy, the posting shall name the person temporarily being replaced (where applicable).
2. The company shall, within two (2) working days of the closing of the posting post the name(s) of the successful applicant.
3. The permanent/pro-temp posting shall contain the following information:
 - a. The name/description of the position / shift and the rate of pay.
 - b. The date and hour of the opening and closing of the postings.
 - c. Where applications of such postings are made.
 - d. Name of last employee to hold posting.
4. Employees bidding on Wagner positions must have first been trained on articulated log yard machines and have become qualified.
5. To bid on the spare man position a person must be qualified on three (3) of the key positions for the sawmill thru the Job Training Agreement.
6. All pro-temp jobs of more than thirty (30) days (pro-temp) will be posted plant wide and awarded to the senior qualified trainee. If all qualified trainees refuse the pro-temp job, the junior qualified trainee on the shift where the vacancy excises will be used to fill the position. Employees awarded pro-temp positions will maintain their incumbent position which will be filled through additional pro-temp postings.
7. All permanent jobs will be posted plant wide and will be awarded by Divisional Seniority. (All permanent jobs, with the exception of those identified in Section A of the document will be posted.) If the senior applicant has not been trained for the position, training will be afforded that employee as set out in the Job Training Agreement. Employees who win permanent jobs through posting will be confirmed incumbent in that position.
8. An employee who is absent from the site on an approved leave of absence, layoff, ill or temporarily disabled at the time of a job posting will be allowed to apply within three (3) working days of their return to work, however in no event later than twenty (20) calendar days of the job posting.
9. Employees who vacate a permanent job

a.) For reasons other than bona-fide medical reasons, will return to an entry-level vacancy until they can win another bid through job posting.

b.) If for bona-fide medical reasons, Management and the Union will meet to determine a fair and equitable resolution to the individual(s) situation.

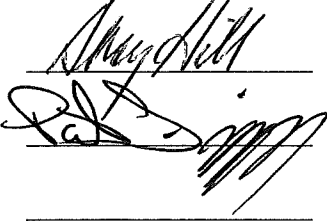
10. In the event that no one in the operation or bargaining unit make application, or if all the applicants fail to qualify, then Management may hire someone for the job.

11. Successful bidders will have two (2) day 40 Hrs, four (4) days 80 Hrs familiarization period to determine whether they wish to continue in that job. If the employee continues in that job, they may not bid for any other job until thirty (30) working days from day accepted have lapsed or unless no one else has bid. This will not apply when posting for apprenticeship position. Should any employee withdraw or be disqualified for any reason other than medical, then they shall not be allowed to re-bid on the same job for a period of one (1) year. If, however, there is in the future a significant change in the job content, the Provision above shall not be applicable. Also, if there is in the future a significant change to the employee's qualifications who has been declared incompetent the employee can then bid on that trainee position. If unusual circumstances arise where an incumbency becomes vacant and the successful bidder is under penalty the Company and Mill Committee will meet and discuss.

12. The agreement shall remain in effect for one (1) year from the date of signing and thereafter shall be subject to review, termination or amendment upon thirty (30) calendar days written notice by either party. Meaningful discussion must take place before cancellation.

Date this 26 day of July, 2006

For the Company
Chasm Sawmills



For the Union
USWA, Local 1-417

