

LETTER OF UNDERSTANDING

#12

BETWEEN: FEDERATED CO-OPERATIVES LIMITED
FOREST PRODUCTS DIVISION, CANOE

AND: IWA CANADA - LOCAL 1-417

FIRST AID COVERAGE

One employee from the Plywood Division and one employee from the sawmill division shall be designated as the Level III First Aid Attendant on weekend shifts and receive the applicable premium plus their occupational rate of pay. This provision is subject to the following:

(i) Availability of an accredited first aid attendant who is regularly scheduled for the shift or is an employee on the spare board and has worked for less than five days in the preceding six days..

(ii) First Aid qualification shall take precedence over plant seniority, except where more than one employee possesses the Level III First Aid Certificate in which case the designation shall be by plant seniority.

(iii) Occupational rates of pay on Saturday shall be at straight time rates.

(iv) If an individual with an accredited Level III First Aid Certificate is not available, then the requirements of OS&H Regulations shall apply. (ie. Level I First Aid coverage will be acceptable.)

Signed this _____ day of _____ 2003.

On behalf of:

FEDERATED CO-OPERATIVES LIMITED IWA - LOCAL 1-417

