

**LETTER OF UNDERSTANDING**

**#4**

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

AND:                IWA CANADA - LOCAL 1-417

**TECHNOLOGICAL CHANGE**

Those employees who are impacted by the provisions of Article XX, Section 3(b) shall have the option to either accept the provisions of Section 3(b) or in the alternative accept severance pay as per the terms of the Southern Interior Master Agreement.

It is expressly understood and for further clarification this option is only provided to one employee indirectly affected for each employee who was directly impacted by technological change and choose not to accept the severance option as provided under Article XX, Section 2. The provisions of this Letter of Understanding shall become effective the day following ratification.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2003.

On behalf of:

FEDERATED CO-OPERATIVES LIMITED    IWA - LOCAL 1-417

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