

LETTER OF UNDERSTANDING

#7

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

AND: IWA CANADA - LOCAL 1-417

1. INTENT AND PURPOSE

The purpose of this Agreement is to establish a Planerman's Training Program. It is intended to provide a standard procedure for qualifying and continuing the training of incumbents, selecting future apprentices and defining training modules for specific job categories of #2 Planerman and #1 Planerman.

2. DUTIES AND RESPONSIBILITIES

For the purpose of this Agreement, trainees in the above categories will be trained and required to perform the following duties and responsibilities:

(a) #2 Planerman Trainee (Training Module #1)

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| i) Set-up: | One or more planers, changing heads and knives. |
| ii) Adjust: | For planed sizes and maintaining size control. |
| iii) Joint & Grind: | Jointing of heads and grinding. |
| iv) Grinding for Patters: | If required. |
| v) Running Repair: | Perform necessary minor repairs and conduct day-to-day maintenance under direction of a planerman and/or maintenance personnel. |
| vi) Major Repairs & Overhaul: | Assist planerman and/or maintenance personnel as required. |
| vii) Machine Responsibility: | Attend to the production of one or more planers and provide instruction to planer/feeders. |
| viii) Feed: | Feed planer as required. |
| ix) Own Tools: | Initially not required to own tools, but in his own interest, should commence the process of building up a tool kit so as to ultimately acquire the tools necessary to perform the job. |

(b) #2 Planerman Trainee (Training Module #2)

- i) Set-up: Set up planers and planermill equipment, including profiling, the changing of heads and profiles, preparatory work prior to changeover and required lubrication.
- ii) Adjust: Planers and planermill equipment, for planed sizes, splitting and profile work with a responsibility to size control and quality of manufacture.
- iii) Joint and Grind: Actual sharpening of all cutting knives and jointing, as required, on or off the machine, and be capable of ordering all necessary stones and knives.
- iv) Grinding for Patterns: Making up of knives if and when required.
- v) Running Repairs: Perform all necessary day-to-day minor repairs in planermill.
- vi) Major Repairs and Overhaul: Repairs on planers under direction and assist in overhauling planermill equipment.
- vii) Machine Responsibility: Capable of looking after all equipment.
- viii) Feed: Instruct planer/feeder, and may feed planer from time to time.
- ix) Own Tools: Shall be required to have a full kit of hand tools necessary to perform the job.

(c) #1 Planerman Trainee (Training Module #3)

- i) Set-up: Sets up planers and planermill equipment, including profiling, the changing of heads and profiles, preparatory work prior to changeover and required lubrication.
- ii) Adjust: Planers and planermill equipment for planed sizes, splitting, and profile work, with a responsibility to size control and quality of manufacture.

- iii) Joint and Grind: Actual sharpening of all cutting knives and jointing as required, on or off the machine, and be capable of ordering all necessary stones and knives.
- iv) Grinding for Pattern: Making up of knives if and when required.
- v) Running and Repairs: Repair and maintain all operating equipment in the planer mill.
- vi) Major Repair & Overhaul: Capable of planning and carrying out a complete overhaul and all major repairs on planers and planer mill equipment, with a knowledge and capability of ordering necessary replacement parts.
- vii) Machine Responsibility: Capable of looking after all equipment.
- viii) Feed: Instruct planer feeders, and anyone who may feed planer from time to time.
- ix) Own Tools: Shall be required to have a full kit of hand tools necessary to perform the job.

(d) Definition of Planer mill Equipment

For the purpose of this Agreement, planer mill equipment is defined as all equipment in the planer mill.

3. SELECTION OF TRAINEES

- (a) Trainee positions will be posted in accordance with the applicable Job Posting Supplement.
- (b) Applicants for the position of #2 Planer man Trainee will be required to pass the mechanical selection test and meet requirements as outlined in the Apprentice Selection Memorandum.
- (c) To become eligible for a #1 Planer man Trainee position, an applicant must become a certified #2 Planer man.
- (d) Training will only progress to the level of the job category required.

4. TRAINING PERIODS AND QUALIFICATIONS

#2 Planerman: Two (2) year duration and must take and successfully complete herein described formal training.

#1 Planerman: One (1) year duration, and must take and successfully complete herein described formal training.

(c) If, for any sufficient reason, the trainee fails to qualify during the training period, or wishes to discontinue training during the initial ninety (90) days of the program, he shall revert to his previously held job.

5. RATES OF PAY

(1) Planermill categories covered in this Memorandum are excluded from the provisions of Article XXIV, Sawmill Job Evaluation Plan and Supplement #5, Sawmill Job Evaluation Plan.

(2) Planermill categories and hourly rates of pay are as outlined in Appendix A.

6. IMPLEMENTATION OF THE PROGRAM

In order to establish a phase-in procedure for this program, the affected incumbent employee will enter the program at the level for which he is qualified. Incumbents will be permitted to write the qualifying test at any level but will only be utilized in the position required by the Company. The rate of pay will be for the position actually being performed.

Present #2 Planermen and #1 Planermen employed in the Industry who do not wish to become certified shall not have their seniority rights prejudiced through lack of certification.

Present Tradesmen, who write the tradesman Qualification examination, will be tested on the basis of the job content of the present jobs in the planermill in which they work.

The phase-in of incumbents will be worked out at the local level.

7. FORMAL TRAINING

a) #2 Planerman (Start to 6 months)

- Planerman Vocational Training Course.

- b) #2 Planerman (6-12 months) - Training as follows:
- Appropriate ILMA Grading Knowledge
 - Safety Education
 - Shop Practice
 - Rigging and Hoisting
 - Shafts, Keys, Hubs and Fits
 - Lubrication
 - Friction Bearings
 - Anti-friction Bearings
 - Couplings
 - Welding
- c) #2 Planerman (13-24 months) - Training as follows:
- Belt Drive
 - Gears
 - Roller Chain
 - Hydraulics
 - Compressed Air and Compressors
 - Material in Motion
 - Preventative Maintenance
 - Machine Foundation
 - Welding
- d) #1 Planerman Trainee (25 - 36 months)
- High Level Planer Training

8. TRAINING AND TESTS

Upon completion of each period of training in the Vocational School, an apprentice #2 Planerman and a #1 Planerman will be required to pass a test. In the event of failure to pass such a test, the apprentice will be given a second opportunity, but in the event of failure to pass on the occasion of the second such test, he will be required to withdraw from the program.

Any apprentice who fails to qualify at any stage under this program will be allowed to apply his seniority to return to his previously held position.

9. TRAINING OF PRESENT PLANER CATEGORIES

Incumbents will have the right to write* a qualifying examination in their respective classification. If they pass the examination, they shall receive the appropriate certified rate. If they fail the examination, they shall be slotted into the appropriate apprenticeship program with the view to upgrading and eventually becoming certified.

Incumbents who require upgrading must attend appropriate courses, and/or seminars as determined by the Company for the purpose of upgrading their skills to the level required by the job.

NOTE:

* Where required, a verbal examination may be substituted for a written examination.

Signed this _____ day of _____, 2003

On behalf of:

FEDERATED CO-OPERATIVES LIMITED IWA - LOCAL 1-417

