

Letter of Understanding
Between
Canoe Forest Products
And
USW Local 1- 417
Partial 4 X 10 Shift Schedule

This Letter of Agreement confirms that the parties are in agreement that part of the facility will be moved to an alternate shift as follows:

1. Hours of work

Machine centers including the Layup Line/ Press and Gradeline

(i) 2 crews 4 - 10's Monday – Thursday Days and Afternoons

○ Day Shift will start at 6:00am and end at 4:30pm

○ Afternoon Shift will Start at 4:30pm and end at 3:00am

2. Break Periods

For ten (10) hour shifts, rest periods will be one (1) ten (10) minute break and one (1) fifteen (15) minute break plus a one-half (1/2) hour unpaid meal break.

3. Pay and Overtime in accordance with Supplement 8

Other Articles of the Collective Agreement, which provide benefits after eight (8) hours, are extended by the amount the regular hours of work have been increased beyond the eight (8) hours per day.

4. The Parties agree this shift will remain in effect for a four (4) calendar month trial period. If the Company requires continuing this shift beyond this trial period, the parties will meet to discuss continuation. If the parties are unable to agree the 10 hour shifting will not be discontinued. This LOU will be terminated and Continuing 10 hours shifting will be in accordance with supplement 8 section D part 2.

5. Job Posting

- (i) Workers holding posted positions on A or B shift will transition from their regular shift to this 10 hour shifting
- (ii) Employees holding postings on C shift (GY) will be considered put in motion for the duration of this LOU.
- (iii) The Company agrees to attempt to accommodate any affected A or B shift employee unable to work this schedule. Accommodation will include employees filling vacancies or trading with other employees, however, employees will not be able to bump unless displaced. If this shift continues beyond the trial period, any temporary accommodation if continued will be permanently filled in accordance with the job posting procedure.

6. All Applicable Provision of the Collective Agreement and Supplement #8 that have not been modified by this document remain in effect.

Signed this 21 day of March, 2014

FOR:

CFP division

Local 1-417








