

ARTICLE 1 – BARGAINING AGENCY

- 1.01 The Company recognizes United Steelworkers, Local 1-2017 as the exclusive bargaining agent for hourly paid employees except office and sales staff, and those excluded by the Labour Relations Code.
- 1.02 The Company agrees that the bargaining authority of the Union shall not be impaired during the term of this Collective Agreement. The Company agrees that the only certification they will recognize during the term of this Agreement is that of the United Steelworkers, Local 1-2017, unless ordered by due process of law to recognize some other bargaining authority.
- 1.03 The term "employee" as used and for the purpose of this Agreement shall include all persons employed by the Company on whose behalf the United Steelworkers, Local 1-2017 have been certified as bargaining agent, except and excluding supervisors and others having the authority to hire and fire, office workers and supervisory officials.

ARTICLE 2 – MANAGEMENT

- 2.01 The Management of the operation and the direction and promotion of the Employees are vested exclusively in the management, provided however that this will not be used for the purpose of discrimination against the employees.
- 2.02 The Company shall have the right to select its employees and to discipline them or discharge them for proper cause.

ARTICLE 3 - UNION SECURITY

- 3.01 The Company will co-operate with the Union in obtaining and retaining as members, the employees as defined in this Agreement, and to this end will present to new employees and to all Supervisors and Foremen, the Policy herein expressed.
- 3.02 All employees shall, at the time hiring and as a condition of hiring or continued employment, become a member of the Union, and maintain membership therein.
- 3.03 Any employee who is a member in good standing, or is reinstated as a member of the Union, shall as a condition of continued employment, maintain such membership in good standing throughout the term of this agreement.

3.04

- a) Any employee who fails to maintain his/her membership in the Union as prescribed herein by reason of refusal to pay dues and assessments, shall be subject to discharge after seven (7) days written notice to the Company of the said Employee's refusal to maintain his/her membership.
- b) It is agreed that the application of this Section means that when an employee fails to maintain his/her membership in good standing by refusing to pay dues and assessments, and provided proper notice has been given in accordance with the Agreement, the employee will be discharged for such refusal.

3.05

- a) No employee shall be subject to any penalties against his/her application for membership or reinstatement, except as may be provided for in the USW Constitution and in accordance with the By-laws of Local 1-2017 which the Local Unions certified as being correct.
- b) Any employee who applies to join the Union pursuant to the provisions herein and whose application is rejected by the Union, shall not be subject to discharge from employment.

3.06 The Company shall require all new Employees, at the time of hiring to execute the following assignment of wages in duplicate, the forms to be supplied by the Union. All check-off forms to be forwarded to the Local Union within fifteen days (15) of hiring.



UNITED STEELWORKERS CHECK-OFF



DATE _____ YEAR _____ NAME OF EMPLOYER _____

PLEASE PRINT OPERATION _____

EMPLOYEE _____ BIRTHDATE (DD/MM/YYYY) _____

EMAIL _____ CELL _____ PHONE _____

MAILING ADDRESS _____ CITY _____ POSTAL CODE _____

SOCIAL INSURANCE NO. _____ Are you a member of the United Steelworkers? _____

In what operation were you last employed? _____ Local Union _____

I hereby authorize and instruct you to deduct from my wages and remit to Local 1-2017 the following in payment of the amounts set out below:

- 1. Union Initiation Fees in the amount of \$ _____
- 2. Union Back Dues in the amount of \$ _____
- 3. Union Dues \$ _____ per month commencing _____ Year _____
- 4. Union Assessments in the amount and at the time stated in notice received by you from the Local Union designated above.

I hereby request and accept membership in the United Steelworkers, Local No. 1-2017, and agree to abide by the constitution and by-laws of the organization. In case of misstatement of qualification for membership I agree to forfeit all rights, privileges and moneys paid. This information is held in the strictest confidence in accordance with the confidentiality policies of the Local Union.

SIGNATURE OF APPLICANT _____

EMPLOYEE NO. _____

Keep Original, Forward YELLOW copy to Local Union

- 3.07 This Assignment, in the case of Employees already members of the Union shall be effective immediately and for those Employees not previously members of the Union, it shall become effective thirty (30) calendar days from the date of execution.
- 3.08 The Company shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked by the employee) to the Local Union named therein, no later than the 15th day of the month following the month in which the deduction was made from the employee, with a written statement of names of employees for whom the deductions were made and the amount of each deduction.
- 3.09 The Company shall furnish the Union with the Social Insurance Number of each employee on its payroll on the first occasion when dues are forwarded to the Union after the execution of this Agreement or after the employee enters the employment of the Company, whichever date last occurs.

ARTICLE 4 – NO STRIKES OR LOCKOUTS

- 4.01 The Union and the Employees agree that they will not cause, promote, sanction or authorize any strike, sit-down, slowdown, sympathetic strike, or other interference with work by the Employees for any cause whatsoever and the Company agrees it will not create or institute any lockout of the Employees with respect to any dispute between the Company and the Union or the Company and its Employees during the life of this Agreement.

ARTICLE 5 – SAFETY AND HEALTH

- 5.01 The Company and the Union will co-operate to assure safe working methods and conditions and devise plans for the furtherance of safety measures. The Company agrees to abide by all WorkSafe BC regulations.
- 5.02 Safety is the responsibility of each and every person at the operation. All persons are expected to work safely, observe safety rules and report any unsafe conditions.
- 5.03 Safety Equipment: The Company will provide to new Employees personal protective equipment as may be required by law or by the Company. The Employee will use the required personal protective equipment in performing his/her work assignment safely. The Company will replace as required the following articles of personal protective equipment (PPE) when they are presented worn or damaged beyond repair; otherwise replacement will be at the expense of the Employee:
- a) Hard hats
 - b) Ear Protection
 - c) Eye Protection
 - d) Work gloves
 - e) Dust masks and/or nose protection
 - f) Hi-Visibility Vest

5.04 The Company and the Union agree to cooperate in developing and maintaining a strong sense of safety awareness among employees and supervisors. It is, therefore, recognized that every employee has the right to refuse work if he/she has reasonable cause to believe that to perform the work would create undue hazard to the health or safety of any person. For the purpose of this section, all rules, procedures and outcomes will be as outlined in the corresponding section of WorkSafe BC Occupational Health and Safety Regulation.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

6.01 The normal hours of work for regular full time employees, excluding casuals, will be either five (5) eight (8) hour shifts, or four (4) ten (10) hour shifts per week or a rotation of four (4) twelve (12) hour shifts on and four (4) days off.

6.02

- a) Overtime at the rate of one and one-half (1 1/2) times an Employee's regular rate will be paid for hours worked in excess of the normally scheduled workday.
- b) Overtime at double an Employee's regular rate will be paid for all hours worked in excess of three (3) hours beyond the regular scheduled workday.
- c) Where there is a regular twelve (12) hour shift, double time will be paid for all hours worked in excess of the normally scheduled workday.
- d) An Employee scheduled to work on his/her regular scheduled day off will be paid at the rate of one and one-half (1 1/2) his/her regular rate of pay.
- e) A second overtime shift worked between an employee's regular scheduled shifts will be paid at double time for the hours worked.

6.03 The foregoing provisions shall not be construed as guaranteeing any Employee any number of hours of work in any day or in any week.

6.04 Breaks for eight (8) and ten (10) hour shifts: Employees will be provided with two (2) ten (10) minute rest breaks, one (1) to be taken during each half of each regular shift, and employees will be provided a thirty (30) minute unpaid lunch break. Breaks may need to be staggered so as not to impede production.

6.05 Breaks for twelve (12) hour shifts: Employees working a twelve (12) hour shift will be provided a total of sixty (60) minutes of rest/lunch breaks to be taken at the discretion of the shift but may need to be staggered so as not to impede production. Thirty (30) minutes of the break time will be considered a paid lunch break and as such employees will be expected to be available during this time to attend to demands of the operation.

6.06 Call Time:

- a) When an Employee reports for work and finds no work available, he/she shall be paid two (2) hours at the regular job rate. This shall apply unless the Company gives notice cancelling the shift. Such notice shall be considered to be given by an announcement over the local radio station or through the 'Canfor Alert' communication system prior to the commencement of the shift.
- b) When an employee reports for work and starts work he/she shall receive four (4) hours pay at the regular job rate unless his/her work is suspended for reasons completely beyond the control of the Company, including unsuitable weather conditions.

6.07 Hot Meal:

Employees who work two (2) or more hours of unscheduled overtime shall be entitled to a hot meal.

ARTICLE 7 – SENIORITY

7.01 Probationary Period:

- a) Notwithstanding anything to the contrary contained in this Agreement, it shall be mutually agreed that all employees are hired on probation for the first four-hundred eighty (480) hours worked. During this period, probationary Employees will be considered temporary workers, no seniority rights shall be recognized and they may be dismissed for reasons of suitability.
- b) Upon satisfactory completion of the probationary period, the probationary Employee will become a regular Employee of CANFOR ENERGY NORTH LIMITED PARTNERSHIP (CENLP) and shall be entitled to seniority dating from the day on which the Employee entered the Company's employ, provided however that the probationary period shall only be cumulative within one-hundred eighty (180) days following the date of entering employment.
- c) It is agreed that probationary Employees will have preference over casual Employees for any work performed during the normal work week.
- d) It is further agreed that in the application of (a) above, probationary Employees will be called in for work in accordance with their hiring date, unless such call-in is beyond the control of the employer, and is subject to the Employee having the present ability to perform the work. This obligation does not apply where the Employee cannot be readily contacted or where the Employee has already worked one shift in the 24 hour period.

7.02 Casual Employees:

- a) The term 'Casual Employees' applies to Employees who work on weekends and/or less than four (4) hours per day.
- b) Regular laid off Employees shall not be classified as casual Employees and shall have preference for available work over the said casual Employees.
- c) Casual employees will not accumulate days worked for the purpose of satisfying a probationary period and/or toward any entitlement to benefits.

7.03 Seniority:

- a) Seniority means continuous unbroken service with the Company within a term of employment.
- b) The Company recognizes the principle of seniority; competency considered.

7.04 Layoff and Recall Procedures:

On occasion, the Company may find it necessary to partially or totally curtail operations. Also, the Company may reorganize and eliminate jobs through various changes. In the instance of layoff and recall the most senior Employee will be retained and recalled except if an Employee within the layoff group has skills needed to continue the plant operations, he/she will be retained.

7.05 Seniority during layoffs shall be retained on the following basis:

- a) Employees with less than one (1) year of service shall retain their seniority for a period of eight (8) months.
- b) Employees with one (1) or more years' service shall retain their seniority for twelve (12) months plus one (1) additional month for each year's service, up to an additional six (6) months.
- c) A laid off Employee's seniority retention is reinstated on the completion of one day's work.

ARTICLE 8 – TECHNOLOGICAL CHANGE

- 8.01 The Company will give at least sixty (60) days' notice to the Union of any proposed technological change that is likely to affect the terms and conditions or security of employment of a significant number of employees in the bargaining unit. This notice shall be in writing, and state:
- a) the nature of the technological change;
 - b) the date on which the Company proposes to effect the technological change;
 - c) the approximate number and type of Employees likely to be affected by the technological change.

ARTICLE 9 – UNION BUSINESS

- 9.01 The Company will grant leave of absence to Employees who are elected as representatives to attend Union meetings and Union conventions or a member of any negotiation committee of the Steelworkers in order that they may carry out their duties on behalf of the Union. However, the Company may deny a request based on the effective operations of the plant. The payment of overtime will not be a deterrent from granting union leave.
- 9.02 The Union will make every effort in requesting such leaves of absence to avoid requests that will unduly deplete the crew which will impair production or inhibit the normal functioning of the operation. In such cases, the Union will cooperate with the Company in making substitute Employees available or select alternate delegates to attend Union functions.
- 9.03 It is agreed that before the Employee receives this leave of absence as stated above seven (7) calendar days' notice will be given by the Union in order to replace the Employee with a competent substitute. Should a competent substitute not be available the leave may be denied.

ARTICLE 10 – LEAVE OF ABSENCE

10.01 Medical Leave:

The Company will grant leave of absence to Employees suffering illness or injury, subject to a doctor's statement of disability if requested by the Company.

10.02 Bereavement Leave:

- a) When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence for which he/she shall be compensated at his/her regular straight time hourly rate of pay for hours lost from his/her regular work schedule for a maximum of three (3) days.

- b) Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, mother-in-law, father-in-law, sons-in-law, daughters-in-law, step-parents, grandparents, grandparents-in-law, grandchildren and step-children.
- c) Compensable hours under the terms of this Section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

10.03 Jury Duty:

- a) Any regular full-time Employee who is required to perform Jury Duty, Coroner's Duty, or appear as a Crown Witness on a day which he/she would normally have worked will be reimbursed by the Company for the difference between the pay received for Jury Duty and his/her regular straight time rate of pay for his/her regularly scheduled hours of work.
- b) The Employee will be required to provide a record of appearance at the proceeding and of Jury Duty pay received.
- c) Compensable hours under the terms of this section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

10.04 Leave of Absence for Education:

A leave of absence will be granted without pay to Employees for educational and training deemed to be of value to the Plant, conditional on the following terms:

- a) With at least one (1) months' notice and subject to the availability of a suitable replacement, the leave of absence will be granted on a first come, first served basis.
- b) The maximum number of Employees permitted off at one time shall not exceed a total of one (1).
- c) The leave of absence shall be limited to those Employees with more than two (2) years continuous service.
- d) The leave of absence shall be granted based on one (1) month leave of absence for each year of continuous service to a maximum of six (6) months.
- e) The leave of absence shall be limited to a maximum of one (1) leave in a three (3) year period.

- f) Employees granted a leave of absence greater than one (1) calendar month or more, shall be required to pay the appropriate premiums for continuing health benefit coverage.

10.05 Public Office:

- a) The Company will grant leave of absence for campaign purposes to candidates for Federal, Provincial or Municipal elective public office for periods up to and including eight (8) weeks, provided the Company is given due notice in writing of twenty (20) calendar days, unless the need for such application could not reasonably be foreseen.
- b) Employees elected or appointed to Federal, Provincial or Municipal office, shall be granted as much leave as is necessary during the term of such office. Municipal office holders, where the term of public office is served intermittently, shall give the Company reasonable notice for absences from work for conducting Municipal business.
- c) The employee who obtains this leave of absence shall return to his/her Company within thirty (30) calendar days after completion of public office.

10.06 Absence:

Calling In: When an Employee is unavoidably prevented from reporting for his/her scheduled shift, every effort must be made to provide notice to his/her foreman or department at least two hours before the start of the shift. The Employee must provide his/her name and reason for being absent. The intent of a call-in for absence is to provide adequate notice to all Employees and managers immediately affected by that absence. The Company will post the call-in procedure and contact phone number(s).

ARTICLE 11 – STATUTORY HOLIDAYS

- 11.01 All regular and probationary Employees who qualify for the paid holiday under the conditions set out below shall be paid for the holiday at their regular job rate of pay for their regular work schedule. The following statutory holidays will be observed:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

- 11.02 If required to work on the holiday an Employee will be paid one and one-half (1 1/2) times his/her regular rate for the hours worked.
- 11.03 Holidays will be observed on the day on which they fall unless another day is substituted by mutual agreement of the Union and the Company.

- 11.04 To qualify for a paid statutory holiday an Employee must have been on the payroll for thirty (30) calendar days immediately preceding the holiday and must have worked his/her last scheduled day before the holiday and his/her first scheduled day after the holiday.
- 11.05 For the statutory holidays of Remembrance Day, Christmas Day, Boxing Day and New Year's Day employees scheduled to work will have the option to apply for shift coverage with another competent employee, providing both employees have signed off and their Manager has approved the shift coverage.

ARTICLE 12 – VACATION

- 12.01 Employees with one (1) to two (2) years' continuous service shall receive two (2) weeks' vacation with pay based on four percent (4%) of his/her gross earnings.
- 12.02 Employees with two (2) to three (3) years' continuous service shall receive two (2) weeks' vacation with pay based on five percent (5%) of his/her gross earnings.
- 12.03 Three Years' Service:
Employees with three (3) or more years' continuous service with the company shall receive three (3) weeks' vacation with vacation pay based on six percent (6%) of his/her gross earnings.
- 12.04 Seven Years' Service
Employees with seven (7) or more years' continuous service shall receive four (4) weeks' vacation with vacation pay based on eight (8%) of his/her gross earnings.
- 12.05 It is agreed that the employee will be entitled to an adjustment of the appropriate percentage of vacation pay when he/she qualifies for additional vacations for increased service with the Company as provided for under Sections 11.02 and 11.03.
- 12.06 The vacation year for scheduling purposes in January 1 to December 31.

At the Employee's request, the Company will payout accumulated vacation pay on the payday immediately following the request, provided the request was submitted at least one (1) week before payday. Employees are limited to two (2) such payouts each calendar year.

In the last pay period of November of each year, any amount of accrued vacation pay beyond the amount required relative to the following years' time off eligibility will be paid out to the employee.
- 12.07 Vacations must be co-ordinated with and approved by the Employee's supervisor and are subject to the Company's right to schedule a vacation shutdown.

12.08 For employees scheduled on shifts other than 5 x 8, vacation time off entitlement will be converted to hours (Example: 3 weeks = 120 hours). The exception will be a 4 on 4 off, 12-hour shift arrangement whereby employees will be able to use 40 hours vacation for a full 48-hour tour.

ARTICLE 13 – GRIEVANCE PROCEDURE

13.01 An Employee representative and one (1) alternative shall be elected or appointed by the Union members employed in the operation covered by this Agreement for the purpose of handling grievances. The employee(s) shall have completed their probationary period with the Company.

13.02 Meetings, for the purpose of grievances, shall, except in cases of emergency, and wherever possible, be held outside of working hours. In the event that a grievance should arise it shall be dealt with in the following manner, without stoppage of work.

13.03 The following Steps will be followed with regard to all grievances:

Step 1: The individual employee involved, with or without the Job Steward, shall first take up the matter with the Staff member directly in charge of the work, within fourteen (14) days from the occurrence of the event or events giving rise to the grievance, or from the time when the employee has knowledge, or may be reasonably presumed to have knowledge, of such event or events.

Step 2: If a satisfactory settlement is not then reached, it shall be reduced to writing by both Parties when the same employee and the employee representative shall take up the Grievance with the Plant Manager. If desired, the Union Business Agent shall accompany the employee and the employee representative.

Step 3: If the grievance is not then satisfactorily resolved, it shall be referred to the Local Union and the Management.

Step 4: If a satisfactory settlement is not then reached; it shall be dealt with by arbitration and the Parties will each bear one half (1/2) the expenses.

13.04 Time Limits:

- a) If a grievance procedure has not advanced to the next stage under Step 2, 3 or 4 within fourteen (14) days after completion of the preceding stage, then the grievance shall be deemed to be abandoned, and all rights of recourse to the grievance procedure shall be at an end. The fourteen (14) day limit may be extended by mutual consent of both Parties.

- b) The Parties agree that the operation of Section 87, Subsection I, of the Labour Relations Code of British Columbia is specifically excluded from this Agreement.

13.05 Ongoing Problem Resolution:

The Parties agree to a process of ongoing timely resolution of matters as they arise in operations during the term of the Agreement. Either Party may request the involvement of CONIFER and the USW for the purpose of assistance in the resolution of such matters.

ARTICLE 14 – WAGE ADMINISTRATION

14.01 Pay Days:

- a) The Company will provide for paydays every second week. Employees will be paid through a method of direct payroll deposit. Employees will provide necessary bank account information to the payroll department.
- b) Each Employee shall be furnished with an itemized statement of earnings and monthly deductions.

14.02 Job Classifications and Wages:

Job descriptions will be developed for each production job at the site.

Canfor Energy North - Chetwynd and Fort St John

Category	1st Pay Period September 2020 (+2%)	1st Pay Period September 2021 (+2%)	1st Pay Period September 2022 (+2%)	1st Pay Period September 2023 (+2%)	1st Pay Period September 2024 (+2%)
Base Labour	\$20.82	\$21.24	\$21.66	\$22.09	\$22.53
Rail Load Out (Cleanup)	\$23.26	\$23.73	\$24.20	\$24.68	\$25.17
Production Loader/Plant Utility	\$25.14	\$25.64	\$26.15	\$26.67	\$27.20
Process Operator	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82

Category	1st Pay Period September 2020	1st Pay Period September 2021	1st Pay Period September 2022	1st Pay Period September 2023	2nd Pay Period September 2024
Certified Trades Rate	\$44.08	\$44.96	\$46.08	*TBD	*TBD

*TBD – will follow certified trades rates in primary sawmill industry as projected to be established at July 1, 2023.

14.03 First Aid Attendants:

Level 3 First Aid ticket holders shall receive their job rate of pay plus a ticket premium of \$0.40 per hour worked.

Effective first pay period following notice of ratification of the 2020 to 2025 Collective Agreement, designated Level 3 First Aid Attendants shall receive their job rate of pay plus a ticket premium of \$1.00 per hour worked.

14.04 Chargehand Premium:

Effective first pay period following notice of ratification of the 2020 to 2025 Collective Agreement, employees designated as a Chargehand will receive \$1.00 per hour in addition to his/her regular rate of pay.

ARTICLE 15 – HEALTH & WELFARE BENEFITS

15.01 NIFIBP Participation

The Company will participate in the joint USW – Industry trustee Northern Interior Forest Industry Benefit Plan (NIFIBP). The NIFIBP plan provides for Weekly Indemnity, Life Insurance, and Accidental Death and Dismemberment Insurance to eligible covered members.

It is understood that where ever the provisions of the NIFIBP Plan may be incongruent with any content of this Article, the provisions of the NIFIBP Plan will apply.

15.02 Extended Health, Medical Travel Benefit, and Dental

The Parties agree to apply and to adopt any changes in the parameters of coverage for Medical Travel Benefit, Extended Health Coverage and Dental as may be negotiated between CONIFER and the USW relative to the mainstream solid wood industry.

15.03 Coverage Eligibility

An employee becomes eligible for enrolment for coverage for Health and Welfare Benefits as outlined in this Article on the first day of the month following completion of two-hundred and forty (240) hours worked.

15.04 Premium Sharing and Benefit Plan Renewals

There will be a premium sharing process in accordance with the following table. Employee share of premiums will be deducted through payroll deductions accordingly. The Health and Welfare Benefit Plan outlined in this Article is subject to periodic reviews. Any change in premiums and/or benefits as a consequence of the periodic reviews will be administered in accordance with the premium sharing particulars outlined below:

Benefit	Company %	Employee %
Extended Health Medical Travel Benefit	100%	0
Dental	100%	0
WI	100%	0
Life	100%	0
AD & D	100%	0

15.06 Layoff Coverage

- a) Lay-off coverage for employees with more than three (3) months' seniority, but less than one (1) year's seniority will be three (3) months. Lay-off coverage for employees with one (1) or more year's seniority will be six (6) months.
- b) In order for reinstatement of layoff coverage to occur there must be a return to regular full-time employment. An employee returns to regular full-time employment when he/she is employed for ten (10) working days within a floating period of thirty (30) consecutive days.
- c) In addition, an employee who returns to work for at least one (1) working day and less than ten (10) working days will be covered for that month, in addition to any layoff coverage to which he/she was entitled, if the recall occurred during the period of lay-off coverage.
- d) In order for layoff coverage to be administered, employee share of premiums must be paid in full prior to the continuation of coverage.

ARTICLE 16 – GROUP DEFINED CONTRIBUTION PENSION PLAN

16.01 Eligibility: all full time, regular Employees of CENLP upon completion of twelve months service are eligible to participate in the plan.

16.02 Contributions: the Company will contribute seventy-five (\$0.75) cents per hour worked to the Group Defined Contribution Pension Plan for each eligible Employee. Individual accounts will be established with the contributions being locked in during the term of employment, as the purpose of the Plan is to provide for retirement.

Contributions will be adjusted over the term of the 2015-2020 collective agreement as follows:

- Effective January 1, 2016, contributions will be increased to eighty-five (\$0.85) cents.
- Effective January 1, 2017, contributions will be increased to ninety (\$0.90) cents.
- Effective January 1, 2020, contributions will be increased to one dollar (\$1.00).

Contributions will be adjusted over the term of the 2020-2025 collective agreement as follows:

- Effective September 1, 2021, contributions will be increased to one dollar and five cents (\$1.05).
- Effective September 1, 2022, contributions will be increased to one dollar and ten cents (\$1.10).
- Effective September 1, 2023, contributions will be increased to one dollar and fifteen cents (\$1.15).

ARTICLE 17 – LONG TERM DISABILITY PLAN

17.01 The Company and the Union agree to participation in the IWA-Forest Industry Long Term Disability (LTD) Plan.

Contributions from both the Company and the Employee will be one dollar and twenty cents (\$1.20) per hour worked, of which the Company will contribute sixty cents (\$0.60) per hour, and the Employee will contribute sixty cents (\$0.60) per hour.

17.02 The Company and the Union agree that any future changes in LTD contribution levels (timing and particulars) as may be negotiated between CONIFER and the USW relative to the mainstream solid wood industry, or as may be permitted to be decided and implemented by the Board of Trustees of the LTD Plan, will be applicable to Canfor Energy North Limited Partnership and the employees. Thirty (30) days' notice of the change will be provided.

ARTICLE 18 – GENERAL PROVISIONS

18.01 Chargehand:

A designated Chargehand acting as a representative of the Company is a work coordinator and can exercise job/work direction.

Chargehands do not have the right to hire, discharge or discipline employees.

The Company shall have the right to select employees for the position.

The Plant Committee and Local Union will be advised by the Company of Chargehand appointments.

It is understood there will be employees on shift that will have responsibilities as a Chargehand whereby he/she may be required to handle matters under the direction of a supervisor.

18.02 Shop Stewards:

The Union will advise the Company of the identity of all shop steward(s).

18.03 Contractors:

The Company agrees that the introduction of a Contractor or Sub-Contractor into an operation will not result in the loss of full time positions held by regular employees in the operation, except when justified by special circumstances.

18.04 Maintenance Support:

The operation may utilize maintenance support from the adjacent Canfor primary sawmill bargaining unit as may be required accordingly. The Company may also hire maintenance (trades) employees as may be deemed necessary to optimize the efficiency of the operation.

18.05 Adjacent site shared services:

It is agreed that the Company may draw on adjacent site services from the sawmill operation where it makes sound operational sense to do so. Examples include: janitorial services, site security, supplementary loader support.

It is understood that the CENLP trackmobile may, on occasion, be required to re-position lumber railcars on the rail car spur system to allow for continued operation of the Pellet Plant on an emergency basis to provide for continuity of operation of the pellet loading.

18.06 Education Fund:

The Company will contribute \$0.08 per hour worked per each employee and submit to the Local union monthly.

Effective March 1, 2023, the Company will contribute \$0.09 per hour worked per each employee and submit to the Local union monthly.

18.07 Apprenticeship:

The Company and the Local Union agree to meet during the first year of the 2015-2020 collective agreement to discuss the topic of apprenticeship.

18.08 Work Boot Reimbursement

Effective January 1, 2021, employees will be reimbursed, on submission of receipt, for the cost of 1 pair of CSA approved work boots per calendar year up to a maximum of \$100.

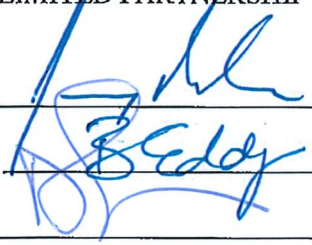
ARTICLE 19 – DURATION OF THE AGREEMENT

19.01 The Parties hereto mutually agree that this Agreement shall be effective from and after the 1st day of September 2020, to the thirty-first (31st) day of August 2025 and thereafter, from year to year unless four (4) months written notice of contrary intention is served by the Parties. The notice required hereunder shall be validly and sufficiently served at the Head Office of the of the First Part or at the Local Office of the Local Officers of the Union, Party of the Second Part, at least four (4) months prior to the expiry of any yearly period. If no agreement is reached at the expiration of this contract and negotiations are continued, the Agreement shall remain in force up to the time a subsequent Agreement is reached, or until negotiations are discontinued by either Party.

19.02 The Parties hereto agree that the operation of Section 50(2) of the Labour Relations Code is excluded from this Agreement.

Dated this 21st day of Dec. 2020.

FOR: CANFOR ENERGY NORTH
LIMITED PARTNERSHIP (CENLP)



FOR: UNITED STEELWORKERS
LOCAL 1-2017

