

COLLECTIVE AGREEMENT

between

SONOCO CANADA CORPORATION
TRENT VALLEY MILL

GLEN MILLER, ONTARIO

(hereinafter called "the Company")

and

COMMUNICATIONS, ENERGY and PAPERWORKERS UNION of CANADA
GLEN MILLER LOCAL NO.1489

(hereinafter called "the Union")

Amended in accordance with the provisions of the "Memorandum of Settlement" ratified April 28, 2011.

ARTICLE 1 - GENERAL PURPOSE

- 1.01** It is the general purpose of this Agreement to promote the mutual interest of the Company and its employees, and to provide for the operation of the Company's Mills under conditions which will further the safety and welfare of the employees, economy of operations, quality and quantity of output, cleanliness of plant and protection of property to the fullest extent possible.
- 1.02 Harassment and Discrimination**
The Company and the Union endorse the right of all employees to work in an environment free of harassment or discrimination based on race, sex, color, religion, ethnic origin, age, ancestry, place of origin, citizenship, creed, record of offences, marital status, family status or handicap status.
All employees will fully cooperate with all investigations addressing any allegations based on the above. The Company policy regarding harassment will be posted throughout the Mill.

ARTICLE 2 - RECOGNITION

- 2.01** In order to carry out the general purpose of this Agreement, the Company recognizes the Communication, Energy and Paperworkers Union (CEP) as the bargaining agency for all the Company's employees who are eligible for membership in the Union.
- 2.02** Employees of the Company who come under this Agreement and are entitled to membership in the Union include all those employed in and outside the Mill, except Superintendents, Supervisors, Technical Control, Security Guards and Office Department employees who are considered part of management under this Agreement.

ARTICLE 3 - UNION SECURITY

- 3.01** Any employee who is a member or who becomes a member or is reinstated as a member of the Union, shall, as a condition of employment, maintain such membership in good standing.
- 3.02** A new employee who is not a member of the Union shall join the Union within thirty (30) consecutive days after commencement of his/her employment but shall not be classed as a permanent employee for sixty (60) cumulative days worked after commencement of employment and then shall be classified as permanent subject to the conditions outlined in Article 6.06 hereafter.

Before contacting new employees with regard to membership, the Union shall first ascertain from the Mill Management if such new employees have completed their probationary period as prescribed above and is acceptable as a permanent employee.

Employees who are dismissed during their probationary period shall not file a grievance or have access to the grievance procedure.

Under normal conditions Supervisors shall not do work which is customarily performed by members of the bargaining unit.

ARTICLE 4 - EMPLOYMENT

4.01 When engaging employees the Company will give preference to Union members if such are available and capable of doing the work efficiently.

4.02 No application for employment shall become effective unless and until approved by the Mill Manager.

4.03 Physical Examination of Employees

a) All new employees who are engaged for permanent jobs must have a physical examination. This examination will be arranged and paid for through the Company.

b) Examinations may also be required when an employee returns to work after sickness or accident; applies for transfer to a new job; or after exposure or possible exposure to infectious disease. The Union will be informed of the Company's intention to exercise this clause.

c) In the event a disagreement arises between the employee's doctor and the Company doctor regarding the medical status of the employee, arrangement will be made for an examination of the employee by an independent doctor, a specialist in the field of the illness or injury, and the specialist's will be the medical opinion which the Company will take into account when reaching its decision. The cost of this examination will be paid through the Company.

4.04 Weekly Indemnity Dispute Resolution (Effective February 1, 2006)

Should the insurer deny the employee's claim for weekly indemnity benefits, the employee shall have the right to access the insurer's internal appeal mechanism and the employer will use their best efforts to facilitate the appeal process where the employee so requests.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The management of the plants and the direction of the working forces, including the right to hire, suspend, promote, transfer or discharge for just cause, and the right to relieve employees from duty because of lack of work or other legitimate reasons is vested exclusively in the Company; provided, however, that the Company shall exercise these rights in a manner consistent with the other provisions of this Agreement.

- 5.02** The management reserves the right to determine and establish standards of performance for all machines and operations. Such standards shall be established on the basis of fairness and equity.

ARTICLE 6 - PROMOTIONS, LAY-OFFS AND RECALLS

- 6.01** In all cases of promotions of a permanent nature, seniority, skill, ability and qualifications shall be the governing factors. In selecting the person for the permanent appointment the Company shall take the senior applicant [provided he/she has the skill ability and qualifications to perform the job.] The Company recognizes plant seniority, department seniority and job seniority. Seniority for the purpose of promotion will be departmental. In cases where a recognized chain of promotions exist job seniority will govern. Employees next in line will be provided with a reasonable opportunity to demonstrate the ability required for promotion.

Mill seniority shall accrue to a regular employee from the last date of having been taken on the payroll.

Department seniority shall accrue to a regular employee from the last date of entry into a given department on a permanent basis.

Job seniority shall accrue to a regular employee from the last date of entry into a permanent vacancy and shall be classified after thirty (30) working days have been completed.

- 6.02** a) Where vacancies occur in jobs outside of the line of progression or in the bottom lines such vacancies shall be posted for seventy-two (72) hours exclusive of Saturdays, Sundays and Statutory Holidays, in order to allow all employees an opportunity to apply for the job. Application forms will be posted beside the notice.
- b) The Company will make all reasonable efforts to contact by mail or telephone any employees who are absent for any reason, giving advice of vacancies which have been posted. If contact is made by mail an application form will be enclosed.
- c) Among employees having met the minimum testing requirements where applicable, senior employees will be given preference as per Article 6.01 above. The successful applicant will be given a minimum training period based on the following table:

Position	Training Shifts
Fourth Hand, Fifth Hand	7
Shift Spare	7
Shipper	20
LTO – Receiving	7
Black Clawson Rewinder Operator	20
Black Clawson Rewinder Assistant Operator	7
Black Clawson Helper	7
Machine Tender, Back Tender, Third Hand	20

Paper / Stock Tester	20
Pulper Operator	20
Material Handler	7
Shipping Lead Hand	20
Storekeeper	20
Shunter/Shipper Helper	20
Quality Coordinator	20

He/she may revert to his/her former position without loss of seniority within the training period. In any event, an applicant may not be deemed by the employer to have failed at the new job without having been given a minimum training period. An additional training period may be extended by mutual agreement between the union and the employer, but such agreement shall not be unreasonably withheld. The successful applicant for a posted position shall be placed into the position within sixty (60) calendar days of being advised that he is the successful applicant, unless extended by agreement of the Employer and the Union.

6.03 a) In the event that a curtailment of the work force necessitates lay-off of more than one (1) working day, the lay-off will be based on the seniority, skill, ability and qualifications of the employee to perform the work available.

b) Not less than seven (7) days prior to issuing notice of layoff of a permanent nature, the Company shall provide to the Union notice of layoff, identifying the classifications and employees involved, and the reason for the layoff and shall meet with the Union at that time to discuss possible alternatives.

c) In the event of a permanent layoff, for the following positions layoff will be based on mill seniority:

Fifth Hand
 Shift Spare
 Shipper
 LTO - Receiving
 Black Clawson Rewinder Operator
 Black Clawson Rewinder Assistant Operator
 Black Clawson Helper
 Fourth Hand
 Material Handler
 Shunter/Shipper Helper

In the event of a permanent layoff, for the following positions layoff will be based on seniority, skill, ability, and qualifications:

Machine Tender, Back Tender, Third Hand
 Paper/Stock Tester
 Pulper Operator
 Shipping Lead Hand
 Engineers - 2nd Class, Engineers - 3rd Class, 4th Class
 Trades Lead Hand, Trades Class "A", "B", "C", Trades Helper, Trades Labourer
 Storekeeper

Quality Coordinator

Employees moving into new positions will receive the training shifts outlined in 6.02(c).

- 6.04** In the event of recall following lay-off, employees will be recalled in order of mill seniority provided they have the skill, ability and qualifications to perform the normal requirements of the job, and provided that the employee being recalled returns to the service of the Company within three (3) days of the date of recall notice.
- 6.05** Recall rights will be lost in the event that:
- a) an employee with three (3) months, but less than three (3) years of service has been on lay-off for a period of more than twelve (12) consecutive months, or
 - b) an employee with three (3) years or more of service has been on lay-off for a period of more than twenty-four (24) consecutive months.
- 6.06** All personnel hired as vacation replacement shall not have seniority rights.* Should they be kept on in a permanent position or rehired in a permanent position within forty-five (45) days of their previous termination then they shall have seniority rights from the original date of hire.

*The foregoing clause regarding seniority rights will also apply where personnel are called in to fill in over weekends or other short periods of time.

EXPLANATION

Where personnel have been customarily called in to fill in over weekends or other short periods of time, seniority rights will start from the date of full-time employment and according to usual procedures as to waiting time, etc.

Seniority rights cannot be carried forward from one (1) year to the next by vacation replacement personnel, nor by part-time and weekend replacement personnel.

Vacation replacement personnel who have completed forty (40) hours per work week on an eight (8) hour system or forty-eight (48) hours on a twelve (12) hour system will not be allowed to work overtime, unless there are not enough union members from that department willing to work the overtime required. Department includes Labour Pool employees assigned to that department, but not summer replacement help.

- 6.07** Employees promoted to jobs outside the bargaining unit will continue to accumulate seniority for a period of one hundred and twenty (120) days with the right during this period to return to their former job.

Reclassification Within Maintenance Department

- 6.08** An employee of the Maintenance Department, desiring a review of his/her ability and qualifications for purposes of possible reclassification to a higher position, shall

submit in writing to his/her Supervisor notice of his/her request. If the employee is dissatisfied with the Supervisor's decision, the matter will be taken up between the Plant Manager and Union Executive. It is not the intent of the Union in the application of this clause to create job vacancies where they do not already exist.

- 6.09 Loss of Seniority Rights - An employee shall cease to have seniority rights and his employee status with the Company shall be terminated for all purposes if he:
- (a) Voluntarily leaves the Company;
 - (b) Is justifiably discharged and such discharge is not reversed through the grievance procedure;
 - (c) Is laid-off by the Company for a period exceeding his seniority (for an employee employed for one year or less seniority shall be considered equal to one year);
 - (d) Fails to report for work within five (5) working days after the notice has been sent by Registered Mail to the last place of address on record with the Company;
 - (e) Is absent without leave for three (3) consecutive days or more unless he has a justifiable excuse;
 - (f) Retires

ARTICLE 7 - NO STRIKES OR LOCK-OUT

- 7.01 There shall be no strikes, walk-outs, lock-outs or other similar interruptions of work during the life of this Agreement.

ARTICLE 8 - VACATIONS

8.01 Eligibility

All hourly paid employees of the Company who complete one (1) year of continuous employment in the service of the Company will be granted a vacation with vacation pay under the conditions set forth below.

8.02 Continuous Employment

Continuous employment is broken by discharge for cause, voluntary resignation or any other voluntary separation.

- 8.03 Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment.

Vacations and Vacation Pay

- 8.04 Vacations will be granted to permanent employees on the basis of:

Two (2) weeks vacation after one (1) year with vacation pay of four and eight tenths (4.8) percent of gross earnings during previous year or forty (40) hours of basic pay per week whichever is the greater.

Three (3) weeks vacation after five (5) years with vacation pay of seven and two tenths (7.2) percent of gross earnings during the previous year or forty (40) hours of basic pay per week whichever is the greater.

Four (4) weeks vacation after eleven (11) years with vacation pay of nine and six tenths (9.6) percent of gross earnings during previous year or forty (40) hours of basic pay per week whichever is the greater.

Five (5) weeks vacation after eighteen (17) years with vacation pay of twelve (12) percent of gross earnings during the previous year or forty (40) hours of basic pay per week whichever is the greater.

Six (6) weeks vacation after twenty-three (23) years with vacation pay of fourteen and four tenths (14.4) percent of gross earnings during previous year or forty (40) hours of basic pay per week whichever is the greater.

8.05 Any employee taking all or part of their vacation between January 1 and the last Saturday in April will receive an extra ten (10) hours pay for each week taken.

8.06 An employee may, if he/she so desires, draw his/her vacation pay at the beginning of his/her vacation period or on a weekly basis.

8.07 a) Vacations cannot be accumulated from year to year, but must be taken in the calendar year in which they become due.

b) The Company may grant an extension of sixty (60) days, for up to 2 weeks of vacation, into the next calendar year upon request by an employee. Employees requesting an extension must request the dates required in writing prior to September 1st of the previous year.

c) Any employee absent from work for four consecutive months who returns to work:

- before September 30 - the company will schedule his/her remaining vacation as per article 8.12(b)
- between October 1 to November 15 - the company will schedule up to two weeks of the remaining vacation. The individual may choose to be paid for any further vacation entitlement.
- November 16 or after - the individual may choose to be paid for any remaining vacation.

d) During any employees absence from work due to illness or injury, any vacation pay to which an employee is entitled shall not be paid to the employee until their return to work, in a manner that is agreeable to the employee and employer.

8.08 In the event that any employee who has earned a vacation in accordance with this Article is discharged or laid off before taking such vacation the employee shall be entitled to be paid the vacation pay he/she would have received had he/she taken

his/her vacation prior to such discharge or lay-off.

General

8.09 An employee's years of employment, for the purpose of determining the employee's vacation entitlement, shall be determined as at July 1st in each year; an employee with less than one (1) year's employment as at that date shall receive in that year, vacation with pay pro rata on the basis of one-half (1/2) day per month. For the purpose of this clause it is agreed that any time worked during a month will be construed as having worked a full month.

8.10 Vacation privileges are not transferable.

8.11 It is the intent of the vacation plan that vacations shall not be permitted to interfere with Mill operations.

8.12 a) The Company has the right to schedule the vacation period for each employee, and also to administer generally the vacation plan in accordance with the foregoing provisions. It is also understood that the matter of seniority must apply in the selection of a vacation date. To bring the above into effect vacation lists will be prepared prior to March 1st in each year by conferring with employees in order of seniority. The employer shall post the vacation schedule by no later than April **2nd**. Once the vacation schedule has been established in accordance with this section an employee's vacation period shall not be changed except by mutual agreement of the employee and the Company.

b) Any outstanding vacation not scheduled by the second Saturday in June, per 8.07a), the Company, starting with the last available week in the calendar year, shall schedule by seniority, all remaining vacation weeks.

8.13 Consideration for vacation entitlement shall be based on a maximum number of employees on vacation during any given week, by crew, and overall in the mill. More than two (2) consecutive weeks vacation shall not be given during the summer season [the last two (2) weeks of June, July, August, and the first two (2) weeks of September], unless production and scheduling requirements make it possible.

Should the Company agree to grant more than two (2) weeks vacation to an employee during the summer season, such agreement shall be based on time available after other employees, who have submitted requests by March 1st, have had opportunity to schedule two (2) weeks vacation during that period.

Employees who do not schedule their vacations in accordance with the above procedure shall take their vacations on a first come, first served basis as per Article 8.12.

8.14 - SUPPLEMENTARY VACATION

An employee who shall have completed twenty-five (25) years of service and who shall have attained an age listed below, shall be entitled to additional

vacation with pay in accordance with the following schedule:

After age 60 and prior to age 61	1 week
After age 61 and prior to age 62	2 weeks
After age 62 and prior to age 63	3 weeks
After age 63 and prior to age 64	4 weeks
After age 64 and prior to age 65	5 weeks

ARTICLE 9 - HOLIDAYS

9.01 The twenty-four (24) consecutive hours running from 6:00 a.m. in the forenoon of each of the following listed days until 6:00 a.m. in the forenoon of each of the days following shall be considered holidays for the purpose of this Agreement.

Canada Day; Civic Holiday (1st Monday in August); Labour Day; Thanksgiving Day; Christmas Day, Boxing Day, December 27

Although each holiday is the twenty-four (24) hour period as stated above; the Mill at Christmas and New Years will normally be shut down from 4:00 p.m. on Christmas Eve until 6:00 a.m. on December 28th.

Christmas & New Year's Shutdown

Boiler Room employees who are required to work between the hours of 4:00 p.m. on December 24th, and 6:00 a.m. on December 25th, when the plant has been shut down, will be paid the rate of time and one-half for such hours worked. The same provision will apply in the case of December 31st and January 1st.

9.02 If one of the above holidays falls on a Saturday or Sunday, the Company and the Union shall mutually decide which work day off shall be taken by day workers; where applicable. Such decision shall be made fifteen (15) days prior to the affected holiday.

9.03 a) An employee who is not required to work on any holiday shall receive holiday pay at the rate of eight (8) times his/her regular hourly rate in respect of that holiday. A twelve (12) hour worker shall receive twelve (12) times his/her hourly rate in respect of that holiday if he/she would have been normally scheduled to work that day.

b) If one of the holidays listed in Article 9.01 falls in a week in which the employee is on layoff, any holiday pay owing will be paid to the employee in the first pay period after their return to work. If more than one of the holidays listed in Article 9.01 falls in a week in which the employee is on layoff the employee may request that the statutory holiday pay be paid prior to their return to work.

9.04 In order to be eligible for such holiday pay an employee must have been on the Company payroll for thirty (30) calendar days immediately preceding the holiday, and must have worked his/her regular shift the last working day preceding and his/her regular shift the next working day following the holiday.

9.05 Day workers on an eight (8) hour schedule and on vacation the week of a Statutory Holiday are entitled to an extra day off for that Statutory Holiday. For the purpose of remuneration, eight (8) hours regular pay for the Statutory Holiday will be paid the week in which the Statutory Holiday falls. Tour workers on twelve hour shifts and on vacation the week of a Statutory Holiday will be paid eight (8) hours at time and one-half (1-1/2) for the first eight (8) regular hours worked upon returning to their scheduled shift following their vacation period. This is in addition to the Statutory Holiday pay as defined under "Operations on a Statutory Holiday" which will be paid in the week the Statutory Holiday falls.

9.06 Any maintenance work done on Statutory Holidays will be performed on a voluntary basis. Production workers are to be out of the Mill at the start of the holiday period subject to the voluntary clause in the previous sentence.

9.07 Personal Floating Holidays

The Company agrees that each employee will be given three (3) Floating Holidays with eight (8) hours pay each at their regular hourly rate except where the individual is on a 12-hour schedule, in which case he/she will be allowed an equal amount of total hours off, i.e. twenty-four (24) hours or two (2) days off with pay; at a time to be arranged by the employee with his/her Supervisor.

The floating holiday must be taken during the calendar year and to be eligible an employee must have completed sixty (60) working days of continuous service. Floating Holidays must be taken on a day the employee would otherwise be scheduled to work and will not be paid for unless they actually take time off. At least seven (7) day's written notice must be given (not to apply in case of emergency) to the employee's Supervisor on the forms provided. An answer to the notice must be given not later than five (5) days before the day requested as a Floating Holiday. Should the efficiency of operations be impaired, an alternate date will be agreed upon between the employee and the Supervisor at that time. In the event an agreement cannot be reached at that time between the employee and his supervisor the employee will have the right to carry over the floating holidays into the next calendar year to be taken within sixty (60) days of January 1st. If there is still no agreement within the sixty (60) day period on a mutually agreed day off the employee will be paid out for any outstanding Floating Holidays at the rate of pay at that time.

The Company will institute the following measures to enable employees to take personal floating holidays:

1. Provide training to increase the number of employees able to cover personal floating holidays.
2. Include personal floating holidays in weekly allotment for number of employees allowed off at any one time.
3. The company will continue to encourage employees to volunteer to cover personal floating holidays.
4. The company will not request personal reasons for a Personal Floating Holiday.

- 9.08** An employee on a temporary rate will be paid at the rate he/she was on, on the last day prior to the holiday or first day after the holiday, whichever is greater.

ARTICLE 10 - HOURS OF WORK

- 10.01** The normal operation of the Mill will be seven (7) days per week from 6:00 a.m., Sunday until 5:59 a.m., the following Sunday.
- 10.02** For the purpose of this Agreement, a day shall be the twenty-four (24) hours running consecutively from 6:00 a.m.
- 10.03** The Company will not be responsible for failure to give notification to any employee who has no telephone at home, and who fails to leave specific instructions as to how he or she may be reached.

It is the employee's responsibility to check the posted schedules each week to determine his/her work assignment for the following week. The Company will attempt to notify any employees affected by subsequent revisions to the schedules.

Day Workers

- 10.04** The regular hours of work for day workers shall be forty (40) hours per week, eight (8) hours per day, five (5) days per week. The normal hours of work in any day shall be 8:00 a.m. to 12:00 noon, and 12:30 p.m. to 4:30 p.m., except as mutually agreed. In a two-shift operation, the hours of work for the afternoon shift shall be 4:30 p.m. to 1:00 a.m. On Fridays, Maintenance day workers will work from 8:00 a.m. until 4:00 p.m. with a 20 minute paid lunch period.
- 10.05** When it is necessary to maintain a crew outside of the established work force, employees so employed will be rated as day workers.
- 10.06** Day workers shall be in their respective working places to begin work at the designated starting time, and shall remain at their respective working places during working hours.
- 10.07** Machinery will be started promptly, and will not be stopped before the designated stopping time.

Tour Workers

- 10.08** The normal hours of work for tour workers shall average forty (40) hours per week for workers normally scheduled eight (8) hours per shift and forty-two (42) hours per week over a two-week period for workers normally scheduled twelve (12) hours per shift.
- 10.09** a) Each tour that consists of eight (8) consecutive hours will be as follows:
 Tour "A"8:00 a.m. to 4:00 p.m.
 Tour "B"4:00 p.m. to 12:00 midnight

Tour "C"12:00 midnight to 8:00 a.m.
except as may be otherwise mutually agreed.

b) Each tour that consists of twelve (12) consecutive hours will be as follows:

Tour "A" 6:00 a.m. to 6:00 p.m.

Tour "B" 6:00 p.m. to 6:00 a.m.

except as may be otherwise mutually agreed.

10.10 A tour worker is required to be in his/her place at the start of a tour. At the end of a tour, no tour worker shall leave his/her place to wash up and dress until his/her mate has changed clothes and has reported to take on the responsibility of the position.

10.11 a) If a tour worker does not report for his/her regular tour, his/her mate shall notify the Department Superintendent or Supervisor. He/she shall then remain at his/her post until a substitute is secured and has taken over the job, or if necessary he/she shall work an extra tour.

b) Tour workers on a 12-hour schedule shall remain at their post should they not be relieved, to a maximum of four (4) hours past their regular shift, or sixteen (16) hours total in any one twenty-four (24) hour period as per ESA.

10.12 It is the duty of a tour worker to report for his/her regular tour unless he/she has already arranged with Management for a leave-of-absence. If unavoidably prevented from reporting for work he/she shall give the Superintendent or Supervisor as much notice as possible, but not less than three (3) hours notice before his/her tour goes on duty.

10.13 Return to Work - Notice of Intention

a) When a day or tour worker has been absent from work for one (1) or more shifts, he/she shall be required to give notice to the Mill Manager, or if unavailable, the Supervisor, or as a last recourse, the department lead hand, of his/her intention to report for his/her next regular shift, by 2:00 p.m., on the day previous.

b) If employees report back to work without giving notice as specified in (a) above, the Company may refuse to allow them to work on that day.

ARTICLE 11 - WAGES

11.01 Basic or Regular Rates

The basic or regular rates are as set forth in Schedule "A" attached. These include the following wage increases.

a) Effective September 15, 2009, the hourly rates of pay shall be increased by zero (0) percent.

- b) Effective September 15, 2010, the hourly rates of pay shall be increased by zero (0) percent.
- c) Effective September 15, 2011, the hourly rates of pay shall be increased by zero (0) percent.
- d) Effective September 15, 2012, the hourly rates of pay shall be increased by one (1) percent.
- e) Effective September 15, 2013, the hourly rates of pay shall be increased by one point five (1.5) percent.
- f) Effective ratification apply an adjustment of \$1.00 to all Trades rates.
- g) Effective September 15, 2012 apply an adjustment of \$1.00 to all Trades rates.
- h) Effective ratification apply an adjustment of \$0.50 to Shipper Lead Hand.
- i) Effective ratification apply an adjustment of \$0.50 to Storeskeeper.

11.02 Apprentice, Student and Probationary Rates

a) Trades Apprentices shall have a start rate of Trades Labour rate set out in Appendix "A" and Apprenticeship Agreement December 17, 1998.

b) Student Rate - A student rate will be established at fifty (50) cents less than the basic rate for any student not working on a classified position.

c) Probationary Rate - A probationary term rate will be established at fifty (50) cents less than the basic rate for a period of sixty (60) calendar days.

11.03 Shift Premiums

a) Eight (8) Hour Shifts - Those employees working on a second or afternoon shift shall be entitled to a shift premium of forty-five (45) cents per hour, and employees working the third or night shift shall be entitled to a shift premium of fifty-five (55) cents per hour.

Effective March 1, 2006 – employees working on a second or afternoon shift shall be entitled to a shift premium of fifty-five (55) cents per hour, and employees working the third or night shift shall be entitled to a shift premium of sixty-five (65) cents per hour

b) Twelve (12) Hour Shifts - Employees working on a twelve (12) hour shift schedule shall be entitled to a shift premium of sixty-seven (67) cents per hour on the night shift.

Effective March 1, 2006 – employees working on a twelve (12) hour shift schedule shall be entitled to a shift premium of eighty (80) cents per hour on the night shift.

11.04 Reporting and Call-In Pay

a) An employee, who after punching out, is especially called and required to go on duty for repair or other work shall receive not less than eight (8) hour's pay. This shall not apply to any call-ins made within the two (2) hours immediately preceding the starting time of the employee's regular shift. Call-in hours worked between 12 midnight and 8:00 a.m. will be paid at the better of eight (8) hours pay or hours worked at double time (2X). Employees shall be entitled to a minimum of eight (8)

hours off between their next reporting time without loss of any earnings for the next shift as a result of the eight-hour minimum.

b) Maintenance mechanics who are on stand-by status will be required to carry a "beeper" and remain within the general Quinte Region area, in order to answer emergency calls within a thirty (30) minute period. They will receive an amount equal to eight (8) hours pay at their regular straight-time rate for being on stand-by status. This compensation will not affect in any way the determination of any applicable call-in and/or overtime pay. Stand-by duty will be shared on a weekly revolving basis among qualified employees within the maintenance department.

11.05 An employee who reports for work on his/her regular shift without having been previously instructed not to report, will be entitled to five (5) hour's pay at the regular rate for his/her normal function. In the event, however, that the employee is informed the previous day by the Supervisor or person in charge that the work available for him/her is on a function other than his/her own, and that the employee accepts that work, it is understood that he/she will be paid the rate for the function he/she actually performs.

This section shall not apply if the lack of work is caused by breakdown or other emergency beyond the control of the Company.

11.06 Overtime

a) Day workers normally scheduled to work Monday through Friday shall be paid at the rate of time and one-half (1-1/2) for all work performed in excess of eight (8) hours in any one (1) day or forty (40) hours in any one (1) week.

b) Maintenance workers on the Pager/Day Shift schedule shall receive time and one-half (1-1/2) for all work performed in excess of eight (8) hours in any one (1) day or for all work performed in excess of regularly scheduled hours in any one (1) week. When a Statutory holiday falls within a work week, time and one-half (1-1/2) shall be paid for all work performed in excess of forty (40) regularly scheduled hours in any one (1) week.

c) All employees will be paid at the rate of double time (2X) for all hours worked in excess of twelve (12) hours in any one (1) day and for all work performed on Sunday.

d) An employee who is required to work on a Statutory Holiday will be entitled to be paid in respect of such work at the double time rate. (This will not apply to non-union members nor to students or other casual labour who are asked to fill in, and who have not worked on a regular basis during the previous week).

e) Tour workers on a twelve (12) hour schedule shall receive time and one half for all work performed in excess of regular scheduled hours in any one (1) week. When a Statutory Holiday falls within a work week, tour workers on a 12 hour schedule shall be paid time and one-half (1-1/2) for all work performed in excess of 48 regular hours in any one week.

11.07 Time paid for a Statutory Holiday shall be used in computing overtime.

11.08 Meal Allowances

Employees who are required to work two (2) hours past their regular shift shall be paid a meal allowance of eleven dollars (\$11.00).

11.09 Supervising Lead Hand

An employee temporarily assigned a salaried Supervisor's job shall be classified as Supervising Lead Hand, and thereupon receive sixty (60) cents per hour more than the highest hourly rated employee that he/she is required to supervise or at least sixty (60) cents per hour more than their own regular rate.

11.10 Cost of Living Adjustment

This clause, as introduced effective September 15, 1974, will remain inactive during the life of this Agreement.

ARTICLE 12 - MILL RULES

12.01 The rules, regulations and instructions of the Company set forth in Schedule "B" attached form part of this Agreement.

ARTICLE 13 - ADJUSTMENT OF COMPLAINTS

UNION REPRESENTATION

Employees shall be given the opportunity to have a Union representative or designate present at the time formal discipline is imposed. In the event that the Union cannot provide representation at the time, the disciplinary action will proceed without prejudice to the disciplinary procedure. The reasons for disciplinary action will be set out in writing and a copy provided to the Union.

GRIEVANCE PROCEDURE

In a grievance or dispute between the parties, the following procedures will apply.

Step 1

The employee and/or Union Steward shall take the matter up with his/her immediate supervisor within 15 days of learning of the occurrence giving rise to the dispute. Failing resolution of the dispute within 72 hours, a written grievance may be submitted and referred to Step 2.

Step 2

The written grievance shall be presented to the Department Superintendent concerned who shall convene a meeting with the Grievance Committee within five (5) working days. A written answer will be given to the Union within one (1) calendar week after the meeting.

Step 3

If not resolved, the Grievance Committee will submit the grievance to the Unit Manager within fifteen (15) days of completion of step 2. The Unit Manager shall convene a meeting within twenty (20) working days. A written answer will be given to the Union within one (1) calendar week after the meeting.

Step 4

In the event the grievance is not settled at Step 3, the Local Union shall offer the matter to the National Union who shall set up a meeting with the Mill Manager within thirty (30) days of completion of Step 3. Following the above meeting, a written answer will be given by the Mill Manager within one (1) calendar week.

Grievance Committee members shall be paid their regular rate for time lost attending grievance meetings with the Company.

Union or Policy Grievances

Either party to this agreement may lodge a grievance in writing with the other party on any differences between the parties concerning the interpretation, application or administration of this agreement and such grievance shall commence at Step 3. Steps 3 and 4 shall apply mutatis mutandis (roles reversed) to such grievance.

Suspension or Discharge

Any dispute involving suspension (more than one day) or discharge shall receive priority and shall commence at Step 3. These grievances shall be submitted within five (5) working days of the occurrence.

Access to information

Company will provide a copy of an employee's letter of discipline to the Union upon request.

ARBITRATION

The party desiring to submit a grievance to arbitration shall deliver to the other party a notice in writing of intention to arbitrate. Such notice must be given within ninety (90) days following completion of Step 4 answer from the Mill Manager.

Step 1

At this time both parties will attempt to come to agreement on selecting a single arbitrator.

Step 2

In the event the parties are unable to agree on a single arbitrator, the Minister of Labour shall be asked to appoint one.

Step 3

The Arbitrator shall meet as soon as possible with both parties to hear evidence and receive representations.

The Arbitrator shall not have jurisdiction to alter or change the provisions of this

agreement or to substitute new provisions in lieu thereof, nor to give a decision inconsistent with the terms or provisions of this agreement. The Arbitrator shall, however, have authority to alter or amend a disciplinary or discharge penalty.

PROGRESSIVE DISCIPLINE

The value of progressive discipline with the aim of being corrective in application is recognized by both parties.

It is recognized that failure to grieve previous discipline or pursue a grievance to arbitration shall not be considered as an admission that such discipline was justified.

Time Limits within both the grievance or arbitration procedure may be extended by mutual consent. Such consent will not be unreasonably denied.

ARTICLE 14 - PENSION AND WELFARE PLANS

14.01 The Company will maintain in force for the benefit of its employees a Group Pension Plan, as amended on November 13th, 1987, a resume of which is set forth in Schedule "C" attached hereto.

Canada Pension Plan - The institution of this Plan will not affect the conditions of the currently operating Company Pension Plan. In other words, Canada Pension Plan benefits will be stacked on the present retirement plan benefits.

14.02 OHIP

The Company will continue to pay employee health tax to maintain O.H.I.P. coverage for the benefit of its employees.

14.03 Life & ADD Insurance:

The Company will maintain in force for the benefit of its employees the existing life insurance plan whereby employees will have indemnity insurance for fifty-two (52) weeks in a given year and life insurance. Effective February 1, 2006, Life and A.D. & D. insurance shall be fifty-seven thousand (\$57,000.00).

Short Term Disability:

The weekly indemnity will continue at sixty-six and two-thirds (66-2/3) percent of weekly wages with the maximum to be the greater of five hundred and thirty dollars (\$530.00) per week or the U.I.C. maximum weekly payment. Benefits for hospitalization or accidents commence the first (1st) day and for sickness the fourth (4th) day. The Company will retain the five-twelfths (5/12th's) portion of the premium reduction (employee's share) from the effective date under the Unemployment Insurance Act.

Effective September 15, 2011, this benefit will be increased with the maximum to be the greater of five hundred and fifty dollars (\$550.00) per week or the U.I.C. maximum weekly payment

Effective September 15, 2012, this benefit will be increased with the maximum to be the greater of five hundred and seventy-five dollars (\$575.00) per week or the U.I.C. maximum weekly payment.

14.04 a) The Company will continue the Prescription Drug Contract at ten dollars (\$10.00) deductible for the individual and twenty dollars (\$20.00) deductible for the family and no co-insurance clause.

b) The Company will continue to provide semi-private hospital accommodation through the supplementary health plan to a maximum of \$150 per day (no user fees covered), see Schedule "E".

14.05 Dental Plan

a) The Company will maintain in force for the benefit of its employees a Dental plan to include both basic and endodontic care coverage.

b) The ODA Fee Schedule will be amended each year to ensure the ODA fees in effect are maintained at a one year lag while the collective agreement continues to operate.

c) The Company will maintain in force for the benefit of its employees Orthodontics coverage, on fifty (50) percent co-insurance basis with a one thousand five hundred dollar (\$1,500.00) lifetime maximum for any one person.

d) The Company will maintain in force for the benefit of its employees major restorative coverage on a fifty (50) percent co-insurance basis with a one thousand dollar (\$1000.00) maximum per person.

e) Periodontal services shall include 8 units of scaling.

14.06 Long Term Disability

Long Term Disability will be provided as set forth in Schedule "D" attached hereto.

14.07 Medical Fees

The Company will reimburse an employee for the costs incurred to obtain a medical certificate as required under the Weekly Indemnity or Long Term Disability Plan. Payment will be made upon presentation of a receipt issued by the treating physician (excluding Company physician) up to a maximum of fifty dollars (\$50.00) effective date of ratification.

14.08 The company will continue to pay 100% of the premiums necessary to maintain extended health and vision care coverage in accordance with Schedule "E".

14.09 Retiree Benefits

For employees electing early retirement, the existing benefit package for early retirees (health, dental and vision care) will be available at his or her option and expense. Under no circumstances will coverage be extended beyond age sixty-five (65).

Note – employees opting to receive benefit coverage in accordance with the Memorandum of Agreement signed February 1, 2006 shall pay the full cost of such coverage.

In resolving any dispute around Article 14.09 (above) arising out of this round of bargaining, the employer agrees to abide by the Memorandum of Agreement for Grievance #20638 dated July 8, 2008 and Schedule A as the maximum benefit

costs for employees opting for early retirement for the term of the 2009 to 2014 agreement.

In the event of the death of the retiree covered under the healthcare benefit plan, the surviving spouse will have the option to continue to be covered by the plan provided the surviving spouse pays the total cost of the retiree premiums. If there is no pension payment from which to deduct the premiums, the surviving spouse will have to supply to the Company post-dated cheques covering the company year's premium payments. To maintain the coverage, the surviving spouse will have to submit required information and payment as stipulated by the Company's procedures. The coverage will cease effective the date this benefit plan coverage would have expired for the retiree, or earlier if there is a change to the surviving spouse's marital status.

ARTICLE 15 - JURY DUTY, CROWN WITNESS, FUNERAL LEAVE, AND PERSONAL LEAVE-OF-ABSENCE

15.01 Jury Duty and Crown Witness

The Company will pay an employee the difference between his/her regular pay and any monies received in respect of any time spent by the employee on jury duty or as a subpoenaed witness during what would otherwise have been his/her regular working hours.

15.02 Bereavement Leave

In the event of the death based on the table below the Company will allow the employee time off with pay (at regular straight time basic rate) providing he/she has completed his/her probationary period within seven (7) calendar days of the death providing the employee was scheduled to work on such days. The Company may require proof of death and/or date of the funeral.

Five Days (8 hour workers) or Three Days (12 hour workers)	
Husband	Wife
Common law spouse	Child
Son	Daughter
Father	Stepchild
Stepmother	Mother
Stepfather	Adopted Child
Stepchildren	
Three Days (8 hour workers) or Two Days (12 hour workers)	
Sister	Brother
Mother-in-law	Father-in-law
Son-in-law	Daughter-in-law
Brother-in-law	Sister-in-law
Grandfather	Grandmother
Step-sister	Step-brother
Grandchild	

If an employee is on vacation and a death occurs which qualifies the employee for funeral leave, the vacation will be suspended and funeral leave will take precedent. The original vacation days must be rescheduled with the employee's Supervisor.

- 15.03** Employees will be eligible for Funeral Leave with pay after thirty (30) days of continuous employment. Funeral leave does not apply to temporary employees nor to vacation replacements.

One day of funeral leave entitlement can be held over for Spring interment.

15.04 Personal Leave Of Absence

The Company may grant an employee with at least one (1) year of continuous service an unpaid personal leave-of-absence for up to a maximum of sixty (60) days provided the leave does not affect production requirements. A request for a personal leave must be submitted in writing, to the employee's Supervisor by the employee thirty (30) days prior to the commencement of such personal leave. No employee may take more than sixty (60) days leave of absence in a twelve (12) month period. Permission for a personal leave of absence will not be unreasonably withheld.

15.05 Pregnancy and Parental Leave

Pregnancy and Parental Leave shall be granted in accordance with the ESA.

ARTICLE 16 - LOST TIME DUE TO INJURY

- 16.01** An employee losing time during their normal day or shift because of an injury occurring on the job that day shall receive their regular pay for that day or shift.

ARTICLE 17 – AUTOMATION

- 17.01** a) The Company undertakes to advise the Union in advance, as far as is possible, of any technological changes which the Company has decided to introduce which will result in significant changes in the employment status of employees.

b) The Company agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect on employees displaced by such changes. Such measures as early retirement, retraining and transfers to other existing jobs will be considered.

c) If a permanent employee with one (1) year's continuous employment is set back to a lower paid job due to job elimination under conditions set forth above he/she shall retain the rate of permanent payroll position for an initial period of three (3) months. For an additional period of three (3) months an adjusted rate will be established midway between this rate and the rate for their new job for each work week. At the end of the six (6) month period the rate for the job which they are assigned to will apply. Seasonal or temporary employees are not covered by this

clause.

d) A permanent employee with one (1) year's continuous service who will be laid off due to job elimination under conditions set forth above will be given notice of the impending change in employment status at the earliest possible time in keeping with the notification of the Union as set forth in (a) above.

- 17.02** Rates of pay for new jobs will be negotiated. When a new job involves a process, system or equipment of a type new to the Mill or Department, every effort will be made to settle, by mutual discussion, the permanent rate to apply to the job within one (1) month of the date at which the duties and responsibilities of the new position are definitely established. In all cases a rate for the new job classification will be established within three (3) months of the date upon which it is first created. If the parties cannot agree on a rate for the new job classification the matter will be referred to step 4 of the grievance procedure.

ARTICLE 18 - SAFETY BOOTS, TAPES, KNIVES AND COVERALLS

- 18.01** The Company will pay up to two hundred (\$200.00) dollars upon proof of receipt towards the purchase of Sonoco approved safety footwear on a calendar year basis. Cowboy boots are not permitted. A maximum of one (1) pair per year may be purchased through the payroll deduction plan.

- 18.02** Tape measures and knives will be issued to employees designated by their Supervisors to require the use of such items in their work. Replacement tape measures and knives will be issued upon presentation of a broken or worn-out tape measure or knife, or if the employee is unable to present a broken or worn-out item a re-issue will be made at the expense of the employee.

- 18.03** a) Two (2) pairs of coveralls will be issued to all Maintenance Trades Classifications. These coveralls will be replaced upon presentation of worn-out coveralls, or if the employee is unable to present worn-out coveralls a re-issue will be made at the expense of the employee. Cleaning will be the responsibility of the employee.

b) 7/3 Arrangement:

Three (3) uniform changes per week will be issued to all Maintenance Trades Classifications: three (3) clean sets, three (3) dirty sets and one (1) set for wearing. The cost for cleaning, repairing or replacing the uniforms will be shared with the employee, the company will pay 60% and the individual participating employee will pay 40%. The cost for all lost or "abused" garmets will be the responsibility of the employee. For any future changes in the cost, the 60/40% split will be applied.

- c) **9/4 Arrangement:** (available upon request only)

4 clean sets, 4 dirty sets and 1 uniform for wearing. This allows for a clean set of clothing five days/week. For this service the additional cost per week will be charged to the employee.

18.04 Clothing Allowance – Extend maintenance clothing allowance to all employees providing there is an 80% participation rate in the program.

ARTICLE 19 - JOB SECURITY

19.01 The Company and the Union recognize that technological change, automation, changes in methods of process and reduction of the workforce have an impact on employees.

The Company is therefore prepared to make the following commitment. As soon as possible but no later than thirty (30) days following a public announcement by the Company of its intentions to proceed with a major project or layoff (for reasons other than market conditions) affecting the employment status of permanent employees, the Company will meet with the Union to discuss the following:

1. Special early retirement provisions.
2. Freeze on the hiring of permanent employees.
3. Retraining.
4. Transfers to other job vacancies.
5. Exercise of the bumping provisions of the agreement.
6. Attrition (death, retirement, voluntary resignation, discharge for cause).

19.02 The Company agrees that it shall not contract out work normally assigned to bargaining unit members where it would directly result in the layoff or continued layoff of bargaining unit members or when there are employees who are qualified, available and willing to perform such work.

The employer and Union agree to meet periodically, upon request of either party, to discuss and give the Union opportunity to present alternatives to the employer's use of outside contractors who may be periodically required to perform work normally assigned to members of the bargaining unit.

ARTICLE 20 – SEVERANCE PAY

20.01 In the event of a permanent layoff of employees resulting from a permanent closure of a paper machine, department or the mill, such employees shall receive severance pay, in a lump-sum equivalent to one and one-half (1.5) weeks of regular pay for each completed year of service with the employer, provided such employees waive any recall rights.

ARTICLE 21 – RETROACTIVITY

21.01 This Agreement is retroactive only in respect of the general wage increase specified in the Memorandum of Agreement. All other changes are effective date of ratification unless otherwise specified.

ARTICLE 22 – DURATION

22.01 This Agreement shall be effective as from September 15th, 2009, and shall remain in force until September 14th, 2014, and shall continue in force from year-to-year thereafter until written notice shall have been given by one party to the other within the thirty (30) days immediately preceding the termination date, or the anniversary date of any subsequent extension, that it is intended to terminate or amend the Agreement. This Agreement shall continue until a renewal thereof or a new Agreement is consummated, or until the Conciliation Proceedings, described under the Labour Relations Act 1960 as amended, have been completed, whichever occurs first.

IN WITNESS WHEREOF the parties have executed these presents this 21st day of April 2011.

FOR THE COMPANY

Jason Giffen
Carole MacClure

FOR THE UNION

Fred Bond
Brian Wannamaker
Perry Holland
John Pierce
Berny Gibbons
Ryan Tinney

See separate attachment

SCHEDULE "B" - MILL RULES

1. Individual Responsibility

Everything in and about the plant shall be kept in good order, and each employee will be held responsible for the condition of the part of the plant under his/her control. Employees shall adhere to the current Trent Valley Safety Booklet.

2. Bulletin Boards

Notices shall not be posted in the Mill except upon the official bulletin boards. Union notices may be posted at any time on the official bulletin boards provided for that purpose, provided that the approval of the Mill Management is obtained in each case before the notice is posted.

3. Removal of Tools or Materials

Employees shall not remove the Company's tools, equipment or materials from the plant without first obtaining permission from their Supervisor and/or the Mill Superintendent. A purchase order must first be obtained if materials are to be so removed.

4. Dangerous Work

Employees must familiarize themselves with their duties and the hazards pertaining thereto.

Employees are not expected to do dangerous work and if ordered to do so may refuse without penalty on the grounds of danger.

5. Clothing

Employees working upon moving machinery must not wear clothing which can be readily entangled therein.

Clothing not in use shall be kept in lockers provided for that purpose.

6. Defects in Machinery

Employees must immediately report dangerous defects in machinery to the management, and are forbidden to work thereon until the dangerous condition has been corrected.

7. Safeguards

- a) Safeguards must not be removed except by order of the Supervisor, Superintendent or Manager, and if removed must be replaced immediately or the reason for not replacing them reported to the Supervisor, Superintendent or Manager, or the individual in charge of the department in which the guard is located.
- b) Cleaners and Oilers must always replace guards removed for the purpose of cleaning and oiling.
- c) Goggles must be worn whenever there is any danger of eye injury. The Supervisor in charge and the employee concerned are mutually responsible for the wearing of goggles by employees.
- d) Employees other than those qualified must not tamper with electrical equipment in any way. Employees must not start or stop any motor until they have been instructed in the proper procedure. It shall be the duty of each employee to obtain information from someone qualified on the manner in which he/she can stop any piece of equipment in the vicinity of which they work so that in the event of an accident they will know how to take the necessary action to have the equipment stopped.
- e) Safety hats must be worn by all employees engaged on construction work.

8. Fire Service

- a) In case of fire all employees must assist in preventing destruction of the Company's property.\
- b) Fire apparatus must not be removed from its place or used except in case of fire by order of the Mill Manager or other authorized person.
- c) No torches or lamps with exposed flames shall be used in any building except by order of the Supervisor.

9. Suggestions

Suggestions, recommendations or complaints with respect to management, employment, safety or production are always in order and will receive due consideration.

10. Discipline of Mill Employees

The following will be cause for discharge of any employee, but shall not be deemed to restrain or limit the Company's right to discharge employees for any other just cause that may not be listed below.

- i Bringing intoxicants into the Mill.
- ii Neglect of duty.
- iii Insubordination.
- iv Theft of property from the Company's premises.
- v Sleeping deliberately on duty.
- vi Destruction of Company property or the property of an employee.
- vii Reporting for duty under the influence of liquor or drinking while on duty.
- viii Any action which might affect the welfare or safety of fellow employees.

11. Application of Discipline

- a) Each Supervisor and Superintendent has the authority to remove temporarily from service any employee under his/her supervision who violates any of the Company rules or the law of the land while such employee is on duty or is on the Company's premises.
- b) Whenever a Supervisor or Superintendent removes an employee from service he/she shall immediately:
 - c) report his/her reasons therefore to the Unit Manager; and
 - d) inform the employee concerned of the reasons for his/her suspension; and
 - e) explain to the employee their right to appeal to the Unit Manager.
- f) The Unit Manager shall notify a suspended employee within forty-eight (48) hours to present himself/herself at the Mill Office at a stated time so that the cause of the suspension may be investigated, and a proper disposition be made of the case insofar as the discipline to be administered is concerned.
- g) The Unit Manager shall decide upon the discipline to be applied after they have made a full investigation of all the circumstances connected with each case.
- h) If upon investigation it is found that an employee has been unjustly suspended or discharged the employee shall be reinstated without loss of pay.
- i) Disciplinary notices contained in an employee's file will be disregarded in the application of discipline provided a period of twelve (12) months has elapsed from the date of the last

disciplinary notice on file.

SCHEDULE "C"

RESUME OF CONDITIONS OF GROUP PENSION PLAN

OBJECT

The object of the Pension Plan is to provide a regular income after retirement to the employees of the Company who are or who may hereafter become eligible under the Plan.

TERM

The pension agreement will be in effect from September 15, 2004 to September 14, 2009, except as amended by the Memorandum of Agreement ratified February 1, 2006.

MEMBER CONTRIBUTIONS

Effective September 15, 2004, member contributions shall remain at two (2) per cent of normal earnings.

Effective September 15, 2006 increase to 3%

Effective September 15, 2007 increase to 4%

Effective September 15, 2008 increase to 5%

Normal earnings are defined as the employee's regular rate multiplied by 2184 for a twelve (12) hour shift worker or the employee's regular rate multiplied by 2080 for a eight (8) hour shift worker.

SUMMARY OF BENEFITS

Normal Form of Pension and Alternative Elections

The Plan provides a normal form of monthly income payable for life and guaranteed for five (5) years after retirement whether the employee lives or dies. The income is payable with effect from the normal retirement date.

The Plan also provides options for 10-year and 15-year guarantees. Election of such option by a retiring employee will result in an appropriate actuarial reduction in his/her pension benefit.

Eligibility/Vesting

A full-time employee of the Company is eligible for the benefits under the Pension Plan after the employee has completed ten (10) years of service with the Company.

The Plan provides for vesting and locking-in of benefits earned or credited in respect of service after January 1, 1987, following two (2) years of participation as a Member of the Plan.

Normal Retirement Age

Normal retirement age is sixty-five (65). Satisfactory proof of age must be submitted.

Option for Later Retirement

With the consent of the Company, active service may be continued beyond the normal retirement date.

Special Early Retirement

Special early retirement is available for employees who are at least fifty-five (55) years of age at the time

of retirement.

The amount of pension payable in such case will be actuarially reduced by one-half of one percent per each month in the period from the first day of such retirement to the first day of the month following the attainment of age sixty-five (65).

Unreduced Early Retirement

The Plan provides for unreduced Early Retirement at age fifty-nine (59) or later, with at least twenty (20) years Continuous Service.

Bridging Benefit

Members who retire will be eligible for a Bridging (or Supplementary) Benefit at age fifty-nine (59) and twenty (20) years Continuous Service in the amount of twenty dollars (\$20.00) per month per year of service, to a maximum of thirty (30) years, payable to age sixty (60).

Members who retire will be eligible for a Bridging (or Supplementary) Benefit at age sixty (60) and twenty (20) years Continuous Service in the amount of fourteen dollars (\$14.00) per month per year of service, to a maximum of thirty (30) years, payable to age sixty-five (65).

Option for Earlier Retirement Due to Disability

In the case of disability an employee may retire at any time within the five (5) years before the normal retirement date provided the consent of the Company is given, but a smaller pension will be payable due to the probability of a longer period on pension. Proof of disability will be required, and if the employee should recover sufficiently to resume his/her employment elsewhere then the pension shall cease immediately following receipt of the employee's last pension cheque prior to starting his/her employment elsewhere.

The pension due on earlier retirement shall be calculated on the following basis:

Pension due at normal retirement date minus the number of years to normal retirement date times three (3) percent of the pension due at normal retirement date.

BENEFITS AT DEATH

Pre-Retirement Spousal Death Benefits

The spouse or designated beneficiary of a Plan Member who dies prior to his/her retirement will be entitled to a minimum benefit equal to the commuted value of the Member's benefits which were accrued on or after January 1, 1987.

Post-Retirement Death Benefits

For Members who retire after December 31, 1987, the Plan will be amended to provide that where the retiree has a spouse at the time of retirement, the Member will be deemed to have elected a pension which continues for the lifetime of the spouse following the death of the retiree at sixty (60) percent of the basic pension the retiree had been receiving. The amount of the pension will be the actuarial equivalent of the pension earned in the normal form. The provision may be waived within twelve (12) months prior to retirement if both the Member and the spouse agree in writing (see Normal Form of Pension and Alternative Elections).

Benefit Determination

Employees retiring on or after September 15th, 1988 will be provided with a pension equal to 1.55% of annual earnings times number of years of service at time of retirement.

Effective September 15, 2006:

Employees retiring on or after September 15, 2006 will be provided with a pension equal to 1.6% of annual earnings times number of years of service at time of retirement.

Effective September 1, 2009:

Employees retiring on or after September 1, 2009 will be provided with a pension equal to 1.65% of annual earnings times number of years of service at time of retirement.

Earnings will be determined by the rate of the retiring employee's job times the total number of normal hours worked in a year, per the employee's regular schedule.

Post-Retirement Adjustments

Effective September 15, 2007 the Plan will provide post-retirement adjustments equal to fifty (50) percent of the increase in the Consumers Price Index (based on 1981-CPI level), to a maximum adjustment of five (5) percent for Members who retire after September 15th, 1987.

Retirement Life Insurance

Employees retiring on or after May 5, 1999, will be provided a paid-up life insurance policy in the amount of four thousand dollars (\$4,000.00) with the entire cost to be borne by the Company.

CONDITIONS OF THE PENSION PLAN

Subject to the conditions outlined under the Moratorium Period:

- a) The Company shall have complete jurisdiction as to the method of funding the Plan.
- b) The Plan is subject to review and ratification at least once every three (3) years after the date of its inception.
- c) The Company or the Union may ask for a review before a three (3) year period has elapsed by making application therefore to the other party.

ADMINISTRATION

- a) Separate books of account relating to the Pension Plan shall be set up and held at the head office of the Company, and shall be made available to the Pension Fund Committee on due notice.
- b) A committee to be known as the Pension Fund Committee composed of two (2) members appointed by the Union, the National President of the CEP or his designate and two (2) members appointed by the Company shall be set up to pass on eligibility and benefits accumulated by retiring personnel. This Committee will also study and advise on special cases such as earlier retirement, death before retirement, cases of need, etc. The Pension Fund Committee will meet annually and the two (2) members of the Committee appointed by the Union shall receive their

regular straight time pay while attending such meetings.

COLLECTIVE AGREEMENT

The Pension Plan is an integral part of the Collective Agreement between the Company and the Union.

SCHEDULE "D"

LONG TERM DISABILITY PLAN

A Long Term Disability Plan, hereinafter referred to as "LTD Plan", was instituted by the Company effective the first day of May, 1973.

The Company shall pay the monthly premium rate of the LTD Plan.

The LTD Plan shall be administered in accordance with the terms of the Insurance Policy and shall contain the following governing provisions:

1. Eligibility

The LTD Plan shall be compulsory for all full-time regular employees who are participants in, and who are covered by Weekly Indemnity benefits under the existing Group Insurance Plan.

2. Effective Date of Coverage

An eligible employee is entitled to benefits provided they are actively at work on the first day the LTD Plan became effective.

An eligible employee absent from work due to sickness or accident at the effective date of the Plan shall only be eligible for LTD Plan benefits at the return to continuous active full-time employment over a thirty (30) calendar day period. An eligible employee absent from work due to lay-off at the effective date of the Plan shall be entitled to LTD Plan benefits upon recall on reporting to work. The Company shall have the right to give medical examinations to employees returning from such lay-off to determine their eligibility under the Plan.

3. Qualifying Period

After seventeen (17) weeks of Weekly Indemnity entitlement, which for disabilities occurring during lay-offs or strikes, shall commence at the termination of the lay-off or strike.

4. Definition of Disability (For disabilities occurring on or after February 1, 2006)

Wholly and continuously disabled by disease or accidental bodily injury from performing any and every duty of his/her own occupation for the first 24 months of benefit entitlement, and any occupation thereafter for which they are reasonably fitted by education, training or experience, and with the employee under continuing medical supervision and treatment considered satisfactory by the Insurance Company.

5. Amount of Benefit

Sixty (60) percent of regular straight-time hourly rate multiplied by two thousand no hundred and eighty (2080) and divided by twelve (12) up to a maximum monthly payment of:

Effective February 1, 2006 - the maximum monthly payment will be two thousand and six hundred dollars (\$2,600.00)

Effective September 15, 2007 - the maximum monthly payment will increase to two thousand and seven hundred dollars \$2,700.00.

The regular straight-time hourly rate shall be the classified rate of the employee effective September 15th of each year.

The amount of the benefit shall be reduced by any payments made under any government disability plans (except increases in such amounts occurring twelve (12) months or more after disablement), Worker's Compensation, or any other non-private disability income plan, only in relation to primary offsets as applicable.

6. Benefit Period

Benefits will be paid for one (1) year for each year of service while the employee is disabled.

7. Duration of Benefits

Benefits shall cease upon the occurrence of any one of the following:

- a) On the date the employee ceases to be disabled; or
Note: If there is a recurrence of the same disability within six (6) months of return to work, a new qualifying period will not be required.
- b) On retirement under the Pension Plan,
- c) On death, or
- d) On the earliest date upon which the employee becomes entitled to receive an unreduced pension.

8. Participation in Group Insurance

An employee drawing LTD Plan benefits, who was a participant in the Group Life Insurance Plan at the commencement of their disability, will continue to enjoy Group Life Insurance coverage at no cost to him based on the earnings used to establish the amount of the LTD.

9. Modifications to Group Insurance and Pension Plan

- a) The present provisions with respect to lump sum or instalment payments of Group Life Insurance shall be amended so that payments will only become payable if the employee qualifies for such payment after expiry of the LTD benefit.
- b) The present provisions with respect to disability pension payments shall be amended so that they will only become payable if the employee qualifies for such payment after expiry of the LTD benefit period.

10. Exclusions

- a) Benefits under the LTD Plan will not be payable for claims resulting from self-inflicted injury, war, riot or pregnancy.
- b) An employee on LTD shall not accumulate credit for vacation or holidays.
- c) For pension purposes only, service will be accumulated by an employee while the employee is in receipt of W.S.I.B, W.I. and LTD benefits and shall be credited to the employee at the time of retirement.

EXPLANATORY NOTES

ON ADMINISTRATION OF LONG TERM DISABILITY PLAN

Item 3 - Qualifying Period

The word "consecutive" shall be interpreted as seventeen (17) weeks accumulative for the same disability.

Item 5 - Amount of Benefit

The amount of benefit shall not be reduced by Disability Pension payments under War Veterans' or Worker's Compensation legislation if the disability is unrelated.

Item 6 - Benefit Period

The Benefit Period shall be by year and by month of service. "Years of Service" shall not include the period from the onset of a disability which resulted in a consecutive period of W.I. and LTD.

Item 10 - Exclusions

An employee who returns to work after a period of Long Term Disability shall be credited with accumulated service while on W.I. and LTD.

SCHEDULE "E"**SONOCO STANDARD EXTENDED HEALTH PLAN**

1. Prescription Drugs – effective March 1, 2006 brand name prescription drugs will be reimbursed at 80%. For generic prescription drugs and drugs with no generic, the reimbursement will be 100%. Brand name drugs will only be reimbursed at 100% provided there is a medical justification from the treating physician for its generic equivalent not being recommended, not tolerated or cannot be administered given the medical condition of the insured participant.
2. Lifestyle prescription drugs excluded (e.g., smoking cessation, weight loss).
3. Semi-private hospital accommodation to a maximum of \$150 per day (no user fees covered).
4. Chronic care hospital semi-private accommodations (under age 65 only), for a maximum 180 days per disability, if admitted within 14 days of a hospital stay of at least 5 days.
5. Private duty nursing to \$20,000. lifetime maximum.
6. Paramedical services to \$20 per visit to combined maximum for all practitioners of \$600 per year (benefits provided from first dollar and integrated with provincial coverage, if any).
7. Psychologist: \$20 per visit for individual; each 30 minutes of family therapy (\$24) or group therapy (8).
8. Vision care to maximum of \$200.00 every 12 months for persons under age 18, and \$200.00 every 24 months for persons age 18 or older. The employer agrees that an employee can submit the cost of eye exams towards the \$200.00 maximum benefit. The employer shall maintain its practice of providing company approved safety glasses and company approved prescription safety glasses at the employer's expense.
9. Hearing aids to maximum of \$500. every 5 calendar years.
10. Custom-made orthopedic shoes: \$400 every 2 calendar years.
11. Orthotics: \$400 every 2 calendar years.
12. Emergency out-of-country/out-of-province cares for trips of 60 days or less, to maximum of \$1,000,000 per lifetime. The Company will provide Travel Assistance cards to employees to provide medical assistance while out of country.
13. Coverage for many other medical services and supplies, for example: wheel chair rental, prosthesis, wigs and glucometer if medically necessary and prescribed and customary and reasonable.

Dependent Information and Coordination of Benefits

The plan administrator, requires accurate information about you and your dependants (spouse and/or children, if applicable) in order to process your claims. If your dependants change, it is important that you supply updated dependent information as soon as possible. Supplying accurate dependent information is even more important if your spouse is covered by medical plan.

In this case, you are required to “co-ordinator” your claims with your spouse’s plan. This allows you to get maximum reimbursement permitted under health plans, but also ensures that no more than 100% of your expense is reimbursed.

Dependent Life Insurance:

Effective February 1, 2006, dependent life insurance in the amount of five thousand (\$5,000) for spouse and two thousand and five hundred (\$2,500) for dependent children.

Children with Disabilities:

Any mentally or physically handicapped child who was covered up to the maximum age shall remain coverage beyond such age, provided the child, upon reaching the maximum age and thereafter, is incapable of self-sustaining employment and totally relies upon the employee for support and maintenance.

Spouse Definition

The following definition will be applied uniformly for the administration of all benefits:

"Spouse" means either of a man and woman who,

- a) are married to each other, or
- b) are not married to each other and are living together in a conjugal relationship:
 - (i) continuously for a period of not less than one (1) year, or
 - (ii) in a relationship of some permanence, if they are the natural or adoptive parents of a child, both as defined in the Family Law Act, 1986.

APPENDIX "1"

The Company will not contract out on site repair and maintenance work when there are maintenance group employees who are qualified, available and willing to perform such work. It is understood that the Company will not reduce the number of maintenance employees due to contracting out.

For scheduled shutdowns, the Company will meet with the Union at least forty-eight (48) hours before the contractors arrive on site, to explain the work to be performed by the contractor.

For emergency situations, the Company will notify the Union as soon as reasonably possible, that contractors will be on site and the work to be performed.

OPERATIONS ON A STATUTORY HOLIDAY

This letter will serve to confirm the understanding reached between the Company and the Union during recent negotiations regarding operation of the Mill(s) on statutory holidays. In the event the Company decides to operate the Mill(s) on a given statutory holiday, as defined in Article 9.01 of the Collective Agreement, volunteers will be requested from among qualified employees in order to fill the required positions.

The following payment provisions will be applied: In the event the Company has requested volunteers to operate the Mill(s) on a statutory holiday, and;

1. Obtains the necessary volunteers, pay will be as follows:

Volunteers who work will receive statutory holiday pay of twelve (12) hours in addition to double time for hours worked. Those who would have been regularly scheduled to work but did not work will receive statutory holiday pay of twelve (12) hours. All other eligible employees will receive eight (8) hours.

2. Does not obtain a sufficient number of volunteers to operate or does not ask for volunteers, Article 9.03 (a) shall apply.

APPRENTICESHIP AGREEMENT

The Company and the Union agree to abide by the terms of the Apprenticeship Agreement dated January 25, 1989 and revised December 17, 1998.

Amend to reflect Trades Apprentices shall have a start rate of Trades Labour rate set out in Appendix "A" and Apprenticeship Agreement December 17, 1998.

Memorandum of Agreement items listed below do not form part of the Collective Agreement.

Memorandum of Agreement

EMPLOYEE RETURNING FROM AN INDUSTRIAL ACCIDENT

The Company will, subject to mutual agreement between the Company and the Union membership, place an employee returning from an industrial accident or non-occupational illness or accident, and no longer able to do his/her former job, in a currently vacant position, which would normally have been filled through the job posting procedure, provided that the individual has the skill and ability to do that job.

ASBESTOS

In the event asbestos were to be discovered in the plant premises, the Company will promptly take the necessary steps to have such asbestos material encapsulated, or removed altogether whichever is deemed most appropriate, as quickly as possible.

TRADESPEOPLE

For the purposes of this agreement the following classifications shall be considered as Tradespeople:

Millwrights

Electricians

Instrumentation

Stationary Engineers

Move up Procedure Following the Downsizing Agreement Signed January 22, 1993.

Stock Prep Move-ups

In the position of Material Handler, the following provisions will apply for permanent move ups to the next higher position:

- Material Handler – must have been a permanent Material Handler for two years – moves to Pulper Operator by Mill Seniority.

This applies only to persons currently classified as Material Handler. All other positions, including future postings will progress through the lines of progression in the established manner.

Overtime will continue to be offered by department seniority to employees in the department, and if there are no volunteers, by mill seniority outside the department.

Machine Move-ups

In the position of Fifth Hand, Fourth Hand, and Third Hand, the following provisions will apply for permanent move ups to the next higher position:

- Fifth Hand – must have been a permanent Fifth Hand for one year – moves to Fourth Hand by Mill Seniority
- Fourth Hand – must have been a permanent Fourth Hand for two years – moves to Third Hand by Mill Seniority
- Third Hand – must have been a permanent Third Hand for three years – moves to Back Tender by Mill Seniority.

This applies only to persons currently classified as Third, Fourth and Fifth Hands. All other positions, including future postings will progress through the lines of progression in the established manner.

Overtime will continue to be offered by department seniority to employees in the department, and if there are no volunteers, by mill seniority outside the department.

The Company and the Union agree to meet on an as needed basis to discuss crew changes related to extended employee absence(s).

COLLECTIVE AGREEMENT BOOKLETS

Company to pay the cost of printing the Collective Agreement booklets to a maximum of 300 copies.

SPECIAL NOTE

This booklet, in itself, is not a legal document. It is issued by the Company as a means of publishing complete information as to the contents of the Labour Agreement contract.

MAINTENANCE DEPARTMENT

BANKED DAYS FOR STATUTORY HOLIDAYS WORKED

Hours to be worked on a stat in order to bank a day:

- for day workers 4 hours at double time
- for shift workers 6 hours at double time.

The time sheet submitted for the stat worked must indicate if the employee wishes to bank a day. If this is not indicated, he/she will be paid for all hours worked and will not be permitted to take a day later.

Anyone working a Statutory Holiday will be scheduled to work the full day or the time required and will be expected to work the entire time scheduled.

No more than three banked stats can be accumulated. Rate paid will be the rate in effect at the time the stat was banked.

Banked days to be taken must be booked and will be granted only after vacations, floaters, and pager days have been covered. Requests for a banked day off must be submitted on a floater request form as per floater guidelines in the collective agreement.

Shift Tradespeople taking a banked day must take the day on a day shift on weekdays only (Monday to Friday).

Any days earned during the calendar year January 1st to December 31st and not taken by May 31st of the following year will be paid out the following pay period.

Letter of Understanding

Skilled Trades Pager Schedule

This letter of understanding is an amendment to the memo from Carl Matchim to Ken Ashton on February 12, 1992.

The following is intended to cover all call-ins for all Maintenance Mechanics and Electricians to take their turn with on-call duties. The pager schedule will be continuous, ensuring there is skilled trades coverage 24 hours per day, 7 days per week.

The employees carrying the pager will do so for 7 days, starting on Tuesday and ending the following Tuesday. This will allow time off for two long weekends, three days before and three days after. There will be flexibility for employees who prefer to work 7 days straight, so that they may take a day off in the middle of the week and work Friday. Reference Article 11.04 (b).

Employees will be paid 8 hours at their straight time rate. Saturday will also be paid at straight time.

Example: OFF | ON CALL | | OFF
 S S M | T W T F S S M T | W T | F S S
 | OPTIONAL |
 | DAY OFF |

This agreement is effective Tuesday, January 3, 2006.

For the Company
 Chris Freeman
 Kyle Gaetano
 Shannon Stewart

For the Union
 Greg Orr
 Ken Durling
 John Pierce
 Dan Sabourin

Tom Reid
 Dean Parks
 Jim Ludington

MEMO TO E/I PERSONNEL: MAY 1 1992

VACATION FOR ELECTRICAL INSTRUMENT SECTION:

CURRENTLY ONE PERSON ON VACATION AT A TIME AND ANOTHER CAN USE APPROVED FLOATER OR BANK DAYS.

WE CAN ALLOW A SECOND PERSON ON VACATION PROVIDED:

NO FLOATERS OR BANK DAYS ARE TAKEN DURING THE VACATION PERIOD.

ALL PROPER PAPER WORK MUST BE FILLED IN AND SIGNED FOR THE REQUESTED HOLIDAYS.

ANY REQUEST IN WRITING WILL BE DEALT WITH ON A SENIORITY BASIS TILL MAY 8, 1992 ONLY FOR THIS YEAR, THEN ON A FIRST COME FIRST SERVE BASIS. THIS WILL GO BACK TO THE HOLIDAY DEADLINE NEXT YEAR.

THIS DOES NOT CHANGE APPROVED REQUESTS TODATE.

THE E/I DEPT. SUPERVISOR MUST GIVE APPROVAL.

IF ANY ADDITIONAL COST FOR THE COMPANY, THEY MUST BE APPROVED BY THE SUPERINTENDENT OF MAINTENANCE AND POWER.

IF THE SECOND WEEK OF HOLIDAYS DOES NOT WORK OUT WITH THE ABOVE PROVISIONS, IT IS CLEARLY UNDERSTOOD THAT WE WILL GO BACK TO ONLY ONE WEEK AT A TIME.

E/I SUPERVISOR
Mike Wolters

COPIES TO:
DENNIS PRESTON
BOB BOURGOIN
TOM REID
HENRY COONEY
LARRY FRANCIS
DEAN PARKS
JIM LUDINGTON
CARL MATCHIM
KEN ASHTON



To: Greg Orr, President, CEP local 1489
 From: Shannon Stewart, Human Resources
 Cc: Rhonda Hayes, Chris Freeman, Carl Matchim, Kyle Gaetano, Darryl McInroy
 Date: February 8, 2006
 RE: Chief Engineer Position

As you are aware we have been in discussion with Darryl McInroy regarding reclassification of his role as 2nd Class Engineer to Chief Engineer in accordance with Article 6.07. A job description has been previously presented.

During training Darryl will work with Paul Lewis to learn his new roles and responsibilities. Once Darryl has completed his training and Paul has completed his work with Sonoco, Darryl will report to Carl Matchim.

Hours of Work: Monday – Friday 8:00am to 4:30pm and overtime as required

The Rate for this position is to be included in “Schedule A” as follows:

Hourly Rate:	February 1, 2006	\$33.00
	September 15, 2006	\$33.66
	September 15, 2007	\$34.36
	September 15, 2008	\$35.06

The requirement for this position will be re-evaluated as business conditions change and discussed with the union, CEP local 1489, in advance. The on-going development of successors is important to Sonoco.

Thank you for your ongoing support.

For the Company:

Chris Freeman

Kyle Gaetano

For the Union:

Greg Orr

Ken Durling

Letter of Understanding Temporary Employment Agencies

The Company agrees that when it contracts with a temporary employment agency for persons to perform bargaining unit work, union dues shall be remitted to the union in the same manner as for bargaining unit employees.

In the event that the Company hires a person as an employee, who within the last six (6) months prior to their hire, worked as the plant under the employment of a temporary agency, shall be credit with days worked for the purpose of determining whether they have completed a probationary period in accordance with Article 3.02

MEMORANDUM OF SETTLEMENT

BETWEEN:
SONOCO CANADA CORPORATION

hereinafter referred to as "the Company"

-and -

**COMMUNICATION, ENERGY AND PAPERWORKERS UNION OF CANADA,
GLEN MILLER LOCAL NO. 1489**

hereinafter referred to as "the Union"

The parties have been in negotiations for the renewal of the collective agreement which expired on September 14, 2009. The parties agree that this Memorandum of Settlement is subject to ratification by the principles of both parties. The parties further agree to recommend ratification to their respective principles.

The parties herein agree to the terms of this Memorandum as constituting full settlement of all matters in dispute.

The parties herein agree that the term of the collective agreement shall be from September 15, 2009 to September 14, 2014.

The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on September 14, 2009 provided however, that the attached amendments are incorporated. All attached amendments shall take effect on ratification unless otherwise specified.

Dated at Belleville, Ontario this 21st day of April, 2011

For the Company:

For the Union:

ARTICLE 4 - EMPLOYMENT

4.02

Amend as follows:

No application for employment shall become effective unless and until approved by the **Mill Manager**.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01

Amend as follows:

The management of the plants and the direction of the working forces, including the right to hire, suspend, promote, transfer or discharge for **just** cause, and the right to relieve employees from duty because of lack of work or other legitimate reasons is vested exclusively in the Company; provided, however, that the Company shall exercise these rights in a manner consistent with the other provisions of this Agreement.

ARTICLE 6 - PROMOTIONS, LAY-OFFS AND RECALLS

6.02

Amend as follows:

c) Among employees having met the minimum testing requirements where applicable, senior employees will be given preference as per Article 6.01 above. The successful applicant will be given a **minimum** training period based on the following table:

Position	Training Shifts
Fourth Hand, Fifth Hand	7
Shift Spare	7
Shipper	20
LTO – Receiving	7
Black Clawson Rewinder Operator	20
Black Clawson Rewinder Assistant Operator	7
Black Clawson Helper	7
Machine Tender, Back Tender, Third Hand	20
Paper / Stock Tester	20
Pulper Operator	20
Material Handler	7
Shipping Lead Hand	20
Storekeeper	20
Shunter/Shipper Helper	20
Quality Coordinator	20

He/she may revert to his/her former position without loss of seniority within the training period. In any event, an applicant may not be deemed **by the employer** to have failed at the new job without having been given a minimum training period. **An additional training period may be extended by mutual agreement between the union and the employer, but such agreement shall not be unreasonably withheld.** The successful applicant for a posted position shall be placed into the position within sixty (60) calendar days of being advised that he is the successful applicant, unless extended by agreement of the Employer and the Union.

6.03

Amend as follows:

c) In the event of a permanent layoff, for the following positions layoff will be based on mill seniority:

Fifth Hand

Shift Spare

Shipper

LTO - Receiving

Black Clawson Rewinder Operator

Black Clawson Rewinder Assistant Operator

Black Clawson Helper

Fourth Hand

Material Handler

Shunter/Shipper Helper

In the event of a permanent layoff, for the following positions layoff will be based on seniority, skill, ability, and qualifications:

Machine Tender, Back Tender, Third Hand

Paper/Stock Tester

Pulper Operator

Shipping Lead Hand

Engineers - 2nd Class, Engineers - 3rd Class, **4TH Class**

Trades Lead Hand, Trades Class "A", "B", "C", **Trades Helper, Trades Labourer**

Storekeeper

Quality Coordinator

Employees moving into new positions will receive the training shifts outlined in 6.02 (c).

Insert new Article

6.09 – Loss of Seniority Rights - An employee shall cease to have seniority rights and his employee status with the Company shall be terminated for all purposes if he:

- (a) Voluntarily leaves the Company;
- (b) Is justifiably discharged and such discharge is not reversed through the grievance procedure;
- (c) Is laid-off by the Company for a period exceeding his seniority (for an employee employed for one year or less seniority shall be considered equal to one year);
- (d) Fails to report for work within five (5) working days after the notice has been sent by Registered Mail to the last place of address on record with the Company;
- (e) Is absent without leave for three (3) consecutive days or more unless he has a justifiable excuse;
- (f) Retires

ARTICLE 8 – VACATIONS

8.07 b)

Change to read:

The Company may grant an extension of **sixty (60) days, for up to 2 weeks of vacation**, into the next calendar year upon request by an employee. Employees requesting an extension must request the dates required in writing prior to **September 1st** of the previous year.

8.09

Amend as follows:

An employee's years of employment, for the purpose of determining the employee's vacation entitlement, shall be determined as at July 1st in each year; an employee with less than one (1) year's employment as at that date shall receive in that year, vacation with pay pro rata on the basis of one-half (1/2) day per month. **For the purpose of this clause it is agreed that any time worked during a month will be construed as having worked a full month.**

8.12 a)

Change to read:

The Company has the right to schedule the vacation period for each employee, and also to administer generally the vacation plan in accordance with the foregoing provisions. It is also understood that the matter of seniority must apply in the selection of a vacation date. To bring the above into effect vacation lists will be prepared prior to March 1st in each year by conferring with employees in order of seniority. The employer shall post the vacation schedule by no later than **April 2nd**. Once the vacation schedule has been established in accordance with this section an employee's vacation period shall not be changed except by mutual agreement of the employee and the Company.

ARTICLE 9 – HOLIDAYS

9.01

Amend to read:

The twenty-four (24) consecutive hours running from 6:00 a.m. in the forenoon of each of the following listed days until 6:00 a.m. in the forenoon of each of the days following shall be considered holidays for the purpose of this Agreement.

Canada Day; Civic Holiday (1st Monday in August); Labour Day; Thanksgiving Day; Christmas Day, Boxing Day, December 27.

Although each holiday is the twenty-four (24) hour period as stated above; the Mill at Christmas and New Years will normally be shut down from 4:00 p.m. on Christmas Eve until 6:00 a.m. on December 28th.

9.07 Personal Floating Holidays

Change to read:

The Company agrees that each employee will be given three (3) Floating Holidays with eight (8) hours pay each at their regular hourly rate except where the individual is on a 12-hour schedule, in which case he/she will be allowed an equal amount of total hours off, i.e. twenty-four (24) hours or two (2) days off with pay; at a time to be arranged by the employee with his/her Supervisor.

The floating holiday must be taken during the calendar year and to be eligible an employee must have completed sixty (60) working days of continuous service. Floating Holidays must be taken on a day the employee would otherwise be scheduled to work and will not be paid for unless they actually take time off. At least seven (7) day's written notice must be given (not to apply in case of emergency) to the employee's Supervisor on the forms provided. An answer to the notice must be given not later than five (5) days before the day requested as a Floating Holiday. Should the efficiency of operations be impaired, an alternate date will be agreed upon between the employee and the Supervisor at that time. **In the event an agreement cannot be reached at that time between the employee and his supervisor the employee will have the right to carry over the floating holidays into the next calendar year to be taken within sixty (60) days of January 1st. If there is still no agreement within the sixty (60) day period on a mutually agreed day off the employee will be paid out for any outstanding Floating Holidays at the rate of pay at that time.**

The Company will institute the following measures to enable employees to take floating holidays:

1. Provide training to increase the number of employees able to cover personal floating holidays.
2. Include personal floating holidays in weekly allotment for number of employees allowed off at any one time.
3. The company will continue to encourage employees to volunteer to cover personal floating holidays.
4. The company will not request personal reasons for a Personal Floating Holiday.

9.08

Change to read:

An employee on a temporary rate will be paid at the rate he/she was on, on the last day prior to the holiday or **first day after the holiday, whichever is greater.**

ARTICLE 11 – WAGES

11.02 Apprentice, Student and Probationary Rates

Change to read:

- a) **Trades Apprentices shall have a start rate of Trades Labour rate set out in Appendix "a" and Apprenticeship Agreement December 17, 1998.**
- b) **Student Rate – A student rate will be established at fifty (50) cents less than the basic rate for any student not working on a classified position.**
- c) **Probationary Rate – A probationary term rate will be established at fifty (50) cents less than the basic rate for a period of sixty (60) calendar days.**

11.04 Amend as follows:

a) An employee, who after punching out, is especially called and required to go on duty for repair or other work shall receive not less than **eight (8) hour's** pay. This shall not apply to any call-ins made within the two (2) hours immediately preceding the starting time of the employee's regular shift. Call-in hours worked between 12 midnight and 8:00 a.m. will be paid at the better of **eight (8) hours pay or hours worked at double time (2X).** **Employees shall be entitled to a minimum of eight hours off between their next reporting time without loss of any earnings for the next shift as a result of the eight-hour minimum.**

11.06 e) Change to read:

Tour workers on a twelve (12) hour schedule shall receive time and one half for all work performed in excess of regular scheduled hours in any one (1) week. When a Statutory Holiday falls within a work week, tour workers on a 12 hour schedule shall be paid time and one-half (1-1/2) for all work performed in excess of 48 regular hours in any one week.

ARTICLE 13 - ADJUSTMENT OF COMPLAINTS**Amend as follows:****Step 4**

In the event the grievance is not settled at Step 3, the Local Union shall offer the matter to the National Union who shall set up a meeting with the **Mill Manager** within thirty (30) days of completion of Step 3. Following the above meeting, a written answer will be given by the **Mill Manager** within one (1) calendar week.

ARBITRATION**Amend as follows:**

The party desiring to submit a grievance to arbitration shall deliver to the other party a notice in writing of intention to arbitrate. Such notice must be given within ninety (90) days following completion of Step 4 answer from the **Mill Manager**.

ARTICLE 14 – PENSION AND WELFARE PLANS**14.03****Modify Short Term Disability to read:****September 15, 2011 \$550.00/week****September 15, 2012 \$575.00/week****14.05**

Change to read:

b) The ODA Fee Schedule will be amended each year to ensure ODA fees in effect are maintained at a one year lag while the collective agreement continues to operate.

14.07**Amend \$25.00 to \$50.00 effective date of ratification.****14.09 – Retiree Benefits**

Add second paragraph:

In resolving any dispute around Article 14.09 (above) arising out of this round of bargaining, the employer agrees to abide by the Memorandum of Agreement for Grievance #20638 dated July 8, 2008 and Schedule A as the maximum benefit costs for employees opting for early retirement for the term of the 2009 to 2014 agreement.

ARTICLE 15 – JURY DUTY, CROWN WITNESS, FUNERAL LEAVE, AND PERSONAL LEAVE-OF-ABSENCE**15.02 Bereavement Leave**

In the event of the death based on the table below the Company will allow the employee time off with pay (at regular straight time basic rate) providing he/she has completed his/her probationary period within seven (7) calendar days of the death providing the employee was scheduled to work on such days. The Company may require proof of death and/or date of the funeral

Five Days (8 hour workers) or Three Days (12 hour workers)	
Husband	Wife
Common law spouse	Child
Son	Daughter
Father	Stepchild
Stepmother	Mother
Stepfather	Adopted Child
Stepchildren	
Three Days (8 hour workers) or Two Days (12 hour workers)	
Sister	Brother
Mother-in-law	Father-in-law
Son-in-law	Daughter-in-law
Brother-in-law	Sister-in-law
Grandfather	Grandmother
Step-sister	Step-brother
Grandchild	

If an employee is on vacation and a death occurs which qualifies the employee for funeral leave, the vacation will be suspended and funeral leave will take precedent. The original vacation days must be rescheduled with the employee's Supervisor.

ARTICLE 18 – SAFETY BOOTS, TAPES, KNIVES AND COVERALLS

18.01 Change to read:

The Company will pay up **two hundred (\$200.00)** dollars upon proof of receipt towards the purchase of Sonoco approved safety footwear on a calendar year basis. Cowboy boots are not permitted. A maximum of one (1) pair per year may be purchased through the payroll deduction plan.

ARTICLE 19 – JOB SECURITY

19.02 Change to read:

The company agrees that it shall not contract out work normally assigned to bargaining unit members where it would directly result in the layoff or continued layoff of bargaining unit members or when there are employees who are qualified, available and willing to perform such work.

The employer and Union agree to meet periodically, upon request of either party, to discuss and give the Union opportunity to present alternatives to the employer's use of outside contractors who may be periodically required to perform work normally assigned to members of bargaining unit.

ARTICLE 20 – SEVERANCE PAY

Amend as follows:

In the event of a permanent layoff of employees resulting from a permanent closure of a paper machine, department or the mill, such employees shall receive severance pay, in a lump-sum equivalent to one and one-half (1.5) weeks of regular pay for each completed year of service with the employer, provided such employees waive any recall rights.

ARTICLE 22 - DURATION

22.01 Amend to read:

This Agreement shall be effective as from **September 15th, 2009**, and shall remain in force until **September 14th, 2014**, and shall continue in force from year-to-year thereafter until written notice shall have been given by one party to the other within the thirty (30) days immediately preceding the termination date, or the anniversary date of any subsequent extension, that it is intended to terminate or amend the Agreement. This Agreement shall continue until a renewal thereof or a new Agreement is consummated, or until the Conciliation Proceedings, described under the Labour Relations Act 1960 as amended, have been completed, whichever occurs first.

SCHEDULE "A"

Change following classification rates:

- **Adjust Shipper with AZ licence to reflect the current rate of \$25.32.**
- **Adjust Machine Tender rate to reflect the current rate of \$27.33 increase.**
- **Adjust Back Tender rate to reflect the current rate of \$26.57 increase.**
- **Adjust Crew Spare rate to reflect the current rate of \$24.39 increase.**
- **Trades Labour Rate \$24.81**
- **Trades Helper Rate \$25.60**
- **Engineers – 4th class \$25.81**
- **At ratification, Probation rate will be modified to \$23.31**

SCHEDULE "C"

Under Administration amend b) as follows:

A committee to be known as the Pension Fund Committee composed of two (2) members appointed by the Union, **the National President of the CEP or his designate** and two (2) members.....

SCHEDULE "D"

Section 10. Exclusions

- a) Benefits under the LTD Plan will not be payable for claims resulting from self-inflicted injury, war, riot or pregnancy.
- b) An employee on LTD shall not accumulate credit for vacation or holidays.
- c) For pension purposes only, service will be accumulated by an employee while the employee is in receipt of **W.S.I.B.**, W.I. and LTD benefits and shall be credited to the employee at the time of retirement.

Item 3 – Qualifying Period –

Change **fifty-two (52) to seventeen (17)**

SCHEDULE “E”

Vision care to maximum of **\$200.00** every 12 months for persons under age 18 and **\$200.00** every 24 months for persons age 18 or older. **The employer agrees that an employee can submit the cost of eye exams towards the \$200.00 maximum benefit. The employer shall maintain it’s practice of providing company approved safety glasses and company approved prescription safety glasses at the employer’s expense.**

ARTICLE 11.01

Wages:

- a) **Effective September 15, 2009, the hourly rates of pay shall be increased by zero (0) percent**
 - b) **Effective September 15, 2010, the hourly rate of pay shall be increased by zero (0) percent.**
 - c) **Effective September 15, 2011, the hourly rate of pay shall be increased by zero (0) percent.**
 - d) **Effective September 15, 2012, the hourly rate of pay shall be increased by one (1.0) percent.**
 - e) **Effective September 15, 2013, the hourly rate of pay shall be increased by one point five (1.5) percent.**
 - f) **Effective ratification apply and adjustment of \$1.00 to all Trades rates**
 - g) **Effective September 15, 2012 apply an adjustment of \$1.00 to all Trades rates**
 - h) **Effective ratification apply an adjustment of \$0.50 to Shipper Lead Hand**
 - i) **Effective ratification apply an adjustment of \$0.50 to Storeskeeper**

OPERATIONS ON A STATUTORY HOLIDAY

Change to read:

This letter will serve to confirm the understanding reached between the Company and the Union during recent negotiations regarding operation of the Mill(s) on statutory holidays. In the event the Company decides to operate the Mill(s) on a given statutory holiday, as defined in article 9.01 of the Collective Agreement, volunteers will be requested from among qualified employees in order to fill the required positions.

The following payment provisions will be applied: In the event the Company has requested volunteers to operate the Mill(s) on a statutory holiday, and;

1. Obtains the necessary volunteers, pay will be as follows:

Volunteers who work will receive statutory holiday pay of twelve (12) hours in addition to double time for hours worked. Those who would have been regularly scheduled to work but did not work will receive statutory holiday pay of twelve (12) hours. All other eligible employees will receive eight (8) hours.

2. Does not obtain a sufficient number of volunteers to operate or does not ask for volunteers, Article 9.03 (a) shall apply.

MAINTENANCE DEPARTMENT

Amend as follows:

BANKED DAYS FOR STATUTORY HOLIDAYS WORKED

Hours to be worked on a stat in order to bank a day:

- for day workers 4 hours at double time
- for shift workers 6 hours at double time.

The time sheet submitted for the stat worked must indicate if the employee wishes to bank a day. If this is not indicated, he/she will be paid for all hours worked and will not be permitted to take a day later.

Anyone working a Statutory Holiday will be scheduled to work the full day or the time required and will be expected to work the entire time scheduled.

No more than three banked stats can be accumulated. Rate paid will be the rate in effect at the time the stat was banked.

Banked days to be taken must be booked and will be granted only after vacations, floaters, and pager days have been covered. Requests for a banked day off must be submitted on a floater request form as per floater guidelines in the collective agreement.

Shift Tradespeople taking a banked day must take the day on a day shift on weekdays only (Monday to Friday).

Any days earned during the calendar year January 1st to December 31st and not taken by May 31st of the following year will be paid out the following pay period.

APPRENTICESHIP AGREEMENT

Change to read;

The Company and the Union agree to abide by the terms of the Apprenticeship Agreement dated January 25, 1989 and revised December 17, 1998.

Amend to reflect Trades Apprentices shall have a start rate of Trades Labour rate set out in Appendix "A" and Apprenticeship Agreement December 17, 1998.

Renew the following;

APPENDIX "1"

The Company will not contract out on site repair and maintenance work when there are maintenance group employees who are qualified, available and willing to perform such work. It is understood that the Company will not reduce the number of maintenance employees due to contracting out.

For scheduled shutdowns, the Company will meet with the Union at least forty-eight (48) hours before the contractors arrive on site, to explain the work to be performed by the contractor.

For emergency situations, the Company will notify the Union as soon as reasonably possible, that contractors will be on site and the work to be performed.

Memorandum of Agreement

EMPLOYEE RETURNING FROM AN INDUSTRIAL ACCIDENT

The Company will, subject to mutual agreement between the Company and the Union membership, place an employee returning from an industrial accident or non-occupational illness or accident, and no longer able to do his/her former job, in a currently vacant position, which would normally have been filled through the job posting procedure, provided that the individual has the skill and ability to do that job.

ASBESTOS

In the event asbestos were to be discovered in the plant premises, the Company will promptly take the necessary steps to have such asbestos material encapsulated, or removed altogether whichever is deemed most appropriate, as quickly as possible.

TRADESPEOPLE

For the purposes of this agreement the following classifications shall be considered as Tradespeople:

Millwrights
Electricians
Instrumentation
Stationary Engineers

Move up Procedure Following the Downsizing Agreement Signed January 22, 1993.

Amend as follows:

Stock Prep Move-ups

In the position of Material Handler, the following provisions will apply for permanent move ups to the next higher position:

- Material Handler – must have been a permanent Material Handler for two years – moves to Pulper Operator by Mill Seniority.

This applies only to persons currently classified as Material Handler. All other positions, including future postings will progress through the lines of progression in the established manner.

Overtime will continue to be offered by department seniority to employees in the department, and if there are no volunteers, by mill seniority outside the department.

Machine Move-ups

In the position of Fifth Hand, Fourth Hand, and Third Hand, the following provisions will apply for permanent move ups to the next higher position:

- Fifth Hand – must have been a permanent Fifth Hand for one year – moves to Fourth Hand by Mill Seniority
- Fourth Hand – must have been a permanent Fourth Hand for two years – moves to Third Hand by Mill Seniority
- Third Hand – must have been a permanent Third Hand for three years – moves to Back Tender by Mill Seniority.

This applies only to persons currently classified as Third, Fourth and Fifth Hands. All other positions, including future postings will progress through the lines of progression in the established manner.

Overtime will continue to be offered by department seniority to employees in the department, and if there are no volunteers, by mill seniority outside the department.

The Company and the Union agree to meet on an as needed basis to discuss crew changes related to extended employee absence(s).

COLLECTIVE AGREEMENT BOOKLETS

Company to pay the cost of printing the Collective Agreement booklets to a maximum of 300 copies.

SPECIAL NOTE

This booklet, in itself, is not a legal document. It is issued by the Company as a means of publishing complete information as to the contents of the Labour Agreement contract.

Letter of Understanding Skilled Trades Pager Schedule

This letter of understanding is an amendment to the memo from Carl Matchim to Ken Ashton on February 12, 1992.

The following is intended to cover all call-ins for all Maintenance Mechanics and Electricians to take their turn with on-call duties. The pager schedule will be continuous, ensuring there is skilled trades coverage 24 hours per day, 7 days per week.

The employees carrying the pager will do so for 7 days, starting on Tuesday and ending the following Tuesday. This will allow time off for two long weekends, three days before and three days after. There will be flexibility for employees who prefer to work 7 days straight, so that they may take a day off in the middle of the week and work Friday. Reference Article 11.04 (b).

Employees will be paid 8 hours at their straight time rate. Saturday will also be paid at straight time.

OFF | ON CALL | OFF
 Example: S S M | T W T F S S M T | W T | F S S
 | OPTIONAL |
 | DAY OFF |

This agreement is effective Tuesday, January 3, 2006.

For the Company
 Chris Freeman
 Kyle Gaetano
 Shannon Stewart

For the Union
 Greg Orr
 Ken Durling
 John Pierce

Tom Reid
 Dean Parks
 Jim Ludington

Dan Sabourin

Ken Durling

MEMO TO E/I PERSONNEL: MAY 1 1992**VACATION FOR ELECTRICAL INSTRUMENT SECTION:**

CURRENTLY ONE PERSON ON VACATION AT A TIME AND ANOTHER CAN USE APPROVED FLOATER OR BANK DAYS.

WE CAN ALLOW A SECOND PERSON ON VACATION PROVIDED:

NO FLOATERS OR BANK DAYS ARE TAKEN DURING THE VACATION PERIOD.

ALL PROPER PAPER WORK MUST BE FILLED IN AND SIGNED FOR THE REQUESTED HOLIDAYS.

ANY REQUEST IN WRITING WILL BE DEALT WITH ON A SENIORITY BASIS TILL MAY 8, 1992 ONLY FOR THIS YEAR, THEN ON A FIRST COME FIRST SERVE BASIS. THIS WILL GO BACK TO THE HOLIDAY DEADLINE NEXT YEAR.

THIS DOES NOT CHANGE APPROVED REQUESTS TO DATE.

THE E/I DEPT. SUPERVISOR MUST GIVE APPROVAL.

IF ANY ADDITIONAL COST FOR THE COMPANY, THEY MUST BE APPROVED BY THE SUPERINTENDENT OF MAINTENANCE AND POWER.

IF THE SECOND WEEK OF HOLIDAYS DOES NOT WORK OUT WITH THE ABOVE PROVISIONS, IT IS CLEARLY UNDERSTOOD THAT WE WILL GO BACK TO ONLY ONE WEEK AT A TIME.

E/I SUPERVISOR
Mike Wolters

COPIES TO:
DENNIS PRESTON
BOB BOURGOIN
TOM REID
HENRY COONEY
LARRY FRANCIS
DEAN PARKS
JIM LUDINGTON
CARL MATCHIM
KEN ASHTON

To: Greg Orr, President, CEP local 1489
 From: Shannon Stewart, Human Resources
 Cc: Rhonda Hayes, Chris Freeman, Carl Matchim, Kyle Gaetano, Darryl McInroy
 Date: February 8, 2006
 RE: Chief Engineer Position

As you are aware we have been in discussion with Darryl McInroy regarding reclassification of his role as 2nd Class Engineer to Chief Engineer in accordance with Article 6.07. A job description has been previously presented.

During training Darryl will work with Paul Lewis to learn his new roles and responsibilities. Once Darryl has completed his training and Paul has completed his work with Sonoco, Darryl will report to Carl Matchim.

Hours of Work: Monday – Friday 8:00am to 4:30pm and overtime as required

The Rate for this position is to be included in “Schedule A” as follows:

Hourly Rate:	February 1, 2006	\$33.00
	September 15, 2006	\$33.66
	September 15, 2007	\$34.36
	September 15, 2008	\$35.06

The requirement for this position will be re-evaluated as business conditions change and discussed with the union, CEP local 1489, in advance. The on-going development of successors is important to Sonoco.

Thank you for your ongoing support.

For the Company:
 Chris Freeman
 Kyle Gaetano

For the Union:
 Greg Orr

Letter of Understanding Temporary Employment Agencies

The Company agrees that when it contracts with a temporary employment agency for persons to perform bargaining unit work, union dues shall be remitted to the union in the same manner as for bargaining unit employees.

In the event that the Company hires a person as an employee, who within the last six (6) months prior to their hire, worked as the plant under the employment of a temporary agency, shall be credit with days worked for the purpose of determining whether they have completed a probationary period in accordance with Article 3.02

SCHEDULE "A"

Rates Effective

Classifications	Current Rates	Sept 15/09	Sep 15/10	Apr 29/11	Sep 15/11	Sep 15/12	Sep 15/13
Machine Tender	\$27.03	\$27.03	\$27.03	\$27.33	\$27.33	\$27.60	\$28.01
Back Tender	\$26.02	\$26.02	\$26.02	\$26.57	\$26.57	\$26.84	\$27.24
Third Hand	\$25.40	\$25.40	\$25.40	\$25.40	\$25.40	\$25.65	\$26.03
Fourth Hand	\$25.14	\$25.14	\$25.14	\$25.14	\$25.14	\$25.39	\$25.77
Fifth Hand	\$24.63	\$24.63	\$24.63	\$24.63	\$24.63	\$24.88	\$25.25
Shift Spare	\$24.39	\$24.39	\$24.39	\$24.39	\$24.39	\$24.63	\$25.00
Tester	\$25.29	\$25.29	\$25.29	\$25.29	\$25.29	\$25.54	\$25.92
Pulper Operator	\$25.92	\$25.92	\$25.92	\$25.92	\$25.92	\$26.18	\$26.57
Material Handler	\$25.13	\$25.13	\$25.13	\$25.13	\$25.13	\$25.38	\$25.76
Black Clawson Operator	\$25.40	\$25.40	\$25.40	\$25.40	\$25.40	\$25.65	\$26.03
Black Clawson Assistant	\$25.14	\$25.14	\$25.14	\$25.14	\$25.14	\$25.39	\$25.77
Black Clawson Helper	\$24.63	\$24.63	\$24.63	\$24.63	\$24.63	\$24.88	\$25.25
Shipping Lead Hand	\$25.80	\$25.80	\$25.80	\$26.30	\$26.30	\$26.56	\$26.96
Shipper - AZ License	\$25.32	\$25.32	\$25.32	\$25.32	\$25.32	\$25.57	\$25.95
Shipper - No AZ license	\$25.25	\$25.25	\$25.25	\$25.25	\$25.25	\$25.50	\$25.88
Shunter/Shipper Helper	\$25.19	\$25.19	\$25.19	\$25.19	\$25.19	\$25.44	\$25.82
LTO - Receiving	\$25.19	\$25.19	\$25.19	\$25.19	\$25.19	\$25.44	\$25.82
LTO - No AZ License	\$25.13	\$25.13	\$25.13	\$25.13	\$25.13	\$25.38	\$25.76
Chief Operating Engineer	\$35.06	\$35.06	\$35.06	\$36.06	\$36.06	\$37.43	\$37.99
Engineer - 2nd Class	\$27.52	\$27.52	\$27.52	\$28.52	\$28.52	\$29.82	\$30.27
Engineer - 3rd Class	\$27.06	\$27.06	\$27.06	\$28.06	\$28.06	\$29.35	\$29.79
Engineer - 4th Class				\$26.81	\$26.81	\$28.09	\$28.51
Trades Lead Hand	\$27.87	\$27.87	\$27.87	\$28.87	\$28.87	\$30.17	\$30.62
Trades Class A	\$26.86	\$26.86	\$26.86	\$27.86	\$27.86	\$29.15	\$29.59
Trades Class B	\$25.92	\$25.92	\$25.92	\$26.92	\$26.92	\$28.20	\$28.62
Trades Class C	\$25.60	\$25.60	\$25.60	\$26.81	\$26.81	\$28.09	\$28.51
Trades Helper				\$26.60	\$26.60	\$27.88	\$28.30
Trades Labour				\$25.81	\$25.81	\$27.08	\$27.49
Storeskeeper	\$25.80	\$25.80	\$25.80	\$26.30	\$26.30	\$26.56	\$26.96
Utility Person				\$24.10	\$24.10	\$24.34	\$24.71
Quality Coordinator - Level 3	\$27.01	\$27.01	\$27.01	\$27.01	\$27.01	\$27.28	\$27.69
QC - Level 2	\$25.97	\$25.97	\$25.97	\$25.97	\$25.97	\$26.23	\$26.62
QC - Level 1	\$25.45	\$25.45	\$25.45	\$25.45	\$25.45	\$25.70	\$26.09
QC - Entry Level	\$24.92	\$24.92	\$24.92	\$24.92	\$24.92	\$25.17	\$25.55
Labourer	\$23.81	\$23.81	\$23.81	\$23.81	\$23.81	\$24.05	\$24.41
Probation	\$23.31	\$23.31	\$23.31	\$23.31	\$23.31	\$23.55	\$23.91
Student	\$23.31	\$23.31	\$23.31	\$23.31	\$23.31	\$23.55	\$23.91

Senior employees in the department will be given the first opportunity to move to Lead Hand positions as they become available. Positions will become permanent after a thirty (30) day trial period during which the employee demonstrates that he/she can satisfactorily perform all duties of the lead hand position.