MEMORANDUM OF AGREEMENT BETWEEN:

moveUP, LOCAL 378
("Union")

AND:

CATALYST PAPER CORPORATION

PORT ALBERNI DIVISION
("Company")

MEMORANDUM OF AGREEMENT BETWEEN:

moveUP, LOCAL 378
("Union")

AND:

CATALYST PAPER CORPORATION
PORT ALBERNI
("Company")

The Company and the Union, hereby, agree to the following changes to the Labour Agreement between them expiring April 30, 20~~xx~~17.

Both parties recommend these terms of settlement to their respective principles.

SIGNED and AGREED in PORT ALBERNI, BRITISH COLUMBIA

This 22nd day of November, 2018

On behalf of the Company:
Catalyst Paper Corporation

Marc Bodin

Richard Demchuk

On behalf of the Union:
moveUP Local 378

Kai Theus

Alicia Gallo

CATALYST BARGAINING OFFER FOR SETTLEMENT TO MOVEUP LOCAL 378

TABLED NOVEMBER 22, 2018

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1. **Term**

   Amend Article XXXII – Duration and Amending Procedure

   4 years: May 1, 2017 to April 30, 2021

2. **Article 9.01 – Probationary Period**

   Amend

   Until an employee has been on the payroll of the Company for **ninety (90)** calendar days, or until he/she has accumulated **sixty (60)** working days in **a one hundred and eighty (180)** calendar day period.

   No person will be considered a probationary employee more than once without the mutual agreement of the Company and the Union.

3. **Benefits Plan**

   Amend Dental Plan Coverage:

Core Option	Maximum Annual Benefits	$2500
Enhanced Option	Maximum Annual Benefit	$3500

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
		Nov 22/2018	10:15am.
UP#1	1.05	*Housekeeping – Change Union name to MoveUP (Canadian Office and Professional Employees Union, Local 378*	

Union Name change to MoveUP

Change COPE & COPE 378 to "the Union" as required.

Legal reference shall be changed to:

"MoveUP (Canadian Office and Professional Employees Union, Local 378)"

E&OE

Signed off this 22 ~~November~~ day of November 20 18

For the Union

For the Employer

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:** Nov 22, 2018	**Time:** 10:16.
UP#2	Various	*Housekeeping - Amend Sections to Sub-Articles throughout Collective Agreement*	

Rename all references to "Section" to "Article" throughout the collective agreement. ✓

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

S:\Bargaining\CATALYST PAPER\2017-Bargaining\7-Proposals - Union\17-CATALYST-BARG-UP 2-HK-Proposal Section to Article-V1-November 16, 2018.docx

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(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#3	1	*New - add Union Bug*	

ARTICLE 1 – RECOGNITION

1.01 ~~The Company recognizes the Union as the sole collective bargaining agent for the office and technical employees covered by this Agreement as determined by the Labour Relations Board of British Columbia.~~

The Employer recognizes the Union as the sole bargaining authority for all employees in its offices within the jurisdiction of the Canadian Office and Professional Employees Union Local 378, hereinafter referred to as "MoveUP", and within the classifications as may from time to time be agreed to and established by the parties. It is expressly agreed that this agreement shall not apply to any elected or appointed officer, business agent or representative of the Employer.

1.02 The Union Label shall be made available to the Employer. The privilege of using the Union Label shall be extended to the Employer as long as this Agreement remains in full force and effect and the Employer is fulfilling all of its terms and conditions. The Union Label shall be the official Union Label as designated by the Union. The Union label shall remain the sole property of the Union.

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

moveUP
(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#4	3.02	*Amend - Union Dues/Membership Information*	

3.02 ~~Upon written authorization from the employee, the Company agrees to deduct from the salary of each employee in the bargaining unit employed for thirty (30) calendar days or more, an amount equivalent to the regular monthly dues. In addition, the Company will deduct initiation fees and assessments upon written authorization, from each bargaining unit employee. Such dues, fees and assessments will be remitted to the Union once monthly, together with a list of employees from whom such deductions are made.~~

~~The Union agrees to file initiation fees and dues deduction assignment forms with the Company for each employee prior to such deduction.~~

3.02 Remittance of Deductions

All deductions made by the Employer pursuant to this Article shall be remitted to the Union by the fifteenth (15th) day of the month following the date of deduction whenever possible but in no event will such remittance be later than the end of the month following the date of deduction. Such remittance shall be accompanied by information specifying the names of the employees from whose pay such deductions have been made and the purpose of the deduction and the amount in each case.

In addition to the above the Employer will provide the Union with a complete listing of all the following for the period of time being reported:

(i) New hires
(ii) Terminations
(iii) Promotions
(iv) Demotions
(v) Lateral transfers
(vi) Salary revisions
(vii) Employees on extended leave of absence

Such information shall be supplied by the employer and in a form acceptable to the parties.

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

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(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#5	Article 3.06	*NEW*	

3.06 The Employer shall not contract out MoveUP work that would result in a down grouping or layoff/termination of any bargaining unit employee.

E&OE
Signed off this 22 day of November 20 18

For the Union

For the Employer

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#6	4.03	*Change*	

4.03 Each employee shall receive two relief periods of ~~ten~~ fifteen (15) minutes each, one taken in the morning and one in the afternoon.

✓

E&OE
Signed off this 22 day of November 20 18

For the Union

For the Employer

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#7	4.05	*Amend & delete*	

4.05 The rate of pay for each hour of overtime shall be one and one-half times the rate of pay for each hour of the standard work week or double the rate of pay for each hour of the standard work day.

Double time will be paid in the following circumstances:

- Hours over 10 ½ in a day.
- Hours over 7 ½ on a Sunday, Holiday or scheduled day off.
- Hours over 45 in a week excluding the hours worked in excess of 7 ½ hours in any one day, i.e. if employee worked 7 ½ hours each day for 7 consecutive days in a week, then all hours worked on the seventh day would be paid at double time.
- All hours worked on the following days:

New Years Day	40 hours 4:00 p.m. December 31 to 8:00 a.m. January 2.
Easter Monday	24 hours 8:00 a.m. Monday to 8:00 a.m. Tuesday.
~~Dominion~~ Canada Day	24 hours 8:00 a.m. July 1 to 8:00 a.m. July 2.
BC Day	24 hours 8:00 a.m. Monday to 8:00 a.m. Tuesday.
Labour Day	24 hours 8:00 a.m. Monday to 8:00 a.m. Tuesday.
Christmas Eve	24 hours 8:00 a.m. December 24 to 8:00 a.m. December 25
Christmas Day	24 hours 8:00 a.m. December 25 to 8:00 a.m. December 26.
Boxing Day	24 hours 8:00 a.m. December 26 to 8:00 a.m. December 27.

N.B. For the period of May 1 2017 through April 30 ~~2015~~ 2021, the payment of double time for overtime will be reduced to time and one-half for overtime.

E&OE
Signed off this 22 day of November 2018

For the Union _____ For the Employer _____

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(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#8	5.03	*Amend*	

5.03 Parental Leave

Leave of absence without pay in cases of maternity and parental leave shall be granted in accordance with the Employment Standards Act, and subsequent amendments. ✓

~~The Company will grant extended maternity leave to female employees to a maximum of six (6) weeks in excess of that provided in the Employment Standards Act where there is a valid and documented medical reason applicable to the health or well-being of mother and/or child.~~

a) A regular employee shall be eligible for up to thirty-five (35) consecutive weeks parental leave, in the case of a birth mother, and thirty-seven (37) consecutive weeks in the case of a birth father, to be taken in accordance with the provisions of the Employment Standards Act.

(b) A request for parental leave must be submitted, in writing, at least four (4) weeks before the day specified in the request as the day on which the employee proposes to commence parental/adoption leave. Such request must be accompanied by a certificate of a medical practitioner or other evidence stating the date of birth of the child; or the probable date of birth of the child (if a certificate has not been provided in conjunction with a request for maternity leave); or

(c) Parental leave shall commence:

(i) In the case of a natural mother, immediately following the end of the maternity leave.

(ii) In the case of a natural father, following the birth of the child; and within the seventy-eight (78) week period after the birth date of the new born child.

(d) An employee shall be entitled to extend the parental leave by up to an additional five (5) weeks, without pay, where it is certified by a medical practitioner that an additional period of parental care is required because the child suffers from a physical, psychological or emotional condition.

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

(e) In the case of the natural mother, this leave must be taken immediately following the end of the maternity leave Article 26.01. In no case will the combined maternity and parental leave exceed seventy-eight (78) weeks; unless authorized by a medical practitioner.

(f) In the case of the natural father, this leave must be taken within the seventy-eight (78) week period immediately following the birth of the child. In order to be eligible for such leave, the employee shall be required to furnish to the Company proof of the child's birth.

(g) Upon return to work the employee will be reinstated in their former position and receive the same wage rate and benefits as received prior to the leave, including any wage increases and improvements to benefits to which the employee would have been entitled had the leave not been taken.

(h) If the employee elects to continue to pay his/her share of the premium cost of the benefit plans then the company will continue to pay the employer's portion of the benefit premiums while he/she is on leave.

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#9	5.06	*Gender Transition Leave*	

5.06 An employee who provides a certificate from a medical practitioner confirming that the employee requires a leave of absence in order to undergo the medical or non-medical procedure(s) related to a physical and/or emotional change from one gender to another shall be granted a leave of absence without loss of service or seniority and will be eligible for sickness and accident coverage while absent.

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Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

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[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#10	7	*Amend*	

ARTICLE 7 – SALARIES

7.01 The salary schedules to be in effect for the period ~~May 1, 2012 until April 30, 2017 inclusive, shall be set forth in Article 18.~~

The salary schedules to be in effect for the period May 1, 2017 to April 30, 2021 inclusive shall be as set out in Appendix 'A'.

7.02 When a new position is created or an existing one changed, the Company will make a temporary evaluation and will advise the Union in writing of the rank of the position. In the event of a disagreement between the Union and the Company with regard to the ranking of the position, the matter shall be dealt with as provided in the Grievance Procedure, Article 13 of this Agreement.

7.03 Step rate changes shall be effective on the first or 16th of the month, whichever date is closest to the employee's job anniversary date. Rate changes on promotion will be effective the date of promotion, provided the employee successfully completes the 30-day trial period.

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Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

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(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#11	Article 7 (New)	*Create New Article Layoff and renumber c/a*	

LAYOFF

7.01 If a reduction in staff is necessary the Union shall be consulted by the Company and privileged to present recommendations which will be considered by the Company prior to a decision by the Company. In cases where time does not permit such prior consultation the Company will take temporary action only until the recommendations of the Union can be considered.

7.02 In the event of a reduction of staff, the most junior employee shall be laid off first and the most senior employee last.

7.03

(a) An employee affected by a layoff, reduction of staff or position elimination shall have the option of displacing an employee with less seniority in the same or lower salary group provided they have the qualifications required to perform the job.

(b) If no same or lower salary group position exists the employee shall be allowed to displace any employee with less seniority in the next higher group available.

(c) The displaced employee shall follow the process established above in displacing employees with less seniority than them.

(d) An employee so affected shall be on a trial period for the first thirty (30) days. If during the first thirty (30) days the employee is considered to be unsuitable for the position, or if the employee considers the position unsuitable for them, they shall be allowed to displace another employee with less seniority in the same or lower salary group than the position they originally had, provided such position exists. The trial basis may be extended by mutual agreement between the parties.

(e) The Company will provide on-the-job or special training as required during the trial period.

7.04

(a) For permanent loss of employment, notice of layoff shall be given an employee, other than a probationary employee, or employees hired for work of known temporary duration, two weeks before they are scheduled to be laid off. Where

E&OE
Signed off this 22 day of November 2018

For the Union

For the Employer

an employee is laid off due to a Company decision to permanently eliminate a position then that employee may elect to terminate and not be eligible for recall as described in 6.11 of this Article. If the employee makes such election within thirty (30) days of the date the elimination is deemed permanent then the employee will receive severance pay on the following basis:

Years of Employment	Severance Allowance weeks/year
1st ten years	2 weeks
Subsequent years	1 week

Maximum Severance Allowance 45 weeks.

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For employees with a minimum of one (1) years employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks pay. The employee may elect to defer receipt of this payment for up to 12 months.

(b) No employee shall be eligible for severance payment under both Article 10 Technological Change and Article 6, Seniority.

(c) Where a temporary curtailment of mill operation is planned the Company will endeavor to give the Union as much notice as possible.

(d) Enhancements in Severance Allowance achieved by the CEP through collective bargaining will be incorporated into this agreement.

7.05

(a) An employee who is laid off shall be subject to recall in order of seniority, subject to their qualifications to fill the available position, but shall have no rights as an employee under this agreement save the right of recall in order of seniority and welfare and benefit coverage in accordance with 6.11 (b). Employees shall retain their seniority for one year from the date of layoff, plus one additional month for each year of continuous service up to an additional 12 months. Employees who are on the recall list and are called back for temporary work assignments shall have their recall rights extended by one (1) day for every one (1) day or part thereof worked.

(b) The following Company-paid benefit plans will remain in effect for employees with one (1) or more years seniority for six (6) months and for employees with more than four (4) months but less than one (1) year's seniority for three (3) months while on layoff:

(i) Group Life Insurance Plan
(ii) Provincial Health Plans and Extended Health Benefit Plan
(iii) Dental Care Plan

7.06

Any notice of recall to an employee other than a probationary employee who has been laid off shall be made by registered mail to the last known address of the employee. The employee must respond to recall notice within 7 days of issuance or lose all rights of seniority. Bona fide reasons for failure to report shall not deprive an employee of their recall rights.

moveup
(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#13	11	*NEW: VACATION AND LEAVES OF ABSENCE*	

ARTICLE 11 - LEAVES OF ABSENCE

11.01 Annual Vacation Entitlements

Regular Full-Time Employees are entitled to vacation as follows:

Employees with less than one (1) year service: One and a half (1 ½) days of vacation per completed months of service to a maximum of 15 working days.

One (1) year up to six (6) years of service:	3 weeks (15 working days)
Seven (7) years ~~but less than~~ up to fourteen (14) years of service:	4 weeks (20 working days)
~~Fifteen (15) years but less than twenty three (23) years of service:~~ Fifteen (15)	~~5 weeks (25 working days~~
~~Twenty Four (24)~~ or more years of service:	5 weeks (25 working days)

Part Time Regular employees will have their annual vacation entitlement pro-rated based on time worked.

Full Time Temporary employees will be granted annual vacation as per the Employment Standards Act.

Vacation Pay Upon Termination
Upon termination, an employee shall be paid the balance of his/her vacation not taken during the current year, as established on April 30th of the preceding year, plus a percentage of his/her earnings for the current year as follows:

Years of Service	% of earnings on May 1 of the current year up to termination date
1 to 6 years	6%
7 years but less than 14	8%

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

15 years to 23 years	10%
24 years or more	10%

11.02

Senior employees shall be given preference in the selection of vacation periods when the list is up. Any employee not declaring their desire for vacation dates during this period shall have deemed to have waived their seniority privileges, and will have to accept whatever dates are available when the list is down.

11.03 Supplemental Vacation

After completing five (5) or more years of continuous service with the Company, an employee shall, in addition to the regular vacation to which he/she is entitled, become eligible to receive a Supplementary Vacation with pay each five (5) years as follows:

After five (5) years	One (1) Week
After ten (10) years	Two (2) weeks
After fifteen (15) years	Two (2) weeks
After twenty (20) years	Three (3) weeks
After twenty (25) years	Three (3) weeks
After thirty (30) years	Four (4) weeks
After thirty-five (35) years	Four (4) weeks
After forty (40) years	Five (5) weeks

The Supplementary Vacation must be taken during the period earned, that is, taken prior to becoming eligible for his/her next earned period of Supplementary Vacation.

One (1) week Supplementary Vacation shall be equal to thirty-seven (37.5) hours at straight time rates at the employee's regular job.

In determining eligibility for Supplementary Vacation, an employee's service shall be calculated from date of hire with the Company.

Employees may take Supplementary Vacation in one (1) week blocks or may separate them and take in daily allotments.

At retirement or upon termination from the Company, an employee who has completed five (5) or more years of service shall be entitled to that portion of Supplementary Vacation pay proportionate to the number of years of service completed subsequent to his/her last five-year entitlement period.

E&OE

Signed off this _____day of _____20_____

For the Union _____

For the Employer _____

Any existing employee who is between entitlement years for supplemental vacation entitlement will have the appropriate supplement placed into their vacation entitlement at ratification.

11.04 Statutory Holidays

The Company will provide all regular full-time employees with thirteen (13) Statutory Holidays in each calendar year as follows:

1. New Year's Day
2. Family Day
3. Good Friday
4. Easter Monday
5. Victoria Day
6. Canada Day
7. BC Day
8. Labour Day
9. Thanksgiving Day
10. Remembrance Day
11. Christmas Eve
12. Christmas Day
13. Boxing Day

If a Statutory Holiday occurs during an employee's vacation period, the employee shall be eligible for an additional day off with pay. An employee on sick leave during a Statutory Holiday will not be eligible for a supplementary day off.

E&OE
Signed off this 22 day of November 20 18

For the Union

For the Employer

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#14	12 NEW	*Delete 11.03 and replace with Article 12 Discipline*	

~~**11.03** The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against them at any time after twelve (12) months.~~

~~An employee who has been given a written reprimand may, after two (2) years without further discipline on their personnel file, request a review of their file to have the reprimand removed. However, the final decision to remove the written reprimand remains with Management.~~

~~In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty four (24) months and not used after that period provided no other discipline has occurred during the time.~~

~~The presence of a Union Shop Steward is mandatory at any meeting during which the employee is disciplined.~~

ARTICLE 12 – DISCIPLINE

12.01 Just Cause

The Employer shall not discipline or discharge an employee except for just cause. The Employer will provide the employee with a statement clearly establishing the reasons for discipline or discharge with a copy to the Union at the time of the discipline or discharged is imposed.

12.02 Union Representation

An employee who is subject to discipline, discharge or termination must have at least one Union Representative present at all times to act on his/her behalf. The employee shall be advised of this right prior to proceeding with the disciplinary meeting.

12.03 Disciplinary Action

The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against them at any time after twelve (12) months.

An employee who has been given a written reprimand may, after two (2) years without further discipline on their personnel file, request a review of their file to have the

E&OE

Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

reprimand removed. However, the final decision to remove the written reprimand remains with Management.

In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period provided no other discipline has occurred during the time.

The presence of a Union Shop Steward is mandatory at any meeting during which the employee is disciplined.

moveUP

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#15	New: Article 12	*Delete Article 12 and replace with new Article 13; renumber c/a accordingly*	

~~**ARTICLE 12 – DISCHARGE**~~

~~It is hereby agreed that the Company has the right to discharge an employee for reasonable and sufficient cause. The Company agrees to advise the Union of such discharge and the reasons therefore.~~

ARTICLE 13 - DISCHARGE AND TERMINATION

13.01 The Employer shall not discipline or discharge an employee except for just cause. The Employer will provide the employee with a statement clearly establishing the reasons for discharge with a copy to the Union at the time of discharge. The Employer shall provide the employee and the Union with a statement clearly establishing the reasons for any other discipline.

13.02 Union Representation
An employee who is subject to discipline, discharge or termination must have at least one Union Representative present at all times to act on his/her behalf. The employee shall be advised of this right prior to proceeding with the disciplinary meeting.

13.03 An employee will provide the Employer with a minimum two (2) weeks' notice in the event of a voluntary resignation from employment.

E&OE
Signed off this 22 day of November 20 18

For the Union _____ For the Employer _____

moveup

(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#18	Appendix A	*Increase*	

~~**ARTICLE 18**~~

APPENDIX 'A'

18.01 – SALARY SCHEDULE

Group 9	Step 1 Date of hire	Step 2 3 months	Step 3 12 months	Step 4 24 months	Step 5 36 months	Step 6 48 months

Wage Increases: Effective May 1, 2017 2.5%
Effective May 1, 2018 2.5%
Effective May 1, 2019 2.5%
Effective May 1, 2020 2.5%

E&OE
Signed off this 22 day of November 2018

For the Union _____ For the Employer _____

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(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#19	LOU	*Delete*	

~~**LETTER OF UNDERSTANDING**~~
~~**BENEFITS**~~

~~Catalyst Paper~~
~~Port Alberni Division~~
~~4000 Stamp Avenue~~
~~Port Alberni, BC~~
~~V9Y 5J7~~

~~May, 1995~~
~~(Re-issued August 2000)~~
~~(Re-issued February 2006)~~
~~(Re-issued May 2012)~~

~~Barry Hodson~~
~~Union Representative~~
~~COPE, Local 378~~

~~Dear Barry:~~

~~This will confirm our mutual agreement that during the period covered by the Collective Agreement in effect from May 1, 2012 to April 30, 2017, the employees of Catalyst Paper Port Alberni Division who are covered by the Agreement will be entitled to the same vacation, statutory holiday and employee welfare benefits which are available to other salaried employees of Port Alberni Division.~~

~~Yours truly,~~
~~Catalyst Paper~~
~~Port Alberni Division~~
~~Norm Kofler~~
~~Employee Relations Supervisor~~

E&OE
Signed off this 7th day of November 20 18

For the Union _____ For the Employer _____

moveUP
(Canadian Office and Professional Employees Union, Local 378)

[Catalyst Paper]
PROPOSALS 2017
Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#20	LOU	*Delete*	

~~**RESPECTING SUB-CONTRACTING OR RE-DIRECTION OF WORK PERFORMED BY COPE**~~

~~a) COPE fully understands and appreciates that the number of bargaining unit positions may be reduced over time for a variety of reasons. However, the conditions set out in this letter of understanding apply to the sub-contracting or redirection of work performed by COPE.~~

~~b) The Company will notify the Union when consideration is being given to redirecting duties normally performed by COPE to another location or by other employees, management or contractors. The Company will then meaningfully consult with the Union respecting such changes in advance of the changes being introduced. However, once such consultation has taken place, the Company may then proceed with implementation of the changes.~~

~~c) If bargaining unit positions are downgraded as a result of sub-contracting or the redirection of work, the employees in those positions will retain their existing classifications and will continue to receive all the wage increases applying to those classifications.~~

~~d) During the term of the collective agreement, no current regular employee in the bargaining unit will be subject to lay-off as the result of sub-contracting or the redirection of duties normally performed by COPE."~~

~~This letter of understanding will expire on April 30, 2017 and will be subject to negotiations at that time.~~

E&OE
Signed off this 22 day of November 20 18

For the ~~Union~~

For the Employer