

COLLECTIVE AGREEMENT

Between

Kruger Products L.P.

(hereinafter referred to as the "Employer")

And



(Canadian Office and Professional Employees Union, Local 378)

(hereinafter referred to as the "Union")

June 1, 2016 to May 31, 2020

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ARTICLE 1 - PURPOSE

The purpose of this Agreement is to maintain a harmonious relationship between the Employer and the employees; to define clearly the hours of work, rates of pay and conditions of employment; to provide for an amicable method of settling differences which may from time to time arise; and to promote the mutual interest of the Employer and employees.

ARTICLE 2 - UNION SECURITY AND RECOGNITION

2.01

The term "employees" wherever mentioned in this Agreement, refers to all employees as defined in Article 2.02 below, and Appendix "B", but does not include those employees who by mutual agreement, are excluded from the bargaining unit as defined in Appendix "C".

2.02

This Agreement shall apply solely to employees in the bargaining unit for which the Union is certified under the Labour Relations Code, and shall be binding on the Employer and the Union, and their respective successors and assigns.

2.03

The Employer agrees that all employees covered under this Agreement as a condition of employment, shall, within thirty (30) days from the effective date of this Agreement, become and remain members of the Union.

2.04

The Employer further agrees that all new employees hired subsequent to the effective date of this Agreement, shall as a condition of employment within thirty (30) days from the date of employment, become and remain members of the Union.

2.05

Upon written authorization from the employee, the Employer agrees to deduct Union initiation fees, dues and assessments from the wages of each employee, and to transmit the monies so collected to the Union, once monthly. The Union agrees to file an initiation fee, dues and assessment assignment form with the Employer for each employee prior to such deductions.

2.06 Job Security

No regular employee shall be laid off as a result of contracting out, without prior discussion with the Union and alternative measures have been canvassed.

In the event an employee is laid off as a direct result of contracting out, a minimum of twenty four (24) weeks severance shall be paid.

ARTICLE 3 - UNION AND EMPLOYER REPRESENTATION

3.01

The Employer shall recognize the Job Steward(s) elected or appointed by the Union, and shall not discharge, discipline or otherwise discriminate against such Job Steward(s) for carrying out the duties proper to that position. The Union shall inform the Employer of the names of the Job Steward(s).

3.02

The Job Steward(s) may, within reason, investigate and process grievances or confer with or without the Representative(s) of the Union during regular working hours, without loss of pay. The Steward(s) will obtain permission from their immediate supervisor before leaving their immediate area for such purposes, and such permission will not be unreasonably denied.

3.03

The Employer shall not discharge, discipline or otherwise discriminate against any member of the Union for participation in or for legitimate action on behalf of the Union, or for the exercise of rights provided by this Agreement.

3.04

Leaves of absence without pay will be granted to employees for the purpose of attending to Union business providing the employer's work requirements will allow for such leave. The Union will request such leave by giving the Employer at least two (2) weeks notice. Normally such leave of absence will not exceed ten (10) working days in any one calendar year for any one employee. Any such leave request will not be unreasonably denied.

3.05 Standing Committee

The Employer and the Union shall each appoint three (3) members to comprise a Standing Committee. It is understood that there shall not be more than one (1) Union representative from any one department. In case of a vacancy for any cause, the party not fully represented shall immediately appoint a new member to fill such vacancy.

3.06

The purpose of the Standing Committee, representative of both parties, shall be to discuss policy and future changes within the Company for better Labour-Management relations.

3.07

Should any question of interpretation with reference to this Agreement be referred to the Standing Committee for clarification, it is agreed that the Union Representative may be in attendance.

ARTICLE 4 - THE RIGHTS OF THE EMPLOYER

4.01

The management of the Company's business, and the direction of its working forces including, without limiting the generality of the foregoing, the right to decrease the working forces, to hire, retire, classify, transfer, assign and re-assign, promote, demote, suspend, discharge, discipline, and to release employees for lack of work or other legitimate reasons, and to maintain discipline, and efficiency of all employees, to establish hours of assignments and to make changes therein essential to the efficient conduct of business, and to be the judge of the competency of employees, are the exclusive rights of the Employer. Any dissatisfaction with the action of the Employer or employee under this clause shall be subject to grievance procedure.

ARTICLE 5 - DEFINITION OF EMPLOYEES

5.01 Probationary Period

All new employees hired in groups I to IX inclusive, except temporary employees, will be considered probationary for the first one-hundred and twenty (120) days of employment. For groups I to IX the period, upon the request of the Company, may be extended by sixty (60) days to one-hundred and eighty (180) days if agreed by the Union. Such employees may be terminated any time during these periods of one-hundred and twenty (120), or one-hundred and eighty (180) days as the case may be without recourse. After one-hundred and twenty (120) or one-hundred and eighty (180) days employment as the case may be, an employee will become regular. Where there is a problem with a probationary employee, the Company will advise the employee and the Union of the problem in writing, not less than 3 calendar weeks prior to the expiration of the probationary period of any issues of suitability for the position. The Employer retains the right to assess suitability if issues or incidents arise in the last three weeks of probation.

5.02 Full-time Regular

An employee hired to work on a full-time basis, in a regular continuing position.

5.03 Part-time Regular

An employee hired to work regular hours or days on a continuing basis, but who works less than the normal working hours, but more than one week per month. These employees shall be covered by all conditions of this Agreement, except as follows:

- (a) Sick leave pay will be on a pro-rata basis consistent with the hours employed. Duration of sick leave entitlement will be on the same basis as for full-time employees with the same calendar service.
- (b) Statutory holiday pay will be on a pro-rata basis consistent with the proportion of hours normally worked in weeks not containing a holiday.
- (c) Vacation pay will be calculated on the same basis as for a full-time employee with the same calendar service.
- (d) Seniority will be calculated on a pro-rated basis consistent with the proportion of regular and overtime hours worked, but not to exceed 35 hours per week.

5.04 Temporary

An employee hired for specific projects or to backfill for absences of regular employees due to illness, annual vacation, or other leaves of absence. Temporary employees shall be hired for periods up to 1 year and may be extended by mutual agreement of the Parties. A temporary employee currently working in a position at the time the position becomes vacant and who is hired into that position on a permanent basis will have their seniority accredited from the start of their current period or continuous employment. This period of employment will be included in the probationary period.

A temporary employee who obtains regular employment in a position other than the one he/she is currently working in, will have the same rights as a new employee under this agreement.

The employer shall not hire, retain or otherwise use a temporary employee to avoid the continuance or filling of a regular full time or regular part time vacancy.

ARTICLE 6 - HOURS OF WORK, OVERTIME AND SHIFT PREMIUM

6.01

Seven (7) hours shall constitute one full day's work; thirty-five (35) hours shall constitute one full week's work, Monday through Friday, inclusive.

6.02 Flexible Work Schedules

The Company is prepared to work in close cooperation with the Standing Committee to institute more flexibility within the five (5) day work week, subject to such schedules being workable within each of the departments, and that no increase in staff is required. Flexible working hours would be conditional on:

- (a) Coverage in each department as determined by the department manager.
- (b) Core hours 10:00 a.m. to 2:30 p.m.
- (c) Starting time would be scheduled between 6:00 a.m. and 10:00 a.m.
Quitting time would be scheduled between 1:30 p.m. and 5:30 p.m.
- (d) Each department to have flexibility in establishing schedules in line with requirements to provide coverage to the Company as a whole.
- (e) Schedules established and changes in any department schedule would be approved by the department supervisor.
- (f) In departments where flexible working hours have been instituted, employees within a classification and location shall choose their scheduled hours of work by seniority.

6.03

Employees shall be at their respective positions ready to begin work at the time their pay starts, and shall not quit work in advance of time their pay stops. For example: if an employee's pay time is from 9:00 a.m. to 12 noon, and from 1:00 p.m. to 5:00 p.m., the employee shall be at his/her position ready to work at 9:00 a.m. and 1:00 p.m., and shall not quit work until 12 noon and 5:00 p.m.

6.04

Whenever possible, work hours will be shifted to take advantage of daylight saving time during the summer months.

6.05

A lunch period of at least one-half (1/2) hour will be provided and taken within the two (2) hours in the middle of the regular working day. Precise time to be arranged between the employer and the employee.

6.06

Two (2) relief periods per day of fifteen (15) minutes each, one in the morning and one in the afternoon, shall be provided without loss of pay.

6.07 Overtime Premiums

Time worked in excess of seven (7) hours per day, or thirty-five (35) hours per week shall be paid at one and one-half (1.5) times the regular rate of pay.

Time worked in excess of eleven (11) hours per day during a regularly scheduled working day, or in excess of forty-eight (48) hours during a scheduled working week, shall be paid at two (2) times the regular rate of pay. Such overtime is paid either on a daily basis or on a weekly basis, not on both.

Employees who work overtime shall have the option of receiving pay as outlined above, or of receiving time off with pay on the basis of straight time equivalent to the overtime earnings.

Time worked in excess of four (4) hours on a Saturday shall be paid two (2) times the regular rate of pay. This overtime premium will not apply to work performed on Saturday for Shipping and Distribution employees working a Tuesday to Saturday schedule, provided that two (2) weeks notice has been given prior to implementation of this schedule.

All hours worked on a Sunday or a Statutory Holiday shall be paid two (2) times the regular rate of pay.

If the employee elects to receive the overtime in pay, it will be paid at the rate for the job when the work was performed.

If the employee elects to receive time off (banked time), the time off will be paid at the rate the employee is paid when the time off is taken.

If time off is banked, it must be taken in units of not less than one (1) hour at a time suitable to the employee and the Company. Banked time must be taken by the end of the contract year following the contract year in which it was banked. Any banked time remaining at that time will be paid at the rate described above.

Overtime pay shall be calculated at the rate arrived at by dividing the appropriate weekly salary by thirty-five (35) hours.

For the purpose of calculating overtime at time and one half, the basic regular thirty-five (35) hour work week shall be reduced by seven (7) hours in any week in which a recognized paid Statutory Holiday occurs. Should more than one recognized paid Statutory Holiday occur in any week, the basic thirty-five (35) hour work week shall that week be reduced by seven (7) hours for each such recognized paid Statutory Holiday.

For the purpose of calculating overtime at two (2) times the regular rate of pay, the hours in excess of the regularly scheduled working week, allowing payment for such payment of overtime, shall be reduced by two and one half (2.5) hours for each recognized paid Statutory Holiday occurring in any one week.

An employee may carry a maximum of 70 hours in their time bank. For additional overtime hours worked, employees shall be paid.

6.08

A meal shall be provided on Company time, and at Company expense to an employee required to work in excess of two (2) hours overtime beyond the regular work day. This period will normally not exceed thirty (30) minutes. The meal must be ordered during the overtime from a list of pre-approved vendors. The meal is not to exceed \$25.00.

6.09

An employee called back to work after completing a regular day's work, or from a regular day off, shall be paid a minimum of four (4) hours at the straight time rate, or the number of hours worked at the overtime rate, whichever is greater.

6.10

Employees may request to decline overtime on a seniority basis, providing there are other qualified employees available to perform the work. In such cases, the junior employees cannot decline to work overtime.

6.11 Shift Premium

A shift beginning on or after 6:00 a.m. is considered to be day shift. A shift beginning on or after 12:00 noon is considered to be afternoon shift. A shift beginning on or after 10:00 p.m. is considered to be graveyard shift. An employee working afternoon shift shall be paid a premium of 35 cents per hour for all hours worked during that shift. An employee working graveyard shifts shall be paid a premium of 45 cents per hour for all hours worked during that shift. Such premium is not to be included in hourly rate for computation of overtime or other premium.

NOTE: A person regularly scheduled to work only one or two special shifts per month will still be eligible for the above premium.

6.12

Employees who perform work on a recognized statutory holiday shall be paid two (2) times the regular rate of pay. Employees who perform work on a day in lieu of a recognized statutory holiday shall be paid at one and one-half (1.5) times the regular rate of pay and will, in addition to regular salary, be entitled to another day off without pay.

ARTICLE 7 - LEAVES OF ABSENCE

7.01 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 1/2) days of vacation per completed months of service to a maximum of 15 working days.

One (1) year but less than five (5) years of service:	3 weeks (15 working days)
Five (5) years but less than fifteen (15) years of service:	4 weeks (20 working days)
Fifteen (15) years but less than twenty-three (23) years of service:	5 weeks (25 working days)
Twenty-three (23) years but less than thirty (30) years of service:	6 weeks (30 working days)
Thirty (30) years or more of service:	7 weeks (35 working days)

Any employee who reaches 5, 15, 23 or 30 years of service after April 30th is entitled to the additional vacation week provided in the plan for the date of his/her continuous service anniversary in the current year.

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:

<u>Years of Service</u>	<u>% of earnings on May 1 of the current year up to termination date</u>
Less than 5 years	6%
5 years but less than 15	8%
15 years but less than 23 years	10%
23 years but less than 30 years	12%
30 years or more	14%

Rehires

The vacation rights of any employee who is rehired within twelve (12) months of his/her discharge or layoff are reinstated to his/her preceding employment period less the period spent outside the company's service.

The vacation rights of any employee rehired within six (6) months after dismissal or resignation may, exceptionally be reinstated.

Limitations

- An employee who for any reason is absent from work during a complete reference year shall lose all rights to paid vacation in the following year.

- b. An employee shall be entitled to full vacation credit in the year following the reference year if absence periods during the latter total six (6) months or less.
- c. If during the reference year, periods of absence (including absences for sickness even if salary is maintained) total more than six (6) months, credited vacation for the year following the reference year will be reduced by 50%.
- d. However, in the case of the preceding paragraph, employees with less than one (1) year of continuous service shall be entitled to vacation pay at the pro rata of the number of vacation days accumulated in the reference year.
- e. The vacation pay for an employee on parental leave that exceeds three (3) months in the reference year will be based on a percentage of earnings in the reference year.
- f. An employee on maternity leave only, maintains full vacation entitlement regardless of the duration of the maternity leave in the reference year. Any other absences (sickness, parental leave, etc.) in the reference year will be taken into account in determining vacations owed for the year that follows the reference year in application of paragraphs B. and C. above.

7.02

A vacation schedule shall be prepared by the Employer and presented to the employees by April 1st of each year for posting of the list. The employees are to complete their request for vacation time by April 15th, at which time the list is to be presented to management for finalizing by May 15th. No changes shall be made by the employee or the Employer in the employee's scheduled vacation after the schedule has been finalized, without thirty (30) days' notice. The number of persons off at any one time is subject to departmental requirements.

7.03

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.

7.04 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	One (1) week
After fifteen (15) years	Two (2) weeks
After twenty (20) years	Two (2) weeks
After twenty-five (25) years	Two (2) 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 five (35) 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.

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

7.05 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.

7.06 Maternity & Parental Leave

The maternity leave provisions apply to regular full-time and regular part-time employees. An employee is entitled to seventeen (17) continuous weeks of unpaid maternity leave.

The pregnancy leave may only be commenced from the sixteenth (16th) week before the expected date of delivery.

An employee who is entitled to the pregnancy leave is required to give the employer at least two (2) weeks notice in writing prior to the date the leave is to begin indicating the beginning and ending dates of the maternity leave, together with a medical certificate estimating the date of delivery. If the employee does not specify the date of the end of the pregnancy leave, it will be assumed that she wishes to take the maximum leave.

An employee who has given notice to begin a pregnancy leave may change this date by giving at least (1) week written notice before the new date to be chosen.

If pregnancy-related complications force the employee to stop work before she gives notice of her pregnancy leave, she has two (2) weeks from that date to give the employer written notice with a medical certificate confirming the circumstances and the expected or actual date of birth.

If the employee has been on pregnancy leave for seventeen (17) weeks but the child was not born on the expected date, the employee has the right to extend the maternity leave for a period equivalent to the delay encountered.

The employee has the right to extend the maternity leave for a maximum period of six (6) weeks if she provides the employer, prior to the expiry date of her maternity leave, a notice together with a medical certificate stating that her health or that of her child requires such extension.

An employee who is entitled to take maternity leave will not be terminated or laid off, disciplined or suspended because she has applied for or taken such leave.

Seniority for all purposes continues to accrue during maternity leave and, following the leave, the employee must be reinstated to the same position with the same benefits if it still exists, or if it does not, all rights and privileges due the employee at the time the position disappeared will be granted. On return to work, the employee must be paid at the rate paid when the leave commenced, or if higher, at the rate the employee would be earning if she had worked through the leave.

While an employee is on pregnancy leave, the employer will continue to make employer contributions to pension, life insurance, accidental death, health and dental plans and other insurance unless the employee has advised the employer in writing, that she does not wish to continue to make the employee contributions to such plans.

Parental Leave

In addition to the seventeen (17) weeks pregnancy leave for mothers, an additional leave of forty-three (43) continuous weeks of unpaid parental leave for working parents to care for newborn or newly adopted children.

An employee who is a parent of a new-born or newly-adopted child is entitled to a maximum of forty-three (43) continuous weeks of unpaid parental leave starting on the day of birth or adoption (from the time the child comes into a parent's custody, care and control for the first time) and ending sixty (60) weeks after the birth or adoption.

The definition of a "parent" includes natural parents or a person with whom a child is placed for adoption and a person who is in a permanent relationship with the parent of the child and who intends to treat the child as his/her own.

An employee who is entitled to a parental leave is required to give the employer two (2) weeks written notice prior to the commencement of the leave, indicating the date of beginning and end of the leave. If the employee does not specify when the leave will end, it will be assumed that the employee wishes to take the maximum leave.

An employee who has given notice to begin a parental leave may change the notice to an earlier date by giving at least two (2) weeks notice before the earlier date, or to a later date by giving two (2) weeks notice before the leave was to begin.

If the employee stops work because the child has arrived earlier than expected, the employee has two (2) weeks from that date to give the employer written notice of the employee's intent to take the parental leave.

If an employee on parental leave wishes to change the date of return to work to an earlier date, the employee must give the employer three (3) weeks written notice specifying the date on which the employee intends to return.

If an employee wishes to change the date of return to work to a later date (but subject to the forty-three (43) week maximum period), the employee must give the employer four (4) weeks written notice before the date the leave was to end.

An employee who is entitled to take parental leave will not be terminated or laid off, disciplined or suspended because he/she has applied for or taken such leave.

Seniority for all purposes continues to accrue during parental leave, and, following the leave, the employee must be reinstated to the same position with the same benefits if it still exists, or if it does not, the employee will be assigned to a comparable position in the same establishment with the same salary, and equivalent pension and insurance plans. On return to work, the employee must be paid at the rate paid when the leave commenced, or if higher, at the rate the employee would be earning if she/he had worked through the leave.

While an employee is on parental leave, the employer will continue to make employer contributions to pension, life insurance, accidental death, health and dental plans, and other insurance unless the employee has advised the employer in writing that he or she does not wish to continue to make the employee contributions to such plans.

The parental leave provisions apply to regular full-time and regular part-time employees.

Supplemental Employment Insurance Benefits

During the first two (2) weeks of maternity leave, which corresponds to the employment insurance waiting period, the employer will pay 100% of the employee's salary. For the following four (4) weeks, the company will compensate the employee's employment insurance payment to provide for 100% of the employee's salary.

To be eligible for this benefit, the employee must be employed by the Company on a full or part-time basis working a minimum of twenty-one (21) hours per week and have three (3) months continuous service prior to applying for maternity leave.

7.07 Compassionate Leave

In the case of death in the immediate family of the employee, i.e. spouse, son or daughter, an employee, upon request, shall be granted compassionate leave of five (5) days with pay.

In the case of death in the immediate family of the employee, i.e. father, mother, sister, brother, mother-in-law, father-in-law, step-parents, grandparents or step-children, an employee, upon request, shall be granted compassionate leave of three (3) days with pay.

Such leave of absence will not be charged against paid sick leave or annual vacation entitlement.

If the funeral of the father or the mother is held outside the Province of British Columbia, an employee, upon request, shall be granted compassionate leave of up to five (5) days with pay.

7.08 Leave of Absence

For bona-fide reasons, a special leave of absence without pay may be granted to an employee. A written application to his/her supervisor and a copy to the personnel department stating the reasons for leave, and the duration of the leave, must be submitted. Permission for leave may be granted by the Employer after consideration of the individual employee's length of service and existing departmental workload. Usually, such leave will not exceed four (4) weeks.

7.09 Medical and Dental Appointments

An employee will be allowed up to two (2) hours for medical or dental appointments that cannot be taken on a regularly scheduled day off. The up to two (2) hours will be utilized at the beginning or end of the workday where possible. The company reserves the right to request a certificate.

ARTICLE 8 - SALARIES

8.01

Employees will be classified in accordance with the published Kruger Job Evaluation System, and shall be paid not less than the salary specified for such classification, in accordance with the salary schedule and classifications set forth in Appendix "A", which is attached hereto, and made part of this Agreement.

8.02

Any position not covered by Appendix "B", new positions which may be established during the life of this Agreement, or re-classification of existing positions, shall be subject to the published Kruger Job Evaluation System with respect to classification and salary for the position in question. In the event the parties fail to agree, such matters may be referred to the grievance and arbitration procedures as defined in Article 14 - Job Evaluation, of this Agreement.

8.03

Salary scales for existing classifications will be paid in accordance with the salary schedule set out in Appendix "A". The Employer may place a new employee at an increment level above the minimum for that pay scale, or may advance an employee to a higher increment before the period specified.

8.04 Promotional Increases

An employee who is promoted to a higher position shall be placed on a step in the salary range for the new job classification, which shall ensure a minimum increase in salary of one hundred and thirty dollars (\$130.00) per month.

8.05 Salary Progression

Employees shall progress automatically up the salary range for their job groupings in accordance with the required service on the job. However, if an employee is placed on a length of service step higher than the minimum required by his/her service, i.e. on being hired or by promotion, he/she shall receive increases thereafter as provided for in his/her job group salary range, e.g. an employee placed on the six-month step, shall not be required to wait twelve months before proceeding to the twelve-month step, but shall be paid the twelve-month rate after six months service at the six-month step.

Advancement from one (1) salary step to another may be withheld due to inadequate performance under the following circumstances:

The employee has been counseled regarding inadequate performance following his / her last job service salary increase; and notice of intent to withhold the next service salary increase is given to the employee and the Union one (1) month prior to the date such increase is due.

When employees restore their performance they shall be advanced to the next step in their salary range on a non-retroactive basis.

8.06

An employee assigned to a higher job classification, or temporarily replacing another employee, for one (1) working day or more in such a higher classification, shall be paid at the higher rate as determined by Article 8.04, for the period so employed.

All assignments in excess of sixty (60) working days to a higher job classification will be counted as time worked for progression within the range, with respect to that position. (See Appendix "E").

ARTICLE 9 - JOB POSTING, PROMOTION, LAYOFF AND RECALL

9.01 Job Vacancies

It is the intention of the Employer to fill job vacancies from within the Company before hiring new employees, providing employees are available with the necessary qualifications to fill the vacant position. The Employer shall post notice of all job vacancies on the office bulletin board. All vacancies shall be posted for three (3) working days. Job postings will include job title, job grouping, and a proper description of the job duties, including qualifications and necessary skills.

9.02 Promotion

Promotion is hereby defined as a move from a lower grade job to a higher grade job. Promotions shall be made on the basis of seniority, ability and experience.

9.03 Lateral Transfer

An employee may apply for a transfer to a position within the same job grade once within a thirty-six (36) month period. During the first thirty (30) days in the position, should the Company turn down the employee, or the employee give up the posting, the thirty-six (36) month restriction will not apply. Any employee so transferred shall receive the same salary as in the former position.

9.04 Qualifying Period on Promotion

An employee promoted to a higher rated position or transferred to a new position shall be on trial for the first ninety (90) days. If during the first ninety (90) days he/she is considered to be unsuitable, he/she shall be returned to his/her former position, or one of equal rank, and shall be paid his/her former salary, plus any increments which he/she may have become entitled to, had he/she not been promoted or transferred. Such increments shall not be retroactive.

9.05 Layoff

If a reduction of the office staff is necessary due to economic reasons, the Employer shall notify the Union, and the following procedure shall be adopted:

The employees with the least amount of seniority in any classification will be the first laid off from that job but they may replace employees in another classification providing they have the qualifications to satisfactorily perform the job and have greater seniority. Employees who are displaced from their jobs as a result of this procedure may themselves replace employees having less seniority in other job classifications providing such employees have the necessary qualifications to satisfactorily perform the job and have greater seniority.

9.06 Severance

(a) Any regular full-time or regular part-time employee with less than five (5) years seniority, who is laid off for a period in excess of three (3) months, shall be entitled to two (2) weeks' severance for each completed year of service with a minimum of two (2) weeks.

Any regular full-time or regular part-time employee with five (5) or more years seniority who is laid off for a period in excess of three months, shall be entitled to two (2) weeks' severance for each completed year of service, prorated for complete months thereof to a maximum of thirty (30) weeks severance.

For employees with sixteen (16) years seniority, an additional week's severance for each year of service over sixteen (16) years to a maximum of thirty-five (35) weeks.

(b) Where the period of lay-off exceeds three (3) months in duration, the employee may elect to receive severance pay in accordance with the formula outlined in paragraph (a) above. However, if an employee elects to receive severance pay prior to the end of his/her recall period, he/she shall forfeit any remaining recall rights and be removed from the seniority list.

(c) Two weeks' notice shall be required by either party in cases of voluntary resignations or in cases of layoffs. This notice is not required in cases of discharge for cause.

- (d) The notice set out in paragraph (c) above shall not coincide with an employee's scheduled vacation.
- (e) On receipt of the notice by the Union according to Article 9.05 and Article 13 where a significant number of employees are affected, the employer and the Union shall meet, in good faith, to endeavor to develop an adjustment plan which may include:
 - (1) consideration of alternatives to the layoffs which may include amendments or provisions of this Agreement;
 - (2) human resource planning and employee counselling and retraining;
 - (3) entitlement to pensions and other benefits including early retirement benefits.
- (f) The Employer shall pay for the services of an outside re-employment guidance and counselling service for each laid off employee, including those employees laid off pursuant to Article 13.

9.07 Recall

Any full-time regular or part-time regular employee who has completed his/her probationary period, who is laid off due to lack of work or redundancy, shall be placed on a recall list for a period of (12) months.

Employees on recall under this section will be entitled to recall to their former position during the recall period without the position being posted.

An employee on lay off is not entitled to employee benefits.

9.08 Recall by Seniority

The Employer, upon rehiring, shall do so in the order of seniority, except when employees are recalled to their former position as per Article 9.07. The Employer shall rehire the last employee laid off providing that such employee has the qualifications for the position for which he/she was rehired. Under no circumstances shall the Employer hire from the open market while employees on the recall list qualified to perform the duties of the vacated position are ready, willing and able to be re-employed.

9.09 Notice of Recall

Notice of recall to an employee who has been laid off shall be made by registered mail to the last known address of the employee. Employees shall be responsible for notifying the Employer of any change of address. The employee must decide within three days of notification or lose rights of seniority and recall. If an employee elects to be bypassed they will remain on the recall list. However, an employee will lose his/her rights of recall and seniority by refusing an equivalent position if the position cannot be filled by someone junior on the recall list. Equivalent position is defined as a position requiring similar skills as their former position and within two job groups down.

9.10 Salary Policy on Recalls and Demotions

- (a) Employees recalled to their former position or to a position having the same salary range shall receive the current rate for the step in the salary range which they held at the time of layoff.

- (b) Employees recalled to a position in a salary range which is lower than their former position, shall be paid their former salary if it is not higher than the maximum rate for the position to which they are recalled. If the former salary is higher, they shall be paid the maximum rate for the lower position.
- (c) The foregoing salary policy shall also apply in the case of demotions due to layoffs.
- (d) If a position is changed and evaluated to a lower group or an employee moves to a lower position at the Employer's option due to the former position becoming redundant, she/he will retain the salary in effect in his/her former grade. This salary will remain in effect until such time as it falls below the maximum rate for the new position.

ARTICLE 10 - SENIORITY

10.01

Seniority shall mean length of continuous service, with the Employer and its predecessors, as an employee in the bargaining unit, except that credit shall be given for all continuous service prior to certification of the bargaining unit.

10.02

- (a) An employee who leaves the bargaining unit to fill a position within the Company, its divisions, joint ventures or parent Company, that is excluded from the bargaining unit shall, upon returning to a position within the bargaining unit, be considered a new employee for the purposes of seniority and benefits under the collective agreement. The employee may return to their bargaining unit position within thirty (30) days of filling the excluded position, but will not accrue seniority for the period of time in the excluded position.
- (b) An employee who temporarily leaves the bargaining unit to fill a position within the Company, its divisions, joint ventures or parent Company, that is excluded from the bargaining unit shall, upon returning to their position within the bargaining unit, retain the seniority he/she held at the date he/she left the unit. Seniority credits will accumulate during the period he/she worked outside the unit, and the employer shall continue to remit dues to the Union on behalf of such employee during this period.

10.03

An employee laid off and placed on the recall list under Article 9.07, will retain and continue to accumulate seniority during the period of layoff.

10.04

No seniority shall accrue for short terms of temporary work except that temporary employees who attain regular status shall have seniority credited from the date of current period of continuous employment as an employee of the employer, as provided in Article 5.04.

10.05

An employee on leave of absence on Union business under Article 3.04, or on sick leave, and extended sick leave will continue to accrue seniority.

10.06

Seniority lists will be made available by the Employer at such times as may be required for the administration of this Agreement.

ARTICLE 11 - GENERAL

11.01 Jury Duty

An employee summoned to jury duty shall be paid wages amounting to the difference between the amount paid them for jury service, and the amount they would have earned had they worked on such days. Employees on jury duty shall furnish the Employer with such statements of earnings as the Courts may supply. Employees shall return to work within a reasonable period of time. They shall not be required to report if less than two (2) hours of their normal shift remains to be worked. Total hours on jury duty, and actual work on the job in the office in one day, shall not exceed seven (7) hours for purposes of establishing the basic work day. Any time worked in the office in excess of the combined total of seven (7) hours, shall be considered overtime, and paid as such.

11.02 Bulletin Boards/Email System

Will be made available to the Union for the purpose of posting notices relating to meetings, dues, entertainment, health and safety, and general Union activities. With the exception of routine notices of Union meetings, Union elections, job bulletins to fill vacancies in the Union office and notices of appointment, all notices shall be submitted to the Employer before being posted. Approval shall not be withheld unreasonably by the Employer.

11.03 Performance Evaluation

A detailed discussion of the performance evaluation will be held with each employee by the immediate supervisor involved, at least once annually.

11.04 Health and Welfare Benefits

Full-time regular employees shall be eligible for participation in the Kruger Products L.P. Benefit Programs for Salaried Employees (the "Benefit Programs") as amended from time to time by the Company or by the insurance carriers. Part-time regular employees shall be eligible for participation in the plan in accordance with applicable company policy.

Attached as Appendix "D" to this Agreement is a portion of the Kruger Products L.P. booklet entitled "Connexion". This is a summary of the health, dental, disability, death and accident and retirement benefits as they exist at the signing of this collective agreement. Nothing contained herein or in Appendix "D" is to be interpreted or construed as restricting or preventing the Company or the insurance carrier from amending the Benefit Programs from time to time.

The Company agrees not to change the Benefit Plans with the intention of discriminating against bargaining unit members.

The obligation of the Company is restricted to making the Benefit Programs available as they exist from time to time to bargaining unit employees and to paying premiums which are its responsibility in accordance with the terms of the Benefit Programs.

11.05 Harassment in the Workplace

MoveUP and the Employer recognize the right of employees to work in an environment free from sexual, personal and verbal harassment on any of the grounds prohibited by the Human Rights Act of B.C. and the employer shall take such actions as are necessary respecting an employee engaging in such harassment in the workplace.

Harassment is considered a serious offence and is subject to disciplinary action which may include but not limited to, transfer, suspension or discharge.

The employee who is harassed shall not be reassigned or transferred without his/her consent.

An employee who wishes to pursue a complaint alleging harassment must file the complaint with the Human Resources Department within thirty days of the latest alleged occurrence.

All complaints of harassment shall be dealt with in accordance with the Employer's Harassment Policy.

11.06 Absences and Temporary Assignments

For absences or temporary assignments in excess of six (6) calendar weeks, first consideration will be given to current employees within the department, provided they have the qualifications and skills to perform the work.

ARTICLE 12 - DISCHARGE AND TERMINATION

12.01

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.

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

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

12.04

If upon joint investigation by the Union and the Employer, or by decision of an arbitration pursuant to the terms of this Agreement, it shall be found that an employee has been unjustly discharged, the affected employee shall be, subject to the award of such arbitration or pursuant to the mutual findings of the Union and the Employer, re-instated to his/her former position without any loss of seniority or rank. Compensation for lost salary shall be as mutually agreed between the Employer and the Union, or as decided by arbitration.

ARTICLE 13 - TECHNOLOGICAL OR PROCEDURAL CHANGES AND SEVERANCE PAY

13.01

The Employer will provide the Union with as much notice as possible, and in any event, not less than 60 days, of intention to introduce automation, equipment or procedures which might result in displacement or reduction of personnel, or in changes of job classification.

13.02

Wherever practical, employees becoming redundant due to new equipment or procedures shall be eligible for retraining to equip them for the operation of such new equipment or procedure, or to qualify for new positions. Such retraining will be provided by the Employer without cost, and without loss of pay to the affected employee(s).

13.03

In cases where the retraining of employees is not practical, or where other positions with the Employer are not available, the employee shall be entitled to the layoff, severance and recall provisions of Article 9.05, 9.06, 9.07, 9.08 and 9.09.

An employee on recall under this Article shall receive all the benefits he/she had accrued during employment at the end of the recall period or at such earlier time as he/she may elect to terminate.

ARTICLE 14 - JOB EVALUATION

14.01 Job Description, Preparation and Evaluation

The Employer will prepare a job description when an existing position is changed, and when a new position is established.

The incumbent and his/her immediate Supervisor will sign the job description to acknowledge the position has been accurately described.

The Employer's Evaluation Committee will grade the job description, following the published Kruger Job Evaluation System, to establish the total point value, and job group.

If a job content is changed significantly and permanently by the company (two job groups or more) the job should be posted and follow the guidelines set forth under Article 9, Job Postings, Promotion, Lay-off and Recall.

A copy of the new and former job descriptions will be forwarded to the Union.

14.02 Review Procedure

If the Union contests the point value and/or job grouping established by the Evaluation Committee, it may refer the dispute to the Review Committee.

When an employee requests a review of his/her job description and/or grouping, such request will be made in writing to the immediate Supervisor, and signed by the employee,

and Chief Job Steward. The Supervisor shall give a decision on the matter within thirty (30) days of receiving the request.

Should the Union not be satisfied with the Supervisor's decision, it may within thirty (30) days of receiving such decision, refer the matter to the Review Committee.

14.03 Review Committee

The Committee will consist of the Standing Committee members from the Union, and the Employer, plus the MoveUP Union Representative.

When a dispute is referred to the Review Committee, the Committee shall meet within thirty (30) days of receiving the dispute. Should the Committee be unable to reach a decision, either party may within thirty (30) days, refer the dispute to a single arbitrator.

14.04 Single Arbitrator

The single Arbitrator shall be a person selected by mutual agreement between the Employer and the Union. If the parties fail to agree on the selection, either party may apply to the Minister of Labour for the Province of British Columbia, to appoint the Arbitrator. The decision of the Arbitrator shall be final and binding on both parties. Each party shall pay their own costs and expenses for arbitration, and one-half of the fee and expense of the Arbitrator.

14.05 Time Limits

All time limits referred to in the Review Procedure may be extended by mutual agreement between the Employer and the Union.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.01

"Grievance" means any difference or dispute concerning the interpretation, application, administration or alleged violation of this collective Agreement.

(a) Initiating a Grievance

- (1) Individual grievances under this Article must be initiated within 45 calendar days of the Employee's awareness of the circumstances giving rise to the grievance.
- (2) Group or policy grievances under this Article must be initiated within 60 calendar days of the Employee, the Union, or the Employer becoming aware of the occurrence or circumstances giving rise to the grievance.
- (3) In the case of a job selection grievance, the grievance must be initiated within 15 full calendar days from the date of receipt of the written notification of the employee's unsuccessful candidacy. An extension to this limit shall be given where an employee wishing to raise a job selection grievance is absent on approved leave of absence, sick leave or vacation.

(b) Grievance Steps

In the event of such grievance, the steps hereinafter set forth shall be followed:

- Step 1:** The employee and the Job Steward, or the employee individually, (at their option) shall take up the complaint with the immediate Supervisor. In the event the complaint is not satisfactorily settled within ten (10) working days, the employee, the Steward or the immediate Supervisor shall, in writing, forward the grievance to the next step in the procedure.
- Step 2:** The Job Steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within ten (10) additional working days, both parties shall forward the grievance to the next step in the procedure.
- Step 3:** The Union Representative and the President of the Company, or their designate, shall meet to discuss the grievance within ten (10) working days of the completion of the previous step. In the event of failure to reach a satisfactory adjustment within ten (10) working days, the grievance may be taken to arbitration by either of the parties upon notice of the other party.

15.02 Time Limits

The time limits set forth in this Article may be extended by mutual agreement between the Union and the employer.

ARTICLE 16 - ARBITRATOR

16.01

Where any difference arises between the parties as to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether the matter is arbitrable or not, the matter may be referred by either party to an arbitrator.

16.02

The parties to the dispute will meet to decide upon an arbitrator within ten (10) days. Should the parties fail to agree on an arbitrator during this time period, either party may request the Minister of Labour to make an appointment.

16.03

Upon appointment of an arbitrator, the arbitrator shall hear the parties and make their award within fifteen (15) days of the appointment, or within such extended period as may be mutually agreed to by the parties to the dispute. The arbitrator shall deliver their award, in writing, to each of the parties, and this award shall be final and binding upon each of the parties, and shall be carried out forthwith.

16.04

Each party shall pay their own costs and expenses of the arbitration, and one-half the remuneration and disbursements or expenses of the arbitrator.

ARTICLE 17 - INTERRUPTION OF WORK

17.01

It is agreed that there shall be no strikes, walkouts, lockouts or slowdowns during the period of this Agreement.

ARTICLE 18 - DURATION

18.01

- (a) This agreement will be in full force and effect on and after the 1st day of June, 2016 and including the 31st day of May 2020. Either party may at any time within four (4) months immediately preceding the expiry date of this Agreement by written notice, require the other party to commence collective bargaining. If notice is not given by either party before the expiry of the agreement, both parties are deemed to have given notice under this section.
- (b) If notice to commence collective bargaining has been given and the term of a Collective Agreement that was in force between the parties has expired, neither the employer nor the trade union shall, except with the consent of the other, alter any term or condition of employment, until
- (1) a strike or lockout has commenced
 - (2) a new collective agreement has been negotiated, or
 - (3) the right of the trade union to represent the employees in the bargaining unit has been terminated, whichever occurs first.

18.02

The Parties agree that the operation of Sections 50(2) and 50(3) of the Labour Relations Code of British Columbia is hereby excluded.

Dated this 2nd day of March, 2017.

**SIGNED ON BEHALF OF THE
EMPLOYER**

“original copy signed”

Patrick Service, Human Resources
Manager

SIGNED ON BEHALF OF THE UNION

“original copy signed”

Noel Gulbransen, Union Representative

“original copy signed”

Cheryle Jones, Executive Councillor

“original copy signed”

Beverley Woods, Job Steward

APPENDIX "A"
SALARY SCHEDULE (MONTHLY & ANNUAL)
JUNE 1st, 2016

GRP.	EVALUATION								
	POINTS	MIN.	6 MOS.	12 MOS.	18 MOS.	24 MOS.	30 MOS.	36 MOS.	42 MOS.
I	Under 115 ANNUAL	2,825 33,900	2,860 34,320	2,900 34,800	2,960 35,520				
II	116 - 145 ANNUAL	3,060 36,720	3,095 37,140	3,135 37,620	3,170 38,040	3,250 39,000			
III	146 - 175 ANNUAL	3,455 41,460	3,510 42,120	3,550 42,600	3,610 43,320	3,660 43,920	3,735 44,820		
IV	176 - 210 ANNUAL	3,920 47,040	3,975 47,700	4,020 48,240	4,070 48,840	4,135 49,620	4,210 50,520		
V	211 - 250 ANNUAL	4,440 53,280	4,500 54,000	4,545 54,540	4,595 55,140	4,670 56,040	4,740 56,880	4,815 57,780	
VI	251 - 305 ANNUAL	4,885 58,620	4,945 59,340	5,005 60,060	5,060 60,720	5,115 61,380	5,190 62,280	5,275 63,300	
VII	306 - 365 ANNUAL	5,445 65,340	5,505 66,060	5,570 66,840	5,630 67,560	5,685 68,220	5,775 69,300	5,835 70,020	5,925 71,100
VIII	366 - 435 ANNUAL	6,010 72,120	6,065 72,780	6,140 73,680	6,200 74,400	6,270 75,240	6,355 76,260	6,425 77,100	6,535 78,420
IX	436 - 510 ANNUAL	6,620 79,440	6,685 80,220	6,760 81,120	6,835 82,020	6,915 82,980	6,985 83,820	7,085 85,020	7,185 86,220

Hourly rate formula: Monthly * .460274/70

Group I min.	18.58
Group II min.	20.12
Group III min.	22.72
Group IV min.	25.78
Group V min.	29.19
Group VI min.	32.12

APPENDIX "A"
SALARY SCHEDULE (MONTHLY & ANNUAL)
JUNE 1st, 2017

GRP.	EVALUATION								
	POINTS	MIN.	6 MOS.	12 MOS.	18 MOS.	24 MOS.	30 MOS.	36 MOS.	42 MOS.
I	Under 115	2,895	2,930	2,975	3,035				
	ANNUAL	34,740	35,160	35,700	36,420				
II	116 - 145	3,135	3,170	3,215	3,250	3,330			
	ANNUAL	37,620	38,040	38,580	39,000	39,960			
III	146 - 175	3,540	3,600	3,640	3,700	3,750	3,830		
	ANNUAL	42,480	43,200	43,680	44,400	45,000	45,960		
IV	176 - 210	4,020	4,075	4,120	4,170	4,240	4,315		
	ANNUAL	48,240	48,900	49,440	50,040	50,880	51,780		
V	211 - 250	4,550	4,615	4,660	4,710	4,785	4,860	4,935	
	ANNUAL	54,600	55,380	55,920	56,520	57,420	58,320	59,220	
VI	251 - 305	5,005	5,070	5,130	5,185	5,245	5,320	5,405	
	ANNUAL	60,060	60,840	61,560	62,220	62,940	63,840	64,860	
VII	306 - 365	5,580	5,645	5,710	5,770	5,825	5,920	5,980	6,075
	ANNUAL	66,960	67,740	68,520	69,240	69,900	71,040	71,760	72,900
VIII	366 - 435	6,160	6,215	6,295	6,355	6,425	6,515	6,585	6,700
	ANNUAL	73,920	74,580	75,540	76,260	77,100	78,180	79,020	80,400
IX	436 - 510	6,785	6,850	6,930	7,005	7,090	7,160	7,260	7,365
	ANNUAL	81,420	82,200	83,160	84,060	85,080	85,920	87,120	88,380

Hourly rate formula: Monthly * .460274/70

Group I min.	19.04
Group II min.	20.61
Group III min.	23.28
Group IV min.	26.43
Group V min.	29.92
Group VI min.	32.91

APPENDIX "A"
SALARY SCHEDULE (MONTHLY & ANNUAL)
JUNE 1st, 2018

GRP.	EVALUATION	MIN.	6 MOS.	12 MOS.	18 MOS.	24 MOS.	30 MOS.	36 MOS.	42 MOS.
	POINTS								
I	Under 115	2,965	3,005	3,050	3,110				
	ANNUAL	35,580	36,060	36,600	37,320				
II	116 - 145	3,215	3,250	3,295	3,330	3,415			
	ANNUAL	38,580	39,000	39,540	39,960	40,980			
III	146 - 175	3,630	3,690	3,730	3,795	3,845	3,925		
	ANNUAL	43,560	44,280	44,760	45,540	46,140	47,100		
IV	176 - 210	4,120	4,175	4,225	4,275	4,345	4,425		
	ANNUAL	49,440	50,100	50,700	51,300	52,140	53,100		
V	211 - 250	4,665	4,730	4,775	4,830	4,905	4,980	5,060	
	ANNUAL	55,980	56,760	57,300	57,960	58,860	59,760	60,720	
VI	251 - 305	5,130	5,195	5,260	5,315	5,375	5,455	5,540	
	ANNUAL	61,560	62,340	63,120	63,780	64,500	65,460	66,480	
VII	306 - 365	5,720	5,785	5,855	5,915	5,970	6,070	6,130	6,225
	ANNUAL	68,640	69,420	70,260	70,980	71,640	72,840	73,560	74,700
VIII	366 - 435	6,315	6,370	6,450	6,515	6,585	6,680	6,750	6,870
	ANNUAL	75,780	76,440	77,400	78,180	79,020	80,160	81,000	82,440
IX	436 - 510	6,955	7,020	7,105	7,180	7,265	7,340	7,440	7,550
	ANNUAL	83,460	84,240	85,260	86,160	87,180	88,080	89,280	90,600

Hourly rate formula: Monthly * .460274/70

Group I min.	19.50
Group II min.	21.14
Group III min.	23.87
Group IV min.	27.09
Group V min.	30.67
Group VI min.	33.73

APPENDIX "A"
SALARY SCHEDULE (MONTHLY & ANNUAL)
JUNE 1st, 2019

GRP.	EVALUATION	MIN.	6 MOS.	12 MOS.	18 MOS.	24 MOS.	30 MOS.	36 MOS.	42 MOS.
	POINTS								
I	Under 115	3,040	3,080	3,125	3,190				
	ANNUAL	36,480	36,960	37,500	38,280				
II	116 - 145	3,295	3,330	3,375	3,415	3,500			
	ANNUAL	39,540	39,960	40,500	40,980	42,000			
III	146 - 175	3,720	3,780	3,825	3,890	3,940	4,025		
	ANNUAL	44,640	45,360	45,900	46,680	47,280	48,300		
IV	176 - 210	4,225	4,280	4,330	4,380	4,455	4,535		
	ANNUAL	50,700	51,360	51,960	52,560	53,460	54,420		
V	211 - 250	4,780	4,850	4,895	4,950	5,030	5,105	5,185	
	ANNUAL	57,360	58,200	58,740	59,400	60,360	61,260	62,220	
VI	251 - 305	5,260	5,325	5,390	5,450	5,510	5,590	5,680	
	ANNUAL	63,120	63,900	64,680	65,400	66,120	67,080	68,160	
VII	306 - 365	5,865	5,930	6,000	6,065	6,120	6,220	6,285	6,380
	ANNUAL	70,380	71,160	72,000	72,780	73,440	74,640	75,420	76,560
VIII	366 - 435	6,475	6,530	6,610	6,680	6,750	6,845	6,920	7,040
	ANNUAL	77,700	78,360	79,320	80,160	81,000	82,140	83,040	84,480
IX	436 - 510	7,130	7,195	7,285	7,360	7,445	7,525	7,625	7,740
	ANNUAL	85,560	86,340	87,420	88,320	89,340	90,300	91,500	92,880

Hourly rate formula: Monthly * .460274/70

Group I min.	19.99
Group II min.	21.67
Group III min.	24.46
Group IV min.	27.78
Group V min.	31.43
Group VI min.	34.59

APPENDIX "B"

JOB GROUP AND TITLE

Group	Current Position
VIII	Senior Cost Accountant (x2)
VI	Intermediate Cost Accountant
VI	Senior General Accounting/Payroll Clerk
V	Senior Parent Roll Sales Clerk
V	Senior Distribution Agent
V	Paper Mill Clerk
IV	Senior Accounts Payable Clerk
IV	Freight Payables Agent
III	Shipping Clerk (x2)
III	Junior Distribution Agent
I	Switchboard Operator

APPENDIX "C"

EXEMPT JOB CLASSIFICATIONS

The parties hereto have mutually agreed that employees employed in the job classifications listed below are excluded from Union jurisdiction, as defined in Article 2 of this Agreement.

It is further agreed that any new classification or re-classification that may be established from time to time for exempt job classifications, shall be subject to discussion between the Employer and the Union before being put into effect.

Exempt job classifications:

1. Confidential Secretaries
2. Payroll Supervisor

APPENDIX "D"

BENEFIT PROVISIONS

Appendix "D" is agreed to be the provisions on health, dental, disability, death and accident and retirement benefits as described in the Kruger Products L.P. Booklet entitled "Connexion."

APPENDIX "E"

ASSIGNMENTS – HIGHER JOB CLASSIFICATION

For Example:

A Group III Shipping Clerk assigned to the Group IV Freight Payable Agent position for a period of eight (8) months will receive credit for eight (8) months working in the Group IV. As a result, when the employee returns to that position for relief purposes, they will be paid at the six (6) month level.

Short term assignments for illness, training, vacation relief, projects, etc., will not be considered as time worked in the higher Job Group with respect to advancement in the range.

APPENDIX "F"

PENSION PLAN

The existing pension plan is to remain as is outside of the Collective Agreement with the commitment that there will be no changes during the term of the new contract.

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