

COLLECTIVE AGREEMENT

BETWEEN



EACOM TIMBER CORPORATION (subsidiary of INTERFOR)

I- Joist Manufacturer
Sault Ste. Marie, Ontario

(hereinafter referred to as the “Company”)

AND



UNIFOR and it’s LOCAL 1359
(hereinafter referred to as the “Union”)

EFFECTIVE
MAY 16, 2022 to MAY 15, 2027

PREAMBLE

The Company intends to safely provide world class products that satisfy the value propositions expected by its customers.

Both the Company and the Union intend to maintain a cooperative and progressive relationship with indigenous peoples.

We will become a world class I-Joist facility. Excellence will be a standard achieved through a safe, healthy, flexible and participative environment built on trust and a value system developed in relationship between Sault Ste Marie I-Joist, Unifor and its members.

Forging strong alliances with customers, employees, suppliers, governments and the communities will continue to be essential to our success.

ARTICLE 1 – PURPOSE

The purpose of this Agreement is to secure the full benefits of orderly and legal collective bargaining between Unifor (the Union) and EACOM TIMBER CORPORATION (subsidiary of INTERFOR), (the Company) in respect to hours, wages and working conditions as specified in Articles of this Agreement and to secure to the utmost extent possible, the safety and physical welfare of the employees, economy of operations, quality and quantity of output and protection of property. This Agreement moreover seeks to provide for fair and peaceful adjustments of all disputes that may arise between the parties. It is recognized by this Agreement to be the desire of the Company, the Union and the employees to co-operate fully, individually and collectively for the advancement of these conditions. The Union recognizes the necessity of encouraging full productivity and a high level of product quality and customer service in operating the business efficiently without interruption.

- 1.01 It is recognized as a duty of the parties hereto and of all employees to cooperate fully, individually and collectively, for the advancement of the conditions set forth herein.
- 1.02 Throughout this Agreement, use of the masculine gender shall be considered also to include all genders.

ARTICLE 2 – PERIOD

2.01 The Company and Union agree that they will abide by the Articles of this Agreement from May 16, 2022 to May 15, 2027 inclusive, and from year to year thereafter unless either party desires to change the Agreement, in which case, the party desiring the change shall notify the other party, in writing, within ninety (90) days prior to May 15th

of the particular year that such is its desire. Either party opening the Agreement in the manner provided above shall notify the other party, in writing, as to the changes desired

ARTICLE 3 – STRIKES AND LOCKOUTS

3.01 The Union and the Company agree that there will not be any strikes, slowdowns or lockouts during the term of this Agreement.

ARTICLE 4 – RECOGNITION AND JURISDICTION

4.01 The Company recognizes Unifor and its Local 1359 as the sole bargaining agent for all employees of Eacom Timber Corporation Inc. in the City of Sault Ste. Marie, save and except Supervisors, persons above the rank of supervisor, office and clerical employees.

4.02(a) It is agreed that the employees of the Company not covered by the scope of this Collective Agreement shall not perform the work normally performed by employees within the Bargaining Unit unless this work is for situations such as training, or emergencies. In no case will the performance of this work create a layoff or reduction in hours' situation.

(b) The Company will not contract out bargaining unit work or repair and maintenance work which is normally performed inside and outside the mill by bargaining unit employees, for which the mill is equipped, for which crews are available and which employees are capable and qualified of performing. The Company agrees to pay the defined dues based on the hourly rates set out in Appendix "A" associated for all hours worked by contractors who perform repair and maintenance work inside and outside the mill, normally performed by members of the bargaining unit. Any contractors employing the following trades: millwrights, mechanics, electricians, or welders will be included in this payment of dues.

When the Company contemplates the need for contractor services, they shall meet with the Union to discuss manpower needs and the availability of qualified bargaining unit employees for such work. The mandate for these meetings will be to discuss and identify the opportunities to use bargaining unit employees before using contract services as a means to improve cost saving initiatives and employment opportunities for Sault Ste. Marie employees.

(c) There shall be no discrimination or harassment by the Company or the Union or its members against any employee as defined in the Ontario Human Rights Code, the Occupational Health and Safety Act and associated legislation.

- 4.03 Employees should be paid every second (2nd) Friday through direct deposit. A time and earnings statement will be provided to each employee for each pay period. This statement will carry complete detail of rate of pay, hours worked (regular and overtime hours as separate entries), earnings, accrued vacation pay credit, banked hours pay credits, allowances paid, float holidays paid, sick time paid, and all deductions covering the period. Under our system an employee may deposit portions of their paycheck in up to three accounts at different financial institutions.

ARTICLE 5 – UNION SECURITY

- 5.01 The Company agrees that it shall be a condition of employment for all employees in the bargaining unit to make application for and to become and remain members of the Union.
- 5.02 All employees within the bargaining unit shall, as a condition of continued employment sign an authorization form, supplied by the Union, authorizing the Company to deduct the amount of monthly dues which the Union uniformly levies upon its members in accordance with its Constitution.

In addition, the Company will deduct the Union's uniform initiation fees from new members from the first pay of the month following the month of the employee's acceptance to membership in the Union.

- 5.03 For the purpose of this Agreement, employees who are not or hereafter become a member of the Union shall be deemed to maintain their membership in the Union provided they pay in accordance with the terms of this Agreement the regularly prescribed initiation fee and regular monthly dues uniformly required by all members of the Local Union.
- 5.04 Union dues shall be deducted from each pay and shall be forwarded in one cheque to; Unifor Local 1359, 773 Great Northern Road, Unit #6, Sault Ste. Marie, Ontario not later than the 15th day of the month following, accompanied by a list showing the name, address, number of hours worked, wages received and dues deducted of each employee.

The Union shall be notified within five (5) days of all appointments, hiring's, layoffs, transfers, recall and termination of employment within the bargaining unit.

- 5.05 It is agreed that there shall be no discrimination, coercion or intimidation by the Company, the Union, or its officers or members against any employee because of his activity or lack of activity in the Union.

- 5.06 The Company will reflect the Union dues payment on employee's T-4 slips.
- 5.07 The Employer will remit a special assessment of three cents (\$0.03) per hour per employee for all paid hours with each monthly remittance and this special assessment shall be remitted to the UNIFOR Paid Education Leave (PEL) program.

Such payment will be remitted within the first quarter yearly into a trust fund established by the UNIFOR National Union effective from the date of ratification. Payments will be sent by the employer to the following address: UNIFOR Paid Education Leave Program 115 Gordon Baker Road, Toronto On, M2H 0A8.

The employer shall approve Education Leave for the members of the bargaining unit at the request of the Union. Candidates for PEL shall be selected by the Union to attend and the union, unless additional leaves requests effects the operation and available personnel. The Union will provide written confirmation to the employer of such selection. Employees on PEL will continue to accrue seniority and service and shall be considered on union business under Article 6.07.

ARTICLE 6 – UNION REPRESENTATION

- 6.01 The recognized Union Representative/Local President or designate, may attend at the plant at reasonable times during the day when management is present, to observe the performance of this Agreement or to interview employees at their meal breaks. It is agreed that such visits will be timed to cause no disruption to the normal conduct of the business. He shall comply with the normal rules and policies for all visitors to the plant.
- 6.02(a)The Company agrees that up to five (5) employees elected or appointed by the Union shall be recognized upon written notification to the Company, as the authorized representatives of the Union or stewards (One (1) Unit Chair from any classification and up to four (4) positions to be held by either Production of Maintenance employees, conditional however upon having minimally one (1) employee from a maintenance classification). The duty of the steward is to represent employees in the grievance process. Each employee shall have completed the probation period prior to his election.
- (b)The Union acknowledges that the steward has regular duties to perform on behalf of the Company, therefore such employees will not leave their regular duties without first obtaining the verbal permission of his immediate supervisor or his designate. It is understood that the taking of such time away from regular duties shall be kept to a minimum and that permission will not be unreasonably withheld.

(c) In the event an employee of the Company is elected to a full-time Local 1359 Union Executive position, the Company will grant time off to one (1) employee at a time. All leaves of absence to perform Union business (including the fulltime union positions above) shall be with pay as per Article 6.08 to perform Union business. The Union will provide reasonable notice of any required time off.

6.03 The Company agrees that the Negotiating Committee comprised of five (5) employees from the operation and accredited officials of the Union shall be recognized as the authorized negotiating representatives of the Union for the purpose of collective bargaining. The employee members of the committee shall have completed their probation period prior to their election to the negotiating committee.

An employee serving on the Union's Negotiating Committee shall be paid for time lost from his normal straight time working hours at his regular rate of pay and without loss of leave credits for attending renewal negotiating meetings with the Employers' Negotiating Committee in direct negotiations.

6.04 The Union will inform the Company in writing of the names of the negotiating committee members and the names of the elected stewards. The Company shall not recognize such member until notified in writing by the Union.

6.05 Bulletin Board

The Company will provide a bulletin board for the convenience of the Union in posting notices of union business. All such notices must be signed by the proper officer of the Union. The Union will not post materials that is derogatory towards the company, management and other Employees. In turn the company agrees that they shall not post or disseminate any materials or comments that are derogatory towards the Union, Stewards, Elected Union official and Bargaining Unit Employees.

6.06 A Labour Management Relations Committee shall be appointed by the respective parties consisting of up to five (5) union members and up to five (5) members of management. The Unifor Local 1359 President and/or Unifor National Representative may attend these meetings and will provide advance notice. The Committee shall meet at least every second month or as mutually agreed to for the purpose of discussing and attempting to resolve matters of mutual concern that may arise during the term of this Agreement. Minutes of such meetings will be approved and signed by both parties and posted.

6.07 While off on Union business, the Company agrees to keep wages and benefits whole and will invoice the Union for those costs. The Union shall reimburse the Company within fifteen (15) calendar days of receipt of the said invoice.

- 6.08 When an employee is receiving a written reprimand or more severe discipline, a Shop Steward or Union executive will be present. When neither of these is available at the workplace at the time, a representative from the Local 1359 Union office, will be present.
- 6.09 During the welcoming period of a new employee, a minimum of thirty (30) minutes is granted to the Union to meet the new employee.

ARTICLE 7 – MANAGEMENT RIGHTS

- 7.01 The Union recognizes that the management of the Company and its operations and the direction of the employees are the exclusive function of the Company. The Company agrees that it will not exercise its functions in a manner inconsistent with the provisions of this Agreement and the express provisions of this Agreement constitute the only limitations on the Company's rights.

ARTICLE 8 – GRIEVANCE PROCEDURE

- 8.01 No grievance shall be considered where the circumstances giving rise to it occurred more than seven (7) working days before initiating Step 1.
- 8.02 A difference concerning the interpretation, application, administration or alleged violation of the provisions of this Agreement shall be dealt with in the following manner:

No employee shall have a grievance until he has discussed his complaint with his immediate supervisor. An employee may have a union steward present during these discussions. If the employee's immediate supervisor does not settle the matter to the employee's satisfaction, an employee's written grievance may be processed as follows:

(a) Step 1

The employee concerned, accompanied by his steward or unit chairperson, shall submit a grievance in writing to the superintendent or their designee. The grievance shall set out the clause or clauses alleged to have been violated, misapplied or misinterpreted and shall set forth the specific remedy requested. The superintendent or their designee shall reply within five (5) working days after the grievance was submitted.

(b) Step 2

Failing settlement at Step 1, within five (5) working days from the answer being given in Step 1, the employee accompanied by the Local President or designee

may submit the grievance to the Mill Manager/Human Resources or designee where they shall render their decision within fourteen (14) working days after receipts of the grievance or such longer period as may be agreed upon by the parties.

(c) Failing satisfactory settlement at Step 2, the Union may refer the grievance to Arbitration within thirty (30) working days of the answer being given at Step 2.

(d) A discussion shall be scheduled between the Mill Manager or his/her designee, the Local Union Representative or designee and/or the National Representative as well as the Committeeperson, to discuss the grievance with the intention of resolving the matter.

8.03(a) The Union may file a "Policy Grievance" which may not be used to bypass the regular grievance procedure. A policy grievance is defined as one which alleges a misrepresentation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter, could not otherwise be instituted as an individual employee grievance. Such policy grievance shall be filed in writing at Step 2 within seven (7) working days of the initial incident giving rise to the complaint. The grievance must be signed by an authorized officer of the Union.

(b) The Company shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provision of this Agreement. The grievance shall be filed in writing with the Union by the Mill Manager or his designate within seven (7) working days of the initial incident giving rise to the complaint. A meeting shall be held between representatives of the Company and the Union within seven (7) working days of filing the grievance. The grievance shall be answered in writing by the Union with ten (10) working days of such meeting. Failing satisfactory settlement of the grievance the matter may be processed through the arbitration procedure.

8.04 Discharge Cases

A claim by an employee that he has been discharged without cause shall be treated as a grievance and shall commence at Step 2 provided a written grievance signed by the employee and his Steward is presented to the Mill Manager or his designate within seven (7) working days after the date of discharge. A Probationary employee's grievance for unjust discharge must meet the threshold that the employer's decision is discriminatory, arbitrary or in bad faith.

8.05 Failing settlement of a grievance under the procedure set forth above such grievance may be submitted to arbitration provided it has been properly processed.

- 8.06 A request for arbitration shall be made in writing by either party, addressed to the other party to this Agreement in accordance with Article 8.02. The Company and the Union shall attempt to agree on a sole arbitrator to hear the grievance. The parties shall propose at least three (3) names as the sole arbitrator.
- 8.07 The costs of the Arbitrator shall be shared by both parties.
- 8.08 The Arbitrator shall not have jurisdiction to alter, enlarge, modify or amend the provisions of this Agreement, nor to make any decision inconsistent therewith. The Arbitrator shall expressly confine himself to the issue stated in the grievance, and shall have no authority to make a decision on any other issue not so submitted to the Arbitrator.
- 8.09 If the Union and the Company cannot reach an agreement upon a sole arbitrator within a reasonable time not to exceed thirty (30) days following the submission of the grievance to arbitration, either of them may request the Minister of Labour for the Province of Ontario appoint an impartial arbitrator.
- 8.10 It is the intention of the parties that this Article shall provide a peaceful method of adjusting grievances so that there shall be no suspension or interruption of normal operations as a result of such grievance.

ARTICLE 9 – HEALTH AND SAFETY

- 9.01(a) The Company will institute and maintain reasonable precautions for the health and safety of all employees. All employees covered by this Agreement shall co-operate in the implementation of such health and safety precautions. The Company, the Union and the employees shall cooperate fully in the elimination and control of unhealthy and unsafe working conditions and practices and assist in the prevention of incidents.
- (b) The Company and the employees are bound by the provisions of The Ontario Occupational Health and Safety Act. This includes a requirement that there shall be a joint health and safety committee established and operated, as required, consisting of up to five (5) members representing and selected by the Company (to include all non-represented employees) and up to five (5) members representing Unifor Local 1359 bargaining unit members and selected by Unifor Local 1359 in accordance with such legislation.
- (c) All matters considered and handled by the health and safety committee shall be recorded and minutes maintained.

ARTICLE 10 – HOURS OF WORK

10.01(a) Hours of operation, being start and stop times, will be determined by the Company and may be changed from time to time to meet business needs and operational requirements.

For production and Maintenance employee(s) on eight (8) hour shift schedule;

- A day shift shall commence between the hours of 5 am and 8 am.
- An afternoon shift shall commence between the hours of 12 pm and 4 pm
- A nightshift shall commence between the hours of 4:30 pm and 11 pm.

For production and Maintenance employee(s) on ten (10) hour shift schedule:

- A day shift shall commence between the hours of 5 am and 8 am.
- A night shift commences between the hours of 2:00 pm and 8:30 pm.

For production and Maintenance employee(s) on twelve (12) hour shift schedule:

- A day shift shall commence between the hours of 5 am and 8 am.
- A nightshift shall commence between the hours of 5 pm and 8 pm.

All employees working an eight (8) hour, ten (10) or twelve (12) hour shift schedule shall be required to rotate each week to the other designated start time(s) in the group's work schedule, unless a mutual agreement has been reached to the contrary between all the employees involved.

(b) Shift schedules shall be based on 8 consecutive hours per day and five shifts (Monday to Friday) or 10 consecutive hours per day and four shifts (Monday to Friday 6:00 PM), within a weekly schedule, or 12 consecutive hours per day and 6 to 8 shifts within a pay period. Departmental shift schedules (within the hours of operation) will be developed and implemented by the Company and Union. Hours of work per day that exceeds 8 hours, 10 hours or 12 hours per day and the schedules and conditions of such hours of work shall be negotiated with the executive of Local 1359 and agreed upon by secret ballot vote of the union membership conducted by the union.

(c) The provisions of Article 10 define the hours of work and shall not be construed as a guarantee of hours of work per day, per week, or days of work per week.

10.02 If regular hours of operation for a department are changed the Company will advise employees at least four (4) weeks prior to any change taking effect and will consult with the Union. If there is more than one possible shift configuration within the

hours of work, employees will have the option to vote on the best schedule option based on majority support.

- 10.03 When an individual employee's shift schedule is changed by the Company with less than one (4) week's notice he will be paid at one and one-half times his regular rate for the first shift worked after the change.

When an agreement for a change of shift by employees is requested, forms for this shift change will be made available by the Supervisor for signature by the employees concerned and their Supervisors.

- 10.04 Rest Breaks – Employees, other than maintenance employees, who work on an eight (8) hour work schedule will receive two (2) ten (10) minute paid coffee breaks and a thirty (30) minute uninterrupted unpaid lunch period.

Employees, other than maintenance employees, who work on a ten (10) hour work schedule, will receive two (2) fifteen (15) minute paid coffee breaks and a thirty (30) minute uninterrupted unpaid lunch period.

Maintenance employees, who work on an eight (8) hour work schedule, will receive two (2) ten (10) minute paid coffee breaks and a thirty (30) minute paid lunch period.

Maintenance employees, who work on a ten (10) hour work schedule, will receive two (2) fifteen (15) minute paid coffee breaks and a thirty (30) minute paid lunch period.

Employees on a twelve (12) hour work schedule will receive three (3) fifteen (15) minute paid coffee breaks and a thirty (30) minute paid lunch period.

Any employee not given the negotiated uninterrupted lunch or coffee breaks during their daily shift, either paid or unpaid, shall be paid time and one half their rate of pay for the full period of the missed break.

It is understood that as much as possible, the coffee breaks will be within one hour of the midpoint of each half shift and lunch breaks will be within one (1) hour of the midpoint of the shift.

ARTICLE 11 – OVERTIME

- 11.01 Overtime is payable at time and one half for all hours worked in excess of an employee's regularly scheduled hours in a day or 40 hours per week. Time and

one half will be paid for all hours worked on Sunday or Statutory Holidays. All overtime hours outside of scheduled hours on Sunday will be paid at double time.

11.02 Overtime is voluntary.

11.03 Call-ins and overtime

Employees called in to work during off hours, will be paid a minimum of four (4) hours straight time pay, or time and one half for all hours worked, whichever is greater. Requests for early shift starts are not considered call-ins. Any Company approved phone calls or text messages inquiries during off hours will be compensated at two (2) hours pay or at time and one half for all hours, whichever is greater.

The Employer, for all call-ins and overtime opportunities, within the general Production Technician's workforce, will canvass from the overtime sign up list who would not otherwise be working and who possess the skill and ability to perform the work (not requiring training or orientation). The offer will be made to the senior employee(s).

If the Employer decides to restrict maintenance overtime the above call-in and overtime process for Production Technician's shall apply.

11.04 The Company will make reasonable attempts to ensure employees volunteering for weekend overtime are notified by noon on Thursday whether they will be required to work that weekend.

11.05 If an employee is requested to work 2 hours or more beyond his regular hours they will be provided with a meal after his regular shift and every 4 hours thereafter.

Effective on the date of ratification of the Collective Agreement, Employees will receive a meal allowance of \$25 to be paid through payroll for the provided meal.

11.06 Paid Time to Working Time

Full-Time and Part-Time

Employees who are absent on approved time off during their scheduled work Week because of paid sickness, accident, bereavement leave, worker's compensation, paid holidays, or vacation, shall for the purpose of computing overtime pay, be considered as if they had worked their regular hours during such paid absence.

The foregoing shall also apply in cases of short-term leaves of absence for Union business approved by the Employer under the applicable provisions of the Collective Agreement where payment is made to the employee by the Union.

ARTICLE 12 – JOB POSTINGS AND FILLING OF VACANCIES

12.01 Production Jobs within the plant are organised in the following Classes;

1. Profiler, Globe, QC, Oven #2, OSB, Optimizer 1
2. Conditioning Room, Globe Outfeed, Glue Parts, Canopy Forklift, Optimizer 2
3. Utility/Grader, Tension Tester/Reject, Strapper/Recovery, Cutback/Unbagger, Cleanup

Trades classifications within the plant are as follows;

1. Millwrights
2. Electrician and Instrumentation Technician
3. Filer

An employee required to perform work in a higher Class will be paid the higher rate that day.

An employee required to perform work in a lower class will maintain the higher class pay rate each day or for a crew reduction/layoff less than thirty (30) days.

12.02 All permanent vacancies, all temporary vacancies anticipated to exceed thirty (30) calendar days and newly created jobs shall be posted for fourteen (14) calendar days on Company bulletin boards accessible to all employees. Such bulletins will show whether the vacancy is a permanent or temporary vacancy, the trade classification, team, shift and rate of pay. Copies of such bulletins shall be forwarded to the Union.

Vacancies in the Trades classifications (Millwright, Electrician and Instrumentation Technician, and Filer), where formal qualifications may be required and a higher rate of pay is applicable, will have such reasonable qualifications indicated on the job posting and such qualifications shall be considered in the selection process in 12.04.

12.03 Any employee desiring to fill such a vacancy shall, within the seven (7) day posting period, forward his application to designated management on forms provided by the Company.

12.04 Filling of vacancies shall be based on the following factors:

- (a) Seniority;
- (b) Skill and ability

It is understood that where the factors in (b) above are relatively equal seniority govern. Should the senior applicant not be confirmed in a vacancy, a meeting may be called at the Union's request to discuss the reasons.

12.05 A posted announcement of the successful candidate of all job postings will be made as soon as possible and in most cases it will not exceed thirty (30) days from the date of the posting with a copy being sent to the Union.

12.06 The successful candidate in a job posting will commence immediately and shall be confirmed in the position after a training period of no less than thirty (30) days worked and up to ninety (90) days worked in the new position. If an employee is unable during that period to meet the requirements of the job in a satisfactory manner, or the employee chooses not to remain in the job as applicable, then, he will be returned to his former class or job as applicable. All other affected employees moved due to this specific posting will also be returned to their previous class or job as applicable.

12.07 In the filling of temporary vacancies anticipated not to exceed 30 calendar days, preference will be given to employees with the greatest company seniority provided they have the required skills and ability to perform the work.

Employees filling a temporary vacancy in the above or through the job posting provisions in 12.02 shall revert back to their previous class upon the completion of the temporary vacancy.

12.08 An employee who has successfully completed the training period in 12.06 above and filled a posted vacancy shall be ineligible to further bid for another vacancy for six (6) months.

12.09 To promote competency in positions and for health and safety reasons, all employees within a Class will normally rotate between the different work stations on a weekly basis.

Should there be no rotation, selection of specific jobs to be performed within the classifications shall be by seniority in which they wish to work as long as they have the necessary skills and ability to perform the work following the training period, if required. An employee's rights to move shall be as per the collective agreement.

ARTICLE 13 – SENIORITY

13.01 a) Seniority shall be defined as the employee's length of continuous service within the bargaining unit worked by an employee who has successfully completed the probationary period, or in the case where his service was broken his hiring date after his last break in service.

Subject to the other provisions of the Collective Agreement, seniority shall govern for all promotions, demotions, transfers, reassignments, training, layoffs, recalls, vacations and job postings. The parties accept that the senior employee has the preference to accept or deny, and least junior is obligated.

b) New employees will be considered as probationary employees until they have actively worked a 480-hour probationary period. Probationary employees shall have no seniority rights but after completing the probationary period their seniority shall be dated back to the date of commencement of the probationary period.

13.02 A seniority list shall be prepared and posted in January and July by the Company and copied to the Union office showing the effective date of hiring for each employee. Bargaining unit members shall have thirty (30) days to challenge the accuracy of the list.

13.03 An employee who has been absent from work due to accident, sickness, WSIB, or authorized leave of absence found within this collective agreement or the Employment Standards Act or other legislation (either paid or unpaid), has the right to return to his former position he held prior to such absence without loss of his seniority and service as per the terms of the said leave or absence.

13.04 An employee shall lose all seniority and shall be deemed terminated if he:

(a) resigns from employment with the Company;

(b) retires;

(c) is discharged for just cause and not reinstated pursuant to the provisions of this agreement;

(d) fails to report for work on the date agreed upon after the completion of a leave of absence unless it has been extended in writing by the Company, or if he uses a leave of absence for purposes other than those given as the reason or intended for the leave;

- (e) is absent from work without permission for a period of three (3) consecutive scheduled working days without notifying the Company unless the employee can prove that he was unable to notify the Company in the manner prescribed;
- (f) is laid off and does not perform work for the Company for a period of twelve (12) consecutive months for employees with less than two (2) years service and twenty-four (24) consecutive months for employees with two (2) years or greater service, unless otherwise permissible by law;
- (g) fails to report for work within fourteen (14) calendar days after being recalled by the Company from an indefinite layoff.

13.05 An employee who voluntarily accepts a position outside the bargaining unit with the Company, will have up to six (6) months, or in the cases of Maternity and Parental Leave up to twelve (12) months, to return to the bargaining unit without forfeiting his position and seniority in the bargaining unit. During the six (6) month period, or in the cases of Maternity and Parental Leave up to twelve (12) months, he shall maintain his union membership in good standing, and shall be considered a dues-paying not-participating member. Positions outside the bargaining unit can only be offered and accepted by an employee once during the employee's employment with the Employer.

The employee shall pay union dues to the local as established by the local based on their regular rate of pay at the time they accepted the transfer or the rate as adjusted by negotiated increases, times the hours of work performed while filling the position outside of the bargaining unit. The payment of the union dues is a requirement for the employee to retain accrued bargaining unit seniority and the right to return to the bargaining unit. Should the employee refuse or fail to pay union dues to the local they shall forfeit their seniority and right to return to the bargaining unit.

ARTICLE 14 – LAYOFF AND RECALL

14.01 The Company recognizes the principle of seniority for lay-offs, recalls, and bumping/displacement rights. In the event of a layoff the employee with the least seniority shall be laid off first. Junior employees may not necessarily be laid off in Trades Classification should they be required to remain for the necessary operation of the facility or to avoid the use of contractors from performing Trades Classification work. In the event of a layoff, any effected employee may utilize their seniority to bump/displace a junior employee and shall be provided the training period in Article 12.06 to perform the work in question, if necessary.

Employees will be recalled from layoff in order of seniority and shall be provided the training period in Article 12.06 to perform the work in question, if necessary. Employees being recalled to a vacancy in the trades classification must have the necessary qualifications where applicable, to perform the work.

The Union and the Company will meet to finalize the placement of employee(s) affected by a layoff or recall

- 14.02 New employees shall not be hired where there are employees on layoff who have the required skill and ability to perform the necessary work in a satisfactory manner.
- 14.03 In cases where the recall date is not given, or is changed, the employee will be contacted by phone in person, or by text or email with acknowledgement from the employee they received the text or email, and will be provided up to fourteen (14) calendar days to return to work. If the employee cannot be contacted by phone, text or email as above, he will be sent a registered letter to the most current known address, with a copy to the Union and will have ten (10) calendar days from the date of receipt of delivery thereafter to return to work.
- 14.04 It shall be the responsibility of each employee to notify the Company promptly in writing of any change of address or telephone number. Failure to do so alleviates the Company from any responsibility for failure of any notice to reach the employee.
- 14.05 In respect to layoff, recall and/or terminating the employment of employees, the Company shall comply with the related provisions of the Ontario Employment Standards Act if not otherwise stipulated in this Agreement.
- 14.06 a) Maintenance layoff and recall will be on the basis of last in, first out with due regard for trade and qualifications. It is understood that apprentices with 1 year or more apprentice time at the time of layoff or where an apprentice is unsuccessful in completing the apprenticeship program and is considered laid off, will be included in this process. Employees, including maintenance employees, laid off will be allowed to bump a more junior employee in a classification and department in order to maintain employment and shall be trained to be successful in their new classification or department.

ARTICLE 15 – SEVERANCE PAY

- 15.01 In the event severance is paid out to an employee it will be calculated as one (1) week of pay per completed year of continuous service with credit for completed months of service in a partial year, to a maximum of thirty (30) weeks of pay. If an

employee elects to receive severance or if he is terminated under Article 13.04 f), he shall receive his severance at that time and will forfeit all recall rights.

ARTICLE 16 – VACATION

16.01 a) For the purposes of this Article the vacation year shall be January 1 to December 31.

b) Employees who will acquired one (1) year seniority with the Company prior to the expiry of the applicable vacation year shall receive vacation based on one (1) day vacation per completed calendar month of employment up to a maximum of ten (10) days. The vacation pay for this vacation time shall be calculated at the rate of four percent (4%) of gross earnings for the previous year;

c) Employees who have acquired one (1) year or more but less than three (3) years seniority with the Company prior to the expiry of the applicable vacation-year shall receive ten (10) days vacation. The vacation pay for this vacation time shall be calculated at the rate of four percent (4%) of gross earnings for the previous year;

d) Employees who have acquired three (3) years seniority or more but less than nine (9) years seniority with the Company prior to the expiry of the applicable vacation year shall receive fifteen (15) days vacation. The vacation pay for this vacation time shall be calculated at the rate of six percent (6%) of gross earnings for the previous year;

e) Employees who have acquired nine (9) years seniority or more but less than fourteen (14) years seniority with the Company prior to the expiry of the applicable vacation year shall receive twenty (20) days vacation. The vacation pay for this vacation time shall be calculated at the rate of eight percent (8%) of gross earnings for the previous year;

f) Employees who have acquired fourteen (14) years seniority or more but less than twenty-four (24) years seniority with the Company prior to the expiry of the applicable vacation year shall receive twenty-five (25) days vacation. The vacation pay for this vacation time shall be calculated at the rate of ten percent (10%) of gross earnings for the previous year;

g) Employees who have acquired twenty-four (24) or more years seniority with the Company prior to the expiry of the applicable vacation year shall receive thirty (30) days vacation. The vacation pay for this vacation time shall be calculated at the rate of twelve percent (12%) of gross earnings for the previous year.

16.02 Subject to scheduling need and as a minimum the number of employees off on vacation at the same time per week/per shift is as follows;

- Production Technicians – three (3)
- Millwrights – one (1)
- Electricians/Instrumentation Technician – one (1)

Subject to scheduling need and as a minimum the number of employees off on a Floater and/or Lieu Day at the same time per day/per shift is as follows;

- Production Technicians – three (3)
- Millwrights – one (1)
- Electricians/Instrumentation Technician – one (1)

16.03 Vacation Scheduling - Annual vacation is to be taken from January 1 to December 31 each year. Schedules shall be arranged by and to the employees' preference in order of seniority for the first two (2) week's preference. Once all employees, who have submitted a vacation request prior to January 31st, have two weeks of vacation booked, secondary selections of another week will be granted in order of seniority. The process will repeat itself until all vacation requests are processed and shall be completed by March 1st.

Vacation requests shall be confirmed and schedules posted no later than March 8th in each respective calendar year. Vacation requests after March 1st will be on a first come, first serve basis. Vacation must be approved and signed off by a Supervisor on a company provided form. Management will grant vacations ensuring operating requirements are met.

Any decision by the employer to implement a prescheduled production shut down either during the summer months or during the Christmas holiday period, notice shall be given to the union no less than sixty (60) days prior to the production shutdown commencing. Employees, at their election, may transfer unused vacation for the vacation year into the shutdown period(s).

Employees will only be permitted to break up one week of vacation entitlement or single vacation days. Blocks of one week vacation take priority when approving vacation schedule. Employees with twenty (20) or more days of vacation entitlement in a year will be permitted to break up two (2) weeks of vacation entitlement for single vacation days.

16.04 If an employee leaves the service of the Company at a time when an unused period of his vacation stands to his credit, he shall receive owed vacation payments.

16.05 a) Where a vacationing employee or an employee about to commence vacation becomes seriously ill or injured requiring the employee to be an inpatient in a hospital, the period of such illness shall be considered sick leave provided that the employee provides satisfactory documentation of the hospitalization.

Where the employee is discharged from the hospital and is still seriously ill or injured requiring the employee to receive ongoing medical care and/or treatments resulting in the employee being confined to the employee's residence or to bed rest, the period of such serious illness or injury will be considered sick leave provided the employee provides satisfactory medical documentation of the ongoing need for medical care and confinement.

b) The portion of the employee's vacation, which is deemed to be sick leave under the above provisions, will not be counted against the employee's vacation credits.

16.06 All employees shall take all of their vacation during the year and will be instructed on August 15th of each year to schedule any outstanding vacations at a time satisfactory to them and their supervisor. Employees who have not scheduled their outstanding vacation by September 15 will have it assigned by the Company. Employees may be authorized to carry-over vacation in extenuating circumstances or be paid out for one week of vacation each vacation year.

ARTICLE 17 – STATUTORY HOLIDAYS

17.01 An employee will receive a day off with pay based on the hourly duration of their regularly scheduled shift for each of the following days:

New Years Day
Victoria Day
Civic Holiday
Thanksgiving
Boxing Day

Good Friday
Canada Day
Labour Day
Christmas Day
Family Day

17.02 If a recognized holiday occurs during an employee's regular shift schedule, he will be compensated for the regular scheduled hours at his regular wage rate. If a recognized Statutory Holiday occurs outside of his regular shift schedule, he will be paid for all hours worked of the assigned shift schedule at his regular wage rate.

17.03 An employee who has established seniority in accordance with Article 13, is eligible for holiday pay provided they work their last scheduled shift prior to the holiday and first scheduled shift following the holiday, unless they have received prior permission from his supervisor to be absent or prevented by circumstances

beyond their control and if requested by the Company a doctor note will be provided.

- 17:04 An employee on regular vacation during a week in which a statutory holiday falls, shall have the option of having a day off with pay at a time mutually convenient to the employee and their supervisor within the following ninety (90) days or having the holiday pay added to their regular vacation pay. If the employee elects not to defer their holiday payment, they must advise their supervisor not later than ten (10) days prior to the commencement of their vacation period. Further the payment of overtime will not be a reason to deny floaters or stats.
- 17.05 An employee who is requested to work on any of the holidays in Section 17:01 shall be paid, in addition to the holiday pay for the Statutory Holiday, time and one-half their regular rate for all time worked on the Statutory Holiday or the employee shall have the option of banking some or all of time and one half overtime hours with pay as lieu days to be taken off with pay in the future at a mutually agreeable time between the employee and their supervisor.
- 17.06 Each employee is entitled to three (3) Floating holidays during each calendar year, to be taken at a time mutually satisfactory between the employee and the immediate supervisor. Effective January 1, 2025, Floating holidays will increase to four (4) during each calendar year.

During the first year of employment, an employee hired prior to June 1st will be entitled to two (2) floating holidays to be taken after the probation period is completed. Any new employee hired after June 1st and before September 1st will be entitled to one (1) floating holiday to be taken after the probation period is completed. Employees hired after September 1st are not eligible to floating holiday for that calendar year.

Floating holidays are to be submitted in written form seven (7) days in advance of the floating holiday.

Floating holidays cannot be carried over to the next calendar year but will be paid out at end of calendar year if unused.

Floating holidays will not be paid out upon termination of employment.

ARTICLE 18 – HEALTH AND WELFARE

18.01 (a) Preamble

Exact provisions and details of benefit provisions are contained in the Agreement with the insurance carrier available from the Company, Manulife Financial - Group

Policy Number: G0031812-1 - Class: 020 - EACOM Timber Corporation Hourly Employees of Sault Ste. Marie (Plan C) and set out in Appendix "B" attached as part of this agreement.

(b) Effective January 1, 2024, coverage under the Group Insurance Benefit Plan is transferred to the new Interfor Health Benefits Plan, offering three coverage options for health and dental coverage, as set out in appendix C. The following benefits are also provided as part of the Plan:

- Access to virtual care through a mobile application; and
- A Spending Account, to which the following annual amount is credited: \$200 for single coverage, \$400 for couple/single parent coverage and \$540 for family coverage. Each year, employees can direct the amount to a Healthcare Spending Account or to a Wellness Account, at their preference.

(c) As of January 1, 2023, the current short term disability (STD) benefit is revoked. On an ongoing basis, STD benefits will be provided through the Employment Insurance sickness benefit program and through a Supplemental Unemployment Benefit Plan, providing a total income replacement of 95% of regular basic earnings.

(d) As of January 1, 2023, long term disability (LTD) benefits are reduced from 70% to 65% of earnings. LTD benefits start after 26 weeks of eligible disability.

18.02 Eligibility

Coverage under the Group Insurance Benefit Plan is available to employees that are employed on a permanent and full-time basis working a minimum of twenty-eight (28) hours per week. There is no waiting period. All such employees shall be referred to as "eligible employees".

18.03 For eligible employees, the Company shall pay 85% and employees shall pay 15% of the Group Benefit Plan premiums for single, couple and family coverage as applicable in respect of the following benefits: Extended Health Care and Dental Care.

The Company shall pay 100% of the Group Benefit Plan premiums or costs of the following benefits: Supplemental Unemployment Benefit Plan, Long-Term Disability, Employee Life Insurance & AD&D.

Effective January 1, 2024, the cost sharing under the new Interfor East Benefit Plan with options will be applied, as follows:

- Life Insurance, Dependent Life Insurance and AD&D: 100% paid by employer
- Supplemental Unemployment Benefit Plan: 100% paid by employer
- Long Term Disability: 100% paid by employer

- Health and dental coverage: employer pays 85% of the cost of the SELECT Option PLUS an additional annual contribution of \$110 single / \$215 single-parent/couple and \$290 family coverage. Such annual contribution is updated each year in accordance with the evolution of the group benefits plan health and dental premiums.
- Virtual care: 100% paid by employer
- Spending Account: 100% paid by employer

Eligible employees shall pay 100% of the Group Benefits Plan premiums for the following benefits: Any Optional Coverage

18.04 Incidental Personal Sick Leave

On January 1st of each year employee shall be credited with three (3) days of Incidental Personal Sick Leave time per year. New employees must complete their probationary period in order to receive their incidental personal sick leave time.

The above accumulated Incidental Personal Sick Leave time shall be used exclusively as daily personal sick or injury leave, and personal doctors and dentist appointments. Should an employee's daily personal sickness or injury leave extend beyond the 40-hour qualifying period under the Salary Continuance Plan, the employee shall have subsequently satisfied the qualifying period to be eligible for sick or injury leave under the Salary Continuance Plan and shall receive benefits under this plan. In this circumstance all hour(s) used by the employee shall be restored to their Incidental Personal Sick Leave bank.

Any accumulated Incidental Personal Sick Leave time not taken during the calendar year shall be paid out at the end of the calendar year.

Recognized days off shall not be deducted from the accumulated Incidental Personal Sick Leave time.

Sick Note Payment

When requested by the Employer to provide an approved official medical note signed by a Physician or Physiotherapist or Medical Practitioner the note must be presented to the Supervisor or designate for the initial return to work or modified duties.

The employee then must submit the official receipt of such note to the Supervisor or designate for processing. The employee then shall be reimbursed to cover the cost of any required medical documentation within fourteen (14) days.

- 18.05 It is the responsibility of each employee to advise the Company in writing of any change in marital or family status and to request changes in benefit coverage.
- 18.06 Upon written request by the Union, the Company will provide a copy of the applicable Group Insurance Benefit Plan(s) to all eligible employees.
- 18.07 In the event of layoff, the Company shall continue to pay its portion of the applicable premiums for the applicable Group Insurance Plan benefits, for laid off employees, for the first thirty (30) working days of layoff. Employees may then opt to continue coverage at their own expense, if available.

ARTICLE 19 – PENSION PLAN

19.01 The Company shall maintain the current Registered Defined Contribution Pension Plan (hereinafter known as the DC plan). All new and current employees will remain part of or enroll in the DC plan.

19.02 DC Segment Provisions

Employee Contributions

Participants have the option to contribute to the DC segment via payroll deductions at the rate of:

For all employees the amount of allowable contributions shall be 5% of earnings in 2023, 6% of earnings starting in 2024 and 6.5% of earnings starting in 2026.

Contributions made under the DC segment of the plan may not be withdrawn by a participant during active service with the Company.

Company Contributions

For all employees the Company will contribute an amount equal to 100% of the participant contributions (up to a maximum of 5% of earnings in 2023, 6% of earnings in 2024 and 6.5% of earnings in 2026).

DC Account

Participant and Company contributions are allocated to a DC account in the name of the participant. The DC account is credited with the rate of return on the underlying investment funds selected by the participant.

DC Pension Payable on Retirement

A participant’s pension payable from the DC segment upon retiring after age 55 is equal to the amount of annuity that can be purchased with the participant’s DC

account balance at retirement from an insurance company licensed to transact business in Canada based on the form of payment he has selected.

ARTICLE 20 – BEREAVEMENT

20.01 Bereavement Pay

- a) Five (5) days off with pay (forty (40) hours) for the death of a spouse, common-law spouse, child or stepchild, parent, stepparent, legal guardian, sibling, stepsibling or grandchildren after learning of death.
- b) Three (3) days off with pay (twenty-four (24) hours) for the death of a parent-in-law, sibling-in-law, grandparent, or grandparent-in-law, after learning of death.
- c) Employees will be granted leave to attend the funeral of an aunt/uncle without loss of earnings for up to one (1) day.
- d) The day of the funeral must be one of the three (3) or five (5) days. Pay will be granted for the regular scheduled workdays during the period.
- e) An employee will not be entitled to receive pay for any day which is not a scheduled workday for the employee, or when the employee is absent from work due to Statutory Holiday, injury, illness, leave of absence or discipline.
- f) Company may request official proof of death or service to be eligible for bereavement pay/leave.
- g) Notwithstanding the above, the employee will be granted flexibility to distribute their bereavement leave entitlement, in excess of one (1) day, over two (2) occasions, not exceeding the maximum days provided in order to accommodate attendance at a funeral, memorial service or similar service in the future.
- h) In the event of the death of a member of the employee's family, as indicated above, that requires the employee to travel more than three hundred (300) kilometers (one way) to attend funeral/memorial services, an additional one (1) day, with pay, shall be allowed. The total time off inclusive of the one (1) travel day shall not exceed six (6) or four (4) days accordingly.

ARTICLE 21 – SHIFT DIFFERENTIAL

21.01 Eight (8) to nine and a half (9 ½) hour shift \$0.70 per hour for time worked on afternoon shift

	\$0.80 per hour for time worked on night shift
Ten (10) hour shift	\$0.95 per hour for time worked on night shift
Twelve (12) hour shift	\$1.00 per hour for time worked on night shift

ARTICLE 22 – LEAVES OF ABSENCE

22.01 The Company recognizes that situations may arise where an employee may request an unpaid leave of absence. For example, reasons could include educational, bereavement, political office, military reserves, or personal. The granting of such leaves will take into consideration the needs of the operation and the employee and include adequate notice. Such time off will not be unreasonably denied.

ARTICLE 23 – JURY DUTY

23.01 The Employer shall pay the difference between regularly scheduled shift pay excluding premiums and pay received from the court for jury duty, jury roll call or subpoenaed witnesses, except in his own case.

ARTICLE 24 – SAFETY WEAR REBATE

24.01 Subject to the other provisions of this Article 24, the Company will provide the required safety apparel.

24.02 Safety boots must be CSA approved for heavy industrial use (i.e. green patch). They must be steel-toed, leather, ballistic nylon or have suitable material to give adequate protection. In order to provide good support, the boots must be 6-inches high and lace above the ankle. High top runners and hiking boots are not acceptable.

The employee will be reimbursed to a maximum of \$200 dollars per calendar year upon proof of purchase. A two-year carry over will be allowed on the boot allowance. Any remaining balance can be used for boot related purchases. The employee must surrender the receipt to receive the Company subsidy. New employees will be reimbursed after successfully completing their probation period.

Winter Safety Boots

Employees working outside for more than 2 consecutive weeks between October and March will receive winter boot allowance to a maximum of \$200 per pair.

Repayment for safety boots and winter safety boots is required if voluntary termination is given within 90 days of the receipt.

24.03 Prescription Protective Safety Eye Wear

The Company and the Union agree to make prescription safety eye wear available to all employees who require prescription eye wear and whose duties have the potential for exposing eyes to injury. Safety eyewear is mandatory personal protective equipment in all site work areas except offices. Safety eyewear provided meets present A.N.S.I. (Z87.1) standards for occupational eye protection.

Only prescription safety eyewear supplied by our approved supplier, Aearo Canada, is permitted to be worn unless written approval by the Safety Coordinator has been obtained. This will ensure that the standards for occupational eye protection are met.

Summer students, co-op education students, call crew employees and on-site visitors will be supplied with safety eyewear to fit over top of prescription glasses. Employees will be supplied with safety eyewear to fit over top of prescription glasses until such time that they obtain required prescription safety eyewear (with permanent side shields affixed) following the procedure outlined below. Employees are responsible to ensure they obtain the required prescription safety eyewear within a reasonable period following date of employment. Plastic removable/disposable side shields are not permitted.

Failure to wear approved safety eye wear in a required work area is subject to corrective disciplinary action.

The wearing of safety glasses alone does not constitute eye protection where full goggles or other suitable protection is recommended.

II. Regulations:

1. Employees will be provided one (1) pair of glasses every two (2) years. If a major prescription change occurs within two years, a verbal request for glasses can be submitted and approved on an individual basis.

2. Safety eye wear for use at work will consist of plastic lens mounted in an approved safety frame. A selection of approved frames is available for men and women. The selection of frame types is limited.
3. To preserve the longevity of prescription safety eye wear, an anti-scratch and UV coating will be applied to each pair of glasses.
4. Permanent affixed side shields to reduce exposing eyes to injury are mandatory for prescription safety eye wear.
5. Progressive (bifocals with no line across lens) lenses may be selected if currently using them.
6. In some special cases, depending on employee's job requirements, trifocals may be required. If necessary, at the optometrist's request, the program administrator will forward additional approval to the optometrist's office.
7. Transition lenses (darken in sunlight) can be approved for outside mobile equipment operators. Transition lenses will not be approved for an indoor employee without medical verification that they are necessary due to a medical condition.
8. A two (2) year warranty is given on lenses and frames.
9. In the event of damage to safety eye wear, required parts only will be replaced within two-year limit.
10. When a new pair of safety eye wear is needed prior to the 2-year period, the employee is required to turn in the existing pair.

ARTICLE 25 – TOOL ALLOWANCE

25.01 Once per calendar production year a tradesperson may submit a receipt for a work-related tool that was purchased. The employee will be reimbursed up to \$500.00 for the tool purchased provided he/she continues to be employed by EACOM SSM for a period of at least one year. Upon termination or leaving the tradesman position, within a year of employment, the employee will be required to reimburse the 'tool allowance' to EACOM SSM. A two-year carry over will be allowed on tool allowance. If boot allowance has been used up and employee is in need of new boots, he/she may use Tool Allowance towards the purchase of new safety boots.

The Company will also reimburse the employee for any broken tool provided that:

1. The employee produces the broken tool for inspection; and
2. The broken tool is detailed on the tradespersons Tool list that was previously submitted to the Company; and the broken tool is not covered under a Manufacturer's Replacement Warranty.

The Company will provide, on loan, any specialty tools not considered standard.

ARTICLE 26 – HUMANITY FUND – UNIFOR

26.01 The Company will contribute one cent (\$0.01) per compensated hour per employee to the Unifor Humanity Fund. Employees will contribute twenty dollars (\$20.00) per year to this fund through payroll deduction.

ARTICLE 27 – APPRENTICESHIP

27.01 For apprentices travelling and living away from home, the following will be provided:

- the apprentice shall receive their regular weekly straight time wage, up to forty (40) hours.
- the apprentice shall receive a Living Out Allowance of thirty dollars (\$30.00) per school day attended up to a maximum of one hundred fifty dollars (\$150.00) per week.
- the apprentice shall be reimbursed at the Corporate Travel and Expense Policy mileage rate (currently 0.48/km) for one round trip from their home to the educational facility they are attending for every four (4) weeks of school.
- the Company will purchase the necessary prescribed texts for the apprenticeship. These texts may be used by subsequent apprenticeships and as a reference material for the unit and tradesmen as needed.

27.02 Apprentices will be paid under the following criteria:

- 1st year apprentice – 85% of trades ticket rate
- 2nd year apprentice – 90% of trades ticket rate
- 3rd year apprentice – 95% of trades ticket rate
- 4th year apprentice – 100% of trades ticket rate

27.03 The apprentice will receive these increases on the anniversary date of his participation in the apprentice program. The apprentice will receive the non-ticketed rate when the hours deemed required by the trades standard (include hours worked overtime at straight hour equivalent) are achieved (8,000 hours for millwright, 9,000 hours for electrician, 6,000 hours for sawfilers), until such time that the apprentice challenges and passes the Trades exams. Hours attained at school are not credited to accumulated hours for completion of apprenticeship. Shall he leave the service of the company during that period, the company covered costs for his wages while at school may be deducted from any unpaid wages or vacation.

ARTICLE 28 – EMPLOYEE ASSISTANCE PROGRAM

28.01 The Company will provide, at no cost to the employee, an Employee Assistance Program. The providers contact number will be posted and provided to all employees.

ARTICLE 29 - INJURY AND DISABILITY

29.01 Workplace Safety and Insurance Injury

In the case of an accident which will be compensated by the Workplace Safety & Insurance Board, the Employer will pay the employee's wage for the day of the accident.

There shall be no pay deduction from an employee's regular scheduled shift when the employee has completed any portion of the shift prior to going on-Worker's Compensation Benefits.

29.02 Modified Work

The Company and the Union, realizing the benefits to be derived from an injured or ill employee being returned to gainful employment as soon as possible, agree that they and all employees and supervisors at all levels, will cooperate to the fullest extent to promote the Modified Work Program.

To facilitate these programs, it is understood and agreed that provisions of the Collective Agreement, where agreed between the parties, may be altered. The specific terms of the program will be signed by the Company and the Union.

APPENDIX "A"

WAGES, OVERTIME, HOLIDAYS, VACATIONS AND OTHER PAY PROVISIONS

Wages and Job Progressions

(a) Job titles, classifications and rates of pay shall be as set forth in Appendix A, attached hereto, which forms part of this agreement.

(b) Should the Company establish any new job classification during the term of this agreement, it will immediately advise the Union thereof and of the rate it proposes therefore; the Union shall forthwith advise the Company of its acceptance or rejection of the proposed rate, and in the event of rejection, both parties agree to negotiate a bona fide rate acceptable to each, and failing agreement the determination of such rate shall be referred to and settled by arbitration in the manner prescribed by this agreement.

(c) The identified Departments will be: Trades Technicians and Production Technicians. Specific Job Classifications will be identified in Appendix A below.

The current wage categories in the mill exist as follows:

Trades Classifications:

- Millwright
 - 4 (un-licence trade) \$39.42
 - 5 (licence trade) \$41.31
- Electrician \$43.62
(licence - Electrician or Instrumentation Technician)
- Filer \$37.52

Non-Ticketed Trades Technicians will be encouraged to get their tickets and the employer will help facilitate this process as required. Any individuals that require and possess a renewable ticket will be required to maintain their ticket. If the individual chooses to allow their ticket to lapse they will be paid the non-ticketed rate until such time their ticket is reinstated or they get the local certification.

<u>Production Technicians</u>	- Start rate	- after 6 months of service	- after 1 year
	\$26.10	\$26.88	\$28.70

APPENDIX “A”

		May 15th, 2022	May 15th, 2023	May 15th, 2024	May 15th, 2025	May 15th, 2026
Production Tech	Class 1	\$ 28.70	\$ 29.80	\$ 30.70	\$ 32.55	\$ 33.69
	Class 2	\$ 28.70	\$ 29.60	\$ 30.49	\$ 31.49	\$ 32.59
	Class 3	\$ 28.70	\$ 29.45	\$ 30.34	\$ 31.09	\$ 32.17
	next 6 months	\$ 26.88	\$ 27.38	\$ 28.20	\$ 28.70	\$ 29.71
	First 6 months	\$ 26.10	\$ 26.60	\$ 27.40	\$ 28.40	\$ 29.39
Millwrights	Red Seal	\$ 41.31	\$ 42.31	\$ 43.58	\$ 45.83	\$ 47.93
	Un-license Trade	\$ 39.42	\$ 40.02	\$ 41.22	\$ 41.97	\$ 43.44
Electrician/ Instrumentation Tech Licence Trade		\$ 43.62	\$ 44.22	\$ 45.55	\$ 47.25	\$ 48.90
Filer		\$ 37.52	\$ 38.12	\$ 39.26	\$ 40.26	\$ 41.67

APPENDIX “B”

Group Benefit and Short-Term Disability Plans as of January 1, 2023

Employee Life Insurance

Benefit Amount – 1.25 time your annual earnings, to a maximum of \$1,500,000

Insurance Termination Age - your benefit amount terminates on the first of the month coincident with or immediately following retirement

Dependent Life Insurance

Benefit Amount: \$5,000 for spouse and \$2,500 for children

Employee Optional Life Insurance

Benefit Amount - increments of \$10,000 to a maximum of \$250,000

Insurance Termination Age - on the first of the month coincident with or immediately following age 70 or retirement, whichever is earlier

Dependent Optional Life Insurance

Benefit Amount

- Spouse - increments of \$10,000 to a maximum of \$250,000
- Child - increments of \$5,000 to a maximum of \$25,000

Insurance Termination Age - on the first of the month coincident with or immediately following employee's age 70 or retirement, whichever is earlier.

Accidental Death and Dismemberment

Benefit Amount - 2.5 times your annual earnings, to a maximum of \$1,500,000

Insurance Termination Age - your benefit amount reduces by 50% at age 65 and terminates at age 70 or retirement, whichever is earlier.

Employee Optional Accidental Death and Dismemberment

Benefit Amount - an election of 0,5; 1; 1,5; 2; 2,5; 3 times your annual earnings, to a maximum of \$1 500 000

Insurance Termination Age - your benefit amount reduces by 50% at age 65 and terminates at age 70 or retirement, whichever is earlier.

Short Term Disability

If an employee is unable to work in their regular position due to non-work-related injury or illness and under the care of a Physician, he will receive a Short Term Disability income which will commence after the Employee has been absent at least 40 hours.

Benefits will be provided for a duration of up to 26 weeks under a combination of:

- Employment Insurance sickness benefits plan
- Supplemental Unemployment Benefit plan, providing a replacement ratio of 95% of regular basic earnings

Long Term Disability

Benefit Amount - 65% of monthly earnings, to a maximum of \$10,000

Qualifying Period - until the end of the short term disability plan of the Employer

Definition of Total Disability

Totally Disabled means a restriction or lack of ability due to an illness or injury which prevents you from performing the essential duties of:

- your own occupation, during the Qualifying Period and the 24 months immediately following the Qualifying Period
- any occupation for which you are qualified, or may reasonably become qualified by training, education or experience, after the 24 months specified above

The availability of work will be considered by the insurer in assessing your disability.

If you must hold a government permit or license to perform the duties of your job, you will not be considered Totally Disabled solely because your permit or license has been withdrawn or not renewed.

Maximum Benefit Period - to age 65

Extended Health Care – up to January 1, 2024 (as per Appendix C afterwards)

Overall Benefit Maximum - Unlimited

Deductible – Nil

Insurance Termination Age: employee's retirement

Benefit Percentage (Co-insurance)

100% for

- Hospital Care (semi-private accommodation only)
- Vision Care

85% for

- Hospital Care (excluding semi-private accommodation)
- Professional Services (excluding subsequent visits for psychologist and psychiatrist)
- Medical Services & Supplies

85% of the first \$2,500 of eligible expenses and 100% thereafter for

- Drugs

50% for

- Professional Services (subsequent visits for psychologist and psychiatrist only)

Drug Card: Will be provided.

Professional Services

Services provided by the following licensed practitioners: Professional Services

- Chiropractor - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropractist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

- Osteopath - \$500 per calendar year and up to \$1,000 per calendar year

combined for services of a chiropractor, osteopath, podiatrist/chiropractist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35

per calendar year for x-rays

- Podiatrist/Chiropodist - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

- Massage Therapist - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

- Naturopath - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

- Speech Therapist - \$500 per calendar year

- Physiotherapist - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

- Psychologist - reasonable and customary charges for the initial visit and \$35 for each subsequent visit, up to a maximum of 15 visits per calendar year and \$525 per calendar year combined for services of a psychologist and psychiatrist

Acupuncturist - \$500 per calendar year and up to \$1,000 per calendar year combined for services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath, physiotherapist and acupuncturist, including \$35 per calendar year for x-rays

Psychiatrist - reasonable and customary charges for the initial visit and \$35 for each subsequent visit, up to a maximum of 15 visits per calendar year and \$525 per calendar year combined for services of a psychologist and psychiatrist.

Vision Care – up to January 1, 2024 (as per Appendix C afterwards)

- purchase and fitting of prescription glasses or elective contact lenses, as well as

repairs, or elective laser vision correction procedures or eye exams, to a maximum of \$210 per 24 months effective date of ratification and effective May 16, 2021 increase \$210 to \$225.

Dental Care – up to January 1, 2024 (as per Appendix C afterwards)

Deductible - Nil

Dental Fee Guide - Current Fee Guide for General Practitioners and Specialists approved by the Provincial Dental Association in the Province in which the services are rendered

Benefit Percentage (Co-insurance)

- 85% for Level I - Basic Services
- 80% for Level II - Supplementary Basic Services
- 50% for Level III - Dentures
- 50% for Level IV - Major Restorative Services
- 50% for Level V - Orthodontics

Benefit Maximums

- \$2,000 per calendar year combined for Level I, Level II, Level III and Level IV
- \$2,000 per lifetime for Level V

Insurance Termination Age - employee's retirement

APPENDIX “C”

Interfor East Health Benefit Plan with options for health and dental coverage, in effect as of January 1, 2024

Starting January 1, 2024, Employees will be covered under the Interfor East Health Benefit Plan, offering the following coverage options for health and dental benefits:

Healthcare benefits:

	ECONOMY	SELECT	PREMIUM
Prescription Drugs			
Deductible	None	None	None
Reimbursement %	70%	85%	100%
Generic substitution	Mandatory	Mandatory	Mandatory
Prescription Drugs and Maximum	Unlimited coverage (Exceptions apply for smoking cessation drugs, fertility drugs, etc. - please refer to Manulife policy)		

	ECONOMY	SELECT	PREMIUM
Paramedical services			
Deductible	None	None	None
Reimbursement %	70%	85%	100%
Maximum payable	Group 1: Chiropractor, osteopath, podiatrist/chiropracist, massage therapist, speech therapist, naturopath and acupuncturist		
	\$500 / year combined for all these specialists	\$750 / year combined for all these specialists	\$1,000 / year combined for all these specialists
	Group 2: Physiotherapist and psychologist/psychiatrist/psychotherapist		
	\$500 / year for each specialist	\$750 / year for each specialist	\$1,000 / year for each specialist
Termination age	Retirement	Retirement	Retirement

	ECONOMY	SELECT	PREMIUM
Hospitalization	100%, semi-private room		
Emergency out-of-country	100%, up to a lifetime maximum of \$5,000,000		
Medical Services and Supplies			
Reimbursement %	70%	85%	100%
Maximum payable	Consult full summary for maximums and specifics		
Vision Care			
Glasses and Frames Exam	Not covered 1 exam / 24 months	\$150 / 2 years 1 exam / 24 months	\$300 / 2 years 1 exam / 24 months
Termination age	Retirement	Retirement	Retirement

Dental Benefits

	ECONOMY	SELECT	PREMIUM
Same for all 3 modules	<ul style="list-style-type: none"> No deductible Recall exam once every 9 months 		
Basic services⁽¹⁾	85%	85%	100%
Major services⁽²⁾	Not covered	50%	60%
Orthodontics	Not covered	50%	60%
Maximum payable <ul style="list-style-type: none"> Basic and major services Orthodontics 	<ul style="list-style-type: none"> \$1,000 / year combined maximum N/A 	<ul style="list-style-type: none"> \$1,500 / year combined maximum \$1,500 lifetime 	<ul style="list-style-type: none"> \$2,000 / year combined maximum \$2,000 lifetime

(1) Includes basic and preventive services such as recall examination, x-rays, scaling, polishing, endodontic services, etc.

(2) Includes major restorative services such as dentures, crowns, fixed bridgework, etc.

As outlined under article 18.02b), employees will also have access to a virtual care mobile application and a Spending Account. Annual amounts awarded to the Spending Account depends on the type of family coverage elected, as follows:

Single	Couple / Single-Parent	Family	Opt-Out
\$200	\$400	\$540	\$200

Each year, during an annual enrolment period which will be typically held in November/early December, employees will be allowed to select their preferred coverage level for the upcoming year, for both health and dental benefits, and to allocate their Spending Account amount to either a Healthcare Spending account or a Wellness Account.

When changing coverage level, i.e. during the annual enrolment period, employees can go up as much as they want, but can only go down one level at a time (i.e. it is not allowed to go directly from Premium to Basic coverage). Coverage selected can be different for Health and for Dental benefits.

Other benefits

For clarity, the switch to the Interfor East Health Benefit Plan with options for health and dental coverage does not change the following benefits, which remain as described under Appendix B:

- Life insurance
- Dependent life insurance
- Accidental death and dismemberment
- Short Term Disability
- Long Term Disability
- Optional benefits

LETTER OF UNDERSTANDING

Between

**EACOM TIMBER CORPORATION (Subsidiary of INTERFOR)
I-Joist Manufacturing Plant, in Sault Ste. Marie**

And

UNIFOR LOCAL 1359

Re: Lead hands in the Maintenance Department

The parties have agreed to utilize lead hands in the maintenance department only and, while such lead hand shall perform their regular duties as a tradesperson, they will also only direct other employees in the maintenance department. A lead hand shall not administer or be party to the hiring, firing or discipline of any employee in the mill or under their direction. The parties agree to apply a lead hand rate of \$0.40 above the applicable trade rate of the employee assigned as a lead hand position.

Signed this _____ day of _____, 2022.

For the Company:

For the Union:

LETTER OF UNDERSTANDING

Between

**EACOM TIMBER CORPORATION (Subsidiary of INTERFOR)
I-Joist Manufacturing Plant, in Sault Ste. Marie**

And

UNIFOR LOCAL 1359

Re: Contract Loader Operator

The Parties agree as follows concerning contract loaders performing work on behalf of the Company at Sault Ste. Marie, Ontario:

1. Contract loader operators and the work they perform are hereby excluded from the scope clause "Recognition and Jurisdiction" of the Collective Agreement;
2. Work performed by contract loader operators includes, without limitation;
 - Shipping/ Loading of trailers
 - Unload outfeed chains
 - Snow removal
 - Grading
 - Rotation of stock
3. The Company agrees to remit to the union the equivalent of regular union dues for contract loader operators based on hours of work performed at the Company site.
4. Boniferro conditioning room will only be utilized during the fall/winter months until updated glue process approval.

This Contract Loader Operator Agreement as described above will terminate on May 15th, 2027.

Signed this _____ day of _____, 2022.

For the Company:

For the Union:

LETTER OF UNDERSTANDING

Between

**EACOM TIMBER CORPORATION (Subsidiary of INTERFOR)
I-Joist Manufacturing Plant, in Sault Ste. Marie**

And

UNIFOR LOCAL 1359

Re: Women's Advocate

The parties agree that female employees may sometimes need to discuss with other women matters such as violence or abuse at home or workplace harassment. They may also need to find out about specialized resources in the community such as counselors or women's shelters to assist them in dealing with these and other issues. Issues dealing with Workplace harassment will be shared with site leadership or company HR.

For this reason, the parties agree to recognize the role of a Women's Advocate in the workplace. The Women's Advocate will be determined by the Union from amongst the female bargaining unit employees. The Advocate will meet with female members as required, discuss problems with them and refer them to the appropriate agency when necessary.

The Company provides an Employee Family Assistance Program (EFAP). Before any work or life issue becomes a larger problem, or for support when you're facing difficulties, EFAP can provide confidential counselling and help regain focus.

The Women's Advocate will participate in training delivered by Unifor. The Company agrees to keep an employee whole to a maximum of forty (40) hours of lost time associated with this training.

Signed this _____ day of _____, 2022.

For the Company:

For the Union:

LETTER OF UNDERSTANDING

Between

**EACOM TIMBER CORPORATION (Subsidiary of INTERFOR)
I-Joist Manufacturing Plant, in Sault Ste. Marie**

And

UNIFOR LOCAL 1359

Re: Maternity Leave Financial Support Program

Provided that if a legislative program is in place and more beneficial, the program will apply.

Objective

The purpose of this programme is to recognize the right of new mothers to take maternity leave following the birth of a child. It also aims to provide additional financial assistance to the government's maternity leave program to eligible employees in order to support and encourage them to pursue their careers with the Corporation.

Eligibility Criteria

All employees are eligible for maternity leave without pay under applicable laws. The employee is responsible for applying for benefits from government authorities.

In addition, all employees are eligible for the financial assistance described below at the beginning of their maternity leave, provided that the leave begins after she has accumulated at least one (1) year of continuous full-time service in a permanent position and is otherwise eligible to receive Employment Insurance benefits under the applicable plan.

Financial aid

During the first eight (8) weeks of the authorized maternity leave, the employer compensates the difference between seventy-five percent (75%) of the employee's regular salary, less any benefits to which she is entitled (gross amount) from government or other sources, up to a maximum of \$2,500.

Taxation and process

Amounts payable by the employer are considered taxable income, and all usual deductions apply. In order to begin receiving the financial assistance offered, the employee must provide the payroll department with a copy of the certificate issued by the competent authorities stating the amount of Employment Insurance benefits to which she is entitled and the date of the first payment. Payments will begin as soon as possible once

this formality is completed. In addition, it should be noted that all EI benefits received by the employee are considered taxable income under the employee's responsibility.

Steps to follow

The employee informs her supervisor and human resources of her condition and the expected date of delivery.

The employee also informs her supervisor and human resources, before her departure on maternity leave, of the expected date of her return to work.

Approximately three months before the scheduled date of departure on maternity leave, the employee contacts the human resources department and completes the change of status forms that will be sent to the payroll department.

Repayment Agreement

As mentioned above, the Maternity Leave Financial Support Program is intended to encourage affected employees to pursue their careers with the Company. Also, if an employee resigns or the Company terminates her employment for a valid and legitimate reason during maternity leave or within twelve (12) months from the date of her return to work, all outstanding payments, if any, will cease and the employee will be required to repay all amounts received as financial assistance under this program.

All employees are required to sign the Reimbursement Agreement (Appendix A) and return it to Human Resources in order to receive any additional financial assistance under this policy.

Appendix A - Repayment Agreement

REPAYMENT AGREEMENT FOR EACOM TIMBER CORPORATION (subsidiary of INTERFOR) FINANCIAL SUPPORT PROGRAM

I, _____ understand and accept the terms and conditions governing the receipt of financial support described in the program, namely that if I resign or the Company terminates my employment for a valid and legitimate reason during maternity leave or within twelve (12) months from the date of my return to work, all outstanding payments, if any, will cease and I will be required to reimburse all amounts received as financial support for maternity leave from the Company under the program.

I understand that, by signing this consent, I hereby agree to be subject to the terms and conditions described herein and in the Maternity Leave Financial Support Program. Thus, I acknowledge that my right to receive the financial support provided for in the program is conditional on my acceptance of this repayment commitment. I therefore waive my right to contest the Company's refund rights as described herein and in the program.

Signed this _____ day of _____, 2022.

For the Company:

For the Union:
