

Memorandum of Agreement

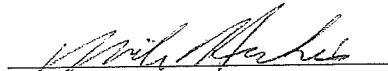
Tolko Industries Ltd., Nicola Valley Division, Louis Creek Division, Heffley Creek Division and IWA-Canada Local 1-417 agree to the following terms as the full and final settlement of the transitional local issue negotiations complementing the 2000 IFLRA/IWA collective agreement renewal.

- 1) If an individual is injured on the job, seeks medical attention, and is not able to return to work that individual would be paid for the full hours of their scheduled shift. The inability to return to work must be supported by the attending physician.
- 2) When the joint safety committee identifies need for referencing materials which requires the use of the internet then this access to the internet will be provided through the existing plant computers. Details regarding this access will be worked out with the joint safety committees at the respective plants.
- 3) Labour management meetings will be held as required, with an interval not longer than quarterly. Agenda's will be exchanged ahead of time. Attendance may be limited by the needs of the plant, (the quality and quantity of production will not be impaired). It will be endeavored to hold a meeting within one week of a request by either party.
- 4) In order to clarify the procedures to deal with allegations of harassment within human rights legislation Tolko will arrange a presentation to the Plant Chair, Business Agent, Area Manager and Divisional Superintendents. This presentation will then be presented jointly to the plant committee and supervisory groups. The presentation will be prepared by Tolko Corporate Human Resources Administrator – Vyvian Burton

Signed this 2 day of NOVEMBER A.D. 2000

On behalf of:

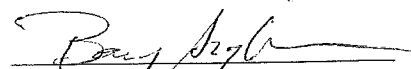
Tolko Industries Ltd.
Southern Interior Operations



Nicola Valley Division



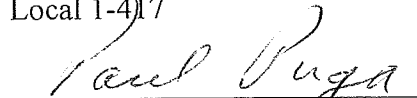
Louis Creek Division

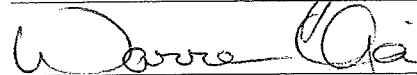


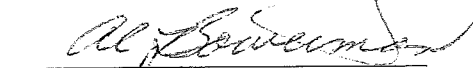
Heffley Creek Division

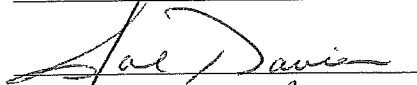
On behalf of:

IWA-Canada
Local 1-417











Memorandum of Agreement

Tolko Industries Ltd., Nicola Valley Division, Louis Creek Division, Heffley Creek Division and IWA-Canada Local 1-417 agree that the following items are the only known to carry forward from the Tolko collective agreement to IFLRA/IWA collective agreement renewal to which both parties will be bound.

- 1) Article XXII – Apprenticeship training program – **Nicola Division Only**
Section 5: Planer technician apprenticeship program –
It is agreed that this recognized trade program will be implemented. It is further agreed that save section 6 of this article, the other sections do not apply to Planer Technician Apprenticeships. Once indentured into a Planer technician Apprenticeship, the apprentice is required to continue through the apprenticeships and successfully complete the Planer Technician – Level 1: the only exceptions are in the case of the apprentice losing his position as a result of a curtailment and/or a bump, thereby interrupting his apprenticeship for the period he is away: upon the employee returning to the apprentice position this requirement will reactivate.

- 2) The hourly premium for those employees designated by the Company as chargehands will be increased to one dollar (\$1.00)


Signed this 2 day of NOVEMBER A.D. 2000

On behalf of:

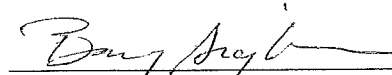
Tolko Industries Ltd.
Southern Interior Operations



Nicola Valley Division



Louis Creek Division



Heffley Creek Division

On behalf of:

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Local 1-417

