

Letter of Understanding #20

Between

Canoe Forest Products

And

USW Local 1- 417

Vacancies at the CFP Sawmill Division

Preamble

In order to allow Plywood employees access to former Sawmill jobs (Appendix B) without loss of seniority and to accommodate holidays for members on the Canoe Sawmill seniority list (Appendix A), the parties agree to the following.

1. Employees on the Sawmill Division seniority list be frozen, as of the date of ratification of this agreement. The frozen list will be agreed upon between the parties and be included as Appendix A.
2. Existing sawmill jobs listed in Appendix B, will be posted and awarded in the following manner:
 - i. Posted at the Sawmill Division for bidding by Employees on the CFP Sawmill seniority list (Appendix A)
 - ii. If no employee from the former Sawmill Division (Appendix A) seniority list bids on the position, the bid will be reposted at the CFP Plywood operation and filled in accordance with the CFP Plywood Posting Letter of Understanding.
3. Temporary Vacancies at the CFP Sawmill Division
 - i. First be offered to Sawmill Division (Appendix A) Seniority Employees in order of seniority competency considered.
 - ii. If the temporary vacancy is not filled by Sawmill Division (Appendix A) Seniority Employee it will be filled by Employees from the Plywood Division Seniority in accordance with the Plywood Job Posting Letter of Understanding.
4. When an appendix B position is filled by a plywood division employee it will be considered a plywood position for the duration of the posting. This means plywood employees will continue to accrue seniority on the plywood seniority list.

5. Reduction of Forces

- i. In event of reduction of forces at the Sawmill division, employees listed in Appendix A are able to exercise their bumping rights on positions listed in Appendix B.
- ii. Employees listed in Appendix A will have seniority on all Appendix B positions over any Plywood Division employee filling the position either temporary or holding the posting.
- iii. Any displaced Plywood division employee filling a temporary posting in the Sawmill Division will revert to their permanent posting in the Plywood Division. If filling a permanent posting on Appendix B they may exercise their bumping rights, competency considered to attain a position at the Plywood division.

6. Duty to Accommodate

- i. In cases of medically supported requests for accommodation, where no other accommodation is possible, Appendix A employees may displace any plywood division employee filling positions listed in Appendix B.
- ii. Any employees displaced due to accommodation will be considered put in motion and able to exercise their seniority, competency considered.

7. Holidays

- i. The Company agrees holiday booking will remain unchanged with separate process for sawmill and plywood divisions.
- ii. Management will make all reasonable efforts to allow a minimum of two (2) employees holiday requests from appendix A at any time unless not possible due to operational requirements.
- iii. Holiday booking process at the Plywood plant is unaffected by this LOU.


Signed this day of , 2017

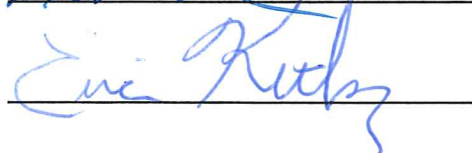
FOR:
CFP division

Local 1-417









Sawmill Hourly

<u>First</u>	<u>LAST</u>	
Mike	AHLM	
Tyler	BARRETT	
Matt	BAXTER	
Art	BOSTOCK	
Mel	CEDERHOLM	
Marty	GIBBONS	currently on Union Leave
George	HEGGENSTALLER	
Mel	KAUFMAN	
Eric	KILBERG	
Bill	MACKINTOSH	
Tony	MOLESCHI	
Shawn	PERRY	
Joe	STUART	

Sawmill Jobs

Deckhand
Desticker/Forklift/StrapnWrap Operator
Dump Machine Operator
Forestry Crewperson
Forklift/Kiln Operator
Heavy Duty Mechanic
Hog Truck Driver
Millwright - Certified
Pondboat Operator
Towboat Operator (Captain)

Disclaimer: This list includes jobs being utilized as of the date of this agreement. It is not the intent of this agreement to prejudice either party arguing inclusion or exclusion of any sawmill seniority position in the event the sawmill division becomes fully operational.