

August 21, 2024

MEMORANDUM OF AGREEMENT

BETWEEN THE BARGAINING COMMITTEES OF THE:

INTERIOR FOREST LABOUR RELATIONS ASSOCIATION
(Herein known as the "Company")
OF THE FIRST PART

AND: UNITED STEELWORKERS Local 1-405, 1-417 and 1-423
(Herein known as the "Union")
OF THE SECOND PART

It is agreed that acceptance of the terms of this Memorandum of Agreement will be communicated by both parties to their respective principals for final settlement of the 2023 to **2027** Collective Agreement. Unless otherwise noted, all changes will be in effect as of the first of the month, following date of ratification and all benefit changes apply to new claims and be effective the first day in the new calendar year, following ratification.

Subject to the foregoing the parties hereby agree that a Collective Agreement is entered into (hereinafter called the "2023-**2027** Southern Interior Master Agreement") in the terms of the Collective Agreement described as the "2023-**2027** Southern Interior Master Agreement" (including Supplements), save for the amendments herein set out, and shall be effective from and after the 1st day of July, 2023 to midnight the 30th day of June, **2027**.

1. Term of Agreement

That a Collective Agreement is entered into (hereinafter called the “2023 – 2027 Agreement”) in the terms of the Collective Agreement described as the 2018-2023 Collective Agreement (including supplements), save for the amendments herein set out, and shall be effective from and after the 1st day of July, 2023 to midnight the 30th day of June, 2027.

2. Article V – Wages

Following confirmation of ratification of agreement between the parties, the following will apply:

- Effective July 1, 2023, the wages of all hourly rated employees will be increased by **three percent (3%)**.
- Effective July 1, 2024 the wages of all hourly rated employees will be increased by **three percent (3%)**.
- Effective July 1, 2025 the wages of all hourly rated employees will be increased by **two and one-half percent (2.5%)**.

Every active regular full time employee, working and receiving pay on July 1, 2025, will be provided a lump sum payment of \$1000. Employees who are on leave and return to work in a full-time capacity after the day of payout shall be paid a pro-rated amount based on hours worked. Employees other than regular, full time employees will receive a pro-rated amount based on their percentage of hours worked.

MOA Only: The administration of this lump sum payment will be in accordance to the principles in the Letter of Understanding between the parties dated March 30, 2015.

- Effective July 1, 2026 the wages of all hourly rated employees will be increased by **two and one quarter percent (2.25%)**.

(c) Designated First Aid Attendants shall receive:

Level 2 – Fifty cents per hour (50¢/hr.)

Level 3 – One dollar **and fifty cents** per hour (\$1.00**50**/hr.) plus their occupational rate of pay.

(d) Scalers shall receive a fifty *five* cents per hour (550¢/hr.) premium for workers with a valid scaling ticket, when working as a Scaler.

- (e) Groupings and rates for Apprentices and Tradesmen are as follows:
Other Categories
Oiler and Grinderman will increase by \$0.25/hour, effective July 1, 2024.

Section 7: Shift Differential

The recognized Day Shift, which may vary in individual operations, shall be considered the First Shift. Hours worked outside the recognized Day Shift will be regarded as the Second and Third Shifts. Premium rates of ~~fifty~~ **forty** cents (40**50**¢) per hour will be paid for Second and Third Shifts. A Day Shift Employee working in excess of his regular shift will be paid rate and one-half without the differential. Any Employee on the Second and Third Shift working in excess of his regular shift, shall receive rate and one-half. For the purpose of the last sentence, rates shall be rate plus ~~fifty~~ **forty** cents (40**50**¢). Persons employed other than on regular shifts shall be paid the ~~fifty~~ **forty** cents (40**50**¢) premium rate for all hours worked outside the recognized Day Shift. To qualify for Night Shift Differential under the preceding sentence, the Employee must work in excess of one (1) hour outside of the Regular Day Shift, provided that, where this results in an overlapping of shifts, the Employees shall be paid the Night Shift Differential for all time worked on the overlapping shift.

3. Article XIII – Statutory and Personal Floating Holidays

Section 1: Designation of Days

- (a) All Employees who work on New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, ***National Day for Truth and Reconciliation***, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day, will be paid rate and one-half for all hours so worked.

(b) National Day for Truth and Reconciliation will be observed on September 30th, unless otherwise mutually agreed to by the parties.

Existing items will be renumbered accordingly.

Section 2: Qualifying Conditions

- (a) Employees who qualify for the following holidays, that is: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, ***National Day for Truth and Reconciliation***, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day, under the conditions set out below, shall be paid for the holiday at his regular job rate of pay for his regular work schedule. It is agreed that the hours so paid for the Statutory Holiday will not be included in the

weekly work schedule. If the holiday falls on a Sunday, the following Monday shall be observed as a holiday.

Section 3: Personal Floating Holiday

vii) Where an Employee chooses Saturday or Sunday as a Personal Floating Holiday, straight-time rates will apply **with the exception of compressed schedules that have a premium or overtime built in.**

4. Article XVIII – Health & Welfare

Section 3: Insurance Coverage

(a) Group Life Insurance for each qualified Employee is ~~\$140,000~~ ***\$150,000***.

(b) Accidental Death and Dismemberment Insurance for each qualified Employee is ~~\$140,000~~ ***\$150,000***.

(f) (ii) Vision Care limit is ~~five four~~ ***five*** hundred dollars (~~\$500~~~~400~~) per member or dependent, in any twenty-four (24) consecutive month period for charges incurred relative to the purchase of lenses and frames, contact lenses, or laser eye surgery, when prescribed by a person legally qualified to make such prescription; and/or eye exams.

(x) It is agreed the Trustees will incorporate into SIHWP ~~governance provisions~~ ***plan provisions*** for generic equivalent with medically necessary substitutions ~~and a funding policy within three (3) months of ratification.~~

(xii) Clinical Psychologists and Registered Counsellor coverage limit will be a combined maximum of ~~\$15000~~ per year.

(xiii) The combined Chiropractor/Naturopath Physicians' limit will be de-coupled. The Chiropractor limit will be set at six hundred and fifty dollars (\$650) per member or dependent per calendar year, and the Naturopath Physicians' limit will be set at five hundred and fifty dollars (\$550).

(xiv) Non-pharmacare drugs maximum reimbursement of \$3,000/family/year

5. Article XXII – Apprenticeship Training Program

Section 4: Living Away from Home/Travel Allowance

a) Living Away From Home Allowance: ~~Fifty Forty~~ dollars (\$5040) per day to a maximum of ~~Three Two Hundred and Fifty Eighty~~ dollars (\$350280) per week, for apprentices who are required to maintain a second residence while attending school.

b) Travel Allowance: Fifty cents (50¢) per kilometer if commuting greater than thirty kilometers each way from the school, minus the first 24 kilometers each way, for ~~two one~~ (24) round trip to school per year. This is based on the distance between the town of employment or residence (whichever is closer) and the school.

If an employee is attending school outside of their community for more than six (6) weeks they will qualify for a second return trip.

Apprentices who are required to travel by ferry or air will be reimbursed for such fares where such travel is the most reasonable, or the only option available. The apprentice must receive prior approval for such travel.

6. Article XXXV – Education Fund

It is agreed to replace #1 of this article to the following:

The Parties agree to establish a Fund based on the following parameters:

1. The Company will contribute to the Fund and will continue such contributions throughout the period of the Collective Agreement. Effective July 1, 2016 the contributions will be eight cents (\$0.08) per hour worked per employee. Effective March 1, 2023 the contributions will be nine cents (\$0.09) per hour worked per employee. *Effective July 1, 2026 the contributions will be ten cents (\$0.10) per hour worked per employee.* The Company shall remit the contributions to the Local Union not less often than once each month, with a written statement of names of the Employees for whom the contributions were made and the hours worked by the Employee.

7. SUPPLEMENT #3 – APPRENTICE TRAINING PROGRAM:

Article VII – Section 3: *VOLUNTARY DEPARTURE – NEW*

An employee upon completion of an apprenticeship opportunity is encouraged to work in the journeyman position for a minimum of four (4) years as a return to service commitment. Should the employee voluntarily leave the Company within the four (4) years, the employee's obligation for repayment of costs for schooling (tuition and

books) and out-of-town expenses will be reimbursed by the employee on the basis of the following:

- Leaves before serving one (1) year – 100% reimbursement.
- Leaves after serving one (1) year but before serving two (2) years – 75% reimbursement
- Leaves after serving two (2) years but before three (3) years – 50% reimbursement
- Leaves after serving three (3) years but less than four (4) years – 25% reimbursement

MOA Only: This repayment will apply to new apprentices entering into the apprenticeship after ratification.

8. Supplement 8 – Alternate Shift Scheduling

REPLACE SUPPLEMENT NO. 8 WITH THE ATTACHED

MOA Only: For the term of this agreement, Pacific Woodtech (Golden) will maintain their Supplement 7 and the SIMA Supplement 8 will not apply for that division.

9. **MOA Only:** During the life of the agreement, the On-going Negotiating Committee will commit to review the expansion of the current part-time benefits agreement.

10. Housekeeping Amendments

- Revise language to be gender neutral.
- Article 32 – General provisions, Section 9 – Disciplinary Action – Employee record – Remove any leave in excess of 30 days LOA. **(add language below)**

Any period of Leave, in excess of 30 days, will not be included in the calculation of the 24 month period.

- Remove Article XXXII Sec 10 – Graduated Retirement
- Supplement 3 – Update from ITA to Skilled Trades BC

Signed this 21st day of August, 2024.

For: Interior Forest Labour Relations Association (IFLRA)

Moss
Ramirez
Gunny
Harold Cox
to
David Pearson

For: United Steelworkers Wood Council,

United Steelworkers Local 1-405, Local 1-417 and Local 1-423

Stat M. Sisco
Bob [unclear]
[unclear]

SUPPLEMENT NO. 8

ALTERNATE SHIFT SCHEDULING

A. FLEXIBILITY OF HOURS OF WORK

The Parties recognize the need for flexibility of hours other than those outlined in Article VII – Hours of Work, Section 1, for the express purpose of better utilization of manpower and capital such as:

- Balancing of production
- Maintenance
- Market requirements
- Even flow production
- Emergency or unexpected harvesting programs
- Limitation of log supply
- Continuous scheduling

B. SHIFT SCHEDULING

It is understood the Parties can negotiate alternate shifts pursuant to the provisions in the following sections C. to F., inclusive.

C. IMPLEMENTATION

Any variation(s) to Article VII - Hours of Work, Section 1, shall be implemented only upon completion of the following steps:

1. The Company and the Local Union will meet to discuss proposed shift schedules within the terms of Article VII, Section 2. The Company will outline the operational plan for the business unit. Local Unions and Companies will make sincere attempts to work together to introduce alternate shift schedules. The Parties must mutually agree on the resolution of issues such as:

- (a) Details of shift i.e. start and stop times. This is not intended to restrict the Company's ability to modify the details of shifts for legitimate operational reasons.

- (b) Maximum lengths of shifts for physically demanding work. Accident prevention is a factor to be taken into account in determining shift lengths.
 - (c) The loss of hours/employment as a direct result of the implementation of alternate shift schedules.
 - (d) Details of averaging system, if applicable.
2. The Plant Committee and the Crew will be actively consulted by the Parties during this process.
 3. The meetings to discuss the proposed shift schedule and the ratification vote will take place expeditiously and shall be concluded within fourteen (14) calendar days of notification by the Company to the Union that a proposed shift schedule is desired.

D. **ALTERNATE SHIFT SCHEDULE SELECTION**

1. This implementation and alternate shift schedule selection process will be completed within twenty-eight (28) calendar days.
2. If the parties are unable to come to mutual agreement on the proposed shift schedule, including agreement on the resolution of the issues identified in Section C., the Company will select from the following shift schedules. The local union will be notified in writing of the shift implemented under this section.

Schedules (no splits):

- (i) **40-80 hours**
 - 1 or 2 crews 4 - 10's Monday - Thursday
 - 1 or 2 crews 4 - 10's Tuesday - Friday
 - Week 1 - 4x9 & 1x8, Week 2 - 4x9 - Monday to Friday (no alternating down days)
- (ii) **116 hours**
 - 2 crews 4 - 10's Monday - Thursday + 1 crew 3 - 12's Friday - Sunday

- (iii) **152 hours**
 - 2 crews 4 - 10's Monday - Thursday + 2 crews 3 - 12's Friday - Sunday
- (iv) **168 hours - continuous**
 - 4 crews 4 - 12's (4 on, 4 off) Monday to Sunday rotation
 - 2 crews 4 - 12's Monday to Thursday, 4 - 12's Monday - Wednesday (4 on, 3 off, 3 on, 4 off), 2 crews 3 - 12's Friday - Sunday, 4 - 12's Thursday - Sunday (3 on, 4 off, 4 on, 3 off)
 - 3 crews on 5 - 8's, 2 crews 2 - 12's (plywood only)
- (v) Support Services only (e.g. scales, log yard, kilns, shipping)
 - 3 - 12's between Fridays - Monday (no splits)
 - 4 - 10's between Mondays - Saturday (no splits)

3. Maintenance Schedules (no splits):

- 4 - 10's between Mondays - Sunday
- 3 - 12's between Mondays - Sunday

Schedules will be coordinated and assigned to support production.

- 4. If either party requests to amend the alternate shift schedule the same process as set out in 1 – 3 above shall be utilized.
- 5. Plywood operations will not be subject to the four (4) month trial period referenced in Supplement No. 8 Alternate Shift Scheduling F. Shift Principles 8. General (b).
- 6. This process will not be engaged more than once for the same or substantially similar proposed shift schedule in any twelve (12) month period.

E. **GENERAL PRINCIPLES**

When an alternate shift schedule is in effect other provisions of the Master Agreement will be administered on the principle that an Employee will not lose or gain any benefits over his normal five (5) day work schedule.

1. The Company agrees that alternate shift schedules will not be introduced where the intention is to increase the use of Casual Employees in place of Regular Employees.
2. Different parts of an operation may be scheduled on different shifts.
3. This Article shall not change existing alternate shift agreements, unless agreed to by both Parties.
4. Earned vacations will be scheduled on the same basis as days and hours worked under the alternate shift schedule.
5. Other Articles of the Collective Agreement, which provide benefits after eight (8) hours, are extended by the amount the regular hours of work have been increased beyond the eight (8) hours per day.
6. An Employee's rest days may vary from week to week under an alternate shift schedule. Employees shall not be paid premium pay for changes in their rest days in these circumstances.
7. An Employee whose rest days are changed by the Company under an established alternate shift schedule shall receive rate and one-half for work performed on his rest days unless a change in rest day results from the application of seniority or has been agreed to between the Employee and the Company.
8. There shall be no premium pay paid to any Employee whose rest days are changed because of the implementation or discontinuance of an alternate shift schedule.

F. **SHIFT PRINCIPLES**

1. **Rest Periods**

- (a) For ten (10) hour shifts, rest periods will be one (1) ten (10) minute break and one (1) fifteen (15) minute break plus a one-half (1/2) hour unpaid meal break.

- (b) For twelve (12) hour shifts, rest periods will be one (1) ten (10) minute and one fifteen (15) minute breaks plus a one-half (1/2) hour paid meal break.

2. **Statutory and Floating Holidays**

Statutory and Floating Holidays shall be scheduled and paid as per the Southern Interior Master Agreement ARTICLE XIII-STATUTORY HOLIDAYS AND FLOATING HOLIDAY with the following understanding:

- (a) Statutory & Floating Holidays are paid as per the Employee's regular schedule if it falls on a regularly scheduled workday.
- (b) If the holiday falls on a rest day, it will be paid at their regular scheduled hours at straight time pay, in addition to the Employee's regular pay for the week.
- (c) Remembrance Day, Christmas Day, Boxing Day and New Year's Day are operational down days.
- (d) Notwithstanding above, Co-Gen/energy plants on a continuous shift will continue to operate.

3. **Bereavement Leave**

Bereavement Leave shall be paid as per ARTICLE XI – LEAVE OF ABSENCE, Section 6: Bereavement Leave of the Southern Interior Master Agreement at the Employee's regular hourly rate of pay for the Employee's regular work schedule for a maximum of three (3) shifts.

4. **Jury or Witness Duty**

Jury or Witness Duty compensation shall be as per the Southern Interior Master Agreement ARTICLE XI – LEAVE OF ABSENCE, Section 7: Jury or Witness Duty for income lost from the regularly scheduled hours of work in the alternate shift schedule.

5. **Shift Differential**

Shift Differential, as per ARTICLE V – WAGES, Section 7: Shift Differential, shall be paid only for those hours worked outside the recognized dayshift for those Employees working the Alternate Schedule in effect for that crew working in that part of the operation.

6. **Probationary Period**

For those Employees working an alternate shift schedule with shifts over eight (8) hours the sixty (60) working days referenced in ARTICLE X – SENIORITY, Section 3: Probationary Period will be changed to four hundred and eighty (480) working hours.

7. **Job Postings**

Postings for job vacancies will be as per the local Job Posting Supplement.

8. **General**

- (a) For compressed shifts or shifts averaging thirty-two (32) or more hours pay per week, Pension Plan, LTD contributions, Health and Safety Fund and the Education Fund contributions will be made based on a minimum of forty (40) hours per week.
- (b) The Company will ensure that there is no loss, no gain to Employees when going into and out of an alternate shift.
- (c) Any Employee who works in an alternate shift schedule will be paid as per that schedule in which he works.
- (d) The Company shall provide fourteen (14) days' notice to discontinue an alternate shift, except in special circumstances. Employees will revert to the previous shift schedules unless otherwise mutually agreed.
- (e) When an alternate shift schedule is in effect, hourly-based benefits (LTD, Pension, Education Fund, Safer), under the Collective Agreement will be administered on the basis of hours paid.

- (f) The Company will not change an employee's work schedule to avoid a statutory holiday.
- (g) All other provisions of the Collective Agreement will apply except for those that are modified by this section.