



October 2, 2020

Ben Reuther & Glen Barker
Unifor, 1115
Unifor Local 1115
P.O. Box 4622
Quesnel, B.C.
V2J 3J8

Ben and Glen

Re: Notification regarding Union Interference

It has come to our attention that the Union has been interfering with the Company's legal obligation to ensure the health and safety of our employees and our workplace.

The most recent example of such interference is the Union's conduct with respect to our reasonable and legitimate efforts to ensure James Hruschack is fit to safely work at the mill. It appears that the Union has been counselling employees, including Mr. Hruschack, not to take reasonably crafted medical forms to their doctors for response. In fact, in the case of Mr. Hruschack, the Union went so far as to draft their own medical form to the employee's family doctor. This is unacceptable.

While Mr. Hruschack has not been disciplined to this point for failing to comply with our reasonable directions relating to our duty to inquire and our duty to maintain a safe workplace, the Union's continued interference may have the effect of placing his continued employment in jeopardy. We have provided Mr. Hruschack with another opportunity to comply and trust the Union will make it clear to him that he has an obligation to do so.

As the Union is well aware, safety is our number one priority. We have made several attempts to have the union cease their interference into the complicated legal obligation to ensure the health and safety of our employees in the workplace. We wish to put the Union on notice that the Company is no longer prepared to tolerate the Union's interference in our legal obligation to ensure the health and safety of our employees and our workplace. If the Union does not immediately cease this interference, the Company will have no alternative, but to discipline whoever is responsible for this interference with the Company's legal duty, up to and including the termination of employment for cause – whether that be the Union President or Vice President (or both).



Sincerely,

CARIBOO PULP & PAPER

A handwritten signature in blue ink, appearing to be 'B. Grantham', written over a horizontal line.

Brian Grantham
General Manager
Cariboo Pulp and Paper

Cc/ Jon Hawkins, National Representative, Unifor