

Letter of Understanding
Between
Cariboo Pulp & Paper Company
("The Company")
and
Unifor Local 1115
("The Union")

March 2, 2023

Re: Temporary Training Operator Fibreline Department

This letter is to confirm that we will be rescheduling an operator to Dayshift on a temporary basis to focus on operator training needs in the Fibreline.

The intent is that this operator will rotate through each crew on an eight (8) week basis. The Company maintains the right to schedule this operator back to their crew.

This employee will not be considered an "extra" operator for purposes of daily operation. They will not be utilized in situations where additional personnel would otherwise be called in to assist.

There will be no changes to the operator's ability to take earned time off or overtime opportunities. The operator will continue to be paid at their bid rate as per the Collective Agreement.

For the Company



Cariboo Pulp & Paper Company

For the Union



Unifor Local 1115