

IN THE MATTER OF AN ARBITRATION

Between

Cariboo Pulp & Paper Company  
(the "Employer")

And

Communications, Energy and Paperworkers Union, Local 1115  
(the "Union")

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**CONSENT ORDER**

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WHEREAS pursuant to the collective agreement between the parties, the Union filed a grievance on behalf of Ralph Nelson regarding overtime equalization (the "grievance");

AND WHEREAS the undersigned was appointed by the parties as the Arbitrator pursuant to the collective agreement to consider the grievance;

AND WHEREAS a hearing was scheduled on November 17-18, 2010 in Quesnel, BC;

AND WHEREAS the parties settled the grievance pursuant to the attached Consent Award;

AND WHEREAS the parties agreed that the undersigned would issue a Consent Order;

NOW THEREFORE I ORDER, under the powers vested in me pursuant to the parties' collective agreement and the *Labour Relations Code* of British Columbia, that the Employer and the Union are bound by, and required to comply with, the terms of their Consent Award dated November 30, 2010, a copy of which is attached hereto and forms part of this Consent Order.

Dated in Vancouver, British Columbia, this 17th day of December, 2010.



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Robert Pekeles  
Arbitrator

IN THE MATTER OF THE *LABOUR RELATIONS CODE*, RSBC, 1996, c.244

IN THE MATTER OF AN ARBITRATION

BETWEEN:

CARIBOO PULP & PAPER COMPANY

EMPLOYER

AND:

Communications, Energy and Paperworkers Union, Local 1115

UNION

(hereinafter collectively referred to as "the Parties")

(Nelson, Ralph - Overtime Equalization - #09-16)

CONSENT AWARD

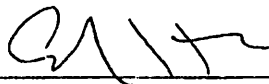
The Parties agree that:

1. A mistake resulted in a missed overtime opportunity for R. Nelson on May 26<sup>th</sup> and 27<sup>th</sup>, 2009 equalling two 12 hour shifts;
2. Because the mistake resulted in a loss greater than one full shift, the Employer agrees that it will provide makeup time, at overtime rates, which makeup will not impact overtime entitlement to other employees on the equalization list;
3. The Parties agree that for all missed overtime opportunities which impact any employee for less than a full shift, the Employer will continue to deal with each circumstance on a case by case basis as it has in the past.

The terms and conditions of this Consent Award are without prejudice.

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Dated this 30<sup>th</sup> day of November, 2010.



Counsel for the Employer



Counsel for the Union