

SETTLEMENT AGREEMENT dated September 2, 2021

BETWEEN:

Cariboo Pulp and Paper

Employer

AND:

Unifor Local 1115

Union

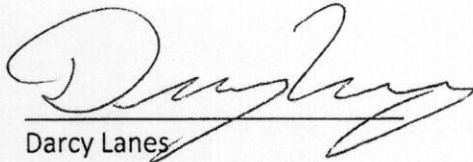
WHEREAS:

A. The Union filed the following 9 grievances, relating to the Employer's failures to notify of its intent to contract out: 18-32, 18-40, 18-41, 18-44, 19-01-09, 19-02, 19-03, 19-20 and 19-26 ("Grievances");

B. The parties have agreed to resolve the Grievances on the terms set out below as full and final settlement.

THE PARTIES AGREE:

1. The Employer shall pay to the Union the amount of \$24,500, *without prejudice*.
2. The Employer's breaches relating to each of the Grievances shall be on record.
3. The parties agree that there was no element of bad faith conduct underpinning the 9 breaches.
4. In any future reference to this Settlement Agreement in arbitration or in any other legal proceedings, term (1) above shall be redacted due to the payment being *without prejudice*.



Darcy Lanes
On behalf of the Employer



Glen Barker
On behalf of the Union