

## Crew Changes Procedure

When a vacancy occurs it will be filled in the following manner:

All moves will be done according to seniority.

All moves will take place at the beginning of a new calendar week so that the incumbent will complete the respective hours per week with the former crew.

No moves will take place in weeks that contain stat holidays. They will be postponed to the beginning of the following week.

The company retain the right to effect crew changes for whatever reason it deems necessary.

The company will make crew changes as soon as possible and within the time frame specified in the agreement in case of sickness.

When an employee bids to another department, the crew changes to cover for his vacancy will not take effect until that employee completes his probationary period.

The above Crew Changes Procedure has been given to the union executive in writing by Cariboo Pulp Management and is intended for production Crews.