

Settlement Agreement

Effective July 21, 2020

BETWEEN:

CARIBOO PULP & PAPER

("Employer")

AND:

UNIFOR LOCAL 1115

("Union")
(collectively the "Parties")

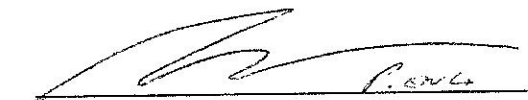
WHEREAS:

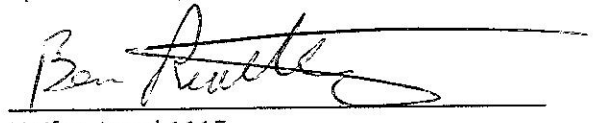
- A. The Union filed grievance 19-17 relating to first aid training provided by a contractor at the mill in June 2019 for which a notice of intention to contract out was not provided by the Employer ("Grievance");
- B. Where the Parties have fully and finally resolved the Grievance on the terms set out herein.

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

- 1. The Annual Notice will be clarified, effective the date of the resolution of this Grievance and on an ongoing basis, by adding a box that states:

"NOTE: Training (other than employee to employee training where such training is work normally performed by members of the bargaining unit) does not require any NOIC."
- 2. SCBA Training, which is often performed by the Quesnel Fire Department, is not captured by the exception in brackets in paragraph 1 above, and will not require an NOIC.
- 3. The Union will withdraw the grievance.
- 4. This Agreement can be relied upon by the Parties in the future in matters where the Union alleges a failure to notify for training. For all other purposes, this agreement is *without prejudice*.


Cariboo Pulp & Paper July 21, 2020


Unifor, Local 1115 JULY 22, 2020.