

February 27, 2013

**TEMPORARY MOVES GUIDELINES**  
**FIBRELINE DEPARTMENT**

1. For temporary moves into one of the three lines of progression, the production labourers who are eligible would be asked in order based on departmental seniority to fill the temporary move. To be eligible, the production labourer would need to be trained on the temporary position as well as the move up position. For example, if the vacancy was at the utility position, the production labourer would be eligible if he was trained as a tester as well. Similarly, for a vacancy as grader, the production labourer would be eligible if he was trained as grader and balerman.
2. The most senior production labourer who was eligible and accepted the temporary move would then be moved into the temporary vacancy according to the fibreline Crew Change procedure.
3. If all the eligible production labourers decline the temporary move, the most junior eligible production labourer would have to take the temporary position.
4. It is recognized that the fibreline department trains according to crew requirements so that at any given time, a junior production labourer may be eligible for the temporary position while a more senior production labourer on a different crew may not be eligible due to the different training needs on each crew. The company maintains the right to continue to train according to the crew needs as previous.
5. If it happens that a junior production labourer filling a temporary position is working at a higher rate of pay than other more senior crew members, there would be no requirement to pay those crew members the higher rate of pay. For example, if there was a temporary vacancy as a utility and the #1 production labourer on the crew with the vacancy turned down the move and a junior production labourer either accepted or was required to take the move, the junior production labourer could be at times working at a higher rate of pay than the #1 production labourer.

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