



Communications, Energy and Paperworkers Union of Canada *Powell River Local 76*

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Information Bulletin #3

On Thursday January 25, 2007, Local 76 Members voted 93% in favor of the Agreement reached between the Wage Delegates and the Company. This agreement will in return provide a further 84 Retirement Packages. This along with 34 packages already approved will mitigate the announced downsizing of 118 members by the end of 2008.

Over the years, this Local has had to make some difficult decisions. The movement off a 37 1/3 hr work week was not taken lightly. Your Local has continually met the challenge to create and secure employment; again you have met that challenge by ensuring dignified retirements.

Your decision, once again has shown Local 76's ability to adapt to the changing times and you are to be congratulated for your decision.

The changes to these Local Agreements include:

- 12 hour shift agreement (42hr-work week) and administration of leave to complete
- LOU Captains agreement (Teeshu)
- Maintenance Vacation agreement (similar to Norm McDowell agreement)
- Flex - Agree to Work Practice Changes using Crofton model as a minimum
- Apprenticeship's of the future – Agreed to stay current with the future needs of the Mill Red Seal in **One** Trade, Module training for other skills.
e.g. **Welder**-Pipefitter, **Millwright**-Machinist.
- Yard Crew reorganization
- 2nd Class Steam Ticket Program
- Capital/Demo crew including Hourly Supervisor and Working Foreman

Some of the above Agreements are contingent upon the approval of a further 84 Retirement Packages by the Board of Directors on February 13th 2007.

Local 76 and the Company believe that these work place changes will increase the future viability of the mill and position us for future investment in our assets.

Local 76 Wage Delegates - Mike Verdiel, John Belrose, Mike Rumley and Bill Spence