

REVISED LETTER OF UNDERSTANDING

In accordance with the current collective agreement, the Industry Rate Determination Committee has reached agreement on the grouping of all applicable categories at the following operation.

Sawmill Rate Determination Program Plant Number 10

Western Forest Products Inc. - Cowichan Bay Sawmill Division

	Date Reviewed
<u>GROUP 1</u>	
Clean-up	28/06/78
<u>GROUP 3</u>	
End Sealer/Stencil/Transfer Person	12/02/85
<u>GROUP 5</u>	
Bin Sort Operator	11/12/09
Sorter Bin Attendant/Planermill	30/09/03
<u>GROUP 6</u>	
Chipper Utility	17/01/08
Sorter Stacker Operator/Sawmill	28/02/12
<u>GROUP 7</u>	
Auto Package Press Operator	28/10/98
Twin Sorter Stacker Operator/Planermill *	21/12/15
<u>GROUP 8</u>	
Boom Boat Operator	05/02/82
Forklift Operator	20/04/95
Front End Loader (Cleanup)	11/09/89
Utilityman/Gangsaw Attendant	17/01/08
<u>GROUP 9</u>	
Boom Feeder Boat Operator	05/02/82
Optimized Trimmer Feeder/Reman Dropgate	04/09/09
Planer Feeder/Trimsaw/Reman Dropgate	30/09/03

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Sawmill Rate Determination Program Plant Number 10
Western Forest Products Inc. - Cowichan Bay Sawmill Division

GROUP 10

Assistant Shipper	27/02/14
Bundle Log Lift/Grapple Operator	25/06/85

GROUP 11

Head Boomman/Co-ordinator	27/02/14
Optimized Edger Operator	17/01/08

GROUP 12

Mechanical Barker Operator/Log Cut-off Saw	27/02/14
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GROUP 15

G.S.L.A. Grader/Grade Reader/Planermill	30/09/03
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GROUP 16

Yard Inventory & Shipping Co-ordinator	27/02/14
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GROUP 20

Quad Sawyer/4 Moveable Saws/Chipping Heads	17/01/08
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For United Steelworkers:



John Mountain,
USW Evaluator & Technical Advisor

Dated: **December 21, 2015**

For Western Forest Products:



John Pletz,
Human Resources Advisor

*Category reviews as a result of rate clearance applications received.

This Revised Letter of Understanding supersedes the previous letter.

Dated: **February 27, 2014**