Letter of Understanding

Between

International Forest Products LTD. – Castlegar Division

and

United Steelworkers Local 1-405

Re:

Overtime Distribution Agreement

Overtime will be distributed with the following priority:

1. Production employees and mobile equipment operators:

   a) The senior employees doing the job shall be offered the overtime, all shifts, for the week scheduled.
   b) The senior employees (posted operators and reliefs)
   c) The senior qualified employee

2. Clean-up and general labour.

   a) The senior employees who sign the sign-up sheet at the supervisor's office for the current week.
   b) Employees can sign up for the days that they are available.

3. Maintenance department, including: maintenance helpers and clean up employees.

   a) is available by signing overtime sheet in the Maintenance Supervisors Office.

   b) Maintenance Supervisors will sign off and close sign-up sheet by Thursday the current week and will notify senior employees if they are needed by noon Friday.

This agreement shall form part of the Collective Agreement between the parties and may be re-opened for amendments or termination by either party with thirty (30) days written notice.

Signed this 16 day of Feb., 2015

Signed For USW Local 1-405

Signed For Interfor - Castlegar