

Letter of Understanding

Between

Canadian Forest Products Ltd.

And

United Steelworkers Locals 1-417, 1-424 and 1-405

Seniority Retention

As a result of the unprecedented economic meltdown, all laid off regular employees with seniority retention as of and following July 1, 2009, shall retain their seniority for the duration of this Collective Agreement. This Letter of Understanding shall be applicable from July 1, 2009 to June 30, 2013.

- In the event of a permanent plant closure, employees on extended layoff during the extended seniority retention period, for the purpose of Permanent Plant Closure – Severance Pay, “continuous service” shall not include the period of extended seniority retention.
- In the event of a permanent plant closure occurring after the employee has been recalled, Permanent Plant Closure – Severance Pay, “continuous service” shall include the period of extended seniority retention.

This Letter of Understanding shall cease June 30, 2013, and seniority retention will revert to the terms of the Collective Agreement.

DATED this 20th day of Feb, 2010.

FOR:


Canadian Forest Products Ltd.


United Steelworkers,
Wood Council Chair