

LETTER OF UNDERSTANDING

Between:

COUNCIL ON NORTHERN INTERIOR FOREST EMPLOYMENT RELATIONS
And member company Conifex Inc., Mackenzie Division.

AND:

UNITED STEELWORKERS, LOCAL 1-424, Prince George

RE: Memorandum of Agreement, CONIFER and the USW, 2009-2013 Collective Agreement
Letter of Understanding, attached as Appendix #1, SENIORITY RETENTION

In regard to the application of the letter of understanding, SENIORITY RETENTION, contained in the Memorandum of Agreement (2009 - 2013 collective agreement) with respect to Conifex Inc., Mackenzie Division, the following is agreed to:

- Due to the anticipated unique startup efforts of Conifex Inc., Mackenzie Division, it is understood that the group of employees that re-establish seniority retention will not be entitled to severance pay under the application of Item #8 of the Memorandum of Agreement (2009 - 2013 collective agreement), Permanent Partial Plant Closure, unless they are recalled to active employment.

Signed this 17th day of August, 2010:

For:

CONIFER:



Mike Bryce, Executive Director

USW



Bob Matters (USW Wood Council)