

38 PAGES

SUMMARY OF RESULTS OF

EXTENSION NEGOTIATIONS

BETWEEN

**UNION CAMP CORPORATION
FINE PAPER DIVISION
FRANKLIN PLANT**

AND

**UNITED PAPERWORKERS
INTERNATIONAL UNION**

AND ITS LOCALS 505 AND 1488

**NATIONAL CONFERENCE OF
FIREMEN AND OILERS**

AND ITS LOCAL 176

7/1/98 - 6/30/2006

**SUMMARY OF RESULTS OF EXTENSION
NEGOTIATIONS**

BETWEEN

**UNION CAMP CORPORATION
FINE PAPER DIVISION
FRANKLIN PLANT**

AND

**UNITED PAPERWORKERS INTERNATIONAL
UNION**

AND ITS LOCALS 505 AND 1488

**NATIONAL CONFERENCE OF FIREMEN AND
OILERS**

AND ITS LOCAL 176

Ratified May 13, 1998

**An eight year agreement effective July 1, 1998,
reflecting wage and benefit changes, contract
changes, understandings, and commitments as
follows:**

**FIRST YEAR: Wage and Benefit changes,
effective July 1, 1998**

- 1. Increase the maximum pension benefit from
\$29.00 to \$29.50 per month per year of
service.**
- 2. Increase the Company match to the Hourly
Employee Investment Plan (401k) from a
maximum contribution of \$1300 per year to a**

maximum contribution of \$1430 per year. The matching rate of \$0.50 per \$1.00 of the weekly contribution will remain the same. Increase the maximum employee contribution from \$50 per week to \$55 per week. Employee contributions exceeding \$55 per week will not be matched.

SECOND YEAR: Wage and Benefit changes, effective July 1, 1999

1. Increase the maximum pension benefit from \$29.50 to \$30.00 per month per year of service.
2. Increase the maximum weekly Sickness and Accident coverage from \$287.50 per week to \$290.00 per week.
3. Increase the Safety Shoe Allowance from \$70.00 per year to \$75.00 per year.

THIRD YEAR: Wage and Benefit changes, effective July 1, 2000

1. A general wage increase of 3%.
2. Increase the Shift Differential from 0-\$.27-\$.40 to 0-\$.32-\$.42.
3. Increase the maximum pension benefit from \$30.00 to \$31.00 per month per year of service.
4. Increase the maximum weekly Sickness and Accident benefit from \$290.00 per week to \$300.00 per week.
5. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from improved

experience will be passed on in its entirety to the employees.

FOURTH YEAR: Wage and Benefit changes, effective July 1, 2001

1. A general wage increase of 3%.
2. Increase the maximum pension benefit from \$31.00 to \$32.00 per month per year of service.
3. Increase the maximum weekly Sickness and Accident benefit from \$300.00 per week to \$310.00 per week.
4. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from Improved experience will be passed on in its entirety to the employees.

FIFTH YEAR: Wage and Benefit changes, effective July 1, 2002

1. A general wage increase of 3%.
2. Increase the maximum pension benefit from \$32.00 to \$33.00 per month per year of service.
3. Increase the maximum weekly Sickness and Accident benefit from \$310.00 per week to \$320.00 per week.
4. Increase the Safety Shoe Allowance from \$75.00 to \$85.00 per year.
5. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a

maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from improved experience will be passed on in its entirety to the employees.

SIXTH YEAR: Wage and Benefit changes, effective July 1, 2003

1. A general wage increase of 3%.
2. Increase the maximum pension benefit from \$33.00 to \$34.00 per month per year of service.
3. Increase the Company match to the Hourly Employee Investment Plan (401k) from a maximum contribution of \$1430 per year to a maximum contribution of \$1560 per year. The matching rate of \$0.50 per \$1.00 of the weekly contribution will remain the same. Increase the maximum employee contribution from \$55 per week to \$60 per week. Employee contributions exceeding \$60 per week will not be matched.
4. Increase the maximum weekly Sickness and Accident benefit from \$320.00 per week to \$330.00 per week.
5. Increase the Company-paid life insurance from \$30,000 to \$32,000.
6. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from improved experience will be passed on in its entirety to the employees.

SEVENTH YEAR: Wage and Benefit changes, effective July 1, 2004

1. A general wage increase of 3%.
2. Increase the maximum pension benefit from \$34.00 to \$35.00 per month per year of service.
3. Increase the maximum weekly Sickness and Accident benefit from \$330.00 per week to \$340.00 per week.
4. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from improved experience will be passed on in its entirety to the employees.

EIGHTH YEAR: Wage and Benefit changes, effective July 1, 2005

1. A general wage increase of 3%.
2. Increase the maximum weekly Sickness and Accident benefit from \$340.00 per week to \$350.00 per week.
3. Any increase in the hospital and surgical insurance premium will be shared 50/50 by the Company and the employees. There will be a maximum premium increase in the Company contribution of 4% of each current year's premium for family coverage and 4% of each current year's premium for single coverage. Any decrease resulting from improved experience will be passed on in its entirety to the employees.

CONTRACT CHANGES

1. In 1998, delete from the Labor Agreement, Section VIII, Holidays, paragraph (3), pages 15-16. This will remove Labor Day as a no-work holiday.

COMMITMENTS & UNDERSTANDINGS

1. The negotiated version of the revised Drug and Alcohol Policy is effective May 13, 1998.
2. The Company will consider a wage re-opener in 2005.
3. The Company and the Unions will maintain an amount equivalent to two month's premiums (current year) in a secured reserve. Any and all interests incurred from the secured reserve will be placed in the Plan's operating reserve. The operating reserve and the secured reserve will be used to support only the Health Care Plan of the bargaining unit employees. This reserve will be jointly reviewed annually by the Union Committee and the Company.

URON CAMP CORPORATION

Fine Paper Division

Franklin, Virginia

Schedule of Wage Rates & Job Classifications

The entry level rate is \$7.75. This rate will apply for the first 90 days of permanent employment or 120 work days over a period of 12 consecutive months for a temporary employee. (This rate increases to \$9.00 effective 10-1-98)

Classification	6/28/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/1/05
7. AUTOMOTIVE MAINTENANCE								
Mechanic								
Class A	\$ 23.04	\$ 23.73	\$ 24.44	\$ 25.18	\$ 25.93	\$ 26.71	\$ 27.51	\$ 28.34
Class B	\$ 21.52	\$ 22.17	\$ 22.83	\$ 23.52	\$ 24.22	\$ 24.95	\$ 25.70	\$ 26.47
Class C	\$ 20.79	\$ 21.41	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.10	\$ 24.82	\$ 25.57
Service Technician	\$ 20.52	\$ 21.14	\$ 21.77	\$ 22.42	\$ 23.10	\$ 23.79	\$ 24.50	\$ 25.24

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Environmental Facilities Operator	\$ 18.96	\$ 19.53	\$ 20.11	\$ 20.72	\$ 21.34	\$ 21.98	\$ 22.64	\$ 23.32
Landfill Operator	\$ 17.10	\$ 17.61	\$ 18.14	\$ 18.69	\$ 19.25	\$ 19.82	\$ 20.42	\$ 21.03
Dempster Truck Driver	\$ 16.16	\$ 16.64	\$ 17.14	\$ 17.66	\$ 18.19	\$ 18.73	\$ 19.30	\$ 19.87
Shift Dempster Truck Driver	\$ 16.16	\$ 16.64	\$ 17.14	\$ 17.66	\$ 18.19	\$ 18.73	\$ 19.30	\$ 19.87

FIBERS AND WOOD YARD

☉ Fibers Department

Bleach Plant Operator	\$ 23.36	\$ 24.06	\$ 24.78	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73
Assistant Bleach Plant Operator								
Level 1	\$ 21.24	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.91	\$ 24.62	\$ 25.36	\$ 26.12
Level 2	\$ 20.38	\$ 20.99	\$ 21.62	\$ 22.27	\$ 22.94	\$ 23.63	\$ 24.33	\$ 25.06
Level 3	\$ 19.51	\$ 20.10	\$ 20.70	\$ 21.32	\$ 21.96	\$ 22.62	\$ 23.30	\$ 23.99
Level 4	\$ 18.84	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.20	\$ 21.84	\$ 22.50	\$ 23.17
Chemical Unloader	\$ 17.11	\$ 17.62	\$ 18.15	\$ 18.70	\$ 19.26	\$ 19.84	\$ 20.43	\$ 21.04

Classification	7/1/98	7/1/99	7/1/00	7/1/01	7/1/02	7/1/03	7/1/04	7/1/05
Cook	\$ 23.02	\$ 23.71	\$ 24.42	\$ 25.15	\$ 25.91	\$ 26.69	\$ 27.49	\$ 28.31
Wash & Screen Room Operator	\$ 21.16	\$ 21.79	\$ 22.45	\$ 23.12	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.02
Digester Room Helper (Kamyr)	\$ 19.13	\$ 19.70	\$ 20.30	\$ 20.90	\$ 21.53	\$ 22.18	\$ 22.84	\$ 23.53
Digester Room Helper (Batch)	\$ 18.62	\$ 19.18	\$ 19.75	\$ 20.35	\$ 20.96	\$ 21.59	\$ 22.23	\$ 22.90
Wash & Screen Room Helper	\$ 15.98	\$ 16.46	\$ 16.95	\$ 17.46	\$ 17.99	\$ 18.53	\$ 19.08	\$ 19.65
Chip Bin	\$ 14.74	\$ 15.18	\$ 15.64	\$ 16.11	\$ 16.59	\$ 17.09	\$ 17.60	\$ 18.13
Relief	\$ 14.74	\$ 15.18	\$ 15.64	\$ 16.11	\$ 16.59	\$ 17.09	\$ 17.60	\$ 18.13
Day Utility								
After 60 Days	\$ 14.30	\$ 14.73	\$ 15.17	\$ 15.63	\$ 16.09	\$ 16.58	\$ 17.07	\$ 17.59
First 60 Days	\$ 13.92	\$ 14.34	\$ 14.77	\$ 15.21	\$ 15.67	\$ 16.14	\$ 16.62	\$ 17.12

Classification	7/1/98	7/1/99	7/1/00	7/1/01	7/1/02	7/1/03	7/1/04	7/1/05
Wood Yard								
Roundwood								
Oiler/Knife Grinder	\$ 18.68	\$ 19.62	\$ 20.21	\$ 20.82	\$ 21.44	\$ 22.08	\$ 22.75	\$ 23.43
Tower Operator	\$ 17.36	\$ 18.26	\$ 18.81	\$ 19.37	\$ 19.96	\$ 20.55	\$ 21.17	\$ 21.81
Slasher A	\$ 17.02	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.39
Slasher B	\$ 16.46	\$ 17.33	\$ 17.85	\$ 18.39	\$ 18.94	\$ 19.51	\$ 20.10	\$ 20.70
Drum Tender	\$ 16.19	\$ 17.06	\$ 17.57	\$ 18.10	\$ 18.64	\$ 19.20	\$ 19.77	\$ 20.37
Wood Room Tender	\$ 15.70	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.76
Roundwood Utility	\$ 14.83	\$ 15.66	\$ 16.13	\$ 16.61	\$ 17.11	\$ 17.62	\$ 18.15	\$ 18.69
Chip								
Chip Processing Operator	\$ 21.54	\$ 22.57	\$ 23.24	\$ 23.94	\$ 24.66	\$ 25.40	\$ 26.16	\$ 26.95
Chip Processing Helper	\$ 19.02	\$ 19.97	\$ 20.57	\$ 21.19	\$ 21.82	\$ 22.48	\$ 23.15	\$ 23.85
Chip Utility	\$ 17.13	\$ 18.03	\$ 18.57	\$ 19.12	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.52
Purchased Chip 3&4	\$ 16.39	\$ 17.26	\$ 17.78	\$ 18.31	\$ 18.86	\$ 19.43	\$ 20.01	\$ 20.61
Purchased Chip 2	\$ 15.85	\$ 16.71	\$ 17.21	\$ 17.72	\$ 18.26	\$ 18.80	\$ 19.37	\$ 19.95

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/1/05
Equipment								
Crane Operator	\$ 20.56	\$ 21.56	\$ 22.20	\$ 22.87	\$ 23.56	\$ 24.26	\$ 24.99	\$ 25.74
Chip Dozer Operator	\$ 17.27	\$ 18.17	\$ 18.71	\$ 19.28	\$ 19.85	\$ 20.45	\$ 21.06	\$ 21.69
Payloader	\$ 15.60	\$ 16.45	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.07	\$ 19.64
Spare Hand	\$ 14.61	\$ 15.43	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.37	\$ 17.89	\$ 18.42

MAINTENANCE

Lead Man	\$ 24.21	\$ 24.94	\$ 25.68	\$ 26.45	\$ 27.25	\$ 28.07	\$ 28.91	\$ 29.78
----------	----------	----------	----------	----------	----------	----------	----------	----------

Electrician, Facilities Mechanic, Instrument Mechanic, Insulator, *Lubricating Mechanic(*one only), Machinist, Millwright, Pipefitter, Refrigeration & Heating Mechanic, Roll Grinder, Welder:

Class A	\$ 23.04	\$ 23.73	\$ 24.44	\$ 25.18	\$ 25.93	\$ 26.71	\$ 27.51	\$ 28.34
Class B	\$ 21.52	\$ 22.17	\$ 22.83	\$ 23.52	\$ 24.22	\$ 24.95	\$ 25.70	\$ 26.47
Class C	\$ 20.79	\$ 21.41	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.10	\$ 24.82	\$ 25.57

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Apprentice								
Electrician, Facilities Mechanic, Instrument Mechanic, Insulator, Machinist, Millwright, Pipefitter, Refrigeration & Heating Mechanic, Roll Grinder								
After 1 year	\$ 18.64	\$ 19.20	\$ 19.78	\$ 20.37	\$ 20.98	\$ 21.61	\$ 22.26	\$ 22.92
After 6 months	\$ 18.33	\$ 18.88	\$ 19.45	\$ 20.03	\$ 20.63	\$ 21.25	\$ 21.89	\$ 22.54
After 6 months	\$ 17.62	\$ 18.15	\$ 18.69	\$ 19.25	\$ 19.83	\$ 20.43	\$ 21.04	\$ 21.67
After 6 months	\$ 16.70	\$ 17.20	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.54
After 6 months	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.73	\$ 18.27	\$ 18.82	\$ 19.38	\$ 19.96
First 6 months	\$ 14.86	\$ 15.31	\$ 15.76	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.74	\$ 18.28
*Rate will remain until promoted to Class C								
Shift Electrician	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63	\$ 29.49
Shift Instrument Mechanic	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63	\$ 29.49
Shift Mechanic	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63	\$ 29.49

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Shift Maintenance (Millwright, Pipefitter, Machinist, Welder)								
Class A	\$ 23.36	\$ 24.06	\$ 24.78	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73
Class B	\$ 21.84	\$ 22.50	\$ 23.17	\$ 23.87	\$ 24.58	\$ 25.32	\$ 26.08	\$ 26.86
Class C	\$ 21.08	\$ 21.71	\$ 22.36	\$ 23.03	\$ 23.73	\$ 24.44	\$ 25.17	\$ 25.93
Equipment Operator								
After 60 Days	\$ 20.56	\$ 21.18	\$ 21.81	\$ 22.47	\$ 23.14	\$ 23.83	\$ 24.55	\$ 25.29
First 60 Days	\$ 18.44	\$ 18.99	\$ 19.56	\$ 20.15	\$ 20.75	\$ 21.38	\$ 22.02	\$ 22.68
Electrical Utility								
After 60 Days	\$ 15.97	\$ 16.45	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.07	\$ 19.64
First 60 Days	\$ 15.04	\$ 15.49	\$ 15.96	\$ 16.43	\$ 16.93	\$ 17.44	\$ 17.96	\$ 18.50
HVAC Service Technician	\$ 16.11	\$ 16.59	\$ 17.09	\$ 17.60	\$ 18.13	\$ 18.68	\$ 19.24	\$ 19.81

Classification	6/28/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Instrument Utility								
After 60 Days	\$ 15.34	\$ 15.80	\$ 16.27	\$ 16.76	\$ 17.27	\$ 17.78	\$ 18.32	\$ 18.87
First 60 Days	\$ 14.42	\$ 14.85	\$ 15.30	\$ 15.76	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.73
Tool Room Clerk	\$ 16.79	\$ 17.29	\$ 17.81	\$ 18.35	\$ 18.90	\$ 19.46	\$ 20.05	\$ 20.65
Oiler								
After 18 Months	\$ 19.90	\$ 20.50	\$ 21.11	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.76	\$ 24.47
After 6 Months	\$ 18.85	\$ 19.42	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.18
After 6 Months	\$ 18.30	\$ 18.85	\$ 19.41	\$ 20.00	\$ 20.60	\$ 21.21	\$ 21.85	\$ 22.51
After 6 Months	\$ 17.85	\$ 18.39	\$ 18.94	\$ 19.51	\$ 20.09	\$ 20.69	\$ 21.31	\$ 21.95
After 6 Months	\$ 17.32	\$ 17.84	\$ 18.37	\$ 18.93	\$ 19.49	\$ 20.08	\$ 20.68	\$ 21.30
First 6 Months	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93	\$ 19.50	\$ 20.08	\$ 20.69
Salvage Operator								
(Normally reserved for long-service employee. Rate to be set when employee is selected.)								

Classification	6/28/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/1/05
<i>Salvage Operator Helper</i>								
After 1 Year	\$ 16.08	\$ 16.56	\$ 17.06	\$ 17.57	\$ 18.10	\$ 18.64	\$ 19.20	\$ 19.78
After 6 Months	\$ 15.84	\$ 16.32	\$ 16.80	\$ 17.31	\$ 17.83	\$ 18.36	\$ 18.91	\$ 19.48
After 6 Months	\$ 15.57	\$ 16.04	\$ 16.52	\$ 17.01	\$ 17.52	\$ 18.05	\$ 18.59	\$ 19.15
After 6 Months	\$ 15.14	\$ 15.59	\$ 16.06	\$ 16.54	\$ 17.04	\$ 17.55	\$ 18.08	\$ 18.62
After 6 Months	\$ 14.86	\$ 15.31	\$ 15.76	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.74	\$ 18.28
First 6 Months	\$ 14.46	\$ 14.89	\$ 15.34	\$ 15.80	\$ 16.27	\$ 16.76	\$ 17.27	\$ 17.78

-16-

*One only at this rate

** All apprentices but one will remain at this rate.

Time and one-half the straight-time rate will be paid for working from any temporary platform suspended by rope, cable, or chain. An additional fifteen cents (\$0.15) per hour will be paid for spray painting or sand blasting.

No maintenance employee will be held at the top apprentice rate for more than two years after he has qualified for Class C Mechanic.

As to promotions from one Class to another in the millwright, pipefitter, machinist, welder, insulator, roll grinder, facilities

Classification

6/29/98

6/28/99

7/3/00

7/2/01

7/1/02

6/30/03

6/28/04

7/1/05

mechanic, electrician and instrument mechanic classifications, the following will apply:

A review of an employee's qualifications, abilities, and efficiency will be made within a period of 6 months after promotion from apprentice to Class C in order to determine the employee's capabilities for promotion to Class B. If the employee is not promoted, another review will be made within a maximum period of 6 months, and this process will be continued until Class B is reached.

The same system described in the paragraph above will be used for promotions from Class B to Class A except that the maximum period shall be 12 months instead of 6 months.

The changing of a Class Electrician, Class Instrument Mechanic, Class Millwright or Class Pipefitter from shift to day work or vice versa is governed by the following policy:

It will be the responsibility of the employee to request the change, and this request must be submitted in writing to the Industrial Relations Department.

If there is more than one request for a change, the provisions of the Labor Agreement relating to seniority will be used except if there is more than one request by Shift Mechanics to transfer to Day Maintenance, the seniority to be used in determining who will be transferred will be the seniority as a Shift Mechanic.

The employee must meet the Company's standards as to physical fitness, technical ability and knowledge and efficiency. Consideration will be given to such a change only when there is a vacancy in the position requested.

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Maintenance Utility Crew								
Head Group Leader	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.36	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54
Cement Finisher	\$ 15.94	\$ 16.42	\$ 16.91	\$ 17.42	\$ 17.94	\$ 18.48	\$ 19.03	\$ 19.60
Winch Truck Driver	\$ 15.71	\$ 16.18	\$ 16.67	\$ 17.17	\$ 17.68	\$ 18.21	\$ 18.76	\$ 19.32
Group Leader	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Utility Helper	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52	\$ 18.04	\$ 18.58	\$ 19.14	\$ 19.71
Utility After 60 days	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46	\$ 19.01
Utility First 60 Days	\$ 14.22	\$ 14.65	\$ 15.09	\$ 15.54	\$ 16.00	\$ 16.48	\$ 16.98	\$ 17.49
Janitor After 60 Days	\$ 14.30	\$ 14.73	\$ 15.17	\$ 15.63	\$ 16.09	\$ 16.58	\$ 17.07	\$ 17.59
Janitor First 60 Days	\$ 13.92	\$ 14.34	\$ 14.77	\$ 15.21	\$ 15.67	\$ 16.14	\$ 16.62	\$ 17.12

Classification	6/28/88	6/28/89	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
PAPER MILL								
No. 1 Machine								
Machine Tender	\$ 23.49	\$ 24.19	\$ 24.92	\$ 25.67	\$ 26.44	\$ 27.23	\$ 28.05	\$ 28.89
Back Tender	\$ 22.22	\$ 22.89	\$ 23.57	\$ 24.28	\$ 25.01	\$ 25.76	\$ 26.53	\$ 27.33
Third Hand	\$ 19.85	\$ 20.45	\$ 21.06	\$ 21.69	\$ 22.34	\$ 23.01	\$ 23.70	\$ 24.41
Fourth Hand	\$ 17.70	\$ 18.23	\$ 18.78	\$ 19.34	\$ 19.92	\$ 20.52	\$ 21.13	\$ 21.77
Coater Tender	\$ 17.06	\$ 17.57	\$ 18.10	\$ 18.64	\$ 19.20	\$ 19.78	\$ 20.37	\$ 20.98
Fifth Hand	\$ 16.42	\$ 16.91	\$ 17.42	\$ 17.94	\$ 18.48	\$ 19.04	\$ 19.61	\$ 20.19
Sixth Hand	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
No. 2 Machine								
Machine Tender	\$ 20.50	\$ 21.12	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.77	\$ 24.48	\$ 25.21
Back Tender	\$ 19.36	\$ 19.94	\$ 20.54	\$ 21.16	\$ 21.79	\$ 22.44	\$ 23.12	\$ 23.81
Third Hand	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.54	\$ 21.16	\$ 21.79
Fourth Hand	\$ 16.69	\$ 17.19	\$ 17.71	\$ 18.24	\$ 18.78	\$ 19.35	\$ 19.93	\$ 20.53

Classification	6/28/88	6/28/89	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/1/05
Utility #2 (frozen)	\$ 15.80	\$ 16.27	\$ 16.76	\$ 17.27	\$ 17.78	\$ 18.32	\$ 18.87	\$ 19.43
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
No. 3 Machine								
Machine Tender	\$ 23.58	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.54	\$ 27.34	\$ 28.16	\$ 29.00
Back Tender	\$ 21.57	\$ 22.22	\$ 22.88	\$ 23.57	\$ 24.28	\$ 25.01	\$ 25.76	\$ 26.53
Third Hand	\$ 19.90	\$ 20.50	\$ 21.11	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.76	\$ 24.47
Fourth Hand	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.54	\$ 21.16	\$ 21.79
Fifth Hand	\$ 16.43	\$ 16.92	\$ 17.43	\$ 17.95	\$ 18.49	\$ 19.05	\$ 19.62	\$ 20.21
Sixth Hand	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
No. 4 Machine								
Machine Tender	\$ 23.79	\$ 24.50	\$ 25.24	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26
Back Tender	\$ 21.81	\$ 22.46	\$ 23.14	\$ 23.83	\$ 24.55	\$ 25.28	\$ 26.04	\$ 26.82
Third Hand	\$ 20.06	\$ 20.66	\$ 21.28	\$ 21.92	\$ 22.58	\$ 23.26	\$ 23.95	\$ 24.67

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Fourth Hand	\$ 17.90	\$ 18.44	\$ 18.99	\$ 19.56	\$ 20.15	\$ 20.75	\$ 21.37	\$ 22.01
Fifth Hand	\$ 16.46	\$ 16.95	\$ 17.46	\$ 17.99	\$ 18.53	\$ 19.08	\$ 19.65	\$ 20.24
Sixth Hand	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
No. 5 Machine								
Machine Tender	\$ 24.06	\$ 24.78	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73	\$ 29.59
Back Tender	\$ 22.18	\$ 22.85	\$ 23.53	\$ 24.24	\$ 24.96	\$ 25.71	\$ 26.48	\$ 27.28
Third Hand	\$ 20.29	\$ 20.90	\$ 21.53	\$ 22.17	\$ 22.84	\$ 23.52	\$ 24.23	\$ 24.95
Fourth Hand	\$ 18.17	\$ 18.72	\$ 19.28	\$ 19.85	\$ 20.45	\$ 21.06	\$ 21.70	\$ 22.35
Fifth Hand	\$ 16.50	\$ 17.00	\$ 17.50	\$ 18.03	\$ 18.57	\$ 19.13	\$ 19.70	\$ 20.29
Sixth Hand	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
No. 6 Machine								
Machine Tender	\$ 25.43	\$ 26.19	\$ 26.98	\$ 27.79	\$ 28.62	\$ 29.48	\$ 30.36	\$ 31.28

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Back Tender	\$ 23.33	\$ 24.03	\$ 24.75	\$ 25.49	\$ 26.26	\$ 27.05	\$ 27.86	\$ 28.69
Third Hand	\$ 21.43	\$ 22.07	\$ 22.74	\$ 23.42	\$ 24.12	\$ 24.84	\$ 25.59	\$ 26.36
Fourth Hand	\$ 19.11	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.51	\$ 22.15	\$ 22.82	\$ 23.50
Fifth Hand	\$ 16.76	\$ 17.26	\$ 17.78	\$ 18.31	\$ 18.86	\$ 19.43	\$ 20.01	\$ 20.61
Sixth Hand	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46	\$ 19.01	\$ 19.58
Seventh Hand	\$ 15.39	\$ 15.85	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93
Training Setup	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
Spare Hand	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46
Beater Engineer	\$ 23.45	\$ 24.15	\$ 24.88	\$ 25.62	\$ 26.39	\$ 27.18	\$ 28.00	\$ 28.84
Chief Assistant Beater Engineer	\$ 21.60	\$ 22.25	\$ 22.92	\$ 23.60	\$ 24.31	\$ 25.04	\$ 25.79	\$ 26.57
Assistant Beater Engineer #6	\$ 20.97	\$ 21.60	\$ 22.25	\$ 22.91	\$ 23.60	\$ 24.31	\$ 25.04	\$ 25.79
Assistant Beater Engineer #4	\$ 20.62	\$ 21.24	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.90	\$ 24.62	\$ 25.36
Assistant Beater Engineer #5	\$ 20.25	\$ 20.86	\$ 21.48	\$ 22.13	\$ 22.79	\$ 23.48	\$ 24.18	\$ 24.90
Assistant Beater Engineer #3	\$ 19.55	\$ 20.14	\$ 20.74	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04

(c) A maintenance employee will not be assigned to displace an operating employee for an extended period.

(2) Maintenance employees will be expected to assist production employees and vice versa throughout the mill. 5

(3) It is recognized that the production of a quality product is ultimately the responsibility of operating crews. Accordingly, testing responsibilities and maintenance of testing equipment when appropriate may be assigned to production or operation personnel. 10

(4) Vacancies will be filled only when deemed necessary by supervision.

The Company agrees that no permanent employee as of 7/01/88 will be laid off as a result of any efficiencies achieved under the Work Flexibility 15

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
POWER & RECOVERY DEPT								
Power								
Turbine & Switchboard Op.	\$ 25.41	\$ 26.17	\$ 26.96	\$ 27.77	\$ 28.60	\$ 29.46	\$ 30.34	\$ 31.25
Fireman	\$ 23.80	\$ 24.51	\$ 25.25	\$ 26.01	\$ 26.79	\$ 27.59	\$ 28.42	\$ 29.27
Auxiliary Operator	\$ 22.48	\$ 23.15	\$ 23.85	\$ 24.56	\$ 25.30	\$ 26.06	\$ 26.84	\$ 27.65
Utility Operator	\$ 21.69	\$ 22.34	\$ 23.01	\$ 23.70	\$ 24.41	\$ 25.14	\$ 25.90	\$ 26.68
Assistant Fireman	\$ 19.51	\$ 20.10	\$ 20.70	\$ 21.32	\$ 21.96	\$ 22.62	\$ 23.30	\$ 23.99
Fuel Man	\$ 18.30	\$ 18.85	\$ 19.41	\$ 20.00	\$ 20.60	\$ 21.21	\$ 21.85	\$ 22.51
Wood Fuel Tender	\$ 17.35	\$ 17.87	\$ 18.41	\$ 18.96	\$ 19.53	\$ 20.11	\$ 20.72	\$ 21.34
Ash Man	\$ 16.92	\$ 17.43	\$ 17.95	\$ 18.49	\$ 19.04	\$ 19.61	\$ 20.20	\$ 20.81
E.P. Tender	\$ 15.83	\$ 16.30	\$ 16.79	\$ 17.30	\$ 17.82	\$ 18.35	\$ 18.90	\$ 19.47
Relief	\$ 15.57	\$ 16.04	\$ 16.52	\$ 17.01	\$ 17.52	\$ 18.05	\$ 18.59	\$ 19.15
Day Laborer After 60 Days	\$ 14.67	\$ 15.11	\$ 15.56	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52	\$ 18.04
Day Laborer First 60 Days	\$ 13.92	\$ 14.34	\$ 14.77	\$ 15.21	\$ 15.67	\$ 16.14	\$ 16.62	\$ 17.12

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Chemical Recovery								
Recovery Operator (inside)	\$ 23.36	\$ 24.06	\$ 24.78	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73
Recovery Operator (outside)	\$ 23.36	\$ 24.06	\$ 24.78	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73
Assistant Recovery Op No.3,4,5	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 25.08	\$ 25.83
Assistant Recovery Op No.6	\$ 19.33	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.76	\$ 22.41	\$ 23.08	\$ 23.77
Utility	\$ 17.11	\$ 17.62	\$ 18.15	\$ 18.70	\$ 19.26	\$ 19.84	\$ 20.43	\$ 21.04
Evaporator Operator	\$ 22.63	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.47	\$ 26.23	\$ 27.02	\$ 27.83
Chemical Area Operator	\$ 21.13	\$ 21.76	\$ 22.42	\$ 23.09	\$ 23.78	\$ 24.50	\$ 25.23	\$ 25.99
Assistant Area Operator	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.85	\$ 22.50	\$ 23.18	\$ 23.87
Evaporator Helper	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.97	\$ 21.60	\$ 22.25
Chemical Area Helper	\$ 15.39	\$ 15.85	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93
Relief	\$ 14.74	\$ 15.18	\$ 15.64	\$ 16.11	\$ 16.59	\$ 17.09	\$ 17.60	\$ 18.13

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Day Utility After 60 Days	\$ 14.30	\$ 14.73	\$ 15.17	\$ 15.63	\$ 16.09	\$ 16.58	\$ 17.07	\$ 17.59
Day Utility First 60 Days	\$ 13.92	\$ 14.34	\$ 14.77	\$ 15.21	\$ 15.67	\$ 16.14	\$ 16.62	\$ 17.12
Quality Assurance								
Senior Inspector	\$ 21.70	\$ 22.35	\$ 23.02	\$ 23.71	\$ 24.42	\$ 25.16	\$ 25.91	\$ 26.69
No. 3/Roving Inspector	\$ 21.24	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.91	\$ 24.62	\$ 25.36	\$ 26.12
Inspector No.1	\$ 21.05	\$ 21.68	\$ 22.33	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13	\$ 25.89
Inspector No.4 & 5	\$ 19.92	\$ 20.52	\$ 21.13	\$ 21.77	\$ 22.42	\$ 23.09	\$ 23.79	\$ 24.50
Inspector No.6	\$ 19.02	\$ 19.59	\$ 20.18	\$ 20.78	\$ 21.41	\$ 22.05	\$ 22.71	\$ 23.39
Inspector-Tester	\$ 17.74	\$ 18.27	\$ 18.82	\$ 19.38	\$ 19.97	\$ 20.57	\$ 21.18	\$ 21.82
Shift Control A	\$ 16.91	\$ 17.42	\$ 17.94	\$ 18.48	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.80
Shift Control B	\$ 16.78	\$ 17.28	\$ 17.80	\$ 18.34	\$ 18.89	\$ 19.45	\$ 20.04	\$ 20.64
Lab Sampler	\$ 14.81	\$ 15.25	\$ 15.71	\$ 16.18	\$ 16.67	\$ 17.17	\$ 17.68	\$ 18.21
Sample Room Clerk	\$ 15.32	\$ 15.78	\$ 16.25	\$ 16.74	\$ 17.24	\$ 17.76	\$ 18.29	\$ 18.84

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Head Paper Tester	\$ 17.42	\$ 17.94	\$ 18.48	\$ 19.04	\$ 19.61	\$ 20.19	\$ 20.80	\$ 21.42
Paper Tester	\$ 16.70	\$ 17.20	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.54
Quality Assurance Spare	\$ 14.46	\$ 14.89	\$ 15.34	\$ 15.80	\$ 16.27	\$ 16.76	\$ 17.27	\$ 17.78

ROLL FINISHING

Finished Product Controller	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
Asst Finished Prod Controller	\$ 19.02	\$ 19.59	\$ 20.18	\$ 20.78	\$ 21.41	\$ 22.05	\$ 22.71	\$ 23.39
#2 Scaleman Driver	\$ 18.68	\$ 19.24	\$ 19.82	\$ 20.41	\$ 21.02	\$ 21.66	\$ 22.30	\$ 22.97
Scaleman	\$ 18.56	\$ 19.12	\$ 19.69	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.16	\$ 22.83
106/107/108/109 Operator	\$ 19.44	\$ 20.02	\$ 20.62	\$ 21.24	\$ 21.88	\$ 22.54	\$ 23.21	\$ 23.91
103/104/105 Operator	\$ 18.58	\$ 19.14	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.85
109 Rewinder Technician	\$ 17.50	\$ 18.03	\$ 18.57	\$ 19.12	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.52
Assistant Operator	\$ 17.13	\$ 17.64	\$ 18.17	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.45	\$ 21.07
Rewinder Utility	\$ 15.49	\$ 15.95	\$ 16.43	\$ 16.93	\$ 17.43	\$ 17.96	\$ 18.50	\$ 19.05

Classification	6/28/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Lead Packaging Operator	\$ 19.02	\$ 19.59	\$ 20.18	\$ 20.78	\$ 21.41	\$ 22.05	\$ 22.71	\$ 23.39
Wrapper Operator #3	\$ 18.30	\$ 18.85	\$ 19.41	\$ 20.00	\$ 20.60	\$ 21.21	\$ 21.85	\$ 22.51
Wrapper Operator #4	\$ 18.07	\$ 18.61	\$ 19.17	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.58	\$ 22.22
Assistant Wrapper Operator #4	\$ 16.81	\$ 17.31	\$ 17.83	\$ 18.37	\$ 18.92	\$ 19.49	\$ 20.07	\$ 20.67
Sr. Roll Wrapper	\$ 15.11	\$ 15.56	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52	\$ 18.04	\$ 18.58
Roll Wrapper	\$ 14.98	\$ 15.43	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.37	\$ 17.89	\$ 18.42
Lead Driver	\$ 18.58	\$ 19.14	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.85
Loader Checker	\$ 18.42	\$ 18.97	\$ 19.54	\$ 20.13	\$ 20.73	\$ 21.35	\$ 21.99	\$ 22.65
Rewinder Area Driver	\$ 17.10	\$ 17.61	\$ 18.14	\$ 18.69	\$ 19.25	\$ 19.82	\$ 20.42	\$ 21.03
Warehouse Driver	\$ 16.19	\$ 16.68	\$ 17.18	\$ 17.69	\$ 18.22	\$ 18.77	\$ 19.33	\$ 19.91
Battery Maintenance Operator	\$ 16.18	\$ 16.67	\$ 17.17	\$ 17.68	\$ 18.21	\$ 18.76	\$ 19.32	\$ 19.90
Cleanup & Battery Service	\$ 15.88	\$ 16.36	\$ 16.85	\$ 17.35	\$ 17.87	\$ 18.41	\$ 18.96	\$ 19.53

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Spare	\$ 14.73	\$ 15.17	\$ 15.63	\$ 16.10	\$ 16.58	\$ 17.08	\$ 17.59	\$ 18.12

SHEET FINISHING

Shipping Coordinator	\$ 17.82	\$ 18.35	\$ 18.91	\$ 19.47	\$ 20.06	\$ 20.66	\$ 21.28	\$ 21.92
Shipping Expeditors	\$ 17.13	\$ 17.64	\$ 18.17	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.45	\$ 21.07
Shift Shipping Expediter	\$ 17.42	\$ 17.94	\$ 18.48	\$ 19.04	\$ 19.61	\$ 20.19	\$ 20.80	\$ 21.42
Day Utility Driver (not filled)	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.36	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54
Spiral Wrap Operator (not filled)	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.36	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54
Skid Wrap Team Operator	\$ 15.68	\$ 16.15	\$ 16.63	\$ 17.13	\$ 17.65	\$ 18.18	\$ 18.72	\$ 19.28
Team Crew Driver	\$ 18.85	\$ 19.42	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.18
Warehouse Stock Truck Driver	\$ 17.29	\$ 17.81	\$ 18.34	\$ 18.89	\$ 19.46	\$ 20.04	\$ 20.65	\$ 21.26
Sheeter Stock Truck Driver	\$ 16.57	\$ 17.07	\$ 17.58	\$ 18.11	\$ 18.65	\$ 19.21	\$ 19.79	\$ 20.38
Manufacturing Truck Driver	\$ 16.47	\$ 16.96	\$ 17.47	\$ 18.00	\$ 18.54	\$ 19.09	\$ 19.67	\$ 20.26
Utility Material Driver	\$ 15.93	\$ 16.41	\$ 16.90	\$ 17.41	\$ 17.93	\$ 18.47	\$ 19.02	\$ 19.59

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
Team Crew Operator	\$ 18.85	\$ 19.42	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.18
Cut Size Utility	\$ 15.14	\$ 15.59	\$ 16.06	\$ 16.54	\$ 17.04	\$ 17.55	\$ 18.08	\$ 18.62
Mach Helper After 12 Months	\$ 14.90	\$ 15.35	\$ 15.81	\$ 16.28	\$ 16.77	\$ 17.27	\$ 17.79	\$ 18.33
Machine Helper After 6 Months	\$ 14.78	\$ 15.22	\$ 15.68	\$ 16.15	\$ 16.64	\$ 17.13	\$ 17.65	\$ 18.18
Machine Helper First 6 Months	\$ 14.65	\$ 15.09	\$ 15.54	\$ 16.01	\$ 16.49	\$ 16.98	\$ 17.49	\$ 18.02
Baler Operator	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.78	\$ 19.35
Waste Handling Laborer	\$ 14.97	\$ 15.42	\$ 15.88	\$ 16.36	\$ 16.85	\$ 17.35	\$ 17.87	\$ 18.41
Housekeeper	\$ 15.13	\$ 15.58	\$ 16.05	\$ 16.53	\$ 17.03	\$ 17.54	\$ 18.07	\$ 18.61
Pallet Shop								
Pallet Crew Leader	\$ 16.86	\$ 17.37	\$ 17.89	\$ 18.42	\$ 18.98	\$ 19.55	\$ 20.13	\$ 20.74

Classification	6/29/98	6/28/99	7/3/00	7/2/01	7/1/02	6/30/03	6/28/04	7/4/05
STOREROOM								
General Clerk (one only)	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.53	\$ 22.17	\$ 22.84	\$ 23.52	\$ 24.23
Storeroom Clerk	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.39	\$ 22.03
Day Clerk After 6 Months	\$ 16.77	\$ 17.27	\$ 17.79	\$ 18.33	\$ 18.87	\$ 19.44	\$ 20.02	\$ 20.62
Day Clerk After 6 Months	\$ 15.66	\$ 16.13	\$ 16.61	\$ 17.11	\$ 17.63	\$ 18.15	\$ 18.70	\$ 19.26
Day Clerk First 6 Months	\$ 15.14	\$ 15.59	\$ 16.06	\$ 16.54	\$ 17.04	\$ 17.55	\$ 18.08	\$ 18.62
YARDS AND GROUNDS								
Group Leader	\$ 15.47	\$ 15.93	\$ 16.41	\$ 16.90	\$ 17.41	\$ 17.93	\$ 18.47	\$ 19.03
Utility	\$ 14.30	\$ 14.73	\$ 15.17	\$ 15.63	\$ 16.09	\$ 16.58	\$ 17.07	\$ 17.59
Groundskeeper After 180 Days	\$ 8.85	\$ 9.12	\$ 9.39	\$ 9.67	\$ 9.96	\$ 10.26	\$ 10.57	\$ 10.88
Groundskeeper After 180 Days	\$ 7.96	\$ 8.20	\$ 8.44	\$ 8.70	\$ 8.96	\$ 9.23	\$ 9.50	\$ 9.79
Hiring Rate	\$ 7.39	\$ 7.61	\$ 7.84	\$ 8.08	\$ 8.32	\$ 8.57	\$ 8.82	\$ 9.09

**Witness the following signatures as of
July 1, 1998:**

**United Paperworkers International Union
Affiliated with AFL-CIO**

**By: Calvin Griffin
International Representative**

Local 1488, UPIU

By: J. D. Williams, Jr , President

Local 505, UPIU

By: L. W. Wise, President

Local 176, NCFO

By: B. L. Roberts, President

**Union Camp Corporation
Fine Paper Division
Franklin, Virginia**

**By: R. A. Bridges, Division Mgr.
Human Resources**

**By: K. D. Clark
Human Resources Mgr.**

Plant Rules & Practices of the Fine Paper Division of Union Camp Corporation

1. Reporting and Attendance

All employees shall be at their assigned places and ready to begin work at the established scheduled starting time, and shall not stop work or leave their place of duty before the regular scheduled quitting time.

All employees shall remain at their work stations during working hours and shall not visit other parts of the plant except in the line of duty or by permission.

If an employee cannot report to work, the foreman or the Main Gate Guard shall be notified a day in advance if possible, or in an emergency as soon as possible, so that a substitute can be made.

Any worker absenting himself for 3 work days or more without permission or suitable explanation shall be considered as having quit.

An employee who has been on sick leave will notify the Company without delay as soon as the doctor informs him that he is capable of returning to work.

2. Registering Time

Loitering on premises by an employee either before starting time or after quitting time is forbidden.

Tour workers must stay on the job until relieved by fellow workmen of the following shift unless other arrangements approved in advance by the foreman have been made.

3. Identification Cards

Each employee is assigned a numbered Identification Card, which is to be carried by the employee at all times when on Company property.

4. Passes

No employee will be permitted to leave the premises between starting and quitting hours without first securing permission from his foreman.

5. Trading Tours

Trading tours will not be permitted if it will cause overtime, and shall be done only with the permission, obtained in advance, of the foreman or superintendent.

6. Discipline

General rules of discipline must be observed by all employees. The following list of offenses or infractions will be sufficient cause for disciplinary action, suspension or discharge.

- (a) Failure to report for duty when assigned.
- (b) Incompetence, or inability to satisfactorily perform the work to which assigned.
- (c) Insubordination to those in authority.
- (d) Violation of any criminal law.
- (e) Reporting for duty under the influence of drugs (including liquor), or carrying into the plant or using drugs (including liquor) on the Company premises.
- (f) Repeated tardiness and irregular attendance.
- (g) Disorderly or immoral conduct, including fighting on Company premises.
- (h) Failure or refusal to comply with working instructions.

- (i) Neglect of duty. Refusal to comply with Company rules; provided that such rules shall be posted in a conspicuous place where they may be read by all employees and further, that no changes in present rules or no additional rules shall be made that are inconsistent with this Agreement; and further provided, that any existing or new rules or changes in rules may be the subject of discussion between the Standing Committee and the local Mill Manager, and in case of disagreement, the procedure for other grievances shall apply.
- (j) Destruction of or defacing any Company property.
- (k) Posting or removing bulletins without authority or defacing signs or notices.
- (l) Wastage or willful damage to Company materials, property, or equipment.
- (m) Sleeping on duty.
- (n) Repeated garnishment.
- (o) Negligent or careless workmanship, or practical joking that did cause or might have caused injuries or damage to persons or property.
- (p) Dishonesty.
- (q) Reading newspapers, magazines or other literature not pertaining to your regular occupation during working hours.
- (r) Smoking in areas where smoking is forbidden.
- (s) Bringing ammunition, firearms, or other weapons onto the plant site.

7. Safety and Cleanliness

All employees shall comply with the Company's safety rules and practices.

All injuries, no matter how slight, must be promptly reported for first aid treatment, and to the foreman.

Careless workers are a menace to themselves and to their fellow workers. They cannot be retained by this Company.

A clean plant is a good sign of a progressive Company, and a safe place to work. We must pull together to make and keep our plant clean.

8. Miscellaneous

- (a) No solicitations for any purpose will be permitted in the mill proper.
- (b) Reasonable health standards for all employees may be set by the Company and physical examinations of employees at reasonable intervals may be required by it. The Company may decline to employ or retain in its employ any person who falls below the reasonable health standards required. In case of disagreement as to whether an employee falls below such standards the Company will request the Medical College of Virginia to designate a qualified physician to examine the employee and to present his findings to the Company, and the Company will make such findings available to the employee examined.
- (c) The Company will allow day workers 10 minutes for refreshments between 9:00 am and 9:10 am providing, however, that this does not interfere with breakdown jobs and otherwise conforms with rules that the Company may see fit to make from time to time on the handling of such time. This and the privilege of smoking are concessions from the Company that may be discontinued at any time.

NOTICE - ALL EMPLOYEES

Posting and distributing unauthorized literature throughout the mill is contrary to our Plant Rules and Practices and should be observed.

Reading of materials that are not work related distracts one's attention from job responsibilities and is a violation of a published work rule.

Gambling is not allowed in the Mill. The soliciting of bets is a violation of the Plant Rules and violators subject themselves to possible disciplinary action, suspension or discharge.

Some individuals have been participating in various physical development and competitive activities while on the job. The work place is not designed to accommodate this kind of action. More importantly, anyone engaged in non-work related activity is obviously not attentive to the work at hand and these practices must be stopped.

It has become apparent that employees are on occasion using Company phones to make unauthorized long distance toll calls. Company telephones are not to be used for long distance toll calls without proper permission. Unauthorized use of Company phones will place the user's job in jeopardy.

Vending Machines

This will remind all users of vending machines that manipulation of the machines so that items are received at no cost or reduced cost is considered an act of theft and subjects an employee to being discharged.

**Any employee who loses money in the machines
can get a refund by contacting the Labor Relations
Department during week day hours 8:30 a.m. to
4:30 p.m.**

INDEX

	Page No.
SECTION I	General Purpose of Agreement 4
SECTION II	Recognition 4
SECTION III	Check-off 5
SECTION IV	Wages 6
SECTION V	Hours of Work 7
SECTION VI	Overtime and Premium Pay 7
SECTION VII	Call-Out Time, Reporting Time and Wire Time 11
SECTION VIII	Holidays 14
SECTION IX	Seniority 20
SECTION X	Vacations 29
SECTION XI	Union Committee 32
SECTION XII	Mill Rules, Privileges and Management . . 32
SECTION XIII	Reporting Absences 33
SECTION XIV	Safety Committee 33
SECTION XV	No Stoppage of Work 35
SECTION XVI	Grievance Procedure and Arbitration 37
SECTION XVII	Funeral Leave 40
SECTION XVIII	Jury Duty 41
SECTION XIX	Workmen's Compensation 42
SECTION XX	Meal Time 42
SECTION XXI	Tool Allowance 44
SECTION XXII	Severance Pay 44
SECTION XXIII	Miscellaneous 45
SECTION XXIV	Term of Agreement 48
SECTION XXV	Work Flexibility 49
SECTION XXVI	Complete Agreement 51
Exhibit A	52
Signatures	54
Plant Rules and Practices	55
Schedule of Wage Rates and Job Classifications	61

LABOR AGREEMENT

By and Between

**FINE PAPER DIVISION OF
UNION CAMP CORPORATION**

and

**UNITED PAPERWORKERS
INTERNATIONAL UNION AND
LOCALS 1488 and 505**

**INTERNATIONAL BROTHERHOOD OF
FIREMEN AND OILERS
AND LOCAL 176**

July 1, 1991

This Agreement made this 1st day of July, 1991, by and between Union Camp Corporation, a Virginia corporation, hereinafter referred to as the Company; and United Paperworkers International Union and Locals 1488 and 505 and the International Brotherhood of Firemen and Oilers and Local 176, all affiliates of the A.F.L.-C.I.O., hereinafter referred to as the Union or Unions:

5

SECTION I

GENERAL PURPOSE OF AGREEMENT

The general purpose of this Agreement is, in the mutual interest of the employer and employee, to provide for the operation of the plant under methods which will further, to the fullest extent possible, the safety, welfare and health of the employee, economy of operation, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by the Agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively, for the advancement of said conditions.

SECTION II

RECOGNITION

The Company recognizes the Unions signatory hereto as the sole and exclusive bargaining agencies for its employees in regard to hours of work, wages and working conditions during the life of this Agreement. The term "employees" is defined as meaning:

All production and maintenance employees of the Company's Fine Paper Division at Franklin, Virginia, including wood yard employees but excluding clerical employees, salaried technical employees, watchmen, office janitors, bus driver, draftsmen, foremen and all other supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action.

SECTION III CHECK-OFF

The Company will deduct from their wages and turn over to the Financial Secretary of the Union the Union dues of such members of the Union as individually and voluntarily request in writing that such deductions be made. Any such request now in force shall remain in force until 30 days after the same is withdrawn in writing by the employee who made it; and all such requests hereafter given to the Company shall come in force 30 days after received by the Company and shall remain in force until 30 days after the same is withdrawn in writing by each employee who gave it. Each employee shall have the privilege of such withdrawal at any time between June 1 and June 20 of each year. Such withdrawal shall be by certified mail from the employee to the Local of which he is a member, as well as to the Company, but the Company may act on such notice of withdrawal received by it unless and until it is shown that no such notice was given to the Local. Should such become fully permissible, legally, the parties agree: A permanent employee* shall, as a condition of employment, join the Union which will represent him in his job within 30 days after being employed.

An employee who is now a member of the Union, or, who after this date becomes or is reinstated as a member of the Union, shall maintain such membership in the Union during the life of this Agreement.

An employee who has a grievance or dispute against the Union or its officers which affects his employment shall have the right to take up the grievance or dispute for adjustment in the presence of a representative of the International Organization of the Union and a representative of the Company.

5

* Each present permanent employee must join the Union which will represent him in his job within 30 days of this provision becoming effective.

SECTION IV WAGES

(1) A schedule of the Company's basic hourly wages is hereto attached and said wages shall remain in effect throughout the life of this Agreement except as stated in the next paragraph.

10

(2) Either party may ask for a rehearing on wages upon 30 days written notice in advance; but such a request by the Company may be made only one time during the term of this Agreement of each Union and such a request may be made only once by each of the Unions during the term of this Agreement.

15

20

(3) When major changes are made in the plant which create new jobs or substantially change the duties or substantially change the responsibilities of existing jobs, the Company will meet with the Union to negotiate the new or adjusted rates. If no agreement can be reached, the Company will set the new rates and put such rates into effect. Said rates will

25

be subject to prior and separate negotiation at the next general negotiations or contract opening. Any change agreed upon at that time shall be retroactive to the time the job changes occurred.

(4) A permanent employee whose regular job is permanently discontinued as a result of change in equipment or method who is assigned to a lower paid job will for the next 26 weeks following such assignment be paid the rate of the discontinued job. Thereafter, he will be paid the regular rate of his assigned job.

5

10

SECTION V HOURS OF WORK

(1) The regularly scheduled work week shall begin at 7:00 a.m. on Monday and continue to 7:00 a.m. on the following Monday.

(2) The Company may arrange such hours of work as its operations, in its judgment, may require, subject to all the terms of this Agreement.

15

SECTION VI OVERTIME AND PREMIUM PAY

(1) One and one-half times the employee's straight-time hourly wage rate shall be paid to all employees for all hours worked in excess of 8 hours in any one day or in excess of 40 hours in any one week, whichever is greater but not both, except that hours worked on the 3-11 shift Monday which are in excess of 8 in a 24-hour period as the result of a shift change from 11-7 Sunday to a six-day schedule

20

25

beginning at 3:00 p.m. Monday will be counted as hours worked in the computation of weekly overtime but only as they apply to hours worked on the following Sunday.

(2) In case of exchange of shifts or hours on the part of employees for their own convenience, the provision calling for overtime payment for work in excess of 8 hours per day shall not apply. 5

(3) Employees shall not be required to lose regular work hours because of accumulation of overtime hours. 10

(4) An employee required to work in excess of 16 hours in a 24-hour period beginning with the starting time of a designated shift, shall be paid one and one-half times his straight-time hourly wage rate for all hours worked beginning with the first hour until he has had a rest period of 8 consecutive hours. The first 8 hours worked under this paragraph will be counted in the computation of weekly overtime. Those regularly scheduled hours compensated at time and one-half due to the employee returning to work before he has had 8 hours off shall also be counted in the computation of weekly overtime. 15
20

A maintenance employee who qualifies under this paragraph (4) and who elects to begin work at 9:00 a.m. or 12:30 p.m. rather than to continue into his regularly scheduled shift at 7:00 a.m. will have up to 8 of the hours worked consecutively from 9:00 a.m. or 12:30 p.m. counted in the computation of weekly overtime. 25
30

(5) The preceding paragraph shall not be interpreted so as to pyramid the computation of time and one-half for all hours worked in excess of 40 in one week or in excess of 8 hours in one day.

(6) Under paragraph (4) of this Section, normal time taken out by an employee for meals between the beginning and end of the time he works shall be included for the purpose of determining whether he has been required to work in excess of 16 hours but such mealtime shall not be paid for. 5
10

(7) There shall be paid a shift differential of 25¢ per hour on the second shift (3:00 p.m. to 11:00 p.m.) and 35¢ per hour on the third shift (11:00 p.m. to 7:00 a.m.) to regular shift employees; that is, those who work during these shifts on jobs which are on rotating shift basis, and also to employees who, although not regular shift employees, are working on jobs with regularly scheduled hours falling entirely between 3:00 p.m. and 7:00 a.m. These shift differentials shall not apply, however, in the calculation of payments for call-in time, hold-over time, reporting time, wire time, clothing time, vacations, holidays not worked, or for any other time not worked. 15
20

(8) Wherever the term "day" is used in this Section VI, it shall mean a 24-hour period starting from the beginning of the first hour worked. For the purpose of computing overtime under this Section when legislative action changes the time to or from stand- 25

ard time, 7:00 a.m. to 7:00 a.m. the following day will be treated as a 24-hour period.

(9) In the filling of jobs where an employee's relief fails to report and overtime cannot be avoided, the Company, in assigning overtime during the week in which the vacancy occurs, will on the first 3 days of such absence give preference to the employee whose relief fails to report. The preference of the overtime will also be given to the employee whose relief fails to report on the fourth consecutive day of the absence if it is a holiday. Otherwise, the preference of the overtime will be given to employees in that particular job classification. This shall not have the effect of prohibiting the use for filling-in purposes of employees used as spares, helpers, laborers or utility people in the department or who are carried as extras on the shift.

(10) If a maintenance employee is held over beyond his designated shift having been given instructions as to specific work assignments to be performed and during the holdover is given another work assignment that is not related to the previous work, he will be paid a minimum of 4 hours at his regular rate for such newly assigned work provided that he does not request to be relieved from the assigned job and such request is met. Any limitations that might apply to the payment of a call-out will apply to this provision.

The above does not apply when an employee is held over for general work assignments such as, but not restricted to, the start-up of a machine, shutting down or starting up the mill, troubleshooting a bleach line, etc.

SECTION VII
CALL-OUT TIME, REPORTING TIME AND
WIRE TIME

(1) Any employee called out at hours other than his regular reporting time, or called back after having been properly relieved, shall receive not less than 4 hours pay at his regular straight-time hourly wage rate (no less than 6 hours at the employee's regular straight-time rate will be paid for the first call-out only between 11:00 p.m. and 5:00 a.m.) or one and one-half times his regular straight-time hourly wage rate for the hours actually worked whichever is greater but not both, except as provided in paragraph (3) below. The foregoing shall also apply in the case of an employee who normally leaves his job at the sound of the buzzer and who is called back after the buzzer sounds.

No employee called out will be assigned to work other than that for which called out unless he is paid for an additional call-out, except that said employee may be required to do emergency work of another nature that is related to the original call-out without being so paid.

Any maintenance employee called out will be paid a separate call-out for each non-related job performed by him.

(2) Any employee actually engaged in work of putting on wires and/or dryer felts, which work shall not include tasks undertaken in preparation for

the actual wire change, at a time other than his scheduled shift shall receive not less than 8 hours pay at his regular straight-time rate for the time spent by him in such work or time and one-half his regular rate for hours worked plus 2 hours whichever is greater. 5

Any maintenance employee working on the paper machine between the finishing refiner and the winder inclusive (including saveall) at a time other than his scheduled shift shall receive not less than 8 hours pay at his regular straight-time rate for the time spent by him in such work only when the cause of the machine going down is a defective or damaged wire or dryer felt. Employees so affected shall do any other work required during changes or incidental to the starting up of the machines following the changes. 10 15

An employee who works on a complete paper machine stock chest wash-up at a time other than his scheduled shift will receive not less than 8 hours pay at his regular straight-time rate for the time spent by him in such work. 20

(3) Time which an employee is required to work immediately following his regularly scheduled working time shall not be considered call-out time. Time which an employee is required to work immediately preceding his regularly scheduled working time shall not be considered call-out time if he had notice at or before the end of his previous scheduled shift or as much as 16 hours in advance of the time he is scheduled to report. 25 30

(4) During a shutdown of the mill or any department thereof, failure by the Company to give 16 hours notice will not constitute a call-out, so long as the employee is called back to the shift that he would have been scheduled to work had the mill or department been operating. 5

(5) When an employee is unable to report for work at his regular time, he shall make every effort to notify the Company at least 4 hours in advance.

(6) If during an employee's regular work hours there is a temporary stoppage of work and the employee is to resume work later in the shift, he will not be required to lose pay but will receive his regular pay for such time lost; provided that during such period of time he may be required to perform any services about the plant of which he shall be capable. 10 15

(7) In case any employee reports for work, whether it be on one of his regular days or on his days off, having been ordered to report for such work, and then no work is provided, he shall nevertheless receive 4 hours pay for so reporting, provided, however, that if there has been insufficient time for notification of the employee by the Company or if the Company has been unable to notify the employee after making a reasonable effort, no allowance for so reporting shall be paid, and provided further that no such allowance shall be paid 20 25

if notice not to report is posted in the time clock office 18 hours in advance of reporting time provided the employee worked during part of the 18 hours.

(8) In any day where an employee has commenced work, he shall receive a minimum of 4 hours pay at his straight-time rate. 5

(9) When a maintenance apprentice is called out and during the call-out performs a journeyman's job, he will be paid the rate of a Class C Mechanic in his craft for all the hours worked. 10

SECTION VIII HOLIDAYS

(1) 13 days during the year are hereby designated as holidays (holiday hours are from 7:00 a.m. to 7:00 a.m. the following day), namely:

Memorial Day	15
Fourth of July	
Labor Day	
Day after Labor Day	
Thanksgiving Day	
December 23	20
Christmas Eve	
Christmas Day	
December 26	
December 27	
Employee's Birth Date	25
Employee's Anniversary Date of Hire	
Personal Holiday	

An employee's birth date and anniversary date shall be no-work holidays for that employee. If birth date or anniversary falls on another holiday, the day following the holiday will become the birth date or anniversary holiday. He will, however, be scheduled as though the holiday were a regularly scheduled work day unless he notifies his supervisor by 1:00 p.m. on Thursday of the preceding week of his intent to observe (not work) the holiday. 5

An employee may elect to observe (not work) his birth date or anniversary date holiday any one day of the week in which his birth date or anniversary date holiday falls provided that he notifies his supervisor by 1:00 p.m. on Thursday of the preceding week. An employee will not be denied the opportunity to observe the holiday on a day other than his birth date or anniversary date without good and sufficient cause. 10 15

(2) Any employee working during any of the hours above designated as holidays will be paid double his straight-time hourly rate for all said hours worked. 20

(3) No work will be required during the holiday hours specified for Labor Day. If the Company desires to require work on this holiday, it will so notify the Unions at least 30 days before the holiday, and within 14 days after such notice the Unions will advise the Company whether or not they agree to work on said holiday. 25

Work on a voluntary basis may be performed during Labor Day on assignments which are not usually accomplished during normal mill operations.

(4) The Company may elect to operate the mill on Christmas Eve, Christmas Day and December 26. In this event employees will be granted a day of leave of their choice for each full day worked on December 24, 25 or 26, during the twelve-month period following provided that the absence is not detrimental to the efficient operation of the department. Pay will be based on 8 hours at the regular rate which applies at the time the compensatory day of leave is taken.

Although volunteers and call-outs may be used, the Company will not schedule the following to work on December 24, 25 or 26:

- Day Maintenance
- Day Storeroom Personnel
- Sheet Finishing
- Roll Finishing Rewinder
- Wood Yard/Round Wood Operations
- Checkers in Sheet Plant
- Chip Sampler
- Assistant Sample Room Clerk

The Company will notify the Unions at least 60 days in advance of the Christmas holidays as to its intention with regard to operating.

An employee who works in excess of eight hours on December 24, 25 or 26 will be paid an additional

one-half times the straight-time hourly rate for those hours worked in excess of eight.

The Company does not consider the fact that overtime in and of itself is required in order to accommodate an employee who is requesting a day off, having worked December 24, 25 or 26, as being detrimental to the efficient operation of the department. This does not include, however, situations which would require an employee to work in excess of 16 hours in a 24-hour period.

(5) The Company may, however, require such work as it chooses during the holiday hours above specified for Memorial Day, Fourth of July, Day after Labor Day, Thanksgiving Day, December 23, and December 27, and may also require on any of the holidays named in this Section any work necessary to the protection of life or property and the usual work necessary for starting full operations at the conclusion of the holiday.

(6) After an employee has been with the Company for a period of 60 days or more, he shall be entitled to receive holiday pay for 8 hours at his regular straight-time rate for each of the holidays named in paragraph (1). The holiday allowance of 8 hours for any employee eligible to receive it, will be counted as hours worked in the computation of weekly overtime if the employee is regularly scheduled to work on the holiday but does not work because of the holiday. A temporary employee who otherwise qualifies and who has been employed by the Company for the 60 days immediately preceding the holiday shall receive holiday pay.

A temporary employee who otherwise qualifies who is terminated within 15 days prior to a holiday and rehired within 15 days following said holiday will be eligible for holiday pay.

(7) If an employee is scheduled to work on the holiday named in paragraph (3) he shall, if he requires it, receive a day off later in the week or a day off within the next two pay periods if the employee's absence is not detrimental to the efficient operation of the mill. 5
10

(8) If an employee is scheduled to work on any of the holidays named in paragraph (1) and fails to report without justifiable cause, he shall not receive the holiday pay called for by paragraph (6).

(9) If a holiday occurs during a period when an employee, who otherwise is eligible for holiday pay, is laid off or on a leave of absence, he will receive pay for said holiday when he returns to work provided the entire duration of his layoff or leave of absence has not exceeded 90 days. 15
20

An employee, otherwise qualified, who is absent on sick leave will be paid for recognized holidays at the time they occur up to an absence of 52 weeks; if absent due to a disability compensated for under the Workmen's Compensation Law, pay for recognized holidays will be made at the time they occur for a period of up to 104 weeks. 25

(10) If an employee is not scheduled to work on one of the above holidays, he shall nevertheless not receive pay for any such holiday if he fails to report 30

for work, without justifiable cause, on either of the 2 scheduled work days preceding or either of the 2 scheduled work days following any such holiday.

(11) In the event that either of these holidays falls during an employee's vacation period, he shall, in order to prevent the creation of an inequity, receive pay for the holiday which falls during the vacation period in addition to his regular vacation pay. 5

(12) It is understood and agreed that an employee shall be considered absent for justifiable cause, as the term is used in this Section, if he is: 10

(a) Away on vacation, or on leave for Union business.

(b) So sick that he is unable to report for work and is able to prove such sickness. (This does not mean sickness growing out of the use of alcohol or drug abuse.) 15

(c) If the sickness of some member of his family makes his attendance impossible and he is able to prove such sickness. 20

(d) If he has been advised by his supervisor that his services are not required.

(e) If he is otherwise absent because of direct action initiated by the Company.

(f) If his absence for whatever reason is an excused absence. 25

SECTION IX SENIORITY

(1) There are three types of seniority used in this Agreement: Mill (time in a bargaining unit job), Department, and Job. In reducing or increasing the number of employees, or in laying off, discharging, promoting, demoting, or transferring employees, temporarily or permanently, or in the case of re-employment after temporary suspension of work or layoff, the controlling factors shall be (1) length of continuous service in the department affected, and (2) ability, skill, qualification and efficiency. In keeping with the mutual desire of the Company and the Unions to follow in general the principle of seniority, it is agreed that in such cases factor (1) must always prevail when factor (2) is equal. Factor (1) shall not be controlling, however, when there is not equality as to factor (2). As to whether or not there is equality as to factor (2), the Company shall be the judge; but in cases of promotion or demotion other than by seniority, the Company's judgment that there is not equality under factor (2) shall be subject to the grievance procedure herein set out, including arbitration.

The Company will not use the experience in-and-of itself which an employee gains in a higher rated job because of an agreement to use on-shift promotions for absences of more than a week as justification for use of the ability, skill, qualification language.

When an employee does not have enough seniority to hold a bottom-rated job in his line of progression during a layoff, he may displace an employee with less Mill seniority on a base-rated job in any department subject to the provisions of paragraph (1) that apply to transfer. 5

Base rated jobs are:

Automotive Maintenance	—Laborer	
Mechanical Maintenance	—Utility	
Instrument Maintenance	—Utility	10
Electrical Maintenance	—Utility	
Paper Mill	—Utility Clean-Up	
Power Plant	—Laborer	
Pulp Mill	—Laborer	
Quality Assurance	—Chip Sampler	15
Roll Finishing	—Spare	
Sheet Finishing	—Machine Helper	
Storeroom	—Day Clerk	
Wood Yard	—Spare Hand	
— —	—Mill Spare	20

(2) Seniority is to be on a departmental basis. However, Job seniority shall be used instead of Departmental seniority where there are lines of progression. When an employee refuses a promotion, temporary or permanent, or refuses to train for a promotion, refusal shall be recorded on a waiver of promotion form and he shall, insofar as promotion is concerned, lose seniority to: (1) the first 3 men junior to him in seniority for promotion; (2) the employee who accepts the promotion; and, (3) all those senior to the employee who accepts the promotion. 25 30

The employee's eligibility for promotion will be reinstated effective 3 months from the date he submits a written request to the Company with a copy to the Union Local for cancellation of the waiver of promotion. He will give up seniority for promotion to all those noted above and each employee who by-passes him during the period that the waiver of promotion is in effect. 5

(3) When a temporary vacancy occurs because of the absence of an employee, any of the following procedures may be used by the Company. 10

(a) Use employees on an overtime basis who are employed in the job in which the vacancy occurs.

(b) Leave vacancy unfilled.

(c) Divide the duties of the job among other employees. 15

(d) If no overtime will result, promotions may be made according to paragraph (1) on the shift on which the vacancy occurs. However, when the Company has knowledge that such absence will continue until the end of the full week commencing on the Monday following the day on which the vacancy occurs, promotion shall be made on the Monday following the day on which the vacancy occurs in accordance with paragraph (1) considering all 4 shifts. If the Company receives such knowledge prior to 1:00 p.m., Friday, all changes will be made the Monday following the receipt of such knowledge. 20 25

The schedule established as of Friday, 1:00 p.m., will be the basis on which all job changes for the 30

following week will be made. No employee with the possible exception of employees used as spare or relief will be required to change shifts due to information received after 1:00 p.m., Friday, that an employee will be absent for the entire week or will be returning to work following an absence. 5

When the employee whose absence caused the temporary vacancy referred to above returns to work, the Company may assign him, at his regular rate, to any work on any shift. He will be reassigned to his regular job on Monday following his return to work. 10

(4) Any shift employee working temporarily for an hour or more on a job having a higher rate than his usual rate shall be paid the higher rate for the time actually worked on such higher rated job. Any employee who works 50% of a full shift on a higher rated job shall receive the higher rate for the entire shift. In either case the employee must perform the work without the help or supervision of an hourly paid employee. 15 20

(5) Except as provided in paragraph (6) below, an employee temporarily working on a job having a lower rate of pay than his usual job shall be paid his regular rate of pay. An employee permanently demoted shall receive the pay of the job to which he is demoted. 25

(6) Employees other than regular maintenance workers who, when the mill is down and work on their regular job is not available, do some work at some job other than their regular job shall be paid their regular rate of pay, except as provided in paragraph (7) below. 30

(7) In case of a shutdown of the mill or any part thereof which is not to continue more than 7 consecutive days, the provisions of paragraph (1) will not apply. In case of such a shutdown which is to continue more than 7 days, paragraph (1) will apply as to which employees will be kept at work, but during such shutdown, the rate of pay will be the usual rate for the job performed, regardless of the regular rate of pay of the employee who is so retained for work. If the equipment is scheduled to be inoperative for a period of 7 days or less, but does in effect actually continue for more than 7 days, paragraph (1) will then on the eighth day apply as to which employees will be kept at work.

(8) Any employee promoted shall be given a trial period not to exceed 30 days (Crane Operator not to exceed 90 days) to determine his ability for holding the job. If he fails to qualify during his trial period, he shall return to his former position and former status as to pay and seniority. If an employee elects during the trial period of 30 days to refuse the promotion, the provisions of Section IX, paragraph (2) will apply.

(9) Employees who have completed six months of continuous service in a department following the 90-day probationary period may apply for transfer to another department or to base jobs in other progression lines within the same department by filing a written application with the Industrial Relations Department. This application will remain active

for a 12-month period. Any refusal by the Company to grant the transfer applied for may be processed as a grievance, provided, however, that an arbitrator may not rule on the selection criteria but only on the instant application of such criteria.

5

An employee who is transferred under this provision will retain for 30 days the Job and Department seniority that he held at the time of transfer and he will begin to accumulate seniority in his new job and department from the date of transfer. While accumulating seniority in his new department, an employee will not be considered for promotions in his old department. The employee's seniority rights under this provision may be exercised at any time during the 30-day period if, during that time, either the Company or the employee has determined that the employee is not suited for the new assignment.

10

15

An employee who uses the transfer procedure to go from one line of progression to another when there is a job common to both, e.g. Spare Hand (Paper Mill, Roll Finishing), Relief (Pulp Mill) will be required to reestablish job seniority in the base job by working that job for at least one month.

20

(10) If the Company should contemplate making a promotion or demotion other than by seniority, it will, prior to making its decision, so advise the president of the Local in the department involved, and discuss with him its reasons for departing from seniority, and will, if the president indicates that he so desires, meet with the Union Committee in

25

30

the department involved whenever within a reasonable time the president calls the committee together for that purpose, and discuss with said committee its reasons for departing from seniority.

(II) An employee hired into a temporary vacancy will develop no seniority other than for benefits. Said employee will be considered probationary and the Company shall have the right in its discretion to retain or discharge the employee and such action shall not be subject to the grievance procedure. Both the employee and the appropriate Union will be informed of the temporary status of the employee. When a temporary vacancy becomes permanent, the job will become open to the transfer procedure at which time transfer requests will be considered which were appropriately filed prior to there being a permanent vacancy.

The Company does not intend to hire employees into temporary status for the purpose of filling regular jobs which are projected, to the best knowledge of the Company, to be eliminated at a time greater than nine months from the date of employment.

Employees who are hired into temporary status will be allowed to participate in the benefit program from the date of employment if the employment is projected to continue for a period in excess of three months. The benefit program is not provided to employees hired on a temporary basis as vacation relief.

A temporary employee who has been employed for more than 90 consecutive days in a single department will, if made permanent, be probationary for a period of 30 days provided that he is placed in a permanent position in the same department in which he has worked the 90 consecutive days. The probationary period for regular employees is 90 days. The separation of an employee during his probationary period shall not be subject to the grievance procedure.

5

10

(12) An employee's seniority ceases when:

(a) He quits.

(b) He is discharged.

(c) He is absent from work for 3 consecutive work days without notifying the Company.

15

(d) He does not return to work within 3 days after recall, or fails to give satisfactory reason for not returning.

(e) He is laid off; provided any employee laid off after having been employed by the Company 3 consecutive months or more will retain his seniority so long as he gives to the Company during every other calendar month after said layoff notice of the fact that he desires reemployment by the Company and notice of his then current mailing address, which notice may be either by certified mail to the Company or by personal communication with the Industrial Relations Department of the Company; and provided further, that any layoff which extends for a

20

25

30

continuous period of more than one year in the case of employees who at the time of such layoff have been employed by the Company not less than 3 months or more than 3 years, and any layoff which extends for a continuous period of more than 2 years in the case of employees who at the time of such layoff have been employed by the Company for more than 3 consecutive years, shall have the effect of breaking continuous employment.

(f) An employee covered by this agreement is promoted to a salaried position and placed on salary.

(13) In lines (c) and (d) above, an employee may be discharged without further notice.

SECTION X VACATIONS

(1) Except as noted in paragraph (3), May 1 is the qualification date for vacations. The vacation year is the twelve-month period beginning on June 1.

(2) The length of vacation and the pay allowance will be determined in accordance with the following table:

Period of Continuous Company Employment	Calendar Weeks	Hours	% of Earnings During Vacation Year	10
Less than 6 months	0	0	2	
6 mos. but less than 1 yr.	1	0	2	
1 yr. but less than 3 yrs.	1	40	2	
3 yrs. but less than 8 yrs.	2	80	4	
8 yrs. but less than 12 yrs.	3	120	6	15
12 yrs. but less than 18 yrs.	4	160	8	
18 yrs. but less than 25 yrs.	5	200	10	
25 yrs. or more	6	240	12	

(Vacation pay allowance to be computed on the basis of hours at the employee's regular straight-time rate or percentage whichever is greater if employee has worked a minimum of 520 hours during the vacation year.)

(3) An employee will first qualify for his 2nd, 3rd, 4th, 5th, and 6th week of vacation on his anniversary date as noted on the preceding table. An employee whose employment date was June 1-November 30, both inclusive and prior to 1968, will also qualify on the anniversary dates noted

above for an additional pay allowance of 40 hours or 2% of his previous vacation year earnings. An employee whose employment date was December 1-May 31, both inclusive, or who was employed during 1968 or later will qualify on June 1 following the anniversary dates noted above for an adjustment in the amount of 2% of his pay from said anniversary date through May 31. 5

(4) Absence due to sickness, accidents, jury duty, military call-up, or layoff beyond the control of the employee shall not be considered a break in service in determining the eligibility of the employee for vacation. 10

Employees who retire during the year and who otherwise qualify for vacation will be paid their full vacation allowance provided they have worked a total of 520 hours ending on the eligibility date. The vacation allowance of deceased employees who otherwise qualify and who have worked a total of 520 hours ending on the eligibility date will be paid to the employee's beneficiary. 15 20

(5) The period for vacations will be from June 1 to May 31. The Company will try to meet the wishes of individual employees who are eligible for vacations as to the date of their respective vacations during that period, but in all cases will take into consideration the efficiency and economy of operations. The Company reserves the right to decide (1) that in any or all departments all vacations shall be taken at one time, and (2) that in any department in which 25 30

employees are employed as relief to aid in operations during vacations the said usual period may be shortened, but not to a period shorter than June 1 to August 30, and (3) that in any or all departments vacations must be taken consecutively, so that a full working force may be maintained at all times in the department or departments affected. So far as is practicable, it will be arranged that the choice of dates for the various employees in each department will be given in the order of seniority in that department, but no employee shall have preference to more than 2 weeks of his vacation until all other eligible employees in his department have had an opportunity to express their choice of vacation dates. No employee will be required to change vacation dates which have been selected by him and confirmed by the Company unless he is given 2 weeks' notice in advance of the beginning of such vacation.

(6) Employees must submit vacation requests to their foremen during the period of March 1 to April 5 subject to guidelines published prior to March 1. The Company will use the period of April 5 to May 1 to reschedule in case of conflicts. An employee must take the first 2 weeks of his vacation as scheduled and confirmed on May 1 if the scheduled weeks fall within the months of June, July and August or include the week before, the week of, or the week following Christmas.

The Company may give consideration to an employee's request to reschedule or cancel a vacation scheduled for the above noted periods only upon the

showing of good cause. Such request will be filed through the Industrial Relations Department and the appropriate Union will be notified of the action taken.

(7) Vacation pay, other than the allowance noted in paragraph (3) shall be paid on the last payday prior to the first vacation week of the new vacation year. The allowance noted in paragraph (3) shall be paid on the first pay period in June. 5

(8) Temporary employees who are expected to be employed for less than 6 months will not qualify for vacation or vacation pay allowance. 10

(9) Vacations are not cumulative and must be taken during the year earned.

SECTION XI UNION COMMITTEE

The Union Committee shall be composed of employees from each of the Locals signatory hereto with a maximum of 12 employees from Local 1488, 10 from Local 505 and 9 from Local 176. The names of the committeemen shall be given to the Company. 15

SECTION XII MILL RULES, PRIVILEGES AND MANAGEMENT

(1) All employees shall be governed by the rules, regulations, and safety rules established and published by the Company. A copy of the current rules and regulations is attached hereto and shall be posted by the Company on the bulletin board at the clock station. 20
25

(2) The direction of plant operation, the direction of the working force and the assignment of work, are vested in the Company through its supervisory personnel. The Company reserves all rights, powers and authority customarily exercised by management except insofar as they are specifically surrendered or abridged by express provisions of this Agreement. 5

SECTION XIII REPORTING ABSENCES

After a worker has been absent from work he shall give the Company at least 9 hours notice prior to the beginning of the period in which he intends to resume duty. After a prolonged absence from work (more than one day) at least 24 hours notice shall be given. Day workers who do not require a replacement are exempted from the time restriction. 10

SECTION XIV SAFETY COMMITTEE

(1) The Unions shall, if requested by the Company, and may, on their own option, form a Safety Committee composed of one employee from each Local. It shall be the right and duty of this committee to (1) confer with the Safety Director of the Company on matters of safety and sanitation, and (2) make inspections for the investigations of such matters, and (3) make such suggestions to the Safety Director as the Committee thinks proper for the furtherance of safety and sanitation. If such a suggestion by the Committee is rejected or action on same 15
20
25

is delayed beyond such time as the Committee thinks it should be acted upon, it shall be the right and duty of the Committee to report the suggestion in writing to the Industrial Relations Manager of the Company, who shall communicate it promptly to the Manager of the Company's Fine Paper Division or to such officer superior to said Manager as the Industrial Relations Manager may select, and the Company shall, as soon as possible thereafter, give to the Safety Committee through the Industrial Relations Manager its answer to the suggestion, and if the suggestion is rejected, its reason for rejection. Any recommendations involved in such suggestion may be approved or rejected by the Company in its own discretion.

(2) When the company has the reasonable belief that an OSHA recordable injury has occurred, a committee investigation of the accident will be made. Two members of the bargaining unit will be included in such investigation. The two members will be taken from a list of approved participants provided by the Union to the Company. The list will be inclusive enough to allow timely investigations of accidents without regard to the time conducted.

(3) Except in emergencies, the Union will be notified by the Company at least 30 days prior to putting into effect any changes to be made in published safety procedures and such changes will be published.

SECTION XV
NO STOPPAGE OF WORK

(1) The Unions jointly and severally agree that there shall be no strike, slow-down, sit-down, stay-in, walk-out, or work stoppage or curtailment (all of which are hereinafter included in the words "strike" or "strikers") during the term of this Agreement or any extension thereof. 5

(2) The Company agrees that there will be no lockouts during the term of this Agreement or any extension thereof; provided, however, that a shut-down of the plant or any department thereof or the curtailment of operations for any reason based on good business policy or expediency in the judgment of the Company shall not be considered a lockout. 10

(3) The Unions jointly and severally agree that none of them will, during the term of this Agreement or any extension thereof, authorize, cause, give approval to, aid, abet, or participate in any strike; that in the event of any strike each of them will take immediate action to disavow and to terminate same, and will immediately attempt to secure the return of the employees to full productive work; that such action and attempt will include a letter or other written communication stating that the Internationals or Locals signing same neither authorize nor ratify the strike and disavow the same, and directing the employees involved therein to return immediately to full productive work; that such letter or other written communication shall be delivered to the 15
20
25

Company as promptly as possible after, and at least 24 hours after, the existence of the strike is known to the International or Local required to send the letter or written communication or the Company has notified said International or Local that such strike exists, whichever is earlier (which notice from the Company may be by letter, telephone, telegraph or personal messenger); that the Company may post and otherwise publicize such letter or other written communication, and the Internationals and Locals signing same will, at the request of the Company, post and otherwise publicize same; and that said Internationals and Locals will at all times make continuing efforts to terminate the strike and secure immediate return of the employees to full productive work, and will give every possible assistance to the Company in manning the vacated jobs meanwhile.

(4) The Company agrees that it will not hold liable for any such strike or for the results thereof any of said Internationals or Locals who abide by the terms of this Section.

(5) In the event a strike actually occurs, the Company may, without recourse by the Unions, impose disciplinary measures, including discharge without reemployment, upon any employee or group of employees who participate in such strike, or who aid, abet, or encourage other employees to participate therein, and such measures may be taken immediately upon the occurrence of such strike.

SECTION XVI
GRIEVANCE PROCEDURE AND
ARBITRATION

(1) Any grievance or dispute arising out of the interpretation or application of this Agreement, or out of the belief of any employee that he has been unjustly dealt with, may be handled in the following manner: 5

(a) Between the employee and the Union Committee of the local to which he belongs, which Committee shall determine whether in its opinion the grievance is just.

(b) If said Union Committee determines that the grievance is just, it shall deliver the same in writing to the Industrial Relations Department. The written grievance shall then be presented to the employee's foreman and upon special request by the Union also to the foreman involved. 10 15

(c) If not satisfactorily settled by Step (b), the Union Committee shall present the same in writing to the Superintendent of the employee's department and upon special request by the Union also to the Superintendent of the department involved. 20

(d) Grievances from the Maintenance Departments, Power Plant, Wood Yard, Pulp Mill, Paper Mill, Roll Finishing, Sheet Finishing and Storeroom which are not settled in Step (c) shall be presented in writing by the Union Committee to the appropriate Company representative who is at the next level of supervision. 25

(e) Grievances from the Technical Department which are not settled in Step (c) shall be presented in writing by the Union Committee to the Technical Director.

(f) Grievances not settled in Step (d) shall be presented in writing by the Union Committee to the Mill Manager. 5

(g) Grievances not settled in Steps (e) or (f) shall be referred by the Union Committee to a representative of the International Union involved who will immediately arrange to confer with said Union Committee and the General Manager or his designee. 10

(2) Unless said Union Committee delivers a grievance to the Industrial Relations Department under Step (b) within 21 days after the existence of the condition causing such grievance first comes to the attention of the employee involved, the grievance shall not be considered either by the Company or the Union. 15

(3) A grievance shall be processed through Step (b) within 15 calendar days from the date the grievance is delivered to Industrial Relations, and Steps (c) and (d) must each be completed within 10 calendar days following the completion of the previous step. Steps (e) and (f) must be completed within 15 calendar days following completion of the previous step. 20 25

If the time limit established for the several steps of the grievance is violated, the grievance will be immediately assigned to the next step of the grievance procedure if the Company is the cause of the violation or dropped if the Union is responsible for the violation. Time limits may be extended by mutual consent of the Union and the Company.

5

(4) Any grievance or dispute involving the interpretation or alleged violation of this contract and not settled by the above steps may be submitted at the request of either the Union or the Company to the American Arbitration Association for arbitration in accordance with the established practice of that Association. The arbitrator shall have no power to add to or subtract from or modify any of the terms of this agreement or any agreement made supplementary hereto nor to establish or change any wage. Any case appealed to an arbitrator on which he had no power to rule shall be referred back to the parties without decision.

10

15

20

The expenses and salary incident to the services of such arbitrator shall be shared equally by the Company and the Union. The arbitrator shall be asked to render his decision within 30 days from the time he has completed his investigation of the matter submitted to him. Subject to any lawful rights to a review thereof, the decision of the arbitrator shall be final and binding on the parties to this Agreement.

25

(5) Should any discharged employee be restored as the result of arbitration, he may, in the discretion of the arbitrator, be paid compensation at his regular rate of pay for the time lost, and whether paid or not, there shall be no break in his seniority. 5

(6) A grievance shall not be arbitrated unless request for arbitration is submitted within 31 days after the decision of the parties under Step (g) of paragraph (1) is made. Such request for arbitration must be in writing, delivered by the party wishing arbitration to the other party. 10

SECTION XVII FUNERAL LEAVE

An employee who has been continuously employed by the Company for more than the probationary period provided by this contract will in the event of the death of his spouse, child, mother, father, mother-in-law, father-in-law, sister, brother, or grandparents (both sides), be granted an excused Funeral Leave from scheduled work for 3 consecutive days including the day of the funeral, (also brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchild for the day of the funeral only) and will be compensated for his scheduled hours of work from which he is absent by reason of such Funeral Leave, not exceeding 8 hours per day, at his regular basic straight-time hourly rate, on the following conditions: 15
20
25

(a) No compensation will be paid unless the employee gives the Company reasonable prior notice of his intended absence from scheduled work and the time and date he intends to return to work.

5

(b) Promptly upon returning to work, the employee must apply for the compensation on a form provided by the Company. Proof of relationship to the deceased may be required.

(c) No compensation will be paid if the employee does not attend the funeral of the deceased relative.

10

(d) Compensation will be paid only for scheduled work time lost, and such time lost will not be counted as hours worked for the purpose of computing overtime.

15

SECTION XVIII JURY DUTY

An employee who has been continuously employed by the Company for more than the probationary period provided by this contract will, in the event he is required to perform jury duty, be compensated for his scheduled hours of work for each day on which he receives jury pay in the amount of the difference between his jury pay and his regular basic straight-time hourly rate for his scheduled hours of work on such day, not exceeding 8 hours per day, on the following conditions:

20

25

(a) Promptly upon returning to work, the employee must apply for the compensation on a form provided by the Company. Proof of jury service may be required.

(b) Compensation will be paid only for the difference between his jury pay and scheduled work time lost, and no part of such time lost will be counted as hours worked for the purpose of computing overtime.

5

SECTION XIX WORKMEN'S COMPENSATION

The Company will supplement the Workmen's Compensation weekly benefit up to the amount of Weekly Sickness and Accident benefit of any employee who loses time due to a compensable injury. Such supplement is limited to a maximum of 52 weeks.

10

SECTION XX MEAL TIME

(1) An employee required to work more than two hours beyond his scheduled shift will receive time to eat without loss of pay and for subsequent five hour periods thereafter.

15

(2) An employee called in under the call-out time provision will receive time to eat without loss of pay after the first five hours of such work and at five hour intervals thereafter.

(3) An employee scheduled in advance to work twelve hours or more will receive time to eat without loss of pay if he works beyond twelve hours and at five hour intervals thereafter.

20

(4) An employee who is scheduled to work from 7:00 a.m. to 3:30 p.m. will be given a 30 minute unpaid meal break between 11:30 a.m. and 1:00 p.m. Normally this meal break will be from 12:00 noon to 12:30 p.m.

5

(a) Employees who are not allowed their meal period between 11:30 a.m. and 1:00 p.m. will be allowed time to eat later, not to exceed 30 minutes, and such time will be designated as time worked.

10

(b) Employees who are directed to return to work prior to completing their 30 minute meal break will be entitled to one-half hour's pay for such period and will be allowed time to eat within a reasonable period of time.

15

(5) Time allowed off to obtain a meal under paragraphs (1), (2), or (3) of this Section will not exceed 30 minutes if the meal is eaten at the Mill and 45 minutes if the employee leaves the Mill with the foremen's permission for the purpose of obtaining a meal. Payment for time required to eat the meal will be computed on a time-worked basis.

20

(6) If an employee has qualified for a meal break but his supervisor believes that the work which occasioned the overtime can be completed in a relatively short period of time and in the interest of time elects to complete the job without allowing the meal time, the employee will be given an extra half-hour of time worked.

25

SECTION XXI TOOL ALLOWANCE

The Company will pay each maintenance employee annually on the first payday in July \$175 (\$200 for Refrigeration and Instrument Mechanics, Shift Mechanics, Electricians, Pipefitters, Millwrights, Automotive Mechanics, Facilities Mechanics and Oilers) toward the purchase of tools he is required to have at the mill for the performance of his duties. 5

The Company will furnish to its production employees the tools which, in the Company's opinion, are necessary to properly perform assigned duties. The system and manner of issuance will be established by the Company. Tools issued to individuals will be replaced by the Company only when worn out or broken. 10
15

SECTION XXII SEVERANCE PAY

(1) Permanent employees who have been continuously employed for the twelve months immediately preceding layoff will be eligible for severance pay under the conditions stated below.

(2) A laid off employee entitled to severance pay will be paid 2 percent of his total earnings for the last full period of unbroken employment. One-half of the severance pay due will be paid after the employee has been laid off six weeks. The second half of the severance pay due will be paid after the employee has been laid off three months. 20
25

(3) An employee's recall rights will not be affected in any manner because of the payment of severance pay. However, if recall occurs before the time when a severance payment is due no such payment will be made. Or, if an employee is offered recall, according to the applicable recall provision in his case, and it is refused, all recall and severance pay rights are automatically cancelled.

(4) If an employee is recalled after having received all of the severance pay due him, he will begin again, as of the date of return, accumulating a new period of time which will be credited toward any future layoff.

(5) If an employee is recalled after having received one-half of the severance pay due him, he will upon return to work retain the right to the unpaid portion if laid off a second time. He will begin accumulating again a new period of time which will, in addition, be credited toward any future layoff.

SECTION XXIII MISCELLANEOUS

(1) The Company and the Unions agree that they will not intimidate or coerce any employees, nor discriminate against any member of the Union, in carrying out the provisions of this Agreement.

(2) The Unions agree that neither they nor any of their officers or members, will intimidate or coerce employees into the Union. The Company

agrees that neither it, nor any of its representatives, will intimidate or coerce the employees from joining the Unions or remaining in same.

(3) Except in emergency situations when there is insufficient time to get the proper employee, supervisors shall not perform work that is normally done by employees covered by this Agreement. It is not the intent of this provision to prohibit a supervisor from giving instruction or doing work of an experimental nature. 5
10

(4) The Company will continue the Blue Cross/Blue Shield health package coverage throughout the term of this Agreement unless changes in coverage and/or insurance carrier are effected by mutual agreement of the parties. 15

(5) The Company will maintain a Retirement Plan throughout the term of this Agreement for the hourly employees of the Fine Paper Division.

(6) There shall be no discrimination against any employee because of race, creed, color, sex, national origin, or Union membership, nor any unlawful discrimination because of age. Also, there shall be no discrimination against any qualified handicapped employee as defined in the Rules and Regulations relative to Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990 nor any qualified disabled veteran or veteran of the Vietnam era. 20
25

(7) The Company will give favorable consideration to the request of the Local to allow a leave of absence of up to 1 year for a member of the Local to work for the Local's International Union. Approval of such requests will be limited to 2 members of each local at any one time. The seniority and retirement rights of the individual on leave will be protected.

(8) A permanent employee will be granted a leave of absence for pregnancy if request for such a leave is submitted in writing along with a physician's statement certifying pregnancy. The leave of absence will begin at the time recommended by the physician and shall continue until the employee is again able to perform her job duties provided that no leave of absence shall be for longer duration than 12 months.

(9) The Company will make a good-faith effort to give four months' advance notice as to its plans for shutting down the mill for multiple days in order to accomplish planned capital maintenance repair work; this notice will not be a commitment to the specific days specified but will be the Company's best estimate based on information available at the time. Should shut-down plans change, employees will be given as much advance notice of such changes as is feasible.

(10) It shall not be a violation of this Agreement for employees to refuse to perform work which would endanger their health or safety. Any employee exercising this right will not be subject to discipline or discharge.

SECTION XXIV
TERM OF AGREEMENT

(1) This Agreement shall be in effect July 1, 1991, and shall remain in effect for a term of 3 years ending July 1, 1994, and shall thereafter remain in effect from year to year unless terminated in accordance with the provisions below. 5

(2) If either party shall desire to change any provision of this Agreement, it shall give notice of such desire to the other party at least 60 days in advance of the end of said term. The giving of notice provided in this paragraph shall constitute an obligation upon both parties to negotiate in good faith all questions at issue with the intent of reaching a written agreement on or before the end of said term. If the parties have not reached agreement on or before the end of said term, all the provisions of this Agreement shall remain in effect unless specifically terminated in accordance with the provisions below. 10 15

(3) At any time after the end of said term, if no agreement on the questions at issue has been reached, either party may give written notice to the other party of intent to terminate the Agreement in not less than 10 days. All the provisions of the Agreement shall remain in full force and effect until the specified time has elapsed. During this period, attempts to reach an agreement shall be continued. If the parties have failed to reach an agreement before the specified time has elapsed, this Agreement shall thereupon terminate. 20 25

SECTION XXV WORK FLEXIBILITY

The Work Flexibility Concept is designed to improve the efficiency of the Franklin mill, improve productivity and protect the long term job security of plant employees. While not all inclusive, the elements of the Work Flexibility Concept are explained below. 5

(1) An employee's basic work assignment will be to tasks normally associated with his classification and department. Employees may perform or the Company may assign an employee to perform work outside his normal job duties or assist employees in other classifications or departments as needed. If such assignments are required, the Company agrees that the assignments will be subject to the following guidelines: 10 15

(a) Operating personnel assigned to a station job above the entry-level position in a line of progression will not be assigned to work in another department when their job is operating. Operating employees in an entry level job may be assigned to another progression line or department as necessary. 20

(b) When an operating station job is not operating, any assignments that may be required to another department will be made to junior qualified employees first. 25

(c) A maintenance employee will not be assigned to displace an operating employee for an extended period.

(2) Maintenance employees will be expected to assist production employees and vice versa throughout the mill. 5

(3) It is recognized that the production of a quality product is ultimately the responsibility of operating crews. Accordingly, testing responsibilities and maintenance of testing equipment when appropriate may be assigned to production or operation personnel. 10

(4) Vacancies will be filled only when deemed necessary by supervision.

The Company agrees that no permanent employee as of 7/01/88 will be laid off as a result of any efficiencies achieved under the Work Flexibility Concept with the following understandings: 15

(1) Employees presently on layoff or hired on a temporary basis will not be protected. 20

(2) Job security provisions shall not apply to reductions which result from any cause other than efficiencies achieved under the Work Flexibility Concept, including, but not limited to technological improvements, business conditions, partial operations, etc. 25

(3) Employees hired after the acceptance of this program will not be covered by the job security provision.

(4) Each Union will be provided a list of the names of those employees covered by this job security provision.

The Company and the Unions agree that the Work Flexibility Concept shall be in accord with the general principles recommended by the Flexibility Advisory Committee as set forth in the *Committee Documents Regarding Concept of Work Flexibility* dated June, 1988.

SECTION XXVI COMPLETE AGREEMENT

This Agreement contains the full and complete Agreement on all bargaining issues between the parties. Any side agreements, memoranda of understanding of any kind, written or oral, and any past practices which are not incorporated into this Agreement are null and void.

There are and shall be no other Agreements except as enumerated herein or as may be agreed upon during the contract term of the Agreement. Any such Agreements that are made during the contract term shall be reduced to writing and signed by the parties.

Understandings, agreements and past practices to be continued during the term of this Agreement are detailed in attached Exhibit "A." Additional such items will be discussed at the request of either party.

EXHIBIT A

Agreements, understandings and past practices to be continued during the term of this Agreement:

Local 1488

Memo, *Junior Shift Utility*, dated February 25, 1987

Memo, *Pay Practices*, dated August 30, 1978

Understanding from local issues from 1985 negotiations dealing with *Beater Room line of progression*, dated September 1, 1985

Understanding, *Assignment of Paper Mill Spare Hands*, dated November 5, 1971

Agreement (no date), regarding *On-Shift Promotions For Less Than Four Week Absences* of Roll Finishing employees

Roll Finishing, memo, *Procedure for Multiple Set-Ups* (Roll Finishing), dated February 25, 1985

Memo (Sheet Finishing), *Agreement, Warehouse Stock Truck Driver Position*, dated March 29, 1988

Sheet Finishing memo of Agreement, *On-Shift Promotions for Less than 4-Week Absences*, dated December 5, 1974

Guidelines for Promotions for the Franklin Sheet Plant Machine Helpers, dated May, 1988

Agreement, *On-Shift Promotions for Weekly Vacancies*, (Quality Control), dated May 27, 1987

Memo, *On-Shift Promotions for Less Than 30 Day Absences*, (Quality Control), dated November 18, 1985

Local 505

Memorandum of Agreement Between Union Camp Corporation and UPIU and Its Local 505, *Wood Yard Reorganization*, dated October 18, 1985

Memo of Understanding regarding *Mechanical Maintenance Helper Seniority*, read to Union on December 10, 1986

Local 176

Procedure for *Filling Shift Instrument Mechanic Vacancy*, dated July 12, 1988

Other mutually agreed upon procedures are set forth in Procedures Manuals that have been established for the affected locals.

WITNESS the following signatures as of July 1, 1991:

UNITED PAPERWORKERS INTERNATIONAL
UNION, AFFILIATED WITH AFL-CIO
BY: Reavy L. Irby, *International Representative*

LOCAL 1488, UNITED PAPERWORKERS
INTERNATIONAL UNION,
AFFILIATED WITH THE AFL-CIO
G. B. Dunlow, *President*

LOCAL 505, UNITED PAPERWORKERS
INTERNATIONAL UNION,
AFFILIATED WITH THE AFL-CIO
F. Stephen Fowler, *President*

INTERNATIONAL BROTHERHOOD OF
FIREMEN AND OILERS,
AFFILIATED WITH THE AFL-CIO
BY: Jack Henry, *International Representative*

LOCAL 176, INTERNATIONAL
BROTHERHOOD OF FIREMEN AND
OILERS, AFFILIATED WITH THE AFL-CIO
C. Holland Brown, *President*

UNION CAMP CORPORATION
FINE PAPER DIVISION
FRANKLIN, VIRGINIA
BY: C.H. Greiner, Jr.,
Vice President and General Manager

A. B. Johnson, Jr.,
*Division Manager,
Industrial/Community Relations*

PLANT RULES AND PRACTICES
of
FINE PAPER DIVISION
of
UNION CAMP CORPORATION

1. Reporting and Attendance

All employees shall be at their assigned places and ready to begin work at the established scheduled starting time, and shall not stop work or leave their place of duty before the regular scheduled quitting time.

All employees shall remain at their work stations during working hours and shall not visit other parts of the plant except in the line of duty or by permission.

If an employee cannot report to work, the foreman or the Main Gate Guard shall be notified a day in advance if possible, or in an emergency as soon as possible, so that a substitute can be made.

Any worker absenting himself for 3 work days or more without permission or suitable explanation shall be considered as having quit.

An employee who has been on sick leave will notify the Company without delay as soon as the doctor informs him that he is capable of returning to work.

2. Registering Time

Loitering on premises by an employee either before starting time or after quitting time is forbidden.

Discretion should be used before starting time to prevent crowding at the time clock. Thirty minutes is considered sufficient time for clock punching either before starting work or after stopping work. 5

Tour workers must stay on the job until relieved by fellow workmen of the following shift unless other arrangements approved in advance by the foreman have been made. 10

3. Time/Identification Cards

Each employee is assigned a numbered Time/Identification Card, which is to be carried by the employee at all times when on Company property. Employees are required to PUNCH IN before starting to work and to PUNCH OUT after stopping work, so as to be on their jobs ready for work at starting time and to remain on their jobs during the regular working hours. If an employee has been given permission by his foreman to leave the plant on other than Company business during his regular working hours, he is required to PUNCH OUT when leaving and PUNCH IN when returning. 15
20
25

4. Passes

No employee will be permitted to leave the premises between starting and quitting hours without first securing permission from his foreman.

5. Trading Tours

Trading tours will not be permitted if it will cause overtime, and shall be done only with the permission, obtained in advance, of the foreman or superintendent.

6. Discipline

General rules of discipline must be observed by all employees. The following list of offenses or infractions will be sufficient cause for disciplinary action, suspension or discharge.

- (a) Failure to report for duty when assigned.
- (b) Incompetence, or inability to satisfactorily perform the work to which assigned.
- (c) Insubordination to those in authority.
- (d) Violation of any criminal law.
- (e) Reporting for duty under the influence of drugs (including liquor), or carrying into the plant or using drugs (including liquor) on the Company premises. 2
- (f) Repeated tardiness and irregular attendance.
- (g) Disorderly or immoral conduct, including fighting on Company premises.
- (h) Failure or refusal to comply with working instructions. 2
- (i) Ringing another employee's time/identification card, or permitting another employee to ring yours.

(j) Neglect of duty. Refusal to comply with Company rules; provided that such rules shall be posted in a conspicuous place where they may be read by all employees and further, that no changes in present rules or no additional rules shall be made that are inconsistent with this Agreement; and further provided, that any existing or new rules or changes in rules may be the subject of discussion between the Standing Committee and the local Mill Manager, and in case of disagreement, the procedure for other grievances shall apply. 5 10

(k) Destruction of or defacing any Company property.

(l) Posting or removing bulletins without authority or defacing signs or notices. 15

(m) Wastage or willful damage to Company materials, property, or equipment.

(n) Sleeping on duty.

(o) Repeated garnishment. 20

(p) Negligent or careless workmanship, or practical joking that did cause or might have caused injuries or damage to persons or property.

(q) Dishonesty.

(r) Reading newspapers, magazines or other literature not pertaining to your regular occupation during working hours. 25

(s) Smoking in areas where smoking is forbidden.

(t) Bringing ammunition or firearms into plant premises. 30

7. Safety and Cleanliness

All employees shall comply with the Company's safety rules and practices.

All injuries, no matter how slight, must be promptly reported for first aid treatment, and to the foreman. 5

Careless workers are a menace to themselves and to their fellow workers. They cannot be retained by this Company.

A clean plant is a good sign of a progressive Company, and a safe place to work. We must pull together to make and keep our plant clean. 10

8. Miscellaneous

(a) No solicitations for any purpose will be permitted in the mill proper. 15

(b) Reasonable health standards for all employees may be set by the Company and physical examinations of employees at reasonable intervals may be required by it. The Company may decline to employ or retain in its employ any person who falls below the reasonable health standards required. In case of disagreement as to whether an employee falls below such standards the Company will request the Medical College of Virginia to designate a qualified physician to examine the employee and to present his findings to the Company, and the Company will make such findings available to the employee examined. 20 25

(c) The Company will allow day workers 10 minutes for refreshments between 9:00 a.m. and 30

9:10 a.m. providing, however, that this does not interfere with breakdown jobs and otherwise conforms with rules that the Company may see fit to make from time to time on the handling of such time. This and the privilege of smoking are concessions from the Company that may be discontinued at any time.

5

FINE PAPER DIVISION
of
UNION CAMP CORPORATION
Franklin, Virginia

SCHEDULE OF WAGE RATES AND
JOB CLASSIFICATIONS

The entry level rate is \$7.75. This rate will apply for the first 90 days of permanent employment or 120 work days over a period of 12 consecutive months for a temporary employee.

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
AUTOMOTIVE MAINTENANCE			
Mechanic			
Class A	\$19.20	\$19.68	\$20.17
Class B	17.93	18.38	18.84
Class C	17.32	17.75	18.19
Mechanic On Shift			
Class A	19.46	19.95	20.45
Class B	18.19	18.64	19.11
Class C	17.57	18.01	18.46
Utility	13.27	13.60	13.94
Landfill Operator	14.25	14.61	14.98
Shift Dempster Truck Driver	13.46	13.80	14.15
Dempster Truck Driver	13.20	13.53	13.87
Truck Driver	12.79	13.11	13.44
Laborer			
After 60 Days	12.14	12.44	12.75
First 60 Days	11.82	12.12	12.42

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
MAINTENANCE			
Lead Man.....	\$20.17	\$20.67	\$21.19
Electrician, Facilities Mechanic, Instrument Mechanic, Insulator, *Lubricating Mechanic, Machinist, Millwright, Pipefitter, Refrigeration & Heating Mechanic, Roll Grinder, Welder:			
Class A.....	19.20	19.68	20.17
Class B.....	17.93	18.38	18.84
Class C.....	17.32	17.75	18.19
*One Only			
Shift Electrician.....	19.98	20.48	20.99
Shift Instrument Mechanic.....	19.98	20.48	20.99
Shift Mechanic.....	19.98	20.48	20.99
Shift Maintenance (Millwright, Pipefitter, Machinist, Welder)			
Class A.....	19.46	19.95	20.45
Class B.....	18.19	18.64	19.11
Class C.....	17.57	18.01	18.46
Equipment Operator:			
After 60 Days.....	17.13	17.56	18.00
First 60 Days.....	15.38	15.76	16.15
Painter:			
After 6 Months.....	13.09	13.42	13.76
First 6 Months.....	12.42	12.73	13.05
Apprentices			
Electrician, Facilities Mechanic, Instrument Mechanic, Insulator, Machinist, Millwright, Pipefitter, Refrigeration & Heating Mechanic, Roll Grinder:			
After 1 Year.....	*15.52	*15.91	*16.31
After 6 Months.....	15.28	15.66	16.05
After 6 Months.....	14.66	15.03	15.41
After 6 Months.....	13.91	14.26	14.62
After 6 Months.....	13.52	13.86	14.21
First 6 Months.....	12.38	12.69	13.01

*Rate will remain until promoted to Class C.

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
Electrical Utility Man:			
After 60 Days	\$13.07	\$13.40	\$13.74
First 60 Days	12.29	12.60	12.92
Instrument Utility Man:			
After 60 Days	12.78	13.10	13.43
First 60 Days	12.01	12.31	12.62
Tool Room Clerk	13.98	14.33	14.69
Oiler:			
After 18 Months	16.49	16.90	17.32
After 6 Months	15.72	16.11	16.51
After 6 Months	15.25	15.63	16.02
After 6 Months	14.88	15.25	15.63
After 6 Months	14.43	14.79	15.16
First 6 Months	14.00	14.35	14.71
Salvage Operator:			
(Normally reserved for long-service employee. Rate to be set when employee is selected.)			
Salvage Operator Apprentice:			
After 1 Year	*13.40	*13.74	*14.08
After 6 Months	13.19	13.52	13.86
After 6 Months	12.98	13.30	13.63
After 6 Months	12.61	12.93	13.25
After 6 Months	**12.38	**12.69	**13.01
First 6 Months	12.05	12.35	12.66

*One only at this rate.

**All apprentices but one will remain at this rate.

Time and one-half the straight-time rate will be paid for working from any temporary platform suspended by rope cable, or chain. An additional fifteen cents (15¢) per hour will be paid for spray painting or sand blasting.

No maintenance employee will be held at the top apprentice rate for more than two years after he has qualified for Class C Mechanic.

As to promotions from one Class to another in the millwright, pipefitter, machinist, welder, insulator, roll grinder, facilities mechanic, electrician and instrument mechanic classifications, the following will apply:

- (1) A review of an employee's qualifications, abilities, and efficiency will be made within a period of 6 months after promotion from apprentice to Class C in order to determine the employee's capabilities for promotion to Class B. If the employee is not promoted, another review will be made within a maximum period of 6 months, and this process will be continued until Class B is reached.
- (2) The same system described in the paragraph above will be used for promotions from Class B to Class A except that the maximum period shall be 12 months instead of 6 months.

The changing of a Class Electrician, Class Instrument Mechanic, Class Millwright or Class Pipefitter from shift to day work or vice versa is governed by the following policy:

- (1) It will be the responsibility of the employee to request the change, and this request must be submitted in writing to the Industrial Relations Department.
- (2) If there is more than one request for a change, the provisions of the Labor Agreement relating to seniority will be used except that if there is more than one request by Shift Mechanics to transfer to Day Maintenance, the seniority to be used in determining who will be transferred will be the seniority as a Shift Mechanic.
- (3) The employee must meet the Company's standards as to physical fitness, technical ability and knowledge and efficiency.
- (4) Consideration will be given to such a change only when there is a vacancy in the position requested.

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
MAINTENANCE UTILITY CREW			
Head Group Leader	\$13.23	\$13.56	\$13.90
Cement Finisher	13.28	13.61	13.95
Winch Truck Driver	13.09	13.42	13.76
Group Leader	13.11	13.44	13.78
Utility:			
After 60 Days	12.87	13.19	13.52
First 60 Days	11.85	12.15	12.45
Janitor:			
After 60 Days	11.91	12.21	12.52
First 60 Days	11.60	11.89	12.19

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
PALLET SHOP			
Pallet Crew Leader	\$14.04	\$14.39	\$14.75
Pallet Helper:			
After 6 Months	13.05	13.38	13.71
After 6 Months	12.63	12.95	13.27
First 6 Months	12.31	12.62	12.94

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
PAPER MILL			
NO. 1 MACHINE			
Machine Tender	\$19.58	\$20.07	\$20.57
Back Tender	18.51	18.97	19.44
Third Hand	16.54	16.95	17.37
Fourth Hand	14.73	15.10	15.48
Coater Tender	14.22	14.58	14.94
Fifth Hand	13.68	14.02	14.37
Sixth Hand	13.11	13.44	13.78
NO. 2 MACHINE			
Machine Tender	17.07	17.50	17.94
Back Tender	16.14	16.54	16.95
Third Hand	14.75	15.12	15.50
Fourth Hand	13.90	14.25	14.61
Fifth Hand	13.16	13.49	13.83
NO.3 MACHINE			
Machine Tender	19.64	20.13	20.63
Back Tender	17.97	18.42	18.88
Third Hand	16.58	16.99	17.41
Fourth Hand	14.75	15.12	15.50
Fifth Hand	13.69	14.03	14.38
Sixth Hand	13.11	13.44	13.78
NO. 4 MACHINE			
Machine Tender	19.82	20.32	20.83
Back Tender	18.16	18.61	19.08
Third Hand	16.71	17.13	17.56
Fourth Hand	14.92	15.29	15.67
Fifth Hand	13.71	14.05	14.40
Sixth Hand	13.11	13.44	13.78
NO.5 MACHINE			
Machine Tender	20.05	20.55	21.06
Back Tender	18.47	18.93	19.40
Third Hand	16.91	17.33	17.76
Fourth Hand	15.13	15.51	15.90
Fifth Hand	13.75	14.09	14.44
Sixth Hand	13.11	13.44	13.78

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
NO.6 MACHINE			
Machine Tender	\$21.19	\$21.72	\$22.26
Back Tender	19.43	19.92	20.42
Third Hand	17.85	18.30	18.76
Fourth Hand	15.91	16.31	16.72
Fifth Hand	13.95	14.30	14.66
Sixth Hand	13.26	13.59	13.93
Seventh Hand	12.81	13.13	13.46
Spare Hand	12.50	12.81	13.13
Beater Engineer	19.31	19.79	20.28
Chief Assistant Beater Engineer .	17.67	18.11	18.56
Assistant Beater Engineer No. 6 .	16.95	17.37	17.80
Assistant Beater Engineer No. 4 .	16.71	17.13	17.56
Assistant Beater Engineer No. 5 .	16.40	16.81	17.23
Ass't. Beater Engr. No. 1, No. 3	15.80	16.20	16.61
Assistant Beater Engineer No. 2 .	15.13	15.51	15.90
Cook Room Operator	16.27	16.68	17.10
Beater Helper	14.23	14.59	14.95
Beater Additives Spare Hand	12.50	12.81	13.13
Day Utility Clean Up:			
After 60 Days	12.56	12.87	13.19
First 60 Days	11.80	12.10	12.40
Shift Utility Clean Up:			
After 60 Days	12.50	12.81	13.13
First 60 Days	12.06	12.36	12.67

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
POWER PLANT			
Turbine and Switchboard			
Operator	\$19.99	\$20.49	\$21.00
Fireman	18.98	19.45	19.94
Auxiliary Operator	17.56	18.00	18.45
Utility Operator	17.28	17.71	18.15
Assistant Fireman	15.59	15.98	16.38
Relief	12.50	12.81	13.13
Fuel Man	14.56	14.92	15.29
Wood Fuel Tender	13.75	14.09	14.44
Ash Man	13.40	13.74	14.08
E. P. Tender (Electrostatic Precipitator)	12.49	12.80	13.12
Day Laborer:			
After 60 Days	11.91	12.21	12.52
First 60 Days	11.60	11.89	12.19

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
PULP MILL			
Bleach Plant Operator	\$19.32	\$19.80	\$20.30
Assistant Bleach Plant Operator ..	17.70	18.14	18.59
Bleach Plant Helper	16.17	16.57	16.98
Chlorine Dioxide Operator	15.71	16.10	16.50
Chemical Unloader	14.26	14.62	14.99
Cook	19.18	19.66	20.15
Washer Operator	17.04	17.47	17.91
Screen Operator	16.60	17.02	17.45
Digester Room Helper (Kamyr) ..	15.93	16.33	16.74
Digester Room Helper (Batch) ...	15.50	15.89	16.29
Wash and Screen Room Helper ..	12.72	13.04	13.37
Recovery Operator (Inside)	19.46	19.95	20.45
Recovery Operator (Outside)	19.46	19.95	20.45
Ass't. Recovery Oper. No. 3, 4, 5	17.50	17.94	18.39
Ass't. Recovery Oper. No. 6	16.12	16.52	16.93
Utility	14.26	14.62	14.99
Evaporator Operator	18.85	19.32	19.80
Caustic Operator	17.28	17.71	18.15
Lime Kiln Operator	16.17	16.57	16.98
Evaporator Helper	15.05	15.43	15.82
Lime/Caustic Helper	12.72	13.04	13.37
Chip Bin	12.28	12.59	12.90
Relief	12.28	12.59	12.90
Day Laborer:			
After 60 Days	11.91	12.21	12.52
First 60 Days	11.60	11.89	12.19
Shift Laborer:			
After 60 Days	12.17	12.47	12.78
First 60 Days	11.85	12.15	12.45

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
QUALITY ASSURANCE			
Senior Inspector	\$17.43	\$17.87	\$18.32
No. 3/Roving Inspector	17.35	17.78	18.22
Inspector No. 1	17.28	17.71	18.15
Inspector No. 4 & No. 5	16.34	16.75	17.17
Inspector No. 6	15.59	15.98	16.38
Inspector-Tester	14.61	14.98	15.35
Shift Control A	13.99	14.34	14.70
Shift Control B	13.62	13.96	14.31
Assistant Sample Room Clerk ...	12.48	12.79	13.11
Laboratory Sampler	12.34	12.65	12.97
Sample Room Helper	12.14	12.44	12.75
Chip Sampler:			
After 6 Months	12.05	12.35	12.66
First 6 Months	11.91	12.21	12.52
Head Paper Tester	13.94	14.29	14.65
Paper Tester	13.56	13.90	14.25
Checker	12.75	13.07	13.40

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
ROLL FINISHING			
Finish Product Controller	\$16.33	\$16.74	\$17.16
Asst. Finished Product Controller	15.83	16.23	16.64
#2 Scaleman/Driver	15.27	15.65	16.04
Scaleman	14.67	15.04	15.42
106/107 Operator	15.25	15.63	16.02
103/104/105 Operator	14.53	14.89	15.26
106/107 1st Helper	13.37	13.70	14.04
101 Operator	13.27	13.60	13.94
103/104/105 1st Helper	12.96	13.28	13.61
Rewinder 2nd Helper	12.48	12.79	13.11
101 1st Helper	12.42	12.73	13.05
Lead Packaging Operator	15.83	16.23	16.64
Wrapper Operator #3	15.25	15.63	16.02
Wrapper Operator #4	15.03	15.41	15.80
Assistant Wrapper Operator #4 ..	13.99	14.34	14.70
Wrapper Operator #2	13.75	14.09	14.44
Roll Wrapper 1st Helper	12.85	13.17	13.50
Sr. Roll Wrapper	12.59	12.90	13.22
Roll Wrapper	12.48	12.79	13.11
Lead Driver	15.03	15.41	15.80
Loader/Checker	14.92	15.29	15.67
Rewinder Area Driver	13.80	14.15	14.50
Warehouse Driver	13.49	13.83	14.18
Battery Maintenance Operator ...	13.48	13.82	14.17
Clean-Up & Battery Service	13.22	13.55	13.89
Housekeeper	12.56	12.87	13.19
Spare	12.27	12.58	12.89

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
SHEET FINISHING			
Crew Leader	\$13.98	\$14.33	\$14.69
Shipping Truck Driver	13.23	13.56	13.90
Skid Wrap Team Crew Operator ..	12.88	13.20	13.53
Warehouse Stock Truck Driver ..	14.09	14.44	14.80
Sheeter Stock Truck Driver	13.49	13.83	14.18
Manufacturing Truck Driver	13.49	13.83	14.18
Utility Material Driver	12.73	13.05	13.38
Team Crew Operator	15.26	15.64	16.03
Precision Sheeter Operator	14.96	15.33	15.71
No. 4 Sheeter Operator	14.56	14.92	15.29
Folio Assistant Operator	13.76	14.10	14.45
No. 6 Assistant Operator	13.47	13.81	14.16
Assistant Sheeter Operator	13.16	13.49	13.83
Trimmer Operator	13.03	13.36	13.69
Infeed	12.73	13.05	13.38
Cut-Size Utility	12.61	12.93	13.25
Machine Helper:			
After 12 Months	12.42	12.73	13.05
After 6 Months	12.31	12.62	12.94
First 6 Months	12.20	12.51	12.82
Baler Operator	12.93	13.25	13.58
Waste Handling Laborer	12.47	12.78	13.10
Housekeeper	12.56	12.87	13.19
Sorter:			
After 60 Days	11.91	12.21	12.52
First 60 Days	11.48	11.77	12.06

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
STOREROOM			
General Clerk (One Only)	\$16.42	\$16.83	\$17.25
Storeroom Clerk	14.93	15.30	15.68
Day Clerk:			
After 6 Months	13.96	14.31	14.67
After 6 Months	13.05	13.38	13.71
First 6 Months	12.61	12.93	13.25

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
WOOD YARD			
*ROUNDWOOD			
Oiler/Knife Grinder	15.34	15.72	16.11
Tower Operator	14.26	14.62	14.88
Slasher A	13.87	14.22	14.58
Slasher B	13.39	13.72	14.06
Drum Tender	13.17	13.50	13.84
Wood Room Tender	12.76	13.08	13.41
Roundwood Utility	12.14	12.44	12.75
CHIP			
Chip Processing Operator	17.59	18.03	18.48
Chip Processing Helper	15.83	16.23	16.64
Chip Utility	14.27	14.63	15.00
Purchased Chip 3 & 4	13.65	13.99	14.34
Purchased Chip 2	12.54	12.85	13.17
EQUIPMENT			
Crane Operator	17.13	17.56	18.00
Chip Dozer Operator	14.38	14.74	15.11
Payloader	13.00	13.33	13.66
Spare Hand	12.17	12.47	12.78

***9/14/91: The following jobs (except Slasher B) are adjusted retro-active to July 8, 1991. The new rate for Slasher B will be effective September 23, 1991.**

	7-01-91 Rate	Adjusted Rate	6-29-92 Rate	6-28-93 Rate
ROUNDWOOD				
Oiler/Knife Grinder	\$15.34	\$15.56	\$15.95	\$16.35
Tower Operator	14.26	14.48	14.84	15.21
Slasher A	13.87	14.19	14.54	14.90
Slasher B	13.39	13.71	14.05	14.40
Drum Tender	13.17	13.49	13.83	14.18
Wood Room Tender	12.76	13.08	13.41	13.75
Roundwood Utility	12.14	12.36	12.67	12.99

Classification	7-01-91 Rate	6-29-92 Rate	6-28-93 Rate
YARDS AND GROUNDS			
Group Leader	\$12.88	\$13.20	\$13.53
Utility	11.91	12.21	12.52
Groundskeeper:			
After 180 Days	6.13	6.28	6.44
After 90 Days	5.58	5.72	5.86
Hiring Rate	5.30	5.43	5.57

Cover printed on Frankote CIS Cover - 10pt.
Text printed on Williamsburg Collage Offset - 50#