

COLLECTIVE AGREEMENT

Between

100 MILE FREE PRESS

And

**COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA LOCAL 2000**

Effective: April 1, 2006 – March 31, 2010

INDEX

Article Name	#
Accident Pay	15
Arbitration Procedure	18
Bereavement Leave	13
Bylines	30
Disciplinary Action	16
Duration	33
Extraordinary Circumstances	31
Grievance Procedure	13
Human Rights	2
Filling of Vacancies	7
Health & Welfare	22
Jury Duty	14
Libel Action	28
Lunch & Coffee Breaks	6
Management Rights	1
Maternity Leave	11
Miscellaneous	25
Parental Leave	12
Pension Plan	23
Privilege Against Disclosure	29
Sanitation	24
Seminars	32
Seniority	19
Severance Pay	21
Sick Leave	10
Statutory Holidays	9
Students	27
Technological Change	20
Temporary & Part-time	26
Union Jurisdiction	3
Union Security	4
Vacation	8
Wages & Hours	5
APPENDIXES	
Harassment	B
Pregnancy/Parental Leave	C
Wage Scale	A

ARTICLE 1 - MANAGEMENT'S RIGHTS

Management retains all rights to manage its business including direction of Employees. Such rights are subject to the provision of this agreement.

ARTICLE 2 - HUMAN RIGHTS

Section 1: Discrimination

A. There shall be no discrimination on the basis of the race, colour, ancestry, place of origin, political belief religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of an employee. Discrimination should be deemed to include sexual and personal harassment.

B. The parties agree it is not discriminatory should the employer not have a position for an employee who becomes physically or mentally disabled, notwithstanding the employer's duty to accommodate.

Section 2: Sexual and Personal Harassment

The company and union agree that sexual and personal harassment will not be tolerated. The parties recognize the policy of the company which will be posted and appended to this agreement for information purposes. (Appendix B)

ARTICLE 3 - UNION JURISDICTION

A. This Agreement covers all Employees of the 100 Mile Free Press except the Publisher and Editor.

B. The jurisdiction of the Union shall cover all classifications covered by this Agreement. Such jurisdiction shall include the following:

- a) The preparation of input and all handling of output, operation of the computer and all input and output devices: pagination paste-up, page make-up, proofreading and scanning. The Company further agrees that any changes in camera ready ads that are submitted by any method will be performed by members of the bargaining unit. Jurisdiction does not include any part of the rubber stamp business.
- b) In editorial, employees who are reporter level and above may input stories, (including headings) they have authored, and news services provided by electronic feed. Any editorial information, however input, may be recalled for editing, rewriting, and merging.
- c) Employees shall operate all systems for purposes of inputting classified advertisements (except classified display and hard copy which is camera ready). Classified display advertising copy shall be input by the pre-press department. Classified employees may recall classified information for correction, addition, deletion or killing.
- d) Notwithstanding the Union's jurisdiction the parties agree that the Publisher and Editor will continue to do any and all work as required, and the use of Correspondents Stringers and Special Feature writers will continue as per present practice.

ARTICLE 4 - UNION SECURITY

Section 1: Union Shop

Subject to Section 1 of this agreement the Company shall require as a condition of employment of any new employee that they shall on the date of employment, become and remain a member of the Union in good standing, and that all present members of

the Communication, Energy and Paperworker's Union of Canada, Local 2000, shall remain in good standing during the life of this Agreement. The employer shall immediately terminate the employment of any employee who fails to comply with this section upon being requested to do so by the union.

Section 2: Union Representation

A. No union members or representatives shall be subject to any disciplinary action by the employer or their representatives for any act in the performance of their duties as union members or union representatives. The union representative shall be permitted reasonable company time to conduct union business relating to grievances or potential grievances on the employer's premises.

B. The Shop Steward shall attend any disciplinary meeting between the employee and the company. The Shop Steward may attend any other meetings at the employee or employers request.

C. No supervisor who is a member of the Union shall be interfered with nor disciplined by the Union for carrying out the provisions of this Agreement in accordance with the instructions of the Employer.

D. At the request of the Union, employees will be granted unpaid leave for Union business provided one (1) weeks notice is given, provided such leave does not interfere with the normal production of the newspaper. Such leave will not be unreasonably withheld.

E. The Shop Steward will be introduced to all new employees including students.

Section 3: Seniority List

The Company will furnish the Union on a semi annual basis with a copy of a seniority list showing:

Name
Hire Date
Classification.

The Union will be advised on an ongoing basis of additions to and deletions from the work force.

Section 4: Union Dues Deduction

A. The Company agrees to deduct each and every month from the salary due to the employee the amount as required by the Union with respect to monthly dues and agrees to remit such dues to the Union's Secretary-Treasurer no later than the 10th day of each month following.

B. Following the day of signing this contract, all Employees, including temporary and part-time, are required to pay Union dues and shall be required by the Company to sign an authorization for deduction by the Company in the following form:

To: My Employer

I hereby assign to the Communications, Energy and Paperworker's Union of Canada, Local 2000 and authorize you to deduct weekly from any earnings as your employee, an amount equal to all Union dues levied against me by the Union for each dues month following the date of this assignment.

I hereby authorize and request you to remit the amount deducted to the Communications, Energy and Paperworker's Union of Canada, Local 2000.

(Employee's Signature)

(Date)

C. The Company shall require on the date of hire, as a condition of employment, that each employee shall complete and sign an application for membership in the Communications, Energy and Paperworker's Union of Canada. Local 2000.

Section 5: Picket Lines

The parties agree that employees may refuse to cross a legal picket line.

ARTICLE 5 - WAGES AND HOURS

A. Payment of wages will be made semi monthly. If the mid month or last day of the month falls on a weekend or a Statutory Holiday Monday the payment will be made on the Friday before.

B. A day's work shall consist of eight (8) hours exclusive of lunch period.

C. A week's work shall consist of five shifts to be worked between Monday and Saturday. Reasonable notice shall be given when an employee is required to change their day off.

D. The parties recognize that some employees may be scheduled for less than eight (8) hours per day and less than five (5) days per week. The parties agree that an employee will not be scheduled for less than a regularly scheduled shift.

E. All hours worked in excess of eight (8) per day will be paid at the rate of time and one-half.

F. All hours worked in excess of eleven (11) per day, will be paid at the rate of double time.

G. All hours worked in excess of forty (40) hours in a week will be paid at the rate of time and one-half and all hours worked in a week in excess of forty-eight (48) will be paid at double time.

H. Overtime paid on a daily basis will not be used to calculate weekly overtime.

I. When overtime is worked, it must be authorized and should such overtime at the end of a normal workday exceed two (2) hours, a thirty (30) minute paid lunch period shall be provided. If a supervisor is not available to authorize overtime, the employee shall make a judgment call based on the work required. There shall be no repercussions if the employer disagrees with the judgment call. The employee must, however, discuss the need for such overtime with any manager who might be in the building prior to commencing the overtime. If no supervisor is available, the employee must notify their supervisor the following day that the overtime was worked. Employees will notify their supervisor of after-hours call-outs

J. Employees shall be classified as to job title and experience rating at the time of hiring, transfer or promotion. Should the employee not agree with their placement, it will be discussed with the Shop Steward. If it still remains unresolved, it will be dealt with through the grievance and arbitration procedure. Advancement through incremental increases and the timing of such increases will also be established at the time of placement.

K. Part time employees will be credited with experience in a prorate basis with 2080 hours being the equal of one year's service.

L. When an employee is requested to perform work in a higher classification for a period of more than two consecutive days or on a production day, they will be paid at the next higher rate of pay in the grid or be paid 5% premium if the employee is at the top of the scale. This clause does not apply to employees on a grid filling in for another employee on the same grid.

M. Employees who use their automobiles in the service of the employer will be compensated as follows:

Sales Department:	\$140.00 per month
Editorial Department:	\$115.00 per month effective April 1, 2008

N. Employees who are required to use their own camera equipment in the service of the employer will be compensated as follows:

Sales Department:	\$7.50 per month
Editorial Department:	\$15.00 per month

O. Employees required to travel on Company business will be reimbursed all reasonable travel expenses subject to prior approval. Travel outside the city limits of 100 Mile House which includes delivery to the press, will be reimbursed at the minimum rate of .32 cents per kilometre.

P. A gas subsidy for gasoline prices in excess of \$1.00 per litre (pump price) will be paid each month. The basis for the subsidy will be the average monthly gas price published by MJ Ervin and Associates for 100 Mile House and will be paid for the month following the month for which the average applies. This subsidy will be paid based on actual kilometers driven at a rate of 16 litres per 100 km. For example, if the average price of gas goes up by 1¢ per litre, an employee who drives 100 km will receive an additional 16¢.

ARTICLE 6 – LUNCH AND COFFEE BREAKS

A. Lunch time (which shall be not less than one half hour (1/2) or more than one (1) hour must be taken not more than four (4) hours from starting time, except in cases of emergency.

B. Employees shall be granted two (2) fifteen (15) minute coffee breaks per day. These breaks will be with pay and occur as near to the middle of each half shift as possible.

ARTICLE 7 - FILLING OF VACANCIES

A. Any employee filling a vacancy shall be given a trial period of three (3) months, which may be altered by mutual agreement of the Employer and the Union. At any time during the trial period, the Employee may return to their previous classification and level without penalty. Employees displaced as a result may bump to their previous positions.

B. No employee shall be penalized for refusing to accept a promotion or transfer at 100 Mile Free Press.

C. The Union will be provided with a copy of the job posting.

D. Preference shall be given to present employees in the filling of any openings in any department of the 100 Mile Free Press provided they are qualified to perform the work. When skill and ability is relatively equal as between two or more employees the employee senior in service will be awarded the position.

E. Except in cases of unexpected absences, employees required to perform fill-in duties will be given at least one week's notice.

ARTICLE 8 - VACATION

Section 1: Entitlement

Employees will qualify for the following vacation entitlement:

Upon completion of one (1) year of service - two weeks at 4% of earnings

Upon completion of four (4) years of service - three weeks at 6% of earnings

Upon completion of eight (8) years of service - four weeks at 8% of earnings

Section 2: General Rules

A. The time of year that each employee shall take their vacation shall be arranged by mutual agreement between the employee and Publisher in concert with the Shop Steward. Choice of vacation shall be determined on the basis of seniority, subject to the provisions of G below.

B. Two (2) weeks of vacation may be taken consecutively during the prime time of June 25 to Labour Day and school Spring Break and Christmas Break: The time for taking the remainder shall be arranged between the employee and Publisher.

C. Calculation of vacation credits shall be from date of employment and it is clearly understood that length of vacation is determined from each employee's original date of hire. Employees shall be entitled to take their full vacation entitlement as long as the vacation is taken out of prime time.

D. Each employee must receive their full earned vacation in the calendar year that the anniversary date is reached.

E. Temporary employees will receive full vacation pay on each paycheque at 4% of earnings.

F. Vacation pay shall be 2% per week of the previous years T4 slip.

G. On or before January 15 of each calendar year the Publisher will post the vacation schedule which shall be completed by March 1. Any employee who has not scheduled his/her full vacation entitlement by March 1 shall not be permitted to use his/her priority standing to displace another employee who has already scheduled vacation.

H. In special circumstances an additional week of vacation during prime time may be granted upon mutual agreement with the Publisher and the Shop Steward.

I. In the event an employee's employment terminates either before s/he becomes entitled to a vacation with pay, or, being entitled to it, before s/he takes it, s/he shall be paid on termination: 4%, 6 %, 8 %.

J. The Employer cannot cancel vacation time once it has been approved without the mutual agreement of the Employer and the employee.

ARTICLE 9- STATUTORY HOLIDAYS

Section 1: Recognized Days

The following days (or days celebrated in lieu of any of them) shall be considered holidays.

- | | |
|-----------------|--------------------|
| - New Years Day | - Labour Day |
| - Good Friday | - Thanksgiving Day |
| - Victoria Day | - Remembrance Day |
| - Canada Day | - Christmas Day |
| - B.C. Day | - Boxing Day |

In addition any Public Holidays proclaimed by the Provincial or Federal Governments.

Section 2: Pay for Holiday Work

A. All Employees scheduled to work on above named holidays, shall receive straight time when not required to work. If required to work, the employee shall be paid the applicable overtime premium for the time worked, and the employee shall take another day off with pay at a mutual agreeable date.

B. All employees terminating with less than ninety (90) days service with the Company shall receive four (4) per cent of earned wages to cover all vacation pay and statutory holidays. Permanent employees shall receive vacation credits as provided in Article 8.

Section 3: Employee's Day Off Falls on a Statutory Holiday

An employee failing to receive a paid recognized holiday by reason of their day off falling on the holiday shall receive another day off in lieu of such holiday missed.

Section 4: Qualifying Conditions

To qualify for holiday pay an employee must have been employed for thirty (30) calendar days.

ARTICLE 10 - SICK LEAVE

A. All regular employees will be entitled, upon proof of sickness satisfactory to the employer, up to seven (7) days sick leave per calendar year. Employees will be allowed to carryover a maximum of five (5) days unused sick days into the next calendar year.

B. Sick pay will be considered earned pay for pension contributions.

ARTICLE 11 - MATERNITY LEAVE

A. Maternity leave will be granted upon request and in conformity with the time periods specified in the Unemployment Insurance Act (Canada) and the Employment Standards Act (B.C.) and Appendix "C". However, no employee shall be required to take a leave of absence, nor shall an employee's job duties or working conditions be altered without their consent because of pregnancy, nor shall there be any penalty for pregnancy.

B. An employee returning from leave shall be reinstated in their job or another job of equivalent wage to that which they would have received had their employment with the Company been continuous. An Employee returning from leave shall be reinstated in their job with full credit toward severance pay accrual and other length of service benefits.

C. Failure to return at the end of maternity leave shall be termed a voluntary resignation.

D. Two (2) week's notice shall be given by the employee if possible at the commencement of maternity leave and two (2) weeks notice prior to returning.

B. The Company agrees that every pregnant woman whose job includes working a Visual Display Terminal will have the option of requesting a leave of absence without pay for the duration of their pregnancy.

ARTICLE 12 - PARENTAL LEAVES

Parental leave shall be as provided in the Employment Standards Act of British Columbia 1995.

Provisions shall be added to this Collective Agreement Appendix "C".

ARTICLE 13 - BEREAVEMENT LEAVE

Section 1: Compensation

When death occurs to a member of a regular employee's immediate family, the employee will be granted an appropriate leave of absence and they shall be compensated at their regular straight time hourly rate for hours lost from their regular schedule for a maximum of three (3) days. Part-time employees will be paid bereavement pay only if their bereavement falls on their normal working day(s).

Section 2: Definition of Family

Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, stepchildren, mother-in-law, father-in-law, sons-in-law, daughters-in-law, stepparents, grandparents and grandchildren.

ARTICLE 14 - JURY DUTY

An employee who is required to attend court as a Juror is considered to be on an unpaid leave of absence for the period of such jury duty.

ARTICLE 15 - ACCIDENT PAY

In the event of an employee being absent from work as a result of a work related injury for which the employee has filed a WCB claim, the employee will remain on the payroll at 60% of basic weekly earnings until either the WCB or WI benefits commence, at which time the employee will immediately repay the employer. The employee will sign a letter agreeing to repay the funds. Should the employee terminate employment with funds owing, the employer may withhold all monies owing and the union agrees to assist the employer in recovering the remaining amount.

ARTICLE 16 - DISCIPLINARY ACTION

The Company has the right to discipline or discharge employees for just and reasonable cause.

An employee discharged from employment may request written reasons for the action, written reason will be supplied within 72 hours of the request being made.

An employee's request to review their file shall not be denied.

The disciplinary records of employees, including letters of reprimand or warnings, shall not be used against them at any time after twelve (12) months provided no other discipline

In cases involving suspension, the disciplinary notice will remain on the employees file for twenty-four (24) months and not used after that period provided no other discipline has occurred during that time.

The presence of a Shop Steward is mandatory unless waived by the employee at any meeting during which the employee is disciplined.

ARTICLE 17 - GRIEVANCE PROCEDURE

Should a dispute arise between the Company and the employee or employees regarding the application, operation, interpretation or alleged violation of this agreement, an earnest effort shall be made to settle the dispute in the following manner.

A. The Parties agree that it is desirable that grievances should be resolved as quickly as possible. Shop Stewards or employees are therefore urged to try to settle their grievances with their Supervisor within five (5) working days from the date of the union becoming aware of the incident. Any informal settlement

of a grievance will not be inconsistent with the terms of this agreement.

B. Should the grievance not be resolved within the five (5) working days in (A), then the employee, accompanied by their Union Representative may, within seven (7) days, refer the grievance in writing to the Management of Cariboo Press. The Parties must meet within ten (10) working days of the meeting being requested or as soon thereafter as is reasonable. The Company must reply in writing within ten (10) days of the meeting.

C. If there is no satisfactory resolution at (B) then the matter may, within thirty (30) days, be referred to an Arbitrator.

D. Should a grievance not be initiated in writing as in (B) and is not processed to arbitration according to time limits, the grievance shall be deemed to be abandoned. Should either Party require additional time an extension may be arranged by mutual agreement.

E. Discharge grievances may be initiated at (B) of the grievance procedure.

F. The parties are responsible for their own costs associated with arbitration including cost of witnesses, counsel and nominee. The Parties agree to share the cost of the Chairperson and other associated costs such as room rental, coffee, etc.

G. The parties agree that resolution to an alleged Personal or Sexual Harassment charge may be as per the Company Policy or through the grievance procedure whichever the employee elects.

ARTICLE 18 - ARBITRATION PROCEDURE

A. The Company and the Union will endeavour to agree upon the selection of the Arbitrator. In the event the Company and the Union are unable to agree upon the selection of the Arbitrator, they will apply, within the thirty (30) day period, to have the Arbitrator appointed under the provisions of Section 86 of the Labour Relations Code of British Columbia.

B. After the Arbitrator has been chosen he shall meet and hear evidence of both sides and render a decision within fifteen (15) days after he has concluded his hearings, said decision to be final and binding upon all parties to this Agreement.

C. The parties shall bear in equal portions the fees and expenses of the Arbitrator and rental of any premises used for the hearing.

D. The Arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no authority to alter, modify, subtract from or supplement them in any way.

ARTICLE 19 - SENIORITY

The parties agree that Job security and promotions should increase with length of service therefore:

A. In making promotions the senior applicant for the position will be promoted provided their skill and ability is relatively equal to others applying for the job.

B. In reducing the number of employees the employee(s) holding the redundant position(s) will be issued with the lay-off notice. The affected employee may accept the lay-off or exercise their seniority to bump into another position. In exercising a bump, an employee must possess the skills and ability to perform the work of the position they are bumping into. A short period of orientation shall be granted.

C. Where the Company determines that an opening exists, the Company shall post the job description and the number of positions to be filled.

D. All new job categories and existing job vacancies, will be posted on the official bulletin boards for a minimum period of seven (7) days prior to the filling of any permanent position. Job postings shall note any limitations or requirements applying to the applicants for the job.

ARTICLE 20 - TECHNOLOGICAL CHANGE

A. Technological change is defined as any change in technology, method or procedure during the period of the collective agreement which could cause a decrease in the number of employees that existed when the current contract was negotiated with the Union except for normal layoff, such as those occurring as a result of a decline in the volume of business.

B. The Company has the right to introduce technological changes. Prior to so introducing, the Company shall advise the Communications, Energy and Paperworkers Union of Canada, Local 2000. The Company will give the Union three (3) months notice of any contemplated technological change and will meet with the Union beginning no more than ten days after such notice to discuss with their representatives the time, procedure and training necessary for the introduction of the contemplated change.

C. Should either party feel that an effect on the number of employees in the Union's bargaining unit due to the introduction of a technological change will occur, the parties shall discuss this effect in accordance with the time limits set out in Section (B).

D. In the event of a displacement through technological change, the severance pay provision of this collective agreement shall apply.

ARTICLE 21 - SEVERANCE PAY

In the event an employee loses their employment for other than just cause, they are entitled to notice or pay in lieu of notice or a combination of notice and pay of one week per year of service to a maximum of eight (8) weeks.

ARTICLE 22 - HEALTH AND WELFARE

All employees who, on a regular basis, work an average of twenty four (24) hours per week or more are eligible for coverage.

The employer agrees to pay 60% of premium for the benefits listed below. These benefit levels may only be changed by agreement between the Employer and the Union.

Life Insurance	\$20,000
Weekly Indemnity	60% of the weekly rate to U.I.C. maximum per week
Vision Care	\$200.00 per person covered every 2 years
Major Medical	\$25.00 deductible
Dental Benefit	80% Basic 50% of major restorative combined maximum of \$1,000.00 per year
Long Term Disability	60% to \$1,200.00 per month - maximum benefit (this benefit 100% employee paid).

ARTICLE 23 - PENSION PLAN

Upon completion of two (2) years employment, regular employees must join the Company pension plan.

ARTICLE 24 - SANITATION

The employer agrees to comply with laws and regulations governing the physical aspects of the workplace.

ARTICLE 25 - MISCELLANEOUS

A. Employees working continuously on a computer and who do not get incidental breaks will be allowed one such break in the morning and another in the afternoon. These breaks are as well as coffee breaks.

B. The Company agrees to supply and maintain a suitable notice board for the exclusive use of the Union.

ARTICLE 26 - TEMPORARY AND PART-TIME EMPLOYEES

A. A temporary employee is one employed for a special project or a specified time, in either case not to exceed three (3) months, except by mutual agreement. The union shall be notified in writing as to the nature of the employment and the duration of such employment. A part-time employee is one who is hired to work regularly less than 75 per cent of the work week provided for in this agreement.

B. In the event a part-time or temporary employee becomes a full time employee, they will be credited with the actual hours worked and such hours will be divided by the agreed length of the work day to establish the number of full days worked. The number of full days worked will be counted backwards from the date of the employee becoming full time and that new date will establish the employees seniority date.

ARTICLE 27 - SUMMER/CO-OP/WORK EXPERIENCE STUDENTS

It is agreed that summer students or co-op students may be hired for summer vacation relief for a period not to exceed four (4) months. Co-op students may be hired throughout the year but no student can be hired for more than two (2) concurrent Co-op work sessions.

It is understood that such summer/co-op students shall in no case cause a current employee to lose their situation or have reduced hours as result of such a student co-op hire.

It is further agreed that summer/co-op students shall not be used to increase staff due to increasing volume of the paper.

Summer/co-op students shall be covered under all sections of the Collective Agreement and shall be remunerated as per the negotiated wage scale.

All summer and co-op students shall join the union.

ARTICLE 28 - LIBEL ACTION

When an employee is named in a libel action in addition to the company, as a result of publication of an article(s), the company shall assume all expenses incurred by the employee, including fees and expenses of legal counsel retained by the employer and shall indemnify such employee against any monetary loss, including, but not limited to fines, damages, or loss of pay. In the event that an employee and the Company are named in a libel action, the Company shall choose the legal counsel. In no case shall an employee suffer loss of wages, employee status or

benefits under this contract as a result of the Employee being named with the Company in any libel action.

ARTICLE 29 - PRIVILEGE AGAINST DISCLOSURE AND AUTHENTICATION

Any employee may refuse, without penalty or prejudice, to give up custody or disclose to any party other than the Publisher, any knowledge, information notes, records, documents, films, photographs, or tapes, or the source thereof, which relate to news, commentary, advertising, or the establishment and maintenance of their sources, in connection with their employment.

The Publisher shall not give up custody of or disclose any of the above without consent of the employee, and likewise the employee shall not give up custody of, or disclose, any of the above without consent of the Publisher, except by the order of the Court.

The Publisher shall notify the employee concerned, and the Union of any demand on the Publisher for such surrender or disclosure of authentication.

ARTICLE 30 - BY-LINE AND SYNDICATION COMPENSATION

A. An Employee's by-line shall be used on lead or feature articles used in the paper, unless they request their by-line not be used. Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication their by-line shall be removed.

B. If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without prior notification to the reporter concerned provided the reporter is available. A reasonable effort will be made to contact the employee.

C. When the product of an employee's work is made available by the company for profit to any enterprise other than the one in which they are employed (not including another division of the company or co-operative arrangements with news services), the company shall compensate said employee for such other use at a rate to be mutually agreed between the company and the employee prior to publication.

D. Employees shall have the right to freelance in other publications that are not in direct or indirect competition with the employer, provided it does not adversely affect their work performance and the article has either been run or turned down by the Publisher of the 100 Mile Free Press. The Employer shall advise the Employee of its intention of either running or not running the article within two (2) days of the article being presented by the employee.

ARTICLE 31 - EXTRAORDINARY CIRCUMSTANCES

Under extraordinary circumstances such as fire, flood or disaster and power failures over which the employer has no control, members may be asked to produce the regular edition during overtime which shall not exceed straight time if work is not completed within regular hours.

ARTICLE 32 - SEMINARS

When employees are required to attend promotional seminars, conferences or events outside of normal working hours, they will be compensated at the appropriate straight time rates. When attendance is optional, expenses will be paid, and there will be no penalty for non-attendance.

ARTICLE 33 - DURATION

Section 1: Term of Agreement

This Agreement shall be in effect from midnight April 1, 2006 to midnight March 31, 2010, and thereafter from year to year subject to the conditions as set out in Sections 2 to 5 which follow hereunder.

Section 2: Labour Relation Code

The parties agree that the operation of Section 50 (2 & 3) of the Labour Relations Code of British Columbia is hereby excluded.

Section 3: Collective Bargaining

If notice of desire for changes has been given, the parties shall, as soon as agreeable to the parties following such date of notice, meet for collective bargaining, the Company being represented in such negotiations by a Bargaining Committee appointed by the Company, and the Union being represented by a Bargaining Committee selected by said Union. Any agreement on changes arrived at and approved in such negotiations shall be binding upon the parties to this Agreement.

Section 4: Continuation

If no agreement on a new collective agreement is reached prior to the expiration of this collective agreement, this agreement shall be deemed to remain in full force and effect up to the time the Union goes on legal strike or the Company legally locks-out the Employees or the Parties conclude a new collective agreement.

Section 5: Termination

In case negotiations conducted in accordance with Section 4 above break down, either party may terminate this Agreement upon the expiration of seventy-two (72) hours notice in writing mailed by registered mail to the other party.

Letter of Agreement No. I

Pension and Benefit Plans

Should the Company Pension, Benefit or Profit Sharing plans be introduced or changed during the life of this agreement the employees of the 100 Mile Free Press shall receive the same benefits as others in the Cariboo Press Chain.

Signed this _____ day of _____, 2006

_____ For the Company

_____ For the Union

SIGNING PAGE

Signed this _____ day of _____, 2006

_____ For the Company

_____ For the Union

APPENDIX A**WAGE SCALE****Editorial and Production**

	Ap. 1/06	Ap. 1/07	Ap. 1/08	Ap. 1/09
1st Year	\$11.78	\$12.02	\$12.26	\$12.53
2nd Year	\$13.10	\$13.36	\$13.63	\$13.93
3rd Year	\$14.54	\$14.83	\$15.12	\$15.46
4th Year	\$16.17	\$16.49	\$16.82	\$17.20
5th Year	\$17.97	\$18.33	\$18.70	\$19.12

Pre-Press

	Ap. 1/06	Ap. 1/07	Ap. 1/08	Ap. 1/09	Ap.1/10
Paste-up	\$13.16	\$13.48	\$13.82	\$14.20	
Ad Assist	\$12.04	\$12.62	\$13.24	\$13.92	
	91.5%	93.6%	95.8%	98%	100%

Pre-Press New Hires

	Ap. 1/06	Ap. 1/07	Ap. 1/08	Ap. 1/09	
1 st Year	\$11.49	\$11.49	\$11.49	\$11.83	85%
2 nd Year	\$11.87	\$12.04	\$12.36	\$12.86	92.5%
3 rd Year	\$12.04	\$12.62	\$13.24	\$13.92	100%

Advertising

Base Rate \$11.00/hr

Commission effective Aug. 1, 2006

1.5% on monthly sales in excess of \$5,000

April 1, 2007

2% on monthly sales in excess of \$5,000

Vacation pay as per Section 5 will also apply to commission earnings.

Office Staff

	Ap. 1/06	Ap. 1/07	Ap. 1/08	Ap. 1/09
Off. Mgr.	\$15.21	\$15.51	\$15.82	\$16.14
Off. Clerk	\$12.38	\$12.63	\$12.88	\$13.14
Rec./Circ.	\$11.54	\$11.77	\$12.00	\$12.24

Office Manager Scale: Once the incumbent vacates the position of Office Manager, any replacement in that position will be paid in accordance with the Office Clerk Scale.

Production Scale: Once the incumbent vacates the position of Production employee, any replacement in that position will be paid in accordance with the Pre-Press New Hires Scale.

Office Manager, Office Clerk and Reception/Circulation Scales: The incumbents will receive the percentage increases on their current rates of pay. Any replacements in the Office Clerk and Reception/Circulation positions will be paid on the appropriate scale above.

APPENDIX B

BLACK PRESS HARASSMENT POLICY

Society's attitude toward the harassment of people at work, particularly harassment that's sexual in nature, has changed dramatically in recent years. Most of us have come to understand that such behavior is neither acceptable nor tolerable. In keeping with that understanding, Cariboo Press has decided to introduce the following written policy:

POLICY

Harassment in any manner or form, including sexual or personal, is prohibited by the company and by law, and constitutes discrimination under human rights legislation in many jurisdictions. Every employee is entitled to employment free of harassment. Cariboo Press is committed to providing a workplace free of harassment and will make every reasonable effort to ensure that no employee is subject to harassment.

Personal harassment may be defined as repeated, intentional, offensive comments or actions deliberately designed to demean an individual or to cause personal humiliation. The definition includes such blatant acts of misuse of power as intimidation, threats, blackmail, and coercion. Also included is favoritism of one employee to the disadvantage of another.

Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that is likely to cause offense or humiliation to an employee, or that might reasonably be perceived by an employee as placing a condition of a sexual nature on employment or on an opportunity for training or promotion.

It may include any unwelcome or unwanted behavior, or comments or jokes of a sexual or gender-based nature (*whether or not directed at a specific individual*), sexual advances, or other physical conduct such as uninvited touching "*brushing against, or bumping into.*" Further, it may include the display or circulation of written materials or pictures derogatory to either gender. It may occur at, or way from the work-place.

Sexual harassment also includes favours or promises of favours or threats of a reprisal related to submission to any of the above.

The definition of sexual harassment does not depend on a complaint. It may occur even when the harassed individual does not complain to the offender.

ACTION

Ensure your behavior or comments are not unwelcome, unwanted, or offensive to others. If you are subject to any unwelcome or unwanted behavior or comments, Employees are encouraged to take the following steps:

1. Indicate to the person involved that you are offended by the behavior and that you want it to stop.
2. Refuse to participate in the kind of behavior that offends you.
3. If you are unsure about whether the conduct you find offensive constitutes harassment, you can discuss the matter in confidence with your Publisher or Division Manager, with the Regional Manager or Vice President. You may ask to discuss the matter with either a male or a female management representative or union representative.

4. If you believe you have been harassed, file a complaint with any of the above.

OUR RESPONSE TO THE RECEIPT OF A COMPLAINT WILL BE:

1. There will be an investigation of the complaint which will include a discussion with the person or persons you indicate have been involved in the harassment and a discussion with any other employees who may have been subject to similar behavior. The persons involved, either Complainant or Accused, will be advised of their rights to union representation.
2. We will not disclose the name of anyone who registers a complaint or the circumstances related to the complaint to any person except when it is necessary for investigating the complaint or taking disciplinary measures.
3. Anyone who is found to have harassed another employee will be subject to discipline up to and including dismissal.
4. Any decision regarding a complaint of harassment may be appealed to the President or Chairman of the Company.

ACCESS TO GRIEVANCE PROCEDURE

Nothing in the above policy in anyway abridges the employee's rights under the grievance procedure.

APPENDIX C

Parental Leave

A. Pregnancy Leave

Upon written request, a pregnant employee is entitled to up to 18 consecutive weeks of unpaid pregnancy leave. This leave may start no earlier than 11 weeks before expected birth date, and must end no earlier than 6 weeks after the birth date unless the employee requests a shorter period.

If pregnancy leave is first requested after the birth of a child or after termination of the pregnancy, an Employee is entitled to up to 6 consecutive weeks of unpaid leave beginning on the date of birth or termination date. An initial period of leave may be extended up to 6 weeks if an Employee is unable to return to work for medical reasons relating to the birth or the termination of the pregnancy.

A request for pregnancy leave made during the pregnancy must be made in writing at least 4 weeks before the proposed start date, unless the leave is required on shorter notice for medical reasons supported by a doctor's certificate.

Requests for shorter leave must be made in writing at least one week before the date the Employee proposes to return to work.

The employer may require a doctor's certificate in support of a request for leave, a leave extension or a shorter leave.

B. Parental Leave for Birth and Adopting Parents

Upon written request, a birth mother, a birth father, or an adopting parent is entitled to up to 12 consecutive weeks of

unpaid parental leave. A birth mother must begin parental leave immediately after her pregnancy leave ends unless she and the Employer agree otherwise.

A birth father must begin the leave within 52 weeks after the birth of the child, and an adopting parent within 52 weeks after the child is placed with the parent.

An initial period of parental leave may be extended up to 5 consecutive weeks if the child has a physical, psychological or emotional condition requiring an additional period of parental care.

Requests for parental leave shall be made in writing at least 4 weeks before the Employee proposes to begin leave. Requests for shorter leave shall be made in writing at least one week before the date the Employee proposes to return to work.

The Employer may require an Employee to provide a doctor's certificate or other evidence that the Employee is entitled to the leave or leave extension.

C. Family Responsibility

Employees may use vacation, sick leave credits or unpaid leave of absence provided to meet responsibilities related to the care, health or education of any member of the Employee's immediate family.

"Immediate family means the spouse, child, parent, guardian, sibling, grandchild, or grandparent of an Employee, and any person who lives with the Employee as a member of the Employee's family.