

MEMORANDUM OF AGREEMENT
REGARDING AMENDMENTS TO THE COLLECTIVE AGREEMENT

- between -

TRANSCONTINENTAL LGM - CORONET
(the "Company")

- and -

UNIFOR LOCAL 191
(the "Union")

1. Subject to ratification by the employees in the bargaining unit, and based on a commitment by the Company to increase its investment in the Winnipeg plant, the Union and the Company hereby agree to the following amendments to the Collective Agreement:

(a) amend Article 19.01 of the Collective Agreement to read as follows:

19.01 Pension contributions for all departments as follows:

June 1, 2011 to May 31, 2018 - \$32.00 per week.

(b) amend Article 43.01 of the Collective Agreement to read as follows:

43.01 This Agreement shall remain in full force and effect from June 1, 2011 to May 31, 2018 and shall continue in force and effect from year to year thereafter until a new agreement is negotiated or has been terminated in accordance with *The Labour Relations Act*.

Either party may, on ten (10) days' notice in writing require the other party to enter into negotiations for renewal of this Agreement within a period of not less than thirty (30) days or more than ninety (90) days prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal.

The party giving notice to have the Agreement revised, and the party receiving the same, shall within (10) days of the receipt of such notice, or such further period as the parties may agree, respectively present the other party in writing with any proposed modification or revision of the Agreement. ; and

(c) increase each of the wage rates set out in Appendix "A" of the Collective Agreement as follows:

(i) by one and one-quarter percent (1.25%) effective June 1, 2015;

(ii) by one and one-quarter percent (1.25%) effective June 1, 2016; and

(iii) by one and one-quarter percent (1.25%) effective June 1, 2017.

2. The Union will unanimously recommend to the employees in the bargaining unit that they vote to accept the amendments to the Collective Agreement set out in paragraph 1 above.

Signed and agreed to this 26 day of September, 2013.

**TRANSCONTINENTAL LGM -
CORONET**



FOR THE COMPANY

UNIFOR LOCAL 191



FOR THE UNION

FOR THE UNION

FOR THE UNION

Classification	June 1, 2014	June 1, 2015	June 1, 2016	June 1, 2017	June 1, 2018
	1.25% Increase	1.25% Increase	1.25% Increase	1.25% Increase	1.25% Increase

Web Press

MIC	\$29.80	\$30.17	\$30.55	\$30.93	\$31.32
Colourman	\$26.26	\$26.59	\$26.92	\$27.26	\$27.60
Rollman	\$18.39	\$18.62	\$18.85	\$19.09	\$19.33
Flyboy	\$14.45	\$14.63	\$14.81	\$15.00	\$15.19
Pre-Press					
Pre-Press I	\$26.05	\$26.38	\$26.71	\$27.04	\$27.38
Pre-Press II	\$24.39	\$24.69	\$25.00	\$25.32	\$25.63
Platemaker	\$14.79	\$14.97	\$15.16	\$15.35	\$15.54
Bindery					
Journeyman I	\$25.59	\$25.91	\$26.23	\$26.56	\$26.89
Journeyman II	\$18.21	\$18.44	\$18.67	\$18.90	\$19.14
Material Handler	\$14.01	\$14.19	\$14.36	\$14.54	\$14.72
Shipper/Receiver					
Shipper/Receiver	\$20.49	\$20.75	\$21.01	\$21.27	\$21.53
New Shipper	\$16.83	\$17.04	\$17.25	\$17.47	\$17.69
New Receiver	\$16.24	\$16.44	\$16.65	\$16.86	\$17.07
General Workers					
General Workers	\$11.79	\$11.94	\$12.09	\$12.24	\$12.39
Mailroom					
Mail Operator	\$20.49	\$20.75	\$21.01	\$21.27	\$21.53
Sorter/Bagger	\$14.27	\$14.45	\$14.63	\$14.81	\$15.00
Maintenance					
Team Leader	\$30.96	\$31.35	\$31.74	\$32.14	\$32.54
Mechanic/Electrician	\$28.02	\$28.37	\$28.72	\$29.08	\$29.45
Sheetfed Press					
MIC	\$26.53	\$26.86	\$27.20	\$27.54	\$27.88
Press II	\$23.39	\$23.68	\$23.98	\$24.28	\$24.58
Feederman	\$17.89	\$18.11	\$18.34	\$18.57	\$18.80

Maintenance received increases post bargaining and below are those amounts

	June 1, 2014	June 1, 2015	June 1, 2016	June 1, 2017	June 1, 2018
Team Leader	\$38.34	\$38.82	\$39.30	\$39.80	\$40.29
Mechanic/Electrician	\$35.17	\$35.61	\$36.05	\$36.51	\$36.96