



EUROCAN PULP & PAPER CO.
A Division of West Fraser Mills Ltd.

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MILL CLOSURE FACT SHEET #4 FOR HOURLY EMPLOYEES
UPDATE: MEAL TICKETS, FINAL HOURLY PAYCHEQUES,
DEPARTMENTAL SAFETY AWARDS & PRODUCTION INCENTIVE

Meal Tickets - Update

As of February 1, 2010 the Company will no longer issue meal tickets to hourly employees. Meal tickets earned from February 1 to the mill closure date will be added to the regular hourly payroll for payment. It is suggested that employees use their meal tickets as soon as possible.

Final Hourly Paycheques

Provided below is the proposed pay-out schedule for hourly employees following the mill closure:

- February 18 – pay for January 31 to February 13 pay period
- February 22 approx – severance pay
- March 4 – pay for February 14 to 17 pay period
- Production Incentive – pay-out date to be advised. Note the Production Incentive will be on a separate payroll.
- March 18 approx – pay-out of hourly employee banks (vacation, accrued time, termination payout)
- Record of Employment – issued following all final payouts (note the Hourly Payroll Office will forward a copy to the EI Office electronically).

For further information, please contact the Hourly Payroll Office at Local 3493.

Department BC Safety Council Awards

Department BC Safety Council Award entitlements (Bronze, Silver and/or Gold Departmental Safety Awards) will be issued in January 2010. The value amounts for applicable departments will be added to employees' paycheques and is considered a taxable benefit. *This applies to both hourly and salary employees.* For more information, please contact the Safety Office at Local 3410.

Production Incentive Update

For all employees' information, the Production Incentive will be paid as earnings with tax, CPP and EI deducted. *This applies to both hourly and salary employees.* The payment date of the Production Incentive will be advised.