

LABOUR MANAGEMENT COMMITTEE

In the spirit of fostering a positive labour relations environment and for the purpose of maintaining effective communications, the Company and the Union shall meet for the purpose of discussing issues of mutual interest and concern. Unless circumstances dictate otherwise, these meetings will be convened on a quarterly basis. Meetings shall be attended by a Union committee to be comprised of not more than five (5) members. Both parties shall submit an agenda seven (7) calendar days prior to such meetings. The Company agrees to make available appropriate Senior Management representative to discuss the Union's issues and concerns.

Union committee members shall be allowed time off with pay to attend such meetings. The Union shall be responsible for all transportation, meals, accommodation and all other expenses for Union Committee members.