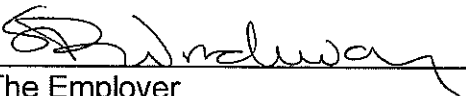


ARTICLE 40

SAFETY AND HEALTH


- 40.02 (a) The Employer and the Union agree to establish **Joint** Health and Safety Committees. **There shall be a Union co-chair and an Employer co-chair.** A Committee shall be established for each work place where the Employer and the Union agree such a Committee is appropriate.
- (b) The following provisions will apply to the Health and Safety Committees:
- (ii) Records
A Safety and Health Committee shall keep accurate records of all matters that come before it pursuant to subsection (b)(i) and shall keep minutes of its meetings and shall make such minutes and records available to a safety officer on his/her request. **Such minutes shall be approved by the Co-Chairs.**



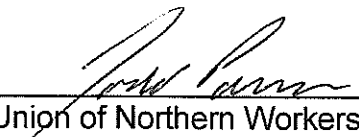
The Employer

Feb 27 104

Date



The Employer



The Union of Northern Workers

Feb 25, 2009

Date



The Union of Northern Workers