



I.W.A. CANADA Local 1-3567
INDUSTRIAL WOOD & ALLIED WORKERS

President- SONNY GHAG
Vice President- BARRY KING
Financial Secretary- BRIAN HARDER

#202 - 9292 200th Street, Langley, British Columbia V1M 3A6
Tel. (604) 513-1850 or (604) 521-1858 Fax (604) 513-1851

LETTER OF UNDERSTANDING

BETWEEN:

DICK'S LUMBER & BUILDING SUPPLIES LTD.
(Company Name)

AND:

IWA CANADA, LOCAL 1-3567

The above-named employer recognizes IWA Canada, Local 1-3567 as the exclusive bargaining agent for all its employees working within the geographic jurisdiction of the local.

The above-named employer agrees to be bound by the Coast Master Agreement in effect, now or in the future, between IWA Canada and Forest Industrial Relations Ltd. and any amendments thereto.

It is further agreed that the Company will contribute to an Education Fund to be established by the Union. The contributions will be ~~ten~~ ^{FIVE} cents (~~\$0.10~~ ⁰⁵) per employee per hour worked effective June 15th, 2003.

It is agreed that the employer will be bound by the IWA Canada, Local 1-3567 Preferential Hiring language.

It is further agreed and understood by both parties that the application of seniority shall be within the employee group of the contractor signatory to this Agreement.

PROBATIONARY PERIOD FOR NEW HIRES WILL BE THE SAME AS IN DICK'S LUMBER & BUILDING SUPPLIES (SINCE) 21 AGREEMENT. & B

Signed this 28 day of August, 2003.

IWA CANADA, LOCAL 1-3567

[Signature]

DICK'S LUMBER & BUILDING SUPPLIES LTD.
(Company Name)

[Signature]