

LETTER OF UNDERSTANDING

BY AND BETWEEN:

BRIAN RALSTON BULLDOZING LTD.

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

RE: DUMP SITES

The parties signatory to this letter agree to the following:

1. Except as specifically expressed in this addendum, all other terms and conditions of the Road Building Industry Standard Agreement (Utility) dated March 01, 2002 – February 28, 2006 shall apply.

This letter will apply to the company dump sites only.

2. Hourly Wage Rates and Classification:

	<u>Oct. 1, 2003</u>	<u>Mar. 1, 2004</u>	<u>Mar. 1, 2005</u>
Equipment Operator	\$22.50	\$23.00	\$23.50

3. General:

- (a) Metro travel shall not apply.
- (b) If a project is suspended due to inclement weather, the following provision shall apply:
 - (i) six (6) hours minimum if work is performed beyond four (4) hours and up to six (6) hours.
 - (ii) eight (8) hours minimum if work is performed beyond six (6) hours and up to eight (8) hours.

The Union agrees to give the Company three (3) name requests through the dispatch for operators who have not previously worked for the Company.

4. Schedule of Total Employer/Employee Contributions:

	<u>Oct. 1, 2003</u>	<u>Mar. 1, 2004</u>	<u>Mar. 1, 2005</u>
Benefits Plan	\$1.90	\$2.00	\$2.05
Pension Plan	3.00	3.20	3.40
OE Advancement Fund	.10	.10	.49
Supplemental Dues	.48	.49	.49
Training Plan	<u>.10</u>	<u>.10</u>	<u>.10</u>
Total	\$5.58	\$5.89	\$6.14

5. Holiday Pay will be paid at 10%.

6. The employer agrees to pay 100% of any future increased costs to the Benefits Plan contribution rate.

7. Duration:

This Letter of Understanding shall become effective from the date of signing and shall expire on February 28, 2006.

Signed this _____ day of _____, 2003.

BRIAN RALSTON BULLDOZING LTD.

INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 115

Brian Ralston

Frank Carr