

**LETTER OF UNDERSTANDING
AMENDING THE HEAVY CONSTRUCTION AGREEMENT**

BY AND BETWEEN

ROLSTON CRANE & FREIGHT LTD.
(The "Company")

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115
(The "Union")

Re: Operation of Crane Trucks

The parties agree to amend the Heavy Construction Agreement as follows:

1. Hours of Labour and Shifts

- (a) The standard work day shall be eight (8) hours, commencing between 6:30 A.M. and 9:00 A.M.
- (b) All hours worked beyond eight (8) hours in a day shall be considered overtime and paid at one and one-half (1.5) times the employee's hourly rate. Saturday's will be one and one-half (1.5) times the employee's hourly rate. All hours worked beyond eight (8) on Saturday and eleven (11) Monday to Friday shall be paid at two (2) times the employee's hourly rate. All hours worked on Sunday or a general statutory holiday shall be paid at double (2) the employee's hourly rate.
- (c) Only government mandated statutory holidays. will quantify as double (2) the employee's hourly rate. Union mandated holidays will be considered as normal work days paid at the normal hourly rate.

2. Vacation and General Holidays

Vacation and holiday pay shall be accrued at ten percent (10%) of gross earnings.

3. Hourly Wage Rate

	<u>Jan. 1/01</u>	<u>Jan. 1/02</u>	<u>Jan. 1/03</u>	<u>May 1/03</u>
Crane Truck Operator	\$20.27	\$20.57	\$20.87	\$21.12

* Metro travel does not apply

4. Schedule of Total Employer/Employee Contributions

	<u>Jan. 1/01</u>	<u>Jan. 1/02</u>	<u>Jan. 1/03</u>	<u>May 1/03</u>
Benefits Plan	\$1.70	\$1.70	\$1.70	\$1.75
Pension Plan	\$1.00	\$1.20	\$1.40	\$1.60
Apprenticeship Plan	\$0.15	\$0.15	\$0.15	\$0.15
Supplementary Dues	<u>\$0.45</u>	<u>\$0.45</u>	<u>\$0.45</u>	<u>\$0.45</u>
TOTAL	\$3.30	\$3.50	\$3.70	\$3.95

* Hourly wage rates and employer contributions will apply until April 30, . Any future increase to contributions shall be based as negotiated in the Heavy Construction Agreement.

* This letter will not apply to any work performed on unionized industrial sites that are signatory to the Heavy Construction Agreement.

* Should an employee be requested to perform work on a unionized Building Trade Project which is signatory to the Heavy Construction Agreement for more than three (3) consecutive days; commencing on the fourth day all terms and conditions of the Heavy Construction Agreement will apply.

Signed this _____ day of _____, 2003.

ROLSTON CRANE & FREIGHT LTD.

INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 115

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Frank Carr, Members' Representative