
Note: In the event that a regular employee is absent from work the owner (Chris Bowcott) may operate the company equipment. It being understood that he will not operate to an extent which affects employment of an hourly employee.

Classifications

For purposes of clarification the following applies, all employees who are regularly employed as “grinder/road profiler operators” may perform any work as required and which they are capable of performing, such as Mechanical/Welding/Machine Servicing or other job functions other than their normal duties.

Rates of Pay

	January 11 2005	March 1 2005
Journeyperson/Operator	\$26.25	\$26.55
*Trainee/Apprentice		
0 – 750 hours -65%	17.05	17.25
751 – 1500 hours -70%	18.40	18.60
1501 – 2250 hours -80%	21.00	21.25
2251 – 3000 hours -90%	23.60	23.90
3001 – 3750 hours -100%	26.25	26.55

*All rates rounded to nearest \$0.05

Signed this _____ day of _____, 2005 at Burnaby, BC.

TARMAC GRINDING LTD.

INTERNATIONAL UNION OF OPERATING
ENGINEERS - LOCAL 115