

## LETTER OF UNDERSTANDING

BY AND BETWEEN: EKSET CONTRACTING LTD.

AND: INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

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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 dated March 1, 2006 - February 28, 2011 shall apply.

2. Hourly Wage Rates

	Mar. 1, 2006	Mar. 1, 2007	Mar. 1, 2008	Mar. 1, 2009	Mar. 1, 2010
Assistant Engineer	22.42	23.54	24.72	25.95	27.25

\* It is understood that the unskilled position of Assistant Engineer would be hired on a temporary basis. The Employer would be required to pay a permit fee of twenty-five dollars (\$25.00) per month and no benefits would be payable on behalf of this individual. However, in the event the temporary work becomes full time, then all terms and conditions of the Collective Agreement shall apply.

3. Gravel Operations Only

Heritage Day shall be eliminated from Clause IV: Wages, #3 – Vacation & General Holidays.

4. It is agreed and understood that these Hourly Wage Rates and Employer/Employee Contributions shall be subject to re-negotiation on March 1, 2011.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2006.

EKSET CONTRACTING LTD.

INTERNATIONAL UNION OF OPERATING  
ENGINEERS - LOCAL 115

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Pat Bickerton

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Frank Carr