

COLLECTIVE AGREEMENT

BETWEEN: West Coast Leisure Homes Limited
316 - Dawson Avenue
Penticton, B.C. V2A 3N6

(Hereinafter referred to as the "Company")

Of the First Part

AND: Construction, Maintenance and Allied Workers
Local 2511

(Hereinafter referred to as the "Union")

Of the Second Part

This Agreement entered into the day of 2006.

WEST COAST LEISURE HOMES LIMITED

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ARTICLE 1: OBJECTIVE

1:01 Whereas it is the intent and purpose of the Parties hereto that this Agreement will promote and improve industrial and economic relationships between the Employees and the Company and to set forth herein the basic Agreement covering rates of pay, hours of work and conditions of employment to be observed between the Parties hereto, and

1:02 Whereas the Company and the Union accepts responsibility to observe each and all provisions and conditions of this Agreement, and to promote orderly and harmonious relations with the Employees, and to facilitate the peaceful adjustment of all disputes and grievances, prevent strikes, and lockouts, and to avoid unnecessary waste of time and expense in the settlement of disputes between the Employees and the Company.

Now therefore the Parties hereto mutually agree as follows:

ARTICLE 2: BARGAINING AGENCY (RECOGNITION)

2:01 The Company recognizes the Union as the sole Collective Bargaining Agency of the Employees of West Coast Leisure Homes Limited, 316 Dawson Avenue, in the City of Penticton and for whom the Union has been certified by the Labour Relations Board of B.C., excluding managerial, office, haul-away drivers, supervisory staff, plant superintendent, purchasing agent, and part time janitors.*

* Janitors who work twenty (20) hours a week or less.

2:02 Company supervisory staff will refrain from performing duties of Employees covered by this Agreement except as herein provided. Provided it being understood that supervisor is employed above the position of Lead Hand.

2:03 Supervisors and other Non Bargaining Unit Employees shall serve in these capacities and they shall not be allowed to work on operations performed by employees coming under the scope of this Agreement except to assist in emergency * situations, a necessary demonstration of operations, studying or testing equipment, or putting new equipment into operation. The Company shall actively discourage supervisors and Non Bargaining Unit Employees from performing work assigned to Employees covered in this Agreement except as provided above.

*Emergency shall mean: Short term immediate production shortfalls, urgent repairs, machine and equipment breakdown, absenteeism of Employees in critical work areas where other Bargaining Unit Employees are not available to perform these functions. Notwithstanding the above, the Employer may use up to two (2) Non-Bargaining Unit persons at a time to perform work on prototypes. Prototypes are defined as the original or experimental model of a new product which has not been previously produced by the Company.

2:03 contd,

The Employer shall advise the Union of such work prior to commencement of the work. It is understood that this exception to allow Non Bargaining Unit Employees to do prototypes work shall not apply when Bargaining Unit Employees with five (5) years seniority, or more, are on lay off, subject to recall. In that situation, any work on prototypes shall be done by Bargaining Unit Employees.

ARTICLE 3: COMPANY RIGHTS

3:01 The Union recognizes the right of the Company to operate and manage its business in all and every respect in accordance with its commitments and responsibilities including production processes and methods, manufacturing and delivery schedules, locations of equipment and work stations, handling procedures of product, material and inventories as set from time to time, provided it is within the provision of the Agreement.

3:02 The management, operation of, and direction of the Employees, including but not limited to hire, promote, demote, transfer within the terms of this Agreement, discipline and discharge for proper cause, lay-off because of lack of work and enforcement of reasonable rules and regulations shall be the sole responsibility of the Company, provided that such will not be exercised in a discriminatory manner.

3:03 The Company shall establish, maintain, and enforce productivity standards, and product quality on an ongoing basis.

ARTICLE 4: DISCRIMINATION

4:01 The Company and the Union agree that the terms and conditions of this Agreement will apply equally to all Employees and there will be no discrimination as to race, religion, colour, national origin, sex, political beliefs, nor by reason of his/her membership in a Labour Union.

4:02 The Company will institute a policy dealing with harassment and it may be subject to the Grievance Procedure

ARTICLE 5: UNION SECURITY

5:01 All Employees coming within the scope of this Agreement shall as a condition of employment become and remain members of the Union. Probationary Employees shall join the Union upon completion of their probationary period, as set out in Article 12:10.

5:02 Any Employee who fails to maintain their membership in the Union as prescribed herein solely by reason or refusal to pay dues, initiation fees and assessments, shall be subject to discharge after seven days written notice to the Company of that Employee's refusal to maintain their membership.

5:03 Shop Stewards will be recognized by the Company and shall not be discriminated against. It is the responsibility of the Union to notify the Company the names of Shop Stewards.

5:04 The Union will elect Shop Stewards on the basis of one Steward for each 25 Employees or fraction thereof on each shift. The Union shall name a Chief Shop Steward from among such Stewards named.

5:05 Business Agents shall have access to the premises of the Employer in carrying out their regular duties after obtaining permission from the Employer: however, in no way will they interfere with the Employees during working hours, unless permission is granted. The Business Agent may also consult the Chief Shop Steward at any time during working hours, after obtaining permission from the Employer or his representative, such permission is not to be unreasonably withheld.

ARTICLE 6: CHECK-OFF

6:01 The Employer shall during the life of this Agreement, deduct as a condition of each Employees continued employment, a sum equivalent to dues and other legal assessments as set by the Union from the first pay day. After completion of the probation period, a sum equal to on half (1/2) the initiation fee shall be deducted and the remaining half in the following pay period. Such deductions shall be remitted to the Financial Secretary of the Union prior to the 10th day of the month following in which such deduction is made.

6:02 The Employer will at time making such payment, name the Employees from whose pay such payment has been deducted and to show Employees on lay-off, Workers' Compensation, and off due to sickness.

6:03 The Union agrees that if signed authorizations are deemed required to make such deductions, the Union will supply the necessary forms. Those Employees not remaining with the Employer will forfeit any part, or all fees paid, in lieu of permit fees.

ARTICLE 7: HOURS OF WORK AND OVERTIME

(A) Day Shift: Shall commence at 7:00 a.m. and stop at 3:30 p.m. for an eight (8) hour day, Monday through Friday forty (40) hours per week, allowing for a 1/2 hour lunch break without pay. Lunch break will be 11:30 a.m. - 12:30 p.m. or as mutually agreed between the Company and the Union.

7:01 contd

(B) Afternoon Shift: Shall commence at 3:30 p.m. and stop at 1:30 a.m. for a nine and a half (9 1/2) hour shift plus 1/2 hour paid lunch break at the regular rates of pay for a full ten (10) hour day and shall be Monday through Thursday. Lunch break will be at 7:30 p.m.. Three coffee breaks of fifteen (15) minutes will be allowed, evenly spaced throughout the shift.

(C) Night Shift: Shall commence at 11:30 p.m. and stop at 7:00 a.m. for a seven and one-half (7 1/2) hour day and thirty-seven and a half (37 1/2) hour week allowing for (1/2) hour lunch break with pay. Lunch break will be 3:00 - 4:00 a.m..

(D) Shift scheduling in the event the Employer schedules three (3) shifts on a five (5) day a week basis, the day shift and the night shift shall be scheduled as per Article 7:01 (A) and 7:01(C). The afternoon shift shall commence at 3:30 p.m. and stop at 11:30 p.m. which shall include a half hour (1/2 hour) paid lunch break between the hours of 7:00 p.m. and 8:00 p.m..

7:02 The Company shall have the right to determine the number of shifts to be operated and to initiate plant wide or departmental shifting as may be required from time to time. Unless mutually agreed, the Company will provide notice of ten (10) calendar days in advance of its intention to initiate shifting, indicating names of individuals potentially delegated to such shifts.

When shifts are being introduced, seniority by department shall apply, the more senior people having the right to accept or reject second and/or third shift work. If the Employer has gone down the seniority list whereby senior Employees have refused, then the Employer shall assign the departmental Employees required for the shifts from the bottom up on the seniority list, provided they have the necessary skills and qualifications to perform the work required. Once introduced, shift rotation of Employees will be as outlined in 7:05.

7:03 In the event that only one shift out of a twenty-four (24) hour period is in operation, it shall be the Day Shift and in the event that a second shift is put into operation, the second shift shall be the Afternoon Shift and in the event a third shift is put into operation, the third shift shall be the Night Shift.

7:04 Notwithstanding anything contained in the foregoing Section 3 of this Article, the Night Shift will be considered the first shift for the purpose of adhering to dates, start of work week; and the Afternoon Shift will be considered the last shift for the purposes of adhering to dates and the end of the work week.

7:05 The work force shall normally be required to alternate from shift to shift not to exceed more than two (2) weeks on any given shift unless mutually agreed by the Company and the Union. Consideration will be given to Employees personal needs, based on seniority.

7:06 Time worked in excess of an Employees regularly scheduled shift shall be classified as overtime and shall be paid as follows:

(a) Time and one half shall be paid for the first two (2) hours worked in excess of eight (8) hours, Monday through Friday.

(b) Double time will be paid on all time worked in excess of ten (10) hours on a regularly scheduled shift.

(c) Double time will be paid on all time worked on regularly scheduled days off or Statutory Holidays.

(d) All overtime work shall be voluntary and at the discretion of the Employee.

(e) When overtime work is required for a particular area (as opposed to plant wide), the Employer shall select Employees for overtime based on seniority in the area to a maximum of fifty percent (50%) of the Employees required including the Lead Hand. The other fifty percent (50%) of the Employees required shall be selected based on plant wide seniority provided said Employees have had experience in said area or similar area, and are reasonably capable of performing the work. It is understood that probationary Employees will only be selected for overtime on a plant wide basis.

7:07 The foregoing provisions of the Article shall not be construed as guaranteeing to any Employee any number of hours of work per day or per week.

7:08 In the event that only the Day Shift is in operation, shift times will not be altered except by mutual consent between the Employer and a majority of Bargaining Unit Employees involved.

7:09 Afternoon Shift Employees shall be paid for Statutory Holidays on the basis of a ten (10) hour day.

7:10 (A) Any Employee who works overtime has the option of either;

- 1) Receiving payment for that time on the next scheduled payroll or;
 - 2) By marking their card with the word "bank", to have the overtime hours worked, credited at the prescribed overtime rate into a "bank" to be taken as paid time off at a future date at the rate of pay that the overtime was originally earned, or, at the Employee's option accrued banked time can be paid out under the following circumstances;
 - a) The Employee provides five (5) working days notice to the payroll department or,
 - b) At their own option if laid off.
- (B) Employees at their request to the payroll department, shall be given an update on their hour bank balance.

ARTICLE 8: STATUTORY HOLIDAYS

8:01 Any Employee after having completed their probationary period shall be paid one days pay at their regular rate of pay for each of the following holidays;

- (1) New Years Day
- (2) Good Friday
- (3) Easter Monday
- (4) Victoria Day
- (5) Canada Day
- (6) B.C. Day
- (7) Labour Day
- (8) Thanksgiving Day
- (9) Remembrance Day
- (10) Christmas Day
- (11) Boxing Day

and one floating Statutory Holiday, in which a regular Employee qualifies for after one (1) years service which is to be individually scheduled, and any holiday declared by the Federal and/or Provincial Government. Probationary Employees will be paid for general holidays as outlined in the Employment Standards Act of British Columbia. When one of the Statutory Holidays fall on a non-working day, the next scheduled work day will be observed as the holiday unless otherwise agreed between the Union and the Company.

8:02 Statutory Holiday pay will be paid while on layoff up to thirty (30) calendar days if otherwise qualified. Such holiday pay shall be paid on the first payday upon return to work provided the employee has returned to work on the Monday of the pay

week, and if not, such holiday pay will be paid on the second payday upon return to work.

8:03 In the event that Letter of Understanding #5 is terminated, all Employees who work a ten (10) hour shift schedule shall be paid ten (10) hours at straight time pay plus appropriate benefits when a Statutory Holiday arises.

ARTICLE 9: VACATIONS

9:01 A vacation with pay will be granted in accordance with the Employment Standards Act of British Columbia and as herein provided as follows:

(A) Employees with less than three (3) years service will receive two (2) weeks vacation at four percent (4%) of all hourly earnings since their last vacation.

(B) Employees with three (3) years service will receive three (3) weeks vacation at six percent (6%) of all hourly earnings since their last vacation, after having completed three (3) full years of employment.

(C) Employees with five years service will receive four (4) weeks vacation at eight percent (8%) of all hourly earnings since their last vacation, after having completed five full years of employment.

9:02 The Company maintains the right to discontinue production operations in order to accommodate accrued vacations at one time. Such plant shutdowns to accommodate vacations shall be between the recognized vacation months of June 1st to September 30th.

Employees with five (5) or more years of seniority wishing to take vacation at another period rather than during the plant shutdown will have the following option:

The Employee is entitled to four (4) weeks vacation taken consecutively at any time during the year subject to the application of Articles 9:03 and 9:07 at eight percent (8%) of their earnings. If the four (4) weeks vacation time selected by the Employee do not include the two(2) weeks plant shutdown for accrued vacation, the Employee will be given the opportunity to work through the plant shutdown (based on seniority) if work is available and if the Employee is qualified to perform the work that is available. If there is no work available or the Employee is not qualified to perform the work that is available, then the employee shall remain off work without pay for the duration of the plant wide shutdown.

9:03 The Company agrees to post a notice by February 15, of any calendar year, to notify Employees of the plant closure for the purpose of accommodating vacations. If the Company decides to shut down operations for more than a two-week

period, then the shut down time will not be deemed to be vacation time and will be considered a lay-off.

A vacation planner will be supplied and posted for the Employees to indicate their choice of time for vacation. The vacation planner will be posted January 1st to March 1st, and all employees will be obliged to fill out their preferences within that time period. The Company shall confirm vacations by no later than March 15th or earlier if possible.

In the event that Employees choose the same time off and where it affects the operation or production, then seniority shall apply.

Failing a senior Employee to fill out the vacation planner within the period over less senior Employees who have, then that Employee will not be given first option of vacation. Vacation changes beyond the control of the Employee will be taken into consideration of re-scheduling purposes.

It is understood that the vacation planner is used to assist in assuring your vacation period.

9:04 Employees who qualify for vacation in excess of posted plant vacation time shall have an opportunity to take the extra time as mutually agreed between the Employee and the Company.

9:05 Accrued vacation pay shall be paid as follows:

- (a) Five working days after requested.
- (b) Every pay period, the applicable percentage.
- (c) Or at their own option when laid off.

All Employees will be required to complete a form indicating their preference of (a) or (b). Individuals may request (c) at time of Lay-off. Accrued vacation pay shall be paid any Employee terminated under Article 12:01 (Just Cause). Requests for vacation payouts in part (a) will be limited to a maximum of four (4) times per year.

9:06 The following shall be considered as days actually worked for determining vacation with pay for Employees who have completed their probationary period.

9:06 contd

(A) Absence due to illness for a period of up to one (1) calendar year provided that the Employee has returned to employment and can provide a certificate from a qualified medical practitioner.

(B) Absence on Workers' Compensation up to a period of one (1) year provided the Employee has returned to employment.

(C) Absence due to Jury Duty or Bereavement Leave as provided for in this Agreement.

(D) Leave of Absence in excess of twenty-one (21) days of work per year will not be considered as days worked for determining length of service as it applies to vacation.

9:07 The maximum number of Employees off work on vacation, floating Statutory Holiday or banked overtime is limited to twelve percent (12%) of the number of regular Employees on the seniority list at that time. This cap does not apply in the case of vacation shutdown.

The above excludes Employees off on W.C.B., Non-Occupational Disability or Leaves of Absence.

Time off is to be scheduled by seniority with vacation time as the first preference, then the floating Statutory Holiday, followed by banked hours.

Time not scheduled by March 15 of the calendar year will be scheduled on a first come first served basis.

In the event the Employer decides not to have a plant shutdown to accommodate vacations the above percentage will not apply and the parties agree to meet and come to mutual agreement on the number of Employees allowed off work at any one time.

ARTICLE 10: PAYMENT OF WAGES

10:01 All wages due to Employees covered by this Agreement shall be paid them on the Friday following the period for which their pay is due. The pay period being two (2) weeks starting on a Sunday and ending the second Saturday following. The Company will utilize a system of direct bank deposit. The Company agrees to complete distribution of deposit slips by lunch time on pay day.

Further, if a Statutory Holiday falls on a Friday, payday will be on the Thursday prior to the Friday. Second or third shifts shall be paid on Thursday evening or Wednesday evening in the event that the Friday is a Statutory Holiday. An itemized statement must be included with the deposit slip or pay cheque. The Company will advise the Union when they are ready to implement the system.

10:02 Employees shall receive all wages by direct deposit, cheque statement and the R.O.E., within two (2) business days from the day of layoff, termination or employee quitting.

ARTICLE 11: PROMOTIONS AND VACANCIES

11:01 The Employer agrees to advise Bargaining Unit Employees (by notice posted in the lunch room) of any new positions and/or vacancies occurring in Non Bargaining Unit positions. The above provision is to provide the opportunity for advancement within the Company. However, the Employer retains the right to hire outside of the Bargaining Unit and its selection shall not be subject to the Grievance Procedure.

11:01:1 Notice of new higher paying positions within the Bargaining Unit shall be issued by the Company, for posting in places accessible to all Employees inside the Bargaining Unit. Vacancy posting shall carry a closing date to be set not earlier than five (5) days from the date of posting. All posting shall set forth the exact title of the job and the rate of pay.

11:02 Employees shall be entitled to bid for such positions of vacancies under Article 11:01 (1) by means of written applications. No application from Employees received later than the posted closing date will be considered.

11:03 Employees accepting promotions to a new position or vacancy, may be required to take a trial period of twenty-one (21) days working on the job to which they have been promoted, and during this period they shall be given training and the necessary instructions for the position concerned. If such Employee feels they do not qualify within such time, they may revert to their former position without loss of seniority. By mutual consent a further twenty-one (21) day trial period may be required. The total trial period will not exceed forty-two (42) days. If the Company determines that such Bargaining Unit Employee is incapable of qualifying for such position, the Company may require them to revert to their former position (before such time), without prejudice and without loss of seniority. When the Company determines that such an Employee is incapable of qualifying, the Company will provide specific written reason for that decision to the Employee and the Union. During the trial period the Employee shall be paid at the rate of the posted bulletin.

11:04 Any Employee who has acquired seniority and has been or is hereafter transferred from the Bargaining Unit to a job as a direct representative of the Company (such as Superintendents, Supervisors, or Clerks) shall retain and accumulate seniority for a maximum of forty-two (42) days, provided they continue to pay their monthly dues to the Union during this period of time.

11:05 If the Employee is still working as a direct representative of the Company, they will retain all seniority to acceptance date, but will not accumulate seniority providing they maintain their membership in good standing. All seniority is lost after two (2) years unless otherwise mutually agreed. Incumbents as of the date of ratification of this new Collective Agreement will retain seniority for a two (2) year period.

11:06 In case of return to Bargaining Unit work by a direct representative of the Company, they should return, if possible to the department in which they worked at the time of their promotion and be given their seniority rights.

ARTICLE 12: SENIORITY

12:01 The Company will recognize the principle of plant wide seniority except for where specifically allowed for in this contract. Competency considered for Employees who have completed their probationary period. Seniority shall be defined as the length of continuous service of every Employee starting with and including the first day and hour of their employ with the Company, which includes the Company's predecessor.

12:02 In the case of more than one Employee starting employment with the Company on the same day, seniority of each Employee shall be determined on the basis of the date of acceptance with the Company of the Employees application for employment.

12:03 Seniority shall be retained and accumulated for Employees who are absent due to illness or non compensable accident on the following basis:

From completion of probationary period up to five (5) years of seniority - one (1) year.

Five (5) years or more of seniority - two (2) years.

The necessity for the absence must be certified by a licensed medical practitioner.

It is understood that upon returning to work the Employee will be paid the classification wage rate prior to their absence and also be required to substantiate their capability to perform the work involved provided a suitable opening is available taking into regard lay-offs pursuant to the Collective Agreement.

If a medical certificate is required to substantiate the Employee's fitness the cost of the certificate shall be borne by the Company.

12:04 Seniority shall be retained and accumulated for Employees on Compensation as follows:

From completion of probationary period up to five (5) years of seniority - one (1) year.

12:04 contd

Five (5) years or more of seniority - two (2) years.

Provided the Employee has returned to the employ of the Company.

12:05 In the event of a reduction of work forces, the following will apply:

A reduction of work forces shall be done on the basis of the seniority list accepted by the parties with the person lowest on the list being laid off first.

12:06 It is hereby agreed that, when rehiring, laid off Employees will be called back starting with the last person released and such Employees shall be notified as follows:

(A) By Courier or Registered mail service to the Employee's last address recorded with the Company payroll department. A copy of the record shall be sent to the Union.

(B) Notice shall be dated and specify date and time the Employee is required to return to work and such time and date of return required shall not be sooner than three (3) days or more than five (5) days after notice has arrived at the address of the Employee, normal delivery time accepted.

(C) The Company will also exercise a system of telephone or verbal notice to return to work and such verbal or telephone notice shall be deemed to be notice served on that date, provided that such notice shall be confirmed by written notice sent by Regular Mail, showing date verbal notice given, and the date and time the Employee is to return to work.

(D) It shall be the Employees responsibility to keep the Company informed of their address at all times and during lay-off.

(E) In order to retain seniority, an Employee must return to work as specified in the notice of recall unless special arrangements are made between the Employee and the Company. If in the reasonable opinion of the Employer, the Employee does not have a reasonable excuse, they shall be considered a voluntary quit. The Company will submit a written explanation to the Chief Shop Steward within two (2) working days.

(F) Copy of all recall notices to be forwarded to the office of the Union.

12:07 Seniority during plant lay-off shall be retained for a period equal to an Employee's time employed up to a maximum of three (3) years from date of lay-off. Employees who have completed probation and are laid off for a period in excess of their seniority rights and are recalled within a one (1) year period that Employee shall receive credit for time served at the date of recall, therefore said Employee's start date shall be

12:07 contd

amended retroactively according to the probation period served with the Company, for Employees laid off while on probation and then recalled within a one (1) year period that Employee shall receive credit for probationary days already served. If the Employee completes their probation, that Employee's start date will be amended to sixty-three (63) working days prior to completion of probation.

12:08 The Employer agrees that the recognized Chief Shop Steward or designated alternate shall be deemed to have seniority over all Employees during the term of their office. It is understood however that in order to be assigned to any work available during a lay-off they must be able to perform the work available. The Employer shall be notified by the Union of who the duly elected Chief Shop Steward and alternates are at the time of the annual election.

12:09 Employees on leave of absence or lay-off to fulfil a Union function will retain seniority as at the time of lay-off or leave for a period of two (2) years unless otherwise mutually agreed to extend such period provided that no more than one such Employee will be granted leave for this purpose at any one time. Such Employee upon return from such leave will return to the same or equivalent position as held at the commencement of leave.

12:10 Notwithstanding anything to the contrary contained in this Agreement, it shall be mutually agreed that all Employees are hired on probation: the probationary period to be continued for sixty-three (63) days worked which may include one (1) Statutory Holiday during which time such Employees are to be considered temporary Employees only and during this same period no seniority rights shall be recognized. Upon completion of sixty-three (63) days worked, which may include one (1) Statutory Holiday, such Employees shall be regarded as regular Employees and shall then be entitled to seniority dating from the day on which they entered the Company's employ.

12:10(a) The Company shall have a job evaluation of probationary Employees after twenty-five (25) days worked. The results will be made available in a meeting with the Chief Shop Steward and the Employee involved.

12:11 Any Employee will forfeit all seniority rights in the event that such Employee:

- (A) Is absent without leave for three (3) or more consecutive days without having notified the Company or cannot show just reason for such absence.
- (B) Is discharged for cause or for reasons provided for in the Agreement and not reinstated.
- (C) Has resigned or quit.
- (D) Fails to comply with notice of re-call from lay-off as provided for in this Agreement.

12:11 contd

- (E) Fails to return to work upon completion of: a granted leave of absence at the specified time without reasonable excuse, a medical leave within the terms of that leave, a Compensation leave within the terms of that leave, as provided for in this Agreement.
- (F) Is discharged for cause as it concerns the application of Company plant

rules and regulations, and not reinstated.

12:12 Lead Hands shall be selected by the Company according to the Company's determination of their ability after a fair and reasonable trial period as per Article 11:03 (21 days and 42 days trial period) and seniority as specified under the terms of this Agreement. If the candidates have equal ability, then the senior Employee shall be chosen.

ARTICLE 13: HIRING POLICIES

13:01 When additional Employees are required, the Company will contact the Union and give consideration to Union members with work experience in the recreational vehicle industry.

ARTICLE 14: HEALTH AND SAFETY

14:01 Both parties agree that the Industrial Health and Safety Regulations of the Workers' Compensation Board will be rigidly applied and adhered to in all sections of the plant(s). It shall not be a breach of their Agreement and no Employee shall be disciplined or discharged, for failure or refusal to work on a job or in any work place or to operate any equipment under unsafe or unhealthy conditions. Where in such circumstances, the Employee does not work, the Employee shall not suffer loss of pay.

14:02 A joint Safety and Health Committee will be established in accordance with the Workers' Compensation Board regulations, which shall consist of an equal number of representatives of the Employer and the Union. Such committee shall identify potential dangers, institute means of improving the Safety and Health of Employees, including Safety and Health programs, identify hazards and promote safe work practices.

The committee shall meet at least once (1) a month or as required based upon immediate safety concerns. Time spent in such meetings is to be considered time worked. Minutes shall be taken of all meetings and copies shall be sent to the Employer and the Union. This committee shall consist of not less than four (4) people total. The number of the committee will only be increased by mutual agreement between the Employer and the Union.

14:03 The findings of the committee shall be posted on the Bulletin Board. In the event of accident or injury, such representatives shall be notified immediately and shall investigate and report as soon as possible to the Union and to the Employer on the nature and causes of the accident or injury. Furthermore, such representatives must be notified on the inspection of a Workers' Compensation Board Inspector and shall have the right to accompany him on his inspection. Time spent in all such activities shall be considered time worked.

14:04 All First Aid supplies, safety equipment, and devices mutually agreed upon by the Company and the Union or as required by law, shall be provided by the Company.

14:05 In case of injury to any Employee, which in the opinion of the First Aid Attendant required medical attention, the Employer shall provide transportation to the doctor, and to the Employee's home or to the hospital if deemed necessary. If the Employee is sent home or to the hospital by competent medical authority, they shall be paid for the balance of their regular shift.

14:06 The Company shall develop a fire exit plan and post it in the lunch room. All current Employees are expected to make themselves familiar with fire exits from the plan. New hires will be made familiar with the fire exit plan by the lead hand in the area that the Employee is working. The issue of familiarity with fire exits will be discussed at meetings of the Safety Committee.

14:07 All new Employees shall be presented with Safety and Health procedures by a Union Safety and Health Committee member at the time of hire, and also they shall be introduced to the First Aid Attendant on that Employee's shift.

14:08 A request for first aid attendant and/or back up first aid attendant position will be posted for all bargaining unit Employees when a vacancy arises. This posting will remain in effect for a period of six (6) months. During this six month posting period, if the position of first aid attendant and/or back up first aid attendant is vacant, the Company will retain the right to appoint a certified first aid attendant from the Company or other source at its discretion. If upon expiry of the first aid attendant posting, the Company has not received application for and appointed a first aid attendant and/or back up first aid attendant from the bargaining unit, the Company will continue to retain the right to appoint a certified first aid attendant from the Company or other source at its discretion. This appointment will remain in effect until such time as an adequately certified bargaining unit Employee applies for and is appointed to the first aid attendant position. All bargaining unit Employees who apply after the six (6) month posting expiry date, must hold the required level of first aid certification before their application will be considered.

The Company will reimburse first aid training course fees for up to a maximum of three (3) bargaining unit Employees. When the Company requires an Employee to take an Industrial First Aid Course or renew an Industrial First Aid Ticket, the Company shall allow time off work to that Employee for the length of the course they are registered for. The

Company shall pay the Employee's lost wages for the time spent in class. The Company

14:08 contd

shall also pay for the cost of the course and the cost of the required Medical Exam providing the Employee passes the course and returns to work. If the Employee should fail to pass the course on their first attempt and wishes to take the course again, the Employer shall pay for the Employee's lost wages for time spent in class, the cost of the course and the cost of the required Medical Exam, only if the Employee is successful on his or her second attempt.

Proof of adequate first certification along with receipt of payment must be submitted to the Company for reimbursement.

The Company will permit only one Employee to take the Industrial First Aid Course at a time.

The company will maintain a minimum of two (2) back up first aid attendants at any given time provided at least two (2) adequately certified bargaining unit Employees apply for these positions. Back up first aid attendant positions shall be awarded based on plant wide seniority. If the present first aid attendant position becomes vacant, then the back up first aid attendant with the most seniority will have first option to apply for this position.

In the event of a total plant layoff, first aid attendants or back up first aid attendants will be recalled based on plant wide seniority.

The Company agrees to post and maintain the posting of the primary and first backup first aid attendants in a conspicuous location within the plant.

ARTICLE 15: BEREAVEMENT PAY

15:01 Employees will be allowed, in the event of a death of relatives as noted herein a leave of absence. The pay of the employee is to be his/her regular straight time rate of pay for three working days. These three days may be taken at the discretion of the employee, provided they are contained within a ten (10) calendar day period of the relative's death. To be eligible for such paid leave, the employee must not be absent from work on account of illness, compensation or layoff at the time for which leave is requested.

The immediate relatives will be:

Spouse, parents, siblings, children, step-parents, parents-in-law, children-in-law, brother and sister-in-laws, grandparents and grandchildren.

15:02 In the event that an Employee does not attend the funeral of a member of their immediate family as defined in Article 15:01 because of the travel involved or other circumstances, the Employee will be paid at regular rate of pay for hours lost for a maximum of two (2) days.

15:03 In the case of Employees required to attend a funeral outside the Province of British Columbia, the Company will extend reasonable time off without pay as requested by the Employee.

15:04 If deemed necessary, the Company in consultation with a Union Representative may request proof of entitlement.

ARTICLE 16: JURY DUTY

16:01 Any regular full time Employee who is requested to perform Jury Duty, Coroner's Duty, or as a Crown Witness or Coroner's Witness on a day on which they would normally have worked will be reimbursed by the Company for the difference between the pay received for Jury Duty and their regular straight time hourly rate of pay for their regular scheduled hours of work. It is understood that such reimbursement shall not be for hours in excess of eight (8) per day or forty (40) per week, less statutory pay received for Jury Duty and shall not exceed fifteen (15) paid working days. The Employee will be required to furnish proof of Jury Service and Jury Duty pay received.

ARTICLE 17: LEAVE OF ABSENCE

17:01 The Company reserves the right to consider and grant Leaves of Absence without pay to Employees for personal reasons without loss of seniority. Requests for such leaves shall be made in writing stating the reasons for the Leave of Absence and the time required. Upon the return of an Employee from a Leave of Absence, they shall be re-employed in the position held immediately preceding the leave, if available, or a generally similar position.

17:02 All Leave of Absence approved shall be in writing, stating the period of such leave, and a copy of which will be furnished to the Chief Steward. The Employer agrees to reply to all requests for leaves within five (5) working days, except in cases of emergency and replies that are requested on short notice. Failure on the part of the employer to reply within five (5) working days indicates acceptance and granting of a request for leave, provided that the Company has acknowledged receipt of such request.

17:03 An employee who is pregnant may work as long as she so desires unless her condition interferes with the performance of her work. Should her pregnancy interfere with her job performance, her supervisor may inform her that her leave commence at that time. The total period an employee may take on maternity leave shall not exceed three hundred and sixty-five (365) calendar days, unless the employee has written proof of disability; otherwise she will be considered as a voluntary quit unless a further medical leave of absence is granted.

17:03 contd,

(A) All other criteria pertaining to maternity leave shall be as per the Employment Standards Act of British Columbia.

(B) Parental leave as per the Employment Standards Act of British Columbia.

17:04 Leaves of absence for medical reasons including maternity shall be approved by the Employer on submission of sufficient proof from the Employee's attending physician. In computing such Employees seniority credits, such leaves of absence shall be credited as time worked.

17:05 It is understood that an Employee returning from medical leave of absence may at the Company's expense, and discretion be required to take a physical examination by a licensed medical doctor. Any Employee who, in such doctor's opinion, is physically unfit to perform regular work without creating a hazard to their health or the safety of others shall not be permitted to work or return to work until certified by the licensed medical doctor that such physical disability no longer exists.

17:06 The Company will grant Leave of Absence normally without pay to Employees who are elected as representatives to attend Union meetings and conventions, or as members of any negotiating committee in order that they may carry out their duties on behalf of the Union. The Company will not be required to grant leave when the number of Employees requesting leave for such purposes is in excess of three (3) in number of when the number of Employees on leave at any time is in excess of five (5) Employees. The Company will grant leave to more than five (5) Employees at one time where in its opinion, it will not have the effect of interfering with the normal flow of production.

17:07 In the event that an Employee does not report for work following an approved Leave of Absence, the employment of the person on the leave of absence shall be terminated effective the date that the Employee failed to report to work as required, unless they have a reasonable excuse for failing to return to work.

ARTICLE 18: TECHNOLOGICAL CHANGE

18:01 Where technical changes to the production process, the plant and equipment are introduced and which changes will result in a reduction of the work force the Company agrees that advance notice of such change will be posted at the earliest possible time or in any event notice will not be less than two (2) months. The Company further agrees that a Technological Change Committee will be set up to resolve any problems caused by a substantial reduction of the work force, and such committee will include two (2) Union and two (2) Company officials who will commence discussions forthwith upon notice of technical change.

18:02 The Technological Committee shall only meet upon such notice by Company of Technological Change and shall discuss resolution to problems caused by changes as set out in the notice and shall not meet beyond thirty (30) calendar days from the date of notice and in which time no Agreement has been reached, the provision of the **GRIEVANCE PROCEDURE** shall be employed, as referred to in the applicable **Section 54 of the Labour Relations Code of British Columbia**. Time period can be lengthened or reduced by mutual agreement.

18:03 Employees discharged or laid off because of mechanization, technological change or automation shall, provided they have not been offered continued employment with the Company, receive one weeks severance pay for each year of service with the Company to a maximum of eight (8) weeks.

ARTICLE 19: UNION LABEL

19:01 In the event that the Employer intends to utilize the Union Label on its products, the following will apply: It is hereby understood and agreed by the Employer and the Union that an application be made for the Union Label to the First General Vice President of the United Brotherhood of Carpenters and Joiners of America. If the application is approved and the Union Label is issued by the United Brotherhood of Carpenters and Joiners of America, to be placed upon the Employer's products, it is understood and agreed that the Label shall remain the property of the United Brotherhood of Carpenters and Joiners of America, and shall be at all times in the possession of a member of the United Brotherhood of Carpenters and Joiners of America, and that said Union Label shall at no time be used in any manner that will be detrimental to the interest and welfare of the said members of the United Brotherhood. Use of said Label may be withdrawn from the mill, shop, factory, or manufacturing establishment of the Employer at any time at the discretion of the International Union.

ARTICLE 20: GENERAL PROVISIONS

20:01Rest Periods: A fifteen (15) minute rest period will be allowed in each half of each shift, normally scheduled half way through the first half of the shift and again half way through the second half of the shift. A fifteen (15) minute rest period will be allowed half way through each four (4) hour overtime shift. A fifteen (15) minute rest period will be allowed after the end of a normal shift, for Employees required to work overtime directly after the completion of their normal shift, except in emergency cases where overtime is needed for customer satisfaction reasons. In which case the overtime must exceed fifteen (15) minutes before the Employee is paid for the fifteen (15) minute rest period.

20:02Report-in-Pay: Any Employee reporting for work on their scheduled shift and for whom no work is available, and which Employee was not notified not to report for work shall be paid three (3) hours pay at their regular rate of pay. Notice not to report to work will be given to the Employees at the end of his/her shift or by Sunday at 8:00 p.m..

20:03Union Activity: Union Activity within the plant complex during the working hours shall be restricted to the processing of Grievances by the recognized Chief Steward. The Chief Steward upon request to his foreman shall be permitted reasonable time for the processing and investigation of Grievances.

20:04Negotiating Committee: The Company will recognize three (3) Employees as members of the Negotiating Committee for the purpose of Collective Agreement Negotiations.

20:05Bulletin Board: A bulletin board will be provided for the Union at or near the time clock. The Shop Steward will determine material to be posted on the bulletin board, it being understood that material will not defame or malign the Company or a third party.

20:06Protective Clothing: The Company will provide as follows:

(a) Aprons for laminator, glue operations, metal cutting, cabinet shops, metal and wood power saw Employees.

(b) An annual allowance of one hundred dollars (\$100.00) shall be paid to Employees every January of each year. The allowance shall be based on date of hire. The calculation shall be done based on months or twelve's of the year. For example, an Employee qualifying in eleven (11) months from the previous calendar year shall receive 11/12 of the allowance

If an Employee is absent from work in January for any reason, the allowance shall be paid upon active return to work.

(c) The Company shall, upon proof of purchase, reimburse Employees up to a maximum of one hundred dollars (\$100.00) every two (2) years beginning January 1, 2006 and up to a maximum of one hundred and twenty-five dollars (\$125.00) every two (2) years beginning January 1, 2008 for prescription safety eye glasses (frames, lenses and side guards).

(d) Gloves for plumbing, and yard work.

(e) Paper boot coverings shall be supplied to painters.

20:07Attending Job Station: It is understood that the Company will operate a signal system of electronically controlled bells which will signify starting and stopping times, signal of shifts in operation, rest period, and lunch breaks. Employees shall be present at their normal or assigned work station at the sound of the signal at the end of their shift, rest or lunch break, and shall be within the factory complex (including lunchroom) at the sounding of the start bell.

20:08Company Business: Shall not be discussed by the Company with Employees during rest or lunch breaks.

20:09Grievance Committee: - **DELETED**

20:10 The Company has the right to discipline or dismiss any Employee for just and reasonable cause. The Chief Shop Steward (or alternate) should be present when it appears that an Employee will be disciplined. The Chief Shop Steward shall be provided with copies of all warning slips issued. Any record relating to written warnings shall be removed from the Employee's record if the Employee has gone a clear six (6) months without any further formal discipline. If an Employee receives a disciplinary suspension, then the record shall be cleared after nine (9) months without further discipline.

20:11 Bargaining Unit/Management Committee: will be set up, such committee to include two (2) representatives of the Bargaining Unit and two (2) representatives of Management. The Committee shall meet once per month, normally on the last Friday of each month. Management representatives shall be senior persons appointed by Management and Bargaining Unit representatives shall be approved by the Union. The sole purpose of the committee will be to promote improved Labour/Management relations within the entire scope of Company/Employee day-to-day short term, and long term considerations, desires, and objectives, and the only responsibility of the Committee will be to provide information or recommendations to either of the parties of this Agreement. The

20:11 contd

Company will absorb all costs of the Committee and meetings will take place on Company time with pay in effect. Minutes of all meetings will be processed and distributed during the week following the meeting, a copy to be mailed to the United Brotherhood of Carpenters Local Office.

20:12Emergency Lay-off: It is agreed by both parties to this Agreement that lay-off of any individual or group of Employees required as result of emergency conditions, equipment failure, lack of supplies, or for any reason not immediately correctable by the Company, shall take place without notice, other than as provided for in this Agreement, and shall be subject to the seniority principle or as mutually agreed that such emergency lay-off will not exceed three (3) working days.

20:13Seniority List: The Company shall provide a current seniority list upon request from the Union and copies shall be distributed to the Chief Shop Steward, the Union office and posted on the bulletin board.

20:14Guarantees: Nothing in this Agreement shall be construed so as to guarantee to any Employee, assignment to a specific shift, shift premium pay, higher rate pay, any amount of hours or work per day or per week, pay without having worked, or continued job position, other than as is specifically provided for in this Agreement.

20:15 This contract constitutes the entire Agreement and understanding between the parties and shall not be modified, altered, or changed or amended in any respect except on mutual agreement set forth in writing and signed by both the Employer and the duly authorized and elected signing officers of the Union.

20:16Tools: All tools used on the job will be supplied by the Company. All tools, hoses, ladders, etc., shall be kept in top condition by the Company.

20:17Road Trips: Any expenses incurred (meals, hotel, etc.) during written request road trips will be reimbursed by the Company.

20:18 If Employees reporting for work are assigned to a job other than their usual job which pays at a rate higher than their usual job, they shall be paid the higher rate of pay of the job which they are assigned. Such Employees shall not, however, be paid at a rate less than the rate they would have received on their usual job.

20:19 The Company in its discretion may select Employees in the Bargaining Unit to assist Management in inventory counting. Where Employees in the Bargaining Unit are required to assist in inventory counting, the Employer shall post at least one week in advance of the inventory counting, the names of the Employees needed. The list of the Employees in the Bargaining Unit selected will be discussed with the Chief Shop Steward prior to the posting. Alternate names acceptable to the Company may be substituted by Agreement.

ARTICLE 21: GRIEVANCE PROCEDURES

21:01 Where a difference arises between the parties bound by this Agreement relating to the dismissal, discipline, or suspension of any Employee, or to the interpretation, application, administration, operation, or alleged violation of this Agreement, including any questions as to whether a matter is Arbitrable, either of the parties, without stoppage of work may, after exhausting the Grievance Procedure established by this Agreement, refer the matter to a Board of Arbitration for final and conclusive settlement as hereinafter provided. Time limits set out below may be extended by mutual agreement at any step of the Grievance Procedure and such agreement shall be confirmed in writing. Time limits set out below may be extended by mutual agreement at any step of the Grievance Procedure and such agreement shall be confirmed in writing.

21:01:1 A Steward shall be allowed to leave their job after first notifying their foreman, for the purpose of investigating, presenting and handling situations where Employees have been disciplined and also to assist in the settling of any Grievance. Such privilege shall not be used for anything other than the above. The Employer will cooperate in this respect and make available its representative at mutually agreed times. Grievances will normally be resolved during working time.

21:01:2 No Grievance will be entertained by either party unless instituted by the aggrieved within twenty (20) working days, exclusive of vacation or legitimate absence due to illness or injury, of its occurrence. The above time limit will not apply to claims for wages or other monies caused by clerical or payroll errors, or as otherwise mutually agreed.

21:02Step 1

The Employee and Shop Steward shall meet the Supervisor (or designate) directly in charge of the work. Should the matter not be resolved within five (5) working days of this meeting then the matter shall be put in writing and referred to Step 2.

21:03Step 2

Within five (5) working days of being referred to Step 2, the Chief Shop Steward and a person designated by the Company shall discuss and attempt to resolve the matter. Should the matter not be resolved within five (5) working days, it shall be referred to Step 3.

21:04Step 3

Failing resolution at Step 2, within fifteen (15) working days, the grievance shall be discussed by the Union business agent, the Shop Steward, the grievor and one (1), two (2), or three(3) employer representatives.

21:05Step 4

Failing resolution in Article 21:04 within seven (7) days or such longer time agreed to by the parties, the Grievance shall be referred to a Board of Arbitration as follows:

It is the right of either the Company or the Union, pursuant to the Labour Relations Code to apply to the Collective Agreement Arbitration Bureau for an unbinding Mediation and/or an expedited hearing without the agreement of the other party. Otherwise, the party seeking Arbitration may contact the other party about whether to use a three - person Arbitration Board that includes the Union nominee and the Employer nominee agreeing on the Chair.

21:05 contd

The party seeking Arbitration may contact the other party to seek agreement to a single Arbitrator. If the Company and the Union cannot agree to the above, they may seek an appointment of an Arbitrator in accordance with the Labour Relations Code.

21:06 Each party shall pay its own costs and expenses of Arbitration, the remuneration and disbursements of its appointed member to the Board, and one-half (1/2) of the compensation and expenses of the Chairman and stenographic and other expenses of the said Board.

ARTICLE 22: SAVINGS CLAUSE

22:01 Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any judgement or order of a court of competent jurisdiction, such invalidation of each part or portion of this Agreement shall not invalidate the remaining portions thereof, and such remaining portion shall continue to full force and effect.

22:02 In the event that any clause or section is held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate Collective Bargaining Negotiations upon the request of either party for the purpose of arriving at a mutually satisfactory replacement for such Article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

ARTICLE 23: HEALTH AND WELFARE PROGRAM

23:01 The Company agrees to pay costs of the Health and Welfare Program as outlined below. All Employees are eligible for benefits after completing the respective qualifying periods. The Union will provide benefit application forms to all new Employees and to existing Employees at their request, indicating what the Health and Welfare Program provides.

(A) The Employer agrees to pay to the Industrial Carpenters Health and Welfare Plan one dollar and fifty-eight cents (\$1.58) per hour effective January 1, 2006; one dollar and sixty-six cents (\$1.66) per hour effective January 1, 2007; one dollar and seventy-four cents (\$1.74) per hour effective January 1, 2008; one dollar and eighty-three cents (\$1.83) per hour effective January 1, 2009; one dollar and ninety-two cents (\$1.92) per hour effective January 1, 2010: for each employee for each hour earned in any job classification to a maximum of one hundred fifty-five (155) hours per calendar month. All moneys paid on behalf of workers who do not complete their probationary periods will be credited back to West Coast Leisure Homes Ltd.

(B) The Employer shall make payment to the Trustees of the Industrial Carpenters Health and Benefit Plan by single payment made by the tenth (10th) day of the month following that which payment covers, to any agency designated for that purpose by the Union, accompanied by a report of particulars on reporting forms approved from time to time by mutual agreement of the Union and the Employer.

23:01 contd

(C) Penalties for delinquent payment and/or deductions:

(1) The Union will advise the Employer within forty-eight (48) hours in writing of any delinquent monthly report.

(2) If the Employer fails to respond within forty-eight (48) hours of notification exclusive of Saturdays, Sunday and Statutory Holidays, the Union shall require a ten percent (10%) penalty of the amount of late payment.

(D) The Employer's above contribution shall be adjusted accordingly with any M.S.P. increases that occur within the duration of this Collective Agreement.

ARTICLE 24: CLASSIFICATION AND WAGE RATES

24:01 The Company will maintain hourly wage rates for the duration of the Agreement as follows:

	Jan.1/06	Jan.1/07	Jan.1/08	Jan.1/09	Jan.1/10
	2%	2%	2.25%	2.5%	2.75%

	Jan.1/06	Jan.1/07	Jan.1/08	Jan.1/09	Jan.1/10
Class 1	\$ 18.53	\$ 18.90	\$ 19.33	\$ 19.81	\$ 20.35
Class 2	\$ 16.32	\$ 16.65	\$ 17.02	\$ 17.45	\$ 17.93
Class 3	\$ 15.56	\$ 15.87	\$ 16.23	\$ 16.64	\$ 17.10
Class 4	\$ 14.82	\$ 15.12	\$ 15.46	\$ 15.85	\$ 16.29
Probation	\$ 12.65	\$ 12.90	\$ 13.19	\$ 13.52	\$ 13.89
Maintenance	\$ 18.53	\$ 18.90	\$ 19.33	\$ 19.81	\$ 20.35

24:02 The Company shall have the exclusive right to determine the number of Lead Hands to be employed at any one time. Lead Hand rate shall be one dollar and thirty cents

(\$ 1.30) per hour beginning January 1, 2006, in addition to the normal rate of pay for any Employee delegated by the Employer to act as Lead Hand. If the regular Lead Hand is absent from work, the Employer shall appoint an acting Lead Hand and that Employee shall be paid the Lead Hand rate for all hours worked.

24:03 Probationary 1-63 days worked including one (1) Statutory Holiday.

The parties hereto mutually agree that this Agreement shall be effective from and after the 1st day of January 2006 to midnight the 31st, December 2010, and thereafter from year to year unless written notice of contrary intention is given by either party within four (4) months immediately preceding the date of expiry. The notice required hereunder shall be validly and sufficiently served at the Head Office of the Party of the first part or at the Local Office upon the Local Officers of the Union, party of second part. Within four (4) months immediately preceding the expiry date, if no Agreement is reached at the expiration of this contract and negotiations are continued, the Agreement shall remain in force up to the time an Agreement is reached or until negotiations are discontinued, by either party. The operation of Section 50 (2) and Section 50 (3) of the Labour Relations Code of British Columbia is hereby excluded.

In witness whereof, the Parties have hereinto set their hands this _____ day of _____, 2006, in the City of Penticton, in the Province of British Columbia.

Signed on behalf of the Company

West Coast Leisure Homes Limited
316 Dawson Avenue
Penticton, British Columbia

Signed on behalf of the Union

Construction, Maintenance and Allied
Workers, Local 2511, Penticton
British Columbia

Letter of Understanding # 1

By and Between

West Coast Leisure Homes Limited

And

**Construction, Maintenance and Allied Workers
Local 2511**

Effective January 01, 2006 to December 31, 2010

Subject: Graduated Return to Work

The Employer agrees that regular Employees returning to work after a workers Compensation Board claim or a non occupational injury, shall be allowed to return on a graduated basis for up to a twelve (12) month period.

The above shall be subject to the recommendation of the joint Safety and Health Committee (Article 14:02), which shall include the Chief Shop Steward.

The intent of this letter is to bring Employees back to work as soon as possible under the advice and recommendation of their physician and shall not be construed as a minimum.

Dated this _____ Day of _____, 2006.

For the Company:

For the Union:

Letter of Understanding # 2
By and Between
West Coast Leisure Homes Limited
And
Construction, Maintenance and Allied Workers
Local 2511

Effective January 01, 2006 to December 31, 2010

Subject: Lead Hand Definition

A Lead Hand is an experienced Employee who provides leadership to a group of Employees. Although the Lead Hand's job will change from time to time the general outline is as follows:

- Acts as a work coordinator in an area by giving guidance and direction.
- Trains or arranges training for Employees on the safe and efficient operation of equipment and processes and ensures Employees are aware of quality and productivity expectations.
- Work with other Lead Hands and supervisors to plan and to implement plans for changeovers, future runs and product development to ensure an efficient transition.
- Encourage safe and clean work areas.
- Advises supervisors or other Lead Hands of any problems or shortages and works with them to determine solutions.
- Ensures required paperwork is properly completed.
- At no time does the Lead Hand have the right or responsibility for disciplining Employees.

Dated this _____ Day of _____, 2006.

For the Company:

For the Union:

Letter of Understanding #3
By and Between
West Coast Leisure Homes Limited
And
Construction, Maintenance and Allied Workers
Local 2511
Effective January 01, 2006 to December 31, 2010

In order to address altered day shifts between the above mentioned parties, the following terms are understood and agreed to:

- 1) The parties agree that altered day shifts may be required from time to time.
- 2) Departmental shifting for one day durations will be allowed provided the following
 - a) The majority of the department employees agree to the shift in consultation with the Chief Shop Steward.
 - b) Is not altered more than two (2) hours.
 - c) Reasonable notice is given to the employees involved in consultation with the Chief Shop Steward (preference of forty-eight (48) hours).
 - d) Is done on a departmental seniority basis of the employee(s) and their voluntarily consenting to a change of shift times.
 - e) The shift change does not result in less than an eight (8) hour day.
 - f) Overtime paid after eight (8) hours and as per the Collective Agreement.

Dated this _____ day of _____, 2006.

For the Company:

For the Union:

Letter of Understanding #4
By and Between
West Coast Leisure Homes Limited
And
Construction, Maintenance and Allied Workers
Local 2511
Effective January 01, 2006 to December 31, 2010

The Union agrees that if work is required in the shipping/receiving department during summer vacation plant shutdown, the employer, upon mutual agreement with the employee, will retain the right to keep the most senior employee (based on plant wide seniority).

The employee will have the right to accept or pass on the request.

If accepted, the employee must take two (2) weeks vacation time off at another time, based on mutual agreement with the company.

If the senior employee declines, the offer may be given to the next senior employee in the department.

If all employees decline, the employer may offer such work to other employees based on plant wide seniority.

The Union agrees that the Company will not be required to retain the Chief Shop Steward to represent this employee during the vacation shutdown period.

Dated this _____ day of _____, 2006.

For the Company:

For the Union:

Letter of Understanding #5
By and Between
West Coast Leisure Homes Limited
And
Construction, Maintenance and Allied Workers
Local 2511

Effective January 1, 2006 to December 31, 2010

A compressed work week may be established with the mutual consent of the Union and the Company,

- a) Day Shift: Ten (10) straight hours (6:00 A.M. – 4:30 P.M. inclusive of a meal break) shall constitute the compressed work week day shift. Forty (40) straight time hours Monday through Thursday inclusive or Tuesday through Friday inclusive shall constitute the regular work week. Two (2) rest periods of fifteen (15) minutes will be allowed evenly spaced throughout the shift.
- b) Afternoon Shift: Shall commence at 4:15 P.M. and stop at 2:15 A.M. for nine and a half (9 ½) hour shift plus ½ hour paid lunch break at the regular rates of pay for a full ten (10) hour day and shall be Monday through Thursday. Lunch break will be at 7:30 P.M. Three (3) rest periods of fifteen (15) minutes will be allowed, evenly spaced throughout the shift or as mutually agreed between the Employer and the majority of Employees working that shift.
- c) Notwithstanding (a) and (b), the scheduled start time of the shift may be varied by up to two (2) hours earlier or later by mutual consent of the Union and the Employer.
- d) Night Shift: Shall commence at 11:30 P.M. and stop at 7:00 A.M. for a seven and one-half (7 ½) hour day and thirty-seven and a half (37 ½) hour week allowing for (½) hour lunch break with pay. Lunch break will be 3:30 A.M. – 4:00 A.M.
- e) Shift scheduling in the event the Employer scheduled three (3) shifts on a five (5) day a week basis, the day shift and the night shift shall be scheduled as per Article 7:01 (A) and 7:01 (C). The afternoon shift shall commence at 3:30 P.M. and stop at 11:30 P.M. which shall include a half hour (½) paid lunch break between the hours of 7:00 P.M. and 8:00 P.M.
- f) Overtime shall be paid at time and one-half for the first two (2) hours worked in excess of the ten (10) hour shifts Monday through Thursday or Tuesday through Friday and double time for all hours worked thereafter.
- g) Employees who work over the ten (10) hour shift shall be entitled to another additional fifteen (15) minute rest period prior to commencing the overtime or as mutually agreed between the Employer and the majority of the Employees working that shift.
- h) All eligible Employees working the compressed work week shall receive ten (10) hours straight time pay plus appropriate benefits when a Statutory Holiday arises.

Days worked for the purpose of Employee classification shall be converted into hours worked for the purpose of calculations for regular ten (10) hour shifts.

Either the Company or the Union, subject to 90 days prior written notice, may terminate this Letter of Understanding.

Dated this _____ day of _____, 2006.

For The Company

For The Union

