

LETTER OF UNDERSTANDING

BY AND BETWEEN:

TERRATECH EQUIPMENT

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

RE: Compressed Work Week Afternoon Shift (Surrey Branch)

In addition to the current language in the collective agreement the Company shall have the option of scheduling an afternoon shift subject to the following terms and conditions.

1. Days of work shall be Monday, Tuesday, Wednesday, and Thursday
2. Hours of work shall be 4 p.m. to 2 a.m.
3. There shall be a half-hour (1/2 hr) paid lunch break at mid shift and two paid coffee breaks during the duration of the shift.
4. A shift premium of fifty cents (\$0.50) shall be added to the classified hourly rate.
5. General Holidays:

All Employees working on this shift at the time of the Holiday shall receive ten (10) hours' pay plus premiums.

If a General Holiday falls on a Friday, employees working this shift will take the Thursday immediately before the General Holiday off.

If a General Holiday falls on a Saturday or Sunday then the next working day shall be observed as the holiday.

6. Employees who report sick during this shift shall have the equal amount of hours deducted from their sick time hour bank to cover the missed hours of work.

7. The Company and the Union agree to meet on an as needed basis to deal with any issues arising from the implementation of this shift schedule. Keeping in mind the mutual interests of both parties.

The terms and conditions as noted above shall be for the purpose of this Letter of Understanding only.

All other terms and conditions of the collective agreement shall apply.

This agreement shall remain in effect for the duration of the current collective agreement.

Signed this _____ day of _____, 2006.

TERRATECH EQUIPMENT

INTERNATIONAL UNION OF
OPERATING ENGINEERS LOCAL 115
