

## LETTER OF UNDERSTANDING

### BETWEEN:

**Dawson Construction Limited**  
(Hereinafter referred to as “the Company”)

### AND:

**International Union of Operating Engineers, Local 115 "C"**  
(Hereinafter referred to as “the Union”)

In recognition of the advent of “7” new job classifications, namely:

1. Quality Control Inspector
2. Surveyor
3. Surveyor Assistant Level II
4. Surveyor’s Assistant
5. Senior Tester
6. Junior Tester Level II
7. Junior Tester

it is agreed that:

1. The Company shall be required to sign this agreement with the Union before they are able to apply the conditions set out herein.
2. This Letter of Understanding shall continue from March 1, 2006 to and including February 28, 2009 (directly tied to the Interior/Kootenay Road Builder’s Agreement).
3. This Letter of Understanding shall become void and of no affect if it is found that the Company is involved in, or supports, double breasting.
4. All conditions of the Interior (Kamloops/Kootenay) Addendum and/or the Road Building Industry Standard Agreement shall apply to the job classifications listed in this Letter of Understanding, except as changed or amended by this Letter of Understanding.
5. The job classifications listed herein and/or added in the future are hereby assigned to the jurisdiction of the International Union of Operating Engineers.
6. The employees covered under this Letter of Understanding will be members of the Operating Engineers, Local 115”C”. The cost of initiation will be the responsibility of Dawson Construction and will be payable in full within 30 days of an employee being hired, unless he or she is already a member.

7. It is agreed by both the Company and the Union that all gains both monetary and in benefits that are agreed to in the Interior (Kamloops/Kootenay) Road Builders Agreements, now and in the future, will apply to the employees covered by this Letter of Understanding.
8. Lead hand premium \$.50/hour.

	March 1, 2006	March 1, 2007	March 1, 2008
Quality Control Inspector	\$25.50/hr	\$26.29/hr	\$27.06/hr
Surveyor	\$25.50/hr	\$26.29/hr	\$27.06/hr
Surveyor Assistant Level II	\$20.00/hr	\$20.59/hr	\$21.16/hr
Surveyor's Assistant	\$16.00/hr	\$16.45/hr	\$16.87/hr
Senior Tester	\$23.00/hr	\$23.70/hr	\$24.38/hr
Junior Tester Level II	\$18.00/hr	\$18.52/hr	\$19.01/hr
Junior Tester	\$16.00/hr	\$16.45/hr	\$16.87/hr

**SCHEDULE TOTAL EMPLOYER/EMPLOYEE CONTRIBUTIONS**

	March 1, 2006	March 1, 2007	March 1, 2008
Benefits Plan	\$2.00	\$2.05	\$2.10
Pension Plan	\$4.00	\$4.10	\$4.25
Apprenticeship	\$0.38	\$0.38	\$0.38
Working Dues	\$0.49	\$0.51	\$0.52
O.E. Advancement Fund	\$0.155	\$0.155	\$0.155
Rehabilitation Fund	\$0.02	\$0.02	\$0.02
Tool Allowance Fund	\$0.08	\$0.08	\$0.08
<b>TOTALS</b>	<b>\$7.125</b>	<b>\$7.295</b>	<b>\$7.505</b>

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2006 in Kamloops, BC

\_\_\_\_\_  
 For the Company

\_\_\_\_\_  
 For the Union