

LETTER OF UNDERSTANDING

BY AND BETWEEN: INTERNATIONAL CRUSHING CONTRACTORS LTD.

AND: INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

RE: "Crushing" – Area: North side of Fraser River beyond Stave River to Harrison Bay and on the South side of Fraser River beyond Mount Lehman Road.

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 to February 28, 2011 shall apply.

2. Hourly Wage Rates

	May 1/06	May 1/07	May 1/08	May 1/09	May 1/10
Blaster	\$26.11	\$27.42	\$28.79	\$30.23	\$31.74
Operator	\$26.11	\$27.42	\$28.79	\$30.23	\$31.74
Labourer	\$22.52	\$23.65	\$24.83	\$26.07	\$27.37
Truck Driver	\$22.52	\$23.65	\$24.83	\$26.07	\$27.37
Utility Worker	\$17.25	\$18.11	\$19.02	\$19.97	\$20.97
Apprentice/Trainee	As per Apprenticeship Plan				

3. Schedule of Total Employer/Employee Contributions

	May 1/06	May 1/07	May 1/08	May 1/09	May 1/10
Health and Welfare	\$2.05	\$2.05	\$2.10	\$2.10	\$2.10
Pension Plan	\$2.20	\$2.70	\$3.20	\$3.70	\$4.20
OE Advancement Fund	\$0.155	\$0.155	\$0.155	\$0.155	\$0.155
Supp. Dues	\$0.52	\$0.55	\$0.57	\$0.60	\$0.63
TOTAL	\$4.925	\$5.455	\$6.055	\$6.555	\$7.085

* It is agreed that the Employer shall remit one hundred and twenty-five (125) hours per month, every month, for each employee employed under this Addendum.

4. It is agreed and understood that the Standard Road Building Utility Agreement will apply effective March 1, 2011. This letter will cease to exist.

5. Holiday Pay:

May 1/06	May 1/07	May 1/08	May 1/09	May 1/10
10.5%*	11%*	11.5%*	12%*	12.5%*

* of gross earnings

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

7. When a majority of Employees determine they may, at their option, work at straight time pay for eight (8) hours on a Saturday in order to make up for time lost during the regular workweek due to inclement weather or other causes beyond the control of the Employer.

8. Metro Travel allowance shall not apply.

Signed this _____ day of _____, 2006.

INTERNATIONAL CRUSHING
CONTRACTORS LTD.

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 115

Michael J. Tutt, President

Frank Carr, Member Representative