

Maintenance employees
Agreement.

LETTER OF UNDERSTANDING

between

H.M. TRIMBLE & SONS (1983) LTD.

and

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115
(hereinafter called "the Union")

The undersigned parties hereby agree to the following for the Shop employees Apprenticeship Program

The Heavy Equipment Technician (HET) program will consist of 3 years at the following rates of percentages: calculated on the branch's licensed Journeyman's rate.

Alberta Indentured Apprentice Scales:

Three-Year Contract Of Apprenticeship

1 st Year:	60%
2 nd Year:	75%
3 rd Year:	90%

Signed this 7th day of September, 2006.

For the Company



For the Union

