

**LETTER OF UNDERSTANDING  
AMENDING THE CRANE RENTAL AGREEMENT**

BY AND BETWEEN:

ROLSTON CRANE & FREIGHT LTD.

(the "Company")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

(the "Union")

**Re: Operation of Crane Trucks**

The parties agree to amend the Crane Rental Agreement as follows:

1) **Hours of Labour and Shifts**

- a) The standard work day shall be eight (8) hours, commencing between 6:30 a.m and 9:00 a.m.
- b) All hours worked beyond eight (8) hours in a day shall be considered overtime and paid at one and one-half (1.5) times the employee's hourly rate. Saturday's will be one and one-half (1.5) times the employee's hourly rate. All hours worked beyond eight (8) on Saturday and eleven (11) Monday to Friday shall be paid at two (2) times the employee's hourly rate. All hours worked on Sunday or a general statutory holiday shall be paid at double (2) the employee's hourly rate.
- c) Only government mandated statutory holidays will quantify as double (2) the employee's hourly rate. Union mandated holidays will be considered as normal work days paid at the normal hourly rate.

2) **Hourly Wage Rate**

Effective:	<u>Jul. 21, 2005</u>	<u>May 1, 2006</u>	<u>May 1, 2007</u>	<u>May 1, 2008</u>	<u>May 1, 2009</u>
Crane Truck Operator	\$23.87	\$24.94	\$25.68	\$26.64	\$27.66

4) Schedule of total employer/employee contributions

Effective:	<u>Jul. 21, 2005</u>	<u>May 1, 2006</u>	<u>May 1, 2007</u>	<u>May 1, 2008</u>	<u>May 1,2009</u>
Benefits Plan	\$1.67	\$1.80	\$1.80	\$1.80	\$1.80
Pension Plan	1.50	2.00	2.00	2.25	2.50
Apprenticeship Plan	0.17	0.20	0.22	0.24	0.26
Supp. Dues	<u>0.47</u>	<u>0.51</u>	<u>0.53</u>	<u>0.55</u>	<u>0.58</u>
Total	\$3.81	\$4.51	\$4.55	\$4.84	\$5.14

\* This letter will not apply to any work performed on unionized industrial sites that are signatory to the Heavy Construction Agreement.

\* Should an employee be requested to perform work on a unionized Building Trade Project which is signatory to the Heavy Construction Agreement for more than three (3) consecutive days; commencing on the fourth day all terms and conditions of the Heavy Construction Agreement will apply.

Signed at \_\_\_\_\_, B.C. this \_\_\_\_\_ day of \_\_\_\_\_, 2006.

ROLSTON CRANE & FREIGHT LTD.

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 115

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