



Celebrating our  
75th Anniversary

## INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL UNION No. 115-115A-115B-115C • AFFILIATED WITH A.F.L.-C.I.O.-C.L.C.

4333 LEDGER AVENUE, BURNABY, BRITISH COLUMBIA V5G 3T3  
TELEPHONE (604) 291-8831 • FACSIMILE (604) 473-5235

Gary W. Kroeker Business Manager Brad MacKenzie President

### LETTER OF UNDERSTANDING #4

BY AND BETWEEN:

TAPLOW VENTURES LTD. (TAPLOW FEEDS)

(the "Company")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

(the "Union")

Except as specifically expressed in this Letter of Understanding, all other terms and conditions of the Taplow Ventures Ltd. (Taplow Feeds) Collective Agreement shall apply.

The following new classification and rate of pay will form part of the Collective Agreement.

#### Classification

#### Rate of Pay


Packager (Small Packaging)

New Job Entry:	\$11.50/hr
Complete 3 months:	\$12.50/hr
Complete 6 months:	\$13.50/hr
Over 1 year:	\$14.50/hr

Signed this 8 day of November, 2006.

TAPLOW VENTURES LTD. (TAPLOW FEEDS)

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 115

  
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For the Company

  
\_\_\_\_\_  
Frank Carr, Member Representative

FC/sda cope15

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