

NORLANG CONTRACTING LTD.  
COMPANY

20348 88B AVENUE  
ADDRESS

LANGLEY, BC V1M 1E6  
CITY POSTAL CODE

**LETTER OF UNDERSTANDING**

THIS LETTER will confirm the agreement of the undersigned parties to abide by the terms and conditions of the current collective agreement made between:

B & B CONTRACTING LTD.  
(an Employer)

and the Teamsters Local Union No. 213. A copy of the current collective agreement made between the said Employer and the said Teamsters Local Union No. 213 is hereunto annexed.

IN THE EVENT such collective agreement is renewed or revised or amended, or in the event any other collective agreement is made between the said Employer and the said Teamsters Local Union No. 213, the undersigned parties agree to be bound by the terms and conditions of such renewed, revised or amended collective agreement or such other collective agreement as is made between the said Employer and the said Teamsters Local Union No. 213 from time to time.

The Company shall indemnify and save and hold harmless any employee who is a member of the Union in its employ from and against any and all claims, demands, losses, costs, damages, actions, suits, proceedings, and judgments provided such claims are attributable to or caused by any negligent or wrongful actions or omissions by any employee or anyone for whose acts he may be liable, while working within the scope of his employment and, further, the Employer agrees to pay any and all legal costs and disbursements from and against any claims, demands, costs, damages, actions, suits, proceedings, and judgments against any employee who is a member of the Union.

IN THE EVENT that any collective agreement from time to time made between the said Employer and the said Teamsters Local Union No. 213 is terminated, the undersigned parties agree that they nevertheless shall continue to be bound by the terms and conditions thereof until a further collective agreement is made by and between the said Employer and the said Teamsters Local Union No. 213 unless either of the undersigned parties elect by notice in writing delivered to the other party not to be bound by such collective agreement; provided that such notice in writing shall be given within the period of four (4) months preceding the expiration date of any such collective agreement from time to time in force between the said Employer and the said Teamsters Local Union No. 213.

SIGNED THIS 4TH day of JANUARY, 2007.

SIGNED ON BEHALF  
OF THE COMPANY

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POSITION

SIGNED ON BEHALF OF  
TEAMSTERS LOCAL UNION No. 213

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