



INTERNATIONAL UNION OF OPERATING ENGINEERS

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

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Gary W. Kroeker Business Manager Brad MacKenzie President

#35 Wharf Street
Nanaimo, B.C. V9R 2X3

Letter Of Understanding # 3

Between:

RALMAX DEVELOPMENTS LTD.
(DISPOSE ALL RECYLING LTD and ECO PRO SYSTEMS INC, and POINT HOPE MARITIME. And ISLAND PLATE & STEEL LTD.

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

Further to our telephone conversation this letter is to confirm the following agreed to conditions:

1. That the Company agrees to amend the Shop Steward clause to read:

Shop Stewards shall be recognized by the Company and shall be given reasonable time to carry out their duties. The Shop Steward shall advise his immediate supervisor when requiring time to carry out his duties. The Union agrees to notify the Company, in writing, of the name of a Shop Steward for Point Hope Maritime and a Shop Steward for all other operations with consultation with the Company.

The Union shall be notified in writing within forty-eight (48) hours if a Shop Steward is discharged for cause and such cause shall be stated in the reasons.

2. And also to confirm our past practice of using the Union Hall and Incorporating it into the Collective Agreement with the following Standard Language:

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This is our Standard Language:

1. The Union shall maintain a Dispatch Office or Offices, from which the Company shall hire all employees.

The Union recognizes where the Company wishes to name-request a former employee, this request will be acknowledged by the Union; provided however, The Union is FIRST notified of the Company's intention to name-request the former employee and provided the former employee is registered with the Dispatch Office of the Union as being available for employment.

The Union shall be given at least forty-eight (48) hours' notice between Monday 8:00 am and Friday, 5:00 pm to complete the dispatch, but notice shall be given to the Company of any difficulty in completing the dispatch prior to the expiration of the forty-eight (48) hour period.

The Company shall first call the Union for employees. When local Union members are not available or do not meet the necessary qualifications for the position, then the Company may obtain employees elsewhere.

Local shall mean a radius of 60 Kilometers from the work site.

An Employee who is not a member of the Union, shall be the first to be laid off, providing there is a Union member on the project who is qualified and willing to do the job being done by the workman who is not yet a member of the Union.

Please respond in writing to my attention that the Company confirms this agreement to these conditions.

Signed this 15 day of November, 2006.

RALMAX DEVELOPMENTS LTD.
(DISPOSE ALL RECYCLING LTD.
And ECO PRO SYSTEMS INC.
And POINT HOPE MARITIME LTD.
And ISLAND PLATE & STEEL LTD)

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