

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS BARGAINING COUNCIL
(CMAW)

LETTER OF UNDERSTANDING

CARPENTERS STANDARD COMMERCIAL/INSTITUTIONAL AND
INDUSTRIAL AGREEMENTS
MAY 1, 2004 – APRIL 30, 2010

THIS LETTER OF UNDERSTANDING, dated for reference this 25 day of March, 2008.

BY AND BETWEEN:

— MCMILLAN, J.S. FISHERIES LTD.
— P.O. BOX 520
— PRINCE RUPERT, B.C., V8J 3R7

(herein referred to as the "Employer")

AND:

Construction, Maintenance and Allied Workers Bargaining Council
(herein referred to as the "Union")

CONFIRMS AND DECLARES that the parties hereto agree to adhere to the provisions of the Construction, Maintenance and Allied Workers' Standard Commercial/Institutional and Industrial Agreements May 1, 2004 – April 30, 2010 (herein referred to as the "Agreement").

THE PARTIES FURTHER AGREE that the Agreement shall remain in effect from year to year or until such time as a new agreement(s) has been mutually negotiated or amended.

FINALLY, THE PARTIES AGREE that neither party will carry on business or operate in such a manner as to circumvent the spirit and intent of the Agreement and the parties may, upon mutual agreement, amend the agreement.

SIGNED ON BEHALF OF THE
EMPLOYER:

JONATHAN HURT, PLANT MANAGER
Signature and Position

Signature and Position

SIGNED ON BEHALF OF THE UNION:

JAN NOSTER
President, Construction, Maintenance and
Allied Workers Bargaining Council

PAT HAGGARTY
Secretary-Treasurer, Construction,
Maintenance and Allied Workers Bargaining
Council

KEN LIPPETT
Local Union Officer

1735
Local Union Number