

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS BARGAINING COUNCIL (CMAW) STANDARD ALL EMPLOYEE AGREEMENT — 2003 – 2010

THIS AGREEMENT, dated for reference the

BY AND BETWEEN: **MARWEST INDUSTRIES LTD.**
 1700A WOODLAND DRIVE
 CASTLEGAR, BC V1N 4J4

(hereinafter referred to as "THE EMPLOYER")

AND:

**CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS BARGAINING COUNCIL
(CMAW)**

(On behalf of its affiliated Local Unions)

Nos.

513	Port Alberni	1346	Vernon-Kamloops	1812	Duncan	2068	Powell River
1081	Kitimat	1719	Cranbrook	1989	North Vancouver Island	2300	Castlegar
1237	Dawson Creek	1735	Prince Rupert	1995	Vancouver/New Westminster	2736	Millwrights
				1998	Prince George		

CLAUSE 1 – OBJECTS

1.01 The objects of this Agreement are to: stabilize the construction industry; provide fair and reasonable working conditions and job security for Employees in the industry; promote harmonious employment relationships between Employers and Employees; provide a mutually agreed method of resolving disputes and grievances arising out of the terms and conditions of this Agreement.

CLAUSE 2 – EFFECTIVE DATE AND DURATION

2.01 This Agreement shall be for the period from and including May 1, 2003 to and including April 30, 2010 and from year to year thereafter subject to the right of either party to the Agreement within four (4) months immediately preceding the date of expiry of this Agreement, or immediately preceding the last day of April in any year thereafter, by written notice to require the other party to the Agreement to commence collective bargaining.

2.02 Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in

