

LETTER OF UNDERSTANDING

BY AND BETWEEN:

INTERNATIONAL CRUSHING CONTRACTORS LTD.

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

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1. Except as specifically expressed in this Addendum, all other terms and conditions of the Standard (Utility) Road Building Agreement dated March 1, 2011 to February 28, 2013 shall apply.
 2. All monetary increases will be paid retroactive to March 1, 2011.
 3. Group 3 classification as referenced in the agreement will apply to the following classifications:
 - a. Driller, Blaster and Operator.
 4. The following rates of pay will apply to the classifications of Truck Driver and Utility Worker.
 - a. Effective Mar 1, 2011 - \$27.07 per hour (retro-active pay will be paid)
 - b. March 1, 2012 - \$27.87 per hour (Compactor, non-blacktop work)
 - c. March 1, 2013 - \$30.50 per hour (Group 4 rate)
 - d. March 1, 2014 - (Group 3 rate of pay will apply)

Signed this _____ day of _____, 2011.

INTERNATIONAL CRUSHING
CONTRACTORS LTD.

INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 115

