

WESTERN MASTER CONTRACT HAUL AGREEMENT

BETWEEN:

MAMMOET CANADA WESTERN LTD.
(hereinafter referred to as the Company)
OF THE FIRST PART

AND:

GENERAL TEAMSTERS, LOCAL UNION NO. 362
for Alberta and Northwest Territories
Affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(herein referred to as the Union)
OF THE SECOND PART

Expires June 30, 2017

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WITNESSETH THAT in consideration of the premises and the mutual covenants and agreements herein contained, the Parties hereto have agreed as follows:

ARTICLE NO. 1 - INTENT and PURPOSE

It is the intent and purpose of the Parties hereto that this Agreement will promote and improve harmonious labour relations, and facilitate the peaceful adjustment of differences between the Company and the employees covered by the terms of this Agreement; and set forth herein the Agreement covering the rates of pay, hours of work, and working conditions to be observed.

ARTICLE NO. 2 - SCOPE of THIS AGREEMENT

- a) This Agreement shall apply to all employees as enumerated.
- b) All employees working for the Company as enumerated in the following Appendices hereunto annexed and forming part of this Agreement:

Appendix "A" - Hours of work, overtime, classifications, and wage rates of employees of mobile equipment in Contract Hauling, and their helpers related thereto.

Appendix "B" - Covering hours of work, overtime, classifications and rates of pay for Shop employees.

Appendix "C" - Prairie Teamsters Health and Welfare Plan

Appendix "D" - Teamsters Union/Industry Advancement Fund

Appendix "E" - Pension Plan

- c) In the event the Company engages in work covered by Construction, Road Building, and Pipeline Agreements, it is understood and agreed that the Company, when doing work covered by those Agreements, shall become signatory to those Agreement, along with signatory Teamster Unions.
- d) In the event an entire business or any part thereof is sold, leased, transferred or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceedings such business or any part thereof shall continue to be subject to the terms and conditions of this Agreement for the life thereof.
- e) If the Company is required to hire outside trucks it will endeavour to utilize those Parties that are signatory to this Agreement, provided that mutually satisfactory arrangements can be made between the Parties.

ARTICLE NO. 3 - UNION SECURITY

- a) The Union shall be the sole bargaining agent for all the Union employees under this certification.
- b) The Company will provide bulletin boards at its terminals on which the Union may post necessary notices to its members.
- c) The Union shall appoint or elect Shop Stewards, and shall notify the Company in writing of such appointment or election. The Company shall recognize Shop Stewards, and shall not discriminate against them for lawful Union activity.

- d) Authorized agents of the Union shall have access to the Company's establishment during working hours, for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided however that there is no interruption of the Company's working schedule.
- e) The Union recognizes the right of the Company to hire whomever it chooses, subject to the seniority provisions contained herein. The Company shall, however give the Union the equal opportunity to refer suitable applicants for employment. The Company shall however give preference to Union members when additional employees are required.
- f) All persons referred to above will be required to sign authorization for Check-off and Initiation Fees, Union Dues, fines, and assessments, which may be levied by the Union in accordance with the Constitution and/or Bylaws. Such check-off shall be irrevocable during the term of this Agreement.
- g) The Company agrees that all employees, Owner-Operators, and employees of Owner-Operators, shall be members of the Union as a condition of employment, and all new employees, Owner-Operators and employees of Owner-Operators, must become members of the Union prior to commencing employment with the Company. The Union will supply the Company with application forms for Union membership, and dues deduction authorization forms, which shall be signed by all new employees, Owner-Operators, and employees of Owner-Operators, on the day on which he is hired. All completed copies of application for Union membership forms shall be returned to the Union, and shall serve as notification of the commencement of employment.
- h) The Company shall deduct and pay over to the Secretary-Treasurer of the Union, any Initiation Fees, dues, fines or assessments, levied in accordance with the Union's Bylaws, owing by said employees hereunder to the said Union. Monies deducted during the month shall be forwarded by the Company to the Secretary-Treasurer of the Union, not later than the twenty-fifth (25th) day of the same month, and shall be accompanied by a written statement of the names of the employees for whom the deductions were made, and the amount of each deduction. Failure of the Company to remit to the Union the monies deducted from employees within two (2) weeks after deductions are made, shall give the Union the right to take such action, as it deems necessary.

ARTICLE NO. 4 - PAYMENT OF WAGES

- a) The Company shall pay wages to every employee covered by this Agreement at the rates set forth in the Appendices hereunto annexed in respect of the various classifications therein contained. The Appendices containing the classifications of the Union(s) signatory to this Agreement shall be deemed to be contained in, and form a part of, this Agreement.
- b) The Company shall at least twice monthly, or every second (2nd) Friday, whichever is applicable and presently in effect by direct deposit, pay to each employee covered by this Agreement, all wages earned by the employee to a day not more than five (5) working days prior to the date of payment, provided that if a General Holiday falls on the regular payday, payment will be made the preceding day.
- c) The Company shall provide each employee covered by this Agreement with a separate and detachable written or printed itemized statement in respect of all wage payment made to such employee. Such statement shall set forth the dated pay period, the total hours worked or paid for, the total miles driven, the total overtime hours worked, either time and one-half or double (1.5 or 2x) time, the rate of wages applicable, and all deductions made from the gross amount of wages.

Should electronic payroll become in full force and in effect during the term of this Agreement, the Company will give the employee, upon request, access to a terminal and printer to print off payroll information.

- d) Employees of Owner-Operators shall be paid equivalent wages and conditions as provided in this Collective Agreement. If there should be any deficiency to the employee, it shall be his responsibility to advise the Company within thirty (30) days of the pay period in which the deficiency took place. The Company shall then take action to rectify the situation and pay such balance as may be properly due to owing such employee for said pay period.
- e) If an error occurs in the payroll computation of an employee's pay cheque, and the amount is equal to one (1) day's pay or more, he shall be entitled on request to receive same as soon as practicable, but not later than the week following the payday on which the error was reported. If an employee improperly completes his time card or pay claim, or does not turn them in immediately on completion of his trip or tour, any pay so affected will be included with the next regular pay period.

ARTICLE NO. 5 - MANAGEMENT RIGHTS

- a) The Union recognizes the right of the Company to manage and direct the Company's business in all respects in accordance with its commitments, and to alter from time to time rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with this Agreement.
- b) The Company shall always have the right to hire; and to discipline, demote or discharge employees for proper cause.

ARTICLE NO. 6 - GRIEVANCE PROCEDURE

All questions, disputes and controversies arising under this Agreement or any supplement thereto, shall be adjusted and settled within the terms and conditions as set forth in this Agreement, in the manner provided by this Article, unless otherwise expressly provided in this Agreement. The procedure for such adjustment and settlement, shall be as follows:

STEP 1 - Any grievance of an employee shall first be taken up between such employee and his immediate Supervisor.

Time limit to institute a grievance.

- a) termination or layoff - five (5) days
- b) all others - fifteen (15) days

STEP 2 - Failing settlement under Step 1, the employee must present his/her grievance in writing to the Local Union, and such grievance shall be taken up between the representative of the Local and the immediate Supervisor. Step 2 must be completed within ten (10) calendar days from the completion date of Step 1.

STEP 3 - Failing settlement under Step 2, the matter will be taken up in presentation to a Board, consisting of two (2) Union members selected by the Union, and two (2) members appointed by the Company. Step 3 must be completed within ten (10) calendar days from completion date of Step 2.

STEP 4 - Failing settlement under Step 3, the matter will be referred to an agreed upon neutral Arbitrator, who will meet with the Board to hear both sides of the case.

The Arbitrator shall be required to hand down his/her decision within fourteen (14) calendar days following completion of the hearing, and his/her decision shall be final and binding on the two Parties to the dispute.

Failing to agree upon a neutral Arbitrator, the Department of Labour will be requested to appoint a neutral Arbitrator whose decision will be final and binding.

The cost of the Arbitrator will be borne by the Union and by the Company.

The time limits stated in this Article may be extended by mutual consent of the Company and the Union.

ARTICLE NO. 7 - RATES of PAY, and JOB CLASSIFICATIONS

- a) Special rates of pay for any new operations, areas, or job classification shall be subject to negotiation, provided that the Company shall pay the area rate until the new rate or job classification is agreed upon. The Company agrees to advise the Union office of any such rate within ten (10) days of its establishment, and if no written Union representation is made within ten (10) days of such notification, the rate will be deemed agreed upon. If no agreement is reached within sixty (60) days of receipt of such written representation, the Union may process a grievance under the Grievance Procedure, commencing with Step 3.
- b) It is understood and agreed that such new rate shall be retroactive to the date the new operation, area, or job classification was instituted.

ARTICLE NO. 8 - SENIORITY

- a) Seniority shall be based on the length of continuous service of a Union employee, and shall be by Terminal.
- b) The principle of seniority in each Terminal shall be maintained in the reduction and restoration of the Union working force, providing the senior men are capable of performing the remaining job.
- c) Seniority shall be lost for one or more of the following reasons:
 - i. Voluntary resignation
 - ii. Discharge for cause
 - iii. Layoff for more than six (6) months
 - iv. Failure to return to work after layoff within seven (7) days, where the Company has notified the employee, by Registered Mail at his last known address, to return to work.

ARTICLE NO. 9 - SAFETY and HEALTH

- a) The Union recognizes the right of the Company to require a medical examination at any reasonable time, providing that the Company shall pay the cost of such examination. Drivers that have completed one (1) or more years of employment with the Company, and who are required to take government physical or medical examinations for the purpose of their Vehicle Operators' License, will upon receipt of their Doctor's report, make it available to the Company for copying. The Company will then reimburse the driver full cost of such physical examination upon presentation of a receipt showing the driver has paid for such examination.
- b) It is to the mutual advantage of both the Company and the employee that employees shall not operate vehicles which are not in safe operating condition. It shall not be a cause for discipline if a driver refuses to operate any vehicle that he believes is not safe. It shall be the duty of the employee to report promptly in writing to the Company on all defects in equipment. The previous trip's cry-sheet will be made available upon request to the employee dispatched on any specific unit.
- c) The Company will provide the following personal protective equipment (PPE) including coveralls, hard hat, non-prescription safety glasses, and work gloves. On job sites where specialty safety equipment is required, the Company will provide such PPE, e.g. safety harnesses, fire retardant coveralls.

ARTICLE NO. 10 - GENERAL HOLIDAYS

- a) Every employee shall be granted Holiday pay of nine (9) hours at work time rate, on each of the following General Holidays falling within any period of his employment.

N.B. - All employees are entitled to have any of these eleven (11) paid holidays, provided they have completed thirty (30) calendar days of employment.

- | | | | |
|----|---|--|---|
| b) | New Year's Day
Victoria Day
Labour Day
Christmas Day | Family Day
Canada Day
Thanksgiving Day
Boxing Day | Good Friday
Civic Day
Remembrance Day |
|----|---|--|---|
- c) When an employee is required to work on a General Holiday, he will be notified not later than 3:00 p.m. the day previous to the Holiday.
- d) If the Federal or Provincial government declares an additional Statutory Holiday, the Company agrees to pay according to Article No. 10, Section a).

ARTICLE NO. 11 - ANNUAL VACATION WITH PAY

Every employee is entitled to, and shall be granted, a vacation with pay as follows:

- a) Two (2) weeks' vacation with pay after the completion of each year of continuous service with the Company.
- Payment for such vacation shall be in the amount equal to four percent (4%) of the gross wages for the employee during the year in which he qualified for such vacation.
- b) Employees who have completed three (3) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, three (3) weeks' vacation with pay in an amount equal to six percent (6%) of the gross wages of that employee during the year in which he qualified for such vacation.
- c) Employees who have completed six (6) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, four (4) weeks' vacation with pay in amount equal to eight percent (8%) of the gross wages of that employee during the year in which he qualified for such vacation.
- d) Employees who have completed ten (10) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, five (5) weeks' vacation with pay in amount equal to ten percent (10%) of the gross wages of that employee during the year in which he qualified for such vacation.
- e) Employees who have completed sixteen (16) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, six (6) weeks' vacation with pay in amount equal to ten percent (10%) of the gross wages of that employee during the year in which he qualified for such vacation.
- f) Vacation schedules will be posted by the Company by February 28 of each year and the employee shall designate their choice of vacation time before March 30. If an employee fails to designate his choice of vacation on such listing while posted, vacation time shall be granted at the Company's discretion. All vacations must be taken in the year they are allotted. There will be no carry over. All employee requested shall be recognized, if operating conditions allow, vacations shall be granted on the basis of seniority.
- g) An employee laid off or leaving the Company before completion of a full year of service, shall be entitled to a pro-rated vacation with pay computed on the same percentage of his gross wages during the portion of the year worked.
- h) Vacation pay will be paid out only at time of vacation. Vacation pay will be paid out on a minimum one-week interval (no one day vacation payouts). There will be a maximum of three (3) vacation payouts in any one (1) year. All vacation pay will be paid out by December 31 of the year in which the vacation pay was earned.

ARTICLE NO. 12 – BEREAVEMENT LEAVE

- a) When death occurs to a member of an employee's immediate family the employee will be granted upon request, an appropriate leave of absence, and if he attends the funeral he shall be compensated at his regular straight time hourly rate, for hours lost from his regular schedule on any of the days prior to the funeral, the day of the funeral, and the day after the funeral, for a maximum of three (3) days. Four (4) days may be granted at the discretion of Management should excessive travel be required. On a case-by-case basis, proof of death may be required prior to payment of missed wages.

Members of the employee's family are defined as the employee's spouse, mother, father, sons, daughters, step-daughters, step-sons, sisters, brothers, mother-in-law, father-in-law, grandfather, grandmother, brother-in-law, and sister-in-law. Step-father or step-mother will be recognized provided such step-father or step-mother had the status of the employee's father or mother.

ARTICLE NO. 13 – GENERAL WORKING CONDITIONS

- a) Employees injured on the job will be paid for the full day.
- b) A day as referred to in this Agreement is from the hour an employee commences work, and terminates twenty-four (24) hours later.
- c) When a member starts his work shift at the regular rate, he shall not be paid less than the regular rate for the complete day.
- d) Provided regular shop employees do not lose wages, drivers can be used in the shop during slack seasons, and paid the rate they qualify in.
- e) Wherever possible, overtime shall be distributed evenly considering seniority.
- f) Applications for leave of absence without pay, when in writing, may be granted at the discretion of the Company.
- g) If an employee uses a leave of absence for purposes of taking employment elsewhere, then he shall be considered to have terminated his employment with the Company.
- h) All employees shall be entitled to one (1) paid break during both the first half and second half of any shift. When an employee is required to work overtime, he shall be entitled to a paid break after the completion of the straight time shift worked.

All employees shall, unless instructed otherwise, take a least one continuous unpaid meal period of not less than thirty (30) minutes. No employee shall be required to take more than a thirty (30) minute meal period.

If instructed by proper authority to work during his meal period, such time shall not be deducted from his total hours worked in that day.

- i) The regular hours of work, for employees engaged in operations, shall be nine (9) hours per trip. The Company shall pay at the overtime rate a specified hereafter, for all time driving and working in excess of the regular hours, and shall continue at the overtime rate until a rest period of six (6) hours is provided.

No drivers shall be called for dispatch until they have been off duty eight (8) hours completing a trip.

ARTICLE NO. 14 - NO STRIKE - NO LOCKOUT

- a) During the life of this Agreement, there shall be no lockout by the Company, or any strike, sit-down, slow-down, work stoppage, or suspension of work, (either complete or partial), for any reason, by the Union.
- b) It shall not be a violation of this Agreement, or cause for discipline of any employee in the performance of his duties to refuse to cross a picket line.

ARTICLE NO. 15 - VALIDITY OF ARTICLES


- a) If any Articles or Sections of this contract, or any supplement hereto, should be held invalid by operation of law, or by a tribunal of competent jurisdiction; or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any supplement thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.
- b) This Agreement shall not take from the employees any privileges they enjoyed at the signing of this contract, except such as were specifically dealt with in negotiating this Agreement.

ARTICLE NO. 16 - TERMINATION and AMENDMENTS

- a) This Agreement shall be in full force and in effect as of the date of signing and continue in full force and effect through the thirtieth (30th) day of June 2017, and from year to year thereafter, except as hereinafter provided.
- b) Either Party may terminate this Agreement on any anniversary date, by notice in writing to the other Party, not less than ninety (90) days prior to such anniversary date.
- c) Either Party wishing to amend this Agreement shall give notice in writing of such desire to the other Party, not less than ninety (90) days prior to such anniversary date of this Agreement.

SIGNED THIS 17th DAY OF March, 2015

ON BEHALF OF THE COMPANY:
MAMMOET Canada Western Ltd.



Derek McEwan
Director of Operations

ON BEHALF OF THE UNION:
General Teamsters, Local Union No. 362



Tony Atkins
Business Agent

APPENDIX "A"

HOURS OF WORK, OVERTIME, CLASSIFICATIONS, and WAGE RATES for HOURLY RATED EMPLOYEES OF MOBILE EQUIPMENT in CONTRACT HAULING, and THEIR HELPERS RELATED THERETO - OTHER THAN THOSE EMPLOYEES REFERRED TO IN APPENDIX B.

a) **Regular Hours of Work and Overtime Conditions**

Daily maximum - nine (9) hours

Weekly maximum - forty-five (45) hours

All hours worked in excess of the maximums shall be paid for at the rate of one and one-half (1.5) times.

All actual training hours shall be paid at regular time regardless of daily and weekly maximums.

All hours worked on Saturday or Sunday will be paid at one and one-half (1.5) times the applicable hourly rate of pay.

b) All hours worked on a General Holiday shall be paid for at the rate of time and one-half (1.5), plus nine (9) hours for the General Holiday which shall be paid for in any event.

LAYOVER – In the event that drivers are required to layover during any one (1) round trip or tour away from their home terminals, they shall be compensated for layover time as follows: nine (9) hours at their applicable rate of pay.

c) **Reporting Guarantee** - When an employee is called, and reports to work and such employee is not put to work the employee so affected shall be entitled to a minimum of four (4) hours pay at the applicable rate of pay. In order to qualify the employee must remain on the jobsite unless otherwise directed by the employer. Where the employee is directed to remain at the jobsite for more than four (4) hours, they shall be entitled to eight (8) hours of work or pay. In order to qualify the employee must remain on the jobsite unless otherwise directed by the employer.

- d) **Wage Classifications** - Employees shall be paid not less than the wage rate for their classification in the area such work is performed.

AREA 1 - SOUTH OF 60TH PARALLEL

CLASSIFICATION EDMONTON	September 7 2014	July 1 2015	July 1 2016
Superintendent	\$48.31	\$48.31	\$48.31
Supervisor	\$45.68	\$45.68	\$45.68
Foreman *(see LOU #1)	\$35.82	\$35.82	\$35.82
Senior Truck Driver	\$43.06	\$43.06	\$43.06
Truck Driver	\$41.73	\$41.73	\$41.73
Truck Driver Trainee	\$32.90	\$32.90	\$32.90
Senior Hydraulic Trailer Operator / SPMT Operator	\$43.06	\$43.06	\$43.06
Hydraulic Trailer Operator / SPMT Operator	\$41.73	\$41.73	\$41.73
Hydraulic Trailer Operator Trainee / SPMT Operator Trainee	\$32.90	\$32.90	\$32.90
Picker Truck Driver *(see LOU #2)	\$39.30	\$39.30	\$39.30
Picker Truck Apprentice	\$32.90	\$32.90	\$32.90
Senior Labourer	\$30.47	\$30.47	\$30.47
Labourer	\$27.84	\$27.84	\$27.84
Junior Labourer	\$24.78	\$24.78	\$24.78

CLASSIFICATION FT. McMURRAY	September 7 2014	July 1 2015	July 1 2016
Supervisor	\$48.31	\$48.31	\$48.31
Truck Driver	\$45.68	\$45.68	\$45.68
Hydraulic Trailer Operator	\$45.68	\$45.68	\$45.68
Pilot Car	\$43.41	\$43.41	\$43.41

Trainee Personnel – Will be assessed every six (6) months or sooner at which time the Company may move the Trainee Personnel to the higher rate if qualified.

Trainee Operator - The Trainee Operator shall be paid according to the wage classification table under Trainee Operator. Increases to the Trainee Operator's wage may be achieved through the company's training program until such time training is successfully completed and the employee achieves the full Trailer Operator rate.

AREA 2 - NORTH OF 60TH PARALLEL

The Company recognizes the Unions' representation in the area North of the 60th parallel should a permanent place of business be established in the area.

e) **Pay and Work Conditions**

Pay time shall be computed from the time designated when the employee is ordered to report for duty, or registers in, whichever is the later, until he is effectively released from duty.

f) **Subsistence Allowance** - Each employee who is required to remain away from his place of domicile for sixteen (16) or more hours in any twenty-four (24) hour period, shall receive a subsistence allowance as listed below, for each twenty-four (24) hour period or portion thereof. The following options will apply:

Option 1. Each employee will receive a daily allowance per day to cover the cost of lodging.

Ratification – one hundred and ninety-five dollars (\$195.00)
July 1, 2015 – one hundred and ninety-five dollars (\$195.00)
July 1, 2016 – one hundred and ninety-five dollars (\$195.00)

or

Option 2. Each employee will receive a daily meal allowance of:

Ratification – sixty-five dollars (\$65.00)
July 1, 2015 – sixty-five dollars (\$65.00)
July 1, 2013 – sixty-five dollars (\$65.00)

The Company will pay for the reasonable cost of a hotel room upon presentation of a receipt. Where camp facilities are available, the employee shall receive board and lodging at no cost to the employee.

LAYOVER - In the event that drivers are required to layover during any one (1) round trip or tour away from their home terminals, they shall be compensated for layover time as follows: nine (9) hours at their straight time hourly rate.

TRAVEL TIME - Every employee covered under this Agreement when required to travel will be paid at their applicable rate of pay except when traveling to job sites. Travel for the first one half (1/2) hour will be free, then shall be paid at their straight time hourly rate, for travel thereafter.

APPENDIX "B"

COVERING HOURS of WORK and OVERTIME, CLASSIFICATIONS, and RATES OF PAY for SHOP EMPLOYEES

a) Hours of Work

The work week shall consist of five (5), eight (8) hour days, commencing at eight a.m. (8:00 a.m.) Monday, and ending at four-thirty p.m. (4.30 p.m.) Friday.

Should additional shifts be required, seven and one-half (7.5) hours work shall constitute the second shift for which eight (8) hours wages shall be paid. Seven (7) hours work, shall constitute the third shift for which eight (8) hours wages shall be paid. Shift differential shall be paid on straight time shifts at regular rates, on overtime shifts at the applicable overtime rates.

Second and third shifts shall not commence more than one-half (.5) hour earlier than the end of the previous shift.

Should the Company wish to have a three (3) shift operation, the work week may start at 12:01 a.m. Monday. Any subsequent changes in the work week shall be by mutual agreement.

b) Overtime - All hours worked outside regular hours as outlined in a) above, shall be paid for as follows:

1. Monday to Friday - First two (2) hours of overtime - time and one-half (1.5x), thereafter double time (2x).
2. Saturday, Sunday, and General Holidays - double time (2x) for all hours worked.

c) Call-out and Call-back - Any employee who is called out to work on a regular workday shall be paid not less than eight (8) hours wages. Any employee, who is called out to work on an overtime day, shall be guaranteed four (4) hours pay, and if he works in excess of four (4) hours, he shall be guaranteed six (6) hours of pay.

Any employee reporting for duty on a call-back basis shall be guaranteed a minimum of four (4) hours pay at the overtime rate, but after completion of duty he was called for, he may book off with a minimum of two (2) hours pay.

Classifications and Wage Rates

CLASSIFICATION	September 7 2014	July 1 2015	July 1 2016
Work Shop Foreman (Heavy Duty Mechanic)	21.85	22.29	22.74
Heavy Duty Mechanics & Welders	21.20	21.62	22.05
Automotive Mechanics	20.39	20.80	21.22
Apprentice Mechanics:			
Start Year	13.36	13.63	13.90
First Year	14.97	15.27	15.58
Second Year	16.71	17.04	17.38
Third Year	18.99	19.37	19.76

APPENDIX "C"

HEALTH and WELFARE PLAN

- a) The Company shall provide the "Prairie Teamsters Health and Welfare Plan" to all employees or members of the Union, and eligible dependents coming under the jurisdiction of the Agreement.
- b) Any regular employee or member of the Union, who is hired by the Company, after the effective date of the Health and Welfare Plan, shall join the Plan on the first day of the month immediately following sixty (60) calendar days from the date of employment with the Company.
- c) It will be the responsibility of the Company to ensure that all employees are enrolled in the Health and Welfare Plan, and to make premium remittances on their behalf. Failure of the Company to enroll employees, forward completed forms and/or remit premiums on the due date, being the tenth (10th) day of each month, to the Trustees, will cause the Company to be liable for any claim arising thereof.
- d) It shall be the Union's responsibility to supply all necessary enrollment forms to the Company.
- e) The Company shall remit the premiums to the Administrator, as designated by the Trustees of the Health and Welfare Plan. It shall be the Trustees responsibility after receipt of the premiums to distribute same to applicable insurance underwriters.
- f) Medical, Surgical and Obstetrical coverage in accordance with the standard Plan of Service provided by medicare in the province in which the employee is domiciled.
- g) The cost of the Health Insurance Plan will be paid by the Company and will be two hundred and sixty-five dollars (\$265.00) per eligible employee effective January 1, 2011. Any increases to premium costs must be approved by Mammoet management.
- h) The Company will continue to cover employees who are off ill or on Compensation, for a maximum of twelve (12) months from date of injury or illness.

APPENDIX "D"

TEAMSTERS UNION/INDUSTRY ADVANCEMENT FUND

The Teamsters Union/Industry Advancement Fund shall be for the enhancement of all persons dependent upon any industry represented by the Teamsters.

The Company shall make contributions of five cents (5¢) per hour for which wages are payable hereunder, for each employee and dependent contractor covered by this Collective Agreement.

Payment of said funds shall be made to the appropriate Teamsters Local Union/Industry Advancement Fund by the fifteenth (15th) of the month following that to which they refer.

This payment will be independent and separate from any other payment made to the appropriate Locals.

APPENDIX "E"

PENSION PLAN - TEAMSTERS PRAIRIE PROVINCES PENSION PLAN

- a) Effective September 7, 2014 the Company will contribute for each employee, five dollars (\$5.00) per hour worked.
- Effective July 1, 2015 the Company will contribute for each employee, six dollars (\$6.00) per hour worked.
- Effective July 1, 2016 the Company will contribute for each employee, seven dollars (\$7.00) per hour worked.
- b) Contributions and remittances referred to in a) above, shall be remitted monthly by the 15th of the following month to which they refer, together with a form supplied by the Union, which shall provide full instructions.
- c) Timely payment of contributions to the Trust Funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to remit contributions to the Trust Funds shall be dealt with as follows:
- i. The Union will advise the Company, in writing, of any delinquency.
 - ii. If the Company has failed to respond within forty-eight hours of receipt of notification, exclusive of Saturday, Sunday and holidays, the Union may then request a meeting with the Company to provide for payment of funds.
 - iii. In the case of failure of the Company to contribute into the funds on the due date, the Trustees in their joint names may take legal action against the Company for recovery of the amount due.

LETTER OF UNDERSTANDING #1

BETWEEN: MAMMOET CANADA WESTERN LTD.
(hereinafter referred to as the Company)

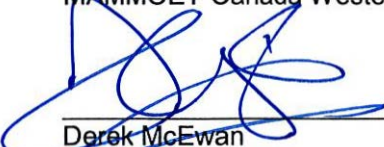
AND: GERNERAL TEAMSTERS, LOCAL UNION NO. 362
for Alberta and Northwest Territories
Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(hereinafter referred to as the Union)

It is agreed that Jack & Slide Supervision progression from one (1) level to the next starting at the Foreman classification to full Supervisor, following six to nine (6-9) months in a previous level, is performance-based and subject to Company discretion. Rates will be as follows:

Foreman:	\$35.82-minimum starting wage as a Foreman of a Jack & Slide Crew
Level 2 Foreman:	\$38.29 (\$2.47 increase)
Level 3 Foreman:	\$40.75 (\$2.46 increase)
Level 4 Foreman:	\$43.22 (\$2.47 increase)
Supervisor:	\$45.68 (\$2.46 increase)-with Management approval and sign off based on Jack & Slide Superintendent recommendation.

SIGNED THIS 17th DAY OF March, 2015

ON BEHALF OF THE COMPANY:
MAMMOET Canada Western Ltd.



Derek McEwan
Director of Operations

ON BEHALF OF THE UNION:
General Teamsters, Local Union No. 362



Tony Atkins
Business Agent

LETTER OF UNDERSTANDING #2

BETWEEN: MAMMOET CANADA WESTERN LTD.
(hereinafter referred to as the Company)


AND: GERNERAL TEAMSTERS, LOCAL UNION NO. 362
for Alberta and Northwest Territories
Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(hereinafter referred to as the Union)

It is agreed that Picker Operator Apprentice Progression from one (1) level to the next, following six to Nine (6-9) months in a previous level, is performance-based and subject to Company discretion. Rates will be as follows:

Picker Operator Apprentice: \$32.90-minimum starting wage as a full time apprentice with a class 1 license.
Level 2 Apprentice: \$34.50
Level 3 Apprentice: \$36.10
Level 4 Apprentice: \$37.70
Journeyman Picker Operator: \$39.30-with the successful completion and passing of Crane and Hoisting Equipment Operator-Boom Truck program at an accredited institution.

SIGNED THIS 17th DAY OF March, 2015

ON BEHALF OF THE COMPANY:
MAMMOET Canada Western Ltd.


Derek McEwan
Director of Operations

ON BEHALF OF THE UNION:
General Teamsters, Local Union No. 362


Tony Atkins
Business Agent