

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

THIS LETTER OF UNDERSTANDING ENTERED INTO THIS 13th DAY OF
October, 2009.

BY AND BETWEEN:

THE APPROPRIATE REGISTERED EMPLOYERS' ORGANIZATION

- and -

THOSE BUILDING TRADES UNIONS WHO HAVE EXECUTED THIS LETTER
OF UNDERSTANDING

LETTER OF UNDERSTANDING

For the purpose of work on the "Firebag Stage 3 Central Facilities Construction Completion Contract," this letter of understanding is to recognize the adoption of Schedule 5 shift (fourteen on/ seven off) shift and pay schedules as set forth in the "Special Project Needs Agreement for the Kearn Oil Sands Project", dated July 23, 2009.

Work on the Firebag Stage 3 Project is to be considered a "camp" job with flight transportation supplied to the hub cities of Edmonton and Calgary, at no cost to the employees, at the beginning and end of each applicable shift rotation. Employees who opt out of the aforementioned flight transportation will be provided initial and terminal travel allowances in accordance with the terms of their respective Collective Agreements, and rotational allowances will be paid at the dollar amounts set forth in the Collective Agreements, however; the allowance will be paid each work cycle.

All employees not utilizing the flight arrangements will have transportation provided, at no cost to the employees, between the township of Fort McMurray and their respective camps at the beginning and end of each furlough. All employees are required to maintain a camp residence during their shift and to vacate the camp during their furlough. No daily transportation will be afforded between the start and end of each shift.

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

The remainder of the respective Collective Labour Agreements remains in effect and is affirmed by the parties.

General Construction Boilermakers

Per:

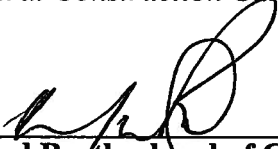
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, Lodge #146

Per:

Boilermaker Contractors Association of Alberta


General Construction Carpenters

Per:



United Brotherhood of Carpenters and Joiners of America, Local #1325

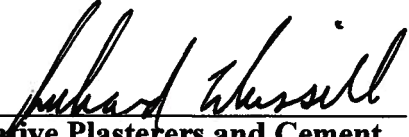
Per:



Construction Labour Relations - An Alberta Association Carpenters (Provincial) Trade Division


General Construction Cement Masons

Per:



Operative Plasterers and Cement Masons International Association of the United States and Canada, Local #222

Per:



Construction Labour Relations - An Alberta Association Cement Masons (Provincial) Trade Division

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

The remainder of the respective Collective Labour Agreements remains in effect and is affirmed by the parties.

General Construction Boilermakers

Per:

**International Brotherhood of
Boilermakers, Iron Shipbuilders,
Blacksmiths, Forgers and Helpers,
Lodge #146**

Per:

**Boilermaker Contractors
Association of Alberta**

General Construction Carpenters

Per:

**United Brotherhood of Carpenters
and Joiners of America, Local
#1325**

Per:

**Construction Labour Relations -
An Alberta Association
Carpenters (Provincial) Trade
Division**

General Construction Cement Masons

Per:

**Operative Plasterers and Cement
Masons International Association
of the United States and Canada,
Local #222**

Per:

**Construction Labour Relations -
An Alberta Association
Cement Masons (Provincial)
Trade Division**

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Plasterers

Per:


Operative Plasterers and Cement
Masons International Association
of the United States and Canada,
Local #222

Per:


Alberta Wall & Ceiling
Association
Plasterers (Provincial)
Trade Division

General Construction Electricians

Per:


International Brotherhood of
Electrical Workers, Local #424

Per:


Electrical Contractors Association
of Alberta

General Construction Insulators
FOR BIRK SPRING

Per:


International Association of Heat
and Frost Insulators and Asbestos
Workers, Local #110

Per:



Construction Labour Relations -
An Alberta Association
Insulators (Provincial) Trade
Division

General Construction Ironworkers - Reinforcing

Per:


International Association of Bridge,
Structural, Ornamental and
Reinforcing Ironworkers, Local
#720

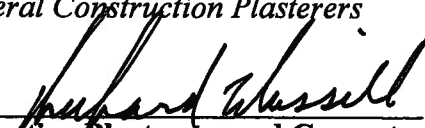
Per:


Construction Labour Relations -
An Alberta Association
Ironworkers - Reinforcing
(Provincial) Trade Division

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Plasterers

Per:


Operative Plasterers and Cement
Masons International Association
of the United States and Canada,
Local #222

Per:



Alberta Wall & Ceiling
Association
Plasterers (Provincial)
Trade Division

General Construction Electricians

Per:


International Brotherhood of
Electrical Workers, Local #424


Per:


Electrical Contractors Association
of Alberta



General Construction Insulators

FOR BILL SPRING

Per:



International Association of Heat
and Frost Insulators and Asbestos
Workers, Local #110

Per:





Construction Labour Relations -
An Alberta Association
Insulators (Provincial) Trade
Division

General Construction Ironworkers - Reinforcing

Per:



International Association of Bridge,
Structural, Ornamental and
Reinforcing Ironworkers, Local
#720



Per:



Construction Labour Relations -
An Alberta Association
Ironworkers - Reinforcing
(Provincial) Trade Division


LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT



General Construction Ironworkers - Structural

Per: 
International Association of Bridge,
Structural, Ornamental and
Reinforcing Ironworkers, Local
#720

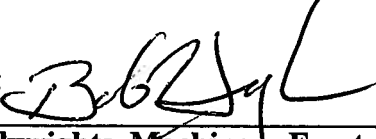

Per: 
Construction Labour Relations -
An Alberta Association
Ironworkers - Structural
(Provincial) Trade Division



General Construction Labourers
FOR MIKE REID

Per: 
Construction and General Workers'
Local #92

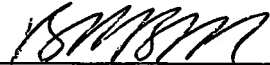

Per: 
Construction Labour Relations -
An Alberta Association Labourers
(Provincial) Trade Division



General Construction Millwrights

Per: 
Millwrights, Machinery Erectors
Maintenance and Industrial Local
#1460 of the United Brotherhood
of Carpenters and Joiners of
America


Per: 
Construction Labour Relations -
An Alberta Association
Millwrights (Provincial) Trade
Division


General Construction Operating Engineers

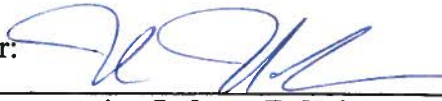
Per: 
International Union of Operating
Engineers, Local #955


Per: 
Construction Labour Relations -
An Alberta Association Operating
Engineers (Provincial) Trade
Division


LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Ironworkers - Structural

Per: 
International Association of Bridge,
Structural, Ornamental and
Reinforcing Ironworkers, Local
#720

Per: 
Construction Labour Relations -
An Alberta Association
Ironworkers - Structural
(Provincial) Trade Division

General Construction Labourers

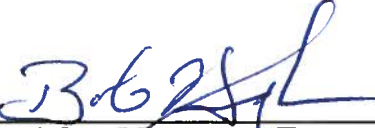
Per: 


**Construction and General Workers'
Local #92**

Per: 


**Construction Labour Relations -
An Alberta Association Labourers
(Provincial) Trade Division**


General Construction Millwrights

Per: 
Millwrights, Machinery Erectors
Maintenance and Industrial Local
#1460 of the United Brotherhood
of Carpenters and Joiners of
America

Per: 
Construction Labour Relations -
An Alberta Association
Millwrights (Provincial) Trade
Division


General Construction Operating Engineers

Per: 
International Union of Operating
Engineers, Local #955

Per: 
Construction Labour Relations -
An Alberta Association Operating
Engineers (Provincial) Trade
Division


LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Painters

Per: 
Painters, Wallcoverers, Drywall
Finishers, Sign Painters, Glaziers,
Glassworkers, Architectural
Aluminum Installers, Floorcoverers,
and Allied Workers, Local #177


Per: 
Alberta Painting Contractors
Association

General Construction Plumbers and Pipefitters

Per: 
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488


Per: 
Construction Labour Relations -
An Alberta Association
Mechanical (Provincial) Trade
Division


General Construction Sprinkler Fitters

Per: 
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488

Per: _____
Canadian Automatic Sprinkler
Association

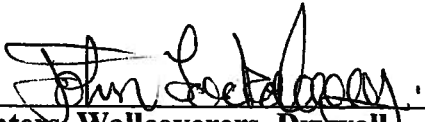
General Construction Sheet Metal Workers

Per: 
Sheet Metal Workers' International
Association, Local #8

Per: 
Construction Labour Relations -
An Alberta Association Sheet
Metal (Provincial) Trade Division


LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT



General Construction Painters

Per: 
Painters, Wallcoverers, Drywall
Finishers, Sign Painters, Glaziers,
Glassworkers, Architectural
Aluminum Installers, Floorcoverers,
and Allied Workers, Local #177

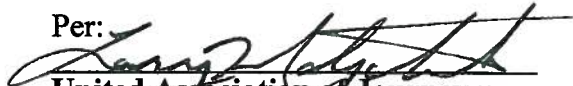
Per: _____
Alberta Painting Contractors
Association

General Construction Plumbers and Pipefitters

Per: 
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488



Per: 
Construction Labour Relations -
An Alberta Association
Mechanical (Provincial) Trade
Division



General Construction Sprinkler Fitters

Per: 
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488

Per: _____
Canadian Automatic Sprinkler
Association

General Construction Sheet Metal Workers

Per: 
Sheet Metal Workers' International
Association, Local #8


Per: 
Construction Labour Relations -
An Alberta Association Sheet
Metal (Provincial) Trade Division

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Teamsters

Per:



**General Teamsters Local Union No.
362 Affiliated With The International
Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America**

Per:

**Industrial Contractors Association
of Alberta**

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Sprinkler Fitters

Per:

**United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488**

Per:

**Canadian Automatic Sprinkler
Association**

General Construction Sheet Metal Workers

Per:

**Sheet Metal Workers' International
Association, Local #8**

Per:

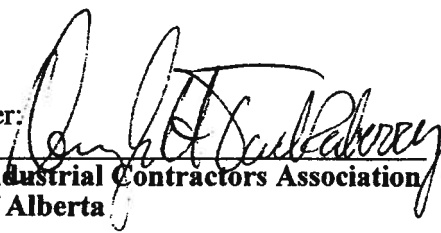
**Construction Labour Relations -
An Alberta Association Sheet
Metal (Provincial) Trade Division**

General Construction Teamsters

Per:

**General Teamsters Local Union No.
362 Affiliated With The International
Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America**

Per:


**Industrial Contractors Association
of Alberta**

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT

General Construction Painters

Per:
Painters, Wallcoverers, Drywall
Finishers, Sign Painters, Glaziers,
Glassworkers, Architectural
Aluminum Installers, Floorcoverers,
and Allied Workers, Local #177

Per:
Alberta Painting Contractors
Association

General Construction Plumbers and Pipefitters

Per:
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488

Per:
Construction Labour Relations -
An Alberta Association
Mechanical (Provincial) Trade
Division

General Construction Sprinkler Fitters

Per:
United Association of Journeymen
and Apprentices of the Plumbing
and Pipefitting Industry of the
United States and Canada, Local
#488

Per:
Canadian Automatic Sprinkler
Association

General Construction Sheet Metal Workers

Per:
Sheet Metal Workers' International
Association, Local #8


Per:
Construction Labour Relations -
An Alberta Association Sheet
Metal (Provincial) Trade Division

LETTER OF UNDERSTANDING
FOR
FIREBAG STAGE 3 CENTRAL FACILITIES CONSTRUCTION COMPLETION
CONTRACT


General Construction Sheeters, Deckers and Cladders

FOR DON VORBITZ

Per:


Sheet Metal Workers' International
Association, Local #8

Per:


Construction Labour Relations
An Alberta Association Sheeters,
Cladders, and Deckers (Provincial)
Trade Division