

**Agreement to Amend a Collective Agreement  
by and between the  
Industrial Contractor's Association of Alberta  
(The "Association")  
And  
General Teamsters Local Union No. 362  
Affiliated with  
The International Brotherhood of Teamsters  
(The "Union")  
Pursuant to registration certificate number 25.**

**Whereas** the Parties have entered into a Collective Agreement pursuant to Registration Certificate # 25, and

**Whereas** the Collective Agreement was amended pursuant to a Letter of Understanding dated July 16, 2007, and Letter of Understanding # 2, dated October 24, 2007, and

**Whereas**, as a result of further developments in respect to collective bargaining in respect to certain trade jurisdictions for which settlements and CIDRT awards were dated on or after August 10<sup>th</sup>, 2007, including the activation of cost of living protection included in the collective agreements in those other trade jurisdictions in 2008, the Association has offered and the Union has accepted that the Collective Agreement shall be further amended to be consistent with industrial wage adjustments in those other trade jurisdictions,

**Now Therefore it is Agreed** between the Parties that the Collective Agreement shall be amended as follows:

1. Article 9.000 - WAGE SCALES, shall be amended as follows and take effect on May 4, 2008. (Note: These are the base rates)

9.101	Ratification	\$32.66
	May 4, 2008	\$34.19
	May 3, 2009	\$36.61
	May 2, 2010	\$38.36
9.102	Ratification	\$32.80
	May 4, 2008	\$34.34
	May 3, 2009	\$36.77
	May 2, 2010	\$38.54
9.103	Ratification	\$32.57
	May 4, 2008	\$34.10
	May 3, 2009	\$36.52
	May 2, 2010	\$38.27

9.104	Ratification	\$32.39
	May 4, 2008	\$33.91
	May 3, 2009	\$36.31
	May 2, 2010	\$38.05
9.105	Ratification	\$31.99
	May 4, 2008	\$33.49
	May 3, 2009	\$35.86
	May 2, 2010	\$37.58
9.106	Ratification	\$33.11
	May 4, 2008	\$34.66
	May 3, 2009	\$37.12
	May 2, 2010	\$38.90
9.107	Ratification	\$32.31
	May 4, 2008	\$33.83
	May 3, 2009	\$36.23
	May 2, 2010	\$37.96
9.108	Ratification	\$28.16
	May 4, 2008	\$29.48
	May 3, 2009	\$31.60
	May 2, 2010	\$33.12

2. The following shall replace the Letter of Understanding dated July 16, 2007, and the Letter of Understanding # 2 dated October 24, 2007:

**Inflation Protection:**

The above wage schedules entitled Article 9.000 – WAGE SCALES were calculated using negotiated increases in the second, third, and fourth years of the contract as follows:

May 4, 2008 the gross rate was increased by 5% of the gross rate in effect at the expiry of the 2003 to 2007 Agreement

May 3, 2009 the gross rate was increased by 6.5% of the gross rate in effect on May 4, 2008.

May <sup>2</sup>/<sub>2010</sub> the gross rate was increased by 5% of the gross rate in effect on May 4, 2008.

Should the CPI Alberta (all items) Rate, as defined in the paragraph below with one percentage point added to it, amount to a higher percentage than the percentage increase negotiated for the following wage adjustment date, then the above wage schedule will be recalculated to reflect an increase equivalent to such higher percentage.

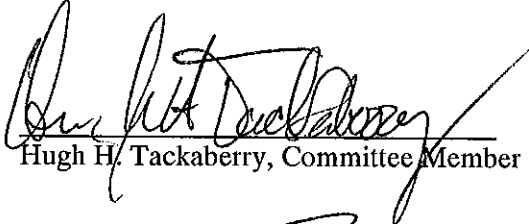
Where the “CPI Alberta Rate” is used in this Agreement, it shall mean the percentage rate of change between the Consumer Price Index published for December of the year immediately prior to the effective date of the wage adjustment, and that for December of the year before that. The indices referenced shall be those published by Statistics Canada on the web page “Consumer

Price Index (monthly) (Alberta)". (e.g. <http://www40.statcan.ca/101/cst01/cpis01j.htm>) "All Items Index".

All of which is Agreed and Signed this day of 15<sup>th</sup> May, 2008:

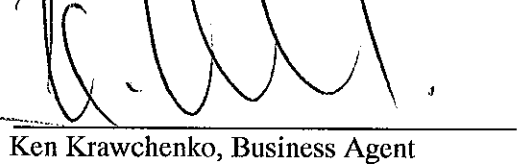
BY THE NEGOTIATING COMMITTEE  
FOR THE EMPLOYERS OF THE  
INDUSTRIAL CONTRACTOR'S  
ASSOCIATION OF ALBERTA

BY THE UNION  
GENERAL TEAMSTER LOCAL UNION NO. 362

  
\_\_\_\_\_  
Hugh H. Tackaberry, Committee Member

  
\_\_\_\_\_  
Rick Eichel, Business Manager

  
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Brett Horan, Committee Member

  
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Ken Krawchenko, Business Agent