

DATE OF RATIFICATION
AUG 30/96

SOURCE	Company		
EFF.	16	05	96
TERM.	31	08	98
No. OF EMPLOYEES	160		
NOMBRE D'EMPLOYÉS	CB.		

ARTICLES OF AGREEMENT

BETWEEN

UNIVERSAL INDUSTRIES LTD.

LLOYDMINSTER, ALBERTA
(Hereinafter referred to as the Employer)

And The

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITH, FORGERS AND HELPERS LOCAL LODGE 146

(Hereinafter referred to as the Union)

Effective: May 16, 1996 - August 31, 1998 *

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PREAMBLE

Whereas it is the intent and purpose of the parties to this agreement to promote harmony between the Company and its employees and to increase the efficiency of the operations and facilities so that the employees and the Company may mutually benefit; and to provide procedures for the prompt, peaceful and equitable adjustment of differences which arise; and also to set forth herein the agreement between the Company, the Union and the employees of the Lloydminster shop concerning rates of pay, hours of employment and other conditions of work to be observed by the parties to this agreement:

Now, therefore, in consideration of the premises and the mutual agreements **hereinafter** stated, it is agreed as follows:

ARTICLE 1 RECOGNITION AND SCOPE OF AGREEMENT

- 1:01 The Company **recognizes** the Union as the sole **bargaining** agent for all hourly rated production and maintenance employees in the performance of **all** fabrication and repair work except office staff, foremen with the right to hire and tire and those above that rank.
- 1:02 Believing that both parties must give service to the public, the Union agrees to cooperate with and assist the Company in every legitimate way to conduct a successful business.
- 1:03 This agreement shall cover all hourly paid employees as listed in " Appendix "A" - **WORK CLASSIFICATION AND WAGES**" - attached hereto and made a part hereof, who are within the jurisdiction of Local **146** and shall pertain to no other.

ARTICLE 2 MANAGEMENT RIGHTS

- 2:01 The Union agrees that it is **the** function of the Company to exercise the usual functions of management, including, but not so as to restrict the generality of the foregoing the right to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and location of machines, tools, and equipment to be used and the schedules of jobs and work, to classify and judge the suitability of employees for various types of work and to maintain order,

discipline and efficiency. To select, hire, discharge, transfer, promote, layoff or otherwise discipline employees.

2:02 It is agreed that these functions shall not be exercised in a manner inconsistent with **the** express provisions of this agreement.

ARTICLE 3 UNION SECURITY AND **EMPLOYEE** RIGHTS

3:01 Any employee who is a member of the Union on the effective date of this agreement, or who becomes or who is reinstated as a **member** of the Union, shall, as a condition of employment, maintain his membership in the union during the term of this agreement.

3:02 Each new employee shall be furnished with a copy of this agreement and the deduction **authorization** form and an official application for membership form and will be informed of the name of the Union which represents him and the names of the shop steward and the shop committee and such new employees will, as a condition of employment, be required to execute the deduction **authorization** form to cover the amount equal to the monthly dues established by the union, which will be deducted by the Company after four **((4))** days of employment. All new employees must sign deduction **authorization** forms **authorizing** checkoff of dues, before going to work.

3:03 The Company shall deduct, in accordance with the Alberta **Labour** Relations Code, the amount of initiation fees, dues and assessments as may be **authorized** by the Employees. Such dues, initiation fees and assessments shall be deducted from the first pay period of each month and forwarded to the Secretary-Treasurer of Local **146**, before the fifteenth **(15)** day of the month. The shop steward shall furnish with a **list** of all new employees every **two (2)** weeks.

3:04 Before a disciplinary action may take place the employee shall be given two **(2)** written warnings. A copy of said warning(s) shall be given to the shop steward within four **(4)** working days. Any warning(s) will be removed from the **file** two **(2)** years from **the** date of issue.

3:05 (a) When Employees are to be used on outside construction where the Boilermakers Union employees are on a site that has a union site agreement, the applicable rate for similar classifications will be paid for work on the site. The seniority of such employees **shall** continue as though they were still employed in the shop.

- (b) Notwithstanding 3:05 (a), in the case of a non-union or open site, when another contractor that is signatory to the Boilermaker Contractor Association arrives on the site during the Company's work, the employees will continue to receive the rates according to "Appendix A " .

ARTICLE 4 HOURS OF WORK

- 4:01 **Eight (8)** hours per day shall constitute a regular day's work. Forty **(40)** hours per week, Monday through Friday inclusive, shall constitute a **regular** week's work. The foregoing shall not be interpreted as a guarantee to provide work to any employee for regularly assigned hours or any other hours.
- 4:02 The normal work day shall start at **8:00** a.m. The work schedules will be posted by the Company on a bulletin board provided by the Company, setting forth any changes in starting or quitting time or shifts. (The! bulletin board may also be used by the Union for posting routine notices of meetings or announcements.)
- 4:03 Notwithstanding the above, a compressed work week of four **(4)**, ten **(10)** hour days may be worked at straight-time rates. The normal work day shall start at **7:00** a.m.
- 4:04 An hourly rated employee who reports for work and is sent home for that day by reason of some breakdown, inclement weather, or cause for which he is not responsible shall be paid for the actual time worked, or for four **(4)** hours, whichever is greater.
- 4:05 Whenever there is a need to have employees work weekend overtime within a classification, the overtime will be offered to:
 - (1) The employee within the classification who normally perform the work.
 - (2) If the employee within the classification is unable to perform the requested overtime, then the company may, at it's option:
 - (a) **Offer** the overtime to other employees who have the ability to perform the work, or
 - (b) Assign the overtime to the least senior employee(s) within the classification capable of performing the work required.

Each employee is expected to co-operate in the performance of such work.

ARTICLE 5 SHIFT WORK

- 5:01** When two or three shifts are working, the first or day shift shall be paid at the applicable rates set out in Appendix 'A'.
- 5:02** When an employee is scheduled to work the second or evening shift (normally from **4:00** p.m. to midnight) he shall be paid a shift premium of seventy-five (**75¢**) cents for each such hour worked. When a third or graveyard **shift** is scheduled (normally from midnight to **8:00** a.m.) employees shall be paid a shift premium of seventy-five (**75¢**) cents for each hour worked.
- 5:03** Employees will be given a minimum of two (**2**) days notice prior to any change in shift, except in cases of emergency or work force realignments **necessary** because of employee absenteeism. The Company reserves the right of placement of personnel on the various shifts, and shifts shall be alternated each two (**2**) weeks. No employee will be required to work more than two (**2**) weeks on a second or third shift without change or relief, unless he so desires.
- 5:04** Employees with ten (**10**) years or more seniority may refuse to work other than day shift.

ARTICLE 6 OVERTIME AND STATUTORY HOLIDAYS

- 6:01** (a) All hours worked on Saturday shall be paid at one and one half (**1 1/2**) times the regular pay provided the Employee has worked forty (**40**) hours from Monday to Friday inclusive.

The requirement for forty (**40**) hours shall be reduced by the number of hours absent for medical reasons **verified** with a doctors note or permission to be off has been granted by immediate supervisor or employee is sent home for lack of work.
- (b) All hours worked in excess of the regular scheduled hours, Monday to Friday inclusive, shall be paid at one and one half (**1 1/2**) times the regular pay.

6:02 Overtime, shall be paid at the rate of double **(2)** times the employee's basic hourly rate for all hours worked on Sunday.

6:03 There shall be no pyramiding or duplication of premium or additional **pay**.

If an employee is called back to work by the immediate supervisor after normal work hours for any maintenance and repair services requested by a customer, and if such work function is less than two **(2)** hours, the employee shall be reimbursed for a minimum of two **(2)** hours.

At such times when actual time exceeds **the** minimum of two and one quarter **(2 1/4)** hours, the employee **shall** be reimbursed for a total of **three (3)** hours.

All rates shall be at the overtime rate as applicable.

6:04 When an employee is required to work on a Statutory Holiday, he shall be paid for such work at the rate of one and one-half **(1 1/2)** times his **regular basic** hourly rate, or a total of two and one-half **(2 1/2)** times his regular basic hourly rate for all hours **worked** on the Statutory Holiday.

6:05 The period of time **recognized** as a **holiday** is the twenty-four **(24)** hour period **beginning** at the starting time of the regular shift on the day which is **recognized** as a holiday.

6:06 When the Company requires an employee to work more than ten **(10)** hours per day, the Company shall reasonably provide such employee with a hot meal and a twenty **(20)** minute paid meal break. Should the Company fail to provide a hot meal, a twelve **(\$12.00)** dollar meal allowance will be provided.

The employee shall be given a ten **(10)** minute rest period before commencing said overtime.

6:07 An employee covered by this agreement **will receive** regular pay for the following Statutory Holidays when not worked, provided he works the day previous and the day following such holiday, unless permission to be off has been granted by management or by **the** immediate supervisor:

New Year's Day
Family Day
Canada Day
Civic Holiday

Good Friday
Victoria Day
Labour Day
Thanksgiving Day

Remembrance Day
Christmas Day
Boxing Day

Such holidays shall be paid at the highest rate between B Welder and Journeyman Welder.

6:08 No work shall be performed on Labour Day, except for the preservation of life or property.

ARTICLE 7 ANNUAL VACATIONS

7:01 The purpose of a vacation is to provide the employee with definite periods of rest each year. Vacation and pay will be granted to employees in accordance with the provisions of the Alberta **Labour** Employment Standards Code.

7:02 Annual vacations will be as follows:

Regular employees **with** one **(1)** to five **(5)** years of continuous service - three **(3)** weeks.

Regular employees with six **(6)** years or longer of continuous service - four **(4)** weeks.

Vacation pay to be paid on each cheque **as** follows:

One **(1)** to five **(5)** years - **6%** of regular wages of the employee in the employ of the Company.

Six **(6)** to fifteen **(15)** years - **8%** of regular wages of the employee in the employ of the Company.

Sixteen **(16)** years and longer - **10%** of regular wages of the employee in the employ of the Company.

7:03 As far as possible employees shall be granted their choice of vacation periods according to their seniority, but the right to allocate vacation periods is reserved by the Company in order to insure efficient and **continuos** operation of **the** business.

ARTICLE 8 SENIORITY

8:01 Seniority, **as** referred to in this agreement, shall mean length of continuous service in the employ of the Company, and shall prevail on a Company wide basis. Employees of Universal Industries Ltd. **shall**

retain their seniority uninterrupted from the date prior to and including receivership.

- 8:02 All employees are hired on probation; the probationary period to continue for sixty **(60)** calendar days during which time they are to be considered temporary workers only. If employed continuously for a period of sixty **(60)** or **less calendar** days and then laid off his seniority shall date back to the initial date of hire. Upon completion of the probationary period they shall be regarded as regular permanent employees and shall **then** be entitled to seniority based on the day on which they were initially **hired**.
- 8:03 **In** all cases of promotion **and** layoff or recall from layoff, shiftwork, or **apprenticeship**, the factors of seniority and ability to perform the required work will be considered. When ability is relatively equal, seniority **shall** govern.
- 8:04 Five **separate** lists of **seniority** dates for Mechanics, Welders, Helpers, **Apprentices** and Production **Workers shall** be supplied once each year to the Secretary of Local **146**.
- 8:05 Employees laid off shall accumulate **seniority**, provided the layoff does not exceed one **(1)** year, after which the employee will lose all seniority rights.
- Priority may be given to employees for recall as per specific work **area** requirements.
- 8:06 Probationary employees laid off due to lack of work shall receive one **(1)** days notice or pay in lieu thereof.
- Permanent employees laid off due to lack of work shall receive payment or notice applicable to the Alberta Labour Employment Standards Code. The shop steward **shall** be advised of all layoffs.
- 8:07 **Any** employee **in** the **bargaining unit** who has been promoted to the position of **foreman** or **supervisor in** the shop shall maintain the seniority he had at the time of his promotion.
- 8:08 A permanent employee's seniority shall be accumulated for a maximum of two **(2)** years for an absence as a result of **sickness** covered by a medical certificate or an accident covered by the Workers' Compensation board. A permanent employee's seniority shall be maintained for a maximum of two **(2)** years for **an authorized** leave of absence.

ARTICLE 9 SAFETY AND WORKING CONDITIONS

9:01 The Company agrees to continue to make every reasonable effort to provide safe and healthful conditions of work for employees and to continue its practice of providing **necessary** safety equipment. The Union agrees to assist the Company in maintaining proper observation of all **Occupation** health and Safety **Board** rules, laws and regulations, and company safety manual.

9:02 If an employee meets with an accident during working hours, he shall report the accident to his foreman, supervisor or **first-aid** man and follow his instructions. Should an attending physician deem it not safe for him to continue his work, he shall be paid his regular pay for that full shift provided that the attending physician's report is given to the Company.

9:03 At all times, the Company must first be advised before the employee reports to a physician, of all work related injuries and/or suspected work related **injuries** by reporting to the foreman, supervisor or first aid man prior to completion of the **shift**. Failure to comply may result in disciplinary action.

9:04 The Company may request an employee to provide a doctor's report on his illness if the employee has missed three **(3)** or more consecutive working days. If a medical report is requested by the Company, the Company shall pay the charge imposed by the Doctor for said report.

9:05 The Company agrees to supply employees hand protection, but reserves the right to refuse free issue to any employee who may from time to time be deemed to be abusing the privilege. The Company will provide replacement coveralls to employees involved in specialty work outside his normal working duties, i.e. cleaning out crude tankers.

9:06 Employees shall be allowed a ten **(10)** minute rest period or coffee break during each four **(4)** or four and one-half **(4 1/2)** hour work period, i.e. morning, afternoon, evening or night.

The Company agrees to maintain automobile electrical plug-in facilities for employees' vehicles. The allocation will be handled on a first come, first served basis, in keeping with current practice.

9:07 The employee must accept reasonable responsibility for the tools and equipment furnished by the employer and must report the loss of any of these tools and equipment immediately to his superior. Any employee found misusing company tools and equipment may be subject to

dismissal. Responsibility for normal wear and **tear** of tools and equipment supplied by the Company is accepted by the Company on return of broken or worn tools or equipment.

The Company shall provide adequate protection and storage for all tools and equipment taken out on any job or work.

9:08 The foreman shall sign a safe vessel entry permit before any employee proceeds to **work** on any vessel or tank which has contained explosive or inflammable **material**.

9:09 The Company shall provide tool insurance up to **\$500.00** for employees providing their own tools with the exception of **machinists** and mechanics w&se insurance will be **\$6,000.00**, for theft and **fire**.

9:10 Change room, lunchroom, washroom and **locker facilities** shall be provided by **the** Company and kept in a sanitary condition. The shop committee and **employees** agree to co-operate in keeping these facilities sanitary otherwise, at the discretion of management, the **facility** may be forfeited. **Personal** effects of each employee shall be covered by **fire** insurance in **the** amount of three hundred and **fifty (\$350.00)** dollars. Locker **facilities** will be provided with reasonably secure doors.

ARTICLE 10 WAGES, **HEALTH & WELFARE** AND **R.R.S.P.**

10:01 WAGES - Refer to Appendix 'A'

10:02 NEW HIRES - Refer to Appendix "A"
This article does not restrict management from waiving the
aforementioned.

10:03 **HEALTH & WELFARE** - Refer to Appendix "B"

10:04 **R.R.S.P.** - Refer to Appendix "C"

ARTICLE 11 SHOP **COMMITTEE**

11:01 The importance of the Union maintaining at all times a shop committee, consisting of **qualified** employees of the Company **familiar** with plant conditions, is **recognized**.

11:02 The selection of the shop committee is **recognized** as a **function** of the Union. The committee shall consist of not less than one **(1)** nor more

than three (3) employees. The chairman of this committee shall be the shop steward and owing to the nature of his work on the committee, it is deemed important that seniority does not affect his layoff, therefore, in the event of a layoff he shall be second last man off the job, provided that he is qualified to perform the required work. The shop steward shall be given a reasonable length of time to perform his duties.

11:03 The shop committee shall act in the capacity of the grievance committee and the names of the committee shall be posted on the bulletin board in the shop by the union from time to time as the occasion warrants.

11:04 **The** shop committee shall meet not less than quarterly with the management to review safety and other concerns.

ARTICLE 12 **GRIEVANCE MACHINERY** AND ARBITRATION

12:01 GRIEVANCE PROCEDURE - It is **agreed** that **grievances will** be reduced in writing, if **requested**, signed by the aggrieved employee or employees and will be presented for the first steps in the grievance procedure within seven (7) working days. The steps for handling grievances will be as follows:

1) **Between** the aggrieved employee(s), the shop committee chairman of the Union and the foreman in the department.

Failure of adjustment, then all grievances must be reduced to writing and handled as follows:

2) Between the aggrieved employee(s), the shop committee - _____ chairman and the superintendent.

3) **Between** the representative of the Union, with the shop committee chairman and a representative of Management.

4) If the above steps **have** not resulted in a settlement, then **the** entire matter of the grievance shall be submitted to a grievance committee, comprised of one member appointed by the Company within seven (7) working days and one member appointed by the union within seven (7) days and a third neutral party mutually appointed by the above members, to examine the difficulty complained of and find a solution. This committee shall meet as soon as possible in settlement of any grievance. Should the first two members of **the** grievance committee not agree on the third neutral member, then **the** appointment of such third member shall



be referred to the **Minister of Labour** as provided **in** the Alberta Labour Relations Code. The **finding** of the committee shall be binding on both parties. There **shall** be no stoppage of work or lockout by the Company, as per the **Alberta** Labour Relations Code.

Should any **difference** of opinion as to the proper interpretation of this **agreement** or other causes which **cannot** be settled satisfactorily between a **representative** of the Brotherhood **and** the **Company** arise, **then** the case must go to arbitration as provided for **in** the Alberta Labour Relations Code, before **any** stoppage of work takes **place** on the part of the employee(s) or **any** lockout on the part of the Company.

ARTICLE **13** ~~NO~~ STRIKE OR LOCKOUT

13:01 The **Union** agrees that there **shall** be **no** strike, slowdown or stoppage of work **during** the life of this agreement **and** the **Company** agrees that there shall be no lockout **during** the life of this agreement.

ARTICLE **14** DURATION OF AGREEMENT

14:01 This agreement **shall** be **in** full force **and** effect **from the 16th** day of **May 1996**, up to **and including** the **31st** day of August 1998 **and** thereafter it ~~shall be renewed~~ from year to year **unless** notice for **change** or termination is given as set forth below.

14:02 Either party to this agreement may, not less than sixty (**60**) days, or not more **than** one hundred twenty (**120**) days immediately preceding the **expiry** date of this agreement, require by notice in writing to the other party by registered or **certified** mail, to commence collective bargaining for the revision, renewal or replacement of this collective agreement. If notice to negotiate has been given, this agreement **shall remain in full** force **and** effect **until** the **commencement** of lawful strike or lockout or until the date that a new collective agreement comes **into** effect.

14:03 **Notwithstanding 14:02** above, either party to this collective agreement may, not less than sixty-five (**65**) days **and** not more than one hundred and twenty (**120**) days immediately preceding the **expiry** date of this agreement, serve notice to the other party by registered or certified **mail** of its intent to terminate this agreement on the **expiry** date listed in **14:01** above, **all** in accordance with the provisions of the **Alberta** Labour Relations Code.

14:04

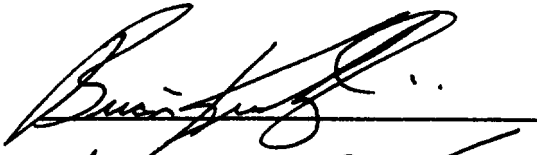

Where a particular article or articles of this collective agreement is or are **found to work** a hardship for a particular project or **specific** geographical area, the terms **and** conditions of this agreement for that project or specific geographical are, may be modified by the mutual consent of the Business Manager **and** the Company when they deem it prudent. It is **understood and agreed** that where mutual agreement for such **change cannot** be achieved, the request shall not be subject to either grievances or **arbitration.**


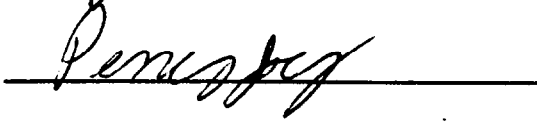
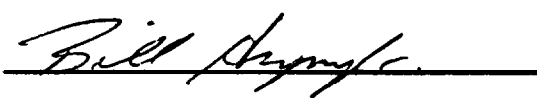
IN WITNESS WHEREOF the **parties** have **executed** this agreement this

10 day of SEPT, 1996.

Universal Industries Ltd.
Lloydminster, Alberta

International Brotherhood of **Boilermakers,**
Iron Ship **Builders,** Blacksmiths, Forgers
and Helpers, Local Lodge **146**

db/opeiu #458

Appendix "B"

HEALTH AND WELFARE

The Company agrees to provide group insurance, health and welfare, accidental death and dismemberment benefits, at no cost to the employees. Coverage would include group insurance benefits to each regular, hourly **paid** employee of **\$10,000.00** - life insurance, and **\$10,000.00**-accidental death **insurance and weekly indemnity insurance** equivalent with the **U.I.C.** weekly rate - **\$1,000.00** per month (maximum) long term disability to age **65**, and a health drug benefit supplement.

SICKNESS - When an employee is absent due to illness, coverage shall begin on the **seventh (7th)** day of illness.

COMPASSIONATE LEAVE - The Company agrees to **make reasonable** effort to grant an employee time off without pay for **compassionate** reasons.

VISION CARE - The Company shall provide frames **and** lenses **for** every employee and each member of the **family** during a one **(1)** year Period.

Maximum - Employee **\$180.00**
Dependant **\$ 80.00**

DENTAL PLAN - **100% coverage** of basics, in accordance with the Alberta Fee Schedule.

ALBERTA HEALTH CARE - Premiums are to be paid by the employee.

ANNUAL DEDUCTIBLE - Single	\$25.00
Family	\$50.00

Appendix "C"

R.R.S.P.

Permanent employees shall be given the opportunity to contribute to an **R.R.S.P.** which shall be registered in the individual employee's name. The Company agrees to establish a payroll deduction system for the **purpose** of contributing solely to the employee **R.R.S.P.** Said monies shall be remitted **bi-weekly**. The financial institution designated shall be determined by mutual agreement.

Appendix "A"

Work Classifications and Wages

CLASSIFICATION	May 16, 1996	August 15, 1997
Assistant Foreman	\$18.96	\$19.53
Pressure Welder*	\$18.66	\$19.22
Journeyman Machinist	\$17.57	\$18.10
Journeyman Welder	\$16.59	\$17.09
Journeyman Electrician	\$16.59	\$17.09
Journeyman Mechanic	\$16.59	\$17.09 ✓
Journeyman Pipefitter	\$16.59	\$17.09
Journeyman Mobile Crane Operator	\$16.59	\$17.09
Mobile Equipment Operator	\$14.38	\$14.81
Painter/Insulator	\$14.38	\$14.81
Production Worker	\$14.04	\$14.46
Labourer	\$ 9.64	\$ 9.93
Janitor	\$ 8.40	\$ 8.65
SHIFT WORK PREMIUM		
Evening	\$.75	\$.75
Midnight	\$.75	\$.75
NEW HIRES		
First 3 months	\$ 1.00 less than applicable rate	
3 to 6 months	\$.50 less than applicable rate	

Apprentices shall be paid in accordance with Alberta Government Regulations for each applicable trade.

Pressure Welders with five (5) years seniority or better will not be required to take a rate reduction at anytime to the journeyman rate.

All employees hired after the date of ratification will have had to worked five **(5)** years as a B **Pressure** Welder before being exempt from a wage reduction for non **"B"** Pressure Work.

The company will provide an additional six **(6)** cents per hour on wages for the cost of coveralls to every employee after they have been with the company for a **period** of one **(1)** **year**.

Upon ratification, wages will be retroactive to May **16, 1996**. Retroactive pay will be paid within one month of the **date** of **ratification**.

db/opeiu #458

MEMORANDUM OF AGREEMENT

BOILERMAKERS UNION LABEL

The INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITHS, FORGERS AND HELPERS, **AFL-CIO-CFL recognizes** the under-
signed EMPLOYER as a BOILERMAKER UNION LABEL EMPLOYER who has a signed
and approved agreement with this BROTHERHOOD under which skilled
workers and members of our craft enjoy a high standard of wages,
hours, fringe benefits and other conditions of employment.

In consideration thereof the **INTERNATIONAL BROTHERHOOD** now **authorizes**
this EMPLOYER to affix the BOILERMAKERS UNION LABEL to products fabri-
cated under the terms of his agreement in his shop or plant. The
EMPLOYER agrees to be bound by the following procedures for affixing
the Label:

- 1) The BROTHERHOODS UNION LABEL is the property of the BROTHERHOOD
and shall only be affixed to the EMPLOYER'S product by the
UNIONS' duly **authorized** UNION LABEL STEWARD. Such Steward shall
be designated to the Employer in writing by the Union.
- 2) This Memorandum of Agreement shall be valid only so long as the
EMPLOYER'S LABOUR AGREEMENT with this BROTHERHOOD is approved and
in full force and effect.

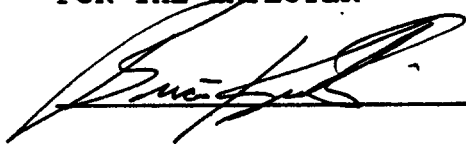
All of the foregoing was agreed to this date _____
at _____ by and between the INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITHS, FORGERS AND HELPERS,
CFL-CIO-CFL and _____
(Company)


For the INTERNATIONAL BROTHERHOOD

FOR THE EMPLOYER

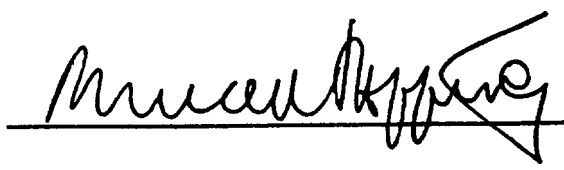


Richard C. Albright, Int'l Vice-
President, Western Canada Section





Business Manager/Sec. Treasurer
Lodge 146



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International Brotherhood of

BOILERMAKERS • IRON SHIP BUILDERS

DONALD G. WHAN BUILDING
14705 116 AVENUE
EDMONTON, ALBERTA T5M 3E8
TEL: (403) 451-5992 FAX (403) 451-3927



BLACKSMITHS. FORGERS & HELPERS

7004-T-5th STREET, S.E.
CALGARY) ALBERTA T2H 2G3
TEL: (403) 253-6976
FAX: (403) 252-4187

JOHN ROWE
BUSINESS MANAGER & SECRETARY-TREASURER

LODGE No. 146

LETTER OF UNDERSTANDING

Upon ratification of the **1996 - 1998** collective agreement between Universal Industries and the International Brotherhood of **Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local Lodge 146**, it is agreed that the wages of all employees who were in the employ of Universal Industries at the time of ratification will not have their hourly wages decreased in any manner.

This Letter of Understanding is entered into this date, SEPT 10, 1996.

For the Employer:
Universal Industries Ltd.
Lloydminster, Alberta

For the Union:
International Brotherhood of
Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers,
Local Lodge 146

