

CONSTRUCTION - N.W.T.

COLLECTIVE AGREEMENT

BETWEEN:

LEDCOR INDUSTRIAL LIMITED
("the Employer")

and

CONSTRUCTION WORKERS UNION (CLAC)
LOCAL 63
AFFILIATED WITH THE CHRISTIAN LABOUR
ASSOCIATION OF CANADA
("the Union")

SOURCE	COPY
EFF.	17/01/01
TERM.	2000/05/31
No. OF EMPLOYEES	0
NOMBRE D'EMPLOYÉS	0

THE EMPLOYER AND THE UNION AGREE TOGETHER AS FOLLOWS:

1. The Employer and Union entered into a Collective Agreement to operate from January 1, 1997 until May 31, 2000, which the parties intended to be applicable to and believed was applicable to the craft units that the Canada Labour Relations Board deemed appropriate in the Construction Industry for the Northwest Territories.
2. In order to carry out the intention of the parties, the Employer **and** Union enter into this Collective Agreement which will operate from January 1, 1997 to May 31, 2000.
3. The Employer and Union agree to the "General Terms of Agreement" attached which are incorporated into and a part of this Collective Agreement.

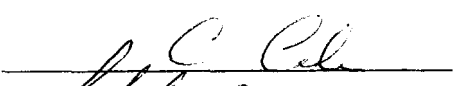
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4. The Employer recognizes the Union as the sole bargaining agent of all employees working in the Northwest Territories who are employed as journeymen and apprentice Cement Finishers, in commercial, institutional, industrial, or for oil, gas and chemical facility projects.

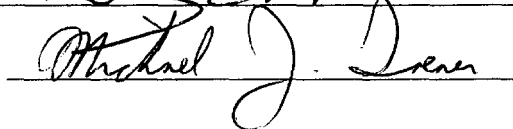
5. The Employer and Union agree that the terms of Schedules "A", "B", "C" and "D" (which are also referred to in the General Terms of Agreement) form part of this Collective Agreement.

DATED at the City of Edmonton, in the Province of Alberta, this 12 day of May, 1998.

SIGNED ON BEHALF OF
LEDCOR INDUSTRIAL
LIMITED

Per: 
Per: 

SIGNED ON BEHALF OF
CONSTRUCTION WORKERS UNION,
(CLAC), LOCAL 63

Per: 
Per: 

GENERAL TERMS OF AGREEMENT

BETWEEN:

LEDCOR INDUSTRIAL LIMITED
("the Employer")

and

CONSTRUCTION WORKERS UNION (CLAC)
LOCAL 63
AFFILIATED WITH THE CHRISTIAN LABOUR
ASSOCIATION OF CANADA
("the Union")

ARTICLE 1 - PURPOSE:

- 1.01 It is the intent and purpose of the parties to this agreement, which has been negotiated and entered into in good faith:
- a) to recognize mutually the respective rights, responsibilities and functions of the parties hereto;
 - b) to provide and maintain working conditions, hours of work, wage rates and benefits as set forth herein;
 - c) to establish an equitable system for the promotion, transfer, layoff and recall of employees;
 - d) to establish a just and prompt procedure for the disposition of grievances;
 - e) and generally, through the full and fair administration of all the terms and provisions contained herein, to develop and achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.
- 1.02 The omission of specific mention in this agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees or the Union of such rights and privileges.

ARTICLE 2 - APPLICATION:

2.01: These terms **apply** to construction carried out in the Northwest Territories.

ARTICLE 3 - MANAGEMENT'S RIGHTS:

3.01 The Employer's **rights** include but **are** not limited to the following:

- a) the right: **to** maintain order, discipline and efficiency; to **make**, alter and **enforce** **rules** and regulations, policies and practices, to be adhered to by its employees; to discipline and discharge employees for just **cause**.
- b) the right: **to select**, hire and direct the **working force** and employees; **to** transfer, **assign**, promote, demote, classify, **layoff**, **recall** and suspend employees; to select **and retain** employees for positions excluded **from** the bargaining **unit**.
- c) the right: to operate **and** manage the Employer's business in order **to satisfy** its commitments and responsibilities. The **right to** determine the **kind** and **location** of business **to** be done **by** the Employer, **the** direction of **the** **working** forces, the scheduling of **work**, the **number** of **shifts**, the methods, processes and means **by** which work is to be **performed**, job content, quality and quantity **standards**, the right to **use** improved methods, machinery and equipment, the **right to** determine the **number** of employees needed by the Employer at any time and generally, the right **to** manage the **business** of the Employer, and **to** plan, direct and **control** the operations of the Employer, without **interference**.

3.02 The sole and exclusive jurisdiction over **operations**, building, machinery, equipment will be vested in the Employer.

3.03 The Employer may **contract** out **work** where:

- a) he **does** not **possess** the necessary facilities or equipment;
- b) he **docs** not have and/or cannot **acquire** the **required** manpower;
- c) he cannot **perform** the work in a manner that is competitive in **terms** of **cost**, **quality** and within required time limits.

ARTICLE 4 - UNION REPRESENT _____

4.01 For the purpose of representation **with** the Employer, the Union **will** **function** and **be** **recognized** **as** follows:

- a) The **Union** has the right to select or appoint stewards to assist employees in presenting any **complaints** or grievances they have to representatives of the Employer and to enforce and administer the Collective Agreement. In general, the number of stewards **will** not exceed **two (2)** per project unless the project employs **fifty (50)** or more bargaining unit employees. In **such cases** the **Union** may increase the number of stewards to four **(4)** per project. Stewards will receive **fifty cents** (\$0.50) per hour in addition to their regular hourly rate. The Union will advise the Employer, in writing, of the names of the Stewards.
- b) Duly appointed Representatives of the **Christian Labour** Association of Canada **are** representatives of the employees, **in all** matters pertaining to **this** Agreement particularly for the purpose of processing grievances, negotiating amendments to and renewals of **this** Agreement and enforcing the employees' collective bargaining **rights** **as well as** any other rights under this Agreement and under the law. **Union** Stewards will not act in **this** capacity. The Union will advise the Employer, in **writing**, of the **names** of its duly appointed Representatives.

4.02 The Union acknowledges that Stewards have regular duties to perform **as** employees of the Employer and that such employees will not leave their regular duties for the purpose of conducting **business in connection** with the **administration** of the Agreement or the investigation or presentation of grievances, without first obtaining **the** permission of their Foreman or immediate Supervisor. Such **permission** **will** not **be** **unreasonably** withheld.

The Employer **will** pay stewards at their regular hourly rate for time spent **attending** **such** duties during **their** working hours.

4.03 **Representatives of the Union** **will** have access to visit **job sites** or **fabricating** shops during **normal** working hours subject to the **following**:

- a) The Union Representative **will** identify **himself** to the job Supervisor upon arriving at a job site;

- b) ~~In~~ **no case** will such representative interfere with the progress of work.
- 4.04 The **Union** has the right to appoint a Negotiating Committee. Employees to a **maximum** of **two (2)** on the committee will be paid by the Employer to a **maximum** of **thirty-two (32)** hours per Contract Agreement at their **regular** hourly rates for all time spent on negotiating a collective agreement **with** the Employer, whenever this takes place during the regular working hours of the employees concerned.
- 4.05 **Union** stewards will be laid **off** or **reduced** in number in **accordance** with the completion of the various phases of each project.
- 4.06 The Employer may meet ~~periodically~~ with his employees for the purpose **of discussing** any matters of **mutual** interest or **concern** to the Employer, the Union, **and** the employees. A CLAC representative may attend such meetings.
- 4.07 There will be **no Union** activity during working hours, on the Employer's premises, except that which is necessary for the **processing** of grievances and the administration **and** enforcement of this Agreement.

ARTICLE 5 - STRIKES OR LOCKOUTS

- 5.01 During the term of **this** Agreement, or while negotiations for a further agreement **are** being **held** the Union will not permit or encourage **any** strike, **slowdown**, or **any stoppage** of work or otherwise restrict or interfere with the Employer's operation through its members.
- 5.02 During the ~~term~~ of **this** Agreement, or while negotiations for a further agreement are being held, the Employer **will** not engage in any lockout of its employees or deliberately restrict or reduce the hours of work.

ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 6.01 The Union and the Employer will cooperate in maintaining **a** desirable and **competent** labour force. The Employer has the right to hire new employees **as** needed and will give preference to **Union** members **for** employment, provided such applicants **are** qualified to meet the requirement of the **job**.

If the **Union** is not **able to supply the number of qualified employees required by the** Employer, the Employer will ~~be~~ able to hire from outside the Union membership, provided, however, that such employee must nevertheless obtain **a Union** dispatch slip **and** provide it to the Employer before ~~commencing~~ work. The Union agrees to promptly process dispatch slip requests and they will **not** be unreasonably withheld.

Prior to the start of each project, a pre-job conference **will** be held **to** determine **all** site-specific issues **as** outlined in the Agreement.

The Employer will **notify** the union that a project **has** been awarded to the Employer immediately following the award.

- 6.02** Neither the Employer nor **the** Union will compel employees **to join** the Union. Subject to Article 6.01, the Employer will not discriminate against any employee because of Union membership or lack of **it**, and will inform **all** new employees of the contractual relationship between the Employer and the Union. Before commencing work, or **as** Soon **as** reasonably possible after commencing work, new employees shall be referred by the Employer to a **CLAC** steward or Representative in order to describe the Union's purposes and representation policies to such new employees.
- 6.03** The Union agrees that it will make membership in the Union available to **all** employees covered by this Agreement **on** the same terms and conditions **as** are applicable to other members of the Union.
- 6.04** It will be the policy of the Employer to promote from within wherever possible at the Employer's discretion.
- 6.05** New employees will be hired on a **two** month probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee will not be the subject of a **grievance** or arbitration.
- 6.06** Probationary employees are covered by the Agreement, excepting those provisions which specifically exclude such employees. Employees laid off and recalled by the employer will not serve a new probationary period.
- 6.07** Prior to the start of **all** projects the parties will meet in a pre-job conference to determine all site-specific issues **as** outlined in the Agreement.

ARTICLE 7 - DUES CHECK-OFF'

- 7.01** The Employer agrees to check-off from each employee the amount equal to the Union dues, **once** monthly, and where applicable an amount **equal** to Union dues arrears or Union initiation fees. The total amount checked **off** will be turned over **to** the Union Treasurer **each** month, by the **20th** **of** the month **following the check-off**, together **with** **an** itemized list **of** the employees for whom the deductions are made and the amount checked **off** for each. The Union **and** the employees agree that the Employer will **be** saved harmless for **all** deductions and payments **so** made.

- 7.02 ~~Employees~~ who because of religious or conscientious objections, cannot support the CLAC may apply to the **Union**, in writing, for permission to redirect their dues to a charitable ~~organization~~ of their choice. The Union will treat such requests in accordance ~~with~~ its ~~stated~~ policy and such permission will not be unreasonably withheld.
- 7.03 The **Union** will promptly ~~notify~~ the Employer, in writing, over the signature of its designated officer, the amount of the ~~deduction~~ to be made by the Employer for regular **Union** dues, and the Employer will have the right to ~~continue~~ to rely on such ~~written notification until~~ it receives other ~~written~~ notification ~~from~~ the Union.
- 7.04 The Employer will provide the Union with **all** necessary information regarding **insurance** and benefit plans, job classification changes and terminations. The name, address, date of hire, and ~~classification~~ of new employees will be provided to the Union once monthly. A list of employees, ranked according to classification and showing the employee's rate of pay, will be forwarded ~~to~~ the Union **twice** yearly.

ARTICLE 8 - WAGE & AREA RATES OF PAY

- 8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A". It is understood and agreed **that** the employer and the Union will ~~jointly~~ determine the wage schedule applicable to a project prior to its commencement if there is a possible dispute.
- 8.02 Additional classifications may be established only by mutual agreement between the Employer and the **Union** during the ~~term~~ of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union.

8.03 Show Up Time

An employee who comes to work without having been ~~notified~~ that there is no work available, and who is sent home **because** of lack of work, will receive a **minimum** of **two (2) hours** pay at **his** prevailing hourly rate. The employee will **also** receive **his** full accommodation allowance if and when applicable.

8.04 Starting Work

An employee who starts work and **is prevented** from completing his normal work day ~~will~~ receive a **minimum** of **four (4) hours** pay at **his** prevailing hourly rate except when the **work is suspended because** of inclement weather or other reasons completely **beyond** the control of the Employer in which case ~~the minimum~~ will be **two (2) hours**. The employee will also receive his **full accommodation** allowance if **and** when applicable.

- 8.05 When there is a temporary shortage of work within a given work day in a specific **classification**, the Employer may employ the affected employees in another classification at the rate of pay of **their usual** specified classification provided the employee is **qualified to** do the required work.
- 8.06 Employees given the option to work in another classification for which they **are** qualified instead of being laid **off** will be paid the rate for the new classification.
- 8.07 If the Employer bids **on** jobs which **specify** a specific rate schedule the parties agree to meet to determine the rate **to** be paid for the particular project.

ARTICLE 9 - HOURS OF WORK & OVERTIME

- 9.01 The **normal** work week will **be as** outlined in Schedules "A", "B" and "C" for the various different **types** of construction work.
- 9.02 The overtime rates to be paid are **as** outlined in Schedules "A", "B" and "C" for the **various** different **types** of construction work.
- 9.03 When a statutory holiday **occurs** during the employees regular work week, employees will receive overtime pay **as** outlined in Schedules "A", "B", & "C" for the various different **types** of **construction** work.
- 9.04 When a scheduled break occurs it **will** include a Sunday.
- 9.05 The Employer will attempt to **distribute** overtime work **as** evenly **as** possible among employees who normally **perform** the work and who indicate they wish to work overtime.
- 9.06 **Hours** of work and overtime **as** set out in **this** article may be **modified** by **mutual** agreement between the Employer and the Union for selected **contract** projects.
- 9.07 It is agreed that the provisions of **this** Article are for the purpose of **computing** overtime and will not be **construed** to be a guarantee of or a limitation **on** the hours of work to be done per day or per week other **than** those stipulated in Articles 8.03 and 8.04.
- 9.08 a) There will be two **(2)** coffee breaks of ten (10) minutes duration on each **shift**, one in the first half of the **shift** and one in the second half of the **shift**. Employees will **be** given a meal **period** of one half (1/2) hour **per shift** but such **period** will not **be considered as** time worked. **Employees will be entitled to an additional** coffee break for every four **(4)** hours overtime worked in a given day.

9.09 Provided the employee notifies the Employer at the time of hire the Employer agrees to respect an employee's wishes with regards to not working certain days of the week or certain hours of the day because of religious convictions.

9.10 Sunday will be deemed the first day of the week.

ARTICLE 10 - LAY-OFFS

10.01 The Employer will give the Union one (1) week's notice of layoff, when possible.

10.02 The Employer will not be required to give one (1) week's notice of layoff when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.

10.03 The Employer agrees to notify the Union office of the names of employees laid off within the pay period of the date during which the layoff occurred, together with the employee's classification and latest available phone number.

ARTICLE 11 - VACATION & VACATION PAY

11.01 All employees will be entitled to receive an amount equal to six (6%) percent of their regular earnings in vacation pay.

11.02 Vacation Pay and statutory holiday pay will be paid to employees on each paycheque and on termination and/or upon request of the employee.

11.03 The Employer will consider vacations at the times requested considering business requirements.

ARTICLE 12 - HOLIDAYS & HOLIDAY PAY

12.01 Employees will be entitled to receive an amount equal to four (4%) percent of their regular earnings in lieu of the following holidays:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

12.02 Employees required to work on one of the above holidays will receive overtime pay for all hours worked in addition to the holiday pay outlined in Article 12.01.

ARTICLE 13 - TRANSPORTATION, TRAVEL AND ACCOMMODATION

- 13.01 (a) It is recognized by the Employer and the **Union** that the purpose of transportation, travel and accommodation allowances **as** established in **this** article is to provide a fair means of compensating employees for additional travel and accommodation expenses they incur while working on projects beyond a reasonable distance **from** their residence.
- (b) For **the** purposes of **this** Agreement, the Employer's base of operations is defined **as the** job site.
- (c) There will be a **free zone** established for the Employer's **base** of operation at 60 km radius.

13.02 Travel Allowance

Employees assigned to work on a project outside the Employer's base free zone **as** described in Article 13.01 and who reside outside the job **site** free zone established in Article 13.01 will be paid a travel and/or accommodation **allowance** according to the following:

- a) Travel **allowance** will be paid **for** all projects not accessible by public **transportation** and **all** projects to which **an** employee is sent at the request of the Employer.
- b) When travel allowance **is** applicable the employee will be paid **from** the Employer's shop or from the employees home whichever is closer to the job site.
- c) Travel allowance **will** be paid only for the **beginning** and end of a project and again if the employees are laid **off** and recalled **to the** Same project, Employees who **quit** the job **within** twenty-one **(21)** days will not be entitled **to** travel allowance.
- d) Travel **allowances** will not be **used in** computing overtime.
- e) The amount of travel allowance will be subject **to** negotiation **and** agreement between the Employer **and The** Union, **with** the **cost** of public transportation and duration of travel **as** guidelines.

13.03 Travel Time

- a) On all projects regardless of accessibility or isolation, where **an** employee transports **an** Employer's vehicle to the job, such employee will be paid **his** regular rate of pay for actual time travelled. Such employees will not receive duplicating travel allowances.
- b) On **all** projects regardless of accessibility or isolation, where **an** employee's classification requires the **use** of his own vehicle in the performance of his duties, such employee will be paid at his regular rate of pay for actual (reasonable) time travelled **from** the point of hire to the project and return.

13.04 Transfers

Stipulated rates of pay will be paid in all **cases** of transfers from one project to another irrespective of Articles 13.02 and 13.03.

13.05 Daily Travel

Daily travel allowance will be paid subject to the following conditions:

- a) When an employee **is** required to travel daily to a project that is greater than 60 km radius from **his** permanent or temporary residence when receiving accommodation allowance.
- b) Where the Employer does not provide **transportation**.
- c) The daily travel allowance will be subject to agreement between the Employer and the **Union** for each project at the **pre-job** agreement outlined in Article 6.07.

13.06 Accommodation Allowance

- a) Whenever employees covered by this Agreement are required by the Employer to be away from their **normal** place of residence overnight, the Employer agrees to pay daily accommodation allowance (**as** set out in Schedules "A", "B", & "C") or alternately the Employer, at **his** discretion will provide at the Employer's expense, accommodation for the employees. Accommodation allowance per day may be changed subject to agreement by the Employer and Union, **based** on **area** and seasonal **cost**, with room **costs** based on **two** (2) employees per **room**.

Allowance will not **be** paid for any day on which **an** employee does not work of **his** own accord for reason other **than** job related accident.

- b)- Accommodation allowance, **in** accordance **with** Schedules "A", "B" and "C", will be paid subject to the following **conditions**:
- i) Accommodation allowance **begins** when **an** employee **reports** for **his** first scheduled shift;
 - ii) Accommodation allowance will be paid for **all** work days and **all** show up days **outlined** in Article 8.03.
 - iii) **On** projects for which a sleeping camp **is** supplied for employees' use, those employees **making use** of the camp will **receive** reasonable partial accommodation allowance to be determined between the Employer and the Union.

13.07 For selected projects with **peculiar** geographic **circumstances**, the Employer may establish alternative or amended policies for transportation, travel and accommodation. Such alternative or amended policies will be established for the **duration** of the project and will require the **mutual** agreement of the Employer and the **Union**.

13.08 **Turnarounds**

During the course of a project the work schedule may provide for turnaround periods to **allow** employees reasonable time **off**. This time and cost reimbursement **will** be subject to agreement by the Employer and Union.

ARTICLE 14 - UNION-MANAGEMENT COMMITTEE

14.01 The parties to **this** Agreement **pledge** to work towards the greatest possible degree of **consultation** and cooperation **believing** that the following **concepts** provide **a fundamental** framework for improved labour/management relations:

- a) the **industrial** enterprise is **an** economically characterized work community of capital-investors and workers under the leadership of **a** management;
- b) the economic character **springs from** a **continuous striving** towards efficient **use** of **scarce** resources, energy and environment, and in the adequate **development** of **research**, **production** and marketing;
- c) the enterprise **requires authority** relationships under **a strong central** leadership or management;

- d) a strong management does not discourage cooperation but stimulates it, recognizing that while leadership without labour can do nothing, labour without management cannot survive.
- 14.02 a) In order to further the aims of the enterprise, the parties agree to schedule Union-Management meetings once every three (3) months or as required during the life of this Agreement. The meeting will serve as a forum for discussion and consultation about policies and practices not necessarily covered by the Collective Agreement. The areas for discussion will include but not be limited to:
- i) hiring policies;
 - ii) discipline and discharge policies;
 - iii) training and promotion;
 - iv) safety measures;
 - v) matters that affect the working conditions of the employees.
- b) The Employer and the Union will each appoint representatives to the Union-Management Committee. The minutes will record the business of each meeting, a copy of which will be mailed to the Union's provincial office.
- 14.03 A committee member, attending the Union-Management meetings during regular working hours, will be entitled to his regular hourly rate of pay. In the event that such meetings are held outside of regular working hours, the Employer agrees to pay a flat fee of ten dollars (\$10.00) to a committee member for each meeting attended.
- 14.04 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union and the employees.
- 14.05 In the event that consultation fails to resolve a matter of contention, the Union agrees that the decisive word resides with Management, unless specifically abridged, deleted or modified by this Agreement. The Union reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 15 - HEALTH AND SAFETY COMMITTEE

- 15.01 a) The Employer agrees to make practicable provisions for the safety and health of its employees on its job sites and shop during the hours of their employment.
- b) the Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility amongst its membership.

- c) It ~~is~~ the intent of the parties to have ~~working~~ conditions that **are** not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question,

15.02 The Union-Management Committee outlined in Article 14 will also ~~serve as~~ a Health and Safety Committee. The Committee **will** meet at a time mutually agreeable to the parties. The meeting will be directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the co-operative interest in the safety of the workforce. The Employer **will** maintain a record of the meetings and the matters discussed.

The ~~Health~~ and Safety Committee will make inspections of all job **sites** at its discretion.

15.03 **An** employee who is injured **on** the job during ~~working~~ hours and ~~is~~ required to leave for treatment for such injury will receive payment for the remainder of ~~his/her~~ **shift**,

15.04 **An** employee who is injured on the job and who requires transportation ~~from~~ the work site to a local physician or hospital will receive **such** transportation provided for by the Employer. Should an employee require hospitalization for a ~~period~~ of more than one **(1)** week the Employer will provide transportation to **an** available facility near the employee's home at no cost to the employee.

15.05 ~~Following~~ a serious accident or **an** incident which could have resulted in a serious accident the Union-Management Committee will convene ~~as soon as~~ possible to investigate and report to the Union and the Employer.

15.06 Light **Duty** Work Programs

If **an** employee is injured on the job and requires medical attention the employee is entitled to Light Duty Work and he will inform the attending Physician of the same.

The Employer will **inform** the Physician of the **types** of light **duty** work which may be available to the employee and will make the same available to the employee with the Physician's approval.

15.07 **Safety Award**

If at the completion of the project no lost **time** accident ~~involving~~ the Employer's workforce **has** occurred on the project all employees will receive a twenty-five '**cents (\$0.25)** per hour **Safety Award** for all hours **worked on the project payable thirty (30) days following** the completion **of** the project.

Employees who are terminated or who quit prior to **the** completion of the project are not eligible to receive safety award payments.

ARTICLE 16 - HEALTH AND WELFARE PLAN

- 16.01 In order to protect the employees and their families from the financial hazard of illness, the Employer agrees to pay ninety-five cents (\$0.95) per hour for all hours worked for each employee towards the Union Insurance Plan.

It is understood and agreed that it is the responsibility of each employee to be familiar with the specific details of coverage, (outlined in Schedule "D") and eligibility requirements of all benefit plans, and that neither the Union nor the Employer, has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

ARTICLE 17 - PENSION PLAN

- 17.01 The Employer agrees to contribute seventy-five (\$0.75) cents for each hour worked toward each employees participation in the Union Health and Welfare Plan. Upon completion of six (6) months of contributions received by the Plan the employee will receive the entire sum contributed by the Employer in the form of a personal R.R.S.P. Plan. Thereafter all future contributions will be deposited in the Same manner and will remain the property of the employee subject only to the rules governing R.R.S.P. and Health and Welfare Plans.
- 17.02 The decision of where to deposit the funds in a personal R.R.S.P. will be made by the employees and the Union and will be the Same for all employees of the Employer.
- 17.03 The Employer's contributions to the pension plan will be non-refundable, and will be vested in the employee on whose behalf the contribution was made, in accordance with the terms of the Plan.
- 17.04 Withdrawal of funds and payouts from the plan will be subject to law and the terms of the Plan.
- 17.05 Employees on whose behalf contributions are made to the Plan will receive an annual statement from the Plan, mailed to their last address on record with the plan administrator, showing their accumulated benefits to date and the amounts contributed during the year covered by the statement.

ARTICLE 18 - EDUCATION AND TRAINING FUNDS

- 18.01 The Employer agrees to contribute three cents (\$0.03) per hour to the Union Education and Training Fund for all hours worked by all employees.

- 18.02 The Employer agrees to contribute seven cents(\$0.07) per hour to the Union's Leduc Industries and Associates Inc. Training Fund for all hours worked by all employees. The use of this fund will be determined by a joint committee established by the parties. The Employer and Union will each appoint two (2) persons to the committee. All contributions to the Leduc Industries & Associates Inc. Training Fund will be remitted to the Union's Edmonton Office.

ARTICLE 19 - TOOLS

- 19.01 All tradesmen will supply their own tools common to their trade. Specialty tools will be provided by the Employer.
- 19.02 The employees will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.
- 19.03 A tool list will be established by mutual agreement between the employer and the union for each trade.

ARTICLE 20 - PROTECTIVE EQUIPMENT

- 20.01 All employees will wear safety hats to be made available by the Employer. The employee will pay for all safety hats through payroll deduction.
- 20.02 All employees will wear gloves and safety shoes where required, furnished by the employee.
- 20.03 The Employer will furnish employees with safety equipment (including safety glasses) and rain gear if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees will be held responsible for loss or improper maintenance of Employer furnished items.

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

- 21.01 The Employer will grant leaves of absence without pay for the following reasons:
- a) Marriage of the employee;
 - b) Sickness of the employee or employee's immediate family;
 - c) Death in the immediate family;
 - d) Union activity other than this establishment.

- 21.02 ~~The~~ above will be for a ~~time~~ mutually agreed upon between the Employer and the employee.
- 21.03 a) ~~An~~ employee will ~~be~~ granted one day leave of absence with pay, at ~~his~~ regular straight time hourly rate, to make arrangements for and ~~to~~ attend the ~~funeral~~ of the employee's ~~spouse~~ or child.
- 21.04 Employees who fail to ~~report~~ for work ~~as~~ scheduled without ~~giving~~ a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22 - GRIEVANCE PROCEDURE

- 22.01 The parties ~~to~~ this Agreement recognize the Stewards and the CLAC Representatives specified ~~in~~ Article 4 ~~as~~ the agents through which employees will process their grievances and receive settlement thereof.
- 22.02 "Grievance" will mean a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.
- A "Group Grievance" is defined ~~as~~ a single grievance, signed by a Steward or a CLAC Representative on behalf of a group of employees who have the same complaint. Such grievance ~~must~~ be dealt with at successive stages of the **Grievance** procedure commencing with Step 1. The grievers will be listed ~~on~~ the grievance form.
- A "Policy Grievance" is defined ~~as~~ one which involves a question relating to the interpretation, application or administration of this Agreement.
- A Policy Grievance will be **signed by** a Steward or a CLAC Representative, or in the case of an Employer's Policy Grievance, by the Employer or his representative.
- 22.03 ~~All~~ the time limits referred to in the grievance procedure herein contained ~~will~~ be deemed to mean "work days".
- 22.04 The Employer or the Union ~~will~~ not be required to consider or process ~~any~~ grievance which ~~arose~~ out of any action or condition more than five **(5)** work days after the subject of such grievance occurred. If the ~~action~~ or condition is of a ~~continuing~~ or ~~recurring~~ nature, ~~this limitation~~ period will not begin to run until the action or condition ~~has~~ ceased. The ~~limitation period will~~ not **apply to differences arising** between the parties hereto relating to the interpretation, application or administration of this Agreement. If the Employer does consider or process a grievance which ~~has~~ been presented late, the Employer will not be stopped or precluded at any stage ~~from taking~~ the position that the grievance is late and not arbitrable.

22.05 No employee will have a grievance until he has discussed his complaint with his Superintendent. If the employee's Superintendent does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

Step 1

Subject to the conditions of Article 6.05, if a grievance is to be filed it will, within the five (5) work days referred to in Article 22.04 above, be reduced to Writing and will be presented to the designated Employer representative by a Steward or a CLAC representative. The designated Employer representative will notify the Union representative of his decision in writing not later than five (5) work days following the day upon which the grievance was submitted.

The grievance referred to above will identify:

- a) the facts giving rise to the grievance;
- b) the section or sections of the Agreement claimed violated;
- c) the relief requested;

and will be signed by the employee or employees involved.

Step 2

If the grievance is not settled in Step 1, a CLAC representative will within five (5) work days of the decision under Step 1, or within five (5) work days of the day this decision should have been made, submit a written grievance to the designated Employer Representative. A meeting will be held between the Steward or CLAC representative together with the griever involved and the designated Employer representative and other representatives of the Employer. This meeting will be held within five (5) working days of the presentation of the written grievance to the designated Employer representative. The Employer will notify the Steward or CLAC Representative of his decision in writing within five (5) work days of such meeting.

Step 3

In the event that the grievance is not settled at Step 2 the party having the grievance may serve the other party with written notice of desire to arbitrate within five (5) work days of the delivery of the decision in Step 2 to the Steward or CLAC Representative but not thereafter.

22.06 Union Policy Grievance or Employer Grievance

A Union **policy** grievance or an Employer grievance may be submitted to the Employer or the Union, **as** the case may be, in writing, within **ten** (10) work days of the time **circumstances upon** which the grievance is based were known or should have been **known** by the griever. A meeting between the Employer and the Union will be held **within** five **(5)** work days of the presentation of **the** written grievance and will take place **within** the framework of Step 3 **of** Article 22.05 hereof. The Employer or the **Union, as** the case may be, will give its **written** decision within five **(5)** work days after such meeting **has** been held.

If the decision is **unsatisfactory to** the grieving party, the grievance may **be** submitted to arbitration **within** fifteen (15) work days of the delivery of such written decision and the arbitration **section of this** Agreement will be followed.

If the Employer is not advised of the Union's intention to proceed to arbitration within five (5) **work** days, the Employer will not be liable for any damages during the foregoing fifteen (15) work day **period**.

The provisions of this paragraph 22.06 will not be used by the Union to institute a grievance directly affecting an employee or employees which **such** employee or employees could themselves institute, and the provisions of Articles 22.04 and 22.05 hereof will not thereby be bypassed.

ARTICLE 23 - ARBITRATION

23.01 If a notice of desire to arbitrate **is** served, the two parties will each nominate **an** arbitrator within seven days of **service** and **notify** the other party of the name **and** address of its nominee. The two arbitrators **so** appointed will attempt to select, by agreement, a **Chairman**. If they **are** unable to agree **upon** a Chairman within seven days of their appointment, either party may request the **Minister** of Labour to appoint an impartial **Chairman**.

23.02 No **person** may be appointed **as** Chairman who **has** been involved in **an** attempt to negotiate or **settle** the grievance.

23.03 The decision of a majority **is** the decision of the Arbitration **Board**, but if there is no **majority** the decision of the **Chairman** of the Arbitration Board governs.

23.04 **Notices** of desire to arbitrate **and** of **nominations** of **an** arbitrator **will** be **served** personally or by registered mail. If **served by** registered mail, the date of mailing will be deemed to **be** the date of service.

- 23.05** If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.01, the party not in default may, upon notice to the party in default, appoint a Single Arbitrator to hear the grievance and his decision will be final and binding upon both parties.
- 23.06** It is agreed that the Arbitration Board will have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 22 and 23 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 23.07** An employee found to be wrongfully discharged or suspended will be reinstated without loss of seniority and with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitration Board.
- 23.08** Where the Arbitration Board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the Arbitration Board may substitute a penalty which, in its opinion, is just and equitable. This cause will not apply to the discharge of a probationary employee.
- 23.09** Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expense of the Chairman of the Arbitration Board.
- 23.10** The Board of Arbitration will not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement, nor to adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step 3 of Article 22.05 hereof.

ARTICLE 24 - DISCHARGE, SUSPENSION AND WARNING

- 24.01** An employee may be suspended or discharged for proper cause by the Employer. Proper cause may include the refusal by an employee to abide by Safety Regulations; the use of illegal narcotics or alcohol or reporting for work while under the influence of such substances; the refusal by the employee to abide by the requirements of the Employer's clients; the refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices. Such suspension or discharge is subject to the Grievance procedure.
- 24.02** When the attitude or performance of an employee calls for a warning by the Employer, such a warning will be noted by the foreman/supervisor. The foreman/supervisor will inform the Union Steward of the warning within twenty-four (24) hours.

ARTICLE 25 - DURATION

- 25.01** This agreement ~~will be~~ effective on the first day of ~~January, nineteen hundred and ninety-seven (1997)~~ and ~~will remain in~~ effect until the thirty-first day of May, two thousand ~~(2000)~~ and for further-periods of one (1) year unless ~~notice will~~ be given by ~~either party~~ of the desire ~~to~~ delete, change, or amend ~~any of the provisions~~ contained herein, ~~within the period from~~ one hundred twenty ~~(120)~~ to sixty (60) days prior to the renewal date. Should ~~neither~~ of the parties give ~~such notice~~, this Agreement will ~~renew~~ for a period of one (1) year.
- 25.02** Should negotiations not be completed prior to the expiration date of ~~this~~ Agreement all negotiated items ~~will be~~ retroactive ~~from~~ the date of ~~signing to~~ the expiration date of the expired agreement.
- 25.03** ~~Until~~ a new agreement ~~has~~ been concluded all provisions in this Collective Agreement ~~will remain~~ in full force and effect.

SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	17.50	1.75	0.95	0.75	0.25	0.10	21.30

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SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	18.00	1.80	0.95	0.75	0.25	0.10	21.85

SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999

Rates:	<u>Wage</u> <u>Rate</u>	<u>Vac/</u> <u>Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety</u> <u>Bonus</u>	<u>Train.</u> <u>Fund</u>	<u>Total</u>
Cement Finisher	18.50	1.85	0.95	0.75	0.25	0.10	22.40

Schedule "A"

Leadhand Premium \$1.25/hr
(over Journeyman **Classification Rate**)

Foreman Premium \$1.50/hr
(over Journeyman **Classification Rate**)

Apprentices will **be** paid in accordance with the Apprenticeship and Training Act, 1992.

Accommodation • Daily \$50.00 per day unless otherwise **agreed** by the parties
subject to Article 13

It is understood and agreed that the wage rates and other provisions set out in **SCHEDULE "A"** may be amended by mutual agreement **between** the Employer and the **Union** for *specific* projects in order to enable the Employer **to** compete with **non-union** competitors and/or with *specific union* project agreement rates,

The Employer and the **Union** may agree **to** reasonable partial accommodation **allowances** where the employee elects **to** commute to his place of residence or supplies **his own** living accommodation.

Hours of Work

The **normal** work week will consist of forty-four **(44)** hours per **week**.

Overtime

Employees will be paid overtime at the rate of ~~one~~ and one-half **(1.5)** times the employee's straight time hourly rate of pay for **all** hours worked in excess of eight (8) hours per day and forty-four **(44)** hours per **week**.

SCHEDULE "B"

FOR COMMERCIAL/INSTITUTIONAL CONSTRUCTION

CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	18.00	1.80	0.95	0.75	0.25	0.10	21.85

SCHEDULE "B"

FOR COMMERCIAL/INSTITUTIONAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998**

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	18.50	1.85	0.95	0.75	0.25	0.10	22.40

SCHEDULE "B"

FOR COMMERCIAL/INSTITUTIONAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	19.00	1.90	0.95	0.75	0.25	0.10	22.95

Leadhand Premium \$1.00/hr
(over Journeyman Classification Rate)

Shift Differentials

- Night shift premium • \$0.50 per hour (shifts between 17:00 hours and 08:00 hours)

Accommodation - ~~Daily~~ \$50.00 per day unless otherwise agreed by the parties
subject to Article 13.

The Employer and the Union may agree to reasonable ~~partial~~ accommodation allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

The regular work week will consist of forty (40) hours per week, consisting of five (5) eight (8) hour days, Monday through Friday inclusive. (For **specific** projects the hours of work may be amended to **forty-four (44)** hours per week by agreement between the Employer and the Union.)

Employees will be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) hours per week, subject to the above.

When a statutory holiday falls on a regular day off, employees will be given a day off in lieu thereof, consecutive with their scheduled days off, subject to scheduling requirements.

Schedule "B"

- 9.08 b) There will be **two** (2) coffee breaks of fifteen (15) minutes **duration** on each shift, one in the first half of the **shift** and one in the second half of the **shift**. Employees will be given a **meal period** of one **half** (1/2) **hour** per **shift** but such period will not be considered **as time** worked. Employees will be entitled to an additional coffee break for every four **(4)** hours overtime worked **in a** given day.
- 21.03 b) **An** employee will be granted a three (3) day leave of **absence** with pay, at his regular straight **time** hourly rate, to make arrangements for, and to attend the funeral of the employee's spouse or child. The employee will **be** granted a one (1) day leave of absence with pay **to** make arrangements for, and to attend the funeral of the employee's parents or siblings.

Additional time **off**, without pay, will be granted if requested by the employee.

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SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	18.50	1.85	0.95	0.75	0.25	0.10	22.40

SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	19.00	1.90	0.95	0.75	0.25	0.10	22.95

SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Cement Finisher	19.50	1.95	0.95	0.75	0.25	0.10	23.50

Leadhand Premium \$1.00/hr
(over Journeyman Classification Rate)

Foreman Premium \$2.00/hr
(over Journeyman Classification Rate)

Apprentices will be paid in accordance with the Apprenticeship and Training Act, 1992.

Accommodation • Daily \$50.00 per day unless otherwise agreed by the parties
subject to Article 13.

It is understood and agreed that the wage rates and other provisions set out may be amended by mutual agreement between the Employer and the Union for specific projects in order to enable the Employer to compete with non-union competitors and/or with specific union project agreement rates.

The Employer and the Union may agree to reasonable partial accommodation allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

Hours of Work

The normal work week will consist of forty (40) hours per week.

Overtime

Employees will be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of (8) hours daily and forty (40) hours weekly. Overtime will be paid when an employee is required to work on any regularly scheduled day off and/or after the employee has worked the requisite forty (40) hours of work.

On jobs of twenty one (21) days in or more, overtime will be paid for all hours worked on Saturdays and Sundays and for all hours over eight (8) hours per day and over forty (40) hours per week.

When a statutory holiday occurs during the week, overtime will be paid for all hours in excess of thirty (32) hours.

SCHEDULE "D"

HEALTH AND WELFARE PLAN

Coverage

- a. **\$40,000.00** life **insurance** per employee;
- b. **\$40,000.00** A.D. & D. per employee;
- c. Long **term** disability insurance **with** 66% of earnings, maximum of **\$2,000.00** per month per employee, payable after 119 days **until** age **65**;
- d. Rescription Drug Plan for employee and family;
- e. **A** basic Dental Plan at the latest fee schedule available;
- f. Extended Health coverage for employee **and** family;
- g. Semi-private hospital coverage with no deductible for employee **and** family;
- h. Optical insurance for employee and family;
- i. Short **term** disability insurance with 66% of earnings, to a **maximum** equal to U.I.C. **allowance** per employee, payable after the **first** day of accident **and** the fourteenth (14th) day of sickness;

McLENNAN ROSS

BARRISTERS & SOLICITORS

RODERICK A. McLENNAN, Q.C.
HAVELOCK E. MADILL, Q.C.
JONATHAN P. ROSSALL, LL.M.
RONALD M. KRULAK
DAMON S. BAILEY
ROBERT R. CHAPPELL
KATHARINE L. HURLBURT
SHAWN W. McLEOD

DAVID J.R. ROSS, Q.C.
DARREN E. BECKER, Q.C.
R. GRAHAM McLENNAN
MICHELLE G. CRIGHTON
DONALD W. DEAR
SANDRA J. WEBER
LEITA M. SIEVER
CORBIN D. DEVLIN

PETER P. TASCHUK, Q.C.
FREDERICK A. DAY, Q.C.
GLENN D. TAIT, LL.M.
GERHARD J. SEIFNER
CHRISTOPHER J. LANE
DOREEN C. MUELLER
DRAGANA SANCHEZ-GLOWICKI
ANDREW J.W. HAYNES

PHILIP G. PONTING, Q.C.
HUGH J.D. McPHAIL, LL.M.
WILLIAM S. ROSSER
RODNEY R. NEYS
CLAY K. HAMMON
KAREN J. METCALFE
THOMAS W.R. ROSS
CHARLES R. DALTON

D. MARK GUNDERSON, Q.C.
CHARLES P. RUSSELL
YOLANDA VAN WACHEN
DONALD J. McGARVEY
STEPHEN J. LIVINGSTONE
JOHN K. GORMLEY
DAVID D. RISLING
KENNETH W. FITZ

Our File: 971826 DJR

Direct Line—: (403) 482-9202

PLEASE REPLY TO EDMONTON OFFICE

e-mail: dross@mross.com

May 12, 1998

DELIVERED BY COURIER

Canada Labour Relations Board
Room 410 757 West Hastings Street
VANCOUVER B C

Attention: Mr. Harvey Farysey.

Dear Sirs:

**RE: Collective Agreements - Ledcor Industrial Limited -
Local 63, Construction Workers Union (CLAC)**

Please be advised that we are the solicitors for Ledcor Industrial Limited.

Pursuant to Section 115 of the Canada Labour **Code**, I herewith file one copy of the following Collective Agreements **with** the Minister:

1. **An** Agreement dated May 12, 1998 covering journeymen and apprentice Plumbers, Pipefitters, Steamfitters, Welders, **and** Instrumentation **Mechanics**, who work in commercial, institutional **and** industrial construction or for **the** construction of oil, **gas and** chemical facility projects. - 87

2. **An** Agreement dated May 12, 1998 covering journeymen **and** apprentice Operating Engineers, Mechanics and Truck Drivers who work in commercial, **institutional** and industrial construction or for the construction of oil, gas **and** chemical **facility** projects. - 19

3. **An** Agreement dated May 12, 1998 covering journeymen and apprentice Boilermakers who work in commercial, institutional and industrial construction or for the construction of oil, gas and chemical facility projects. - 0 - varies (see attached)

4. **An** Agreement dated May 12, 1998 covering journeymen and apprentice Electricians and Instrumentation Mechanics, who work in commercial, institutional and industrial construction or for the construction of oil, **gas and** chemical facility projects. - 120

Mailing Address: P.O. Box 12040, Edmonton, Alberta T5J 3L2 600 West Chambers, 12220 Stony Plain Road, Edmonton, Alberta T5N 3Y4
Tel. (403) 482-9200 Toll-free within (403) area code 1-800-567-9200 Fax. (403) 482-9100

1801 Altius Centre, 500 - 4th Avenue SW, Calgary, Alberta T2P 2V6 Tel. (403) 543-9120 Fax. (403) 543-9150 TCR Free within (403) area code 1-888-543-9120

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