

LETTER OF UNDERSTANDING

In respect of the Chase West to Chase Creek Bridge Project

This **LETTER OF UNDERSTANDING** is entered into with effect as of the 13th day of March, 2023

BETWEEN:

BC INFRASTRUCTURE BENEFITS INC.

AND:

**ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION
COUNCIL OF BRITISH COLUMBIA**

WHEREAS:

- A. The parties entered into a Community Benefits Agreement dated the 17th day of July, 2018, as amended and restated on March 1, 2022, as may be further amended, supplemented or restated from time to time (the “**Community Benefits Agreement**”) which governs the terms and conditions of employment for Employees in respect of the Projects;
- B. Article 24 – Enabling Clause of the Community Benefits Agreement contemplates that the terms and conditions of the Community Benefits Agreement may be modified on agreement between the parties;
- C. The Chase West to Chase Creek Bridge Project (as part of the larger Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project) is to be delivered under the terms of the Community Benefits Agreement; and
- D. The parties wish to modify the terms of “Sub-Appendix – Chase West to Chase Creek Bridge Project” (which appears as part of the “Project Definition: Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project”) on the terms and conditions of this Letter of Understanding.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby irrevocably acknowledged by each party, the parties agree as follows:

1. MODIFICATIONS TO COMMUNITY BENEFITS AGREEMENT

- 1.1 As of and from the date of this Letter of Understanding (but, for clarity, not retroactive before that date) and in respect only of the Chase West to Chase Creek Bridge Project, the “Sub-Appendix – Chase West to Chase Creek Bridge Project” (which appears as part of the “Project Definition: Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project”) is deleted in its entirety and replaced with the document attached as Schedule 1 to this Letter of Understanding.

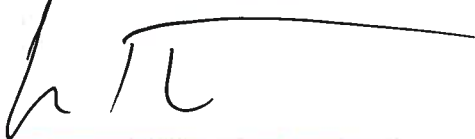
2. **GENERAL**

- 2.1 *Capitalized Terms.* All capitalized terms used in this Letter of Understanding but not defined in this Letter of Understanding have the meanings given to those terms in the Community Benefits Agreement.
- 2.2 *No Other Changes.* Except as expressly amended by this Letter of Understanding, the Community Benefits Agreement remains in full force and effect, unamended.
- 2.3 *Applicable Law.* This Letter of Understanding shall be governed by and construed in accordance with the laws of the Province of British Columbia and the federal laws of Canada applicable in British Columbia.
- 2.4 *Counterparts.* This Letter of Understanding may be executed by counterparts, each of which will be deemed to be an original and all of which taken together will be deemed to constitute one and the same instrument. Delivery by email in portable document format (PDF) of an executed counterpart of this Letter of Understanding is as effective as delivery of an originally executed counterpart of this Letter of Understanding.

IN WITNESS WHEREOF the parties have executed this Letter of Understanding as of the day and year first above written.

BC INFRASTRUCTURE BENEFITS INC.

Per:


Name: SVETO PLAVSIC
Title: V.P., OPERATIONS & COO

**ALLIED INFRASTRUCTURE AND
RELATED CONSTRUCTION
COUNCIL OF BRITISH COLUMBIA**

Per:


Name: Hamish Stewart
Title: President

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SCHEDULE 1
SUB-APPENDIX – CHASE WEST TO CHASE CREEK BRIDGE PROJECT

(see attached)

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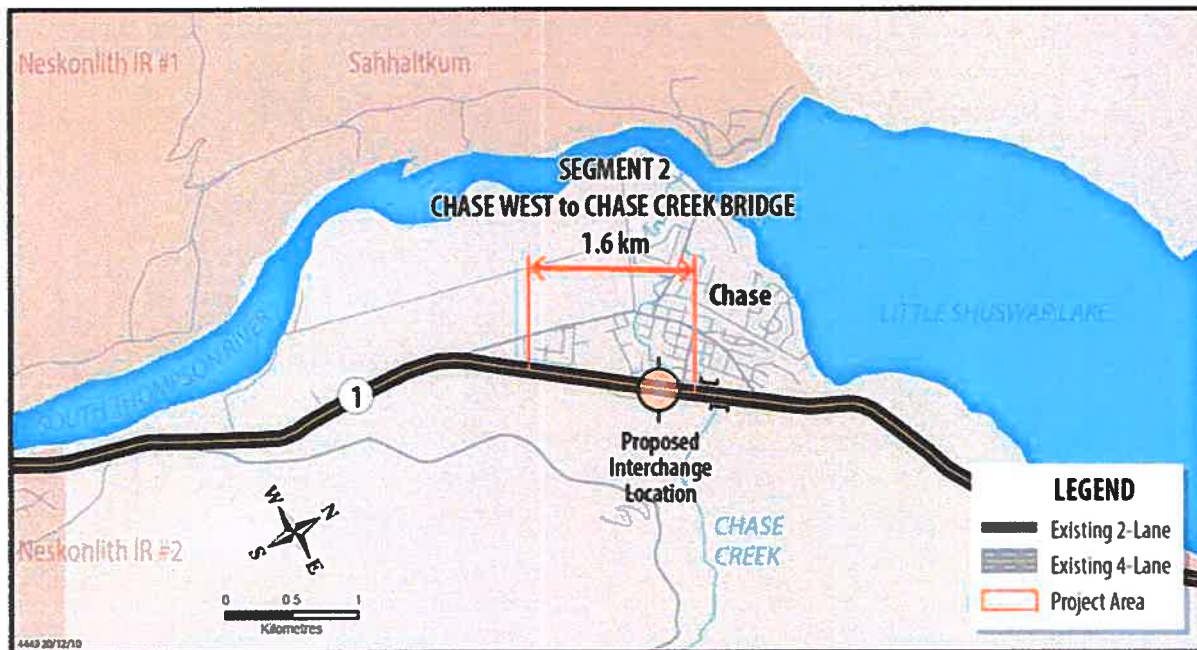
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**SUB-APPENDIX
CHASE WEST TO CHASE CREEK BRIDGE PROJECT³**

Project and Site Location: The Chase West to Chase Creek Bridge Project (for the purposes of this Project Definition sub-Appendix, this “Project”) is a major upgrade of approximately 1.6 kilometres of the Trans Canada Highway in the Village of Chase.

Project Description: This portion of the Trans Canada Highway is primarily a two lane undivided highway. This Project, depicted in Figure 1 below, will include 1.6km of highway widening, a new grade separated interchange at Brooke Drive, separated pedestrian connections and other municipal infrastructure improvements.

Figure 1.



Scope of Work: The significant components of the anticipated scope for design and construction for this Project include the following:

- (a) widening 1.6 kilometres of existing highway to four lanes;
- (b) new grade-separated interchange at Brooke Drive;

³ The Chase West to Chase Creek Bridge Project is a “Capital Project” referenced in the Scope of Work within the main Appendix to the Community Benefits Agreement applicable to the Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project.

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- (c) municipal infrastructure improvements; and
- (d) traffic and pedestrian safety improvements along Brooke Drive to Shuswap Avenue.

Applicable Project Trade Section Wage Scales: The following wage tables are applicable to work performed on this Project. Where noted, different wage tables may be applicable to different components of the work. (Subject to Articles 13.102 and 13.303 of the Community Benefits Agreement, in the event of any conflict between the wage tables (and the contents thereof) noted below and any other provision, express or implied, in the remainder of the Agreement, including in any applicable Addenda, the wage tables (and the contents thereof) noted below shall take precedence.)

| AFFILIATED UNION | TRADE SECTION – WAGES Applicable Wage Table |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| British Columbia Regional Council of Carpenters | With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) CA-CHSE (see attached at Exhibit 1) (prior to such date CA) |
| Construction Maintenance and Allied Workers (Carpenters) | With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) CA-CHSE (see attached at Exhibit 1) (prior to such date CA) |
| International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97 | IR-IND (for bridges*) IR (for all other work) |
| International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118 | IN |
| International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276 | SH, SHR |
| International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359 | N/A |
| International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230 | EW-993 |

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| AFFILIATED UNION | TRADE SECTION – WAGES Applicable Wage Table |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| International Brotherhood of Teamsters Local Union 213 | With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) TE-CHSE (see attached at Exhibit 1) (prior to such date TER-INT) |
| International Union of Bricklayers & Allied Craftworkers Local Union No. 2 | BR |
| International Union of Operating Engineers Local Union 115 | With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) OP-CHSE (see attached at Exhibit 1) (prior to such date OPR-INT) |
| International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009 | PA-IND (for bridges*) PA, GL, DR (for all other work) |
| Labourers International Union of North America Construction and Specialized Workers Union Local 1611 | With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) LA-CHSE (see attached at Exhibit 1) (prior to such date LAR-INT) |
| Move Up - A Movement of United Professionals | OF |
| Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919 | PLA With effect as of March 13, 2023 (but, for clarity, not retroactive before that date) CE-CHSE (see attached at Exhibit 1) (prior to such date CE) |
| United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324 | PL, RE |
| United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541 | FL |

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| AFFILIATED UNION | TRADE SECTION – WAGES Applicable Wage Table |
|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance | N/A |
| United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404 | PI |
| UNITE-HERE Local 40 | CU |

*identified as a bridge in engineering drawings.

Modifications to Community Benefits Agreement for this Project: With effect as of January 6, 2022 (but, for clarity, not retroactive before that date), the following modifications are made to the Community Benefits Agreement only for and only in respect of this Project:

- (a) Articles 2.315(a)(i) and 2.315(a)(ii) of the Community Benefits Agreement are modified to read as follows:
 - “(i) within one hundred (100) Road Kilometres of the applicable Site for a period of six (6) months prior to the commencement of construction work on the Site; or
 - (ii) who had a residence in a local community (being a community whose jurisdictional boundaries lay, at least in part, within one hundred (100) kilometres driving distance (excluding distances travelled by ferries) of the applicable Site (the shortest route using well-maintained all-weather roads will be used in the calculation)) for one year prior to the date of hire after the commencement of construction. The Employer will designate and advise the Council of the “commencement of construction” date at the beginning of each Project.”

- (b) The first paragraph of Article 17.100 of the Community Benefits Agreement is modified to read as follows:
 - “17.100 Room and board or Living Out Allowance shall be provided by the Contractor to all Employees who are not Local Residents at no cost to such Employees and shall be paid in accordance with the following.”

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- (c) The first paragraph of Article 17.100 of the Community Benefits Agreement as it appears in the Interior Road Building Addendum is modified to read as follows:
- “17.100 Room and board or Living Out Allowance shall be provided by the Contractor to all Employees who are not Local Residents at no cost to such Employees and shall be paid in accordance with the following.”
- (d) Notwithstanding the modifications to the Community Benefits Agreement effected pursuant to paragraphs (a), (b) and (c) immediately above, each Employee hired for this Project prior to January 6, 2022 that has received or is receiving (in each case, on or before January 5, 2022) a Living Out Allowance on this Project will remain eligible to receive a Living Out Allowance for this Project only, provided:
- (i) such Employee continues to meet the requirements of eligibility for receiving a Living Out Allowance as such requirements stood immediately preceding January 6, 2022; and
 - (ii) such Employee agrees to continue to receive a Living Out Allowance.

In the event of any conflict between the above provisions and any other provision, express or implied, in the remainder of the Agreement, the above provisions shall take precedence.

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**EXHIBIT 1
CHASE WEST TO CHASE CREEK BRIDGE PROJECT
(CA-CHSE, CE-CHSE, LA-CHSE, OP-CHSE, TE-CHSE)**

(see attached)

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| CA-CHSE | Community Benefits Wage Schedule - Carpenters/Lathers - Other - CHSE | | | |
|----------------------------------------------------|-----------------------------------------------------------------------------|-----------------|------------------|------------------|
| Job Classification | Rate | Jul 2022 | July 2023 | July 2024 |
| Pre-Apprentice (Material Handler) | 45% | \$ 19.77 | \$ 20.17 | \$ 20.57 |
| Carpenter-Lather-Pre-Apprentice (Material Handler) | 55% | \$ 24.16 | \$ 24.64 | \$ 25.13 |
| Carpenter Apprentice 1st | 55% | \$ 24.16 | \$ 24.64 | \$ 25.13 |
| Carpenter Apprentice 2nd | 65% | \$ 28.56 | \$ 29.13 | \$ 29.71 |
| Carpenter Apprentice 3rd | 80% | \$ 35.15 | \$ 35.85 | \$ 36.57 |
| Carpenter Apprentice 4th | 90% | \$ 39.55 | \$ 40.34 | \$ 41.15 |
| Carpenter Journeyperson | 100% | \$ 43.93 | \$ 44.81 | \$ 45.71 |
| Carpenter Foreperson | 115% | \$ 50.52 | \$ 51.53 | \$ 52.56 |
| Carpenter General Foreperson | 125% | \$ 54.93 | \$ 56.03 | \$ 57.15 |
| Carpenter-Lather | 100% | \$ 43.93 | \$ 44.81 | \$ 45.71 |
| Carpenter-Lather Foreperson | 115% | \$ 50.52 | \$ 51.53 | \$ 52.56 |
| Carpenter-Lather General Foreperson | 125% | \$ 54.93 | \$ 56.03 | \$ 57.15 |
| Vacation and Holiday Pay | 10% | | | |
| | | | | |
| | Year | July 2022 | July 2023 | July 2024 |
| | Benefit Total | \$ 8.04 | \$ 8.20 | \$ 8.37 |
| | | | | |

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

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| CE-CHSE | Community Benefits Wage Schedule - Cement Masons - Other - CHSE | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------|------------------|------------------|
| Job Classification | Rate | July 2022 | July 2023 | July 2024 |
| Pre-Apprentice | 45% | \$ 19.48 | \$ 19.87 | \$ 20.27 |
| A1 (1st Term) Apprentice | 70% | \$ 30.30 | \$ 30.91 | \$ 31.53 |
| A2 (2nd Term) Apprentice | 75% | \$ 32.47 | \$ 33.12 | \$ 33.78 |
| A3 (3rd Term) Apprentice | 80% | \$ 34.64 | \$ 35.33 | \$ 36.04 |
| A4 (4th Term) Apprentice | 85% | \$ 36.80 | \$ 37.54 | \$ 38.29 |
| A5 (5th Term) Apprentice | 90% | \$ 38.96 | \$ 39.74 | \$ 40.53 |
| A6 (6th Term) Apprentice | 95% | \$ 41.14 | \$ 41.96 | \$ 42.80 |
| Journeyman | 100% | \$ 43.30 | \$ 44.17 | \$ 45.05 |
| Leadhand | | \$ 43.68 | \$ 44.55 | \$ 45.44 |
| Foreperson | 115% | \$ 49.80 | \$ 50.80 | \$ 51.82 |
| Vacation and Holiday Pay | 10% | | | |
| | | | | |
| | Year | 7/1/2022 | 7/1/2023 | 7/1/2024 |
| | Benefit | \$ 8.23 | \$ 8.39 | \$ 8.56 |
| | Total | | | |
| If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision. | | | | |

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| LA-CHSE | Community Benefits Wage Schedule - Labourers - Other - CHSE | | |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------|
| Job Classification | Jul-2022 | Jul-2023 | Jul-2024 |
| Schedule A | | | |
| Flagperson (red circled) | \$ 32.94 | \$ 33.60 | \$ 34.27 |
| Labourer, including: Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) | \$ 38.40 | \$ 39.17 | \$ 39.95 |
| Driller Helper | \$ 38.48 | \$ 39.25 | \$ 40.04 |
| Instrument Person | \$ 42.00 | \$ 42.84 | \$ 43.70 |
| Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer | \$ 38.76 | \$ 39.54 | \$ 40.33 |
| Rakerperson | \$ 39.18 | \$ 39.96 | \$ 40.76 |
| Driller, Pneumatic, Airleg Jackhammer Type | \$ 39.30 | \$ 40.09 | \$ 40.89 |
| Driller Rates: When working from a basket, Platform or using safety ropes, as follows: | | | |
| - up to 25 feet | \$ 39.68 | \$ 40.47 | \$ 41.28 |
| - over 25 feet | \$ 40.09 | \$ 40.89 | \$ 41.71 |
| - over 100 feet | \$ 40.47 | \$ 41.28 | \$ 42.11 |
| Air Trac (all models) | \$ 39.64 | \$ 40.43 | \$ 41.24 |
| Tank Drill, Hydraulic Drill | \$ 39.73 | \$ 40.52 | \$ 41.33 |
| High Scaler: | | | |
| - up to 25 feet | \$ 39.08 | \$ 39.86 | \$ 40.66 |
| - over 25 feet | \$ 39.51 | \$ 40.30 | \$ 41.11 |
| - over 100 feet | \$ 39.84 | \$ 40.64 | \$ 41.45 |
| Powderperson | \$ 39.73 | \$ 40.52 | \$ 41.33 |
| Powderperson 2nd Class with Certificate (assisting in loading holes) | \$ 38.87 | \$ 39.65 | \$ 40.44 |
| Fallers on Clearing | \$ 39.08 | \$ 39.86 | \$ 40.66 |
| Air Place Operator | \$ 39.41 | \$ 40.20 | \$ 41.00 |
| Gunite & Grout: Gunite Nozzleperson | \$ 39.19 | \$ 39.97 | \$ 40.77 |
| Gunite Potperson | \$ 38.98 | \$ 39.76 | \$ 40.56 |
| Groutperson (Headerperson) | \$ 38.87 | \$ 39.65 | \$ 40.44 |
| First Aid Attendant: | | | |
| - Level II Certificate | \$ 0.70 | Designated First Aid Attendants shall have his/her hourly rate increased by: | |
| - Level II Certificate (w/ transportation) | \$ 0.90 | | |
| - Level III Certification | \$ 1.00 | | |
| Foreperson shall be employed at 10% over the highest classification under his/her jurisdiction | | | |
| Schedule B | Jul-2022 | Jul-2023 | Jul-2024 |
| Traffic Control | | | |
| - Low Volume Flag Person | \$ 24.21 | \$ 24.69 | \$ 25.18 |
| - High Volume Flag Person | \$ 26.52 | \$ 27.05 | \$ 27.59 |

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| Trainee (Applies to "Labourer" Job Classification only) | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|-------------------|
| Level 1 Trainee 0 - 800 hours | \$ | 21.54 | \$ 21.97 \$ 22.41 |
| Level 2 Trainee 801 - 1,600 hours | \$ | 24.75 | \$ 25.25 \$ 25.76 |
| Level 3 Trainee 1,601 - 2,400 hours | \$ | 27.97 | \$ 28.53 \$ 29.10 |
| Level 4 Trainee 2,401 - 3,200 hours | \$ | 31.16 | \$ 31.78 \$ 32.42 |
| Level 5 Trainee 3,201 - 4,200 hours | \$ | 34.37 | \$ 35.06 \$ 35.76 |
| Vacation and Holiday Pay | | | |
| | 10% | | |
| Schedule A Benefit Package | | | |
| Year | Jul-2022 | Jul-2023 | Jul-2024 |
| Benefit Total | \$ 7.00 | \$ 7.14 | \$ 7.28 |
| Schedule B "Trainee" Benefit Package | | | |
| Year | Jul-2022 | Jul-2023 | Jul-2024 |
| Benefit Total (0-800 hours) | \$ 1.54 | \$ 1.57 | \$ 1.60 |
| Benefit Total (801-3,200 hours) | \$ 2.98 | \$ 3.04 | \$ 3.10 |
| Benefit Total (3,201-4,200 hours) | \$ 3.30 | \$ 3.36 | \$ 3.43 |
| Schedule B "Traffic Control" Benefit Package | | | |
| Year | Jul-2022 | Jul-2023 | Jul-2024 |
| Benefit Total (0-1,400 hours) | \$ 4.24 | \$ 4.33 | \$ 4.42 |
| Benefit Total (1,401-2,800 hours) | \$ 4.30 | \$ 4.38 | \$ 4.47 |
| <p>If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.</p> | | | |

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| OP-CHSE | Community Benefits Wage Schedule - Operating Engineers - Other - CHSE | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------|-----------|
| | Job Classification | July 2022 | July 2023 |
| Journeypersons: <ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreperson • Bodyperson Painter | \$ 42.99 | \$ 43.85 | \$ 44.73 |
| Group 1 <ul style="list-style-type: none"> • All excavators, all attachments (5 yards up to 7 yards) • Front End Loaders all types (over 7 yards up to and including 15 yards) • Grader Operator • Asphalt/Concrete Plant Operator | \$ 39.92 | \$ 40.72 | \$ 41.53 |
| Group 2 <ul style="list-style-type: none"> • Excavators, all attachments (3 yds up to 5 yds) • Front end Loaders (5 yds up to 7 yds) • Multi plant operator • Crushing/Screening & Washing Plants -over 75 yds per hour | \$ 39.54 | \$ 40.33 | \$ 41.14 |
| Group 3 <ul style="list-style-type: none"> • Excavators (under 3 yds) • All Drills exploration (cable core, rotary and similar types) • All Crawler Tractors • Rubber Tired Scrapers • Gradalls • Tireperson • Paver, Screed • Asphalt rollers • Track Curb Machines • Concrete Finishing/Paving and Spreading Machines • Tractor Loader Backhoes (all) • Road Profilers (Rotc Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types) • Slurry Seal Machine • Front end Loaders (1 yd to 5 yds) • Crushing/Screening Wash plant under 75 yds per hr • Hiabs and similar equipment under 10 ton • Forklifts and similar equipment • Huber Maintainer and similar types | \$ 38.95 | \$ 39.73 | \$ 40.52 |

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------|-----------|
| <ul style="list-style-type: none"> • Serviceperson/Truck Operator • Hydraulic Backhoes (Tractor Mounted) (All) • Tractor Mounted Chip Rock Spreader | | | |
| Group 4 <ul style="list-style-type: none"> • All Compressors/Pumps • Belt and Conveyor type Loaders • Power Broom • Grade rollers/compactors/tampers • Pumpcrete & Grout Pumps and/or equivalent • Skid Steer | \$ 35.33 | \$ 36.04 | \$ 36.76 |
| Apprentices | As determined by IUOE Local 115 Training Association | | |
| Uncertified Operators | 98.65% of applicable rate above | | |
| | *Mechanic shall receive \$1.00/hour Tool Premium. | | |
| Vacation and Holiday Pay | 10% | | |
| | | | |
| Trainee (rates applied to all non-trainee job classifications) | July 2022 | July 2023 | July 2024 |
| 0-1000 Hrs | 65% | 65% | 65% |
| 1001-2000 Hrs | 75% | 75% | 75% |
| 2001-3000 Hrs | 85% | 85% | 85% |
| | | | |
| Year | July 2022 | July 2023 | July 2024 |
| Benefit Total | \$ 9.01 | \$ 9.19 | \$ 9.37 |
| Note: Crane Operator Rates-Group#1 Conventional and Group#2 hydraulic are as per the OP Wage Rate Table | | | |
| If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision. | | | |

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| TE-CHSE | Community Benefits Wage Schedule - Teamsters - Other - CHSE | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------|-----------|
| Job Classification | July 2022 | July 2023 | July 2024 |
| Dispatcher | \$ 38.97 | \$ 39.75 | \$ 40.55 |
| Turnarockers and similar equipment all makes up to 30 yards | \$ 39.59 | \$ 40.38 | \$ 41.19 |
| Over 30 yards | \$ 39.71 | \$ 40.50 | \$ 41.31 |
| Bottom Dumps all makes, trailers and semi- trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards) | \$ 39.65 | \$ 40.44 | \$ 41.25 |
| Logging Trucks | \$ 39.86 | \$ 40.66 | \$ 41.47 |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment | \$ 39.54 | \$ 40.33 | \$ 41.14 |
| Straddle Carriers | \$ 39.74 | \$ 40.53 | \$ 41.34 |
| Straddle Carriers if equipped with Crane | \$ 38.79 | \$ 39.57 | \$ 40.36 |
| Load Luger and similar equipment under 3 tons | \$ 39.37 | \$ 40.16 | \$ 40.96 |
| 3 tons and over | \$ 39.54 | \$ 40.33 | \$ 41.14 |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 39.19 | \$ 39.97 | \$ 40.77 |
| Transit Mixer over 5 yards | \$ 39.46 | \$ 40.25 | \$ 41.06 |
| Mobile Mix Trucks up to 5 yards | \$ 39.64 | \$ 40.43 | \$ 41.24 |
| Mobile Mix Trucks 5 yards and over | \$ 39.87 | \$ 40.67 | \$ 41.48 |
| Dumptors (Mules) | \$ 39.16 | \$ 39.94 | \$ 40.74 |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards) | \$ 38.94 | \$ 39.72 | \$ 40.51 |
| End Dump Trucks 8 yards - less than 12 yards | \$ 39.39 | \$ 40.18 | \$ 40.98 |
| End Dump Trucks 12 yards - less than 24 yards (ADD 10¢ for additional 12 yard capacity) | \$ 39.64 | \$ 40.43 | \$ 41.24 |
| End Dump trucks equipped with side winders - add 10¢ per hour | | | |
| All Semi-Trailer, Pole Trailers | \$ 39.16 | \$ 39.94 | \$ 40.74 |
| When equipped with Hiab or Swedish Type Crane | \$ 39.32 | \$ 40.11 | \$ 40.91 |
| - Tilt Trailer - Small - add 20¢ per hour | | | |
| Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds | \$ 40.21 | \$ 41.01 | \$ 41.83 |
| Asphalt Spray Trucks | \$ 39.18 | \$ 39.96 | \$ 40.76 |
| Asphalt Spray Trucks, Semi-Trailers | \$ 39.47 | \$ 40.26 | \$ 41.07 |

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| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|
| Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement) | \$ 38.81 | \$ 39.59 | \$ 40.38 |
| Small forklifts and similar equipment used in the warehouse | \$ 38.68 | \$ 39.45 | \$ 40.24 |
| Fuel Trucks up to 2,000 gallons | \$ 38.73 | \$ 39.50 | \$ 40.29 |
| 2,000 gallons up to 4,000 gallons | \$ 38.87 | \$ 39.65 | \$ 40.44 |
| 4,000 gallons and over (does not include semis or trailers) | \$ 39.05 | \$ 39.83 | \$ 40.63 |
| Water trucks up to 2,000 gallons | \$ 38.65 | \$ 39.42 | \$ 40.21 |
| 2,000 gallons up to 4,000 gallons | \$ 38.81 | \$ 39.59 | \$ 40.38 |
| 4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater | \$ 38.95 | \$ 39.73 | \$ 40.52 |
| Flat Deck Trucks under 4 tons | \$ 38.65 | \$ 39.42 | \$ 40.21 |
| Flat Deck Trucks 4 tons up to 10 tons | \$ 38.81 | \$ 39.59 | \$ 40.38 |
| Flat Deck Trucks 10 tons and over | \$ 38.95 | \$ 39.73 | \$ 40.52 |
| Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc. | \$ 39.11 | \$ 39.89 | \$ 40.69 |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment | \$ 38.12 | \$ 38.88 | \$ 39.66 |
| Power Wagon | \$ 38.76 | \$ 39.54 | \$ 40.33 |
| Power Wagons with winch | \$ 38.87 | \$ 39.65 | \$ 40.44 |
| Service Truck Driver | \$ 39.35 | \$ 40.14 | \$ 40.94 |
| Nodwell, Bombardiers and similar equipment | \$ 39.42 | \$ 40.21 | \$ 41.01 |
| Farm type tractor | \$ 38.59 | \$ 39.36 | \$ 40.15 |
| Scootcrete and similar equipment | \$ 39.38 | \$ 40.17 | \$ 40.97 |
| Warehouseperson Class 1 | \$ 39.92 | \$ 40.72 | \$ 41.53 |
| Warehouseperson Class 2 | \$ 39.61 | \$ 40.40 | \$ 41.21 |
| Warehouseperson Class 3 | \$ 38.98 | \$ 39.76 | \$ 40.56 |
| Warehouseperson Class 4 | \$ 37.91 | \$ 38.67 | \$ 39.44 |
| Field Warehouse Pick-Up Person | \$ 38.97 | \$ 39.75 | \$ 40.55 |
| When required to do Class 2 warehouse duties | \$ 38.64 | \$ 39.41 | \$ 40.20 |
| Foreperson premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised) | 110% | 110% | 110% |
| Warehouse Foreperson (Clause XXIV (a) Above the Class 1 Warehouseperson's rate) | 110% | 110% | 110% |
| Vacation and Holiday Pay | 10% | | |
| | | | |

**AIRCC / BCIB
COMMUNITY BENEFITS AGREEMENT
PROJECT DEFINITION: TRANS CANADA HIGHWAY #1 – KAMLOOPS TO ALBERTA BORDER 4-LANING
PROJECT**

| | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------|------------------|------------------|
| Trainee (rates applied to all non-trainee job classifications) | | July 2022 | July 2023 | July 2024 |
| 0-700 Hrs | | 70% | 70% | 70% |
| 701-1400 Hrs | | 80% | 80% | 80% |
| 1401-2100 Hrs | | 90% | 90% | 90% |
| | | | | |
| | Year | July 2022 | July 2023 | July 2024 |
| | Benefit Total | \$ 7.94 | \$ 8.10 | \$ 8.26 |
| | | | | |
| If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision. | | | | |

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