

**LETTER OF UNDERSTANDING**

**In respect of the Ford Road to Tappen Valley Road Project**

This **LETTER OF UNDERSTANDING** is entered into as of the 20th 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 17<sup>th</sup> 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. The Community Benefits Agreement contains an Appendix (the “**Trans Canada Appendix**”) in respect of the overall Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project (the “**Overall Trans Canada Project**”);
- C. The Trans Canada Appendix contemplates that the Overall Trans Canada Project is composed of a number of small projects which will each have its own scope of work and which will each be procured as a separate and distinct project;
- D. The Owner in respect of the Overall Trans Canada Project has determined to proceed with the Ford Road to Tappen Valley Road Project (the “**Ford to Tappen Project**”) as one of the projects comprising the Overall Trans Canada Project;
- E. As described in the Trans Canada Appendix, the extent of the Site and the scope of work to be performed by Contractors under the terms of the Community Benefits Agreement in respect of the Ford to Tappen Project are to be identified by a Contract;
- F. Such Contract in respect of the Ford to Tappen Project is now being, or will be, procured by the Owner; and
- G. The parties wish to formally recognize the Ford to Tappen Project as a “Capital Project” within the meaning of the Trans Canada Appendix and to include within the Community Benefits Agreement a Ford to Tappen Project sub-Appendix to the Trans Canada Appendix.

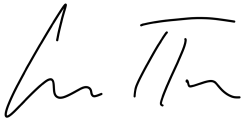
**NOW, THEREFORE**, for good and valuable consideration, the receipt and sufficiency of which are hereby irrevocably acknowledged by each party, the parties agree as follows:

LETTER OF UNDERSTANDING  
In respect of the Ford Road to Tappen Valley Road Project

1. 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. The Ford to Tappen Project is a “Capital Project” within the meaning of the Trans Canada Appendix.
3. The document attached as Schedule 1 to this Letter of Understanding entitled “PROJECT DEFINITION: TRANS CANADA HIGHWAY #1 – KAMLOOPS TO ALBERTA BORDER 4-LANING PROJECT SUB-APPENDIX FORD ROAD TO TAPPEN VALLEY ROAD PROJECT” shall form a sub-Appendix to the Trans Canada Appendix.
4. 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.
5. 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.

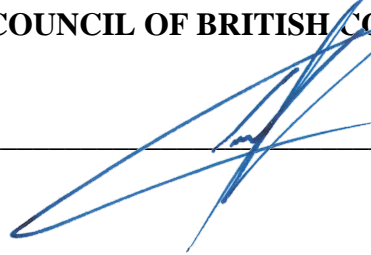
**IN WITNESS WHEREOF** the parties have executed this Letter of Understanding as of the day and year first above written.

For  
**BC INFRASTRUCTURE BENEFITS INC.**



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



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In respect of the Ford Road to Tappen Valley Road Project

**SCHEDULE 1**  
**PROJECT DEFINITION: TRANS CANADA HIGHWAY #1 – KAMLOOPS TO**  
**ALBERTA BORDER 4-LANING PROJECT SUB-APPENDIX FORD ROAD TO**  
**TAPPEN VALLEY ROAD PROJECT**

(see attached)

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

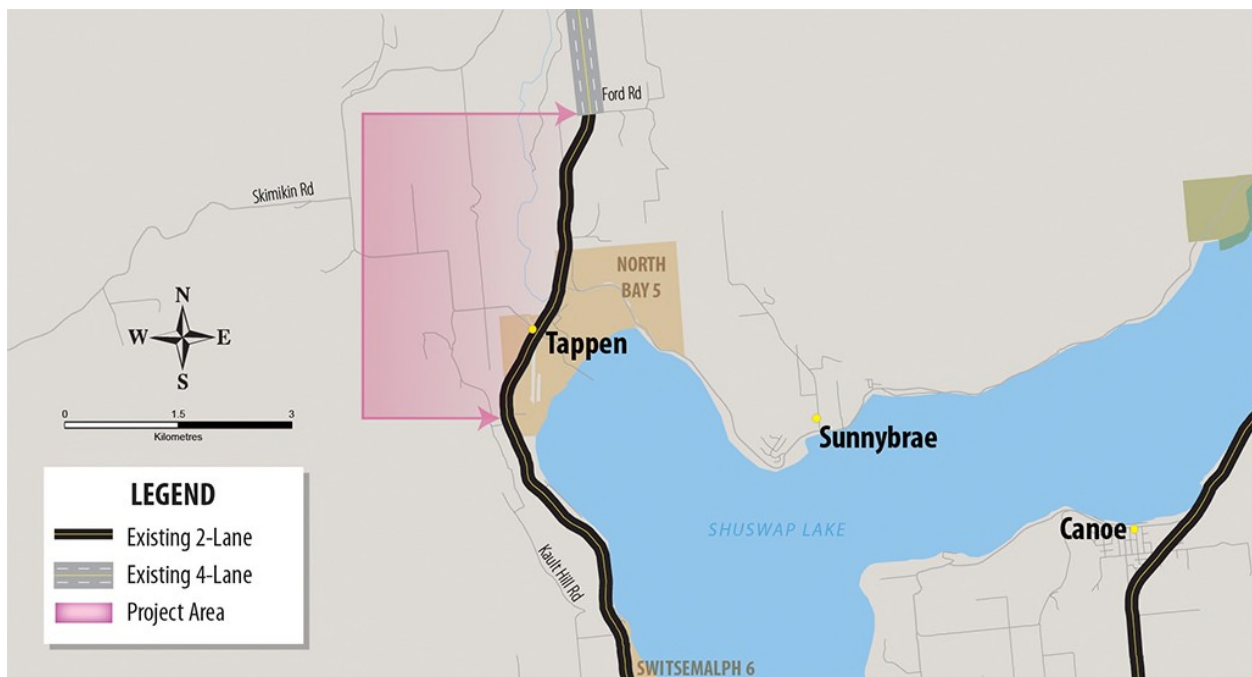
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**SUB-APPENDIX**  
**FORD ROAD TO TAPPEN VALLEY ROAD PROJECT<sup>7</sup>**

**Project and Site Location:** The Ford Road to Tappen Valley Road Project (for the purposes of this Project Definition sub-Appendix, this “Project”) is an upgrade of 4.3 kilometers of the Trans Canada Highway, approximately 10km west of Salmon Arm, in the community of Tappen, BC

**Project Description:** This Project, depicted in Figure 1 below, involves widening a 4.3 km section of the Trans Canada Highway from two to four lanes, constructing a new frontage road system to provide safer local access to the highway, construction of a new eastbound commercial carrier pullout, replacement of the Tappen Overhead Bridge, installation of median barrier and a modified protected T-intersection at Tappen Valley Road. The scope of work also includes the replacement/realignment of White Creek culvert and upgrading the Tappen Creek Culvert to a wildlife underpass.

**Figure 1.**



**Scope of Work:** Along with widening 4.3 kilometers of Highway 1 to four lanes with concrete median barrier, work on this Project will include:

- (a) new east bound commercial carrier pullout;

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<sup>7</sup> The Ford Road to Tappen Valley Road 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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- (b) new frontage road system to provide safer access to the highway;
- (c) modified protected T-intersection at Tappen Valley Road; and
- (d) replacement of the existing Tappen Overhead bridge.

**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.)

<b>AFFILIATED UNION</b>	<b>TRADE SECTION – WAGES Applicable Wage Table</b>
British Columbia Regional Council of Carpenters	CA-FTT (see attached Exhibit 1)
Construction Maintenance and Allied Workers (Carpenters)	CA-FTT (see attached Exhibit 1)
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	BM
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	EW-993
International Brotherhood of Teamsters Local Union 213	TE-FTT (see attached Exhibit 1)
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	BR
International Union of Operating Engineers Local Union 115	OP-FTT (see attached Exhibit 1)

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<b>AFFILIATED UNION</b>	<b>TRADE SECTION – WAGES Applicable Wage Table</b>
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	LA-FTT (see attached Exhibit 1)
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, CE-FTT (see attached Exhibit 1)
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
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance	MW
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:** 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 and, for clarity, includes a person who resides within the City of Kamloops; 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

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(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.”

- (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.”

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  
FORD ROAD TO TAPPEN VALLEY ROAD PROJECT WAGE SCALES  
(CA-FTT, CE-FTT, LA-FTT, OP-FTT, TE-FTT)**

<b>CA-FTT</b>	<b>Community Benefits Wage Schedule - Carpenters/Lathers - Other - FTT</b>			
<b>Job Classification</b>	<b>Rate</b>	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
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
<b>Carpenter Journeyperson</b>	<b>100%</b>	<b>\$ 43.93</b>	<b>\$ 44.81</b>	<b>\$ 45.71</b>
Carpenter Foreperson	115%	\$ 50.52	\$ 51.53	\$ 52.56
Carpenter General Foreperson	125%	\$ 54.93	\$ 56.03	\$ 57.15
<b>Carpenter-Lather</b>	<b>100%</b>	<b>\$ 43.93</b>	<b>\$ 44.81</b>	<b>\$ 45.71</b>
Carpenter-Lather Foreperson	115%	\$ 50.52	\$ 51.53	\$ 52.56
Carpenter-Lather General Foreperson	125%	\$ 54.93	\$ 56.03	\$ 57.15
<b>Vacation and Holiday Pay</b>	<b>10%</b>			
	<b>Year</b>	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
	<b>Benefit Total</b>	\$ 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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<b>CE-FTT</b>	<b>Community Benefits Wage Schedule - Cement Masons - Other - FTT</b>			
<b>Job Classification</b>	<b>Rate</b>	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
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
<b>Journeyman</b>	<b>100%</b>	<b>\$ 43.30</b>	<b>\$ 44.17</b>	<b>\$ 45.05</b>
Leadhand		\$ 43.68	\$ 44.55	\$ 45.44
Foreperson	115%	\$ 49.80	\$ 50.80	\$ 51.82
<b>Vacation and Holiday Pay</b>	10%			
	<b>Year</b>	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
	Benefit Total	\$ 8.23	\$ 8.39	\$ 8.56

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LA-FTT	Community Benefits Wage Schedule - Labourers - Other - FTT		
Job Classification	Jul-2022	Jul-2023	Jul-2024
<b>Schedule A</b>			
Flagperson (red circled)	\$ 32.94	\$ 33.60	\$ 34.27
<b>Labourer, including: Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)</b>	\$ 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
<b>Driller Rates: When working from a basket, Platform or using safety ropes, as follows:</b>			
- 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
<b>High Scaler:</b>			
- 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
<b>First Aid Attendant:</b>			
- Level II Certificate	\$ 0.70	<b>Designated First Aid Attendants shall have his/her hourly rate increased by:</b>	
- Level II Certificate (w/ transportation)	\$ 0.90		
- Level III Certification	\$ 1.00		
<b>Foreperson shall be employed at 10% over the highest classification under his/her jurisdiction</b>			
Schedule B	Jul-2022	Jul-2023	Jul-2024
<b>Traffic Control</b>			
- Low Volume Flag Person	\$ 24.21	\$ 24.69	\$ 25.18

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- High Volume Flag Person	\$	26.52	\$	27.05	\$	27.59
<b>Trainee (Applies to "Labourer" Job Classification only)</b>						
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
<b>Vacation and Holiday Pay</b>		10%				
<b>Schedule A Benefit Package</b>						
<b>Year</b>		<b>Jul-2022</b>		<b>Jul-2023</b>		<b>Jul-2024</b>
<b>Benefit Total</b>	\$	7.00	\$	7.14	\$	7.28
<b>Schedule B "Trainee" Benefit Package</b>						
<b>Year</b>		<b>Jul-2022</b>		<b>Jul-2023</b>		<b>Jul-2024</b>
<b>Benefit Total (0-800 hours)</b>	\$	1.54	\$	1.57	\$	1.60
<b>Benefit Total (801-3,200 hours)</b>	\$	2.98	\$	3.04	\$	3.10
<b>Benefit Total (3,201-4,200 hours)</b>	\$	3.30	\$	3.36	\$	3.43
<b>Schedule B "Traffic Control" Benefit Package</b>						
<b>Year</b>		<b>Jul-2022</b>		<b>Jul-2023</b>		<b>Jul-2024</b>
<b>Benefit Total (0-1,400 hours)</b>	\$	4.24	\$	4.33	\$	4.42
<b>Benefit Total (1,401-2,800 hours)</b>	\$	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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<b>OP-FTT</b>	<b>Community Benefits Wage Schedule - Operating Engineers - Other - FTT</b>		
	<b>Job Classification</b>	<b>7/1/2022</b>	<b>7/1/2023</b>
Journeypersons: <ul style="list-style-type: none"> <li>• Heavy Duty Mechanic</li> <li>• Welder</li> <li>• Drill Doctor</li> <li>• Steel Sharpener</li> <li>• Paving Plant Foreperson</li> <li>• Bodyperson Painter</li> </ul>	\$ 42.99	\$ 43.85	\$ 44.73
Group 1 <ul style="list-style-type: none"> <li>• All excavators, all attachments (5 yards up to 7 yards)</li> <li>• Front End Loaders all types (over 7 yards up to and including 15 yards)</li> <li>• Grader Operator</li> <li>• Asphalt/Concrete Plant Operator</li> </ul>	\$ 39.92	\$ 40.72	\$ 41.53
Group 2 <ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds up to 5 yds)</li> <li>• Front end Loaders (5 yds up to 7 yds)</li> <li>• Multi plant operator</li> <li>• Crushing/Screening &amp; Washing Plants -over 75 yds per hour</li> </ul>	\$ 39.54	\$ 40.33	\$ 41.14
Group 3 <ul style="list-style-type: none"> <li>• Excavators (under 3 yds)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tireperson</li> <li>• Paver, Screed</li> <li>• Asphalt rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Rotc Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front end Loaders (1 yd to 5 yds)</li> <li>• Crushing/Screening Wash plant under 75 yds per hr</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> </ul>	\$ 38.95	\$ 39.73	\$ 40.52

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<ul style="list-style-type: none"> <li>• Hydraulic Backhoes {Tractor Mounted} (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul>				
<b>Group 4</b> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>		\$ 35.33	\$ 36.04	\$ 36.76
Apprentices		<b>As determined by IUOE Local 115 Training Association</b>		
Uncertified Operators		<b>98.65% of applicable rate above</b>		
		<b>*Mechanic shall receive \$1.00/hour Tool Premium.</b>		
<b>Vacation and Holiday Pay</b>	10%			
<b>Trainee</b> (rates applied to all non-trainee job classifications)		<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
<b>0-1000 Hrs</b>		65%	65%	65%
<b>1001-2000 Hrs</b>		75%	75%	75%
<b>2001-3000 Hrs</b>		85%	85%	85%
<b>Year</b>		<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
<b>Benefit Total</b>		\$ 9.01	\$ 9.19	\$ 9.37
<b>Note:</b> Crane Operator Rates-Group#1 Conventional and Group#2 hydraulic are as per the OP Wage Rate Table				
<b>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.</b>				

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<b>TE-FTT</b>	<b>Community Benefits Wage Schedule - Teamsters - Other - FTT</b>		
	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
<b>Job Classification</b>			
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%
<b>Vacation and Holiday Pay</b>	<b>10%</b>		

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<b>Trainee</b> (rates applied to all non-trainee job classifications)	7/1/2022	7/1/2023	7/1/2024	
<b>0-700 Hrs</b>	70%	70%	70%	
<b>701-1400 Hrs</b>	80%	80%	80%	
<b>1401-2100 Hrs</b>	90%	90%	90%	
	<b>Year</b>	7/1/2022	7/1/2023	7/1/2024
	<b>Benefit Total</b>	\$ 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.**