

**HORIZON CONSTRUCTION MANAGEMENT LTD.
("HCML")**

- and -

**COMMUNICATION, ENERGY AND PAPERWORKERS ("CEP"),
LOCAL 777**

AMENDMENT 1

**Horizon Oil Sands Project Collective Agreement
For All Employees Pursuant to the
Horizon Oil Sands Project Designation Regulation,
O.C. 565/2004, Alta. Gaz., December 31, 2004,
(Labour Relations Code, Division 8)**

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**HORIZON OIL SANDS PROJECT
COLLECTIVE AGREEMENT FOR ALL EMPLOYEES PURSUANT TO THE
HORIZON OIL SANDS PROJECT DESIGNATION REGULATION, O.C. 565/2004,
ALTA. GAZ., DECEMBER 31, 2004, (LABOUR RELATIONS CODE, DIVISION 8)**

THIS AGREEMENT made effective as of February 23, 2006 (the "Effective Date").

BETWEEN:

**HORIZON CONSTRUCTION MANAGEMENT LTD.
("HCML")**

- and -

**COMMUNICATION, ENERGY AND PAPERWORKERS (CEP), LOCAL 777
("CEP")**

RECITALS:

- (a) Canadian Natural Resources Limited (the "Owner") owns the Horizon Oil Sands Project (the "Project") comprised of leases covering approximately 236,000 acres in the Fort McMurray region of Northern Alberta, and has received Provincial and Federal Government approval to proceed with the Project as defined below, to develop these lands;
- (b) The Project includes the construction and operation of a mine, a bitumen extraction complex, an upgrader, and associated infrastructure;
- (c) The Owner has entered into an agreement with HCML to be primarily responsible for construction of the Project;
- (d) The Owner and the Parties wish to have the Project constructed as efficiently as possible, while maintaining labour relations stability by avoiding disruptions, strikes and lockouts;
- (e) The Owner and the Parties wish to enhance the participation on the Project and the work experience of the qualified trades people and construction workers that are resident in the Project area, the rest of Alberta, and the rest of Canada;

- (f) On December 6, 2004, the Lieutenant Governor in Council issued the Horizon Oil Sands Project Designation Regulation O.C. 565/2004, Alta. Gaz December 31, 2004 (the "Order in Council"), pursuant to which the Lieutenant Governor in Council designated that for the purposes of Section 196 of the Alberta *Labour Relations Code* (the "*Code*"):
- (i) The Project is designated as a project to which Division 8 of Part 3 of the *Code* applies;
 - (ii) HCML is designated as the principal contractor of the Project;
 - (iii) HCML is authorized to bargain collectively in respect of the Project; and
 - (iv) the scope of construction in respect of the Project to which a collective agreement under Division 8 of Part 3 of the *Code* ("Division 8") will apply is all construction work until completion of Phases 1, 2 and 3 of the Project.

The Order in Council is attached as **Appendix 1**.

- (g) The Parties recognize that one of the underlying purposes of Division 8 is to remove the possibility of labour disruptions at major construction projects designated as projects under Division 8;
- (h) CEP is the bargaining agent of Trade employees of contractors who will be involved in the construction of the Project;
- (i) As principal contractor for the Project, HCML is authorized under section 196 to bargain with CEP on behalf of contractors employing persons on the Project who are represented by CEP;
- (j) The Parties wish to enter into a collective agreement pursuant to Division 8 for the Project; and
- (k) The construction of the Project can best be achieved by having certain terms and conditions of employment apply to HCML, as the principal contractor, and to all employees in all Trades and their Employers. Accordingly, the Parties have structured and adopted language to recognize different relationships among the various Employers, Unions and Employees, as well as various collective agreements and bargaining relationships.
- (l) This agreement is the first amendment and restatement of the "Horizon Oil Sands Project Collective Agreement for all Employees pursuant to the Horizon Oil Sands Project Designation Regulation, O.C. 565/2004, Alta. Gaz., December 31, 2004, (Labour Relations Code, Division 8)", and shall replace and supercede the prior agreement, including any amendment thereto or restatements thereof, as of its effective date.

NOW THEREFORE in consideration of the premises and the mutual covenants and agreements hereinafter set forth, HCML and CEP have agreed to the following terms and conditions that form a collective agreement pursuant to Division 8 in respect of the Project.

PART 1. INTRODUCTION

1.1 Definitions:

- 1.1.1 "Agreement" means this agreement and includes the Recitals, Parts 1 through 5 and the Appendices;
- 1.1.2 "Bargaining Relationship" means a collective bargaining relationship established by voluntary recognition or certification;
- 1.1.3 "Employee" means any person employed to do Work in a Trade, and whose Employer has a Bargaining Relationship with CEP for that Trade on the day the Employer begins Work on the Project;
- 1.1.4 "Employer" means an Employer of Employees;
- 1.1.5 "Foreign Workers" means Employees, or prospective Employees, who are not permanent residents of Canada;
- 1.1.6 "Industrial Work" means Work on process facilities, but does not include commercial Work or any of the Special Projects Work;
- 1.1.7 "Lockout" means a lockout as defined in Section 1(p) of the *Code*, whether or not it is lawful under the *Code*;
- 1.1.8 "Owner" means Canadian Natural Resources Limited and any successor;
- 1.1.9 "Parties" means HCML and CEP, together;
- 1.1.10 "Principal Agreement" means the collective agreement relating to the Project entered into between HCML and the Construction Workers Union (CLAC), Local 63, affiliated with the Christian Labour Association of Canada ("CLAC") effective April 15, 2005;
- 1.1.11 "Principal Residence" means the place where an Employee, in the settled routine of his life, regularly, normally or customarily lives, with the underlying premise that everyone must be a resident somewhere. This definition may be further clarified or amended by a Liaison Committee established in Article 2.4.1. In no circumstances may an Employee claim that his Principal Residence is a construction camp in the Wood Buffalo region ;
- 1.1.12 "Project Agreement" means any collective agreement (including without limitation the Principal Agreement) entered into pursuant to Division 8, and relating to the Project and including, as one of its parties, HCML and/or any other party designated as, or as part of, a principal contractor in respect of the Project;
- 1.1.13 "Sanctioned" means charging a member of a Union with an offence under that Union's constitution or bylaws, or trying, fining, suspending, expelling, or otherwise penalizing that member under such constitution or bylaws, and includes threatening to charge, try, or penalize a member;

- 1.1.14 "Scheduled Overtime" means all overtime scheduled as part of the hours in a Shift Cycle established pursuant to Article 2.6.3, and any overtime hours pursuant to Articles 2.6.5 and 2.6.6.
- 1.1.15 "Special Projects Work" means that Work set out in **Appendix 2**, and any other Work on the Project declared by HCML to be Special Projects Work;
- 1.1.16 "Strike" means a strike as defined in Section 1(v) of the *Code*, whether or not it is lawful under the *Code*;
- 1.1.17 "Trade" means a trade jurisdiction, as defined in Schedule 2 of Alberta Regulation 342/88 - The Construction Industry Transitional Regulation, and includes any additional trade jurisdictions which may hereafter be recognized by Alberta legislation or regulations;
- 1.1.18 "Union" means any trade union that has a Bargaining Relationship with an employer for any Trade; and
- 1.1.19 "Work" means any construction work in respect of the Project, except for the Special Projects Work, and any work performed by the Owner's employees. The Work ends in respect of any portion of the Project when the Owner takes possession of that portion of the Project, or commissioning of that portion of the Project commences. In the event construction activities are undertaken after the Owner takes possession or after the start of commissioning of any part of the Project, and is not associated with normal maintenance activities, those activities shall be considered to be Work under this Agreement.

1.2 Underlying Terms:

- 1.2.1 This Agreement is a collective agreement as provided for in Division 8. HCML and CEP have negotiated and entered into this Agreement under Division 8.
- 1.2.2 The Parties recognize the validity of the Principal Agreement, but expressly agree that for the duration of this Agreement the Principal Agreement will not apply in respect of terms and conditions of employment of Employers and Employees. If this Agreement is terminated pursuant to Article 1.3.4, the Principal Agreement will apply to Employers and Employees.
- 1.2.3 HCML or another principal contractor may negotiate and enter into other Project Agreements which may apply to persons employed to do Work on the Project who are not represented by CEP.

- 1.2.4 Where HCML or the Owner have participated in any way in the processes and administrative matters contemplated in this Agreement, it is only for the purposes of this document and the enhancement of the Project and in no way can be construed to create a Bargaining Relationship or a collective agreement with any Union. For the sake of clarity, and notwithstanding any other provision in this Agreement:
- (a) neither HCML's status as a principal contractor, nor its negotiation of and entry into this Agreement, nor its participation in any of the committees referenced in Article 2.4 of this Agreement, nor its participation in the development and implementation of any policies referenced in Article 2.11 of this Agreement means that it is the Employer of any Employee or has a Bargaining Relationship with the CEP other than for the purposes of entering into this Agreement;
 - (b) neither the Owner's role in the Project, nor its participation in any committees referenced in Article 2.4 of this Agreement, nor its participation in the development and implementation of any policies referenced in Article 2.11 of this Agreement means that it is the Employer of any Employee, or has a Bargaining Relationship with any Union.
- 1.2.5 This Agreement only applies in respect of the Project. Notwithstanding anything to the contrary in this Agreement, neither HCML nor the Owner have a Bargaining Relationship with CEP beyond the scope of the Project and this Agreement.
- 1.2.6 The Owner reserves the right to replace HCML as principal contractor, or to designate additional parties as principal contractors under the provisions of Division 8. In the event that HCML is replaced as, or as part of, a principal contractor, all references to HCML in this Agreement will be deemed to refer to the replacement, and the replacement is bound by this Agreement.
- 1.2.7 The Parties will support and comply with the provisions of this Agreement and will not:
- (a) take any action to challenge the validity of all, or any part, of this Agreement or any other Project Agreement; or
 - (b) take any steps to encourage or support others to challenge the validity of all, or any part, of this Agreement or any other Project Agreement.
- 1.2.8 Should the validity of this Agreement, or any part of it, be challenged by anyone in proceedings before the Alberta Labour Relations Board, or any other competent court, arbitrator, or other judicial or administrative body, the Parties agree to take all necessary steps to defend the validity of the Agreement, or that part being challenged. Should a declaration be made that all or any part of this Agreement is invalid, the Parties agree to take all necessary steps to cure that invalidity, including effecting any amendments to the Agreement, or entering into a new agreement.

1.3 Application and Duration of this Agreement:

- 1.3.1 This Amendment 1 to the Agreement is effective and in force from May 1, 2008 to September 30, 2014, unless it is otherwise terminated, as described below.
- 1.3.2 The Parties are bound by this Agreement from the Effective Date. An Employer and its Employees will be bound by the terms and conditions of this Agreement when the Employer and its Employees begin to carry out Work, and will continue to be bound by this Agreement for the duration of the Work.
- 1.3.3 This Agreement also applies to employers who have a Bargaining Relationship with CEP, and to their Trade employees who provide or perform Special Projects Work, as provided in Part 4.
- 1.3.4 HCML can terminate this Agreement in whole or in part on the following terms:
- (a) without notice, if the Owner permanently abandons construction of the Project; or
 - (b) for any other reason, upon 90 days written notice to CEP.

1.4 Parts of this Agreement:

- 1.4.1 The Parties have entered into this Agreement as a means of achieving uniformity in respect of certain terms and conditions of employment for Employees. The remainder of this Agreement is divided into the following Parts:
- PART 2. Terms And Conditions Applying To Employees and Employers;
- PART 3. Additional Terms And Conditions Applying To Employees And Employers;
- PART 4. Terms And Conditions Applying To Special Projects Work; and
- PART 5. General Terms and Conditions.

PART 2. TERMS AND CONDITIONS APPLYING TO ALL EMPLOYEES AND EMPLOYERS

2.1 Application of this Part and Resolution of Grievances:

- 2.1.1 The Recitals, and Parts 1, 2, and 5 of this Agreement are similar to Parts of the Principal Agreement. These Parts, and their counterparts in the Principal Agreement, are intended to create as much uniformity as possible in respect of certain terms and conditions of employment for all employees and employers working on the Project.

Therefore, the provisions in the Recitals, and Parts 1, 2, and 5 of this Agreement prevail over any term or condition set out elsewhere in this Agreement. Any provision in Parts 3 and 4 of this Agreement (including the Appendices referred to in those Parts), and any other terms and conditions of employment that would otherwise apply to Employees and Employers, do not apply to Employees or Employers in respect of the Project to the extent that they conflict with the Recitals or Parts 1, 2, or 5 of this Agreement.

- 2.1.2 HCML has the sole authority to decide whether any provision in Parts 3 and 4 of this Agreement (including the Appendices referred to in those Parts) conflict with the provisions in the Recitals or Parts 1, 2, or 5 of this Agreement. HCML also has the authority to decide which Parts of this Agreement apply to certain Employees and Employers. HCML's decisions under this Article will be final and binding.

- 2.1.3 Any dispute or grievance relating to whether any Part of this Agreement, any provision in any Appendix, any other collective agreement, or any other contract of employment conflicts with the provisions in the Recitals, or Parts 1, 2 or 5 of this Agreement, will be submitted to HCML, in accordance with the procedure set out below. This Article displaces and prevails over the grievance and arbitration provisions in any other Part or Appendix of this Agreement. The procedure to be followed in the event of such a dispute is as follows:

Step 1 The dispute will be submitted by any affected Employer, an Employee or Employees, or CEP to HCML by notice in writing within 7 days of the dispute arising.

Step 2 Within 7 days of receipt of notice of the dispute, HCML will meet with the party giving notice of the dispute, along with CEP and any Employers directly affected by the dispute and will hear representations from these parties in respect of the dispute. HCML has the sole discretion and jurisdiction to determine the specific procedures to be followed during this meeting.

Step 3 HCML will render its decision in respect to the dispute within 14 days after the meeting with the parties. This decision will be final and binding, and will not be subject to review by any Court. Decisions made by HCML will not impose any retroactive financial liability on HCML, any Employer, CEP, or any Employee.

- 2.1.4 All time limits in this Article are directory and not mandatory.

2.1.5 HCML can amend the procedure outlined in 2.1.3 by providing CEP with written notice of the same.

2.2 Strikes and Lockouts:

2.2.1 There will be no Strikes, Lockouts, work stoppages, work slowdowns, or other action designed to limit output in respect of the Work and Special Projects Work for the duration of this Agreement. Should any Union, Employees or Employers become engaged in any Strike or Lockout elsewhere in Alberta, the Strike or Lockout will not affect the Work or Special Projects Work.

2.3 Collective Agreement Grievances:

2.3.1 Any grievances relating to the terms and conditions in the Recitals, or Parts 1, 2 or 5 of this Agreement (with the exception of disputes or disagreements referred to in Article 2.1), will be resolved in accordance with the terms and conditions of the grievance procedures in the Parts of this Agreement and the Appendices which apply to the affected Employee and Employer. HCML will be provided with notice of all written grievances at the time such grievances are filed. HCML will have the right to intervene as a party in any such grievances. No relief may be granted against HCML or the Owner in any proceedings instituted under this Article, except relief may be granted against HCML where the grievance involves HCML as an Employer.

2.3.2 Should CEP refuse or fail to participate in the handling or processing of any grievance (other than for reasons that CEP believes an Employee-instigated grievance does not have merit), any affected Employee will be entitled to process the grievance to arbitration, utilizing the grievance and arbitration procedure set out in Part 3. In the event this occurs, the cost of instituting the procedures for processing the grievance will be borne by the affected Employee unless the Employee is successful in the grievance. If the Employee is successful in the grievance, the Employee's share of the arbitrator's fees will be paid by the Employer. If there is disagreement over whether the Employee was successful, that disagreement will be decided by the arbitrator.

2.4 Committees:

2.4.1 One or more Liaison Committees ("LC") comprised of representatives of the Owner, the Parties, other Unions, Employers, and others as determined by the Parties, will be established. The purpose of an LC will be to provide advice and address any concerns relating to construction of the Project.

2.4.2 HCML will establish: terms and conditions of reference for the LC giving due recognition to the language and intent and purposes of this Agreement; rules of procedure for an LC to carry out its responsibilities; and, processes to ensure that decisions of an LC that affect this Agreement are recommended to the Parties for incorporation into this Agreement.

2.4.3 The role of an LC will include:

- (a) Providing advice and addressing any concerns relating to construction of the Project;
- (b) Assisting in the development, implementation and administration of initiatives towards the enhancement of quality and productivity;
- (c) Providing advice on the establishment of methods of resolving issues that the Parties and the persons bound by this Agreement are unable to quickly resolve;
- (d) Coordinating activities with the contractors' association established by HCML, including coordinating activities with them;
- (e) Addressing such matters as are referred to it by this Agreement.

However, an LC does not have the power to take any actions or make any decisions affecting the terms and conditions of this Agreement without first obtaining express written permission from HCML or the Owner. An LC will respect the roles and responsibilities of all parties relating to collective bargaining, administration of this Agreement, and other bargaining agency roles and responsibilities. HCML has the power to dissolve an LC.

2.4.4 Additional committees may be established pursuant to the Principal Agreement, or by the Parties, involving representatives of the Owner, HCML, CEP, other Unions, Employers and others. The purpose of these committees will be to provide advice, establish policies and rules, and/or resolve issues relating to camp conditions, health and safety matters, and any other issues those parties deem appropriate.

2.4.5 If any committee is unable to effectively and efficiently accomplish the above objectives, the Parties may act in place of the committee to accomplish those objectives.

2.5 Wages and Compensation:

2.5.1 Subject to Articles 2.5.2, 2.5.3, and 2.5.4, compensation including wages, statutory holiday pay, and vacation pay, will be paid in accordance with the terms and conditions of Part 3 and Appendix 3 of this Agreement. As a general principle, the Parties would like journeymen Employees within the same Trade, doing Industrial Work, and having the same general qualifications, to be eligible for relatively equivalent compensation in the aggregate (including such things as wages, bonuses, statutory holiday pay, vacation pay, and overtime pay during the Shift Cycle) for all scheduled hours.

2.5.2 The Parties recognize that Employers may have to adjust elements of compensation payable to Employees, subject to Articles 2.5.3 and 2.5.4.

- 2.5.3 Subject to HCML's approval, elements of compensation may be adjusted in respect to specific Employees in particular Trades. HCML will generally not approve any increases to elements of compensation which may have a detrimental impact on other Employers, which exceed the compensation payable to similar Employees in the Wood Buffalo area of Alberta, or which would have the effect of increasing compensation for overtime.
- 2.5.4 This Agreement does not preclude any agreement between an Employer and CEP, which is entered into subsequent to the commencement of this Agreement, and which enables an Employer to pay wage rates or other compensation in amounts lower than those specified in Part 3, or **Appendix 3**.

2.6 Work Schedules:

- 2.6.1 HCML will create work schedules necessary for the efficient construction of the Project. Each single period of working days and days off will be referred to as a "Shift Cycle". Each single work day may be referred to as a "shift". The regularly scheduled hours in a Shift Cycle may be referred to as "scheduled hours".
- 2.6.2 Subject to Article 2.6.3, HCML and Employers may direct which Shift Cycles certain Employees will work. Employers will communicate Shift Cycles to their Employees on or before the day they begin work on the Project. Employees will be notified of any Shift Cycle change by their Employers no later than the end of the first day worked in the Shift Cycle immediately preceding the change, unless the Parties agree on shorter notice.
- 2.6.3 Employers are required to explain the applicable Shift Cycle to all Employees prior to them starting their first cycle. This explanation shall include the number of working days and days off, where those days fall within the Shift Cycle, and overtime payable for each day of the Shift Cycle. Without limiting the foregoing, HCML anticipates Employees will be scheduled to work one of the following Shift Cycles:
- (a) Commencing on a Monday or Tuesday, 4 days of 10 hours of work per day, followed by 3 days off ("Shift Cycle 1"), which will result in payment for 40 hours at the Employee's base wage rate;
 - (b) Commencing on a Monday, 5 days of 10 hours of work per day, followed by 2 days off ("Shift Cycle 2"), which will result in payment for 40 hours at the Employee's base wage rate, and 10 hours at 1.5 times the amounts used to calculate overtime pay in Part 3, or **Appendix 3**, whichever applies;
 - (c) Commencing on a Monday, 6 days of 10 hours of work per day, followed by 1 day off ("Shift Cycle 2A"), which will result in payment for 40 hours at the Employee's base wage rate, and 20 hours at 1.5 times the amounts used to calculate overtime pay in Part 3, or **Appendix 3**, whichever applies;
 - (d) Commencing on any day, 10 days of 10 hours of work per day, followed by 4 days off ("Shift Cycle 3") which will result in payment for 80 hours at the Employee's base wage rate, and 20 hours at 1.5 times the amounts used to calculate overtime pay in Part 3, or **Appendix 3**, whichever applies;

- (e) Commencing on any day, 13 days of 10 hours of work per day, followed by 8 days off (“Shift Cycle 4A”) which will result in payment of the equivalent of 89 hours at the Employee’s base wage rate, and 41 hours at 1.5 times the amounts used to calculate overtime pay in Part 3, or **Appendix 3**, whichever applies;
- (f) Commencing on any day, 14 days of 10 hours of work per day, followed by 7 days off (“Shift Cycle 4”) which will result in payment of the equivalent of 96 hours at the Employee’s base wage rate, and 44 hours at 1.5 times the amounts used to calculate overtime pay in Part 3, or **Appendix 3**, whichever applies;
- (g) Commencing on any day, 20 days of 10 hours of work per day, followed by 8 days off (“Shift Cycle 5A”) which will result in payment of 136 hours at the Employee’s base wage rate, and 64 hours at 1.5 times the amounts used to calculate overtime pay in Part 3 or **Appendix 3**, whichever applies.

The entitlements for straight time and overtime payments are approved by Alberta Workplace Policy and Legislation (Employment Standards) and apply to the any day start. The straight time and overtime payment schedules ensure parity for all workers regardless of the day of the week they actually commence the Shift Cycle. For standardization of payments, the Shift cycle is deemed to commence on a Thursday, regardless of the actual week day that the Shift cycle commences;

- (h) Commencing on any day, 21 days of 10 hours of work per day, followed by 7 days off (“Shift Cycle 5”) which will result in 144 hours at the Employee’s base wage rate, and 66 hours at 1.5 times the amounts used to calculate overtime pay in Part 3 or **Appendix 3**, whichever applies.

The entitlements for straight time and overtime payments are approved by Alberta Workplace Policy and Legislation (Employment Standards) and apply to the any day start. The straight time and overtime payment schedules ensure parity for all workers regardless of the day of the week they actually commence the Shift Cycle. For standardization of payments, the Shift cycle is deemed to commence on a Thursday, regardless of the actual week day that the Shift cycle commences;
or

- (i) Such other Shift Cycles as may be established by HCML, subject to the Parties agreeing on the overtime pay which will apply.

2.6.4 The hours set out in Article 2.6.3 are intended to identify the regular hours of work, shift hours, and overtime hours, and are not to be construed as a guarantee of hours of work per day, per shift, or per Shift Cycle.

2.6.5 HCML will determine or approve changes to the start time, end time, or the number of shifts for each day. Employers must request HCML’s approval of a change at least 4 hours before the end of the preceding shift. HCML will respond to the request within 2 hours of the request. If HCML does not respond, the requested change is not approved.

- 2.6.6 Employers must provide notice to Employees of the deletion of an entire shift, or several shifts, at least 3 days prior to the effective date of the deletion. Failure of an Employer to give the notice required in this Article 2.6.6, except as otherwise contemplated in the relevant provisions in Part 3 and **Appendix 3**, will result in affected Employees being paid 1.5 times their base wage rate for all regularly scheduled hours on their next shift. This Article expressly does not apply to the deletion of a shift arising out of a direction from the Owner or HCML to cease doing the Work.
- 2.6.7 Scheduled Overtime is mandatory and not voluntary.
- 2.6.8 Employers will attempt to distribute unscheduled overtime work evenly among Employees who normally perform the work, and who indicate they wish to work overtime.
- 2.6.9 Overtime must be approved by HCML, or its designate.
- 2.6.10 All overtime other than overtime worked as part of a Shift Cycle will be paid pursuant to the relevant provisions in Part 3 or **Appendix 3**, whichever is applicable.
- 2.6.11 There will be 2 paid coffee breaks of 15 minutes duration on each shift. Employees required to work beyond 10 hours in a day will be provided with an additional coffee break of 15 minutes.
- 2.6.12 Employees working day shifts will be given an unpaid meal period of 1/2 hour per shift.
- 2.6.13 If Employees are not scheduled, but required to work beyond 12 hours in a day, the Employer will provide an additional meal period of 1/2 hour and a meal in accordance with Part 3.

2.7 Hiring Practices:

- 2.7.1 Employers may engage Employees who are not residents of Alberta, but who are qualified under industry-recognized supervisory training programs, as general foremen, working foremen, lead hands, or for any other position where one of the duties of the Employee involves supervision of other Employees.
- 2.7.2 Employers and CEP will comply with commitments given by the Owner to give priority in respect to the hiring of qualified persons as follows: aboriginal residents of the Wood Buffalo area of Alberta, aboriginal residents of Alberta, women, other residents of the Wood Buffalo area of Alberta, and the residents of Alberta. A further preference will be given in respect to residents of other provinces and territories of Canada.
- 2.7.3 Employers will optimize the use of apprentices at all stages of the applicable apprenticeship programs, subject to legislative and regulatory requirements.
- 2.7.4 The Parties recognize that, due to potential shortages of qualified labour during the execution of the Project, it may be necessary for some Employers to hire some Foreign Workers. In consultation with CEP and HCML, Employers wishing to hire such Foreign Workers will establish protocols for hiring, layoff and termination of Foreign Workers.

2.8 Transportation and Travel:

2.8.1 The purpose of this Article is to:

- (a) attract Employees to work on the Project by providing a combination of fly-in/fly-out and bussing; and
- (b) provide a fair means of compensating Employees for travel.

2.8.2 Subject to the exceptions stated in the rest of this Article, Employers will provide Employees with air, bus, or other ground transportation between Edmonton, Fort McMurray, or such other locations as HCML may designate, and the Project site in the following situations:

- (a) new hires;
- (b) Employees leaving for, or returning from days off;
- (c) Employees who are laid off;
- (d) Probationary Employees terminated for reasons other than just cause.

2.8.3 Notwithstanding any other provision in Article 2.8, Employees who are terminated for cause or who quit during a Shift Cycle will only be provided road transportation from the Project site to Fort McMurray or Edmonton, and such Employees will not receive any travel allowances they would ordinarily be entitled to for that Shift Cycle. Where an Employee is laid off during his days off, the Employer will assume responsibility to promptly return all the Employee's personal effects and tools to his Principal Residence at no cost to the Employee.

2.8.4 The following Employees will generally not be provided air transportation:

- (a) those working Shift Cycles 1, 2 or 2A, or any other Shift Cycles with less than 10 days of scheduled work, unless the Employee's Principal Residence is not in Alberta and the Employee is required by his Employer to reside in a Project camp for at least 14 consecutive days;
- (b) those whose Principal Residence is located in a 300 kilometre ("km") radius of the Project; and,
- (c) those living in the area of the Town of Athabasca.

2.8.5 Any reference to distances are radial (straight-line) distances, not road distances. For the purposes of this Agreement, "Designated Location" shall mean, for any given Employee, the Edmonton International Airport, the Calgary International Airport or any other location, as specified in writing, at the sole discretion of HCML. HCML will notify Employers and the CEP of new Designated Locations; and, if applicable transportation allowances for those Employees.

2.8.6 Disputes over where an Employee's Principal Residence is will be submitted and decided pursuant to Article 2.1 of this Agreement, or may be assigned by HCML to an LC for determination.

2.8.7 Daily Travel for Local Residents

An Employee whose Principal Residence is located within an 85 km radius of the Project site, including residents of Fort McKay, Anzac and Saprae Creek, will be provided daily return road transportation from Fort McMurray and Fort McKay to the Project site at no cost to the Employee. A daily travel allowance will be provided at the rate of \$25.00 for those Employees living in Fort McMurray, Anzac, and Saprae Creek, and who use the road service. Employees eligible for the transportation and allowance described in this Article are not eligible for the transportation and allowances described in Articles 2.8.8, 2.8.9, 2.8.10, and 2.8.11.

2.8.8 Shift Cycle Travel for Regional Residents

Road transportation is not available to Employees whose Principal Residence is between a distance of 85 km radius from the Project site, excluding residents of Fort McKay, Anzac and Saprae Creek, and 300 km radius from the Project site, including the Athabasca area. Employees whose Principal Residence is between 85 km and 300 km from the Project site will be provided with a travel allowance per Shift Cycle as follows:

- 85 km to 149 km \$ 50.00
- 150 km to 224 km \$ 75.00
- 225 km to 300 km (including Athabasca area) \$ 100.00.

Employees eligible for the transportation and allowance described in this Article are not eligible for the transportation and allowances described in Articles 2.8.7, 2.8.9, 2.8.10, and 2.8.11.

2.8.9 Shift Cycle Travel by Road from Edmonton (for most Employees working Shift Cycles containing less than 10 scheduled days of work)

- (a) The Employer will make road transportation available to the Employee from Edmonton, or other locations as prescribed by HCML and the Owner, to the Project site and return at no cost to Employees working Shift Cycles containing less than 10 scheduled days of work; except that this Article 2.8.9 shall not apply to Shift cycle 2A. The Employee will be provided a travel schedule from their Employer. It is the Employee's responsibility to make arrangements to meet these schedules.
- (b) Employees will be provided bussing on the day before commencement of work during their Shift Cycle and as soon as possible following completion of their Shift Cycle.
- (c) Baggage limitations will comply with generally accepted industry practice for weight and size.

- (d) Excess luggage and tools approved by the Employer will be shipped via ground transportation. Employers will provide safe transportation and storage for these tools.
- (e) In the event of a missed bus the Employee is not entitled to: compensation for hours missed; and, any travel allowances that would otherwise be paid.

2.8.10 Shift Cycle Travel by Road from a Designated Location (primarily for Shift Cycles containing at least 10 scheduled days of work when air travel is not available)

- (a) This Article does not apply to Employees working Shift Cycles 1 2 and 2A, unless otherwise specified in writing by HCML.
- (b) The Employer will make road transportation available to the Employee from Edmonton to the Project site and return at no cost to Employees working Shift Cycles containing at least 10 scheduled days of work, or to Employees whose Principal Residence is not in Alberta and the Employee is required by his Employer to reside in a Project camp for at least 14 consecutive days. The Employee will be provided a travel schedule from his Employer. It is the Employee's responsibility to make arrangements to meet these schedules.
- (c) Employees using this service will be provided an allowance of \$62 per Shift Cycle, or such greater amount as HCML or an Employer (with HCML's approval) may prescribe, in writing, in respect of Employees travelling from locations other than Edmonton.
- (d) An additional transportation allowance per Shift Cycle will be provided for Employees using the road service and whose Principal Residence is located greater than 85 km from the Edmonton International Airport or such other Edmonton departure points as may be provided by the Employer (with HCML approval), and based on the Employee's Principal Residence being the following distance from the Edmonton International Airport:
 - 85 km to 149 km \$ 50.00;
 - 150 km to 224 km \$ 75.00;
 - over 224 km \$ 100.00; or
 - such amount as HCML or an Employer (with HCML's approval) may prescribe in respect of Employees travelling from Designated Locations other than Edmonton International Airport.
- (e) Employees will be provided bussing on the day before commencement of their Shift Cycle and as soon as possible following completion of their Shift Cycle.
- (f) Baggage limitations will comply with generally accepted industry practice for weight and size baggage allowance.

- (g) Excess luggage and tools approved by the Employer will be shipped via ground transportation. Employers will provide safe transportation and storage for these tools.
- (h) In the event of a missed bus or other road transportation service the Employee is not entitled to: compensation for hours missed; and, any travel allowances that would otherwise be paid.

2.8.11 Shift Cycle Travel by Air from the Edmonton International Airport, Calgary International Airport or other Designated Locations, as approved in writing by HCML (primarily for Shift Cycles containing at least 10 consecutive scheduled days of work), or for Employees whose Principal Residence is not in Alberta and when the Employee is required by his Employer to reside in Project accommodation for at least 14 consecutive days. Travel by Air will be provided by Owner's Air Carrier, unless otherwise approved in writing by HCML. HCML, or the Owner, shall have no obligation to maintain any flight departure points where demand, in its sole discretion, does not warrant such flights.

- (a) This Article does not apply to Employees working Shift Cycle 1, 2 and 2A, unless otherwise specified in writing by HCML.
- (b) If air travel is not available road transportation will be provided from the Edmonton International Airport in accordance with Article 2.8.10.
- (c) Flight Conditions

Upon commencement of an air travel program to the Project site, the following will apply to Employees: working Shift Cycles with at least 10 consecutive scheduled days of work (Shift Cycles 3, 4, 4A, 5, and 5A), or whose Principal Residence is not in Alberta and the Employee is required by his Employer to reside in Project accommodation for at least 14 consecutive days.

- (i) All flights will be in strict accordance with Canadian Aviation Regulations (CAR) and Transport Canada approved standards and practices. Those regulations pertaining to passenger conduct will be strictly enforced.
- (ii) The Employer will make available to the Employee air travel from the Edmonton International Airport, the Calgary International Airport or other additional Designated Locations, when approved by HCML in writing, to the Project site and return at no cost to the Employee. The Employee will be provided with a schedule of his Employer's flight days and travel schedule. It is the Employee's responsibility to make arrangements to meet these schedules.
- (iii) Employees will be provided flights on the day before commencement of their Shift Cycle and as soon as possible following completion of their Shift Cycle.
- (iv) Baggage allowance for checked and carry-on baggage will comply with generally accepted airline industry practice for weight and size limits.

This generally means that checked baggage allowance is 2 bags with a maximum weight of 32 kg (70 lbs.) in total and carry-on allowance is 2 pieces with a maximum weight of 10 kg (22 lbs.).

- (v) Excess luggage and tools approved by the Employer will be shipped via ground transportation. Employers will provide safe transportation and storage for these tools.
 - (vi) Employees will be provided transportation from the Project site aerodrome to the Project accommodation or camp and return in accordance with their scheduled flights.
- (d) An additional transportation allowance per Shift Cycle will be provided to Employees using air travel and whose Principal Residence is located greater than 85 kilometers (km) from the Edmonton International Airport, the Calgary International Airport or other specific Designated Locations (only when approved by HCML in writing). The allowances are as follows, with the distances referring to the distance of the Employee's Principal Residence from the Edmonton International Airport, the Calgary International Airport or the specific Designated Location, whichever is closer to the Employee's Principal Residence:
- 85 km to 149 km \$ 50.00;
 - 150 km to 224 km \$ 75.00; or
 - over 224 km \$ 100.00.
- (e) Missed Flights
- (i) The Employee will be provided Employer contact information.
 - (ii) If the Employee is unable to make his scheduled flight, the Employee must contact the Employer with a minimum of 24 hours notice of his inability to make scheduled Alberta flights or 7 days notice of his inability to make scheduled out-of-province flights; and provide the following information:
 - reasons for missing the flight;
 - alternative travel arrangements; and
 - estimated arrival or departure time.
 - (iii) Failure by the Employee to provide this notice to the Employer will result in an amount as HCML or an Employer (with HCML approval) may prescribe in respect of Employees traveling from a Designated Location, being deducted from the Employee's pay as a pre-estimate of the expense the Employer has incurred. Exceptions to notice being provided by the Employee to the Employer for specific circumstances will be decided by the Employer.

- (iv) As a result of the missed flight the Employee is not entitled to: compensation for hours missed; and, any travel allowances that would otherwise be paid for the Shift Cycle.
- (v) The Employer may make arrangements to reschedule the Employee on the next available flight. If the Employee makes his own alternate travel arrangements to get to the Project site, the Employee does so at his or her own cost.
- (vi) Commercial air flights may be used, only with Owner and HCML written approval.

(f) Flight Delays

Where flights to and from the Project site are delayed for less than 4 hours due to inclement weather or aviation related delays, no compensation will be paid to the Employee.

Where flights to the Project site are delayed for greater than 4 hours due to inclement weather or aviation related delays, the following conditions will apply:

- (i) Provided notification of the flight delay has been made available on the Air Carrier's emergency number, which is posted at each Project site camp, at least 4 hours prior to scheduled departure, no compensation will be provided to Employees;
- (ii) If notification of the flight delay has been posted less than 4 hours prior to scheduled departure and the Employee reports to the Air Carrier's departure point, the Employees will be paid 2 hours show-up time at their regular base rate as total compensation for the delay; or
- (iii) If in-transit flight delays impacts the Employees' availability to work the next scheduled shift for those Employees and the Employees remain in the care and custody of the Air Carrier, the Employees will be paid 2 hours show-up time at their regular base rate as total compensation for the delay.

If the flight delay leaving the Project site extends for a prolonged period and ground transportation is not provided in lieu of air travel as per the following paragraphs, Employees remaining on the Project site due to this delay may be provided the opportunity to work, at their Employer's discretion, at their applicable rate of pay.

If the flight delay is due solely to inclement weather, ground transportation may be provided to or from the Project site in lieu of air travel, at the option of HCML or the Air Carrier. In this case, Employees will be compensated \$31.00 per one way trip to Edmonton International Airport, or such amount as may be prescribed in writing by HCML for Calgary International Airport, or other Designated

Locations. No allowances will be payable, in the event ground transportation to an alternate airstrip in the Wood Buffalo region is provided.

If in-transit flight delays to Designated Locations, supported by the Owner's Air Carrier other than the Edmonton International Airport, are due to inclement weather or aviation related delays, the Air Carrier at their option may provide road transportation in lieu of air travel and, if required will provide interim accommodation and appropriate meals.

Subject to approval by HCML, in the event weather or aviation related delays of flights to the site require the re-scheduled flight to depart the following day, overnight accommodation and meals will be provided to Employees whose Principal Residence is more than 85 kilometers (km) from the flight departure location provided that the Employee has reported to the departure terminal at the flight departure location, and the Employee has not been able to return to his Principal Residence during the delay.

- (g) When air and road transportation are not provided, an Employee whose Principal Residence is outside a 225 km radius from the Project site will be paid a travel allowance per Shift Cycle of \$100.00, or such amount as HCML or an Employer (with HCML's approval) may prescribe in writing in respect of Employees traveling from locations other than the Edmonton International Airport or the Calgary International Airport.
- (h) When an Employer hires an Employee for a start date during a Shift Cycle, a transportation allowance will be provided to the Employee, only when the Employee is responsible for his own transportation to the Project site for his first Shift Cycle. The allowances are as follows, with the distances referring to the distance of the Employee's Principal Residence from the Project site:
- 225 km to 304 km \$100.00;
 - 305 km to 374 km \$125.00;
 - 375 km to 449 km \$150.00;
 - 450 km to 525 km \$175.00; or
 - over 525 km \$200.00.

2.9 Accommodation:

- 2.9.1 Employers will provide accommodation or a Living Out Allowance ("LOA") to Employees whose Principal Residence is outside of an 85 km radius from the Project site. Residents of Fort McMurray, Anzac and Saprae Creek will be considered to be within the 85 km radius. Employees up to and including the level of General Foreman will be eligible for camp accommodation. HCML has the sole discretion to determine which Employees will be provided with on-site camp accommodation, off-site accommodation or when Employees will be provided with an LOA.

- 2.9.2 Employees who are provided with off-site accommodation, which is outside of a 30 km straight line radius from the Project site, will be provided a transportation allowance of \$25.00 per day worked.
- 2.9.3 Employers will establish a subsistence rate and an LOA rate for Employees who are eligible for camp accommodation but for whom camp accommodation is not provided. The subsistence and LOA rate will be based on terms and conditions in relevant collective agreements, or practices in the area, and will be subject to HCML approval. In addition to the LOA, these Employees will be provided:
- (a) a transportation allowance of \$25.00 per day worked for those Employees whose alternative accommodation is outside of a 30 km straight line radius from the Project site; and,
 - (b) access to the transportation provisions, but not the travel allowance provisions, in Article 2.8.7 Daily Travel for Local Residents.
- 2.9.4 Camp facilities and catering services will be of a comparable standard for all on site construction camps.
- (a) The following are camp conditions:
 - (i) Self-packed bag lunches (mid-shift meals) will be made available to camp residents prior to leaving camp for the start of the shift.
 - (ii) HCML's or the Owner's camp policy and rules will apply to all Employees staying in camps on the Project site.
 - (b) A camp steering committee will be formed to provide advice on and/or resolve issues relating to on site camp conditions and disputes. The mandate of this committee will be defined by HCML and the Owner in the camp policy and rules.
- 2.9.5 Any rights of access to Project camp accommodation created by this Agreement, or any documents referred to in this Agreement, are expressly subject to the rights of the Owner and/or HCML to assert their rights as owner, manager, or occupant of the Project and the camp management to deny or restrict access to the Project accommodation to any person.

2.10 Site Stability:

- 2.10.1 The Parties acknowledge that Division 8 and this Agreement are designed to achieve labour relations stability on the Project. It is a violation of this Agreement for the Parties, Employers, and Employees to do anything to harm, delay, or otherwise impede construction of the Project. Any person engaging in such conduct will be subject to immediate removal from the Project site.
- 2.10.2 HCML may establish reasonable, standard policies respecting access to the Project site. In addition, the Parties recognize that the Owner has the right to create its own policies in this area. All Employees and CEP representatives will be required to undergo such orientations, and agree to such access policies as the Owner or HCML may require.

- 2.10.3 The Parties recognize that because there may be Employees represented by various Unions working on the Project, there is a possibility of conflict between Employees represented by rival Unions, or between Union Employees and Non-Unionized Employees. The Parties will not tolerate any form of violence, harassment, intimidation, bullying, or any other disparaging or demeaning conduct directed by Employees, Union representatives, or other persons, against other Employees, Union representatives, or other persons based on Union affiliation, or lack of Union affiliation. This prohibition includes all verbal communications, written materials, and gestures. The Owner and HCML have the right to remove any Employee, Union representative, or other person from the Project site should they engage in any such activities.
- 2.10.4 The Parties agree it is in the best interests of the Owner, the Parties, Employers, and Employees to have Employees working on the Project who are free to work for any Employer, regardless of Union affiliation, or lack of Union affiliation. The Parties are aware that certain Unions have Sanctioned their members for working for Employers who do not have a Bargaining Relationship with that Union. The Parties wish to discourage such Sanctions against Employees. Therefore, the following will apply:
- (a) HCML will refuse to allow on the Project site any representative of a Union which has Sanctioned one or more of its members for working on the Project for an Employer who does not have a Bargaining Relationship with that Union;
 - (b) If any Union Sanctions an Employee for working on the Project for an Employer who does not have a Bargaining Relationship with that Union, then HCML may direct that any check-off, or other Employer remittances to the Union should terminate or be suspended (except for payments for pension or health and welfare benefits). All Employers notified of this direction will thereafter cease to make these payments to the Union named in the direction, and the amounts withheld will be retained by the Employers, or paid as directed by HCML to Employees who have been Sanctioned. Employers who do not comply with this provision will be subject to a reduction of their contracts with the Owner by an amount that is equal to 10 times the amount of the payments not withheld. Any such reduction will be deemed to be an amount paid as a genuine pre-estimate of damages suffered by HCML and/or by another Employer or Employers as a result of the Employer's failure to comply with this Article, and not as a penalty.
 - (c) For the purposes of this Article, HCML will be entitled to audit the books of an Employer in order to determine whether any amounts referred to in part (b) of this Article have been paid to a Union. The cost of an audit will be borne by the Employer.

2.10.5 No Employee will refuse, or threaten to refuse to perform Work for his Employer for reason that:

- (a) other work was or will be performed, or was not or will not be performed by any persons who were not or are not members of a particular Union; or,
- (b) any materials, manufactured products, fabricated products or equipment have been, or will be, provided by any person or Employer who is not a member of, or does not have a Bargaining Relationship with, a particular Union.

2.11 Site Policies:

2.11.1 HCML or the Owner will establish policies relating to health, safety (including alcohol and drug programs), environment, and other matters relating to management of the Project site, which will apply to all Employees and Employers, but will not form a part of this Agreement. To the extent of any conflict, these policies will prevail over provisions relating to the same or similar subject matter in Part 3 and **Appendix 3**.

2.12 Terms and Conditions of Employment:

2.12.1 The Parties recognize that when bidding on Work, Employers rely on their Bargaining Relationships, or lack of Bargaining Relationships, in determining such things as the amount of their bid and the availability of skilled Trades persons. As a result, the Parties believe it is important for Employers to have some certainty in respect of the terms and conditions of employment they will be bound by when they perform the Work. Therefore, the terms of employment in this Agreement that are in place and applicable to an Employer and its Employees at the time the Employer and the Employees commence Work on the Project will continue to apply to that Employer and its Employees irrespective of a subsequent change in bargaining agent that may apply to the Employer and its Employees, for all Work performed until the Employer has ceased all Work on the Project. As a result:

- (a) if, at the commencement of its Work on the Project, an Employer has a Bargaining Relationship with CEP or another Union in respect of one or more Trades, the terms of employment applicable to that Employer at the commencement of its Work will continue to apply in respect of all Work performed by Employees of that Employer in the those Trades until the end of the Project;
- (b) if, at the commencement of its Work on the Project, an Employer has no Bargaining Relationship with a Union for a Trade, the terms and conditions hereunder applicable to that Employer at the commencement of its Work will continue to apply in respect of all Work performed by the Employees of that Employer working in that Trade until the end of the Project;

- (c) the acquisition by a Union of bargaining rights in respect to an Employer or the termination of bargaining rights in respect to an Employer that occurs subsequent to the Employer commencing Work on the Project will not alter the terms and conditions of employment that are applicable to that Employer and its Employees when carrying out Work on the Project.

2.12.2 Prior to the start of each Employer's Work on the Project site, a Pre-Job Report shall be prepared by the Employer and, if applicable, the relevant Union. The Pre-Job Report will be presented to HCML for approval. The Pre-Job Report will be in a form comparable to the sample provided as part of **Appendix 3**. The Pre-Job Report will address the specific site conditions, bonuses or premiums applicable to the Employees. The Pre-Job Report may not be used to attempt to modify any Articles in Part 2 of this Agreement.

2.13 Cooperative Initiatives:

2.13.1 Consistent with proposals made by the Owner, HCML will cooperate with CEP in establishing and implementing:

- (a) appropriate training, upgrading, and mentoring programs for job stewards, apprentices, supervisors and for other Employees who wish to enhance or increase their skills, abilities and qualifications;
- (b) programs allowing Employers operating modular assembly yards on the Project site to maximize the productivity of their Employees by allowing certain Employees to perform a limited amount of work outside of their Trades; and,
- (c) programs to facilitate timely and effective resolution of disputes.

2.14 HCML – Contracting:

2.14.1 No provision in this Agreement will operate as a limitation in any respect on HCML's ability to contract or outsource Work to others.

PART 3. ADDITIONAL TERMS AND CONDITIONS APPLYING TO EMPLOYEES AND EMPLOYERS

3.1 Introduction and Purpose:

3.1.1 The intent and purpose of this Part is to:

- (a) set out certain terms and conditions which will apply to Employees and Employers while working on the Project;
- (b) mutually recognize the respective rights, responsibilities and functions of Employers;
- (c) provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions and benefits as set out in this Part;
- (d) establish an equitable system for the promotion, transfer, layoff and recall of Employees;
- (e) establish a just and prompt procedure for the disposition of grievances; and
- (f) through the full and fair administration of all the provisions contained within this Part, to achieve a relationship among CEP, Employers, and the Employees which will be conducive to their mutual well-being.

3.1.2 Mutual Responsibilities

- (a) It is in the mutual interest of Employers and Employees, to provide for the construction of the Project and to further, to the fullest extent possible, the safety and physical welfare of the Employees, the economy of construction, the quality and quantity of construction, and the cleanliness of Project worksites and protection of the Owner's property.
 - (i) It is the duty of Employers to explain fully the terms of this Agreement to all its officers and others engaged in a supervisory capacity and it is the duty of the CEP to explain fully to its members, its and their responsibilities and obligations under this Agreement.
 - (ii) Employers and the CEP have obligations and responsibilities to provide a work environment free from discrimination and harassment.
 - (iii) It is the duty of Employers and the CEP to cooperate fully for the advancement of said conditions.

3.2 Equity Hire:

- 3.2.1 HCML and the CEP believe that every person has the right of equality of opportunity based upon bona fide qualifications in respect of his or her trade, occupation or employment, or in respect of an intended occupation, employment, advancement, or promotion; and,
- 3.2.2 The race, religion, colour, age, marital status, sexual orientation, ancestry, place of origin, union membership, or political belief of any person or class or group of persons shall not constitute reasonable cause for harm or punishment.

3.3 Recognition:

- 3.3.1 This Part covers all Employees and their Employers performing Work in general construction as journeypersons, apprentices, general foremen, and foremen, save and except professionals, supervisors, managerial, office and clerical personnel. This Part will also apply to Employees and their Employers for pipeline construction, road building and heavy construction, specialty construction, or any other construction work on the Project as listed in **Appendix 2** (Special Projects Work) in the event that there is no separate collective agreement between CEP and a specific Employer. No classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the Parties.

3.4 Management's Rights:

- 3.4.1 Subject to the terms and conditions of this Part, an Employer has the right:
- (a) 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) 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) to operate and manage its business in order to satisfy its commitments and responsibilities, including the right to determine the kind and location of business to be done by it, 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 it at any time and generally, the right to plan, direct and control its operations without interference.
- 3.4.2 The sole and exclusive jurisdiction over operations, building, machinery, equipment will be vested in Employers, the Owner, or HCML, as the case may be.

3.4.3 Employers may contract out Work where:

- (a) they do not possess the necessary facilities or equipment;
- (b) they do not have and/or cannot acquire the required Employees; or
- (c) they cannot perform the work in a manner that is competitive in terms of cost, quality and within required time limits.

When practical, prior to subcontracting, Employers will discuss with CEP the portion or portions of the Project that the Employer wishes to sub-contract and the subcontractors to be hired to do such Work.

3.5 **Union Representation:**

3.5.1 Stewards

For the purpose of representation with Employers, CEP will function and be recognized as follows:

- (a) CEP has the right to select or appoint stewards to assist the Employees in presenting any complaints or grievances they have to representatives of Employers and to enforce and administer this Agreement. In general the number of stewards will be determined as follows:
 - (i) when there are 50 or less Employees – 1 steward;
 - (ii) over 50 Employees, but less than 100 – 2 stewards;
 - (iii) for every 100 Employees beyond 100 – at least 1 additional steward, with the ability to add more stewards by mutual agreement; and
 - (iv) Employers and CEP will mutually agree when a chief steward is implemented.
- (b)
 - (i) Stewards will receive the hourly premium as set out in **Appendix 3**. CEP will advise Employers and HCML in writing of the name(s) of the steward(s).
 - (ii) Stewards will be laid off or reduced in number according to Article 3.4.1(a). Where possible, Employers will notify CEP and HCML prior to layoff if a steward is affected by a planned lay off.
- (c) CEP acknowledges that stewards have regular duties to perform as Employees 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.

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

3.5.2 Representatives

- (a) Duly appointed representatives of CEP 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 Part and enforcing the Employees' collective bargaining rights, as well as any other rights under this Agreement. Stewards will not act in this capacity. CEP will advise Employers and HCML, in writing, of the name(s) of its duly appointed representative(s).
- (b) Representatives of CEP will have access to the Project site during normal working hours subject to the following:
 - (i) CEP representatives will identify themselves to HCML and the job supervisor upon arriving at the Project site;
 - (ii) CEP representatives will not interfere with the progress of Work;
 - (iii) CEP representatives will be escorted by an HCML or Employer representative when on the Project site, unless an authorized representative of HCML waives this requirement.
- (c) There will be no CEP activity on the Project site during working hours, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

3.5.3 Employers Meeting With Employees

An Employer may meet periodically with its Employees for the purpose of discussing any matters of mutual interest or concern to Employers, CEP, and the Employees. A CEP representative may attend such meetings.

3.5.4 Negotiating Committee

CEP has the right to appoint a negotiating committee made up of 1 member for every 100 Employees to a maximum of 6 on the committee. They will be paid by Employers at their appropriate hourly rates for all time spent negotiating this Part and wage and benefit reviews with Employers, whenever this takes place during the regular working hours of the Employees concerned.

3.6 Employment Policy and Union Membership:

- 3.6.1 CEP and Employers will cooperate in maintaining a desirable and competent labour force. Employers will give preference to qualified Union members who are able to meet the requirements of the job. Employers will submit the names, social insurance numbers and classifications of all requested Employees to CEP's office in Edmonton for approval by CEP. Employers will ensure that this is accomplished prior to commencement of employment. If CEP is not able to supply the number of qualified Employees required by an Employer, the Employer will be able to hire from outside CEP's membership, provided however that such Employees must nevertheless obtain a dispatch slip and provide it to the Employer before commencing work. CEP agrees to promptly process dispatch slip requests, which will not be unreasonably withheld.
- 3.6.2 Subject to Article 3.6.1, Employers 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 Employers and CEP. Before commencing work, or as soon as reasonably possible after commencing work, new Employees will be referred by the Employer to a steward or representative in order to describe CEP's purpose and representation policies to such new Employees.
- 3.6.3 New Employees will serve a probationary period of 60 days worked and thereafter will attain regular employment status subject to the availability of work. Probationary Employees may be terminated at the discretion of Employers. The discharge or layoff of a probationary Employee will not be the subject of a grievance or arbitration.
- 3.6.4 Probationary Employees are covered by this Part, excepting those provisions which specifically exclude such Employees.
- 3.6.5 An Employee laid off and rehired by the same Employer will not start a new probationary period, but will be given credit for their previous employment, provided the Employee is rehired within 6 months of the layoff.
- 3.6.6 Employees laid off for a period longer than 6 months and rehired by the same Employer will serve a new probationary period.
- 3.6.7 An Employee who quits or is terminated for just cause and is rehired will serve a new probation period.

3.7 Union Dues:

- 3.7.1 Employers will deduct from each Employee's pay the amount equal to CEP dues. The total amount deducted will be remitted to CEP's Treasurer 15 days following every second pay cycle together with an itemized list of the Employees for whom the deductions are made and the amount deducted for each. Employers will be saved harmless by CEP for all deductions and payments so made.

3.7.2 CEP will promptly notify Employers, in writing, over the signature of its designated officer, the amount of the deduction to be made by Employers for regular Union dues, and Employers will have the right to continue to rely on such written notification until it receives other written notification from CEP.

3.7.3 Employers will provide CEP 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 CEP once monthly.

3.8 Wages & Rates of Pay:

3.8.1 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in **Appendix 3**.

3.8.2 Additional classifications may only be established by mutual agreement between Employers and CEP, subject to HCML's written approval, and the rates for the same will be subject to negotiations between Employers and CEP, and subject to HCML's approval. Any addition under these terms and conditions will be put into writing and signed by HCML, affected Employers, and CEP.

3.8.3 Show Up Time

(a) An Employee who comes to work without having been notified that there is no work available, and who is sent home or back to camp because of lack of work, will receive a minimum of 2 hours pay at their applicable hourly rate of pay. The Employee will also receive their full accommodation allowance if and when applicable.

(b) An Employee is not entitled to show up time if the Employee is provided at least 2 hours notice prior to the commencement of the normal start time that no work is available, or in the case of a camp resident proper notification is posting the notice on the kitchen bulletin board at the pre-shift meal.

3.8.4 Starting Work

(a) An Employee who starts work and is prevented from completing their normal work day will receive a minimum of 4 hours pay at their applicable hourly rate of pay. If the work is suspended because of inclement weather or other reasons completely beyond the control of an Employer, the minimum received will be 2 hours at the applicable hourly rate of pay. The Employee will also receive their full accommodation allowance if and when applicable.

3.8.5 When there is a temporary shortage of work within a given work day in a specific classification, an 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.

3.8.6 If the shortage of work is for a period longer than the day outlined in Article 3.8.5, the Employee may be given the option to work in another classification for which they are qualified instead of being laid off. The Employee will be paid the rate for the new classification. This will be recorded in writing and signed by the Employer, the Employee and the steward.

3.8.7 All references to base wage rate will be deemed to include premiums for general foremen, foremen, lead hands, and stewards. No other premiums will be included as part of an Employee's base wage rate.

3.9 Hours of Work & Overtime:

3.9.1 This Article must be read in conjunction with Article 2.6.

3.9.2 Notwithstanding the normal work week generally consists of 40 straight time hours per week, the Shift Cycles in Article 2.6.3 will apply. Employees will be paid overtime at the rate of 1.5 times the Employee's base wage rate for all overtime hours. Except as limited in Article 2.6.3, the first day of a Shift Cycle may vary.

3.9.3 Shift Cycle 1 – 4 days of 10 hours, followed by 3 days off

Day	1	2	3	4	5	6	7
Straight Time	10	10	10	10	0	0	0
Overtime	0	0	0	0	0	0	0

3.9.4 Shift Cycle 2 – 5 days of 10 hours, followed by 2 days off

Day	1	2	3	4	5	6	7
Straight Time	8	8	8	8	8	0	0
Overtime	2	2	2	2	2	0	0

3.9.5 Shift Cycle 2A – 6 days of 10 hours, followed by 1 day off (in camp for out-of-province workers)

Day	1	2	3	4	5	6	7
Straight Time	6	7	7	7	7	6	0
Overtime	4	3	3	3	3	4	0

3.9.6 Shift Cycle 3 – 10 days of 10 hours, followed by 4 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Straight Time	8	8	8	8	8	8	8	8	8	8	0	0	0	0
Overtime	2	2	2	2	2	2	2	2	2	2	0	0	0	0

3.9.7 Shift Cycle 4A – 13 days of 10 hours, followed by 8 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
Straight Time	6	7	7	7	7	7	7	7	7	7	7	7	6	0	0	0	0	0	0	0	0	0
Overtime	4	3	3	3	3	3	3	3	3	3	3	3	4	0	0	0	0	0	0	0	0	0

3.9.8 Shift Cycle 4 – 14 days of 10 hours, followed by 7 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
Straight Time	6	7	7	7	7	7	7	7	7	7	7	7	7	6	0	0	0	0	0	0	0	0
Overtime	4	3	3	3	3	3	3	3	3	3	3	3	3	4	0	0	0	0	0	0	0	0

3.9.9 Shift Cycle 5A – 20 days of 10 hours, followed by 8 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Straight Time	6	6	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	6	6	0	0	0	0	0	0	0	0
Overtime	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	0	0	0	0	0	0	0	0

3.9.10 Shift Cycle 5 – 21 days of 10 hours, followed by 7 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Straight Time	6	6	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	6	6	0	0	0	0	0	0	0
Overtime	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	0	0	0	0	0	0	0

3.9.11 A scheduled break will include a Sunday whenever possible.

3.9.12 Employers will attempt to distribute unscheduled overtime work as evenly as possible among Employees who normally perform the work and who indicate they wish to work overtime.

3.9.13 Any amendments to hours of work and overtime will be noted on the pre-job report (reference **Appendix 3**).

3.9.14 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 as stipulated in Articles 3.8.3 and 3.8.4.

3.9.15 Coffee Breaks and Meal Periods

- (a) There will be 2 coffee breaks of 15 minutes duration on each shift, 1 in the first half of the shift and 1 in the second half of the shift.
- (b) Employees will be given an unpaid meal period of 1/2 hour per shift and such period will not be considered as time worked.
- (c) Employees required to work beyond 10 hours in a day will be provided with an additional coffee break of 15 minutes.
- (d) If Employees are not scheduled, but required to work beyond 12 hours in a day, the Employer will provide a meal period of 1/2 hour and a meal for the Employees.

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

3.10 Lay-Offs:

3.10.1 Employers will give affected Employees and their job stewards 4 hours notice of lay-off. Four (4) hours pay may be given in lieu of notice.

3.10.2 Employers will not be required to give notice of lay-off when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.

3.10.3 Employers will notify CEP's office of the names of Employees laid off within the pay period during which the lay-off occurred, together with the Employee's classification and latest available phone number.

3.11 Vacation & Vacation Pay:

3.11.1 All Employees will receive an amount equal to 6% of their base wage rate for all scheduled hours worked as Vacation Pay.

3.11.2 Vacation Pay will be paid to Employees on each pay period.

3.11.3 Employers will consider vacations at the times requested considering business requirements.

3.12 Holidays & Holiday Pay:

3.12.1 All Employees will receive an amount equal to 4% of their base wage rate for all scheduled hours worked 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, and any further days proclaimed by the Federal or Provincial Governments.

3.12.2 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 3.12.1. If the Shift Cycle is such that the regular hours are less than 8 hours on that holiday the remaining balance to a total of 8 hours will be paid as overtime the next day worked. If the holiday falls on the Employee's scheduled day off in the Shift Cycle, 8 regular hours in the next Shift Cycle will be paid at overtime rates provided the Employee works all scheduled hours in that Shift Cycle, unless the Employee provides a reason relating to acceptable unforeseen circumstances.

3.12.3 Holiday Pay will be paid to Employees each pay period.

3.13 Union-Management Committee:

- 3.13.1 (a) In order to build a cooperative relationship between Employers, CEP and the Employees, union-management meetings will be scheduled for each job awarded on the Project. The meetings will serve as a forum for discussion and consultation about policies and practices in effect, and not necessarily covered by the Agreement. The areas for discussion will include but not be limited to the following:
- (i) safety programs;
 - (ii) matters that affect the working conditions of the Employees;
 - (iii) training and promotion;
 - (iv) hiring and staffing policies; and
 - (v) discipline and discharge policies.
- (b) Employers and CEP will each appoint representatives to a union-management Committee. Meeting notes will record the business of each meeting, and copies will be made available to all Employees.
- 3.13.2 An Employee attending a union-management meeting during his scheduled hours will be entitled to his applicable hourly rate of pay. In the event that such meetings are held outside scheduled hours, Employers agree to pay Employees at their base wage rates for each meeting attended.

3.14 Health And Safety Committee:

- 3.14.1 The Health and Safety Committee is mandated to address matters concerning safe work conditions and practices, and to maintain a cooperative effort for the safety of the workforce. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

At its discretion, the Health and Safety Committee will make inspections of all job sites.

- 3.14.2 Employers and CEP will each appoint representatives to the Health and Safety Committee. At least one steward will be appointed to the Health and Safety Committee.
- 3.14.3 (a) Employers will make practicable provisions for the safety and health of their Employees during the hours of their employment. Such provisions will be made known to all Employees at the time of hire.
- (b) CEP undertakes to give full support to these objectives by promoting safety consciousness and a personal sense of responsibility among its membership.
- (c) It is the intent of the Parties to have working conditions that are safe and healthy.

- 3.14.4 An Employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive the pay he otherwise would have received for the remainder of his shift.
- 3.14.5 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 2 weeks and where the Employee qualifies for neither WCB Compensation nor Benefit Plan Coverage the Employer will provide transportation to an available facility (within Canada) near the Employee's home at no cost to the Employee.
- 3.14.6 In the event of a serious accident or an incident which could have resulted in a serious accident, the Health and Safety Committee will convene as soon as possible to review the Employer's investigation and report to the CEP.

3.14.7 Light Duty Work Programs

- (a) If an Employee is injured on the job and requires medical attention the Employee may be entitled to light duty work and will inform the attending physician of the same.
- (b) 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.
- (c) Employers will inform CEP's office of all Employees who are assigned to light duty work.

3.14.8 Safety Award

- (a) Employers will implement a Safety Award program. Its terms and conditions and implementation will be discussed and agreed upon by the Parties and documented in the Pre-Job Report, otherwise:
- (i) Safety Awards will be based on eight (8) week time periods beginning at the start of the project. There will be two (2) components to the safety awards.
- (ii) One component is an individual award and the other a crew award. Both awards will be paid on the first pay period following the completion of the eight (8) week time periods.
- (iii) The crew award will be paid if there was a no lost time accident or medical aid involving the Employer's workforce on the project during the eight (8) week time period.
- (iv) The individual award will be paid if the individual had a no lost time accident or medical aid on the project during the eight (8) week time period.

(v) Both awards are defined in **Appendix 3**.

b) Employees who are terminated for just cause or who quit prior to the completion of a specific eight (8) week period are not eligible to receive the safety award payment for that period.

3.15 Health and Welfare Funds:

3.15.1 Employers will pay the amount as set out in **Appendix 3** for all scheduled hours worked for each Employee towards the CEP Health and Welfare Fund. No amount of these payments will be deducted from an Employee's wages.

3.15.2 It is the responsibility of each Employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans, and neither CEP nor Employers have 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 Part.

3.16 Pension Plan:

3.16.1 CEP has established a pension plan for the benefit of the Employees.

3.16.2 Employers will make contributions to the pension plan or trust account for the benefit of each Employee in the amounts set out in **Appendix 3** for all hours worked by the Employee.

3.16.3 At the time the contributions are made, Employers will provide a list of Employees for whom the amounts are being remitted, the amounts remitted for each Employee, and such other information as the administrator or trustee of the pension plan or trust account may reasonably require.

3.17 Training, Humanity, and Joint Community Funds:

3.17.1 Employers agree to contribute an amount for all scheduled hours worked by their Employees as defined in **Appendix 3** to the joint Training Fund. The use of this fund will be determined by a joint committee established by CEP and each Employer. Employers and CEP will each appoint 2 persons to the committee. All contributions to this fund will be remitted as directed.

3.17.2 Employers agree to contribute an amount for all scheduled hours worked by all Employees as defined in **Appendix 3** to the CEP Humanity Fund. Such contributions shall be remitted as directed.

3.17.3 Employers agree to contribute an amount for all hours worked by all Employees as defined in **Appendix 3** to the Joint Community Fund. The use of this fund will be determined by a joint committee established by CEP and each Employer. Employers and CEP will each appoint 2 persons to the committee. All contributions to this fund will be remitted as directed.

3.18 Tools:

- 3.18.1 All Employees will supply their own tools common to their trade. Specialty tools will be provided by Employers.
- 3.18.2 Employees will be held responsible for all tools issued to them by Employers. Employers will supply adequate security for all tool storage on the site.
- 3.18.3 Tool lists, if necessary, will be established by mutual agreement between Employers and CEP. Such tool lists will form part of this Part.

3.19 Protective Equipment:

- 3.19.1 All Employees will wear CSA approved safety hats to be made available by Employers.
- 3.19.2 All Employees will wear CSA approved safety shoes where required, furnished by the Employee.
- 3.19.3 Employers will furnish Employees with safety equipment (including gloves, safety glasses and fire retardant coveralls if required) and rain gear if and when required. Such equipment will remain the property of Employers. 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. Employers will provide for the cleaning of Employer supplied fire retardant coveralls.
- 3.19.4 Prescription Safety Eyewear

Provided the CEP Health and Welfare Fund benefits do not provide coverage for Employee eyewear, Employers will reimburse any Employee 50% of the cost of prescription safety eyewear up to \$200 according to the following criteria:

- (a) The Employee must have worked 1200 hours with an Employer for the first reimbursement; and,
- (b) For any subsequent reimbursement the Employee must have worked an additional 4000 hours from the last reimbursement.

3.20 Leaves of Absence and Bereavement Pay:

- 3.20.1 Employers may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the Employee, for the following reasons:
 - (a) marriage of the Employee;
 - (b) sickness of the Employee or Employee's immediate family;
 - (c) Union activity, other than the establishment of this Part; or
 - (d) death of a family member not outlined in Article 3.20.2.

- 3.20.2 An Employee will be granted up to a 3 day leave of absence with pay, at their applicable hourly wage rate, to make arrangements for and to attend the funeral of the Employee's spouse, common law spouse, child, parent, parent-in-law, sibling, grandparent, and grandchild. Further time without pay may be granted by mutual agreement between an Employer and an Employee. To receive such pay the Employee must return to work unless notified during the leave of a layoff.
- 3.20.3 Following any leave of absence, Employees who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have quit.

3.21 Disciplinary Action:

- 3.21.1 Employers have the right to discipline or discharge Employees for just and reasonable cause. Reasonable cause may include, but shall not be restricted to:
- a) the refusal by an Employee to abide by any Employer, or Project site, safety rules and regulations;
 - b) reporting for work or working while under the influence of alcohol, illegal drugs, or being otherwise impaired;
 - c) the refusal of an Employee to abide by the terms and conditions of the following: this Agreement; Employer rules, regulations, polices and practices; Owner or HCML rules, regulations, policies and practices; or CEP rules, regulations, polices and practices.

The presence of a CEP steward or representative is mandatory at any meeting during which an Employee is disciplined.

The disciplinary record of an Employee, including letters of reprimand or warnings but not including suspensions or other discipline, shall not be used against him/her in making decisions to discipline at any time after twelve (12) months have expired since the reprimand or warning.

In cases involving suspension or discipline other than letters of reprimand or warning, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period in making decisions to discipline provided no other discipline has occurred during that time.

3.22 Adjustment of Complaints:

3.22.1 Preamble:

It is mutually desired and intended by the Parties that any dispute or complaint arising out of the interpretation of this Agreement will be communicated by the Employee to their supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a grievance. If an Employee is not satisfied with the resolution offered by their immediate supervisor they may then initiate a grievance.

HCML will be provided with immediate notice of all written grievances that have been filed. HCML will have the ability to intervene as a party in any such grievance. No relief may be granted against HCML in any proceedings instituted under this Article.

3.22.2 Grievance Procedure

The grievance procedure is designed to resolve, as quickly as practical, disputes or complaints as to the interpretation or operation of Part 3 of this Agreement.

Step One

In the event that a written grievance is submitted arising out of the interpretation or operation of Part 3 of this Agreement, except in cases of discharge or suspension, all affected Employees shall continue to work as per the conditions existing prior to the time the dispute arose. A grievance by one or more individual Employees must be served on the affected Employer within seven (7) days of the events giving rise to the grievance, and shall first be taken up with the immediate supervisor by the Employees and a CEP steward or representative. The supervisor will answer the grievance within seven (7) days of receiving the written grievance.

Step Two

If there is no satisfactory resolution at Step One the CEP must, within seven (7) days of the supervisor's answer in Step One, notify the Employer's project supervisor in writing that it intends to proceed with the grievance. The project supervisor will then have seven (7) days from the date of notification to deal with, and answer in writing, the grievance. Grievances other than those of individual Employees may be initiated at Step Two by either CEP or an Employer. A grievance initiated at Step 2 must be served on the opposing party within seven (7) days of the events giving rise to the grievance.

Step Three

If there is no satisfactory resolution from the previous steps the question may, within seven (7) days upon written request from either the CEP or the Employer be referred in writing to the President of Local 777, or his designate, and a senior manager of the Employer who will then have ten (10) days to deal with and attempt to resolve the grievance. Either party may elect to involve outside help at this step such as a regional CEP representative and/or a management representative from outside of the Project site. If the grievance is not resolved within the specified timeframe, Step Three will have concluded.

Step Four

If there is no satisfactory resolution at Step 3 then either party may, within seven (7) days of the conclusion of Step 3, serve the opposing party with notice of intent to refer the matter to arbitration, and will propose the names of one or more arbitrators. The Arbitration Procedure set out in Article 3.22.5 will then apply.

Where a grievance arising from the discharge of an Employee progresses to arbitration, either party may elect, in writing, to utilize the expedited procedure outlined in Article 3.22.6 below as an alternative to the arbitration procedure set out in Article 3.22.5. Notice of intent to elect the expedited procedure must be served on the opposing party within seven (7) days of the conclusion of Step Four.

3.22.3 National CEP Representative

It is understood that in all discussions concerning grievances, any National CEP Representative may accompany the CEP in their meetings and the National CEP Representative may call upon members of the CEP or any other Employee to accompany them in their meetings with Employer's officials.

3.22.4 Time Limit

- (a) In the event a grievance has not been served, or has not been advanced to the next step within any of the time limits set forth in this Article, then the grievance shall be deemed to be waived and abandoned, all rights of recourse to the adjustment of complaints under this Agreement in respect of this grievance shall be at an end, and no arbitrator shall have jurisdiction to relieve against the waiver and abandonment of the grievance.
- (b) The time limit between steps may be extended by mutual consent in writing.
- (c) The party agreeing to the extension of any time limit in this Article will immediately provide a copy of the extension agreement to HCML.

3.22.5 Arbitration Procedure

- (a) Following service of the notice of intent to arbitrate referenced in Section 1, Step Four, the Employer and the CEP will endeavour to agree upon the selection of the arbitrator. In the event the parties are unable to agree upon the selection of the arbitrator, either party may apply, within fifteen (15) days of service of the intent to arbitrate to have an arbitrator appointed under the appropriate provisions of the *Code*.
- (b) After the arbitrator has been chosen he shall meet and hear evidence of both sides and render a decision within fifteen (15) days after he has concluded his hearings, said decision to be final and binding upon all parties to this Agreement.

- (c) The parties shall bear in equal portions the fees and expenses of the arbitrator and rental of any premises used for the hearing.
- (d) The arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no authority to alter, modify, subtract from or supplement them in any way.
- (e) In the case of discharge or suspension which the arbitrator has determined to have been unjust the arbitrator shall, unless he deems it inappropriate, order the reinstatement of the Employee with back pay in an amount to be determined by the arbitrator.

3.22.6 Expedited Arbitration in Certain Discharge Cases

- (a) A predetermined choice from a panel of six (6) arbitrators, each of whom shall be appointed for a two (2) year term, shall be selected by mutual agreement of the affected Employer and the CEP. Grievances processed under this section shall be assigned to the arbitrators on a rotational basis.
- (b) An arbitrator must meet and hear the evidence of both parties within fifteen (15) days after assignment. If an arbitrator is unable to commit to do so, the grievance shall immediately be assigned to the next arbitrator in order of rotation.
- (c) The unavailability of counsel shall not be a reason to delay an arbitration under this section.
- (d) The parties will endeavour to agree on a statement of material facts, which may be submitted to the arbitrator in advance of the hearing.
- (e) The arbitrator will give his decision and his written reasons within one week after the hearing. The reasons need not accompany the decision. Neither the decision nor the reasons will form precedent.
- (f) The provisions of Articles 3.22.5 as they apply to discharge, shall apply to this Article.

3.23 Administration Fund:

3.23.1 Employers will contribute an amount for all scheduled hours worked by their Employees as defined in **Appendix 3** to the CEP Administration Fund. This fund will be used by CEP to fulfill its obligations to Employees, Employers, and HCML in respect of this Agreement and the Project.

3.24 Dues and Trust Fund Payments:

- 3.24.1 The Parties acknowledge that delinquent payments to CEP for dues referenced in Article 3.7 or for any of the Employer contributions to the Funds established in Articles 3.15, 3.16, 3.17, and 3.23 will pose a serious threat to the plan participants. Therefore the Trustees of the Funds are empowered to take any action in law necessary to collect all funds owing, and to impose remedies and damages stipulated by the Trust Agreements. All costs of such collection will be borne by the Employer. The Trustees are also empowered to review the wage and remittance records of an Employer for the purposes of ensuring that the Employer is complying with its duties in those Articles.
- 3.24.2 Contributions will be made as directed by the CEP pursuant to Articles 3.7, 3.15, 3.16, 3.17, and 3.23 within 15 days following every second pay cycle, together with an itemized list of the Employees for whom the contributions are made and the amount remitted for each.
- 3.24.3 In the event that the Employer fails to make the proper remittance, CEP will notify the Employer of this failure. The Employer will then have 2 days to correct this error.
- 3.24.4 Further to Article 3.24.1, if the Employer continues to be delinquent in its remittance to CEP as outlined in Articles 3.7, 3.15, 3.16, 3.17, and 3.23 CEP, the administrator, or the Trustee, as the case may be, may impose a penalty of 1% per month on the amount owing.
- 3.24.5 An Employer's only responsibilities in respect of the plans set out in Articles 3.15, 3.16, 3.17, and 3.23 are as set out in those Articles, and Employers will not be responsible for any aspect of the management or administration of the funds described in those Articles. If an Employer satisfies all its obligations in this Article relating to Articles 3.7, 3.15, 3.16, 3.17, and 3.23, CEP will indemnify and save the Employer harmless for any claims relating to the remittances described in those Articles, or the administration of the funds or plans described in those Articles, excluding any costs the Employer incurs defending such claims.
- 3.24.6 Employers will, and will be deemed to, keep all CEP dues deducted and all contributions to the Funds set out in Articles 3.7, 3.15, 3.16, 3.17, and 3.23 separate and apart from its own monies. Employers will, and will be deemed to, hold the sum in trust on behalf of the Employees until they have paid such monies to the applicable Trust Fund or CEP office. In the event of the bankruptcy (or any similar event) of an Employer, an amount equal to the amount that is owed to the applicable Trust Fund or CEP office for CEP dues and contributions that the Employees are entitled to, will be deemed to be separate from and form no part of the estate that is in bankruptcy (or any similar event), whether or not that amount has in fact been kept separate and apart from the Employer's own money.

3.25 Reviews and Interest Arbitration:

- 3.25.1 This Part and **Appendix 3** will be subject to review by the Parties commencing 90 days prior to May 1, 2010 and May 1, 2012, or at a mutually agreed upon time. Failure by the Parties to reach agreement 60 days prior to these dates will entitle either Party to notify the other of its intention to proceed to interest arbitration where all outstanding issues will be decided.
- 3.25.2 The Party initiating the interest arbitration will do so by forwarding a letter to the other specifying the name of its nominee to an interest arbitration board. The Party receiving the notice will within 10 days of receipt of the same, notify the other of the name of its nominee to the interest arbitration board.
- 3.25.3 The 2 nominees will attempt to agree upon a third party to be chair of the interest arbitration board.
- 3.25.4 Should the Party receiving the notice, refuse or fail to name a nominee within 10 days of receipt of same, or should the 2 nominees fail to select a chair within 20 days of the initial letter referring the matter to arbitration, either Party may apply to the Director pursuant to Section 137 of the *Code* to appoint the nominee or the chair, as the case may be.
- 3.25.5 The interest arbitration board will be encouraged to commence a hearing within 30 days of the appointment of the chair, and to render a decision within 10 days of the conclusion of the hearing.
- 3.25.6 The authority of the interest arbitration board will be as set out in Section 143 of the *Code*. The interest arbitration board will not have authority to change any provisions in this Part that has not been referred as a matter in dispute.
- 3.25.7 The decision of a majority of the members of the interest arbitration board will be the decision of the board, and if there is no majority, the decision of the chair will be the decision of the interest arbitration board.
- 3.25.8 Should the Parties disagree as to the meaning of the interest arbitration board's decision, either Party may apply to the interest arbitration board for clarification of the decision and the interest arbitration board will make every effort to respond within 5 days.
- 3.25.9 Each Party will be responsible for the fees and expenses of its nominee and its witnesses and the Parties will share equally the fees and expenses of the chair of the interest arbitration board.

3.26 Amendments:

3.26.1 The provisions set out in this Part may be amended by mutual agreement between the Parties.

3.26.2 Pre-Job Conferences and Reports

- (a) Employers will notify CEP that a job has been awarded to it following the award. Prior to the start of each job, a pre-job conference will be held to determine all site-specific issues as outlined in this Part. This conference must be conducted in person, and HCML shall be invited to the conference. HCML must approve any agreement reached by CEP and the Employer. These conferences may not be used to attempt to modify any Articles in Part 2 of this Agreement. A suggested form for Pre-Job Report used to document a pre-job conference under this Article is attached as part of **Appendix 3**.
- (b) A copy of the Pre-Job Report will be provided to the Employer, HCML, CEP and the job steward(s).

PART 4. TERMS AND CONDITIONS APPLYING TO SPECIAL PROJECTS WORK

4.1 Terms and Conditions that apply to Special Projects Work:

- 4.1.1 In **Appendix 2**, the Parties have identified those parts of the Project initially declared to be Special Projects Work. HCML may declare other Work to be Special Projects Work, in which case this Part will apply to it. HCML may remove projects from the Special Projects Work category, in which case this Part will not apply to that Work.
- 4.1.2 HCML will review all projects under way at the time this Agreement becomes effective, and will determine which of these projects will be declared Special Projects Work. Such projects will be governed by Part 6 of the Principal Agreement.

PART 5. GENERAL TERMS AND CONDITIONS

5.1 Severability:

- 5.1.1 If any provision of this Agreement is held invalid, illegal or unenforceable for any reason:
- (a) the validity, legality and enforceability of the remaining provisions of this Agreement (including, without limitation, all portions of any paragraph of this Agreement containing any such provision held to be invalid, illegal or unenforceable, that are not of themselves in the whole invalid, illegal or unenforceable) will not in any way be effected or impaired thereby;
 - (b) to the fullest extent possible, the provisions of this Agreement (including, without limitation, all portions of any paragraph of this Agreement containing any such provision held to be invalid, illegal or unenforceable, that are not of themselves in the whole invalid, illegal or unenforceable) will be construed so as to give effect to the intent manifested by the provision which is held to be invalid, illegal or unenforceable.

5.2 Governing Law:

- 5.2.1 This Agreement will, in all respects, be subject to, interpreted, construed and enforced in accordance with and under the laws of Alberta and will, in all respects, be treated as a contract made in Alberta.

5.3 Assignment:

- 5.3.1 This Agreement may be assigned by HCML. This Agreement will be binding upon and will enure to the benefit of the Parties, their respective administrators, trustees, receivers, successors and assigns.

5.4 Amendments of Agreement:

- 5.4.1 The Parties may amend this Agreement at any time.
- 5.4.2 All amendments or modifications will be effective when agreed to in writing between CEP and HCML, subject to written approval of the CEP Western Region Vice President, or his designate, and the Senior Vice-President of HCML, or such amendment or modification will have no effect and will be void. Provided, however, that where HCML is given the power under this Agreement to make declarations, enter other Project Agreements, or take any other action unilaterally, no such amendments or modifications to this Agreement will be necessary.

5.5 Plural and Neutral Gender:

5.5.1 Unless herein otherwise expressly provided or unless the context otherwise requires, words importing the singular include the plural and vice versa, and words importing a gender will include the masculine, feminine or neutral gender.

5.6 Notice:

5.6.1 Notices by Employers to their Employees will be given in writing as agreed to by the Employer, their Employees, and CEP, or according to the established custom of the Employer. However, all disciplinary notices must be given in writing.

5.6.2 Notice amongst HCML, CEP, and specific Employers will be given in writing as agreed by the parties except notices between the Parties under Article 5.6.3.

5.6.3 However, notices strictly between the Parties will be given by facsimile or written communication. The facsimile numbers and addresses at which service may be effected on a Party under this Article will be those indicated next to that Party's signing space below. These numbers may be changed by notice to the other Party in accordance with this Article. Electronic mail will not be deemed an acceptable form for these notices.

IN WITNESS WHEREOF the Parties have executed this Agreement effective the day and year first above written.

Suite #2500, 855 – 2nd Street SW
Calgary, AB T2P 4J8
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HORIZON CONSTRUCTION MANAGEMENT LTD.

Per: _____
Réal Doucet, Senior Vice-President

Per: _____
Lynn Marie Zeidler, Vice-President

202, 9940 – 106 Street, Suite 102
Edmonton, Alberta T5K 2N2

**COMMUNICATION, ENERGY AND
PAPERWORKERS UNION (CEP), LOCAL 777**

Per: _____
Jan Noster, President, Construction, Maintenance
and Allied Workers

Per: _____
Pat Haggarty, Secretary Treasurer, Construction,
Maintenance and Allied Workers

This is the execution page to the **HORIZON OIL SANDS PROJECT COLLECTIVE AGREEMENT FOR ALL EMPLOYEES PURSUANT TO THE HORIZON OIL SANDS PROJECT DESIGNATION REGULATION, O.C. 565/2004, ALTA. GAZ, DECEMBER 31, 2004, (LABOUR RELATIONS CODE, DIVISION 8)** made effective the 23rd day of February, 2006 between **HORIZON CONSTRUCTION MANAGEMENT LTD.** and **COMMUNICATION, ENERGY AND PAPERWORKERS (CEP), LOCAL 777**



APPENDIX 1**HORIZON OIL SANDS PROJECT
DESIGNATION REGULATION****Definition**

1. In this Regulation, “Code” means the *Labour Relations Code*.

Designation of Project

2. For the purposes of section 196 of the Code,
 - (a) the project known as the Horizon Oil Sands Project is designated as a project to which Division 8 of Part 3 of the Code applies,
 - (b) Horizon Construction Management Ltd. is designated as the principal contractor of the Horizon Oil Sands Project,
 - (c) Horizon Construction Management Ltd. is authorized to bargain collectively in respect of the Horizon Oil Sands Project, and
 - (d) the scope of construction in respect of the Horizon Oil Sands Project to which a collective agreement under Division 8 of Part 3 will apply is all construction Work until completion of phases 1, 2 and 3 of the Project.
3. For the purpose of ensuring that this Regulation is reviewed for ongoing relevancy and necessity, with the option that it may be repassed in its present or an amended form following a review, this Regulation expires on September 30, 2014.



APPENDIX 2**SPECIAL PROJECTS WORK**

The following Work is Special Projects Work, and only those provisions of this Agreement referenced in Part 4 will apply to it:

- All work falling within the Road Building and Heavy Construction, Pipeline Construction, and Specialty Construction sectors as set out in the *Code* and the Construction Industry Transition Regulation;
- Modular construction and assembly, except where it occurs on the Project site;
- Commissioning of the Project, or any parts of it;
- Site preparation work;
- Removal or relocation of overburden material, and all work associated with these activities;
- All work associated with providing electrical, gas, and other utilities to the Project site;
- Fabrication, construction, installation, and operation of all camps, including all catering services provided in respect of camps;
- Concrete and aggregate production and delivery where the materials are not produced or obtained on the Project site;
- Provision of scaffolding materials and supplies;
- Engineering surveying done by a contractor who does not otherwise employ any employees;
- Construction and installation of gas, feed, or product pipelines to and from the Project site;
- All other pipeline work within the site boundaries;
- Construction of non-process buildings and structures, including all administration buildings;
- NDE, NDT, heat treating and testing, and other testing services;
- Crane rentals, including agreements where an operator is supplied with the crane;
- Heavy hauling within the site boundaries;
- Commercial building piling work within the site boundaries;
- Soils and concrete testing;
- Waste management, including landfill operations;

- Supply and servicing of radios;
- Communications systems installation, including installation of fiberoptics and computer lines and systems;
- Engineering survey services;
- Air transportation;
- Bussing (on and off site);
- Aerodrome operation and maintenance;
- Fuel supply services;
- Security services;
- Card access systems installation and maintenance;
- Construction gasses ;
- Propane supply;
- First aid and medical services;
- All operations work;
- All clerical, technical, and management work;
- All delivery services to and from site;
- Cleaning and janitorial, including that performed within the camps; and
- All other work on the Project site which is non-construction or maintenance work;

APPENDIX 3**Schedule A-0****Horizon Oilsands Project Site - Industrial Construction****Classification and Base Hourly Wage Rates**

February 04, 2008 to April 30, 2008

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Top Up Bonus	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund				
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.75	\$0.50	
Boilermaker	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Bricklayer-Masonry	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Bricklayer-Refractory	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Carpenter	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Cement Finisher	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Cladder	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Decker	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Drywall Taper	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Electrician	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Elevator Constructor	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Floor Coverer	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Gas Fitter	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Glass Worker	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Instrumentation Technician	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Insulator	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Ironworker - Reinforcing	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Ironworker - Structural	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Labourer - Entry Level	\$16.41	\$1.64	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$24.45	\$1.50	\$0.50	\$26.45
Labourer - Intermediate	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.50	\$0.50	\$28.56
Labourer - Skilled	\$20.58	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.04	\$1.50	\$0.50	\$31.04
Lat. Int. System Mech.	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Mechanic	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Mechanic - Heavy Duty	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Millwright	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Operator, Boom Truck	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Operator, Crane 0-49 T	\$32.18	\$3.22	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.80	\$1.75	\$0.50	\$44.05
Operator, Crane 50-249 T	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Operator, Crane +250 T	\$33.80	\$3.38	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.58	\$1.75	\$0.50	\$45.83
Operator Equipment - Light	\$27.86	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.05	\$1.75	\$0.50	\$39.30
Operator Equipment - Heavy	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Painter	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Pipefitter	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Plasterer	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Plumber	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64

Schedule A-0
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
February 04, 2008 to April 30, 2008

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Top Up Bonus	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund				
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.75	\$0.50	
Refrigeration Mechanic	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Roofer	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Scaffolder	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Sheet Metal Worker	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Sheeter	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Sprinkler Fitter	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Steamfitter	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64
Tile Setter	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Truck Driver - Basic	\$20.58	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.04	\$1.75	\$0.50	\$31.29
Truck Driver - Intermediate	\$27.86	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.05	\$1.75	\$0.50	\$39.30
Truck Driver - Heavy	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Welder	\$31.02	\$3.10	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.52	\$1.75	\$0.50	\$42.77
Welder - B Pressure	\$32.72	\$3.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.39	\$1.75	\$0.50	\$44.64

Schedule A-0
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
February 04, 2008 to April 30, 2008

Employer Contributions												
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Top Up Bonus	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.75	\$0.50	
Apprentice - Boilermaker												
1st year (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
2nd year (75%)	\$24.54	\$2.45	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.39	\$1.75	\$0.50	\$35.64
3rd year (90%)	\$29.45	\$2.94	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.79	\$1.75	\$0.50	\$41.04
Apprentice - Carpenter/Scaffolder												
1st year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
2nd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
3rd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
4th year (90%)	\$27.92	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.11	\$1.75	\$0.50	\$39.36
Apprentice - Cement Finisher												
1st year (65%)	\$20.16	\$2.02	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.58	\$1.75	\$0.50	\$30.83
2nd year (75%)	\$23.27	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.99	\$1.75	\$0.50	\$34.24
3rd year (85%)	\$26.37	\$2.64	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.40	\$1.75	\$0.50	\$37.65
Apprentice - Electrician, Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
3rd year (70%)	\$22.90	\$2.29	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.59	\$1.75	\$0.50	\$33.84
4th year (80%)	\$26.18	\$2.62	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.19	\$1.75	\$0.50	\$37.44
Apprentice - Elevator Constructor												
Helper (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
Helper 1 (70%)	\$22.90	\$2.29	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.59	\$1.75	\$0.50	\$33.84
Helper 2 (75%)	\$24.54	\$2.45	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.39	\$1.75	\$0.50	\$35.64
Helper 3 (80%)	\$26.18	\$2.62	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.19	\$1.75	\$0.50	\$37.44
Apprentice - Gas Fitter 1st Class												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
3rd year (80%)	\$26.18	\$2.62	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.19	\$1.75	\$0.50	\$37.44
Apprentice - Gas Fitter 2nd Class												
1st year (90%)	\$29.45	\$2.94	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.79	\$1.75	\$0.50	\$41.04
2nd year (95%)	\$31.08	\$3.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.59	\$1.75	\$0.50	\$42.84
Apprentice - Glass Worker												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
3rd year (65%)	\$20.16	\$2.02	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.58	\$1.75	\$0.50	\$30.83
4th year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54

Schedule A-0
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
February 04, 2008 to April 30, 2008

Employer Contributions												
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Top Up Bonus	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.75	\$0.50	
Apprentice - Instrument Technician												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (65%)	\$21.27	\$2.13	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.79	\$1.75	\$0.50	\$32.04
3rd year (75%)	\$24.54	\$2.45	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.39	\$1.75	\$0.50	\$35.64
4th year (85%)	\$27.81	\$2.78	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.99	\$1.75	\$0.50	\$39.24
Apprentice - Insulator												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
3rd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
4th year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
Apprentice - Lat. Int. System Mech.												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
3rd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
Apprentice - Mechanic												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
3rd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
4th year (90%)	\$27.92	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.11	\$1.75	\$0.50	\$39.36
Apprentice - Operator, Boom Truck												
1st year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
2nd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
Apprentice - Operator, Mobile Crane												
1st year (70%)	\$22.53	\$2.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.18	\$1.75	\$0.50	\$33.43
2nd year (80%)	\$25.74	\$2.57	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.72	\$1.75	\$0.50	\$36.97
3rd year (90%)	\$28.96	\$2.90	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.26	\$1.75	\$0.50	\$40.51
Apprentice - Operator, Tower Crane												
1st year (70%)	\$22.53	\$2.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.18	\$1.75	\$0.50	\$33.43
2nd year (85%)	\$27.35	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.49	\$1.75	\$0.50	\$38.74
Apprentice - Painter												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (75%)	\$23.27	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.99	\$1.75	\$0.50	\$34.24
3rd year (85%)	\$26.37	\$2.64	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.40	\$1.75	\$0.50	\$37.65

Schedule A-0
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
February 04, 2008 to April 30, 2008

Employer Contributions												
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Top Up Bonus	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.75	\$0.50	
Apprentice - Refrigeration Mech.												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
3rd year (75%)	\$24.54	\$2.45	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.39	\$1.75	\$0.50	\$35.64
4th year (85%)	\$27.81	\$2.78	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.99	\$1.75	\$0.50	\$39.24
Apprentice - Reinforcing Ironworker												
1st year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
2nd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
3rd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
4th year (90%)	\$27.92	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.11	\$1.75	\$0.50	\$39.36
Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright												
1st year (60%)	\$19.63	\$1.96	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.00	\$1.75	\$0.50	\$30.25
2nd year (70%)	\$22.90	\$2.29	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.59	\$1.75	\$0.50	\$33.84
3rd year (80%)	\$26.18	\$2.62	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.19	\$1.75	\$0.50	\$37.44
4th year (90%)	\$29.45	\$2.94	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.79	\$1.75	\$0.50	\$41.04
Apprentice - Roofer												
1st year (65%)	\$20.16	\$2.02	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.58	\$1.75	\$0.50	\$30.83
2nd year (75%)	\$23.27	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.99	\$1.75	\$0.50	\$34.24
3rd year (85%)	\$26.37	\$2.64	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.40	\$1.75	\$0.50	\$37.65
4th year (95%)	\$29.47	\$2.95	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.82	\$1.75	\$0.50	\$41.07
Apprentice - Sheet Metal Worker												
1st year	\$18.33	\$1.83	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.56	\$1.75	\$0.50	\$28.81
2nd year (65%)	\$20.16	\$2.02	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.58	\$1.75	\$0.50	\$30.83
3rd year (75%)	\$23.27	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.99	\$1.75	\$0.50	\$34.24
4th year (85%)	\$26.37	\$2.64	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.40	\$1.75	\$0.50	\$37.65
Apprentice - Tile Setter												
1st year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
2nd year (70%)	\$21.71	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.29	\$1.75	\$0.50	\$32.54
3rd year (80%)	\$24.82	\$2.48	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.70	\$1.75	\$0.50	\$35.95
Apprentice - Welder												
1st year (60%)	\$18.61	\$1.86	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.87	\$1.75	\$0.50	\$29.12
2nd year (75%)	\$23.27	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.99	\$1.75	\$0.50	\$34.24
3rd year (90%)	\$27.92	\$2.79	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.11	\$1.75	\$0.50	\$39.36

Schedule A-1
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2008 to July 31, 2008

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Boilermaker	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Bricklayer-Masonry	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Bricklayer-Refractory	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Carpenter	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Cement Finisher	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Cladder	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Decker	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Drywall Taper	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Electrician	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Elevator Constructor	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Floor Coverer	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Gas Fitter	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Glass Worker	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Instrumentation Technician	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Insulator	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Ironworker - Reinforcing	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Ironworker - Structural	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Labourer - Entry Level	\$17.63	\$1.76	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$25.80	\$1.50	\$27.30
Labourer - Intermediate	\$19.70	\$1.97	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.07	\$1.50	\$29.57
Labourer - Skilled	\$22.11	\$2.21	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.72	\$1.50	\$32.22
Lat. Int. System Mech.	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Mechanic	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Mechanic - Heavy Duty	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Millwright	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Operator, Boom Truck	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Operator, Crane 0-49 T	\$34.58	\$3.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.44	\$1.50	\$45.94
Operator, Crane 50-249 T	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Operator, Crane +250 T	\$36.32	\$3.63	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.35	\$1.50	\$47.85
Operator Equipment - Light	\$29.94	\$2.99	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.33	\$1.50	\$40.83
Operator Equipment - Heavy	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Painter	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Pipefitter	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Plasterer	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Plumber	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57

Schedule A-1
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2008 to July 31, 2008

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Refrigeration Mechanic	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Rofer	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Scaffolder	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Sheet Metal Worker	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Sheeter	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Sprinkler Fitter	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Steamfitter	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57
Tile Setter	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Truck Driver - Basic	\$22.11	\$2.21	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.72	\$1.50	\$32.22
Truck Driver - Intermediate	\$29.94	\$2.99	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.33	\$1.50	\$40.83
Truck Driver - Heavy	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Welder	\$33.33	\$3.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$43.06	\$1.50	\$44.56
Welder - B Pressure	\$35.16	\$3.52	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.07	\$1.50	\$46.57

Schedule A-1
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2008 to July 31, 2008

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Boilermaker											
1st year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
2nd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
3rd year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Carpenter/Scaffolder											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Cement Finisher											
1st year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
2nd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
3rd year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Electrician, Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter											
1st year(60%)	\$21.09	\$2.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.60	\$1.50	\$31.10
2nd year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
3rd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
4th year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Elevator Constructor											
Helper (60%)	\$21.09	\$2.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.60	\$1.50	\$31.10
Helper 1 (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
Helper 2 (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
Helper 3 (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Gas Fitter 1st Class											
1st year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
2nd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
3rd year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Glass Worker											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90

Schedule A-1
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2008 to July 31, 2008

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Instrument Technician											
1st year (60%)	\$21.09	\$2.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.60	\$1.50	\$31.10
2nd year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
3rd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
4th year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Insulator											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Lat. Int. System Mech.											
1st year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
2nd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
3rd year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Mechanic											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Operator, Boom Truck											
1st year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
2nd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
Apprentice - Operator, Mobile Crane											
1st year (70%)	\$24.20	\$2.42	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.02	\$1.50	\$34.52
2nd year (80%)	\$27.66	\$2.77	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.83	\$1.50	\$38.33
3rd year (90%)	\$31.12	\$3.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.63	\$1.50	\$42.13
Apprentice - Painter											
1st year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
2nd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
3rd year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90

Schedule A-1
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2008 to July 31, 2008

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Refrigeration Mech.											
1st year (60%)	\$21.09	\$2.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.60	\$1.50	\$31.10
2nd year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
3rd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
4th year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$41.71
Apprentice - Reinforcing Ironworker											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright											
1st year (60%)	\$21.09	\$2.11	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.60	\$1.50	\$31.10
2nd year (70%)	\$24.61	\$2.46	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.47	\$1.50	\$34.97
3rd year (80%)	\$28.13	\$2.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.34	\$1.50	\$38.84
4th year (90%)	\$31.64	\$3.16	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.21	\$1.50	\$42.71
Apprentice - Roofer											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Sheet Metal Worker											
1st year (60%)	\$20.00	\$2.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.40	\$1.50	\$29.90
2nd year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
3rd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
4th year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Tile Setter											
1st year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
2nd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
3rd year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90
Apprentice - Welder											
1st year (70%)	\$23.33	\$2.33	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.06	\$1.50	\$33.56
2nd year (80%)	\$26.66	\$2.67	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$35.73	\$1.50	\$37.23
3rd year (90%)	\$30.00	\$3.00	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$39.40	\$1.50	\$40.90

Schedule A-2
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
August 01, 2008 to April 30, 2009

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Boilermaker	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Bricklayer-Masonry	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Bricklayer-Refractory	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Carpenter	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Cement Finisher	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Cladder	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Decker	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Drywall Taper	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Electrician	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Elevator Constructor	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Floor Coverer	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Gas Fitter	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Glass Worker	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Instrumentation Technician	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Insulator	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Ironworker - Reinforcing	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Ironworker - Structural	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Labourer - Entry Level	\$18.12	\$1.81	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$26.33	\$1.50	\$27.83
Labourer - Intermediate	\$20.24	\$2.02	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$28.67	\$1.50	\$30.17
Labourer - Skilled	\$22.73	\$2.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.40	\$1.50	\$32.90
Lat. Int. System Mech.	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Mechanic	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Mechanic - Heavy Duty	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Millwright	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Operator, Boom Truck	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Operator, Crane 0-49 T	\$35.54	\$3.55	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$45.49	\$1.50	\$46.99
Operator, Crane 50-249 T	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Operator, Crane +250 T	\$37.32	\$3.73	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$47.46	\$1.50	\$48.96
Operator Equipment - Light	\$30.76	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.24	\$1.50	\$41.74
Operator Equipment - Heavy	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Painter	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Pipefitter	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Plasterer	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Plumber	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64

Schedule A-2
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
August 01, 2008 to April 30, 2009

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Refrigeration Mechanic	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Roofer	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Scaffolder	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Sheet Metal Worker	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Sheeter	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Sprinkler Fitter	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Steamfitter	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64
Tile Setter	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Truck Driver - Basic	\$22.73	\$2.27	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$31.40	\$1.50	\$32.90
Truck Driver - Intermediate	\$30.76	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.24	\$1.50	\$41.74
Truck Driver - Heavy	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Welder	\$34.25	\$3.43	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$44.08	\$1.50	\$45.58
Welder - B Pressure	\$36.13	\$3.61	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$46.14	\$1.50	\$47.64

Schedule A-2
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
August 01, 2008 to April 30, 2009

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Boilermaker											
1st year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
2nd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
3rd year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Carpenter/Scaffolder											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Cement Finisher											
1st year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
2nd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
3rd year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Electrician, Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter											
1st year (60%)	\$21.68	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.25	\$1.50	\$31.75
2nd year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
3rd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
4th year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Elevator Constructor											
Helper (60%)	\$21.68	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.25	\$1.50	\$31.75
Helper 1 (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
Helper 2 (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
Helper 3 (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Gas Fitter 1st Class											
1st year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
2nd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
3rd year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Glass Worker											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81

Schedule A-2
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
August 01, 2008 to April 30, 2009

			Employer Contributions								
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Instrument Technician											
1st year (60%)	\$21.68	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.25	\$1.50	\$31.75
2nd year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
3rd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
4th year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Insulator											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Lat. Int. System Mech.											
1st year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
2nd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
3rd year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Mechanic											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Operator, Boom Truck											
1st year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
2nd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
Apprentice - Operator, Mobile Crane											
1st year (70%)	\$24.87	\$2.49	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$33.76	\$1.50	\$35.26
2nd year (80%)	\$28.43	\$2.84	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$37.67	\$1.50	\$39.17
3rd year (90%)	\$31.98	\$3.20	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$41.58	\$1.50	\$43.08
Apprentice - Painter											
1st year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
2nd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
3rd year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81

Schedule A-2
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
August 01, 2008 to April 30, 2009

			Employer Contributions								
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Refrigeration Mech.											
1st year (60%)	\$21.68	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.25	\$1.50	\$31.75
2nd year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
3rd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
4th year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Reinforcing Ironworker											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright											
1st year (60%)	\$21.68	\$2.17	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$30.25	\$1.50	\$31.75
2nd year (70%)	\$25.29	\$2.53	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$34.22	\$1.50	\$35.72
3rd year (80%)	\$28.91	\$2.89	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$38.20	\$1.50	\$39.70
4th year (90%)	\$32.52	\$3.25	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$42.17	\$1.50	\$43.67
Apprentice - Roofer											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Sheet Metal Worker											
1st year (60%)	\$20.55	\$2.06	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$29.01	\$1.50	\$30.51
2nd year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
3rd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
4th year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Tile Setter											
1st year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
2nd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
3rd year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81
Apprentice - Welder											
1st year (70%)	\$23.98	\$2.40	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$32.78	\$1.50	\$34.28
2nd year (80%)	\$27.40	\$2.74	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$36.54	\$1.50	\$38.04
3rd year (90%)	\$30.83	\$3.08	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24	\$40.31	\$1.50	\$41.81

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Boilermaker	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Bricklayer-Masonry	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Bricklayer-Refractory	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Carpenter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Cement Finisher	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Cladder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Decker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Drywall Taper	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Electrician	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Elevator Constructor	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Floor Coverer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Gas Fitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Glass Worker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Instrumentation Technician	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Insulator	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Ironworker - Reinforcing	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Ironworker - Structural	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Labourer - Entry Level	\$18.93	\$1.89	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$27.72	\$1.50	\$29.22
Labourer - Intermediate	\$21.14	\$2.11	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.16	\$1.50	\$31.66
Labourer - Skilled	\$23.74	\$2.37	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$33.01	\$1.50	\$34.51
Lat. Int. System Mech.	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Mechanic	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Mechanic - Heavy Duty	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Millwright	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Operator, Boom Truck	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Operator, Crane 0-49 T	\$37.12	\$3.71	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$47.73	\$1.50	\$49.23
Operator, Crane 50-249 T	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Operator, Crane +250 T	\$38.99	\$3.90	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$49.79	\$1.50	\$51.29
Operator Equipment - Light	\$32.14	\$3.21	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.25	\$1.50	\$43.75
Operator Equipment - Heavy	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Painter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Pipefitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Plasterer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Plumber	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2009 to April 30, 2010

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Refrigeration Mechanic	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Roofer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Scaffolder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sheet Metal Worker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sheeter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sprinkler Fitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Steamfitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Tile Setter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Truck Driver - Basic	\$23.74	\$2.37	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$33.01	\$1.50	\$34.51
Truck Driver - Intermediate	\$32.14	\$3.21	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.25	\$1.50	\$43.75
Truck Driver - Heavy	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Welder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Welder - B Pressure	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Boilermaker											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Carpenter/Scaffolder											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Cement Finisher											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Electrician, Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter											
1st year(60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Elevator Constructor											
Helper (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
Helper 1 (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
Helper 2 (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
Helper 3 (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Gas Fitter 1st Class											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Glass Worker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Instrument Technician											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Insulator											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Lat. Int. System Mech.											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Mechanic											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Operator, Boom Truck											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
Apprentice - Operator, Mobile Crane											
1st year (70%)	\$25.98	\$2.60	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.48	\$1.50	\$36.98
2nd year (80%)	\$29.70	\$2.97	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$39.57	\$1.50	\$41.07
3rd year (90%)	\$33.41	\$3.34	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$43.65	\$1.50	\$45.15
Apprentice - Painter											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Refrigeration Mech.											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Reinforcing Ironworker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Roofer											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Sheet Metal Worker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Tile Setter											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Welder											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82

APPENDIX 3

Schedule "A" Notes:

1. Premiums

- a) The compensation in Schedule A-0 does not include the Top-up Bonus implemented for the period October 30, 2007 to April 30, 2008.
- b) The following premiums will be negotiated at the Pre-Job conference and documented in the Pre-Job Report as per **Article 3.8.7 and 3.26.2:**

General Foreman, Foreman, Lead Hand, CWB Welder, Alloy Welder, First Aid w/CPR, Dual Ticket, Construction Safety Officer (CSO), Leadership for Safety Excellence (LSE) premiums; and, any compensation adjustments in accordance with **Article 2.5**, and the safety or performance bonuses which do not to exceed the Bonus specified in Schedule A-1, A-2 and A-3.

- c) The following premiums will apply in accordance with Article 3.8.7:

Crane	\$0.20 /hr per 10 tonnes over 66 tonnes
Steward	\$0.50 /hr
Steward w/ Tool Box 1	\$0.75 /hr
Steward w/ Tool Box 2	\$1.00 /hr
Steward w/ Tool Box 3	\$1.25 /hr
Chief Steward w/ Tool Box 1	\$1.50 /hr
Chief Steward w/ Tool Box 2	\$1.75 /hr
Chief Steward w/ Tool Box 3	\$2.00 /hr
Night Shift	\$2.00 /hr

2. The Employer may implement a bonus to achieve the objectives of sub **Article 2.5.1** and a safety program, as determined by the Employer and such programs will be documented in the Pre-Job Report and shall not exceed the Bonus specified in Schedule A-1, A-2 and A-3 unless specifically approved by HCML.
3. Direct service providers or individual subcontractors, including rig welders, all inclusive rates are in accordance with this **Appendix 3**, where applicable.
4. Unless otherwise stated below, all Articles of the Agreement which would apply to direct service providers or individual subcontractors, who supply the services of one person, as if they were Employees will apply to them. The following additional terms will apply to direct service providers or individual subcontractors. To the extent the following terms conflict with other Articles in the Agreement which apply to direct service providers or individual subcontractors, the following terms shall prevail.

- a) Rate schedules and other provisions applicable to various direct service providers' and individual subcontractors' classifications or work descriptions are as set forth in this **Appendix 3** as applicable.
- b) An Employer, wishing to make use of direct service providers or individual subcontractors, and the CEP, with rights to represent the direct service providers or individual subcontractors, shall meet to discuss the specific needs and requirements for the use of direct service providers or individual subcontractors for specific Work. Mutual consent of the Employer, CEP and direct service provider or individual subcontractor is required and shall not be unreasonably withheld. A grievance may be filed if a party believes that consent is being unreasonably withheld. The direct service provider or individual subcontractor shall remain a member in good standing with the CEP. The direct service provider/subcontractor shall be governed by the terms and conditions for the payment of wages and benefits as stipulated in **Appendix 3**, where applicable.
- c) Rig rental rates shall remain exclusively a matter between the Employer and the Employee and shall under no circumstance be construed to be the responsibility of the CEP. The rig welder rate inclusive of personnel and equipment, as applicable to the specific welder classifications, are as set forth in this **Appendix 3** which forms part of the Agreement.
- d) Additional direct service provider or individual subcontractor classifications may be established only by mutual agreement between the Employer, HCML and the Union during the term of this Agreement, and any all inclusive rates negotiated between the Employer and the Union will be subject to HCML approval.
- e) Direct service providers or individual subcontractors are not eligible for: Vacation Pay, Holiday Pay or Overtime Premiums, specifically Articles 3.9, 3.11 and 3.12 do not apply to direct service providers or individual contractors.
- f) Deductions payable to the CEP, if applicable, by either the direct service provider or individual subcontractor or the Employer on behalf of the direct service provider or individual subcontractor shall be documented in the Pre-Job Report. The Employer agrees to deduct from the Subcontractor Invoice the rates for Pension, Health and Welfare, Apprenticeship Training, CEP Humanity, Joint Community, and Administration Funds as outlined in Schedule "A"; such deductions will be submitted to the CEP in accordance with Articles 3.15, 3.16, 3.17 and 3.23.
- g) Any premiums in excess of the direct service provider or individual subcontractor all inclusive rates, such as safety or performance bonuses, shall be subject to HCML approval and shall be documented in the Pre-Job Report.

**Horizon Oil Sands Project Site - Industrial Construction
Rig Welder Rate Inclusive of Personnel & Equipment**

Classification	All Inclusive Rate As Of:			
	Mar. 1, 2008	Sept. 1, 2008	Mar. 1, 2008	Sept. 1, 2008
Welder w/ Rig	\$73.75	\$74.75	\$76.00	\$77.25

Welder "B" Pressure w/ Rig	\$85.50	\$86.50	\$87.75	\$89.00
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APPENDIX 3

PRE-JOB REPORT

Date:	_____		
Contractor:	_____		
Contract Between:	_____	and	_____
Contract Number:	_____	Area & Plant:	_____

JOB DESCRIPTION

GENERAL INFORMATION	
Start Date	_____ End Date _____
Rotation (Start/End Date)	_____ Payday _____
Normal Shift Cycle (e.g. 10/4)	_____ Direct Deposit Y/N _____
Normal Shift Hours	_____ Normal Quitting Times _____
Overtime Distribution as per Agreement (Y/N)	_____ If No, attach details
Overtime % for Selected Shift Cycle(s)	_____
Overtime Distribution each Day	_____
Shift Cycle Agreement Reference(s) or attach details	_____
Unscheduled Overtime Rate	_____
Mark-Up Required? (Y/N)	_____ Attached (Yes, No, N/A) _____

FIRST AID AND SAFETY PROVISIONS		
Location of first aid facilities	_____	
First aid attendant on site? (Y/N)	_____	
Nearest Doctor	_____	
Nearest Hospital	_____	
Ambulance service provided (Y/N)	_____	
OSSA Requirements Met	Yes	No
	<i>Comments:</i>	
Contractor Provides:	Yes	No
	<i>Notes</i>	
Hard Hat		
Eye Protection		
Safety Equipment		
Protective Clothing		

Copy of safety program provided? (Y/N)	_____	
Frequency of safety meetings	_____	
Smoking Rules		Designated Smoking areas _____

DRUG AND ALCOHOL TESTING	
Drug and Alcohol testing program Administrator	_____
Program Compliance with "Canadian Model" (Y/N & Year)	_____
- Pre-Access Testing	_____
- RSAP	_____
If NO, attach your Drug and Alcohol policy	_____

SUB-CONTRACTORS		
Company Name	Contact Name	Contact Number
For more sub-contractors use another Pre-Job Conference Report form		

CONTRACTOR REPRESENTATIVES (INCLUDE PHONE NUMBERS)		
Contractor Position	Name	Phone number
Project Manager		
Superintendent		
Superintendent		
Superintendent		
Office Manager		
Lead Safety Representative		
Labour Relations Representative		
General Foreman		
General Foreman		

UNION REPRESENTATIVES AND JOB STEWARDS (INCLUDE PHONE NUMBERS)		
Union Position	Name	Phone Number
Union Representative		
Union Representative		
Union Representative		
Job Steward		
Job Steward		
Job Steward		
Job Steward		

ACCOMMODATION AND TRAVEL	
Camp	Accommodation Requested (Y/N & Location) _____
	L.O.A (Y/N & Rate, See Note 1) _____
Transportation	Bus (Y/N & Location) _____
	On Site Bus Transportation (Y/N, See Note 2) _____
	Air Transportation (Y/N & Rotation) _____
	If YES, attach the Transportation Authorization Form
Notes:	1. Construction Trades not eligible for Living Out Allowance unless approved in writing 2. On-site Bussing Mandatory

PREMIUMS AND BONUS PROGRAM								
	Premium			Accommodation (on or off site)			Transportation	
General Foreman								
Foreman								
Lead Hand	CWB Welder	Alloy Welder	First Aid w/ CPR	Safety Bonus	Dual Ticket	CSO	LSE	Night Shift
Bonus Program (Y/N) _____ If YES, details to be attached								
Other forms of Compensation (Y/N) _____ If YES, details to be attached								

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DSP/SUBCONTRACTED TRADES		
Trade	Rate	Effective Date of Rate
Remittances	Union Dues _____	
	RSP _____	
	H&W _____	

TEMPORARY FOREIGN WORKERS	
Permits Received (Y/N) _____	If YES, date forecast to be on Site: _____

COMMENTS	_____ _____ _____ _____ _____
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Dated this _____ day of _____, 20 _____

SIGNED BY			
Organization	Signature	Print Name	Title
Contractor			
Union			
HCML (Reviewed & Accepted)			

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LABOUR REQUIREMENTS

Trade	Start Date	Start #'s	Peak Date	Peak #'s	Finish Date	Finish #'s
Apprentices						
Boilermakers						
Bricklayers						
Carpenters						
Cement Masons						
Drywall Tapers						
Electrical Workers						
Elevator Constructors						
Glass Workers						
Insulators						
Ironworkers						
Labourers						
Millwrights						
NDT workers						
Operating Engineers						
Painters						
Plasters						
Plumbers and Pipefitters						
Refrigeration Mechanics						
Roofers						
Sheet Metal Workers						
Sheeters, Cladders and Deckers						
Sprinkler Fitters						
Surveyors/Chain Men						
Teamsters						
Scaffolders						
Welder – Journeyman						
Welder – CWB						
Welder – 'B' Pressure						

Welder – W-Rig						
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