

**MASTER AGREEMENT
for
DISTRIBUTION PIPELINE CONSTRUCTION
IN CANADA**

AGREEMENT made this first day of May, AD., 2004.

BY AND BETWEEN:

PIPE LINE CONTRACTORS ASSOCIATION OF CANADA (hereinafter referred to as the "Association") on behalf of those employers of employees who have appointed or who may appoint the Association as agent for collective bargaining, those employers on whose behalf the Association is accredited, designated or registered as collective bargaining agent and such other employers of employees who may execute an acceptance of the terms and provisions of this Agreement as identified from time to time in Schedule A attached hereto (hereinafter referred to as the "Employer").



Handwritten signature and date stamp: 01 APR 14 2004

AND THE FOLLOWING, JOINTLY OR INDIVIDUALLY.

LABORERS INTERNATIONAL UNION OF NORTH AMERICA (hereinafter referred to as the "Union") on behalf of its Local Unions which have been assigned, from time to time, pipeline jurisdiction in Canada by the Union (hereinafter referred to as the "Local Union").

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS (hereinafter referred to as the "Union") and its Local Unions having pipeline jurisdiction in Canada as identified in Schedule B attached hereto (hereinafter referred to as the "Local Union").

AND:

TEAMSTERS CANADA (hereinafter referred to as the "Union") and its Local Unions having pipeline jurisdiction in Canada as identified in Schedule B attached hereto (hereinafter referred to as the "Local Union").

WHEREAS the Parties hereto desire to stabilize employment in the pipeline sector of the construction industry and agree

upon hours of work, wage rates, employee benefits and conditions of employment.

NOW THEREFORE THIS AGREEMENT WITNESSETH THAT the Employer and the Union, in consideration of the mutual premises and covenants herein contained, agree as follows:

ARTICLE 1 COVERAGE AND DEFINITIONS

THIS AGREEMENT shall apply to and cover the construction, installation, treating, reconditioning, taking-up, re-bevelling, re-laying, relocating, stockpiling, double-jointing or testing of all distribution pipelines or any segments thereof, including marine pipelines, transporting gas, oil, vapours, liquids, slurries, solids, or other transportable materials and underground and marine cables and all work incidental thereto and an integral part thereof coming within the jurisdiction of the Union, contracted for or performed by the Employer within Canada as such work is more fully described below. By mutual agreement this contract may be extended to cover other territory.

- 1.1 DISTRIBUTION PIPELINES shall include:
 - 1.1.1 All pipelines for distribution of gas, oil, and/or products and water which are downstream from the first metering station or connection or the town border station and up to the industrial, commercial, or institutional meter.
 - 1.1.2 All service lines including portions of such pipelines within private property boundaries up to and including the domestic meter, and the first joint or connection through the wall.
 - 1.1.3 Distribution piping could be manufactured from iron, steel, aluminum, copper, brass, plastic or any other materials which might be substituted for the aforementioned.
 - 1.1.4 Oil and **gas** gathering lines which connect directly from the well to the mainline or to or from products extraction or processing plants.

- 1.1.5 Pipelines constructed as underground cable conduits downstream from town border stations to industrial, commercial, institutional, and residential meters.
- 1.1.6 Pipelines for pressurized liquids or slurries within the limits of cities or towns, other than service lines or laterals, the construction of which employs the same or similar methods, equipment or organization as used in performing the work described above.
- 1.1.7 All pipelines 6" diameter and under.
- 1.2 EXCLUSIONS from the coverage of this Agreement shall be:
 - 1.2.1 Mainline pipelines as defined in and covered by the Mainline Pipeline Agreements for Canada.
 - 1.2.2 Such pipeline installation repair, maintenance, replacement or reconditioning, more particularly and usually defined as Industrial, Commercial, Institutional or Building Construction, as may not be combined with or comprising an integral part of pipeline construction.
 - 1.2.3 The Employer recognizes that **the** work excluded above is covered **by** other agreements and agrees to be bound **by** the applicable Union agreement on any such work.
- 1.3 DEFINITIONS of terms contained in and for purposes of this Agreement shall include:
 - 1.3.1 "First Metering Station or Connection" means that point which divides mainline transmission lines or higher pressure lateral and branch lines from lower pressure distribution systems. If a metering station or connection is located on a mainline transmission line, then the mainline pipeline work shall include the construction of all pipelines up to the point at which lower pressure distribution systems take off from higher pressure lateral and branch lines. **IT IS UNDERSTOOD** that this definition shall be interpreted as being subject to the definition of distribution work as contained herein.

1.3.2 "Town border station" means that point at which deliveries to the distribution systems begin and are transformed, metered, or measured.

1.4 All reference in this Agreement to the masculine gender shall apply also to the feminine gender.

ARTICLE 2 SCOPE OF WORK

2.1 If and when the Employer, or any shareholder(s) holding a major equity or control therein, shall perform or shall cause to be performed any work covered by this Agreement under its own name or under the name of another as a person, corporation, company, partnership, enterprise, associate, combination or joint venture this Agreement shall be applicable to all such work performed under the name of the Employer or the name of any other person, corporation, company, partnership, enterprise, associate, combination or joint venture.

2.2 All of the work covered by this Agreement shall be done under and in accordance with the terms and conditions of this Agreement, whether done by the Employer and/or any and all sub-contractors. The Employer will engage those sub-contractors who shall employ only members of the Union for the performance of the sub-contract. The Employer shall be responsible for enforcing the wages and conditions of this Agreement on the sub-contractor(s).

2.3 Where, during the term of this Agreement, industry development or practice results in a requirement for classifications or special conditions within the jurisdiction of the Union not provided for in Article 7, the Association and the Union shall, within fifteen (15) days notice of either upon the other, commence negotiations the sole and restricted purpose of which shall be to establish such classifications or special conditions and the rates applicable thereto. In the event that such negotiations do not result in agreement upon such classifications or special conditions within seven (7) days of commencement of negotiations, or such longer period as may be mutually agreed between the parties, the matter shall be resolved in accordance with the Grievance Procedure. Any hourly wage rate established shall become

effective on the date upon which notice is given to commence negotiations.

2.4 In no event shall the Employer be required to pay higher rates of wages, or be subject to more unfavourable working rules than those established by the Union for any other Employer engaged in similar work.

2.5 This Agreement shall supersede all other Agreements between the parties or between any Employer and any Local of the Union for all work defined in Article I hereof

2.6 If any provision of this Agreement is in conflict with the laws or regulations of Canada, or any province or territory in which work is to be performed, such provision shall be superseded by such law or regulation. Unless prohibited from doing so by such law or regulation, or by a ruling of any court or board of competent jurisdiction which has declared any provision of this Agreement invalid or inoperable, the Association and the Union, within fifteen (15) days notice of either upon the other, shall commence negotiations, the sole and restricted purpose of which shall be to provide adequate Legal replacement of such provision. In the event that such negotiations do not result in agreement upon a legal replacement for such provision within seven (7) days of commencement of negotiations, or such longer period as may be mutually agreed between the parties, the matter shall be resolved in accordance with the Grievance Procedure.

ARTICLE 3 UNION RECOGNITION AND UNION SECURITY

3.1 The Employer recognizes the Union as the sole bargaining authority for all employees covered by this Agreement and coming within the jurisdiction of the Union.

3.2 The Employer shall have the right to discharge employees for just cause. The Employer shall provide a termination slip within forty-eight (48) hours which shall state the reasons for discharge or layoff occurring prior to job completion and whether the employee is eligible for re-hire.

3.3 All employees covered by this Agreement, as a condition of continued employment shall, commencing on the eighth (8) day following the beginning of such

employment, or the effective date of this Agreement, whichever is later, acquire and maintain membership in the Union during the term of their employment. Acceptance into membership shall be entirely at the discretion of the Local Union.

3.4 As a condition of hiring each employee shall sign the proper authorization form which authorizes the Employer to deduct monthly dues, working dues, advancement dues, initiation fees, and assessments from the employee's pay. The Union will notify the Association and the Employer in writing as to the amounts of fees, dues and assessments to be deducted from the wages of employees from time to time.

3.5 All Local Union dues, fees and assessments so deducted shall be remitted to the Local Union not later than the fifteenth (15) of the month following, together with a list showing the amount deducted for each employee.

3.6 The Union shall select one of its Members who shall be recognized as Job Steward. If the Steward selected by the Union is objected to by the Employer for a valid reason, the Union shall select another Steward to whom the Employer has no reasonable objection. The Steward shall perform his duties the same as any other employee and shall not be discharged for Union activities. The Steward shall be allowed a reasonable amount of time during the working hours to perform the work of the Union and shall not abuse the privilege. There shall be no non-working Steward or Stewards.

3.7 The Employer, upon receipt of written notice and reasons from the Union, shall discharge forthwith any employee who, as determined by the Union in its sole discretion, ceases to be a member in good standing of the Union.

3.8 The Job Steward shall be one of the first hired and shall be the last employee laid off in his classification provided he is competent to perform the work to be completed. The Local Union shall be notified prior to the termination of any Steward.

3.9 The Business Representative of the Local Union shall have access to any job or work area at any time, providing

notice is given to the available Employer's representative on the jobsite or work area.

3.10 The Employer's representative on site shall provide the Union Business Agent upon request with the names of his employees and sub-contractors on the project.

3.11 The Union recognizes the Association as exclusive collective bargaining agent for those Employers with whom the Union or any of its Local Unions have established or may establish a bargaining relationship with respect to any and all work defined in Article I hereof.

3.12 The Union will file promptly with the Association a copy of any Collective Agreement, in the form adopted by the Canadian Pipeline Advisory Council, or any letter of agreement/recognition signed by an Employer and the Union or any of its Local Unions with respect to any and all work defined in Article I hereof.

3.13 The Association, as exclusive bargaining agent for the Employer, shall co-operate with and support the Union in any initiative to institute multi-employer certification and the Union shall co-operate with and support the Association in any application for accreditation, designation or registration where such is provided for by law.

3.14 It is recognized that traditionally all work relating to pipeline construction as defined in Article I hereof, comes solely within the trade jurisdiction of four (4) International Unions, commonly referred to as the "pipeline craft unions" namely: the Laborers International Union of North America; the International Union of Operating Engineers; the International Brotherhood of Teamsters; and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. The recognition of this historical precedent is hereby reaffirmed.

ARTICLE 4 JOB NOTIFICATION AND ENFORCEMENT

4.1 The Employer shall forward a job notification to the appropriate International Union Representative designated by the Union for the area involved and a copy for the Local Union(s) having territorial jurisdiction, immediately upon his

knowledge of all work to be done by the Employer and all subcontractors under the terms and conditions of this Agreement. The Union will designate the Local Union(s) which will have territorial jurisdiction. The job notification form to be used is attached to this Agreement as Addendum A.

4.2 The Employer, its appointed sub-contractor(s) covered by this Agreement, and the Union shall hold a Pre-job Conference before the start of the job, and the Local Union Representative at such conference shall be authorized by the Union to represent the Local Union for the entire area covered by the job within the territorial jurisdiction of the Local Union. The purpose of the Pre-job Conference shall be to define those matters outlined in the Pre-job Conference Report which is attached to this Agreement as Addendum B, but not including the changing of any of the conditions of this Agreement nor any interpretation of any of its clauses; it being agreed that any interpretation of this Agreement shall be made between the prime parties hereto so that proper application thereof may be made on the job.

4.3 On work of insufficient volume to warrant a Pre-job Conference, those matters outlined in the Pre-job Conference Report may, by mutual agreement, be communicated between the Employer and the Union Representative prior to the commencement of work.

4.4 Prior to recommencement of work in any area, the Employer shall contact the Local Union Business Representative to review the anticipated startup times and manning requirements.

4.5 The Union will send a copy of this Agreement to each of its Local Unions having pipeline jurisdiction and the terms of this Agreement and none other shall be recognized by each Local Union and each Employer engaged in the same or similar work as defined in Article 1 hereof.

ARTICLE 5 HIRING PROCEDURE

The hiring procedures are contained in the Appendices attached to and forming part of this Agreement.

ARTICLE 6 WORKING RULES

6.1 The regular pay day shall be not later than Thursday of each week, unless the Employer agrees to allow employees to draw on money earned; under such conditions, pay day may be once every two weeks. The Employer may pay each employee by electronic transfer to the employee's designated bank account. In the event of a lay-off or discharge, employees cheques for all earnings due them at the time of lay-off or discharge must be delivered as soon as possible, but no later than two (2) of the Employers scheduled working days following such termination.

6.2 The Employer shall provide a copy of the "Approved Safety Manual for Pipeline Construction in Canada" issued by the Association to the Job Steward and, upon request, to any other employee.

6.3 The Employer shall provide rain suits and rubber boots, when required, and safety hats at no cost to the employee provided the employee returns same on termination of employment.

6.4 The parties hereto shall comply with any governmental occupational health and safety regulations applicable to the work. Any refusal by the employee to work in contravention of such regulations or without adequate rest (up to eight (8) hours of any twenty-four (24) hour period) shall not be deemed to be a breach of this Agreement and shall not be a reason for discharge.

6.5 After due warning any refusal by an employee to abide by any applicable accident prevention regulation of any governmental or appropriate regulatory body having jurisdiction, shall **be** cause for discharge.

6.6 The Job Steward shall represent the Union as a member of any Job Safety Committee and he, or another committee member representing one of the Unions, depending upon the nature of the inspection, shall be made freely available by the Employer to accompany any authorized governmental representative on project inspection.

6.7 The certified health and safety representative, where required by legislation, will not be excluded from overtime

work, by crew or project, provided he is able to perform the work required and shall be one of the last three employees retained by the Employer if competent to perform the available work remaining.

6.8 A Job Safety Committee meeting shall be held within two weeks after the commencement of the job and thereafter at least once each month. A copy of the Minutes shall be forwarded promptly to the Local Union.

6.9 Employees will be permitted a fifteen minute work break for each half shift worked during working hours provided that this will be done in such a manner as will least interfere with the continuous performance of the work.

6.10 Where the nature and location of the work, as determined at the Pre-job Conference, are such as to require special clothing for protection from adverse weather elements and such clothing is not normally in the possession of the employee, the Employer shall provide or, at his option, reimburse the cost of such clothing.

6.11 The Employer shall provide drinking water in approved sanitary containers and paper cups where no running tap water is available.

6.12 The Employer will provide parking at the warehouse and/or marshalling point. During cold weather operation the Employer will provide for vehicle starting.

6.13 The Employer shall provide portable sanitary facilities for all employees where necessary.

ARTICLE 7 WAGE RATES AND CLASSIFICATIONS

Classifications and the hourly wage rates applicable thereto are contained in the Appendices attached to and forming part of this Agreement.

**ARTICLE 8
EMPLOYER CONTRIBUTIONS**

8.1 Rates at which the Employer shall contribute for each hour of work performed on behalf of each employee employed under the terms of this Agreement are contained in the Appendices attached to and forming part of this Agreement.

8.2 Contributions shall be recorded on a remittance form and remitted to the designated recipient of such contributions on or before the fifteenth (15) day of the month following the month for which contributions are to be made. In the event that any Employer is delinquent in his contributions to the above funds for more than thirty (30) days, the Employer and the Association shall be notified of such delinquency. If after five (5) days from such notice such delinquency has not been paid, the Employer shall pay to the applicable funds, as liquidated damages and not as a penalty, an amount equal to ten percent (10%) of the arrears for the month, or part thereof, in which the Employer is in default. Thereafter, interest shall accumulate at the rate of two percent (2%) per month (24% per year compounded monthly) on any unpaid arrears, including liquidated damages.

8.3 The amounts to be designated as wages and/or Employer contributions to the above funds may be varied from time to time by agreement between the Association and the Union.

8.4 The Board of Trustees of the respective Trust Funds shall have authority to promulgate such agreements, plans and/or rules as may be necessary or desirable for the efficient and successful operation and administration of the said Trust Funds, including provisions for audit security, surety and/or liquidated damages to the extent that such may be necessary for the protection of the beneficiaries of such Trust Funds.

8.5 Any and all agreements, plans or rules established by the Boards of Trustees of the respective Trust Funds shall be appended hereto and shall be deemed to be part of and expressly incorporated herein and the Employer and the Union shall be bound by the terms and provisions thereof.

8.6 All employer contributions due and payable to the above funds, except industry promotion funds, shall be

deemed and are considered to be Trust Funds. It is expressly understood that training funds and industry promotion funds are not wages or benefits due to an employee and industry promotion funds are dues for services rendered by the Association.

8.7 The Business Representative of the Local Union may inspect, during regular business hours, the Company's record of time worked by employees and contributions to the plan.

8.8 The Employer shall be responsible for the payment of any government sales taxes applicable to any trust fund contributions payable by the Employer.

ARTICLE 9 OVERTIME AND HOLIDAY PAY

9.1 The work week shall begin Sunday and shall end Saturday. The hours of work are contained in the Schedules as set forth in the respective appendices attached to and forming part of this Agreement.

9.2 If one of the holidays listed in the Appendices and/or Schedules contained in this Agreement, falls on Sunday, it shall be observed on Monday. Work performed on Monday will be paid for at double the straight time hourly rate. If no work is performed on Monday no pay shall be required. In the event that one of the above holidays falls during the work week the Employer and the Local Union, by mutual consent, may designate an alternate day to be substituted for such holiday in order to provide, where possible, for a long weekend during the pay period.

9.3 Vacation and statutory holiday pay shall be ten percent (10%) of total earnings of an employee paid on each paycheque, which shall be deemed to include the Employer's obligation to make similar payments covering vacation pay and statutory holiday pay by applicable Government Orders or Regulations. Where the applicable Governmental Orders or Regulations require payment in excess of the percentages provided for herein, payment shall be made in accordance with such Orders or Regulations. The employee will receive vacation pay in accordance with the applicable legislation and the balance will be regarded as statutory holiday pay.

ARTICLE 10
WAREHOUSE, TRAVEL, AND SUBSISTENCE

10.1 The Employer shall select a warehouse or marshalling point in a city, town or community where living accommodations are available or at a location agreed at a Pre-job Conference. The Employer shall make suitable and prompt transportation available from the warehouse or marshalling point. Such transportation shall be operated in compliance with the appropriate regulations of the governmental Board or appropriate regulatory body having jurisdiction and all vehicles shall be equipped with adequate seating for adults.

10.2 If by reason of the distance to the work or the Employer's requirements, an employee is required to work away from the Employer's permanent base of operations where he was hired and cannot be expected to return daily, such employee shall receive a subsistence allowance as follows:

May 1, 2004	\$82.00 per working day
May 1, 2005	\$84.00 per working day
May 1, 2006	\$86.00 per working day

10.3 In the event that an employee is required to work three hundred twenty-five (325) kilometres or more away from his point of hire, such employee shall receive subsistence allowance on a calendar day basis.

10.4 The Employer shall pay employees at straight time rates for all time spent travelling to and from the work site in excess of fifteen (15) minutes each way. Time will commence leaving the assembly point and end at the time of arrival at the work site. This local travelling time allowance will be made only when an employee reports to an assembly point and is supplied with transportation. Employees who are required to drive equipment to and from the jobsite shall be paid for all time spent performing such duties.

10.5 In the event the Employer establishes additional temporary bases of operations, an employee shall receive a travel allowance of

May 1, 2004	45¢ per kilometre
May 1, 2005	47¢ per kilometre
May 1, 2006	50¢ per kilometre

for each working day over the shortest route for **all** kilometres travelled in excess of forty (40) kilometres daily each way up to a maximum of the daily subsistence allowance defined in 10.2 above for the distance travelled between the Local Union dispatch office and the job, or his permanent residence and the job, whichever is less.

10.6 Any employee required to work at the warehouse or marshalling point shall be paid for any time spent performing this work.

10.7 Any employee called for by the Employer or dispatched by the Union shall be entitled to travel expense as follows:

10.7.1 After fifteen (15) scheduled working days on the job, or at job completion, whichever first occurs,

May 1, 2004 45¢ per highway kilometre

May 1, 2005 47¢ per highway kilometre

May 1, 2006 50¢ per highway kilometre

via the shortest route from the city where he was hired to the point of commencement of employment. Reporting time days shall be included in computing the fifteen (15) days.

10.7.2 After twenty-one (21) scheduled working days on the job if he is performing his work satisfactorily and is terminated by the Employer or is terminated through circumstances beyond the control of the Employer or himself, or at job completion, whichever is later, return travel expense at

May 1, 2004 45¢ per highway kilometre

May 1, 2005 47¢ per highway kilometre

May 1, 2006 50¢ per highway kilometre

via the shortest route from point of termination of employment to city of hire.

10.7.3 The Employer will ensure that an employee is not deprived of personal transportation as a result of that employee being required by the Employer to move any equipment from one marshalling point and/or yard to another marshalling point and/or yard.

10.8 When the Employer elects to provide a camp, camp conditions will be discussed at the Pre-job Conference.

ARTICLE 11
REPORTING AND CALL BACK TIME

11.1 Reporting time pay is contained in the Appendices attached to and forming part of this Agreement.

11.2 Call back time pay shall be four (4) hours or the number of hours actually worked, whichever is the greater, at the applicable rate for that day to any employee who, having completed his work that day or having qualified for reporting time as above, has been released for the day and is then called back to work by the Employer.

11.3 Hours paid under the provisions of 11.1 and 11.2 above shall be included in computing the straight time weekly maximum hours after which overtime is payable.

11.4 Notwithstanding the provisions of 11.1 and 11.2 above, any employee who leaves the jobsite without specific direction from his foreman to do so shall not be entitled to pay for any hours not worked.

11.5 Notwithstanding the provisions of 11.1 and 11.2 above, when any employee refuses to work or to continue to work, or there is a work stoppage attributable to a labour dispute, no pay for hours not worked shall be required.

ARTICLE 12
WORK STOPPAGES, SECONDARY BOYCOTTS,
AND JURISDICTIONAL DISPUTES

12.1 There shall be during the term of this Agreement and as to any work covered hereby, no slowdown, no stoppage of work, no strike and no lockout over the terms and conditions of this Agreement, it being the good faith and intention of the parties hereto that by the execution of this Agreement, industrial peace shall be brought about and maintained, that the parties shall cooperate to the end that work may be done efficiently and without interruption. In the case of any violation of this Agreement, the Employer and the Union shall be notified immediately; HOWEVER, any settlement where hours of pay are involved shall be retroactive.

**ARTICLE 13
GRIEVANCE PROCEDURE**

The grievance procedures are contained in the Appendices attached to and forming part of this Agreement.

**ARTICLE 14
CANADIAN PIPELINE ADVISORY COUNCIL**

There shall be maintained throughout the term of this Agreement a Canadian Pipeline Advisory Council consisting of one representative of the Laborers International Union of North America; one representative of the International Union of Operating Engineers; one representative of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; and one representative of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and an equal number of representative of the Association. The Council shall act whenever possible to settle matters of dispute which arise from time to time and any other matters concerning the harmonious relationships between the Parties hereto.

**ARTICLE 15
LIABILITY**

15.1 The Pipe Line Contractors Association of Canada is acting merely as a Collective Bargaining Agent in the negotiation and execution of this Agreement, and in no event will the Association be bound as a principal or be liable in any manner for any breach of this Agreement by any individual Employer.

15.2 It is further understood that no liability shall arise on the part of the International Union herein by reason of any unauthorized act by any employee of the said Employers or any Local Union or official thereof affiliated with the International Union unless and until such unauthorized act is brought to the attention of the International Union and a reasonable opportunity given to the Union to correct such act or ratify same.

ARTICLE 16
EFFECTIVE DATE, TERMINATION, AND RENEWAL

16.1 This Agreement shall become effective on the first day of May, AD., 2004, and shall continue in full force and effect until the thirtieth (30th) day of April, AD., 2007 and thereafter from year to year unless terminated upon written notice of either party within one hundred and twenty (120) days prior to any anniversary of the terminal date.

16.2 Either Party to this Agreement may, no more than one hundred twenty (120) days prior to the terminal date, request the other Party to commence collective bargaining. Such notice to be given **by** registered mail.

16.3 If notice to negotiate has been given by either Party, this Agreement shall remain in force and effect during any period of negotiations in accordance with established legislative and/or governmental authority.

16.4 Nothing contained herein shall prevent the Parties agreeing to retroactivity.

IN WITNESS WHEREOF, we, the undersigned hereby attach our hands and seals to this Agreement concluded at the City of Mississauga, in the Province of Ontario, the 28th day of July, AD., 2004.

Pipe Line Contractors Association of Canada:

L. R. Mullin, Chairman
Distribution Negotiating Committee

B. L. Brown
Executive Director

Teamsters Canada:

R. Bouvier
President

E. Hawrysh
International Representative

International Union of Operating Engineers:

D. Cain
Canadian Director

M. McGinnis
International Representative

Laborers International Union of North America:

J. Mancinelli
Int'l Vice President &
Regional Manager
Central & Eastern Canada

K. Reardon
Sub-Regional Manager
Western Canada

**APPENDIX A
LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA**

**ARTICLE A1
COVERAGE AND DEFINITIONS**

A1.1 DEFINITIONS of terms contained in and for purposes of this Agreement shall include:

A1.1.1 "Rodman, Chainman, or Stakeman" means a laborer employed to assist the Survey Instrument Man in running line, measuring pipe and/or right-of-way, and other survey work for the Employer.

A1.1.2 "Pipefinder" means a laborer employed to locate buried structures utilizing an electronic device or probe.

A1.1.3 "Flagman" means a laborer employed to control traffic utilizing hand signals, flags, paddles, lights, signs, barricades, etc.

A1.1.4 "General Laborer" means a person employed to perform any of the work coming within the jurisdiction of the Union.

A1.1.5 "Coating Person" means a laborer employed to repair coating, hand wrap joints or install sleeves on coated pipe.

A1.1.6 "Buffer" means a qualified laborer employed to operate a buffing or grinding machine in the cleaning and preparation of the pipe other than the final buffing of the pipe bevels in preparation for the weld.

A1.1.7 "Swamper" means a qualified laborer who handles the load line on the set-in sideboom tractor(s) and in the bending crew.

A1.1.8 "Nozzleman" means a qualified laborer employed to handle the nozzle for sandblasting, in the cleaning and preparation of the pipe other than the final buffing of the pipe bevels in preparation for the

weld, for the installation of foam, for the placing of concrete, guniting or grouting, and for the spraying or painting of protective pipe coating materials in the doping, wrapping, coating and taping crew, and for all hand held high pressure water jet and nozzle operations associated with vacuum trucks, sucker trucks, power washing, excavating equipment and such other similar types of equipment used for the exposure of utilities.

- A1.1.9 "Grader" means a qualified laborer employed in hand working ditch bottom to maintain required grade where grade stakes have been set.
- A1.1.10 "Saw Filer" means a qualified laborer employed to assist power **saw** operators in the maintenance of their equipment.
- A1.1.11 "Dope Pot Fireman - N/M" means a qualified laborer employed to operate a non-mechanical dope pot.
- A1.1.12 "Paper Latcher" means a qualified laborer employed to joint or "latch" protective coating materials, which may be of substances other than paper, as they are applied by machine to ensure continuous wrapping application.
- A1.1.13 "Power Saw Operator" means a qualified laborer employed to operate power-driven chain saws.
- A1.1.14 "Jackhammerman" means a qualified laborer employed to operate jackhammers, paving breakers and similar pneumatic tools.
- A1.1.15 "Auger Toolman" means a qualified laborer employed in **augering** with a manually propelled, mechanical jacking or augering tool.
- A1.1.16 "Piercing Tool Person" means a qualified laborer employed to perform all work in connection with the operation of an underground piercing tool.
- A1.1.17 "Driller" means a qualified laborer employed to operate drilling equipment used to drill holes for blasting and rock anchors.

- A1.1.18 "Driller Helper" means a qualified laborer employed to assist a driller in the operation of drilling equipment.
- A1.1.19 "Hi Scaler" means a qualified laborer employed to dislodge or "scale" rock on dangerous faces.
- A1.1.20 "Powderman" means a qualified laborer employed to load holes for blasting and to discharge explosives.
- A1.1.21 "Specialized Laborer" means a qualified laborer employed at specialized labour work including the fabrication, erection, installation, dismantling, rehabilitation, salvaging, and/or demolition of all structures and/or appurtenances connected with pipeline construction including plain or reinforced concrete, pipe insulation, piles and pipe supports including underwater work coming within the jurisdiction of the Union. This classification does not encompass the operation of equipment under the jurisdiction of the Operating Engineers and does not encompass work done by other classifications in this Agreement.
- A1.1.22 "Faller" means a qualified laborer employed to fall merchantable timber for use as **saw logs**.
- A1.1.23 "Job Steward" means a qualified laborer who is the member selected by the Union to represent the Union.
- A1.1.24 "First-aid Attendant" means a qualified laborer, who, in addition to his regular skills, having tenure of an industrial Government Certificate or its equivalent in firstaid is designated to administer the initial firstaid in the case of an emergency.
- A1.1.25 "Underwater Work" - When divers are used in connection with the installation of underwater piping systems within the jurisdiction of the union such work shall **be** performed by members of the Laborers International Union of North America.

**ARTICLE A2
SCOPE OF WORK**

A2.1 The work coming under the jurisdiction of the Union and covered by the terms of this Agreement includes all work performed by employees in the classification referred to herein and includes all laborers' work for the clearing of right-of-way and all laborers' work for the stabilization of trenches in necessary preparation for the installation of pipelines or underground cables, including blasting, drilling, pumping, hand digging and trimming of trenches and ditches for pipelines; work in connection with the bending of pipe, except the mechanical work involved; all laborers' work in connection with the distribution of pipe and skids and the placing of said skids and pipe over the trench; the cleaning; scaling of the pipe by any method; all laborers' work in connection with the line-up crew, the cleaning, buffing, grinding, swabbing, mixing of all compounds, wrapping and coating of the pipe by any method before lowering after the welding of joints has been made; the placing of anodes; the work in connection with the backfilling of the trenches after the pipe has been laid, all form work, concrete work connected with pipelines; all work in connection with cleanup after the pipe has been laid and the trenches backfilled; demolition, take-up and recondition of old pipe; and all other general, miscellaneous and specialized laborers' work in connection with the entire operation. The Employer recognizes that work coming within the jurisdiction of the Union is performed on, but not limited to, the clearing/slashing, stockpiling, drilling and blasting, stringing, set up and bending, pipe, lower-in, wrapping and coating, tie-in, boring, and cleanup crews.

A2.2 If, for any reason peculiar to a given geographical area, this Agreement requires amendment, the Union shall be entitled to enter into a memorandum with the Association giving effect to such amendment and any such memorandum shall not be construed as a breach of this Agreement.

**ARTICLE A3
UNION RECOGNITION AND SECURITY**

A3.1 The Employer shall have the right to retain the original crew once established throughout the territory

covered by the job for which the Pre-job Conference was held.

A2.3 The Job Steward has the right to work any overtime on his regular crew, provided he is able to perform the work required. It is further understood and agreed that the Job Steward has the right to work any weekend overtime required by any crew working out of the Steward's regular yard.

ARTICLE A4 JOB NOTIFICATION AND ENFORCEMENT

All provisions covered by this Article are contained in the Master Section.

ARTICLE A5 HIRING PROCEDURE

A5.1 The Employer agrees that whenever employees covered by this Agreement are required, the Employer shall call the Union office of the Local Union(s) having jurisdiction.

A5.2 The following definition of Permanent Yard applies to this Article only. Permanent Yard means where the Company establishes and maintains an office and yard for a period of at least one (1) year,

A5.2.1 In those areas where the Employer has a permanent yard the Employer may request and the Local Union shall clear previous employees who have worked for the Company for at least six months and who have been employed by the Employer within six (6) months prior to commencement on the job, the first which shall be the Steward, provided such members have maintained membership in good standing and are registered as unemployed with the Local Union.

A5.2.2 In those areas where the Employer does not have a permanent yard the Employer may request and the Local Union shall clear up to twenty percent (20%) of his employee requirements from previous employees who are members of the Local Union and have been employed by the Employer within six

(6) months prior to commencement on the job, provided such members have maintained membership in good standing and are registered as unemployed with the Local Union.

A5.2.3 It is hereby agreed that a request by the Employer for mobility of key men shall be discussed at a job conference. Such request shall not be unreasonably denied.

A5.3 Members supplied by the Local Union at the start of the job must be dispatched within forty-eight (48) hours of request; after the job has started within twenty-four (24) hours of request, such notice to be given during the Local Union's normal office hours.

A5.4 When qualified members of the Union are not available, the Employer may obtain employees elsewhere, subject to the provisions of Article 3.3.

A5.5 All employees hired through the Union must obtain referral slips which shall be given to the Employer prior to commencement of employment or sent to the Employer by electronic transmission prior to the employees being hired.

ARTICLE A6 WORKING RULES

A6.1 Subject to the terms of this Agreement, the Employer shall determine the number of employees required.

A6.2 There shall be no inequitable minimum or maximum amount of work which an employee may be required to perform during the working day, and there shall be no restrictions imposed against the use of any type of machinery tools, or labour saving devices.

A6.3 At the discretion of the Employer, employees may be changed from one classification to another within the jurisdiction of the Union provided that the employee is capable and qualified to perform the work. No employee's hourly rate shall be lowered during the shift under these provisions, and if an employee is assigned to work calling for a higher rate of pay he shall receive such higher rate of pay for the full shift.

A6.4 Subject to the employee being capable and qualified to perform the work, no employee's hourly rate shall be lowered under these provisions, and if an employee is assigned to work calling for a higher rate of pay he shall receive such higher rate of pay for the full day. During emergencies, any employee of the Employer may be assigned to any work, provided, however, that no employee's hourly rate shall be lowered under this provision, and provided further that in the event an employee is assigned to work called for a higher rate of pay, he shall receive such higher rate for the full day.

A6.5 The Employer shall make arrangements in each locality where employees are employed to enable such employees to cash their pay cheques or, where it is impracticable to do so, will provide any employee within twenty-four (24) hours written request with a cheque in the equivalent of subsistence allowance payable. Where camps are provided in remote areas devoid of normal banking facilities, the Employer shall make every reasonable effort to provide cheque cashing facilities, it being understood that where it is impracticable to do so, suitable substitute provisions shall be agreed at the Pre-job Conference. All cheques to be negotiable at par.

A6.6 On jobs where camps are provided the Employer shall insure the personal effects of each employee against loss by fire in an amount not to exceed seven hundred fifty dollars (\$750.00) provided an inventory of such personal effects is filed with the Employer.

A6.7 The Employer shall provide gloves and coveralls to each employee who normally comes in contact with hot dope. In the event that an employee does not return the foregoing items supplied to him by the Employer, the Employer shall charge the cost of same to the employee and deduct this cost from any money owing to the employee.

ARTICLE A7 WAGE RATES AND CLASSIFICATIONS

A7.1 Classifications and the hourly wage rates applicable thereto are contained in the Schedules attached to and forming part of this Appendix.

**ARTICLE A8
EMPLOYER CONTRIBUTIONS**

A8.1 Rates at which the Employer shall contribute for each hour of work performed on behalf of each employee employed under the terms of this Agreement are contained in the Schedules attached to and forming part of this Appendix.

A8.2 In the event that a member in good standing of the Union is employed in a capacity which is not covered by the terms and conditions of this Agreement, elects to participate in the Health and Welfare and/or Pension Plans, the Employer shall make the prescribed contributions on his behalf. Such election shall be on a prescribed form supplied by the Union which shall be signed by the member and filed with the Employer and the Plan Administrator.

A8.3 The Employer shall not be required to make additional contributions or payments to any industry funds established by the Union or its Local Unions nor to any such funds established by Provincial or Territorial Government orders, regulations or decrees for the purpose of providing similar benefits, it being understood and agreed that the contributions provided for herein, or any portions thereof shall be deemed to be in lieu of and/or shall be applied as payments to such funds. This provision shall not be applicable to any national funds or plans having general application and established by an Act of the Government of Canada.

A8.4 The Union, upon thirty (30) days written notice to the Association, may amend the rate of the Employer contributions for pension, welfare or training, and deductions for Union dues or group retirement savings plans, but any such adjustment shall not affect the total wage package.

**ARTICLE A9
OVERTIME AND HOLIDAY PAY**

A9.1 All hours worked by an employee in excess of nine (9) hours per shift and in excess of forty-five (45) straight time hours per week shall be paid for at the rate of time and one-half the straight time rate. All hours worked on Saturday shall be paid for at the rate of time and one-half the straight time rate and all hours worked on Sunday shall be paid for at

the rate of double the straight time rate. Work performed on New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in **August**, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and any such day proclaimed a general holiday by the Federal or Provincial Governments and any day recognized in the Construction Industry shall be paid for at the rate of double the straight time rate, provided that where one of the holidays above mentioned falls during the work week, all hours worked by an employee in excess of ten (10) hours per shift and forty (40) straight time hours that week, and all hours worked on Saturday, shall be paid for at the rate of time and one-half the straight time rate.

ARTICLE A10 WAREHOUSE AND TRAVEL

A10.1 When the Employer elects to provide a camp, the warehouse shall be established at the campsite. Where such camp is provided, the Employer shall supply free room and board in camp to all employees covered by this Agreement.

A10.2 When a camp is provided, it shall meet the requirements of the Canadian Pipeline Camp Standards which are appended hereto.

A10.3 In marsh or marine pipe laying operations, in the event an employee is required to live on a quarter boat, room and board shall be furnished at no cost to the employee. The Employer shall make suitable marine transportation available to and from the landing dock location. The time of the men shall start when they leave the dock site and shall end when they are returned to the dock site.

ARTICLE A11 REPORTING AND CALL BACK TIME

A11.1 Reporting time and call back time pay shall be paid as follows:

A11.1.1 Four (4) hours pay at the applicable rate for that day to any employee who reports for work at the scheduled starting time and for whom no work is provided.

A11.1.2 Four (4) hours pay at the applicable rate for that day to any laborer who reports for work and performs work of not more than four (4) hours duration.

A11.1.3 Eight (8) hours pay at the applicable rate for that day to any employee who performs work of more than four (4) hours but less than eight (8) hours duration.

A11.1.4 Notwithstanding the provisions of A11.1.3 above, where inclement weather prevents the continuance of any work, the number of hours actually worked at the applicable rate for that day to any employee who performs work of more than four (4) hours duration.

ARTICLE A12 GRIEVANCE PROCEDURE

A12.1 Where a difference arises between the Employer and the Union or a Local Union relating to the interpretation, application or administration of this Agreement or where an allegation is made that discharge of an employee is unjust or that this Agreement has been otherwise violated, the difference of opinion or dispute, including any question as to whether a matter is arbitrable, shall be resolved without stoppage of work in the following matter.

A12.2 The Job Steward or Business Manager of the Local Union shall attempt to resolve the difference on the job with the Foreman or Superintendent of the Employer.

A12.3 If the difference is not resolved within forty-eight (48) hours of the occurrence, the aggrieved party shall submit the difference and the remedy sought in writing to the Executive Director of the Association and the International Representative of the Union within sixty (60) days of occurrence, or in the case of alleged unjust discharge, within ten (10) days of occurrence. Failure to submit the difference in writing within the specified time periods shall result in the matter being deemed to be waived. The foregoing time limitations shall not apply where there has been failure or refusal to remit employer contributions or deductions from employees as provided for in this Agreement.

A12.4 Upon receipt of the matter complained of in writing, the Executive Director and the International Representative shall take such steps within forty-eight (48) hours as they deem necessary to attempt to adjust such difference of opinion or dispute. If the difference is not resolved within five (5) days of receipt of written submission, either of the parties may, after exhausting any grievance procedure established by this Agreement notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an arbitration board. The recipient of the notice shall within five (5) days inform the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five (5) days of the appointment of the second of them, appoint a third person who shall be the chairman. If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairman with the time limited, the appointment shall be made by the Minister of Labour upon the request of either party.

A12.5 The arbitration board shall hear and determine the difference or allegation and shall issue a decision and the decision is final and binding upon the parties and upon any employee or employer affected by it. The decision of a majority is the decision of the arbitration board, but if there is no majority the decision of the chairman governs.

A12.6 Pending settlement of any grievance, it is agreed that the work shall be prosecuted without slowdown, work stoppage or lockout.

IN WITNESS WHEREOF, we, the undersigned hereby
attach our hands and seals to this Agreement concluded at the
City of Mississauga, in the Province of Ontario, the 22nd day
of September, AD., 2004.

**PIPE LINE CONTRACTORS ASSOCIATION OF
CANADA**

L. R. Mullin, Chairman
Distribution Negotiating Committee

B. L. Brown
Executive Director

**LABORERS INTERNATIONAL UNION OF NORTH
AMERICA**

J. Mancinelli, Vice President
Manager
Central & Eastern
Canada Region

K. Reardon
Manager
Western Canada
Sub-region

SCHEDULE A1

**LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA
BRITISH COLUMBIA AND YUKON TERRITORY**

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; power saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

1. WAGERATES

The hourly wage rates applicable shall be as follows:

	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Group 1	20.26	20.72	21.63	22.54
Group2	20.46	20.92	21.83	22.74
Group3	20.66	21.12	22.03	22.94
Group4	20.76	21.22	22.13	23.04
Group 5	20.86	21.32	22.23	23.14
Group6	20.96	21.42	22.33	23.24
Group7	21.41	21.87	22.78	23.69

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate.

2. EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work earned on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

British Columbia & Yukon Territory	May 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	2.10	2.20	2.30
Pension Plan	3.30		
Training Plan	0.38		
Advancement Fund	0.54		
P.I.P Fund	0.25	0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3. OVERTIME AND HOLIDAY PAY

Remembrance Day will be recognized as a holiday for the purposes of applying the provisions of Article B9.1 of this Appendix on all work covered by this Schedule.

4. WAREHOUSE AND TRAVEL

If by reason of the distance to work or the Employer's requirements, an employee is required to work away from his permanent residence and cannot be expected to return daily, such employee shall receive subsistence allowance in the amount of sixty dollars (\$60.00) per working day.

5. PIPELINE SERVICE FUND

The Employer shall deduct from each employee covered by this Agreement twenty-five cents (\$0.25) for each hour of work earned and remit it monthly to the Pipeline Service Fund.

SCHEDULE A2

**LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA
ALBERTA AND NORTHWEST TERRITORIES**

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; power saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	(Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

I. WAGERATES

The hourly wage rates applicable shall be as follows:

	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Group 1	18.37	18.83	19.74	20.65
Group 2	18.57	19.03	19.94	20.85
Group 3	18.77	19.23	20.14	21.05
Group 4	18.87	19.33	20.24	21.15
Group 5	18.97	19.43	20.34	21.25
Group 6	19.07	19.53	20.44	21.35
Group 7	19.52	19.98	20.89	21.80

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate.

2. EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work performed on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Alberta & Northwest Territories	May 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	1.60	1.70	1.80
Pension Plan	2.50		
Training Plan	0.40		
Advancement Fund	0.40		
P.I.P Fund	0.25	0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3. OVERTIME AND HOLIDAY PAY

Remembrance Day will be recognized as a holiday for the purposes of applying the provisions of Article B9.1 of this Appendix on all work covered by this Schedule.

4. PIPELINE SERVICE FUND

The Employer shall deduct from each employee covered by this Agreement twenty-five cents (\$0.25) for each hour of work earned and remit it monthly to the Pipeline Service Fund.

SCHEDULE A3

**LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA
SASKATCHEWAN**

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; power saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

1. WAGERATES

The hourly wage rates applicable shall be as follows:

	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Group 1	17.92	18.38	19.29	20.20
Group 2	18.12	18.58	19.49	20.40
Group 3	18.32	18.78	19.69	20.60
Group 4	18.42	18.88	19.79	20.70
Group 5	18.52	18.98	19.89	20.80
Group 6	18.62	19.08	19.99	20.90
Group 7	19.07	19.53	20.44	21.35

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate.

2. EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work performed on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Saskatchewan	May 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	1.60	1.70	1.80
Pension Plan	2.90		
Training Plan	0.30		
Advancement Fund	0.55		
Canadian Tri-Fund	0.05		
P.I.P Fund	0.25	0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3. OVERTIME AND HOLIDAY PAY

Remembrance Day will be recognized as a holiday for the purposes of applying the provisions of Article B9.1 of this Appendix on all work covered by this Schedule.

SCHEDULE A4

**LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA
MANITOBA**

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; power saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

1. WAGERATES

The hourly wage rates applicable shall be as follows:

	May 1 2004	May 1 2005	May 1 2006
Group 1	17.47	18.38	19.29
Group 2	17.67	18.58	19.49
Group 3	17.87	18.78	19.69
Group 4	17.97	18.88	19.79
Group 5	18.07	18.98	19.89
Group 6	18.17	19.08	19.99
Group 7	18.62	19.53	20.44

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate.

2. EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work performed on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Manitoba	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	1.50	1.80		
Pension Plan	3.00		3.10	3.20
Training Plan	0.10	0.30		
Advancement Fund	0.55			
Canadian Tri-Fund	0.05			
P.I.P Fund	0.25		0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

REMITTANCES

The Employer will remit all employer contributions and working dues deductions to the following addresses:

Health and Welfare; Training and Rehabilitation; Advancement Fund and Working Dues:

Employees' home local - unless otherwise notified in writing by Local Unions.

Pension and Canadian Tri-Fund:

Laborers Pension Fund of Central and Eastern Canada
P.O. Box 40, Stn Q, Toronto ON M4T 1L0

SCHEDULE A5

LABORERS DISTRIBUTION PIPELINE
 AGREEMENT FOR CANADA
 ONTARIO

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; Dower saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

1. Zone 1: Ontario Labour Relations Board Areas 8 and 9 (Metro Toronto and the Regional Municipalities of Peel, York and Durham).

1.1 WAGE RATES

The hourly wage rates applicable shall be as follows:

<i>Zone 1</i>	May 1 2004	May 1 2005	May 1 2006
Group 1	26.95	27.45	27.95
Group 2	27.15	27.65	28.15
Group 3	27.35	27.85	28.35
Group 4	27.45	27.95	28.45
Group 5	27.55	28.05	28.55
Group 6	27.65	28.15	28.65
Group 7	28.10	28.60	29.10

1.2 EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work earned on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Ontario - Zone 1	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	2.10		2.15	2.20
Pension Plan	3.80	4.30	4.80	5.30
Training Plan	0.20			
Canadian Tri-Fund	0.05			
Long Term Care	0.30	0.40	0.50	0.60
Camping Ground	0.10		0.15	0.20
P.I.P Fund	0.25		0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

2. Zone 2: Jurisdictional area of Local 183 except as provided for in Zone 1 above.

2.1 WAGE RATES

The hourly wage rates applicable shall be as follows:

Zone 2	May 1 2004	May 1 2005	May 1 2006
Group 1	24.77	25.32	25.87
Group 2	24.97	25.52	26.07
Group 3	25.17	25.72	26.27
Group 4	25.27	25.82	26.37
Group 5	25.37	25.92	26.47
Group 6	25.47	26.02	26.57
Group 7	25.92	26.47	27.02

2.2 EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work earned on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Ontario - Zone 2	May 1	Nov 1	May 1	May 1
	2004	2004	2005	2006
Health & Welfare Plan	2.00	2.10	2.15	2.20
Pension Plan	3.80	4.10	4.40	4.70
Training Plan	0.20			
Canadian Tri-Fund	0.05			
Long Term Care	0.30	0.40	0.50	0.60
Camping Ground	0.10		0.15	0.20
P.I.P Fund	0.25		0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3. Zone 3: All other areas of Ontario.

3.1 WAGE RATES

The hourly wage rates applicable shall be as follows:

Zone 3	May 1 2004	May 1 2005	May 1 2006
Group 1	25.40	25.95	26.50
Group 2	25.61	26.16	26.71
Group 3	25.81	26.36	26.91
Group 4	25.91	26.46	27.01
Group 5	26.01	26.56	27.11
Group 6	26.11	26.66	27.21
Group 7	26.56	27.11	27.66

3.2 EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work earned on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

Ontario - Zone 3	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	2.10	2.25	2.40	2.55
Pension Plan	3.35	3.70	4.05	4.40
Training Plan	0.25			
Canadian Tri-Fund	0.05			
P.I.P Fund	0.25		0.27	0.29

- † The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3.2.1 Scholarship Trust Fund

In the event any Local Union establishes a Scholarship Trust Fund, the Union shall provide the Association with thirty (30) days written notice to that effect and of the rate of contribution to such fund, but any such contribution shall require adjustment to the current wages and/or Employer Contributions so as to not affect the total wage package.

4. Conditions applicable to all zones:

4.1 WAGE PREMIUMS

Shift Premium - For shifts commencing at or after 6:00 PM employees will be paid a premium of one dollar (\$1.00) above the regular rate.

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate.

4.2 WORKING DUES:

The Employer shall deduct from the employee's earnings Local Union working dues in the amount of three percent (3%) of the base hourly wage rate for all hours worked plus Ontario Provincial District Council (OPDC) working dues in the amount of fifteen cents (15¢) per hour. The Employer shall remit the OPDC dues of fifteen cents (15¢) per hour

directly to the Labourers' Pension Fund of Central and Eastern Canada, together with Pension Fund contributions. The Local Union working dues of three percent (3%) shall be remitted as directed by the Local Union involved.

4.3 UNION RECOGNITION

Where, in any area of Ontario, an Employer is bound by the terms of this Agreement, the Employer shall be deemed to have recognized the Laborers International Union of North America as the exclusive bargaining agent for all construction laborers throughout all geographic areas in the Province of Ontario employed in the pipeline sector of the construction industry.

4.4 WORK STOPPAGES, SECONDARY BOYCOTTS, AND JURISDICTIONAL DISPUTES

When a work claim dispute arises between the Laborers Union and any other union, person, or organization which cannot be settled to the satisfaction of all parties concerned, such dispute shall only be processed as a jurisdictional dispute under the Ontario Labour Relations Act. In the meantime, work will continue as assigned by the Employer unless otherwise directed by the Ontario Labour Relations Board.

REMITTANCES - ONTARIO

The Employer will remit all employer contributions and working dues deductions to the following addresses:

***Health and Welfare; Training and Rehabilitation;
Long Term Care; Camping Ground; and Local
Union Working Dues:***

Employees' home local • unless otherwise notified in writing by Local Unions.

***Pension; Canadian Tri-Fund; and OPDC Working
Dues:***

Labourers Pension Fund of Central and Eastern Canada
P.O. Box 40, Stn Q, Toronto ON M4T 1L0

Pipeline Industry Promotion Fund:

201, 1075 North Service Road W.
Oakville, ON L6M 2G2

SCHEDULE A6

**LABORERS DISTRIBUTION PIPELINE
AGREEMENT FOR CANADA
NEW BRUNSWICK, NEWFOUNDLAND, NOVA
SCOTIA, AND PRINCE EDWARD ISLAND**

The groups referred to in this Schedule include the following classifications:

Group	Classifications
1	Rodman; chainman; stakeman; pipefinder; flagman
2	General laborer; skid setter; specialized laborer helper
3	Buffer; grader; swamper; driller helper; saw filer
4	Paper latcher; dope pot fireman N/M; power saw operator
5	Jackhammerman; pneumatic tool operator; breaker operator; auger toolman; polyurethane nozzleman; faller
6	Driller; hi-scaler; concrete saw operator; powderman
7	Specialized laborer

1. **WAGERATES**

The hourly wage rates applicable shall be as follows:

Zone 1: The Provinces of New Brunswick, Prince Edward Island, Newfoundland (excluding Labrador), and Nova Scotia (excluding Cape Breton Island).

<i>Zone 1</i>	May 1 2004	May 1 2005	May 1 2006
Group 1	18.86	19.68	20.50
Group 2	19.08	19.90	20.72
Group 3	19.26	20.08	20.90
Group 4	19.35	20.17	20.99
Group 5	19.53	20.35	21.17
Group 6	19.94	20.76	21.58
Group 7	19.98	20.80	21.62

Zone 2: Cape Breton Island.

Zone 2	May 1 2004	May 1 2005	May 1 2006
Group 1	19.45	20.27	21.09
Group 2	19.67	20.49	21.31
Group 3	19.85	20.67	21.49
Group 4	19.94	20.76	21.58
Group 5	20.12	20.94	21.76
Group 6	20.53	21.35	22.17
Group 7	20.57	21.39	22.21

Firstaid Attendant - Twenty-five cents (\$0.25) per hour above regular rate.

Job Steward - Fifty cents (\$0.50) per hour above regular rate:

Shift Premium - If a requirement should arise for any shift to commence at or after 6:00 PM the Association and the Union shall meet to determine any employee wage rate premium.

2. EMPLOYER CONTRIBUTIONS

Rates at which the Employer shall contribute for each hour of work earned on behalf of each employee employed under the terms of this Agreement for the following purposes shall be:

NB, NS, PEI and NFLD & LAB	May 1 2004	Nov 1 2004	May 1 2005	May 1 2006
Health & Welfare Plan	1.10	1.40	1.50	1.60
Pension Plan	2.30	2.50	2.60	2.70
Training Plan	0.50			
Canadian Tri-Fund	0.06			
P.I.P Fund	0.25		0.27	0.29

† The Pipeline Industry Promotion Fund shall be administered by the Pipe Line Contractors Association of Canada.

3. WORKING DUES

The Employer shall deduct working or administrative dues from the employees' earning in the amount of two and one-half percent (2½%) of gross weekly wages plus ten cents (10¢) per hour . The ten cents (10¢) per hour will be remitted to the LIUNA Atlantic Region District Council. These amounts will be remitted to the addresses listed below. Health & Welfare contributions, Training contributions, and regular monthly dues will be remitted to the appropriate Laborers' Trust Fund as advised by the Local Union involved.

REMITTANCES

Health and Welfare; Training; and Local Union Working or Administrative Dues:

Employees' home local - unless otherwise notified in writing by Local Unions.

Pension and Canadian Tri-Fund:

Laborers Pension Fund of Central and Eastern Canada
P.O. Box 40, Stn Q, Toronto ON M4T 1L0

LIUNA Atlantic District Council Organizing Fund:

226 Townsend Street
Sydney NS B1P 5E6

Pipeline Industry Promotion Fund:

201, 1075 North Service Road W.
Oakville, ON L6M 2G2

Note: If any pipeline construction should be performed in Labrador or Baffin Island, the Association and the Union **shall** meet to determine wage rates and Employer contributions for that geographical area.

**SCHEDULE A7
EMPLOYERS BOUND BY THE LABORERS
PIPELINE AGREEMENTS FOR CANADA**

The Pipe Line Contractors Association of Canada represents as agent for collective bargaining with the Laborers International Union of North America the following Employers of employees in the pipeline construction industry within Canada in accordance with applicable legislation:

ALBERTA

By Registration:

Abco Supply & Service Ltd.
Aecon Civil & Utilities
Agrodrain Systems Limited
Alberta Mobile Air Compression Services
Alta North Pipeline Concrete Products
Antagon Pipelines Company Ltd.
Atlantic Pipeline Resources Inc.
Banister Majestic Inc.
Banister Pipeline Construction Company
Banister Pipelines
Bechtel Canada Limited
BFC Pipelines Inc.
BFC Utilities
Bolder Concrete Ltd.
Canadian Dredge and Dock Inc.
Canadian Subaqueous Pipelines Ltd.
Carbrook Contracting Ltd.
Carmax Truck Lines Ltd.
Cedar Mechanical Co. Ltd.
Chinook Construction & Engineering Ltd.
Cliffside Pipelayers Ltd.
Consamar Inc.
Consbec Inc.
Continental Electric Ltd.
Conweigh Incorporated
Coolsaet Pipeline Ltd.
Dan Snider Logging and Trucking
Delta Catalytic Contractors Ltd.
Dillingham Construction Ltd.
Dresser Industries Inc. • Dresser Titan
Eveready Industrial Services Limited
Flint Construction (1980) Ltd.
Formac Pumping Services Limited
Geleman Enterprises Ltd.

Genstar Construction Limited
Global Air Drilling Services Ltd.
H.C. Price of Canada Ltd.
Henuset Bros. Ltd.
Interpro Contractors Ltd.
Jack Byerlay Sandblasting Ltd.
Jampa Pipeline Ltd.
J.L. Cox & Son, Inc.
Junior Service & Repair Ltd.
Kaps Entrepose Ltd.
Kaps Transport Ltd.
Kiewit Pipelines Ltd.
Kordyban Transport (1980) Ltd.
Lackie Pipestringing Ltd.
Lafarge Construction Materials
LamSar Mechanical Contractors Limited
Leonard Pipeline Contractors Ltd.
Long Branch Contractors Ltd.
Loram International Ltd.
Lorenzo Environmental Contractors Ltd.
Mainline Boring Ltd.
Majestic Contractors Limited
Marine Pipeline Construction of Canada (1993)
Maxim Blasting Services Ltd.
McCaws Drilling & Blasting Ltd.
MHG International Ltd.
Michetti Pipe Stringing
Midwest Pipeline Contractors Ltd.
Mi-Pal Holdings Ltd.
Milbar Hydro-Test Ltd.
National Caterers (1989) Ltd.
Noceta Enterprises (1981) Ltd.
Nor-Can Construction Ltd.
Nor-Pipe Construction Limited
North American Construction Ltd.
Northern Construction Company Ltd.
O.E. Hamlyn Drillers Limited
O.J. Pipelines Inc.
Opron Construction Co. Ltd.
Pan Cana Associated Contractors Ltd.
Pashco Blasting Ltd.
Pat McNulty Ltd.
Pe Ben Industries Company Ltd.
Pe Ben Pipelines (1979) Ltd.
Pentzien Canada, Inc.
Permanent Lafarge

Premay Pipeline Hauling Ltd.
Premier Murphy J/V
Premier Pipelines Inc.
Q.C. Pipelines Ltd.
R.L. Coolsaet of Canada Ltd.
Robert B. Somerville (Div. of Robert McAlpine Ltd.)
ROK Pipeline Inc.
Ron May Trucking and Excavating Ltd.
RPA Contracting Ltd.
Sartori & Son Company Limited
Seggow Construction & Clearing Ltd.
Sie-Mac Heavy Haulers Ltd.
Spie Construction Inc.
Square M Construction Limited
Steen Pipelines
Stringtest Pipelines Inc.
Sulcon Pipeline Weights Ltd.
Summit Pipeline Services Ltd.
Supernal Welding and Consulting Ltd.
Totran Transport Ltd.
True Test Pipeline Services
T.W. Johnstone Company Limited
Universal Pipe Line Enterprises Ltd.
Waschuk Pipe Line Construction Ltd.
Western Reclamation Services
Whip-Line Crane Services Ltd.
Winnipeg Sandblasting Liqua Jet
Wonderly and Kershaw Petrochemical Services Ltd.

BRITISH COLUMBIA

By Accreditation:

Alberta Mobile Air Compression Services
Banister Pipelines
Bartsch Pipe Welding Limited
Bolder Concrete Ltd.
Canadian Bechtel Limited
Canadian Subaqueous Pipelines Ltd.
Caird Mechanical Contractors Ltd.
Chinook Construction & Engineering Ltd.
C. Victor Koran Ltd.
Dillingham Pipeline Construction Ltd.
Dresser Titan Div. of Dresser Industries
English & Lepage Ltd.
H.C. Price of Canada Ltd.
Ideal Welders Ltd.

Interpro Contractors Ltd.
Leonard Pipeline Contractors Ltd.
Loram International Ltd.
Majestic Wiley Contractors Limited
Mannix Co. Ltd.
Marine Pipeline Construction of Canada Limited
Pashco Blasting Ltd.
Pat McNulty Limited
Pe Ben Industries Company Ltd.
Permanent Concrete
Procan Industries Ltd.
RPA Contracting Ltd.
Totran Transport Ltd.
V.R. Price Welding & Mechanical Ltd.

By Appointment:

Abco Supply & Service Ltd.
Aecon Civil & Utilities
Agrodrain Systems Limited
Banister Pipeline Construction Company
Consamar Inc.
Continental Electric Ltd.
Conweigh Incorporated
Coolsaet Pipeline Ltd.
Delta Catalytic Contractors Ltd.
Global Air Drilling Services Ltd.
Jack Byerlay Sandblasting Ltd.
Kiewit Pipelines Ltd.
Lafarge Construction Materials
LamSar Mechanical Contractors Limited
Mainline Boring Ltd.
Marine Pipeline Construction of Canada (1993)
McCaws Drilling & Blasting Ltd.
O.J. Pipelines Canada
Pashco Blasting Ltd.
Pe Ben Industries Company Ltd.
Pentzien Canada, Inc.
Permanent Lafarge
Premay Pipeline Hauling Ltd.
Q. C. Pipelines Ltd.
Robert B. Somerville Co. Limited
ROK Pipeline Inc.
RPA Contracting Ltd.
Summit Pipeline Services Ltd.
Supernal Welding and Consulting Ltd.
T.W. Johnstone Company Limited

Waschuk Pipe Line Construction Ltd.
Winnipeg Sandblasting Liqua Jet

**MANITOBA, NEWFOUNDLAND, NEW BRUNSWICK,
NOVA SCOTIA, NORTHWEST TERRITORIES,
PRINCE EDWARD ISLAND, AND YUKON
TERRITORY**

By Appointment:

Abco Supply & Service Ltd.
Aecon Civil & Utilities
Agrodrain Systems Limited
Badger Hydro-Vac Services Ltd.
Banister Pipeline Construction Company
Castonguay Group Inc.
Cie Wilfred Allen Ltee.
Conweigh Incorporated
Coolsaet Pipelines Ltd.
Dyno Nobel Ltd.
Global Air Drilling Services Ltd.
Horizontal Crossing Atlantic Ltd.
Jack Byerlay Sandblasting Ltd.
Jampa Pipeline Ltd.
Kiewit Pipelines Ltd.
L & R Drilling & Blasting Limited
Mainline Boring Ltd.
Marine Pipeline Construction of Canada (1993)
McCaws Drilling & Blasting Ltd.
McNally Marine Inc.
Nova Fencing Limited
O.J. Pipelines Canada
Pashco Blasting Ltd.
Pe Ben Industries Company Ltd.
Pentzien Canada, Inc.
Premay Pipeline Hauling Ltd.
Q.C. Pipelines Ltd.
Robert B. Somerville (Div. of Robert McAlpine Ltd.)
RPA Contracting Ltd.
Summit Pipeline Services Ltd.
Supernal Welding and Consulting Ltd.
T.W. Johnstone Company Limited
Torchline Corporation
Universal Pipe Line Enterprises Ltd.
Waschuk Pipe Line Construction Ltd.
Winnipeg Sandblasting Liqua Jet

ONTARIO

By Accreditation:

Abco Supply & Service Ltd.
Aboriginal Pipelines Ltd.
Accon Civil & Utilities
Agrodrain Systems Limited
Alberta Mobile Air Compression Services
Antagon Pipelines Company Ltd.
Apex Services Ltd.
Atlantic Pipeline Resources Inc.
Banister Majestic Inc.
Banister Pipeline Construction Company
Banister Pipelines
Bechtel Canada Limited
Beaver Pipeline Construction Limited
Bolder Concrete Ltd.
Bonlot Construction Ltd.
Canadian Dredge and Dock Inc.
Canadian Subaqueous Pipelines Ltd.
Catre Pipeline
C.S.I. Hydrostatic Testers
Cliffside Utility Contractors
Consamar Inc.
Consbec Inc.
Continental Electric Ltd.
Conweigh Incorporated
R.L. Coolsaet of Canada Ltd.
Coolsaet Pipeline Ltd.
Curran Construction Ltd.
Custom Concrete (Northern)
Dan Snider Logging and Trucking
Dillingham Construction Ltd.
D.W. Sartori Contracting Ltd.
Formac Pumping Services Limited
General Pipeline Contractors Limited
G.M. Gest Inc.
Global Air Drilling Services Ltd.
H.B. Contracting Ltd.
H.C. Price of Canada Ltd.
Huron Pipelines Limited
Inter-Provincial Construction Limited
Jack Byerlay Sandblasting Ltd.
J.L. Cox & Son, Inc.
Jampa Pipeline Ltd.
John Vail Pipeline Contractors
Joyce-Leonard Canada Ltd.

Junior Service & Repair Ltd.
J.W. Cain Limited
Kel-Gor Limited
Kiewit Pipelines Ltd.
Kordyban Transport (1980)Ltd.
Lackie Pipestringing Ltd.
Lafarge Canada Inc.
Lafarge Construction Materials
LamSar Mechanical Contractors Ltd.
Leo Alarie & Sons Limited
Leonard Pipeline Contractors Ltd.
L.M. Welter Ltd.
Loram International Ltd.
Mainline Boring Ltd.
Majestic Contractors Limited
Mannix Co. Ltd.
Marine Pipeline Construction of Canada Limited
McCaws Drilling & Blasting Ltd.
McDace Limited
Metric Utilities Ltd.
MHG International Ltd.
Michetti Pipe Stringing
Milbar Hydro-Test Ltd.
Mortele **Cove** Lumley Ltd.
National Caterers Ltd.
Nicholls-Radtke & Associates Limited
Nor-Pipe Construction Limited
Northern Construction Company Ltd.
O.E. Hamlyn Drillers Limited
O.J. Pipelines Canada
O.J. Pipelines Corp.
Pan Cana Associated Contractors Ltd.
Pashco Blasting Ltd.
Pat McNulty Ltd.
Pe Ben Industries Company Ltd.
Pe Ben Pipelines (1979) Ltd.
Pemrow Pipelines Construction Ltd.
Pentzien Canada, Inc.
Permanent Lafarge
Premay Pipeline Hauling Ltd.
Premier Murphy - A Joint Venture
Premier Pipelines Limited
Q.C. Pipelines Ltd.
Robert B. Somerville (Div. of Robert McAlpine Ltd.)
Robert Christoph
Robert J. Fierheller

Roger H. Woods Ltd.
ROK Pipeline Inc.
RPA Contracting Ltd.
Rhucon (1988) Inc.
Sartori & Son Company Limited
Sombra Welding Limited
Spie Construction Inc.
Steen Pipelines
Stringtest Pipelines Ltd.
Summit Pipeline Services Inc.
Superior Pipeline Contractors Ltd.
Supernal Welding and Consulting Ltd
True Test Pipeline Services
T.W. Johnstone Company Limited
Universal Pipe Line Enterprises Ltd.
Villeneuve Construction Ltd.
Waschuk Pipe Line Construction Ltd.
Waynco Ltd.
Wiley Oilfield Hauling Ltd.
Williams Pressure Service Ltd.
Winnipeg Sandblasting Liqua Jet

SASKATCHEWAN

By Designation:

Abco Supply & Service Ltd.
Aecon Civil & Utilities
Agrodrain Systems Limited
Banister Pipeline Construction Company
Conweigh Incorporated
Coolsaet Pipeline Ltd.
Global Air Drilling Services Ltd.
Jampa Pipeline Ltd.
Kiewit Pipelines Ltd.
Lafarge Construction Materials
Mainline Boring Ltd.
Marine Pipeline Construction of Canada (1993)
McCaws Drilling & Blasting Ltd.
O.J. Pipelines Canada
Pe Ben Industries Company Ltd.
Pentzien Canada, Inc.
Premay Pipeline Hauling Ltd.
Q.C. Pipelines Ltd.
RPA Contracting Ltd.
Robert B. Somerville (Div. of Robert McAlpine Ltd.)
Summit Pipeline Services Ltd.

Supernal Welding and Consulting Ltd.
T. W. Johnstone Company Limited
Waschuk Pipe Line Construction Ltd.
Winnipeg Sandblasting Liqua Jet

**SCHEDULE A8
LABORERS INTERNATIONAL UNION OF
NORTH AMERICA**

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(202) 737-8320

A. E. SABITONI, General Secretary-Treasurer
905 - 16th St. N.W., Washington, DC 20006
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Refer all Job Notifications, Pre-job Conference requests and Local union jurisdiction inquiries to the following International Representatives:

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