

Vote scheduled
for June 7/16

MEMORANDUM OF AGREEMENT

BETWEEN: Valley Rite-Mix Ready Mix
A Division of Lafarge Canada Inc.
(The "Company")

AND: Teamsters Local Union No. 213
(The "Union")

The parties agree to recommend ratification of a renewed collective agreement with the following changes:

ARTICLE 8 – HOURS OF WORK AND OVERTIME

Hours of Work:

8.01 Except as otherwise provided, the normal work week for all employees covered by this Agreement shall consist of five (5) eight (8) hour days commencing on Monday and ending on Friday.

The normal work day shall not commence earlier than 6:00 **5:30 A.M.** and allow employees to commence work in increments of fifteen (15) minutes to no later than 9:00 A.M.

8.02 ~~The work day shall be an eight (8) hour period including a one half (1/2) hour paid break for a meal. Where required, employees will be permitted to leave the company premises during their lunch break for the purposes of obtaining their lunch. However, employees are expected to be back at the plant within the one half hour break, in order to resume work on time.~~ **Where possible, employees will be permitted to take a one-half (1/2) hour lunch break during appropriate production breaks. As a result of the break not being guaranteed, and whether or not an employee actually takes a break, effective date of ratification, all employees will be paid a premium of one dollar and twenty-five cents (\$1.25) per hour worked for all hours worked not compounded for overtime.**

Early Start:

8.06 Any employee starting prior to ~~6:30 AM~~ **5:30 A.M.**, and who has been paid overtime rates, shall be paid from ~~6:30 AM~~ **5:30 A.M.** as far as his/her daily guarantee is concerned.

ARTICLE 10 – GENERAL HOLIDAYS

Entitlement:

10.01 Every employee covered by this Agreement ~~who has completed his/her probationary period~~ shall receive a day's pay for New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and December 31st ~~and any.~~ **Any other holiday proclaimed by the Provincial or Federal Government which will then replace the employee's choice of Easter Monday or December 31st**, provided however, that the employee shall have worked his/her "scheduled" work day prior to such holiday and his/her "scheduled" work day after such holiday, unless express permission to be absent shall be obtained from his/her Superintendent. Any employee required to work on any of the above holidays except Easter Monday and December 31st shall receive double time (2x) in addition to the day's pay. Any employee requested to work on Easter Monday or December 31st shall receive time and one-half (1 ½) in addition to the General Holiday.

Qualify:

- 10.02 Employees who have ~~not~~ qualified under 10.01 shall also qualify for Statutory Holiday Pay if they have **must also have** worked within fifteen (15) days preceding the date of the holiday, or within fifteen (15) days immediately following the date of the holiday **to qualify for General Holiday Pay**. Employees will not qualify on W.C.B. or Sick Pay.

ARTICLE 11 – ANNUAL VACATION

- 11.08 Employees shall be entitled to take their vacation in one (1) continuous period; **except during the prime period between June 1 – September 30 of each year, where employees will be restricted to a maximum of three (3) weeks vacation during this time. Employees wanting to take more than three (3) weeks during this period may request to be placed on a stand-by list for additional vacation dates during the prime period if they become available.** Vacations shall be taken within the calendar year for which they are applicable.

~~Effective January 1, 2010,~~ **An** employee is entitled to take his/her vacation starting on January 1 of each calendar year. Increases in vacation allowance will be effective on January 1 of an employee's anniversary calendar year. All employees will have a common anniversary date of January 1.

Vacations shall be taken in blocks of five (5) days. Where a General Holiday falls within the employee's booked vacation block, the impacted day will be taken at a later date, mutually agreed upon by the employee and the Company (i.e. four (4) vacation days will be used, rather than five (5)).

Vacations booked in blocks of five (5) days during the annual vacation booking period shall be considered before single days. Once the vacation booking period has ended, all new vacation requests in single days or blocks will be considered on a first come, first served basis.

- 11.10 ~~The Company shall work with the Union in an effort to increase the number of employees allowed off at any one time for vacation.~~ **The Company shall allow up to ten percent (10%) of active employees on each overall seniority list to be off for vacation at any one time. Furthermore; Relief Dispatcher/Plant Operators cannot be off at the same time as posted Dispatcher/Plant Operators. The Company, where possible, will permit a greater percentage of active employees on each overall seniority list to be off for vacation at any one time as business demands allow.**
- 11.11 ~~The Company shall post on January 2~~ **December 15** of each year a vacation calendar **for the following year**, and eligibility for employees to book their vacation time. ~~Employees will select their vacation time by seniority by February 15 of each year. Scheduling conflicts will be resolved between February 16th and February 28th. The Company will post the approved vacation schedule on March 15th of each year.~~

Vacation requests must be submitted according to the following deadlines:

- **The first 1/3 of employees on the seniority list must submit the following year's vacation requests by January 8.**
- **The second 1/3 of employees on the seniority list must submit vacation requests by January 29.**
- **The remainder of employees on the seniority list must submit vacation requests by February 19.**

If any of the above dates fall on a non-business day, the deadline will be the next business day. For each group, the Company will finalize and post the vacation calendar within 5 business days following the submission due dates. After the vacation calendar has been posted, employees who did not receive all their requested vacation dates, may request to be placed on the stand-by list for their preferred dates.

Once the employee's group submission due date has passed, further requests may not be made until after the final calendar has been posted on or about March 1 of each year.

Once all group submission due dates have passed, additional vacation during the prime period, as requested on the vacation standby list, will be granted as business demands and vacation eligibility allows, in order of seniority, beginning with the most senior employee and proceeding in turn thereafter. Any changes to the final vacation calendar due to adjustments through the standby list will be posted on or about March 15 of each year.

Following the vacation calendar being posted on or about March 1 of each year, any un-booked vacation will be booked on a first-come, first-served basis. This would permit employees to exceed the maximum vacation allowances during the prime period if additional vacation dates are available during this time.

In order to cancel scheduled vacations, the employee must do so, in writing, a minimum of one (1) month prior to the first date of the vacation. Cancelled vacation dates will be offered first to employees on the vacation stand-by list in order of seniority, then to all employees on a seniority basis.

ARTICLE 12 – GENERAL WORKING CONDITIONS AND RULES

Meal and Work Breaks:

- 12.01 ~~The Company shall not require any employee covered by this Agreement to work less than three (3) or more than six (6) consecutive hours without a one half (1/2) hour off work for lunch. Where an employee is required to work through the lunch break, a premium of one half (1/2) hour at time and one half (1 1/2x) will be paid. The employee will not be required to stay the one half (1/2) hour for the premium at the end of the shift. Employees must work a minimum of six (6) hours without a break in order to qualify for a lunch premium.~~
- 12.22 If an **employee** ~~man~~ starts his/her day's work, **they** ~~he/she~~ shall not be paid less than **their** ~~his/her~~ regular posted rate for the day. If work is to be made available at a lower classification, **the employee** ~~he/she~~ shall be notified the day previous.

Coveralls and Gloves:

- 12:24 Upon request, the Company shall supply to employees, on an exchange basis, coveralls and gloves. Such clothing shall be proper fit for each employee. The wearing of coveralls to be subject to the comfort of employees.

At the discretion of the Company, employees on dirty jobs may be issued more than the normal issue of coveralls.

As part of the Company's Health and Safety policy, employees are required to wear proper safety footwear. The Company will pay each employee as part of his or her wages, ~~seven cents (\$0.07)~~ **ten cents (\$0.10)** per hour to be used for the purchase of approved winter and summer safety footwear. This amount will be compounded for overtime to reflect employees who work more hours and wear out their boots more quickly. It is each employee's responsibility to ensure that they report for work wearing appropriate safety footwear.

ARTICLE 13 – TRANSPORTATION AND BOARD

Work Opportunity Other Depots:

- 13.04 When work is not available for employees at their regular starting place or **plant depot** and work is available at another plant ~~or depot~~, employees ~~laid off from~~ **who do not have a start time at** their regular ~~depot~~ **plant** will be given the opportunity to work at the other plant ~~or depot~~ provided they are qualified. Employees other than maintenance employees (ticketed employees) shall not be entitled to receive travelling time or to be provided with transportation.

ARTICLE 14 – GRIEVANCE PROCEDURE

General:

- 14.01 If, during the term of this agreement, there should arise any difference between the Parties bound by this Agreement concerning its interpretation, application, operation, or other violations thereof, ~~an endeavour~~ **an attempt** shall be made **to** settle the difference by negotiations between representatives of the Company and the Union.

Where a grievance refers to a particular occurrence or incident other than a payroll error, no consideration shall be given to either party unless such grievance is submitted within ~~fifteen (15) calendar~~ **ten (10) working** days from the **actual date or the date the employee ought to have known** of the alleged occurrence or incident. ~~In the case of payroll errors, the time limit will be thirty (30) calendar days.~~

Time to Resolve Dispute:

- 14.02 (a) **Step 1** – Within the time limits above, ~~i.e. fifteen (15) days or thirty (30) days,~~ the employee shall discuss the difference on an informal basis with the appropriate Manager or Supervisor. The employee may elect to be accompanied by a Shop Steward.

If the parties do not reach a satisfactory settlement within five (5) working days, or such longer period as the parties agree to, then the grievance shall be placed in writing by the grievor and given to the appropriate Manager or Supervisor with a copy to the appropriate Shop Steward.

- d(b) **Step 2** – ~~In the event that the said parties fail to reach a satisfactory settlement under Step 1 within five (5) working days after the difference was submitted to them or within such longer period as the parties agree to, then the grievance shall be placed in writing and given to the appropriate Manager or Supervisor with a copy to the appropriate Shop Steward, and~~ **W**within five (5) working days **after receiving the written grievance**, a meeting **shall be** arranged between the appropriate Shop Steward, **the grievor** and the appropriate Manager ~~or Supervisor~~. The ~~appropriate Shop Steward may elect and be accompanied by the employee.~~

If the parties do not reach a satisfactory settlement under Step 2 within five (5) working days, or within such longer period as the parties agree to, it shall be referred to the appropriate Labour Relations Representative and the Union Representative.

- (c) ~~Step 3 – In the event that the representatives fail to reach a satisfactory settlement under Step 2 within five (5) working days after the difference was submitted to them or within such longer period as the parties agree to, then it shall be referred to the General Manager and the Union Representatives and within five (5) working days~~ **At the earliest date possible**, a meeting shall be arranged between the **Labour Relations Representative and the Union Representative** parties to resolve the dispute.

If the parties fail to reach a settlement in the above mentioned meeting, the Company will provide a response in writing to the Union Representative within two (2) weeks, or such longer period as the parties agree to, either proposing a new settlement or denying the grievance.

Upon receipt of the Company's written response, the Union will have the option to either accept the Company's response or advance the grievance to Arbitration. The decision should be made and communicated to the Company's Labour Relations Representative within thirty (30) calendar days, or such longer period as the parties agree to.

- (d) ~~Step 4 – In the event that the said representatives fail to reach a satisfactory settlement within five (5) working days after the difference was submitted to them or within such longer period as the parties agree to, then it shall be referred to an Arbitration Board of three (3) persons as follows:~~

Arbitration:

- 14.03 The Party desiring Arbitration shall, within ten (10) working days, **or such period as mutually agreed to** appoint a member for the Board and shall notify the other party in writing of **their choice(s) of Arbitrator** its appointment, and particularly **confirm** the matter in dispute.
- 14.04 The party receiving the notice shall, within ten (10) **working** days, **or such period as mutually agreed to, respond in writing with acceptance or must provide the name(s) of alternate Arbitrator(s).** thereafter, appoint a Member for the Board and notify the other Party of its appointment.
- 14.05 ~~The two (2) Arbitrators so appointed shall confer to select a third person to be Chairman within ten (10) working days from the appointment of the second of them. Failing to agree, either of them may apply to the Honourable, the Minister of Labour to appoint such third member.~~
- 14.06 The **Arbitrator** Arbitration Board shall sit, hear the Parties, settle the terms of the question to be arbitrated, and make **the** its award **in writing within a reasonable period of time.** within ten (10) days from the date of the appointment of the Chairman, provided the time may be extended by agreement of the Parties.

ARTICLE 15 – HEALTH AND WELFARE

~~Teamsters'~~ Health and Welfare Plan:

15.01 ~~Employees shall be covered by the Teamsters (Local 213) Health and Welfare Plan.~~

All employees who have met the eligibility requirements will participate in the Company's Health and Welfare Plan and will be subject to the terms and conditions of that plan. Unless otherwise indicated the premiums will be paid by the Company.

15.02 ~~The Company shall make contributions to the Plan at the following hourly rate, based on the total hours for which the employees receive remuneration:~~

~~January 1, 2008 – Two dollars and forty cents (\$2.40) per hour*~~

~~*This includes hours for which payment is received for General Holidays and annual vacations.~~

Eligibility: Employees who have completed sixty (60) calendar days of active employment with the Company will be entitled to participate in the Company sponsored Health and Welfare Plan effective the first (1st) of the following month.

15.03 ~~The contributions referred to shall be remitted monthly by the fifteenth (15th) day of the month following that to which they refer, together with a form supplied to the Employer by the Union, which shall provide full instructions.~~

The Company will not reduce the level of benefits currently in place at the time of ratification of the Agreement.

15.04 ~~Effective the first (1st) day of the month, two (2) months after the Date of Ratification (May 9, 2013), all eligible employees will be moved to the Lafarge Health and Welfare plan and the Employer will cease making contributions to the Teamsters Health and Welfare plan as outlined in Article 15:01-15:03.~~

~~Upon successful completion of the probationary period, employees will become eligible for the Company sponsored benefit plan. The premiums will be paid 100% by the Company with the exception of the Long Term Disability (LTD) premiums which will be paid one hundred percent (100%) by the employee.~~

The Long Term Disability Benefit is three thousand dollars (\$3,000) per month. Employees are required to pay one hundred (100%) percent of the premium cost for this benefit.

15.05 *As part of the Health and Welfare Plan, the Company will include a Healthcare Spending Account (HCSA) which will provide a five hundred dollar (\$500.00) benefit annually for expenses not 100% covered by the Benefit Plan.*

15.06 *The Company agrees to pay one-fifth (1/5th) the amount of weekly indemnity per day off for the first three (3) days an employee is off work due to sickness or injury other than a compensable injury. This shall apply only where the employee's Weekly Indemnity claim has been established.*

ARTICLE 16 – PENSION PLAN ~~GROUP RRSP~~

16.01 ~~Effective January 1, 2010 a Company sponsored retirement arrangement (Group RRSP) will be put into place that will be mandatory for all employees to become members on successful completion of their probationary employees. New employees who have successfully completed their probationary period will have contributions made to the Plan for individual employees at the following hourly rate based on the total hours for which the employee receives remuneration. This includes hours for which payment is received for Statutory Holidays and annual vacation.~~

~~Employees will be permitted to transfer their Group RRSP funds to another institution, which will honour the restrictions in place for this Group RRSP, up to a maximum of four (4) times per year, or one (1) time per quarter.~~

~~The Company will make contributions on behalf of employees at the following rate:~~

~~Three dollars and fifty cents (\$3.55) per hour.~~

~~*moved to 16.07 Contributions referred to shall be remitted bi-weekly (within ten [10] days from the end of any given pay period), with the amounts remitted listed on the individual pay slips for the bi-weekly period, as well as year-to-date contributions.~~

~~All employees who have met the eligibility requirements will participate in the Company Sponsored Defined Contribution (DC) Pension Plan.~~

16.02 *Eligibility: Employees who have completed sixty (60) calendar days of active employment with the Company are eligible to participate effective the first (1st) of the month following. Membership in the Pension plan is compulsory. You must join immediately upon becoming eligible for membership.*

16.03 *The Company will contribute on behalf of employees according to the following:*

Three dollars and fifty-five cents (\$3.55) for every hour in which the employee receives remuneration.

16.04 *Company Contributions as outlined in 16:03 will vest immediately after completion of the probation period per Article 9.01.*

16.05 *Employees who have met the eligibility outlined in 16.02 will also have the option to contribute by payroll deduction, to a Company Sponsored Group Registered Retirement Savings Plan (RRSP). Participation in this plan is completely voluntary and employees will determine the amount they contribute to this plan.*

16.06 *Employees on the seniority list as of date of ratification will continue to participate in the Company sponsored retirement arrangement (Group RRSP) at the hourly rate outlined in Article 16:03, based on the total hours for which the employee receives remuneration. This includes hours for which payment is received for Statutory Holidays and annual vacation. Further, these employees will be permitted to transfer their Group RRSP funds to another institution, which will honour the restrictions in place for this Group RRSP, up to a maximum of four (4) times per year, or one (1) time per quarter.*

Employees on the seniority list as of date of ratification may make a one-time election to opt into the DC Plan outlined in Articles 16.01-16.05 for all future contributions. This election must be made by the end of the third (3rd) month following ratification.

- 16.07 *Contributions referred to shall be remitted bi-weekly (within ten [10] days from the end of any given pay period), with the amounts remitted listed on the individual pay slips for the bi-weekly period, as well as year-to-date contributions.*

ARTICLE 18 – PROTECTION OF AGREEMENT

- 18.01 Should the Company or any employee violate the terms of this Agreement as provided in Article 7 – PAYMENT OF WAGES, Article 8 – HOURS OF WORK AND OVERTIME, by paying or receiving less than full wages or overtime as provided in Articles 7 ~~or 8 or failure to remit contributions to the Teamsters' Local 213 Health and Welfare Plan as per Article 15 – HEALTH AND WELFARE~~, then the following shall apply"
- (a) The Company shall pay double the amount of the difference between what should have been paid and that paid initially. This amount shall be paid forthwith to the Teamsters' Social and Sports Committee for its sole and discretionary use. The employee in receipt of such unlawful payment(s) shall be immediately suspended from employment until the said payment is made to the said Committee.
 - (b) The Company shall then post a bond of one thousand dollars (\$1,000.00) with the Union. In the event of a further violation, said Bond shall be forfeited. The Company will post a further bond of two thousand dollars (\$2,000.00) with the Union which in the event of a further violation will also be forfeited, with each forfeit a replacement bond of twice the value of the one preceding will be posted.
 - (c) In all cases of alleged violation all pertinent Company payroll records shall be made available to the Union
 - (d) In the event of disagreement as to the violation of this Article, either party may proceed directly to Arbitration under Article 14.

ARTICLE 20 – TERM OF AGREEMENT

Term:

- 20.01 This Agreement shall be in full force and effect from January 1st, ~~2012~~ **2015**, to and including December 31st, ~~2014~~ **2017**, and shall continue in effect from year-to-year thereafter, subject to the right of either party to this Agreement within four (4) months immediately preceding the expiry date, by written notice to the other party, require the other party to commence collective bargaining with a view to the conclusion of a renewal or revision of the collective agreement.

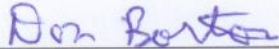
20.04 It is agreed and understood that retroactive pay will be calculated ~~on straight time hours~~ **on all hours at straight time rates**, based on the rates effective as of January 1, 2013~~6~~. This shall apply to employees on the seniority list as at the date of ratification who worked during the period to which the retroactivity is applicable on.

Signed this 17th day of May, 2016 in the city of Coquitlam, British Columbia.

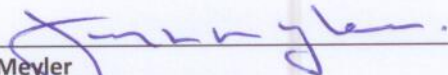
Signed on behalf of Lafarge Canada Inc.



Susan Davison
Employee and Labour Relations Manager, WCAN



Don Borton
Area Manager, Fraser Valley

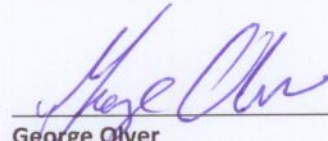


Joe Meyler
Bargaining Representative

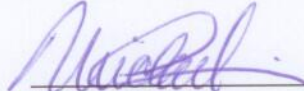


Ryan Hayer
Labour Relations Intern

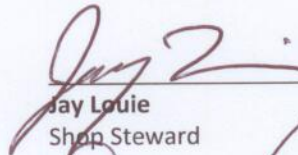
Signed on behalf of Teamsters Local Union No. 213



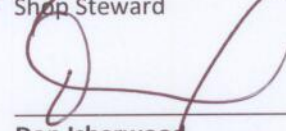
George Oliver
Business Representative



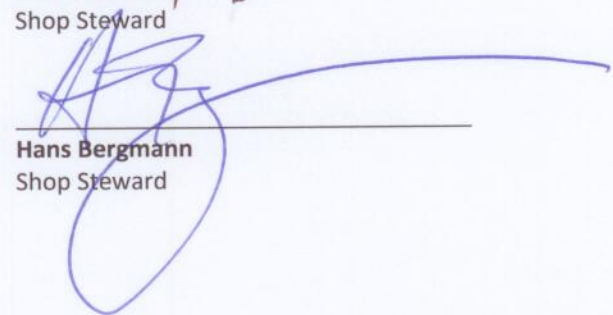
Mike Levinson
Business Representative



Jay Louie
Shop Steward



Don Isherwood
Shop Steward



Hans Bergmann
Shop Steward

APPENDIX "A" – RATES PER HOUR

| CLASSIFICATIONS | Current | July 1/15 | Jan. 1/16 | Jan. 1/17 |
|--|---------|----------------|----------------|----------------|
| INCREASE | | 0% | 3% | 2% |
| Handyman | \$23.57 | – | – | - |
| Dispatcher/Plant Operator | \$35.69 | \$35.69 | \$36.76 | \$37.50 |
| Concrete Plant Operator | \$35.69 | | | |
| Front End Loader (Yard Man) | \$32.61 | – | – | - |
| Labourer | \$31.41 | – | – | |
| Ticketed Trades – Millwright and Mechanic | \$36.21 | \$36.21 | \$37.30 | \$38.04 |
| Washout Man <i>Person</i> | \$31.45 | \$31.45 | \$32.39 | \$33.04 |
| Welder | \$36.13 | \$36.13 | \$37.21 | \$37.96 |
| Pick-up Truck | \$31.72 | – | – | - |
| Flat Deck Truck | \$31.78 | – | – | - |
| | | | | - |
| Flat Deck Truck with Pup | \$32.11 | – | – | - |
| Transit Mixers | \$32.61 | \$32.61 | \$33.59 | \$34.26 |
| Transit Mixers /Loader Operator | \$32.61 | \$32.61 | \$33.59 | \$34.26 |
| Quality Control Technician | \$32.27 | – | – | - |

A one-time signing bonus of \$1,500.00 will be paid to all employees on the seniority list who are actively working as of date of ratification.

LETTERS OF UNDERSTANDING:

Letter of Understanding No. 1:

Renew

Change "ALLEY RITE-MIX READY MIX" to "VALLEY RITE-MIX READY MIX"

Letter of Understanding No. 2:

BETWEEN: VALLEY RITE-MIX READY-MIX
A Division of Lafarge Canada Inc.
(The "Company")

AND: TEAMSTERS LOCAL UNION NO. 213
(The "Union")

RE: AFTERNOON AND NIGHT SHIFT

The Company and the Union agree to ~~implement~~ the following: ~~changes on a trial basis.~~

Amend and Replace Articles 8.13-8.17 to reflect the following changes.

8.13 Should the Company, for ready mix operations, require an afternoon or a night shift, all employees in order of seniority shall be given a choice to take the shift or remain on days. Once the shift requirements are met, there shall be no bumping of employees on that shift for a period of one (1) week.

8.14 Where more than one shift is required, eight (8) hours, ~~inclusive of a meal period~~, shall constitute the afternoon shift for which a shift premium of ~~fifty cents (50¢) effective January 1, 2013~~ and sixty cents (60¢) effective January 1, 2014 per hour shall be paid. Eight (8) hours, ~~inclusive of a meal period~~, shall constitute a night shift for which a shift premium of one dollar (\$1.00) per hour shall be paid.

8.15 Afternoon Shifts:

- 1) Afternoon shifts will start between 1:00 P.M. and 4:00 P.M.
- 2) Employees shall be available between 9:00 A.M. and 12:00 P.M. for afternoon shift call in.
- 3) Employees will be asked to volunteer and sign up for afternoon shift to a maximum of eight (8) employees each week by the preceding Wednesday.
 - a. Employees who sign up will be expected to work at any plant as required by the business demands during that week.
 - b. Employees who are scheduled will be guaranteed three (3) non-consecutive shifts, either afternoon or day, that week. ***This will not include General Holidays.***
 - c. For that entire week, employees who are moved from afternoon to day shift will be placed on the bottom of the seniority list for call in purposes.
- 4) Where there are not sufficient weekly volunteers signed up to meet customer demands, the Company will request additional daily volunteers based on seniority, to be scheduled. If there are not sufficient volunteers, the Company will force schedule in reverse order of seniority.
 - a. Daily volunteers and employees who are forced scheduled on a daily basis will be paid at time and one half (1.5x) for the first eight (8) hours and double time (2x) thereafter.
 - b. Daily volunteers and employees who are forced scheduled will retain their seniority for day shift the following day.
 - i. If an employee is unable to start at his normal start time due to the mandatory rest period, he shall be paid back to his normal start time. Overtime will be calculated from the employees normal start time.

- c. *Employees who are force scheduled and are guaranteed three (3) or more non-consecutive shifts (not including General Holidays), either afternoon or day that week, shall be paid at straight time rates per 8.15 (3) above.*

8.16 Night Shifts:

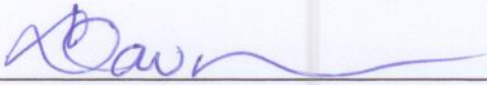
- 1) Night shifts will start between 8:00 P.M. and 11:00 P.M.
- 2) Employees shall be available between 4:00 P.M. and 7:00 P.M. for night shift call in.
- 3) Employees will be asked to volunteer and sign up for night shift to a maximum of eight (8) employees each week by the preceding Wednesday.
 - a. Employees who sign up will be expected to work at any plant as required by the business demands during that week.
 - b. Employees who are scheduled will be guaranteed three (3) consecutive shifts that week. ***This will not include General Holidays.***
 - c. When there are not sufficient volunteers, the Company will first canvas for additional volunteers. When there are not sufficient additional volunteers, the Company will schedule in reverse order of seniority.
- 4) Where there are not sufficient weekly volunteers signed up to meet customer demands, the Company will request additional daily volunteers based on seniority, to be scheduled. If there are not sufficient volunteers, the Company will force schedule in reverse order of seniority.
 - a. Daily volunteers and employees who are forced scheduled ***on a daily basis*** will be paid at time and one half (1.5x) for the first two (2) hours and double time (2x) thereafter.
 - b. Daily volunteers and employees who are forced scheduled will retain their seniority for day shift the following day.
 - i. If an employee is unable to start at his normal start time due to the mandatory rest period, he shall be paid back to his normal start time. Overtime will be calculated from the employees normal start time.
 - c. ***Employees who are force scheduled and are guaranteed three (3) or more non-consecutive shifts that week (not including General Holidays), shall be paid at straight time rates per 8.16 (3) above.***

8.17 Employees who will be working afternoon or night shift will be advised by the preceding Friday end of day. The maximum employees on afternoon or night shift can be increased where business demands require. In these instances, the Company will address the issue with the Labour Management Committee and a resolution will be reached.

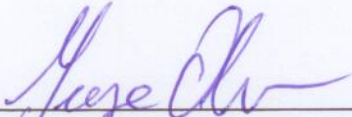
In the event either party determines this language needs to be reviewed, the Company and the Union will discuss this at a Labour Management Meeting and provide recommendations.

SIGNED THIS 17th day of May, 2016 at Cogitla, B.C.

FOR:



LAFARGE CANADA INC.



TEAMSTERS LOCAL UNION NO. 213

Letter of Understanding No. 3:

Renew

Letter of Understanding No. 4 (NEW)

BETWEEN: VALLEY RITE-MIX READY-MIX
A Division of Lafarge Canada Inc.
(The "Company")

AND: TEAMSTERS LOCAL UNION NO. 213
(The "Union")

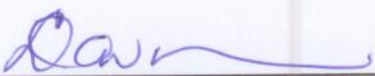
RE: CALL-OUT PROCEDURES

Notwithstanding Article 13.04, the Company and the Union agree to the following, effective date of ratification:

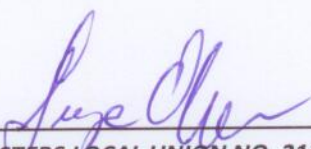
- Daily call-outs will be based on overall seniority and, where applicable, plant preferences; start time preference will no longer be a consideration. Once the board is set and start times have been communicated according to plant preference and overall seniority, no changes will be made for employees who have been given a start time.
- Only those employees who were hired prior to 2009 will have a preference of a home plant.
- Where employees do not have a start time at their home plant, they will be provided with the option to either work at a different plant or wait for their home plant.
- Employees will have the opportunity to advise the Company of their home or regular plant for daily call-out on or about April 1, and September 30th of each calendar year.

SIGNED THIS 17th day of May, 2016 at Cogushton, B.C.

FOR:



LAFARGE CANADA INC.



TEAMSTERS LOCAL UNION NO. 213

Letter of Understanding No. 5 (NEW)

BETWEEN: VALLEY RITE-MIX READY-MIX
A Division of Lafarge Canada Inc.
(The "Company")

AND: TEAMSTERS LOCAL UNION NO. 213
(The "Union")

RE: PROCESS FOR ALLOCATING LOADER OPERATOR WORK

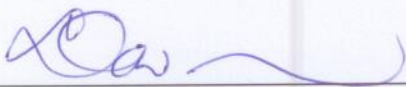
The Company and the Union agree to the following:

The Loader Operator classification will no longer exist, the parties have agreed to the following process with respect to this work:

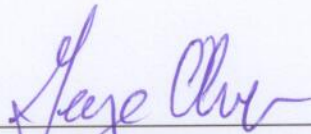
- Employees who are qualified will be assigned as Primary Relief Loader Operators or Relief Loader Operators.
- Where the business requires a Loader Operator for a full day, the Primary Loader Operator will be required to work if a start time is given. Where the Primary Loader Operator is not available, a Relief Loader Operator, which includes the Relief Plant Operator, will be called in based on seniority.
- Where there is not a requirement for a Loader Operator all day, employees who are qualified and available from the Transit Mixer/Loader Operator classification (which includes Relief Plant Operator) will perform the work as needed.
- As of the date of ratification, any Employee who currently holds a Loader Operator classification will be considered first for Primary Loader Operator assignment.

SIGNED THIS 17th day of May, 2016 at Coquitlam, B.C.

FOR:



LAFARGE CANADA INC.



TEAMSTERS LOCAL UNION NO. 213