

**ROAD BUILDING INDUSTRY AGREEMENT
(DISTRICT # 1 PAVING)**

By and Between:

CONTRACTORS INVOLVED IN THE ROAD BUILDING INDUSTRY

BA Blacktop Ltd.
Lafarge GVA Construction
Grandview Blacktop Ltd.
Jack Cewe Ltd.
Winvan Paving Ltd.

referred to as "The Transportation Infrastructure Group"

And:

UNIONS INVOLVED IN THE ROAD BUILDING INDUSTRY

International Union of Operating Engineers Local 115
Construction and Specialized Workers Union Local 1611
Teamsters Local 213
Operative Plasterers and Cement Masons Local 919

Referred to as the "Tripac Unions"

Jointly referred to as "The Parties"

Dated: March 1, 2013 to February 28, 2016

RE: MEMORANDUM OF AGREEMENT

Subject to Ratification by the Membership

This Memorandum of Agreement must be ratified and accepted by all four trades.

The Parties will meet to appoint a Leadership Team (the "LT") who will guide a Joint Industry Project to increase the competitiveness and efficiency of the Roadbuilding and Infrastructure Industry within two (2) week of ratification of the Memorandum of Agreement.

The LT will engage in a facilitated process that will include, but not be limited to, the exploration and attainment of initiatives to solidify their positions in industry, grow and retain a profitable market share with sustainable qualified employment.

The Parties will fund the Project on a cost sharing basis to be decided between the Transportation Infrastructure Group and the Tripac Unions.

The Project is anticipated to have an initial phase up to the 1st Quarter of 2017. The LT may extend the initial project or add additional phases.

1. MOA DURATION: Two (2) Years – March 1, 2016 to February 28, 2018

2. WAGES:

Tripac Unions to determine allocation of wages, pension and funds.

July 1, 2016 One and one-half percent (1 1/2%) increase to wages plus
fifteencents (\$0.15) per hour to Health and Welfare Plan(s).

March 1, 2017 One and one-half percent (1 1/2%) increase to wages plus fifteen
cents (\$0.15) per hour to Health and Welfare Plan(s).

A two hundred fifty dollar (\$250.00) Late Signing Initiative will be paid to each voting
eligible Member as of Ratification Date (upon ratification).

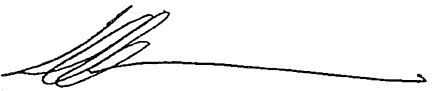
ON BEHALF OF THE LOWER
MAINLAND CONTRACTORS INVOLVED IN THE
ROAD BUILDING INDUSTRY:

ON BEHALF OF THE LOWER MAINLAND
UNIONS INVOLVED IN THE ROAD BUILDING
INDUSTRY:




Kim Percy
BA BLACKTOP LTD.

Tom Kinnear
INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 115



Lincoln Kyne
LAFARGE GVA CONSTRUCTION

Robert (Bob) Barker
CONSTRUCTION AND SPECIALIZED
WORKERS UNION LOCAL 1611



Kirsten Wilson
JACK CEWE LTD.

Amneet Sekhon
TEAMSTERS LOCAL 213



Stan Weismiller
WINVAN PAVING LTD.

Chris Feller
OPERATIVE PLASTERERS AND CEMENT
MASONS LOCAL 919

Jean Martel
THE TRANSPORTATION INFRASTRUCTURE
GROUP