

## MEMORANDUM OF AGREEMENT

**BETWEEN:** Coquitlam Sand & Gravel  
Greater Vancouver Market, Lafarge Western Canada  
A division of Lafarge Canada Inc., a Member of LafargeHolcim  
(The "Employer")

**AND:** Teamsters Local 213  
(The "Union")

**RE:** **Renewal of the collective agreement**

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The Company and the Union agree to recommend a revised collective agreement with the following changes, subject to ratification of the membership:

**1. Duration:**

This Agreement shall be in full force and effect from and including August 1<sup>st</sup>, ~~2013~~ **2016** to and including July 31, ~~2016~~ **December 31, 2020**, and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Agreement within four (4) months immediately preceding the last day of July 2010, or immediately preceding the last day in July in any year thereafter, by written notice to the other Party, required the other party to commence collective bargaining with a view to the conclusion of a newel or revision of the collective agreement or a new collective agreement.

**2. ARTICLE 11 – ANNUAL VACATIONS**

11.04 Each employee who has completed sixteen (16) years continuous service in the employ of the Company and has worked a minimum of one thousand (1,000) hours for the Company during the preceding twelve (12) month period shall be entitled to five (5) weeks vacation with pay equal to ten percent (10%) of annual gross earnings. *In addition these employees will also receive an additional **twenty-four hours (24) of vacation time to be taken at the employee's discretion upon approval of management or have it paid out at the end of the year.***

**3. Article 14 – Teamsters Health and Welfare Trust Fund**

14.01 Effective August 1, 1998, the Employer agrees to continue to participate in the Teamsters (Local 213) Health & Welfare Plan and Trust Fund (The Plan and Trust Fund) for all Local Union 213 members subject to the jurisdiction of this Agreement (hereinafter referred to as members). The Employer will commence making contributions to the Plan and Fund on the following basis:

~~(1) Effective August 1, 2013 the Employer shall pay \$368.11 per month per employee;~~

~~Effective August 1, 2014 the Employer shall pay \$373.11 per month per employee;~~

~~Effective August 1, 2015 the Employer shall pay \$378.11 per month per employee~~

**Effective August 1, 2016 the Employer shall pay \$451.83 per month per employee towards the standard plan. This amount shall increase each year as determined by the Board of Trustees of the Plan.**

**4. Article 15 – Teamsters Pension Trust Fund**

15:02 (a) Category 1 Drivers

Effective August 1<sup>st</sup> 2012 the Employer shall make contributions at the rate of ~~three dollars (\$3.75)~~ **four dollars and five cents (\$4.05)** per hour for which wages are payable. **This amount will increase to three dollars and eighty five (\$3.85) effective August 1, 2013, three dollars and ninety five cents (\$3.95) effective August 1, 2014 and four dollars and five cents (\$4.05) effective August 1, 2015. *four dollars and fifteen cents (\$4.15) effective august 1, 2017, four dollars and twenty-five cents (\$4.25) effective August 1, 2018, four dollars and thirty-five cents (\$4.35) effective August 1, 2019 and four dollars and forty-five cents (\$4.45) effective August 1, 2020.***

**5. Appendix “A” – Rates per hour**

*Wages will be increased by two percent (2%) effective August 1, 2016 and one and one half percent (1.5%) in each subsequent year of the agreement.*

Classification	Current	1-Aug-16	1-Aug-17	1-Aug-18*	1-Aug-19*	1-Aug-20*
Plant Operator	\$32.91	\$ 33.57	\$ 34.07	\$ 34.58	\$ 35.10	\$ 35.63

*\*Wage increases in 2018, 2019 and 2010 will be CPI protected as follows: If the CPI (“all items” reporting), as published by Statistics Canada for the City of Vancouver for the average reporting period in each year respectively (August 2017 to July 2018; August 2018 to July 2019; and August 2019 to July 2020), is greater than one and one half percent (1.5%), then the difference between CPI and one and one half percent (1.5%) will be allocated to wages or pension as voted on by the membership.*

6. Renew LOU #1 re Apprenticeship Program
7. Renew LOU #2 re November 1, 2012 Changes to Operational Requirements
- 8. New LOU #3 re Ongoing Discussions during Term of Agreement**
- 9. MOA re Marine Maintenance Positions per BCLRB Decision**

Signed this 28<sup>th</sup> day of August, 2016 in the city of Langley BC.

For the Company:



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**Susan Davison**  
Employee and Labour Relations Manager WCAN

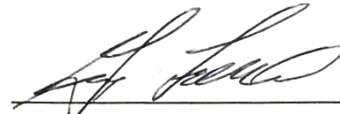


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**Nick Leuzinger**  
Operations Manager GVA Aggregates



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**Shayne Daum**  
Coquitlam Sand & Gravel Supervisor & Depot Mgr

For the Union:



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**Greg LaCroix**  
Union Representative – Teamsters Local 213



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**Corey Kube – Shop Steward**

**LETTER OF UNDERSTANDING #3**

**BETWEEN:** Coquitlam Sand & Gravel  
A division of Lafarge Canada Inc.  
(The "Employer")

**AND:** Teamsters Local 213  
(The "Union")

**Re: Ongoing discussions during the term of the agreement**

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In order to facilitate all the activities at the Coquitlam Sand and Gravel site over the term of this agreement the parties agree to the following:

1. There is a need to be flexible with shifts which includes duration, frequency and start times. Where shift changes are required, except in emergency situations, a minimum of one (1) weeks notice will be provided.
2. It is critical to the success of the operational plans that the most appropriate employees are assigned to roles and tasks that match their current skill set and the needs of the business.
3. Where possible the Company will advise of opportunities at other Lafarge operations and will facilitate the transition.

Therefore the parties agree to engage in meaningful and productive discussions when changes are required and will work together to ensure the success of the business over the term of this agreement.

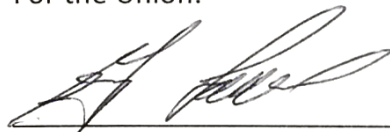
Signed this 28<sup>th</sup> day of **August, 2016** in the city of Langley, BC.

For the Company:



**Susan Davison**  
Employee and Labour Relations Manager WCAN

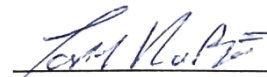
For the Union:



**Greg LaCroix**  
Union Representative



**Nick Leuzinger**  
Operations Manager GVA Aggregates



**Corey Kube – Shop Steward**



**Shayne Daum**  
Coquitlam Sand & Gravel Supervisor & Depot Mgr

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**Re: Marine Maintenance Positions per LRB Award for Metro Ready-Mix Dispute**

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Per the BCLRB Award dated January 18, 2016:

*"Pursuant to BCLRB decision No. B154/2015 dated August 7, 2015, the Marine Maintenance positions will fall under the Coquitlam Sand and Gravel (CSG) Certification and Collective Agreement. A separate addendum will be negotiated in the CSG collective agreement to apply specifically to these positions. It is also specifically ordered that Doug Laing retains bumping rights into the Metro bargaining unit in the event of his layoff from his Marine Maintenance Position. The ability to bump into the Metro bargaining unit is exclusive to Laing and is not transferable".*

The parties agree that the addendum will include language relating to restrictions and rights for bumping between marine maintenance and the Coquitlam Sand and Gravel operation per this award and based on the feedback from the Coquitlam Sand and Gravel employees.

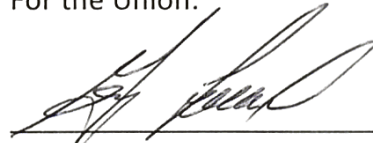
Signed this 28<sup>th</sup> day of August, 2016 in the city of Langley, BC.

For the Company:



**Susan Davison**  
Employee and Labour Relations Manager WCAN


For the Union:



**Greg LaCroix**  
Union Representative



**Nick Leuzinger**  
Operations Manager GYA Aggregates



**Corey Kube – Shop Steward**



**Shayne Daum**  
Coquitlam Sand & Gravel Supervisor & Depot Mgr