

AGREEMENT ENTERED INTO  
THIS 11<sup>TH</sup> DAY OF AUGUST, 2025

BETWEEN:

HEIDELBERG MATERIALS CANADA LIMITED  
Concrete Fort McMurray  
Fort McMurray, AB  
(hereinafter referred to as the "Company")  
OF THE FIRST PART,

AND:

GENERAL TEAMSTERS, LOCAL UNION NO. 362  
affiliated with the  
International Brotherhood of Teamsters  
(hereinafter referred to as the "Union")  
OF THE SECOND PART

July 1, 2025 – April 30, 2029

## TABLE OF CONTENTS

PREAMBLE.....	1
BARGAINING AGENCY .....	1
UNION SECURITY .....	1
CHECK-OFF OF INITIATIONS .....	1
HOURS OF WORK .....	2
Overtime.....	2
Part-time Employees .....	2
Call-out Guarantee.....	2
Lunch Period .....	2
CLASSIFICATIONS AND RATES OF PAY .....	3
Pension Plan .....	3
Trainers .....	3
Trainees .....	3
Differential .....	3
ANNUAL VACATIONS.....	3
GENERAL HOLIDAYS.....	4
SHOP STEWARDS.....	4
PAYMENT CONDITIONS .....	5
Compassionate Leave .....	5
SENIORITY .....	5
Leave of Absence .....	5
MANAGEMENT .....	6
GENERAL .....	7
Medical Examination .....	7
Promotion .....	7
Jury Duty .....	8
TRAVEL ALLOWANCE.....	8
WORK IN OTHER JURISDICTIONS .....	9
GRIEVANCE PROCEDURE.....	9
HEALTH AND WELFARE .....	10
AMENDMENTS AND TERMINATION.....	12

WITNESS TO THAT THE PARTIES AGREE AS FOLLOWS:

**PREAMBLE**

It is the intent and object of this Agreement that the Company and the Union cooperate to obtain efficient and unrestricted operation of the industry, to promote peaceful and harmonious relations between the Company and its employees, to provide for the amicable settlement of all disputes and grievances, and to establish rates of pay, hours of work, and other conditions of employment to be observed between the Parties hereto.

**ARTICLE NO. 1 - BARGAINING AGENCY**

- (a) The Union is recognized by the Company as the sole bargaining agent for its employees within the classification hereinafter set forth or from time to time added hereto, it being intended that the Union represent all employees of the Company within the jurisdiction of the Teamsters Union. The Company shall not hereafter be obligated to deal with its employees either individually or in groups as to matters within the purview of this Agreement, but shall deal only with the duly authorized representative of the Union.
- (b) The term "employees or employee" when herein used shall mean any workers or worker covered by this Agreement.

**ARTICLE NO. 2 - UNION SECURITY**

- (a) The Company shall, on the first pay period of each month, deduct from each employee of the bargaining unit who has been employed by the Company for seven (7) days and/or forty (40) hours, the regular Union Dues of the Union and remit same together with a list of the names of the employees from whom the deductions were made, to the Secretary-Treasurer of the Union.
- (b) Each new employee after fourteen (14) calendar days of employment shall become and remain a member in good standing of the Union for the duration of this Agreement or while they are an employee covered by the terms and conditions of this Agreement.
- (c) The Union will supply the Company with application forms for Union Membership and dues deduction which shall be signed by all new employees on the day on which the new employee is hired. All completed copies of the application for membership forms shall be returned to the Union and shall serve as notification of commencement of employment.

**ARTICLE NO. 3 - CHECK-OFF OF INITIATIONS**

The Company will, deduct the employee's Initiation Fee and/or Assessments levied by the Union in accordance with the Union's By-Laws, and remit same together with a list of the names of employees from whom the deductions have been made to the Secretary-Treasurer of the Union without delay.

**ARTICLE NO. 4 - HOURS OF WORK**

- (a) 1. The regular hours of work for all employees shall be:  
  
Daily maximum, Monday through Friday inclusive, eight (8) hours per day. Weekly maximum, forty (40) hours per week.
- 2. **Overtime**  
  
All hours worked in excess of the daily or weekly maximum will be overtime and paid for as follows:
  - (a) Monday through Friday - over eight (8) hours per day, one and one-half (1 ½) times the regular rate of pay.
  - (b) Saturday – One time and a half (1 ½) times the regular rate of pay.  
Sunday and Statutory Holidays - two times (2) the regular rate of pay for all hours worked.
- (b) **Part-time Employees**
  - 1. A part-time employee shall:
    - (a) be hired on an incidental and temporary basis to provide additional manpower
    - (b) be carried on regular part-time employees separate Seniority List.
    - (c) Should an opening on the regular full-time list become available, then the first employee on the part-time list shall be given the first opportunity to move to the regular full-time drivers' list.
  - 2. It is agreed that where part-time employees are used, regular employees will be called in first, and where possible without juggling drivers and trucks, full-time drivers shall not be sent home while a part-time employee is working when a changeover on equipment can be reasonably made.
- (c) **Call-out Guarantee** - Employees instructed to report for duty shall be booked in immediately on so reporting and shall be paid a minimum of four (4) hours pay if the employee commences work, or two (2) hours if the employee is unable to commence work.
- (d) **Lunch Period** - No lunch period will be given to any employee unless mutually agreed to between the Parties hereto.  
  
Should the Company require a day shift employee to work twelve (12) or more consecutive hours in a day, such employee shall be paid a meal allowance of fifteen dollars (\$15.00). The increase will commence the second pay period after ratification (August 11, 2022.)
- (e) All employees shall be entitled to a ten (10) minute coffee break during both the first half and the second half of any shift, to be taken on Company premises if possible.

**ARTICLE NO. 5 - CLASSIFICATIONS AND RATES OF PAY**

- (a) Effective the first pay period following date of ratification (August 11, 2022), the minimum rates of pay and classifications of employment shall be:

Classification	Current	July 1, 2025	July 1, 2026	July 1, 2027	July 1, 2028
		2.5%	2.5%	2.5%	2.5%
<b>4+ Axle Mixer</b>	\$42.36	\$43.42	\$44.51	\$45.62	\$46.76
<b>Tandem/Trailer</b>	\$42.67	\$43.74	\$44.83	\$45.95	\$47.10

- (b) Effective date of ratification (August 11, 2022), the Company shall pay the following rate per hour for each hour worked by each employee into the Company Pension Plan:

Current	July 1, 2025	July 1, 2026	July 1, 2027	July 1, 2028
\$2.00	\$2.10	\$2.20	\$2.35	\$2.50

As required by law, where the Employer can no longer make pension contributions on behalf of an employee after the calendar year in which they turn 71, contributions from the Employer will cease.

- (c) **Trainers** - Drivers who assist in training new employees shall be paid a premium of four dollars (\$4.00) per hour for those hours so worked. The Company may assign Trainers as required.
- Trainees** - Trainees shall initially be paid three dollars (\$3.00) per hour less than their classification for the duration of the training period (i.e. until the unit is turned over to the trainee for unassisted operation.) Should the probationary period specified in Article No 9, Section (g) extend beyond the training period, the employee will be paid two dollars (\$2.00) per hour less than their classification for the duration of the probationary period. Trainees should read Article 10 (g)
- (d) A differential of thirty-five cents (35¢) per hour higher than the employees' regular day shift rate shall be paid to all employees working shifts starting between 1:00 p.m. and 5:00 a.m.,

**ARTICLE NO. 6 - ANNUAL VACATIONS**

Vacation shall be paid as follows:

- (a) Upon completion of one (1) year or more of service, vacation pay shall be four percent (4%) of gross earnings on every cheque, and the employee will be entitled to two (2) weeks unpaid vacation time.
- (b) Upon completion of five (5) years or more of service, vacation pay shall be six percent (6%) of gross earnings on every cheque, and the employee will be entitled to three (3) weeks unpaid vacation time.
- (c) Upon completion of ten (10) years or more of service, vacation pay shall be eight percent (8%) of gross earnings on every cheque, and the employee will be entitled to four (4) weeks unpaid vacation time.
- (d) If an employee terminates their employ with the Company, they shall be paid out any and all vacation pay owing.

Vacations will be reviewed as requested by the Union as need be on an exception basis

## ARTICLE NO. 7 – GENERAL HOLIDAYS

(a) The eleven (11) recognized Holidays shall be:

New Year's Day	Canada Day	Remembrance Day
Good Friday	Family Day	Christmas Day
Victoria Day	Labour Day	Boxing Day
Civic Day	Thanksgiving Day	

- (b) For General Holidays, all employees shall be paid in accordance with the Alberta Employment Standards code. If any Provincial regulated holiday is added then a non-regulated holiday will not be paid, but available as a day off. The General Holidays will not be reduced to less than the current annual amount of eleven (11) days.
- (c) 1. If an employee has been laid off, and is recalled to work, and they work ten (10) days in the thirty (30) calendar period prior to one (1) of the recognized General Holidays in this Agreement, or ten (10) days in the thirty (30) calendar day period following such General Holiday, they shall be entitled to that General Holiday with pay.
2. Employees absent from duty for other than proven sickness or Company authorization, on the day before or the day after the Holiday shall not be paid for the Holiday.
- (d) No work shall be performed on Labour Day, except where the safety of life or property makes it necessary. No employee will be forced to work on Labour Day and an employee may elect to have a travel day on Labour Day if working in another jurisdiction.
- (e) In the event any of the above-mentioned Holidays fall during an employee's annual vacation, they shall be given a day in lieu of, to be taken either at the start of their vacation or at the completion of their vacation.
- (f) Should the government(s) eliminate any one or more of the above holidays, the days and the rates to be paid will be at straight time. Likewise if the Government(s) adds a Holiday, the appropriate rates will apply.

## ARTICLE NO. 8 - SHOP STEWARDS

- (a) There may be, elected or appointed by the employees or the Union, such number of Shop Stewards as the Union may determine, who shall perform such functions as the Union may assign them, provided the duties of the Shop Steward shall not conflict with their regular employment and duties with the Company. The Company shall only recognize such Shop Stewards and shall not discriminate against them for lawful Union activities.
- (b) The Union and its representatives shall not interfere with any employee or group of employees during working hours without the consent of the proper official of the Company.
- (c) It shall not be a violation of this Agreement, or cause for discharge of any employee, in the performance of their duties, to refuse to cross a legal picket line.

## ARTICLE NO. 9 - PAYMENT CONDITIONS

- (a) All employees covered by this Agreement shall be paid by Direct Deposit, at least every second week, on Thursday or Friday. The Company shall provide every employee covered by this Agreement with a separate and detachable itemized statement complete in all details in respect of all wage payments made to such employee.
- (b) Not more than five (5) days pay may be held back.
- (c) All employees covered by this Agreement shall be paid for all time spent in the employment of the Company.
- (d) Regular employees who have completed probation with the Company will be entitled to compassionate leave as follows:

When death occurs to a member of a regular employee's immediate family, the employee will be granted upon request an appropriate Leave of Absence. They shall be compensated for the hours lost from their regular schedule, Monday through Friday, or Saturday if scheduled, Maximum compensation shall be eight (8) hours per day for three (3) days.

By exception, if an employee is not able to attend the funeral they may request the three (3) days immediately upon notification of the death or three (3) days as contemplated above (day to attend a memorial, celebration or funeral including the day before and after the event. Documentation will be required to substantiate this event and the relationship of the deceased.

Members of the employee's family are defined as the employee's spouse, mother, father, sons, daughters, sisters, brothers, mother-in-law, father-in-law, grandfather, grandmother, grandchildren, named common-law spouse, step-mother, step-father, step-sons and step-daughters, Grandmother-in-law and Grandfather-in-law, and further as per Alberta Employment Standards. In the event that an Employee cannot attend the funeral, the Company reserves the right to request proof of relationship to the deceased, in order to process the pay related to the time off.

## ARTICLE NO. 10 - SENIORITY

- (a) Seniority shall be based on the length of service an employee has been on the payroll of the Company at the Fort McMurray Site subject to Section (b) of this Article.
- (b) An employee shall lose all seniority rights for any one or more of the following reasons:
  - 1. voluntary resignation
  - 2. discharge for cause
  - 3. failure to return to work after lay off. – No greater than ten (10) months from time of layoff. If the employee wishes to reject the initial recall then the employee may request an unpaid leave of absence. The employee must provide a return-to-work date and commit to being available within the ten (10) month (layoff and/or unpaid leave of absence) period
- (c)
  - 1. In the event of a reduction in the working force, the Company shall apply the principal of "last on, first off" insofar as it is consistent with Management's obligation to maintain an efficient working force. Following a lay off, rehiring shall be executed conversely to the outlined lay off procedure.
  - 2. In all lay offs, the Company shall consider seniority of the employee (a) merit, (b) ability of the employee, and where qualifications expressed in (a) and (b) are relatively equal, the employee's seniority shall be the determining factor.

- (d) A list showing the seniority of each employee shall be compiled and kept posted on the bulletin board. This list shall be revised every month of each year. Any errors shall be reported to the Shop Steward for correction within seven (7) days after posting of such list. There will be one (1) master seniority list for the Fort McMurray Region, which will be comprised of employees at both the Town Plant and the Fort MacKay Plant. There will be two (2) call-in lists, one for the town plant and the other for Fort MacKay. Employees will be given the opportunity by seniority to elect which plant they choose as their home plant. Selection will be done on an annual basis by April 30<sup>th</sup>. This clause may be modified upon mutual agreement by the Union and the Company during the term of the contract.
- (e) Leave of Absence for any other reason than ill health, shall be in writing and shall consist of a maximum of one hundred and twenty (120) days. Any employee who is working less than thirty-two (32) hours a week between December 1 and March 1 may be granted a Leave of Absence within that period. Leave of Absence shall not be unreasonably withheld. If any employee returns to work before their Leave of Absence is expired, they will remain at the bottom of the Seniority List until such time as their Leave of Absence is expired. The employee shall receive a copy of the signed document agreeing to Leave of Absence. Upon agreement and at the discretion of the Company, an employee may extend their Leave of Absence by up to sixty (60) days.
- (f) Daily call-out or call-back, Monday through Sunday, will be on a seniority basis. Daily call-out or call-back, Monday through Friday will be based on plant seniority. Saturday, Sunday and Statutory Holiday call-out or call-back will be based on master seniority. Work will be assigned to the employee's home plant prior to any cross plant assignment.
- (g) All newly hired regular employees shall be considered probationary employees for the first ninety (90) calendar days of employment. Probationary employees will be subject to the rates specified in Article No. 5, Section (c), for the duration of the probationary period. Upon completion of the probationary period, newly hired employees will receive the appropriate rate of pay specified in Article No. 5, Section (a) subject to successful completion of training.

There shall be no responsibility on the part of the Company respecting employment of probationary employees should they be laid off for lack of work or discharged during the probationary period.
- (h) An employee shall be classed as a regular employee of the Company when:
  - i. They have completed their probationary period.
  - ii. They make themselves available for full time employment or as they may be needed.
  - iii. They have no other outside employment which will reflect or be in direct conflict with their employment with the Company.

#### **ARTICLE NO. 11 - MANAGEMENT**

The Union recognizes the right of the Company to manage and direct the Company's business in all respects and in accordance with its commitments, and to alter from time to time rules and regulations to be observed by the employees, which rules and regulations shall not be inconsistent with this Agreement.

The Company shall always have the right to hire and to discipline or discharge employees for proper cause.

In the area of promotions and demotions, merit, ability and competency shall be the determining factor. The Union recognizes the right of the Company to judge the above factors.

The Company will provide written notice to the employees of any Company Policy Change

## ARTICLE NO. 12 - GENERAL

(a) The Company shall not require an employee to drive any vehicle not equipped with safety appliances required by the law, or any vehicle not in safe operating condition, but this clause will not affect the immunities of the Company under the Workers' Compensation Act.

b) (i) The Company may require any employee to undergo a medical examination, at the expense of the Company, and employees shall comply promptly with any request to take such examinations. The Company shall give the employee twenty-four (24) hours notice prior to such examinations, and will compensate the employee for time lost if the examination takes place during working hours. Compensation for lost time shall not exceed eight (8) hours per day at the employee's regular straight time rate of pay.

Any employee who is suspended from their regular duties or discharged for medical reasons may employ at their option and at their expense, a qualified medical examiner of their own choice for the purpose of obtaining a second medical opinion.

The employee shall authorize their medical examiner to submit a medical report to the Company and in the event that their report confirms the opinion of the Company medical examiner, no further review of the case will be made.

In the event that the two medical opinions are materially different, the Company and the employee shall have their respective medical examiners confer and arrange for further examination by a mutually acceptable medical specialist.

The diagnosis and recommendation of the medical specialist, with respect to the employee's ability to carry out their regular duties, shall be final and binding on the Company and the employee.

Any unsatisfied claims for loss of wages due to alleged unwarranted medical suspension or medical discharge shall be resolved through the Grievance Procedure.

(ii) When an employee has an accommodation request it is the primary obligation of the employee to provide all required medical information to support limitations including any additional information asked for by the Company. The Company is not required to pay for time and notes when it is an accommodation request.

(c) The Company must inform all superintendents and supervisors to abide by the rules of this Agreement.

(d) The Company agrees to maintain clean, sanitary washrooms with toilet facilities at all plants.

(e) Truck drivers may leave their mixer trucks if requested and do other duties while the truck is in operation, away from the plant.

(f) **Promotion**

1. When an employee within the bargaining unit covered by this Agreement receives Leave of Absence to take a position within the Company which is beyond the sphere of the bargaining unit, they may retain their seniority for a maximum of one hundred and twenty (120) days within the former unit. The Company will provide in writing to the Union the commencement date of this Leave of Absence.

2. At the end of this period of one hundred and twenty (120) days, the employee must exercise their seniority rights by returning to their former unit, or relinquish all such seniority rights. The Company may extend the period up to sixty (60) days upon notification to the Union and provide reason(s) for the extension.
3. However, should the Company discontinue the position or job to which the employee was promoted within twelve (12) months from the completion of (120) days, such employee may return to their former unit at their original seniority rating.

(g) An employee who has not been called to work due to the Company investigating an accident or in accordance with Article No. 11 will be notified by the Company within forty-eight (48) hours, excluding Saturday and Sunday, the reason for the suspension, and the length of the suspension.

(h) Any regular full time employee who is required to perform Jury Duty, or is required to appear as a witness in a court action resulting from an incident which directly involved the employee and the Company during the employee's regular work day, will be reimbursed by the Company for the difference between the pay received for Jury Duty or Witness Fee, and their regular straight time hourly rate of pay for their regular scheduled hours of work.

It is understood that such reimbursement shall not be for hours in excess of eight (8) hours per day, or forty (40) hours per week for a maximum of ten (10) working days, less pay received for Jury Duty or Witness Fee, and such hours will not count towards the calculation of overtime hours.

The employee shall be required to furnish proof of Jury service or witness attendance, and Jury Duty or Witness Fee received. Any employee on Jury Duty or called as a witness, shall subject to this provision, make themselves available for work before or after being required for such duty whenever practicable.

(i) If the Company requests the driver to upgrade their license, the appropriate equipment will be provided for the test purposes and the driver will receive his regular rate of pay during the test period.

The driver will also be reimbursed up to a maximum of one hundred dollars (\$100.00) towards the cost of a medical examination which the employee has undergone as a requirement of maintaining their Alberta Vehicle Operator's License Class 1, provided the employee has completed three (3) continuous years of service with the Company. The Company will not pay the one hundred dollars (\$100.00) if the Driver has declared not to operate equipment requiring a Class 1 Operator's license.

(j) Safety Footwear

All employees shall receive a maximum Safety Footwear Allowance of two hundred dollars (\$200.00) each calendar year. To receive this benefit, the employee must submit an original receipt within the calendar year, clearly describing the safety footwear. The Company will reimburse the employee based on the receipt, to the maximum amount.

#### **ARTICLE NO. 13 - TRAVEL ALLOWANCE**

In the event the Company instructs an employee to travel to a project or job that is situated beyond the corporate limits of the city, the Company will pay a travel allowance to those employees who are required to furnish their own transportation in the amount of fifty-three cents (53¢) per kilometer for each kilometer traveled beyond the corporate limits of the city. The Company will pay all costs for board and room to all employees instructed to work on away-from-home projects. Upon returning from out-of-town trips, the Company will reimburse the money the employee paid for room and board, upon presentation of receipts.

The Company will review the travel allowance rate for out of town work on a project-by-project basis. Should adverse road conditions and/or other extenuating circumstances warrant it, the Company may, at its discretion, adjust the existing rate upwards to a maximum of fifty three cents (53¢) per kilometer. Travel allowance rates for work on projects falling under the jurisdiction of a construction agreement are exempt from this provision. The travel allowance rates outlined in the specific construction agreement will apply in these instances.

#### **ARTICLE NO. 14 - WORK IN OTHER JURISDICTIONS**

It is mutually agreed that in the event the Company obtains a contract from any Provincial, Federal, Municipal or other body requiring the payment of a wage schedule which is in excess of the hourly rates agreed upon in the Agreement, then such wages shall apply only for the duration of such contract.

#### **ARTICLE NO.15 - GRIEVANCE PROCEDURE**

##### **Section A**

All questions, disputes and controversies arising under this Agreement, or any supplement hereto, shall be adjusted and settled within the terms and conditions as set forth in this Agreement, in the manner provided in this Article, unless otherwise expressly provided in this Agreement. The procedure for such adjustment and settlement shall be as follows:

**STEP 1** - Any grievance of an employee shall first be taken up between such employee and the Supervisor.

Time limit to Institute a Grievance

- a) Termination and layoff - ten (10) calendar days
- b) All others - fifteen (15) calendar days

**STEP 2** - Failing settlement under Step 1, such grievance shall be taken up between the representative of the Local Union or Shop Steward, and the Supervisor.

**STEP 3** - Failing settlement under Step 2, such grievance and any question, dispute or controversy that is not of the kind that is subject to Steps 1 and 2 shall be reduced to writing and referred to and taken up between the Secretary-Treasurer or other bargaining representative of the Local Union, and the Company representative authorized by the President of the Company.

**STEP 4** - Failing settlement under Step 3, the matter will be taken up in presentation to a Board consisting of two (2) Union members selected by the Union, and two (2) Company members appointed by the President of the Company.

**STEP 5** - Failing settlement under Step 4, the matter may be referred to an agreed upon neutral Arbitrator, who will meet with the Board to hear both sides of the case. The Arbitrator's decision will be final and binding.

Failing to agree upon a neutral Arbitrator, the Department of Labour will be requested to appoint a neutral Arbitrator whose decision will be final and binding.

The cost of the Arbitrator will be borne equally by the Union and the Company.

Should an employee discharged feel that such dismissal is unjust, they may apply for a hearing under the Grievance Procedure within ten (10) days of the date of discharge. Should it be found that an error has been made, they shall be reinstated and reimbursed for all time lost. The monies paid to the employee for lost time shall be the average wage earned by the employee who is directly above them on the Seniority List, and the employee who is directly below them on the Seniority List.

## Section B

If the Company may desire to submit a grievance, it will do so in writing directed to the Union. Notice of the grievance shall be mailed to the Union within five (5) days of the occurrence of the event upon which the grievance is based. The notice of the grievance shall state the specific nature of the occurrence giving rise to the grievance, the section or sections of the Agreement claimed to have been violated, and the relief sought. The Union shall meet with the Company within five (5) days of receipt of notice of the grievance. If no satisfactory solution is reached at this meeting, then the grievance may be referred as hereinbefore provided.

### ARTICLE NO. 16 - HEALTH AND WELFARE

- i) The Company shall provide the premiums for the Prairie Teamsters Health and Welfare Plan to all members of the Union, and eligible dependents coming under jurisdiction of this agreement.
- ii) Any Member of the Union who is in the employ of the Company on a regular full-time basis, on the effective date of the Health and Welfare Plan, shall join the Union provided Plan, controlled by the Teamsters Board of Trustees and administered by Prairie Teamsters Administration Services, from that date.
- iii) Any regular Employee or Member of the Union who is hired by the Company after the effective date of the Health and Welfare Plan, shall join the Plan on the first (1st) day of the month immediately following thirty (30) calendar days from the date of employment with the Company. Contributions shall begin as of this date and the Employee will be able to access benefits as of the first of the month in the month following. In addition, Employees will have access to full coverage under the benefit plan for one (1) month following the date of layoff.
- iv) It will be the responsibility of the Company to ensure that all eligible Employees have received the documentation for the Prairie Teamsters Health and Welfare Plan, and for making premium remittances on their behalf. Premium remittances shall be submitted to the Plan Administrator no later than the fifteenth (15th) day of the month following the month in which the benefits were earned. Any premium payable by the Employee shall be made by payroll deduction once monthly.
- v) It shall be the responsibility of the Prairie Teamsters Administrative Services to supply all necessary enrollment and claim forms to the Company, and it shall be the responsibility of the Company to forward all enrollment and claims forms completed by the Employees to the Plan Administrator. Upon receipt of completed forms, it will be the responsibility of the Prairie Teamsters Administration Services to process the forms.
- vi) The Company shall remit the premiums to the Prairie Teamsters Administrative Services Plan Administrator as designated by the Trustees of the Health and Welfare Plan. It shall be the Trustees responsibility after the receipt of the premiums to distribute same to the applicable insurance underwriter. It shall not be the responsibility or obligation of the Company to supply or guarantee benefits or conditions contained within the Plan.
- vii) Upon ratification the Company agrees to contribute one hundred percent (100%) of the cost to a maximum of four hundred twenty dollars (\$420.00) per month per eligible employee, towards the premium of the Prairie Teamsters Health and Welfare Plan. Rates for Employees older than sixty-four (64) will be three hundred ninety-one dollars and ten cents (\$391.10) per month. The Layoff rate will be two hundred thirty dollars (\$230.00) per month.

Effective January 1, 2026 the Company agrees to contribute one hundred percent (100%) of the cost to a maximum of four hundred thirty dollars (\$430.00) per month per eligible employee, towards the premium of the Prairie Teamsters Health and Welfare Plan. Rates for Employees older than sixty-four (64) will be four hundred and one dollars and ten cents (\$401.10) per month. The Layoff rate will be two hundred forty dollars (\$240.00) per month.

Effective January 1, 2027 the Company agrees to contribute one hundred percent (100%) of the cost to a maximum of four hundred forty dollars (\$440.00) per month per eligible employee, towards the premium of the Prairie Teamsters Health and Welfare Plan. Rates for Employees older than sixty-four (64) will be four hundred and eleven dollars and ten cents (\$411.10) per month. The Layoff rate will be two hundred fifty dollars (\$250.00) per month.

Effective January 1, 2028 the Company agrees to contribute one hundred percent (100%) of the cost to a maximum of four hundred fifty dollars (\$450.00) per month per eligible employee, towards the premium of the Prairie Teamsters Health and Welfare Plan. Rates for Employees older than sixty-four (64) will be four hundred and twenty-one dollars and ten cents (\$421.10) per month. The Layoff rate will be two hundred sixty dollars (\$260.00) per month.

Any increases to the monthly premium above the amounts listed above will be paid by the employee for the remainder of the calendar year in which the increase happened. This will be paid by payroll deductions.

- viii) Layoff Coverage - Employees who are laid off may arrange with the Company, to reimburse the employees share for the first three (3) months after layoff and then at their own expense for the full premium up to the six (6) month limit, to provide the Employee with Life Insurance, Accidental Death and Dismemberment Insurance, and extended health benefits, for the period of layoff. This provision does not provide for the continuation of the Weekly Income, Long Term Disability or Dental Plan. Employees who elect layoff coverage must pay the Company one hundred percent (100%) of the required premiums in advance. Should the Employee fail to remit the required premium payment in advance for any month of coverage, then the Employee's coverage will be discontinued for the balance of the layoff period. This provision shall continue for a maximum of six (6) months, or until the Employee is recalled, or returns to active employment with another Company and is eligible for benefit coverage with that Company, whichever occurs first. Employees who do not take this coverage at the time of layoff will not be eligible for layoff coverage at a later date during the period of layoff.
- ix) Medical Leave Coverage - Employees who are off work due to illness, and qualify for short-term disability insurance, or are in receipt of Workers' Compensation benefits, may arrange with the Company to continue their benefits plan during the period of disability. The cost of the premiums will be split between the Employee and the Company. The Company shall make premium remittances on behalf of the Employee for the duration of the illness, and the Employee shall reimburse the Company for their share of the premiums such that the Employee is at no time more than five (5) months in arrears. In the event that the Employee returns to work and has an outstanding balance with the Company, then the outstanding amount shall be deducted from the Employee's payroll over a period agreed to by the Employee and the Company.

Any Employee who fails to follow these procedures will have their coverage discontinued immediately. In the event that an Employee does not return to work, or neglects to remit the required premiums, then the Union shall reimburse the Company for any outstanding balance

- x) It will be the responsibility of the employee to understand the terms and conditions of the Prairie Teamster Health and Welfare Plan when they commence layoff, resign or retire.

**ARTICLE NO. 17 - AMENDMENTS AND TERMINATION**

- (a) This Agreement shall remain in full force and effect from the first (1<sup>st</sup>) day of July 2025 until the thirtieth (30<sup>th</sup>) day of April, 2029, and from year to year thereafter, until terminated by either Party giving the other Party sixty (60) days notice in writing prior to the thirtieth (30<sup>th</sup>) day of April, 2029 in any year thereafter.
- (b) If amendments are desired by either Party to become effective in the next ensuing year, the Party proposing such amendments shall give notice in writing to the other Party not less than sixty (60) days before the thirtieth (30<sup>th</sup>) day of April, 2029 in any year.

SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2025

**ON BEHALF OF THE COMPANY:**  
Heidelberg Materials Canada Limited  
Fort McMurray

[REDACTED]  
Martin Provost  
Area General Manager Materials  
Central Alberta/Northern Alberta/  
North Eastern B.C..

[REDACTED]  
Sammy Hynes  
Operations Supervisor  
Fort McMurray, Alberta

[REDACTED]  
Kristin Jarvis  
Labour Relations Manager

**ON BEHALF OF THE UNION:**  
General Teamsters, Local Union No. 362

[REDACTED]  
Gary Hulowski, Business Agent

[REDACTED]  
Jordan Dow , Business Agent