

**THIS AGREEMENT MADE BETWEEN:**

**TBG CONTRACTING (FORT MCMURRAY)**  
Greater Edmonton Market – Lafarge Western Canada  
A Division of Lafarge Canada Inc.  
(Hereinafter called the Company)  
OF THE FIRST PART

**AND**

**TWIN BRIDGES EMPLOYEES ASSOCIATION**  
(Hereinafter called the Association)  
OF THE SECOND PART

This agreement witnesseth that in consideration of the performance by each Party of the covenants set out and hereinafter contained, the Parties agree as follows:

**ARTICLE 1: SCOPE**

- 1.1 The expression “Employee” or “Employees” means all persons employed by Lafarge Canada Inc. at the TBG Contracting Operations in the Municipality of Wood Buffalo in the classifications of employment set out in Article 9 of this Collective Agreement.

**ARTICLE 2: RECOGNITION OF THE COLLECTIVE BARGAINING AGENT**

- 2.1 The Company recognizes the Twin Bridges Employees Association as the exclusive bargaining agent for the unit of employees as defined by the Alberta Labour Relations Board Certificated Number 70-2002.
- 2.2 The Employer shall not deal with employees, either individually, collectively, or in groups as respects any matter within the purview of this Collective Agreement, but shall only deal with the Association President and two other officers identified to the Company by the Association in writing.

**ARTICLE 3: MANAGEMENT RIGHTS**

- 3.1 The general management of the Company’s operation shall be vested with the Company and shall be modified only as expressly written as terms and operations of this Collective Agreement.

- 3.2 The Association recognizes the right of the Company's to the management of its operations and the direction of its working forces. The Association also recognizes the Company's right to hire, promote, transfer, suspend or discharge any employee for cause, subject to the right of the employee(s) concerned to lodge a grievance in the manner and to the extent herein provided.
- 3.3 The Association further recognizes the right of the Company to operate and manage its business in accordance with its commitment and responsibilities, including methods, processes, and delivery of products and means of production or handling.
- 3.4 There shall be no discrimination, restriction or coercion exercised or practiced by any party in respect of any employee by reason of age, race, colour, creed, national origin, political or religious belief, sex, sexual orientation, marital status, or physical disability.

#### **ARTICLE 4: UNION SECURITY**

- 4.1 The Company agrees to require of its employees, as a condition of employment, that each employee authorize the Company to deduct once each month from his/her pay an amount equal to the normal monthly Association membership dues. The Company shall forward such monies, once each month, to the Treasurer of the Association or to a person duly authorized by the Association to receive such monies.
- 4.2 An employee who has been employed with the Company for one full pay period shall be subject to deduction of monthly Association membership dues.
- 4.3 The Company agrees to provide a list of those employees obliged to pay membership dues to the Association. The Association agrees to notify the Company in writing as to whom such monies should be forwarded and the amount of dues to be deducted, on an annual basis.

#### **ARTICLE 5: HOURS OF WORK**

- 5.1 The hours of work for all employees, except employees on twelve (12) hour, 14 days on - 7 days off shifts, shall consist of nine (9) hours per day and forty-four (44) hours per week, Monday through Saturday. All hours worked in excess of nine (9) hours per day and forty-four (44) hours per week shall be deemed as overtime.

The hours of work for employees on twelve (12) hour 14 days on - 7 days off shifts shall consist of twelve (12) hours per day and forty-four (44) hours per week, Saturday through Friday.

- 5.2 Overtime hours shall be paid at a rate of one and one-half times (1.5x) the regular rate of pay. For all employees except for employees on twelve (12) hour 14 days on - 7 days off shifts all hours worked on Saturday after 1900 hours shall be paid at the applicable overtime rate. However, if it is necessary to work the sixth (6<sup>th</sup>) night shift, the workweek shall be Sunday through Friday. It being understood that all hours worked Sunday night after 1900 hours shall be at the applicable regular rate of pay, and Saturday night shall be paid at the rate of one and one-half times (1.5x) the applicable regular rate of pay.

- 5.3 Notwithstanding Article 5.2 above, if any employee is called to work on Sunday, all hours worked shall be at a rate of one and one-half times (1.5x) the applicable regular rate of pay, provided the employee works all of his/her scheduled shifts during the week before and after the Sunday in question.
- 5.4 All employees called out to work shall receive a minimum of four (4) hours pay as call-out time regardless of whether or not work commences. All employees called out on Sunday prior to 1900 hours and recognized Statutory Holidays, shall receive a minimum of four (4) hours pay at the applicable overtime rate of pay regardless of whether or not work commences.
- 5.5 In the event of work being performed at two or more locations, the total amount of straight time shall not exceed forty-four (44) hours per week.
- 5.6 All hours worked outside the established shift hours shall be paid at the applicable overtime rates, and remain at that rate until an eight (8) hour break occurs.
- 5.7 Employees required to work a shift of twelve and one-half (12.5) hours or more shall receive a meal allowance of twelve dollars (\$12.00).

However truck drivers who are required to drive out of town and back in one (1) day, and work greater than twelve and one half (12.5) hours shall instead receive a meal allowance of fourteen dollars (\$14.00).

**ARTICLE 6: STATUTORY HOLIDAYS**

- 6.1 The Company agrees to pay four percent (4%) of straight time earnings in lieu of eleven (11) statutory holidays as follows:

New Years Day	Family Day	Good Friday
Victoria Day	Canada Day	August Civic Holiday
Labour Day	Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day	

- 6.2 For the purpose of calculating weekly overtime eligibility, all statutory holidays shall be credited (not actually paid) as nine (9) hours straight time toward the forty-four (44) hour workweek, even if the holiday falls on a Saturday or Sunday.
- 6.3 If any employee is called to work on any of the eleven (11) statutory holidays, he/she shall receive a rate of one and one-half times (1.5x) the applicable rate of pay plus the four percent (4%) agreed to in Article 6.1 above. It is understood that if it is necessary to work on a statutory holiday, the statutory night after 1900 hours shall be paid at the applicable regular rate of pay, and the night before the statutory holiday shall be paid at the statutory holiday rate as determined above. Employees scheduled or called in to work on Christmas Day shall be paid at a rate of two times (2x) the applicable rate of pay plus the four percent (4%) agreed to in Article 6.1 above.

**ARTICLE 7: SENIORITY**

- 7.1 Employees shall serve a probationary period of three (3) consecutive months of service with the Employer.

- 7.2 Seniority shall accrue upon the completion of two (2) months service with the Company and the Company shall maintain a seniority list and bring it up-to-date on July 1<sup>st</sup> and November 1<sup>st</sup> of each year.
- 7.3 In the event of a reduction of staff, ability, merit and seniority shall be taken into consideration. Where ability and merit are deemed to be approximately equal by the Company, the employee with the shortest period of seniority shall be the first laid-off, and similarly in re-hiring, the employee with the greatest seniority shall be preferred.
- 7.4 It is agreed, however, that in the event of any major lay-off of employees or any major hiring of employees brought about by the seasonal nature of the Company's work, the Company and the Association agree that a committee of the Association comprised of two (2) members, shall have the right to review the list of persons indicated for lay-off and the list of persons indicated to be re-hired, with the Company.
- 7.5 Any employee whose service has been terminated under the provisions of this Collective Agreement or who have been laid-off for a period exceeding six (6) months, shall unless otherwise agreed by the Officials of the Association and the Company, lose his/her seniority. If the Company employs an individual who has lost his/her seniority rights, then he/she shall be deemed to be a new employee for the application of this Collective Agreement.
- 7.6 In the event that an employee seeks a leave of absence during the months of May to November in any year, and the leave of absence exceeds two (2) months, the Employee shall lose his/her seniority.
- 7.7 The Company shall provide a lay-off slip to be given to the employee when laid-off stating whether he/she has been fired, permanently laid-off, or laid-off temporarily due to seasonal slowdown. An official of the Company shall sign the lay-off slip.

## **ARTICLE 8: VACATION**

- 8.1 Vacation with pay shall be paid to each employee in accordance with the following schedule:
  - (a) Any employee who has completed less than five (5) consecutive years of service, shall be entitled to six percent (6%) of straight time earnings
  - (b) Each employee who has completed five (5) consecutive years of service, shall be entitled to eight percent (8%) of straight time earnings
  - (c) Each employee who has completed ten (10) consecutive years of service, shall be entitled to ten percent (10%) of straight time earnings
  - (d) Each employee who has completed fifteen (15) consecutive years of service, shall be entitled to twelve percent (12%) of straight time earnings
- 8.2 Employees must work a minimum of fifteen hundred (1500) hours per calendar year for that year to qualify as a year of service for the application of Article 8.1.
- 8.3 Holiday pay and vacation pay shall be paid to each employee on every cheque, or bi-annually on the last pay period of June and the last pay period of December. The employee shall have the choice of how and when holiday and vacation pay is paid in accordance with this Article.

## **ARTICLE 9: CLASSIFICATIONS AND RATES OF PAY**

9.1 Rates of pay for classifications not listed in this Article shall be established by negotiation between the Company and the Association.

### 9.2 Rates of Pay and Classification Table

#### **IN TOWN RATES:**

<b>Classification</b>	<b>1/1/2019</b>	<b>1/1/2020</b>	<b>1/1/2021</b>
General Foreman - Crusher	\$51.18	\$51.94	\$52.72
General Foreperson	\$47.50	\$48.21	\$48.93
Crusher Operator I	\$46.37	\$47.07	\$47.77
Loader, Cat, Grader Operator	\$44.83	\$45.50	\$46.18
Crusher Oiler I	\$43.35	\$44.00	\$44.66
Crusher Oiler II	\$40.98	\$41.60	\$42.22
Crusher Oiler III, Smaller Equipment I	\$38.62	\$39.20	\$39.79
Small Equipment II	\$37.16	\$37.72	\$38.28
Labourer I (Senior) / Small Equip III	\$35.68	\$36.21	\$36.75
Labourer II (Skilled)	\$31.81	\$32.29	\$32.77
Labourer III (Semi-skilled)	\$28.15	\$28.57	\$29.00
Labourer IV (Unskilled)	\$24.50	\$24.87	\$25.24
Administrative I (5 or more years)	\$39.71	\$40.31	\$40.91
Administrative II (2-5 years)	\$35.43	\$35.96	\$36.50
Administrative III (0-2 years)	\$28.15	\$28.57	\$29.00
Truck Driver	\$36.28	\$36.82	\$37.37
Flagperson	\$24.50	\$24.87	\$25.24

#### **OUT OF TOWN RATES:**

<b>Classification</b>	<b>1/1/2019</b>	<b>1/1/2020</b>	<b>1/1/2021</b>
General Foreman - Crusher	\$51.18	\$51.94	\$52.72
General Foreperson	\$47.50	\$48.21	\$48.93
Crusher Operator I	\$41.26	\$41.88	\$42.50
Loader, Cat, Grader Operator	\$39.71	\$40.31	\$40.91
Crusher Oiler I	\$38.24	\$38.82	\$39.40
Crusher Oiler II	\$35.87	\$36.41	\$36.95
Crusher Oiler III, Smaller Equipment I	\$33.51	\$34.01	\$34.52
Small Equipment II	\$31.91	\$32.39	\$32.88
Labourer I (Senior) / Small Equip III	\$30.27	\$30.72	\$31.18
Labourer II (Skilled)	\$25.32	\$25.70	\$26.08
Labourer III (Semi-skilled)	\$21.70	\$22.02	\$22.35

9.3 New employees not previously employed by the Employer, whose skill and ability is unproven, may be paid a maximum of one dollar (\$1.00) per hour less than the standard rate for the classification as per Article 9.2, for a period not to exceed thirty (30) calendar days.

This training rate shall not apply to the Labourer IV classification. The Labourer IV classification shall only apply to new employees for a maximum of ninety (90) calendar days, after which time the employee shall automatically advance to the Labourer III classification and corresponding rate of pay as per Article 9.2.

9.4 Employees working a night shift will be paid a shift premium of twenty-five cents (\$0.25) per hour in addition to the basic rate of pay. This premium does not attract overtime rates.

9.5 Night Shift Foreman/Leadhand will be paid a premium of one dollar (\$1.00) per hour over his/her hourly rate of pay.

#### **ARTICLE 10: LEAVE OF ABSENCE WITHOUT PAY**

10.1 The Company will grant to any employee who is an Association Official leave of absence without pay for the purpose of attending Association Conventions or on Association business, for such period of time as may be reasonable in the circumstances. Such leave shall only be approved if the employee provides a minimum of two (2) days notice in writing of the request and provided it will not interfere with the efficient operation of the Company's business in the Department in which the employee works. The request for leave of absence without pay shall be in duplicate, with one copy marked for the attention of the General Manager, and the other marked for the attention of the Project Superintendent.

#### **ARTICLE 11: PAY CHEQUES**

11.1 Employees shall be paid on a bi-weekly basis. The Company shall show all overtime and deductions on pay statements and all pay shall be direct deposited to the employee's bank account.

11.2 Employees shall receive a pay statement on-line confirming their direct deposit.

#### **ARTICLE 12: LUNCH AND COFFEE BREAKS**

12.1 All employees shall be entitled to two (2), ten (10) minute coffee breaks with one in the forenoon and one in the afternoon. Lunch breaks shall be at least one-half (1/2) hour but no longer than one (1) hour in duration.

12.2 Where an employee is not provided with a lunch break as per Article 12.1 above due to production, the employee shall be compensated for his/her lunch break at the applicable rate of pay.

## **ARTICLE 13: TRAVEL EXPENSES**

- 13.1 Daily Travel To/From The Worksite – when employees are required to travel to a Company worksite on a daily basis outside the Fort McMurray City Limits the following conditions apply:
- (a) For worksites that are less than thirty (30) kilometers driving distance from the Fort McMurray City Limits, no travel allowance shall be paid;
  - (b) For worksites that are in excess of thirty (30) km, but less than sixty (60) km driving distance from the Fort McMurray City limits, a travel allowance of forty-four dollars and ten cents (\$44.10) per day shall be paid to employees. Drivers will be paid a travel allowance of sixty dollars and sixty-five cents (\$60.65);
  - (c) For worksites that are sixty (60) km driving distance or more from the Fort McMurray city limits, a travel allowance of fifty-five dollars and fifteen cents (\$55.15) per day shall be paid to employees. Drivers will be paid a travel allowance of seventy-one dollars and sixty-five cents (\$71.65).
- 13.2 Overnight Travel To/From Worksite – when employees are required to travel to a Company worksite outside the Fort McMurray City Limits that requires an overnight stay, the following conditions shall apply:
- (a) A travel allowance of Forty Dollars (\$40.00) per day shall be paid to employees for the first day of travel and the return day of travel;
  - (b) In addition, employees shall be reimbursed for reasonable motel/hotel accommodations on a receipt submission basis;
  - (c) In addition, employees shall be paid a meal allowance of Forty-Five Dollars (\$45.00) per day.
- 13.3 When the Company requires an employee to use his/her own vehicle for Company business, the Company shall reimburse the employee at the rate of forty-seven cents (\$0.47) per kilometer. In such circumstances, the employee will indemnify and save harmless the Company from all claims, actions, damages and losses arising out of the operation of the employee's vehicle.
- 13.4 Travel time, room and board, and vehicle expenses incurred during a pay period shall be paid to employees on the next regular pay.
- 13.5 At no time shall an employee be required to ride in the back of a pick-up.

## **ARTICLE 14: GENERAL**

- 14.1 The Company shall not require employees to drive any vehicle or operate any machinery not equipped with the safety appliances or equipment required by law, or any vehicle or machinery not in a safe operating condition. This clause shall not affect the immunities of the Company under the Worker's Compensation Act.

- 14.2 The Company may require, from time to time, a physical or mental examination at its own expense, of any employee and such employee shall submit to the examination.
- 14.3 No employee shall be responsible for loss or damage to a vehicle operated by him/her or merchandise under his/her charge unless such damage is a result of his/her negligence or intoxication.
- 14.4 The Company agrees that in the event that Company equipment is required at a job site outside of the City of Fort McMurray, or the surrounding district, it will make every effort to have Company employees operate the equipment. It is understood that in no event shall the Company hire persons to operate such equipment at a rate lower than the amount being paid under the terms of this Collective Agreement.
- 14.5 The Company must inform all Superintendents and Foremen to abide by the terms and conditions of this Collective Agreement.
- 14.6 The Company will reimburse employees for health related memberships (i.e. gym membership) to a maximum of two hundred and fifty dollars (\$250.00) per year. Employees must submit proof of purchase to claim reimbursement.

#### **ARTICLE 15: ARBITRATION**

- 15.1 All differences between the company and the Association or between the Company and any employee(s) concerning the interpretation, application, operation or any alleged violation of this Collective Agreement, shall be settled without stoppage of work by referring such dispute to the Committee of the Association and a Representative of the Employer. The Committee and the Company's Representative shall, within five (5) days of having the dispute referred to them, attempt to reach an agreement to resolve the dispute. Upon failure of the parties to reach an agreement within the five (5) day period, the dispute shall be referred to arbitration as hereinafter provided.
- 15.2 If a dispute is not resolved under Article 15.1, then the Company and the Association shall appoint a Single Arbitrator to hear the dispute and render a decision. In the event that the Parties fail to agree on a neutral Arbitrator within ten (10) days of the matter being referred to Arbitration, either Party may request the Minister of Labour of the Province of Alberta to appoint a neutral Arbitrator.
- 15.3 Once a Single Arbitrator has been appointed, the Parties shall meet and present their case to the Arbitrator, and the Arbitrator shall render his/her decision within ten (10) days of his/her appointment. The Arbitrator's decision shall be final and binding upon both parties.
- 15.4 The time limits provided in this Article may only be extended upon mutual agreement between the Parties.



## **ARTICLE 16: APPLICATION OF THE COLLECTIVE AGREEMENT**

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

## **ARTICLE 17: TOOLS**

17.1 When an employee is required to provide a full set of tools as a condition of his/her employment, he/she will submit a written list of his/her tools within seven (7) days of the date of employment to his/her Supervisor. If the employee loses tools that are identifiable as his/her, he/she will submit a written list to the Supervisor, for approval and the Company will replace the tools that have been lost.

17.2 The Company shall replace the same brand tools as the employee lost provided such brand is available in the local market area.

## **ARTICLE 18: SAFETY BOOTS**

18.1 The Company will reimburse employee(s) for the purchase of Company and CSA approved safety boots, or safety clothing required for work purposes, to a maximum three hundred dollars (\$300.00), per annum after six (6) months of employment. Employees must submit proof of purchase to claim reimbursement. For the purchase of safety clothing only, employees must submit a request form for pre-approval which includes an explanation of the clothing they intend to purchase. Approved requests will be reimbursed as above.

## **ARTICLE 19: EMPLOYEE BENEFITS PLAN**

19.1 All employees shall participate in the Company's Employee Benefits Plan effective the first (1<sup>st</sup>) of the month following the completion of three (3) months service.

19.2 Participation in the plan shall cease as a result of termination of employment or temporary or permanent lay-off.

19.3 Employees who have been temporarily laid-off may elect to retain benefit coverage for the duration of the temporary lay-off provided the employee assumes all the costs and remits payments in accordance with Company policy. Failure to remit payments in accordance with Company policy will result in the immediate termination of benefits coverage.

19.4 The present benefit plans provide coverage in accordance with the Group Policy Handbook as administered by Great West Life, and includes Alberta Health Care Insurance. The premiums of the Employee Benefits Plan shall be split equally between employees and the Company in accordance with Appendix A of this Agreement.

19.5 Long term disability coverage is dependent on employee income. As a result, the cost to an individual employee may fluctuate marginally up or down depending on the employee's income.

19.6 Wellness Account

All employees shall have the option to submit receipts to the Company for reimbursement for any of the following:

- Gym/Sports/Health Club membership
- Sports Teams Fees
- Golf memberships

Employees shall be reimbursed to a maximum of two hundred and fifty dollars (\$250.00) per year.

**ARTICLE 20: PENSION PLAN**

20.1 All employees shall participate in the Company's pension plan effective the first (1<sup>st</sup>) of the month following the completion of three (3) months of service.

20.2 The Company agrees to contribute the following amounts for each hour worked by an employee to the Pension Plan:

<b>Effective Date</b>	<b>Company Contribution to Pension Plan</b>
January 1, 2019	\$ 2.60 per hour worked
January 1, 2020	\$ 2.80 per hour worked
January 1, 2021	\$ 3.00 per hour worked

20.3 Participation in this plan is mandatory. Employees are required to contribute the minimum amounts shown below. Employees may elect to contribute additional amounts to the Pension Plan and change the contribution rate once per year pursuant to Company policy.

<b>Effective Date</b>	<b>Employee Contribution to Pension Plan</b>
January 1, 2019	\$ 0.70 per hour worked
January 1, 2020	\$ 0.90 per hour worked
January 1, 2021	\$ 1.10 per hour worked

20.4 Contributions are vested in the employee's name after two (2) consecutive calendar years of employment with the Company.

**ARTICLE 21: DURATION OF COLLECTIVE AGREEMENT**

21.1 This Collective Agreement shall become effective on the 1<sup>st</sup> day of January 2019 and shall remain in full force and effect until the 31<sup>st</sup> day of December 2021, and from year to year thereafter as hereinafter provided.

22.1 Either party to this Collective Agreement may, not less than, thirty (30) days and not more than one hundred and twenty (120) days immediately prior to the expiry date of the Collective Agreement, request the other party to the Collective Agreement to commence collective bargaining. Such notice shall be given by registered mail. If notice to negotiate has been given by either party, this Collective Agreement shall remain in full force and effect during any period of negotiations even though such negotiations may extend beyond the said expiry date, until the procedures in the Labour Relations Act have been exhausted. The parties to this Collective Agreement shall make every effort to complete the procedures in the Act and conclude an agreement prior to the expiry date.

In witness whereof, TBG Contracting – Fort McMurray Operation (a division of Lafarge Canada Inc.) and Twin Bridges Employees Association have hereunto affixed their corporate seals by the hand of their proper officers.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 2019

**FOR THE COMPANY**

**FOR THE ASSOCIATION**

\_\_\_\_\_  
**Moumen Yousri**  
General Manager, TBG Contracting Ltd.

\_\_\_\_\_  
**George Wehrfritz**  
President

\_\_\_\_\_  
**Susan Davison**  
Employee & Labour Relations Mgr – WCAN

\_\_\_\_\_  
**Don Polowy**  
Vice President

## **LETTER OF UNDERSTANDING #1**

Between

TBG CONTRACTING (FORT MCMURRAY)  
Northwest Market  
Lafarge Western Canada  
(A Division of Lafarge Canada Inc.)

And

TWIN BRIDGES EMPLOYEES ASSOCIATION

### **Re: Accident Prevention and Safety Responsibility**

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Given the importance that the Company places on employee safety and accident prevention;

And

Whereas it is the intention of the Company in cooperation with the employees and their authorized representatives, to ensure that a safe workplace exists for all employees and that all reasonable steps are taken to prevent accidents, the parties agree to the following responsibility provisions:

#### **Company Responsibilities:**

- The Company shall supply and maintain safe equipment, ensure that workplaces are free of safety hazards, and comply with all applicable safety legislation and regulations.
- The Company shall ensure that all employees are properly equipped and trained to perform their assigned duties in a safe and hazard free manner.
- The Company shall establish and promote a Safety and Accident Prevention Policy that clearly outlines the expectations of all stakeholders.
- The Company shall establish and support a Joint Safety Committee whose prime objective shall be the safety of employees and the prevention of accidents in the workplace.
- The Company shall not require or force an employee to work in violation of applicable safety legislation or regulations.
- The Company understands that any actions on its part that violate applicable safety legislation and regulations will result in penalties under the law.

Employee Responsibilities:

- Employees shall observe all safety legislation, regulations and Company policies in the performance of their assigned duties at all times.
- Employees shall report any unsafe or hazardous conditions to the Company as soon as they become aware of the situation.
- Employees shall participate in all Company sponsored safety training initiatives and advise the Company of any concerns he/she may have about a lack of knowledge or expertise in the performance of assigned duties that could result in an unsafe workplace.
- Employees understand that they shall not be disciplined for an accident. However, if it is proven that an employee acted in a careless or negligent manner, or violated applicable safety legislation, regulations, Company policies or practices then such action shall be considered as just cause for disciplinary action up to and including dismissal.

Association Responsibilities:

- The Association shall promote and observe all safety legislation, regulations and Company policies.
- The Association shall ensure that employee representatives participate in the Joint Safety Committee initiatives of the Company.
- The Association shall support and promote safety training initiatives developed and implemented by the Company and ensure, to the best of its ability, that knowledge of industry best practices is shared with the Company and its employees.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019

**FOR THE COMPANY**

**FOR THE ASSOCIATION**

\_\_\_\_\_  
**Moumen Yousri**  
General Manager, TBG Contracting Ltd.

\_\_\_\_\_  
**George Wehrfritz**  
President

\_\_\_\_\_  
**Susan Davison**  
Employee & Labour Relations Mgr – WCAN

\_\_\_\_\_  
**Don Polowy**  
Vice President

**LETTER OF UNDERSTANDING #2**

Between

TBG CONTRACTING (FORT MCMURRAY)  
Northwest Market  
Lafarge Western Canada  
(A Division of Lafarge Canada Inc.)

And

TWIN BRIDGES EMPLOYEES ASSOCIATION

**Re: Article 13 – Travel Expenses**

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The parties agree to the following:

In the event travel exceeds eighty (80) kilometers, the Union and the Company will meet to negotiate the travel allowance to be paid.

Signed on this \_\_\_\_ day of \_\_\_\_\_ 2019

**FOR THE COMPANY**

**FOR THE ASSOCIATION**

\_\_\_\_\_  
**Moumen Yousri**  
General Manager, TBG Contracting Ltd.

\_\_\_\_\_  
**George Wehrfritz**  
President

\_\_\_\_\_  
**Susan Davison**  
Employee & Labour Relations Mgr – WCAN

\_\_\_\_\_  
**Don Polowy**  
Vice President

## APPENDIX A

### OUTLINE OF COMPANY PROVIDED HEALTH BENEFIT PLAN

(This is for information only and does not form part of the Collective Agreement)

- Life Insurance: \$25,000 (reduces to 25% at age 65)
- Accidental Death & Dismemberment (AD&D): \$25,000
- Long Term Disability (LTD)\*\* Waiting Period: 119 days  
Benefit Amount: 66.67% of first \$2,251 monthly earnings, plus 50% of remainder to max of \$10,000 per month
- Extended Medical Coverage: Deductible: \$25 single/family  
Prescription Drugs: 100% coverage (\$7.50 dispensing fee)  
Plan Maximum: Unlimited
- Dental Coverage: Deductible: Nil  
Basic: 80% – unlimited  
Major Restorative: 60% – \$2,500 per year  
Current Fee Guide
- Vision Coverage: Eye Exams: \$50 per year per member  
Glasses, Laser eye surgery or contact lenses: \$200 per 2 years per member
- Health Care Spending Account (HCSA): Five hundred dollars (\$500.00) is available to all employees (and family) on January 1<sup>st</sup> of each year beginning in 2008. Employees can elect to use these credits to achieve 100% reimbursement (for services not otherwise covered to 100%) up to the amount in the employees' HCSA each year. Unused credits or the balance in the HCSA can be rolled over up to one (1) year.

\*\* LTD Premium:

Updated earnings information will be provided to Great West Life on a semi-annual basis and employees will see any resulting adjustments in LTD premium rates following this submission.

Under the Great West Life Group Policy, "annual insurable earnings" means annual earnings from the employee and may include the following: Commissions, Bonuses, Overtime earned on a regular basis. The amounts are reported to Great West Life and will be estimated as the amount earned from these sources over the past twelve (12) months. If length of employment is less than 12 months then an estimate will be made based on the average earnings from these sources for the insured person's job classification.