



INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 955, 955B, 955C

May 1st, 2011

The Alberta Roadbuilders & Heavy Construction Association and the International Union of Operating Engineers Local Union No. 955 have begun discussions in good faith around a new collective agreement, to replace the last agreement which expired on March 31st.

The Association and Union have agreed to partake in an "Interest-Based" negotiating process in order to jointly address the fundamental opportunities to improve the working relationship, competitiveness and sustainability of the Alberta road building industry.

This Interest-Based approach (or "Framework" as it's sometimes called) has been successfully applied in several collective agreements, including the recent Alberta Construction Labour Relations negotiations. All parties at the negotiating table are optimistic that the Interest-Based process will result in fundamental positive change to our industry, and have committed to invest the time, resources and energy to ensure the process is carried out completely and in good faith, from start to finish. The reality of this is the time it will take us to get there is expected to be longer than in previous negotiations.

On an interim basis, both parties have agreed to the following to allow us to successfully complete negotiations in the best interest of all parties.

- An immediate interim hike of 2.5% to the base wage, effective May 1st, which temporarily supersedes the current agreement. This wage hike will stay in effect until a new collective agreement is agreed to, and is open to continued negotiation.
- A commitment that, throughout this process, we will continue to jointly address existing issues around interpretation and execution of the current agreement, so that the 2011 construction season is better than 2010.

For more information please contact your union Business Agent or HR Department.

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On behalf of the Union

Jean Martel
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Lafarge Canada Inc.
On behalf of the Employers