

Memorandum of Agreement

Between: Ontario Provincial Conference (the "Union")

And: Masonry Industry Employers Council of Ontario ("MIECO")

The parties hereto agree to the following terms and conditions for the renewal of the current (2004-2007) collective agreement between the Union and MIECO.

1. Term of the Agreement

The term of the renewal collective agreement shall be May 1, 2007 to April 30, 2010.

2. Local 25

Articles 1(h) shall be amended by removing the reference to Local 25. The parties agree to make similar changes in the event BACU Local 6 or BACU Local 7 or both are chartered at any time in the future.

3. Article 18 -Travel, Room & Board

Per kilometre rates shall be increased on May 1, 2007, May 1, 2008 and May 1, 2009 by two cents respectively.

Room and Board Allowance shall be increased by five dollars in total, effective May 1, 2007.

Local #2 Toronto

- (a) Zone 1 Downtown Expenses shall be increased by two dollars and fifty cents (\$2.50) per day effective May 1, 2007
- (b) Zone 3 Travel Allowance Daily shall be increased by two dollars and fifty cents (\$2.50) per day effective May 1, 2007

4. Other monetary compensation

In consideration of early bargaining the package increase for the entire period of the collective agreement, applicable to all areas of the province shall **not be less than** \$3.20. This increase shall be paid as follows:

Effective May 1, 2007	\$1.00/hr
Effective May 1, 2008	\$1.10/hr (*subject to increase based on formula)
Effective May 1, 2009	\$1.10/hr (*subject to increase based on formula)

Formula:

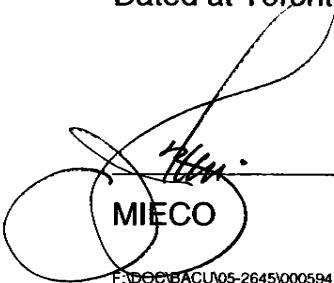
The parties agree that the package increase set out above is a base minimum and will be adjusted accordingly if the average in the provincial settlements in the Operating Engineers and the Ironworkers/Rodmen ICI Collective Agreements for the period May 1, 2007 to April 30, 2010 is higher than the package increase of \$3.20.

Any adjustments based on this formula will be equally divided and apportioned to the May 1, 2008 and May 1, 2009 increases.

5. All other terms and conditions shall be as set out in the current (2004-2007) OPC-MIECO ICI Provincial Collective Agreement as amended by the parties up to the date hereof.

THIS AGREEMENT IS SUBJECT TO RATIFICATION BY THE OPC AND MIECO.

Dated at Toronto this 12th day of January 2006.


MIECO


OPC

Memorandum of Agreement

Between: Brick and Allied Craft Union of Canada (the "Union")

And: The OMCA/BACU Bargaining Committee (the "OBBC") on behalf of the individual Employers Listed in Appendix A Hereto.

The parties hereto agree to the following terms and conditions for the renewal of the current (2004-2007) collective agreement between the Union and the OBBC.

1. Term of the Agreement

The term of the renewal collective agreement shall be May 1, 2007 to April 30, 2010.

2. Local 25

Faceplate and parties, Articles 1(h), Appendix B and Appendix E shall be amended to recognize that BACU Local 25 (District of Thunder Bay to the Manitoba Border, Kenora and Rainy River to the USA Border) is party to this renewed collective agreement and that IU Local 25 has no rights under the renewed collective agreement. The parties agree to make similar changes in the event BACU Local 6 or BACU Local 7 or both are chartered at any time in the future.

3. Article 18 -Travel, Room & Board

Per kilometre rates shall be increased on May 1, 2007, May 1, 2008 and May 1, 2009 by two cents respectively.

Room and Board Allowance shall be increased by five dollars in total, effective May 1, 2007.

Local #2 Toronto

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4. Other monetary compensation

In consideration of early bargaining the package increase for the entire period of the collective agreement, applicable to all areas of the province shall **not be less than** \$3.20. This increase shall be paid as follows

Effective May 1, 2007	\$1.00/hr
Effective May 1, 2008	\$1.10/hr (*subject to increase based on formula)
Effective May 1, 2009	\$1.10/hr (*subject to increase based on formula)

Formula:

The parties agree that the package increase set out above is a base minimum and will be adjusted accordingly if the average in the provincial settlements in the Operating Engineers and the Ironworkers/Rodmen ICI Collective Agreements for the period May 1, 2007 to April 30, 2010 is higher than the package increase of \$3.20.

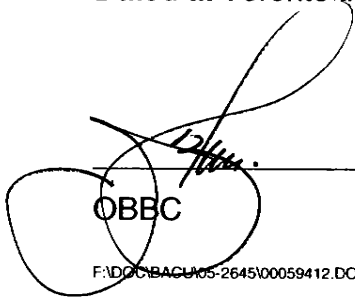
Any adjustments based on this formula will be equally divided and apportioned to the May 1, 2008 and May 1, 2009 increases.

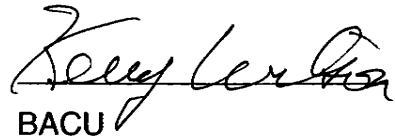
The parties agree that neither the OPC or its Locals or the BACU or its Locals will enter into an ICI Brick collective agreement with an employer who has a more favourable total economic package than the BACU-OBBC or OPC-MIECO agreements.

5. All other terms and conditions shall be as set out in the current (2004-2007) BACU-OMCA/OBBC ICI Province Wide Collective Agreement as amended by the parties up to the date hereof.

THIS AGREEMENT IS SUBJECT TO RATIFICATION BY THE BACU AND THE OBBC

Dated at Toronto this 12th day of January 2006.


OBBC
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BACU