

COLLECTIVE AGREEMENT

Between

DCH CRANE RENTALS Ltd.

Employer

And

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 904

Union

Effective: Date of signing to May 30, 2022

DM
RD

Article 1.01

The Employer recognizes the Union as the exclusive collective bargaining agent for all employees employed within the trade jurisdiction of the Union, including crane rental, maintenance work, taxi work, and construction.

The Parties agree to apply the provisions of the present collective agreement between the Union and the CLRA, and future revisions thereto, to all work within the trade jurisdiction of the Union, including crane rental, maintenance work, taxi work, and construction.

Article 1.02

Notwithstanding Article 1.01, for all work outside the Industrial and Commercial sector of the construction industry, the following articles of the CLRA collective agreement shall be substituted or amended as follows:

Article 5:05 Double Time (Replaces Article 5:05 in CLRA)

All overtime hours worked beyond eight (8) hours per day Monday to Friday will be paid at time and one half (1 ½). All hours worked beyond twelve (12) hours per day Monday to Friday will be paid at double time (2).

When working a compressed work week, all overtime hours worked Monday to Friday any four days will be paid at time and one half (1 ½). All hours worked beyond twelve (12) hours per day Monday to Friday will be paid at double time (2).

Article 5:06 Double Time, Saturday, Sunday and Holidays (Replaces Article 5:06 in CLRA)

Double time (2x) shall be paid for all work performed Sunday, Holidays, and scheduled days off. All work performed on paid Holidays shall be at double time (2x) time in addition to the normal day's pay. (Refer to Article 9:04).

Saturday will be time and one half (1½) for the first 8 hours and then double time for all hours worked in excess of eight (8) hours.

Article 6:05 Wage Increases

The wage increases each year will be as per CLRA.

Article 7:02 Shift Schedule (Replaces Article 7:02 in CLRA)

When a shift schedule is worked, the hours of work and the hourly rate of pay shall be:

DAY SHIFT: 7:00 am to 5:30 pm.

NIGHT SHIFT: will be from 5:30 pm to 4:00 am. Night shift premium will be \$3.00

Article 10:02 Employed Outside Free Zone (Replaces Article 10:02 in CLRA)

All employees employed on job sites outside the free zone shall be compensated at the following daily rates: from 40 to 119 km – paid per days worked. 120+ km will be paid seven (7) days per week provided he completes his regularly scheduled work week of five eight-hour shifts or four ten-hour shifts, unless altered by circumstances outside the control of the employee. The Living Out Allowance daily rate is \$88.00 for the life of the agreement.

Remove Article 12:00 WELDING from CLRA

Article 13:01 Reporting Time (Replaces Article 13:01 in CLRA)

When an employee on a job or project reports as usual for work but is unable to start work because of circumstances beyond his control, they shall be paid a minimum of 2 hours for local employees and 4 hours paid for employees receiving LOA at his applicable rate. If, however, the employee commences work, he shall be paid to mid shift (example: on an eight (8) hour schedule, he shall be paid four (4) hours and on a ten (10) hour schedule, he shall be paid five (5) hours, etc.).

Article 13:03 Reporting Time Beyond Mid-Shift (Replaces Article 13:03 in CLRA)

If a local employee is required to stay beyond mid shift, he shall be entitled to hours worked, and any employees beyond 120 kms (LOA range) will receive a minimum of one (8) hour's pay, at his applicable rate and scheduled hours of work.

Article 15:02 Foreperson Premium (Replaces Article 15:02 in CLRA)

All employees within the jurisdiction of the Operating Engineers, Local 904, shall be under the supervision of an Operating Engineers Foreperson and shall receive a premium of fifteen (10%) percent over the hourly rate of the highest Operating Engineer classification under their supervision.

Article 15:04 General Foreperson Premium (Replaces Article 15:04 in CLRA)

The General Foreperson shall receive a premium of twenty (15%) percent over the hourly rate of the highest operating engineer classification under his supervision.

Article 16:10 Premium (Replaces Article 16:10 in CLRA)

Heavy duty mechanics shall receive one dollar (\$1.00) per hour premium on industrial sites.

Article 16:11 Tower Crane Premium (Replaces Article 16:11 in CLRA)

When a tower crane is 200 feet or greater from ground/street level, a premium of \$1.00 per hour will be paid to the operator or apprentice. Where a tower crane has the lifting capacity of 40 tons or greater, a premium of \$2.00 per hour will be paid to the operator or apprentice. Where a tower crane has a lifting capacity of 20 tons to 39 Tons a premium of \$1.00 per hour will be paid to the operator or apprentice operating.

Through mutual agreement between the employee and his or her supervisor, the employee will remain in the cab of a tower crane through coffee break (Article 5:09) and lunch break (Article 5:05) and will be paid an additional one and one-half (1 ½) hours over their hours worked per day.

REMOVED 18:02 Chief Steward.

REMOVED Article 25:00 (Industry Fund, Stabilization Fund)

Article 29:02 Hoisting Apprentices (Replaces Article 29:02 in CLRA)

Hoisting apprentices shall be employed when 3 or more cranes are working on the same jobsite regardless of the crane tonnage.

Added to Group 3: SPMT, and modular trailers.

MANNING OF CRANES:

A & C Removed from CLRA.

BOOM PREMIUM

Remove Boom premium of \$1.00 for Boom length of 140 – 200 Feet in CLRA

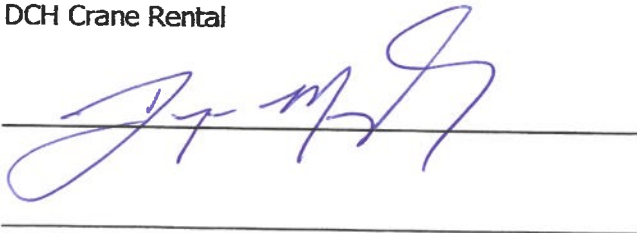
Boom premium of \$1.50 for boom lengths of 220 feet or more, changed from Boom length of 200 feet in CLRA.

SIGNATURE PAGE

Signed this 14 day of April, 2022, in the Province of Newfoundland & Labrador.

On behalf of the Company

DCH Crane Rental

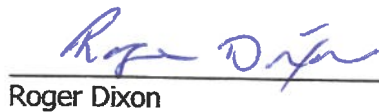


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On behalf of the Union:

International Union of Operating Engineers, Local 904

Terrence Hickey



A handwritten signature in blue ink, appearing to be 'Roger Dixon', is written over a horizontal line.

Roger Dixon

DCH Classification and Wage Rates

Effective May 1, 2026

3% Increase

Group	Basic Hourly Rate	Vac. Pay 9%	Hol. Pay 4%	Hourly Rate	Ben. Plan*	Pens Plan	Train. Prom	International Training	Mem. Ben.	Total Pack
1	\$39.88	\$3.59	\$1.60	\$45.07	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$55.28
2	\$38.68	\$3.48	\$1.55	\$43.71	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$53.92
3	\$38.19	\$3.44	\$1.53	\$43.16	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$53.37
4	\$36.95	\$3.33	\$1.48	\$41.76	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$51.97
5	\$36.04	\$3.24	\$1.44	\$40.72	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$50.93

6 Foreperson will receive 10% over the highest classification under their supervision.

7 General Foreperson will receive 15% over the highest classification under their supervision.

APPRENTICE

1st 60% Group 1	\$23.93	\$2.15	\$0.96	\$27.04	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$37.25
2nd 65% Group 1	\$25.92	\$2.33	\$1.04	\$29.29	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$39.50
3rd 70% Group 1	\$27.92	\$2.51	\$1.12	\$31.55	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$41.76
4th 75% Group 1	\$29.91	\$2.69	\$1.20	\$33.80	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$44.01
5th 80% Group 1	\$31.90	\$2.87	\$1.28	\$36.05	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$46.26
6th 90% Group 1	\$35.89	\$3.23	\$1.44	\$40.56	\$3.01	\$6.50	\$0.50	\$0.05	\$0.15	\$50.77