

# LETTER OF INTENT

between

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,  
Forgers and Helpers, AFL-CIO

and

Boilermaker Contractors' Association of Canada

It is the intention of the Parties to increase and advance the unionized tank industry in Canada.

The Parties met on January 25, 2011 to discuss ways and means of accomplishing this goal.

Therefore the Parties agree that effective May 1, 2011 through April 30, 2013 the current collective bargaining agreement(s) representing all provinces and territories in Canada be amended to allow for the following:

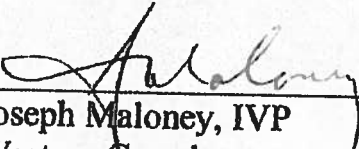
100% mobility of a contractor's workforce to compete in the following geographic and market segments:

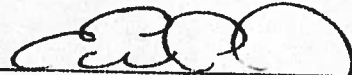
- (i) Yukon, Northwest Territories and Nunavut
- (ii) Pharmaceutical Industry
- (iii) Mining Industry
- (iv) Water Treatment and Towers
- (v) Food and Beverage Industries

It is also agreed that the intent of this agreement is to gain market share in areas and industry segments that we currently hold zero market share. Contractors will pay area prevailing collective bargaining agreement wage & benefit rates and adhere to existing working terms and conditions or those that may be mutually established by the parties.

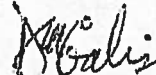
It is also agreed that when a contractor identifies an area (geographic and/or market) to compete the Business Manager of that geographic area will be notified in advance.

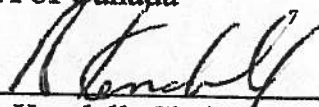
**INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS**

  
\_\_\_\_\_  
Joseph Maloney, IVP  
Western Canada

  
\_\_\_\_\_  
Edward Power, IVP  
Eastern Canada

**BOILERMAKER CONTRACTORS'  
ASSOCIATION**

  
\_\_\_\_\_  
David Galvin, President & CEO  
BCA of Canada

  
\_\_\_\_\_  
Roy Kendall, Chairman  
BCA Board of Directors