

COLLECTIVE AGREEMENT

THIS AGREEMENT is made effective this 1st day of July, 2022.

BETWEEN:

OILERS ENTERTAINMENT GROUP CANADA CORP.
(the "Company"),

OF THE FIRST PART

- and -

**THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA
LOCAL NO. 210**
(the "Union"),

OF THE SECOND PART

WHEREAS the Company organizes, produces or otherwise conducts various forms of entertainment events in Rogers Place and Ford Hall, or leases Rogers Place and Ford Hall to third parties or organizations for the purposes of entertaining audiences;

AND WHEREAS The Union represents a workforce with skills necessary to the carrying out of these entertainment events and is, on behalf of its members, desirous of providing specified casual personnel required to produce such entertainment events;

NOW THEREFORE this Agreement witnesseth and the parties hereto mutually agree as follows:

ARTICLE 1 PURPOSE

- 1.1 It is the desire of both parties to this Collective Agreement to maintain the existing harmonious relations between the Company and The Union and to promote cooperation and understanding between the Company and The Union.
- 1.2 This Agreement is for the application of working conditions, hours of work and scale of wages. It further encourages the economy of operation. It is also the desire of the Company and the Union to agree upon and specify the working conditions, hours of work and scale of wages of those Union personnel who are called upon to provide services to the Company in Rogers Place and Ford Hall.

ARTICLE 2 RECOGNITION

2.1 Occupational Jurisdiction

The Company, pursuant to the provisions of the *Alberta Labour Relations Code*, voluntarily recognizes the Union as the sole bargaining agent for all stage personnel supplied by the Union.

The exclusive jurisdiction of the Union covered by this Collective Agreement shall include all work of a kind and nature usually performed by stage personnel: the handling, erecting / dismantling, dressing and operating of sets, scenery, properties, lighting including follow spots, ; and robospots, subject to the artistic requirements of the lessee, use of forklift for events, sound and technical equipment and machinery as well as wardrobe, hair, make-up, paint and all other categories of stage personnel referenced on Appendix "A" of this document in connection with any and all backstage and onstage entertainment, setups, rehearsals or performances, maintenance and dismantles. Except in respect of follow-spots and forklifts as set out above, stages, and other equipment, owned by the Company, may be erected and modified by the Company's employees. The Company's sound system or any sound equipment rented by the Company for Projects, shall not be included in coverage of this Agreement; however, the Company shall include the Union on a tender list when contracting services for sound technicians.

2.2 Geographical Jurisdiction

The Company recognizes the Union as the sole provider of stage personnel used in the preparation of events and performances in Rogers Place and Ford Hall, each of which is located in the downtown core of the City of Edmonton, in the Province of Alberta.

The Company will advise all lessees and third parties who lease Rogers Place and/or Ford Hall:

- 2.2.1 of the obligation to abide by the terms and conditions of this Agreement; and
- 2.2.2 that any and all additional stage personnel required for all aspects of a performance or event in Rogers Place and Ford Hall are to be supplied exclusively by the Union.

ARTICLE 3 MANAGEMENT RIGHTS

- 3.1 The Company shall have the right to establish or change policies, rules, procedures and regulations for the conduct of its business within Rogers Place and Ford Hall.
- 3.2 The Company has the right to generally manage its business within Rogers Place and Ford Hall without interference and the Union agrees that its members shall obey the Company's rules and the directions of any authorized representatives of the Company, insofar as they do not conflict with the terms of this Agreement.
- 3.3 The Company has the right to refuse the employment of an individual dispatched by the Union, with just cause, as detailed in writing and provided to the Union.
- 3.4 The Company has the right to discipline individuals dispatched by the Union for just cause in accordance with the principles of progressive discipline.
- 3.5 The Union recognizes that the Company directs the control of Rogers Place and Ford Hall and the maintenance of Rogers Place and Ford Hall.

ARTICLE 4 SUPPLY OF THE UNION PERSONNEL

- 4.1 The Union agrees to supply qualified personnel as requested by the Company, its lessee or authorized representative. All requests ("Calls") for personnel shall be provided to the Union in written format by the Company, its lessee or authorized representative.
- 4.2 The Union agrees to consult, as necessary, with the Company, its lessee or authorized representative on required crew numbers, specialized craft categories, schedules or any other event considerations that may arise.
- 4.3 The Union will supply equipment operators in possession of valid certifications as required for the equipment being used.
- 4.4 If for any reason the Union is unable to supply the qualified personnel requested by the Company, the Company reserves the right to engage personnel who are not members of the Union to perform the functions covered by this Agreement for that entertainment event.

ARTICLE 5 PERSONNEL CALLS

- 5.1 Personnel dispatched by the Union shall receive a minimum four (4) hours pay for each category of Call.
- 5.2 A Call shall be deemed to be the completion of the following categories:
 - 5.2.1 The "Load IN" (including installation of house draping) or "Fit Up" or "Installation";
 - 5.2.2 The "Rehearsal" or "Performance" or "Show";
 - 5.2.3 The "Load OUT" (including dismantling of house draping) or "Tear Down" or "Dismantle".
- 5.3 The timing of a Call shall be at the discretion of the Company or its lessee.
- 5.4 All Calls for Rehearsal or Performance shall be a minimum of four (4) hours and begin a minimum one half (.5) hour prior to the advertised start of the event.
- 5.5 All Calls within a category as defined in Article 5.2 shall be subject to overtime provisions in accordance with this Agreement.
- 5.6 All Calls within a category as defined in Article 5.2 shall be subject to meal infringement provisions in accordance with this Agreement.
- 5.7 Work performed post Call that is not a Load OUT and is not part of the Call and is considered a personnel Call will be paid in thirty (30) minute increments to a maximum of two (2) hours.
- 5.8 Work performed post Call that is not a Load OUT and is not a part of the Call and is considered a personnel Call that will exceed two (2) hours in duration shall require a meal break or meal infringement compensation in accordance with this Agreement.

- 5.9 All time worked beyond the minimum Call as specified in Article 5.1 of this Agreement, will be added in thirty (30) minute increments. A grace period of ten (10) minutes will be allowed before additional hours are calculated.

ARTICLE 6 CREW

- 6.1 The number and category of technicians ("Crews") required for all entertainment events shall be determined by the Company, its lessee or authorized representative. The Union shall provide input on Crew numbers and categories when requested.

6.2 Minimum Crew

The minimum Crew required for any of the Company's events shall be two Union personnel, except where safety policies or regulations determine a higher number, based on the work being performed and equipment used by the Union personnel or by the size of the Crew required.

For Company events requiring rigging personnel, the minimum Union personnel shall include two (2) high riggers and one (1) ground rigger to ensure proper safety compliance.

6.3 Department Heads

Department Heads shall be included in the minimum Crew call and consist of one head carpenter and one head lighting personnel, except when rigging personnel are the only personnel required to complete the assigned work. In the absence of a Steward, one Department Head shall act as the Steward. Department Heads are working personnel.

6.4 Steward

- 6.4.1 A Steward, also known as Crew Boss, is a non-working position that is assigned by the Union's Business Agent to represent the Crew and coordinate schedule and duties with the Company, its lessee or authorized representative on the Company's worksite during an event.
- 6.4.2 A non-working Steward will be required for all Calls of twenty (20) or more stage personnel.
- 6.4.3 For Calls of less than twenty (20) working personnel, a Steward is not required unless specifically requested.
- 6.4.4 For Calls in excess of fifteen (15) and less than twenty-five (25) stage personnel, the Steward will begin his shift thirty (30) minutes in advance of the first Call of the day to accommodate the arrival and assignments of stage personnel.
- 6.4.5 For Calls in excess of twenty-five (25) stage personnel, the Steward will begin his shift one (1) hour prior to the first Call of the day to accommodate the arrival and assignments of stage personnel.

6.5 High Riggers

All work of a rigging nature shall be completed by Union members and/or permitted workers familiar with the Rogers Place/Ford Hall facility, rescue plan and facility limitations.

6.6 Permission to Enter

The Company or its lessee shall permit the Business Agent of the Union, or his/her designate, to enter the Company's facilities at any time during Calls provided such entrance does not interfere with the work in progress. The Business Agent, or his/her designate, shall provide prior notice to the Company of his/her intent to enter the Company's premises.

ARTICLE 7 WORK BREAKS AND MEAL BREAKS

7.1 Work Breaks

There will be one (1) fifteen (15) minute work break allowed during each four (4) hour Call. This break shall be assigned by the Steward or Head of Department in consultation with the Company, lessee or authorized representative at approximately the midpoint of the four (4) hour Call.

In the case of a five (5) hour Call, the break shall be twenty (20) minutes and shall be made by the Steward or Department Head in consultation with the Company, lessee or authorized representative at approximately the midpoint of the five (5) hour work call.

The return to work after a three (3) hour break shall constitute a new four (4) hour minimum call.

7.2 Meal Breaks

A one (1) hour unpaid meal break or a one-half (0.5) hour paid meal break at the prevailing hourly rate of pay will be scheduled no sooner than three (3) hours into a Call and no later than the end of the fifth (5th) hour of a Call.

A second meal break shall be scheduled four (4) hours after the completion of the first meal break. This four (4) hour time interval may be extended to a maximum of five (5) hours depending on the work requirements of the relevant Company event.

In the event a meal break is not taken by the end of the fifth (5th) hour of a Call, the Company or its lessee shall pay a meal infringement rate of two (2) times the prevailing rate. At no time shall the meal infringement rate exceed three (3) times the base rate. Such infringement rate shall remain in effect until a meal break begins.

ARTICLE 8 SAFETY

8.1 Workers Compensation

The Union, in providing its payroll services to the Company, agrees to carry Alberta Workers Compensation coverage on behalf of the Company and its lessees, in relation to all dispatched

Union personnel to Rogers Place and Ford Hall. The Union shall provide regular written confirmation of its placement of Alberta Workers Compensation coverage on behalf of the Company and its lessees, and shall provide notice to the Company of any material change to the said Workers Compensation coverage. The Union agrees to also provide confirmation of Alberta Workers Compensation coverage on behalf of the Company and its lessees, upon the Company's request.

8.2 Alberta Occupational Health and Safety

Personnel working under this agreement shall be required by the Company to:

- 8.2.1 Perform their work in accordance with all federal and provincial laws and regulations governing safe work practices, including but not limited to the *Alberta Occupational Health and Safety Act*, the regulations made thereunder, and the *Alberta Occupational Health and Safety Code*;
- 8.2.2 Have completed any and all safety training and education required to carry out their craft or job function;
- 8.2.3 Possess and utilize safety equipment as required by the Union and the Company which will include, at a minimum, CSA approved steel toed boots, CSA approved hardhats, work gloves, high visibility apparel, and in the case of those personnel working at height, personal harnesses and lanyards.
- 8.2.4 Use any additional safety equipment provided by the Company; and
- 8.2.5 Abide by all Company and Union safety directions on the Company's worksite.

8.3 Turnaround /Rest Infringement

It is agreed that there shall be a ten (10) hour rest period between the completion of one day's scheduled work and the beginning of the next day's Call schedule for personnel dispatched by the Union. Encroachment on this rest period shall be paid by the Company or its lessee at two (2) times the rate in effect during the last hour worked prior to the rest break until the ten (10) hour time period has elapsed. The hourly rate payable under the rest infringement shall at no time exceed three (3) times the base rate of pay. This provision shall not apply with respect to different productions taking place over consecutive days.

ARTICLE 9 WAGES

9.1 Rates

The Company agrees to pay all personnel dispatched by the Union no less than the rates listed by skill set category in Appendix "A" of this document, during the applicable time periods specified in the Appendix.

9.2 Invoices

The Union shall invoice the Company for all work performed by personnel dispatched from the Union according to the following schedule:

- 9.2.1 Prior to performance for all concert dates, regardless of day of week;
- 9.2.2 Daily for multiple date events, regardless of day of week;
- 9.2.3 Next business day for work not concert or third party related.

Invoices shall include full detailed backup of the relevant personnel start times, end times, break times and applicable pay rates for the dispatched personnel. The Union will also make available, at the Company's request, all relevant timesheets relating to provision of Union personnel pursuant to the Company's Calls.

9.3 Payroll

The Union will provide payroll services on behalf of the Company or its Lessee's. An administration fee ("Administration Fee") of 23 percent of gross wages will be paid to the Union by the Company, which Administration Fee will include as line items vacation pay (at 6%) and WCB services, and will compensate the Union for the administrative costs of providing payroll services. The application of the Administration Fee may also include, at the Union's discretion, Canadian Entertainment Industry Retirement Fund contributions, Health and Welfare contributions and Training Fund contributions.

9.4 Indemnity

The Union agrees to indemnify and save harmless the Company from and against demands of any kind which may be made against the Company by the Government of Canada or the Government of the Province of Alberta, resulting from, or in anyway related to, the payments made by the Union to the Union personnel pursuant to the payroll services described in Article 9.3 herein.

9.5 Shift Premiums

The Company shall pay a night premium of one and one-half (1.5) times the base rate for all work performed between 2200 hrs. and 0600 hrs.

9.6 General Holidays

The Company shall pay a rate of two (2) times the base rate for all hours worked on a General Holiday. The recognized General Holidays shall be:

- New Year's Eve (commencing at 1800 hrs. December 31st)
- New Year's Day
- Family Day (3rd Monday in February)
- Good Friday
- Victoria Day

Canada Day
Civic Holiday (August)
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

9.7 Cancellation of a Work Call

Twenty-four (24) hours' notice must be provided to the Union for any cancellation of a Call. If less than twenty-four (24) hours' notice is provided, the Company shall pay a minimum four (4) hours pay at the base rate for all personnel originally scheduled to work on the cancelled Call.

ARTICLE 10 GRIEVANCE AND ARBITRATION

- 10.1 Should a difference arise regarding the interpretation, application, operation or contravention or alleged contravention of this Agreement, the difference shall be discussed between representatives of the Union and the Company in an attempt to resolve any such difference. If a resolution cannot be reached within 48 hours of the difference arising, the matter shall be referred to Step One of the Grievance Procedure.
- 10.2 The parties hereto agree that either party may make a request to the other party, in writing, for an extension of a timeline specified in article 10, and that any such request will not be unreasonably refused.

Step One

- 10.3 Step One of the Grievance Procedure shall require that a party wishing to register a difference in reference to the operation of this Agreement, shall do so by providing notice of such difference to the other party in writing (the "Written Grievance"). The Written Grievance shall state in concise terms the difference giving rise to the grievance. The Written Grievance shall also stipulate the nature of the relief or remedy being sought, and shall be signed by a Union representative or a representative of the Company, as the case may require. The Written Grievance must be presented to the other party within fourteen (14) calendar days of the date events pursuant to which the grievance arose became known or ought to have become known to the party filing the grievance. Upon the Written Grievance being served, the Company and Union designates will have fourteen (14) calendar days thereafter to further attempt the resolution of the grievance.

Step Two

- 10.4 If resolution of the grievance cannot be achieved at Step One, the grievance shall be referred, within twenty-one (21) calendar days of service of the grievance, to arbitration. The parties shall attempt to agree on a single arbitrator to hear and determine the grievance. Where the parties hereto fail to agree on such single arbitrator, the Alberta Director of Mediation Services shall make the appointment of the arbitrator. Should the grievance not be submitted to an arbitrator within the prescribed twenty-one (21) calendar day period, the grievance shall, subject to article 10.2 be considered terminated.

- 10.5 The cost of the arbitrator, including his or her disbursements, shall be borne equally between the parties hereto.

ARTICLE 11 INSURANCE

- 11.1 The Union understands and agrees that it must maintain, at all times during the term of this Agreement, directors', officers', and general liability insurance, with coverage limits of at least \$5,000,000.00 (Canadian) relating to its operations, including its operations in providing personnel to the Company (the "Policy"). The Policy shall also name the Company as an additional insured.
- 11.2 The Union further agrees that it shall provide proof of the Policy upon request of the Company, and that should the Policy lapse for any reason, the Company will not be obliged to make a Call for the personnel of The Union until the Policy is re-instated.

ARTICLE 12 INTELLECTUAL PROPERTY

General

- 12.1 For the purpose of this Agreement, "Intellectual Property" means all intellectual property of the Company, whether or not reduced to practice including, without limitation, all information, knowledge, know-how, techniques, processes, procedures, technologies, materials, products, designs, results, software, data, formulae, algorithms, discoveries, developments, inventions, and improvements, all patent applications, patents, trade-secrets, industrial designs, and all right, title and interest thereto.
- 12.2 All Intellectual Property remains the property of the Company. Nothing in this Agreement shall operate as a license, permission to use or a grant to the Union of any rights related to the Intellectual Property.

Trademarks and Symbols

- 12.3 The Union shall not use the Company's, or any of its affiliates', trademarks, trade names, trade dress, copyrights, symbols, logos, or other related intellectual property (the "Marks") without the prior written approval and consent of the Company for each and every use, as well as the Union's prior written agreement to follow the guidelines for each such use as provided for in writing by the Company.
- 12.4 The Union shall not, by this Agreement, obtain any right, title or interest in the Marks or the trade names, trademarks, copyrights, symbols, logos, or other identifying intellectual property of Rogers Place, ICE District, the Oilers, the National Hockey League, the Bakersfield Condors, the American Hockey League, the Oil Kings, or the Western Hockey League, or any affiliate of such, or of any future sports or entertainment business owned by the Company or its affiliates.

ARTICLE 13 CONFIDENTIAL INFORMATION

- 13.1 For the purpose of this Agreement, "Confidential Information" includes any business, marketing, promotional, technical, client, or personal information disclosed by one Party that may come into the possession of the other Party during the performance of Parties' respective obligations

under this Agreement. Without in anyway limiting the foregoing, Confidential Information also includes any disclosed information designated by the disclosing Party as confidential.

- 13.2 The Parties agree that all Confidential Information shall not be divulged by the receiving Party, to any third party without the express consent of the disclosing Party. Notwithstanding the foregoing, either Party shall be entitled to make such disclosure concerning it to its related entities, professional advisors, employees, contractors, directors and officers, but only to the extent necessary to enforce the Party's respective rights hereunder or as may be required by law or by a government or regulatory authority.

ARTICLE 14 GENERAL

- 14.1 Governing Law. This Agreement will be construed, interpreted and applied in accordance with the laws of Alberta and the federal laws of Canada applicable therein, excluding its body of law controlling conflicts of law.
- 14.2 Entire Agreement. This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior representations, understandings and agreements between the Parties with respect to the subject matter hereof. No modification to this Agreement shall be effective unless in writing with specific reference to this Agreement and signed by both Parties.
- 14.3 Counterparts and PDF Delivery. The Parties mutually understand and agree that this Agreement may be executed in separate counterparts and that all the executed counterparts together shall constitute one agreement.
- 14.4 Enurement. This Agreement shall enure to the benefit of and be binding upon the Parties and the successors and assigns of the Company.
- 14.5 Interpretation. Words importing the singular number include the plural and vice versa, and words importing gender shall include all genders or a body corporate where the context requires. The headings and other captions in this Agreement are for convenience and reference only and are not to be construed in any way as additions or limitations of the covenants and agreements contained in this Agreement.

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APPENDIX "A"
IATSE Local 210/Oilers Entertainment Group
BASE WAGE RATES

		July 1 2021 to June 30 2022	July 1 2022 to June 30 2023	July 1 2023 to June 30 2024	July 1 2024 June 30 2025	July 1 2025 to June 30 2026
Department	Position		3%	3%	2%	2%
Stage	Steward/Crew Boss	\$ 34.03	\$ 35.05	\$ 36.10	\$ 36.82	\$ 37.56
	Head Carpenter	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Stage Hand	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	HD Flyman	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Flyloader/ Flyman	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Warehouseman	\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.47	\$ 34.14
	Truckloader	\$ 30.94	\$ 31.87	\$ 32.82	\$ 33.48	\$ 34.15
Elex	Head Lighting	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Lighting Hand	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Houselight OP	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Certified Electrician	\$ 39.43	\$ 40.61	\$ 41.83	\$ 42.67	\$ 43.52
	Spotlight OP	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
Audio	Head of Audio	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Audio Hand	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Head Monitor Mix	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
Rigging	High Rigger	\$ 42.03	\$ 43.29	\$ 44.59	\$ 45.48	\$ 46.39
	Ground Rigger	\$ 34.03	\$ 35.05	\$ 36.10	\$ 36.82	\$ 37.56
	Climber	\$ 38.45	\$ 39.60	\$ 40.79	\$ 41.61	\$ 42.44
	Scaffolder	\$ 38.45	\$ 39.60	\$ 40.79	\$ 41.61	\$ 42.44
Audio Visual	Head Audio Visual	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	AV Hand 1	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Projectionist	\$ 39.43	\$ 40.61	\$ 41.83	\$ 42.67	\$ 43.52
	Camera OP, ENG etc	\$ 39.43	\$ 40.61	\$ 41.83	\$ 42.67	\$ 43.52
SPFX	Senior Pyro Technician	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Pyro Technician	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
Props	Head of Props	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Props Hand	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Props Buyer	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
Paint	Head Scenic Artist	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Scenic Painter	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Painter	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
Wardrobe	Head of Wardrobe	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Wardrobe	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Laundry	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Stitcher	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Dresser	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Kit Rental	\$ 65.00	\$ 66.95	\$ 68.96	\$ 70.34	\$ 71.74
Hair	Head of Hair	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Head of Wigs	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Sylist	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Hair/Wigs Ass't	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
Make-up	Head of Make-up	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Assistant Make-up	\$ 29.81	\$ 30.70	\$ 31.63	\$ 32.26	\$ 32.90
	Prothetics	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
Equipment Operators	Lift Truck OP -Class 4&5	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Aerial Platform	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	TeleHandler 7	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Scissor Lift	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40
	Stacker -Class 3, Code 5	\$ 32.98	\$ 33.97	\$ 34.99	\$ 35.69	\$ 36.40