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**North Atlantic Refining Limited, Come by Chance, Newfoundland and Labrador
United Steel, Pipe and Forestry, Rubber Manufacturing, Energy, Allied Industrial
and Service Workers International Union, Local 9316 (CLC)
800 operating engineers, technical and maintenance employees**

A 36-month renewal agreement effective January 1, 2008 to December 31, 2010, settled in December 2007 at the bargaining stage. Duration of negotiations - 4 months.

Wages :

| Effective | Jan. 1/2008 | Jan. 1/2009 | Jan. 1/2010 |
|---------------------------|----------------------|-------------|-------------|
| General Adjustments | 5.0% | 5.0% | 5.0% |
| Hourly Rates | | | |
| Maintenance Worker | \$21.87 (\$20.83) | \$22.97 | \$24.12 |
| Technician D - Warehouse | \$27.73 (\$26.41) | \$29.12 | \$30.57 |
| Maintenance Technician A1 | \$35.49 (\$33.80) | \$37.27 | \$39.13 |

Hours of Work :

Regular employees or employees on non-rotating shifts, 40 hours per week or 40 hours at straight time and 2½ hours at time and one half; employees on maintenance projects, 40 hours per week (unchanged).

Paid Holidays:

12 days (unchanged).

Paid Vacation:

Day employees and shift employees on days, 12 days earned after 1 year, 16 after 10, and 20 after 20; shift employees, 10 days after 1 year, 14 after 10 and 18 after 20 (unchanged).

Note: Summary reflects the information received at time of ratification.