

SETTLEMENT AGREEMENT

BETWEEN:

BC GOVERNMENT AND SERVICE EMPLOYEES' UNION

(The "Union")

AND:

AIM ROADS INC.

(The "Employer")

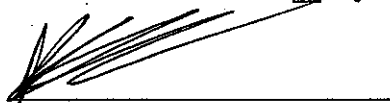
(Life Insurance Premiums Grievance)

The Employer and the Union agree to the following terms to settle the policy grievance with respect to Life Insurance Premiums – Grievance No. 237642 (the "Grievance"), on the following basis:

1. The Employer and the Union agree that in Service Area 8 the base minimum group life coverage is twice an employee's annual salary and the Employer will pay the premiums on this level of coverage.
2. The above applies on a go forward basis, after the first full pay period following the execution of this Agreement and on a without prejudice basis the Union will not seek a make whole remedy for any employees who were charged life insurance premiums by the Employer prior to the execution of this Agreement.
3. Should employees voluntarily opt to be covered for additional group life coverage beyond twice their annual salaries, then they will pay the premiums on that additional level of coverage only.
4. The Union agrees it will not bring any policy grievance in Service Area 13 regarding the allocation life insurance premiums for coverage above \$100,000 for so long as AIM Roads Inc. is the relevant contractor in Service Area 13.
5. The Union will withdraw the Grievance.
6. This Agreement is only with prejudice to the extent of the terms set out in the Agreement.

EXECUTED AND DELIVERED by the undersigned on the respective date indicated below.

AIM Roads Inc. on this 30 day of October 2020.



BC Government and Service Employees' Union on this 29 day of October, 2020.

A large, stylized handwritten signature in black ink, written over a horizontal line.