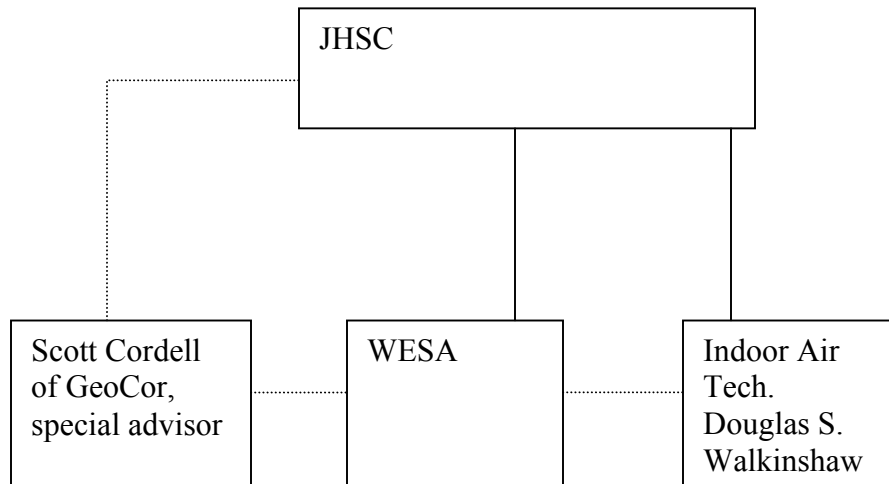


MEMORANDUM OF SETTLEMENT
Between
OPSEU LOCAL 468
and
AMAPCEO
and -
The Crown in Right of Ontario
(Ministry of Health and Long-Term Care)

RE: The Selection of Consultants to provide environmental testing at the Macdonald Cartier Building in Kingston, Ontario

Whereas the three co-chairs of the Joint Health and Safety Committee (JHSC) are in dispute regarding the selection of a company to perform environmental testing at the McDonald Cartier Building; And whereas four different companies made presentations to the JHSC on December 4th and 5th, 2002 regarding their experience in environmental testing and the various services they provide; And whereas the parties are desirous of selecting one or more of the aforementioned companies to commence comprehensive environmental testing that will be conducted in a timely manner; Therefore be it resolved that all three parties agree as follows:

1. The JHSC co-chairs unanimously recommend to the employer that the model outlined below shall be implemented forthwith.



2. The JHSC further recommends the following:

- a. Engagement of WESA to conduct comprehensive subsoil testing and assessment;
- b. Engagement of Indoor Air Technologies to conduct indoor air quality testing;
- c. Engagement of Scott Cordell of GeoCor Engineering as special advisor to WESA for the conduct of environmental testing at MCB. It is understood that Scott Cordell will have full access to the JHSC.
- d. It is understood that WESA and Indoor Air Technologies (IAT) will liase, coordinate and share information regarding their respective activities to ensure that their investigative activities are complementary.
- e. It is further understood that WESA and IAT shall report directly to the JHSC. All reports shall be submitted directly to the JHSC.
- f. This agreement is subject to the approval of the vendors described in the model above.

Dated at Kingston, this 5th day of December 6,2002

Original signed by

Kathy Smith
FOR OPSEU

Original signed by

Stu Atkins
FOR AMAPCEO

Original signed by

Jim Bimson
FOR MANAGEMENT

Witnessed by:
Original signed by
Gerry Lee