



Sindicato Nacional de Trabajadores^{MR}
de la Construcción, Terraceros,
Conexos y Similares de México

REGISTRO No. 2099



COLLECTIVE LABOR AGREEMENT FOR SPECIFIC WORKS ENTERED INTO BY AND BETWEEN _____, LOCATED AT _____, AND BY THE **SINDICATO NACIONAL DE TRABAJADORES DE LA CONSTRUCCIÓN, TERRACEROS, CONEXOS Y SIMILARES DE MÉXICO (NATIONAL UNION OF CONSTRUCTION WORKERS, TERRAZO WORKERS, CONNECTED AND SIMILAR WORKERS OF MEXICO)** LOCATED AT PRIVADA VALLARTA S/N, 2º PISO, EDIFICIO ANEXO C.T.M., COL. REVOLUCION, C.P. 06030 MEXICO, D.F., WHO HEREINAFTER WILL BE REFERRED TO AS THE “COMPANY” AND “UNION” RESPECTIVELY IN ACCORDANCE WITH THE FOLLOWING

CONVENTIONAL DEFINITIONS

For a better handling of terms in the agreement hereby the following conventional definitions are adopted

“The Union”	National Union of Construction Workers, Terrazo Workers, Connected and Similar Workers of Mexico.
“The Company”	The Hiring Company in this Agreement.
“The Agreement”	The Collective Labor Agreement herein.
“The Workers”	Unionized Workers protected by the present Collective Labor Agreement.
“The Law”	The Federal Labor Law in effect.

CLAUSES:

PROFESSIONAL INTEREST

FIRST. - The “Company” recognizes the “Union” as the representative of “the Workers’ ” professional interest who render services in one or more of the determined construction sites referred to in “the Agreement” hereby attributing to said recognition the effects that are inherent to it and consequently “the Union” is the sole holder and administrator of this “Agreement” and credits its personality with the Minutes Handwriting issued by the Ministry of Labor and Social Welfare.

SECOND. - “The Agreement” is executed pursuant the terms of articles 35; 391 section III; 401 sections II; and others relative to “the Law” for the specific work consisting of:



“ _____ ”

Work site location:

Grants:

Bid number:

Including herein all the auxiliary and adjoint works and extensions the company has to do.

In case it is feasible, it will also be applied to the specific repair works of machinery and equipment in the workshop or workshops installed by “the Company” in the corresponding work site in order to keep running the machinery and equipment that are used in there.

SPECIFIC WORK

THIRD. - The parties recognize that due to the special nature of the construction works, “the Workers” cannot be definitively hired and therefore have to abide by the work subject matter of this agreement, rendering their services in any front of work and in conformity with the specialty that has been assigned to them. Henceforth, the number of “Workers” within a work, cannot be permanent nor constant but variable and the reduction of personnel that the parties accept to name as “readjustments”, will be totally carried out when concluding the partial work or when the completion of certain activities in different stages of the work turn the worker’s services unnecessary for not existing specific activities to use his specialty.

Additionally, said “readjustments” will be carried out when by consequence of the programs and estimated budgets foreseen between “the Company” and the person who orders the works the respective agreement is terminated or suspended. During rainy seasons, or due to force majeure events, agreements or modalities for the application of this “Agreement” will be settled down.

FOURTH. - All the “Workers” who render service in work sites will begin to work by specific jobs in the front of work or the specialty that is required from in the work site.

READJUSTMENTS

FIFTH. - In order to carry out the readjustments, “The Company” will timely communicate this to the “Union” through its Local or National Union Representatives, who in the maximum term of 72 hours after receiving the corresponding communication, will propose the personnel who will be readjusted from the front of work or according to its specialty. For these cases one must take into consideration, as pertinent, what is set forth in article 437 of “the Law”.

SIXTH. - “The Company” is committed to pay to “the Workers” readjusted on the same day in which the readjustment is done, all the wages accrued; vacations or their proportional part; vacations primes; extra hours; bonuses; Christmas bonus; seniority premium, if applicable; and any other fringe benefit to which they are entitled and that are set forth in “the Law” or “the Agreement”.



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SEVENTH. - If for some reason “the Workers” do not receive the payments when readjusted and must wait one or several days to receive their settlement, these days will be covered to them as if they were worked days

EIGHTH. - In the event of readjustments, reduction of personnel, suspension or partial or total completion of the works, “the Workers” will stop rendering service to “the Company” pursuant “the Law”, in reference to the specific work and what “the Agreement” hereby declares.

BUS TICKETS

NINETH. – Due to the fact that when “the Workers” are readjusted in certain work sites, they do not have, in most of the cases, economic means to maintain themselves and their relatives, while they find another job or are transferred to another region in search of employment, “the Company”, will pay them as allowance for being readjusted, the bus ticket cost up to their place of origin, whenever it is not personnel of the region where the work was undertaken.

COMPANY’S REPRESENTATIVES

TENTH. – A “Company” representative is considered to be the person referred to in article 11 of “the Law” and consequently obliges “the Company” towards its “Workers” and the “Union”,

EXEMPTED PERSONS

ELEVENTH. - “The Company” is responsible as for all the works set forth in “the Agreement”, to use only workers of the hiring Union, except for confidential “Workers”, and under any circumstance will be able to use free-lance independent workers or “Workers” who adhere or declare to belong to another union association.

EXCLUSION BY INCOME

TWELVETH. – In order to cover newly created positions and the existing vacancies “the Company” obliges itself to accept solely the services of the “Union” members and may fill out the corresponding application of “the Union” for providing said “Workers” and if the “Union” does not provide them within 48 hours after having received the application request it is free and authorized to directly hire other personnel without observing this requirement.

THIRTEENTH. -The free lance independent “Workers” who are employed pursuant the preceeding paragraph, will be temporary workers hired for a period no greater than 10 days and will be “Workers” definitively accepted, subject to the work determined, at the moment of signing their enrollment application to the “Union” and “the Company” has evidence certificate of said fact. “The Union” will be able, within the timeframe aforementioned to designate the people who will have to cover these temporary positions if the one who is employed does not enter as its active member. If a temporary worker is replaced because “the Union” sent the respective substitute, the separation will take place without any responsibility whatsoever for “the



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Company” and both, the temporary worker and the substitute will be ruled by the general clauses of the “Agreement” concerning their permanence in the service.

FOURTEENTH. - “The Workers” can be hired for a specific period of time, complying with the rest of the requirements that are mentioned in “the Agreement” hereby.

EXCLUSION BY SEPARATION

FIFTEENTH. - The clause of exclusion by enrollment sets forth that “the Company” will only employ “Workers” who belong to the “Union”. Concerning the “Worker’s” capacity, skills or faculties for the position assigned to him, he will have to prove his efficiency, competence, abilities, know-how, etc., in the category that “the Company” has put him and the latter will be able to fire him based on section I of Article 47 of the Law, requesting the “Union” for the corresponding substitute

SIXTEENTH. - When a worker resigns to the “Union” or makes a mistake set forth in the “Union” Statutes and is penalized by it, “the Union” will have the right to request in writing to “the Company” the temporary or definitive separation of the “Worker” or of “the respective Workers” and “the Company” will be obliged to suspend them or fire them from their jobs in the assigned discipline, without being responsible for the suspension or separation.

SEVENTEENTH. – All the statements of the preceding clauses are convened as the “Union’s” conquest of its rights in defense of the union professional association and its patrimony and of its guild members represented herein by the “Agreement”.

WAGES

EIGHTEENTH. - “The Company” and “the Union” agree and accept that the wages earned by “the Workers” under the service of the “Company”, will be those set forth in the tabulator(s) attached hereto as integral part of this instrument and with the reserves and conditions that are herein agreed to. The period for paying the wages will never be greater than one week for the people who carry out a material work and of fifteen days for the rest of the “Workers”.

NINETEENTH. - “The Company” will pay to “the Workers” their wages in the legal prevalent currency and at the place where they render their services, not being allowed to make this payment through other means but just with the one used in an attempt of replacing the currency for security reasons for the Worker and the patrimony of its family.

TWENTIETH. – Under any circumstance “the Company” will stop to indicate in the “Workers” payroll lists the wages they yielded; the bonuses; extra hours or other kind of remuneration; and the discounts made for any reason.



SALARY DISCOUNTS

TWENTY FIRST. - “The Workers” will be deducted from their wages the following concepts:

- a) For taxes imposed by the respective “Laws” and which is “the Company’s” obligation to make the corresponding retention.
- b) For ordinary and extraordinary union fees.
- c) For advance payments in agreement with the article referring to this subject in “the Law”.
- d) For other concepts mentioned therein in the same legal rule.

UNION FEE

“The Workers ” at the service of “the Company” will pay to the “Union” 2% (TWO PERCENT) for the ordinary union fee on their daily or weekly total income of its wages and “the Company” is committed to discount the corresponding amount of this percentage, which will appear briefed in the payroll lists which will have to give them to the Executive Committee of the “Union” in a monthly basis without exemption. For the effects of this clause “the Company” will manage a particular account for “the Union” in which it will periodically be accrued by “the Company” for the amounts that are in its favor.

TWENTY SECOND. - “The Company” will invariably hand over during the first fifteen days of every month, the list of the discounts which they have to make due to union fees and its payment that must refer to the previous immediate month. The union fees that the “Workers” pay will be always available to the “Union” since they are not part of “the Company’s” funds.

SUBAGREEMENTS

TWENTY THIRD. - In the event that “the Company” grants subagreements or piece rates, it is committed to notify immediately to the “Union” the name of the subcontractors or pieceworkers and the latter must be informed that they are obliged to abide by the “Agreement” and fulfill all its clauses.

“The Company” will show solidarity and be jointly responsible with the subcontractors or pieceworkers for those obligations that are not complied to “the Workers” and to the “Union”.

TWENTY FOURTH. - For the effects of clause twenty first, the subcontractors or pieceworkers will indicate in their payroll lists the discounts which they have to make due to union fees, which



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will remain with "the Company" who in turn will leave them in the particular account of "the Union".

"COMPANY'S" OBLIGATIONS

TWENTY FIFTH. - "The Company" will fulfill all the obligations set forth in article 132 of "the Law" concerning all applicable activities to the works subject matter of the "Agreement" hereby.

TWENTY SIXTH. - "The Company" will hand over to the "Union" copies of all the payroll lists as well as any other document where the payments to "the Workers" by any concept be proved: wages; bonuses; compensations; etc

TWENTY SEVENTH. - "The Company", according to the work concerned and the place where it is developed, will provide to its personnel comfortable and appropriate campings with the most basic services so that "the Workers" can live in them: dining halls, potable water installations, medicine kits, etc. Likewise, as for the transportation is concerned when the works are not in the urban area or are distant to the population centers where the personnel lives, "the Company" will facilitate the maximum security in appropriate vehicles.

DAY WORK

TWENTY EIGHTH. - The parties agree that it be a discretionary faculty of "the Company" to establish the type of day work that each worker must have, as well as the hours in which he will have to perform his duties pursuant "the Law". Being of eight hours the day work, seven the night work and seven and a half hours the mixed one.

TWENTY NINTH. - "The Company" will be able to establish continuous or discontinuous day works. In the first instance "the Workers" will enjoy of a recess time of half an hour as established by "the Law" in its article 63 and when "the Workers" cannot break for a rest during the hours purposely assigned for the recess or meals, the corresponding time will be computed to them like effective time of the day work.

WORKERS MOBILIZATION

THIRTIETH. - Both parties agree that "the Company" must enjoy the amplest freedom to mobilize "the Workers" without deteriorating their category and the wage that corresponds to different jobs of the work sites and being always subject to the conditions of the specific work.

EXTRA HOURS

THIRTY FIRST. - When the services of a "Worker" are required for more time than the established in "the Law" as Legal daily work, "the Company" will credit him for every extra hour the proportional double of the hourly wage, in case that it does not exceed three hours daily three times per week. Any extra hour that exceeds nine per week is paid triple.



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SEVENTH DAY

THIRTY SECOND. - For every six consecutive days of work “the Workers” will enjoy a day of rest totally paid in their wage, agreeing thereby that if “the Workers” do not render service continuously they will get one sixth part of the agreed tabulated daily wage or guarantee wage, as whatever the case should be for every day worked.

“The Worker” who works in Sunday, if it is a day of rest will be paid triple wage. If Sunday is not his day of rest and he works, he will only be paid his wage for the day worked and a prime of 25% over it.

HOLIDAYS

THIRTY THIRD. - “The Workers” will enjoy of mandatory days of rest as are indicated herein: 1st. of January, 1st. Monday of February for February 5, 3rd. Monday of March in commemoration of March 21, 1st. of May, September 16, 3rd. Monday of November in commemoration of November 20, 1st. of December every six years when corresponds to the swearing-in ceremony of the Federal Executive Power, December 25 and those fixed days by the Electoral Local and Federal Laws, whenever there are ordinary elections to carry out the Electoral Day.

VACATIONS

THIRTY FOURTH. - “The Workers” with more than a year in “the Company” will have an annual vacation period that under any circumstance be less than six working days; this period will be increased in two working days for every service year. After the fourth year the vacation period will be increased two days for each five years of service.

VACATIONS PREMIUM. - “The Workers” will have the right to a premium no smaller than 25% on the wages corresponding to them for their vacation period.

If the work relationship finishes before the “Worker” fulfills a year of service he will be entitled by concept of vacations and the respective premium to a proportional remuneration according to the uptime of services rendered.

THIRTY FIFTH. - Vacations will be granted immediately to “the Workers” within the six following months to the fulfillment of the service year and an evidence certificate of their seniority will be given to them annually as well as the vacation period that corresponds to them and the dates in which they can enjoy them.

CHRISTMAS BONUS

THIRTY SIXTH. - “The Workers” will have the right to an annual Christmas bonus which must be paid before December 20, equivalent, at least, to fifteen days of wage. “The Workers” who



have not complied with the service year will be entitled to be paid in proportion to the time worked.

LABOR RISKS

THIRTY SEVENTH. - In case of accidents and professional diseases one will abide by “the Law” and in the eventuality of a “Worker’s” death due to an industrial accident, “the Company” will pay the beneficiaries the equivalent of 750 days of wages, in case these risks are not covered by the Social Security and two months of wages for funeral expenses.

Industrial accidents are those considered as directly taking place when “the Worker” is being transferred from his domicile to the work site and all around.

THIRTY EIGHTH. - When “the Workers” undergo a labor risk “the Company” commits itself to comply with article 487 of “the Law”, unless this obligation is under the protection of the Social Security.

ILLNESSES

THIRTY NINTH. – If due to a disease the “Worker” is forced to be absent from his work, he is obliged to inform “the Company” within the 24 hours following the appearance of the ailment.

In non professional accidents and diseases the “Company” will give to the “Workers” medical assistance and medicines if this obligation is not protected by the Social Security services. As for the medical assistance and medicines for the workers’ relatives in the work site, “the Company” will assist them according to its possibilities and pursuant to the Social Security, if this service is not protected by this institution.

PROHIBITIONS FOR THE WORKERS

FORTIETH. - All “Workers” are forbidden to go to the work site drunk; to carry arms; to use toxic substances; to practice any class of game; to make raffles or subscriptions and propaganda of all nature.

WORKERS’ OBLIGATIONS

FORTY FIRST. - “Workers” are obliged to:

- a) To undergo the medical examinations considered as pertinent by “the Company”.
- b) To strictly perform the duties entrusted to him and fulfill the orders given to him by their superiors or “the Company’s” representatives.
- c) To fulfill all the instructions received specially from those workers who represent a danger for him or his companions.



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TERMINATION OF AGREEMENT

FORTY SECOND. - “The Workers” will be fired without responsibility for “the Company” for the causes set forth in article 47 and 53 of the Federal Labor Law.

FORTY THIRD. - In normal situations, the completion of the individual labor relationship will be effective at the moment in which “the Workers” conclude their intervention in the corresponding activities, that is, when their services are not longer necessary because the specific works where their specialty was used do not exist anymore when the stage of the work in which they were working is finished.

DELEGATES

FORTY FOURTH. - To deal with the corresponding “Workers” issues, individually or collectively, “the Company” will have to interact with the National Executive Committee of the “Union”, or with the Delegate who exists in the work site, or the directors of the Union Section.

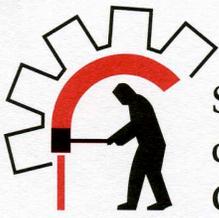
FORTY FIFTH. – In order to solve union problems, “the Union” will designate, where there is no Section, a Union Delegate. “The Company” will give on its account a monthly amount, as an aid to cover general expenses of the delegation, whose amount will be subject to a conventional adjustment, being the latter able to be equivalent to one of any wage of the established ones in the Collective Agreement’s tabulator. If it becomes necessary, for the work volume, Assistant Representatives in the main specialties will also be named.

REPAIR TIME

FORTY SIXTH. - When due to breakdowns not imputable to the “Worker” or due to the repair of the machinery the respective operator cannot work, “the Company” will cover 100% (one hundred percent) of his wage up to a maximum of 21 days. In these cases “the worker” will work in his activities that are compatible to his capacity and that are ordered to him by “the Company”. In case that the breakdown or repair lasts longer “the Company” and “the Worker” will be able to execute, with the intervention of the union representative, the agreement that is more practical to fulfill by both parties.

RAINY SEASON

FORTY SEVENTH. – During rainy season, if “the Workers” are already working and due to bad weather must suspend their activities, “the Company” will pay them the complete day if they have worked more than 4 hours. If this happens just when the job begins it will just pay to them half wage day.



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AGREEMENT SUSPENSION

FORTY EIGHTH. - “The Agreement” will be suspended in its legal effects when a legal cause exists and in case “the Company” receives a notice of suspension of the works, from whom gave to it the work agreement, the necessary suspension agreement with “the Union” will have to be entered into. Its reenforcement will be applied in the same terms when the causes that motivated the suspension of the activities cease.

UTILITIES SHARE

FORTY NINTH. – All the “Workers” who have worked for the “Company” for more than sixty days, must have the right to participate of its utilities. “The Company” is committed to provide the National Executive Committee of the “Union” copies of the front page of the annual income declaration that presents to the Ministry of Treasury and Public Credit so that the “Workers” can know it and verify the concepts of the Utilities Share.

“The Company” will have to comply with articles 122; 125 and others concerning the same subject matter of “the Law”.

INTERNAL LABOR REGULATION

FIFTIETH. - Both parties accept to formulate in a maximum term of sixty days the Internal Labor Procedures that will prevail in the work site in fulfillment of articles 422; 423 and other relative ones of “the Law”.

DEATH OF A WORKER

FIFTY FIRST. - In case of a “Worker’s” death, whatever the time that he has worked for “the Company”, the seniority premium will be paid to his beneficiaries. This benefit is independent of any other than corresponds to him and in addition “the Company” will give to his beneficiaries, if possible, an amount fixed by it as an aid.

CONFEDERATED FEE

FIFTY SECOND. – In order to pay the “Confederated Fee” of the “Union’s” members under the service of “the Company”, the latter is committed to cover, for a single time, every year and in the maximum term of the three first months, \$100.00 (ONE HUNDRED PESOS 00/100 M.N.) for each one of “the Workers” to its service. The totality of this concept will be paid to the “Union” directly. For the calculation, “the Company” will be based on any of its monthly payroll lists above mentioned.



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I. N. F. O. N. A. V. I. T. AND I. M. S. S. (NATIONAL WORKER HOUSING INSTITUTE AND SOCIAL SECURITY INSTITUTE)

FIFTY THIRD. - By legal disposition (article 34 of the Law of the Infonavit or of the housing aid fund) “the Company” will give to the “Worker” who terminates his labor relationship for any cause, an evidence certificate addressed to the Infonavit, in which it will indicate the amount given to his favor as of 5% of the wage, during the time that he rendered his services. Furthermore, regarding Social Security, “the Workers” will be issued a certificate as evidence of their quoted weeks.

TRAINING AND QUALIFICATION

FIFTY FOURTH. - As for the Qualification and Training of “the Workers” and to the integration of the Security and Hygiene Commission, “the Company” is committed to comply with the legal dispositions that are indicated in articles 25; 123; 153-A to 153-X; 180; 512-F; 537; 539; 539-A and 539-F, and all the requirements and forms that are needed therein before the corresponding governmental organism. According to article 502, “the Company” will organize the number of Security and Hygiene Commissions that it deems necessary based on the same number of the Workers’ representatives and on the pattern to investigate the causes of the accidents and diseases, and will propose measures to prevent them and watch for their compliance.

FIFTY FIFTH. – In order to carry out the content of the previous clause, “the Company” and “the Union” with the suitable elements whereupon they count for that aim, will train the unionized personnel to review every six months the situation of each one and try to upgrade their positions, as far as possible. Moreover, “the Company” will be able to execute agreements for this purpose with specialized organisms that are authorized to teach the Qualification and Training Programs in the following way.

A.- “The Company” will give outside the working hours, advanced training and qualifying courses inside the “Company’s” facilities to all unionized personnel.

B.- The courses will be given by people whom the Company appoints during the months of January, May and September; and the courses will last fifteen days.

C.- C. - The courses will take into consideration the categories of the existing “Workers” in the work sites and will be based on the programs that are elaborated and approved.

D.- The courses will consist of:

1. Updating, perfecting knowledge workers and providing information about the work that each one of “the Workers” develop, as well as briefing on the new existing



categories in its specialties.

2. Informing “the Workers” and training them to ascend to superior positions.
3. Informing about the most important industrial accidents and how to avoid their causes.
4. Trying to get higher productivity in the least possible time, saving materials and surpassing the production systems.

E.- “The Workers” are obliged to attend punctually the fifteen days training course, expressly in the months of January, May and September; take care of the facilitator’s indications; make the homeworks and activities that are entrusted to them.

F.- Those attending the courses, will present the evaluation examinations on the knowledge and abilities that are required to them.

G.- The subjects taught by “the Company’s” trainers will be those considered as necessary to fulfill the approved program objectives.

H.- “The Workers” who finish the courses and pass their good performance evaluation, will receive a certificate which will be taken into account by the Mixed Commission of Qualification and Training.

I.- For monitoring everything concerning the training programs and procedures, a Mixed Employer-Employee Commission is organized integrated by the Union Delegate of the work site and the Representative appointed by “the Company”. This commission will meet at least once a week before and during the time that lasts the courses.

J.- Any new enrolled “Worker” will render service as per the conditions set forth in “the Agreement”, while he receives the respective training on the job that he is going to carry out, if he requires it.

SPORT ACTIVITIES

FIFTY SIXTH. - “The Company” will foster sport activities among the personnel who render services to it and, for this purpose, it will reach an agreement with “the Union” for the acquisition of the sport equipment that is feasible to install at the work site.



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COMMISSIONS

FIFTY SEVENTH. - In accordance with section IX of article 391 of “the Law”, the parties that will integrate the mixed commissions as pursuant to the “Law” will have to be integrated with equal number of representatives of “the Workers” and “the Company”, in order to establish the operation programs and systems in compliance with the legal dispositions applicable to each one of the respective mixed commissions.

WORK PERMITS

FIFTY EIGHTH. - “The Company” will grant leaves of absence without pay up to a maximum of fifteen days to those “Workers” who have at least a service year.

REVISION

FIFTY NINETH. - “The Agreement” could be reviewed pursuant article 399 of “the Law” and as for the wages, to fulfill article 399b, the revision will be in conformity to the tabulator that is attached hereto, and will be in effect until December 31 of the current year, in such a way that when fixing next January the new general and professional minimum wages the referred tabulator is reviewed in compliance with said article. Additionally, the revision will be made if during the year the Minimum Wage Commission determines an increase.

ENFORCEMENT PERIOD

SIXTIETH. – It is the parties’ will that “the Agreement” will enter into effect legally from the date of its signature, independently of the moment in which it is submitted to the labor authorities.

SPECIAL CLAUSE REGARDING PRODUCTIVITY

PRODUCTIVITY. - “Company” and “Union”, through their representatives in their respective commissions, will evaluate the activities of each “Worker” to meet productivity goals, whose bases and operation will be regulated in a minimum term of three months.

SIXTY FIRST.- The agreement hereby is signed in: _____ and is



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submitted to the 4rd. Board of Conciliation and Arbitration in Mexico City as the authority that interprets and makes the parties abide by it, waiving said parties to any jurisdiction that due to their address of residence would have or that in the future would correspond to them.

By the Company	By the Union
	“For the Social Justice of Mexico”
	Plutarco Franco Vega Secretary General



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Wage Tabulator

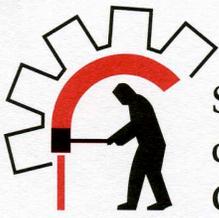
Which is integral part of the Collective Labor Agreement hereby that is entered into by
"The Company" _____
Located at _____, and "the WORK":

Work site location : _____
with bid number _____.. As well as all the
auxiliary, adjoint and extension Works that "the Company" has to do according with the
Agreement given to it by: _____..

CATEGORIES

DAILY SALARY

1. EXCAVATOR OPERATOR		\$ 210.00
2. TRACTOR OPERATOR	\$210.00	
3. BULDOZER (TRAXCAVO) OPERATOR		\$ 210.00
4. DUAL-COMPACTOR OPERATOR		\$ 210.00
5. STEAMROLLER OPERATOR		\$ 210.00
6. FINISHER AND PLASTERER OPERATOR		\$ 210.00
7. PETROLIZING MACHINE OPERATOR		\$ 210.00
8. SELF CONTAINED HYDRAULIC TRACK DRILL OPERATOR		\$ 210.00
9. UP TO 15 TONS. CRANE OPERATOR		\$ 262.50
10. TRAILER DRIVER		\$ 199.50
11. 15 TO 50 TONS. CRANE OPERATOR		\$ 294.00
12. ELECTRICAL MOTOR SCRAPERS OPERATOR		\$ 210.00
13. DIESEL MECHANIC		\$ 154.35
14. FUEL MECHANIC		\$ 154.35
15. CEMENT MIXER DRUM TRUCK OPERATOR		\$ 147.00
16. VAN DRIVER		\$ 143.85
17. DRILLER OPERATOR		\$ 139.65
18. COMPRESSOR OPERATOR		\$ 139.65
19. PRESSURIZED AIRE MECHANIC		\$ 147.00
20. WELDER		\$ 161.70
21. ELECTRICIAN		\$ 161.70
22. SPRINKLER AND FIRE PROTECTION INSTALLER		\$ 154.35
23. BRICK AND STONE MASON		\$ 161.70
24. IRONWORKER		\$ 158.55
25. BLACKSMITH		\$ 158.55
26. CARPENTER		\$ 150.15
27. PLUMBER		\$ 154.35
28. PAINTER		\$ 154.35



29. 1ST. CLASS PIPELAYERS	\$	168.00
30. WAREHOUSE KEEPER	\$	147.00
31. HELPER	\$	139.65
32. CEMENT / CONCRETE FINISHER	\$	176.40
33. TOPOGRAPHER	\$	264.60
34. ALIGNMENT LINE CORPORAL	\$	205.80
35. CHAIN HANDLER EXPERT	\$	205.80
36. WATCHMAN	\$	147.00
37. UNSKILLED LABORER	\$	136.50

1. This tabulator is subject to any change, in case that in the region or place where the works to be developed are paid different wages and, for this, the parties through their representatives will have talks as advisable and as necessary to fix it.
2. For any other category and wage that is not briefed in this tabulator, the parties will agree to fix it and the document in which it is approved will be part of the factual estimator and also will be part of it the bonuses, travel allowances, compensations, etc., that are agreed to to be paid in any specialty.
3. These wages or those actually paid in the work sites, if they are free of extraordinary circumstances that modify them, will prevail until December of this year

Mexico City, January 09 de noviembre de 2017

By the Company	By the Union
	"For the social justice of Mexico"
	Plutarco Franco Vega Secretary General