

THE CONSTRUCTION AND GENERAL WORKERS' UNION, LOCAL UNIONS #92

REFRACTORY LABOURERS MAINTENANCE COLLECTIVE AGREEMENT

MEMORANDUM OF UNDERSTANDING

RE: AMENDED WAGE SCHEDULE

The Parties hereto have approved the following additions or changes contained within this MOU. The terms and conditions outlined in this MOU will supersede any conditions contained in the Collective Agreement.

1. DURATION

The terms and conditions in this MOU will become effective on February 4, 2018 and will expire on December 31, 2018. Upon expiration, the MOU will become null and void and be removed in its entirety from the Collective Agreement.

2. WAGES

Article 7 and any other Articles that refer to wages are amended so that two dollars and 40 cents (\$2.40) per hour will be deducted from the gross rate for the Labourer (Refractory) for the duration of this MOU (see attached for Revised Wage Schedule).

Foremen gross rates will be adjusted as per the existing terms of the Collective Agreement. For clarity, there will be no changes to calculations of any Benefits which shall be given the broadest possible definition or other emoluments.

3. FUTURE WAGE DETERMINATION

The Parties agree that they will meet at regular intervals (actual dates of meetings to be determined) to discuss the effectiveness of this agreement and to determine if it needs to be amended to assist in securing or retaining market share for union refractory contractors. In addition, either Party may request a meeting to discuss amending this agreement as a result of an emerging threat to the market position of union refractory contractors.

SIGNED THIS 5 DAY OF February, 2018.

THE CONSTRUCTION AND GENERAL WORKERS'
UNION, LOCAL UNION #92:

Original Signatures on file

John Desrosiers, Business Manager

FOR CONSTRUCTION LABOUR RELATIONS –
AN ALBERTA ASSOCIATION:

Original Signatures on file

Neil Tidsbury, President