

Letter of Understanding

By and Between

**Construction Labour Relations – Alberta
Refractory Bricklayers (Provincial) Trade Division
(the “Association”)**

And

**Bricklayers and Allied Craft Workers, Local 1
(the “Union”)**

Re: Joint Employers’ Safety Program

Whereas the Registered Employers’ Organization and the Union have entered into a collective agreement, which is currently in force and effect, pursuant to Registration Certification No. 60;

Whereas the Joint Employers’ Safety Program Trustees have amended the Trust agreement to reflect a new dues structure;

And Whereas it is advantageous to the Parties to have the current dues structure outlined in the collective agreement;

Now therefore, it is agreed between the Parties hereto that:

1) The language in Article 12.01 shall be amended to read:

The employer shall pay into the Joint Employers’ Safety Program such amounts as are from time to time set by the trustees of the Program and shall abide by the rules and procedures of the program. This amount is currently set at \$0.25 per hour for Employers who had made either a lump sum contribution of \$15,000 or an hourly contribution for 18 continuous months prior to January 1, 2017. For all other Employers, a lump sum of \$15,000 of contributions or contributions of \$1.00/hour until the threshold of \$25,000 has been met, is required.

Employees who have worked on refractory work in excess of thirty days in the previous twelve month period will be required, in accordance with the Silica Regulations, to take a pulmonary function test, and a chest x-ray. In addition, a hearing test and an evaluation of the employee’s ability to wear a respirator will also be required. The cost of such tests will be borne by the J.E.S.P. providing the employee takes the test offered through the Plan and the employee was working for an Employer who is Party to this Collective Agreement. Such tests will be repeated ever two years providing the above noted conditions are met.

Subject to amendments to the Program by the trustees, the J.E.S.P. currently covers the cost of the following safety training courses for employees working for an Employer who is Party to this Collective Agreement:

- First Aid;
- Transportation of Dangerous Goods;

- H2S Alive;
- Confined Space;
- Fall Protection;
- OSSA BSO;
- CSTS; and
- Leadership for Safety Excellence Course (up to 10 employees per year).

2) This Letter of Understanding attaches to and forms part of the collective agreement.

Signed, 16th February, 2017

For the Association:

For the Union:

ORIGINAL SIGNATURE ON FILE

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Neil Tidsbury, President, CLR-A

Alan Ramsay, Business Manager, Local 1

ORIGINAL SIGNATURE ON FILE

Rick Bliemel, President, Local 1