

**Letter of Understanding
by and between**

**Construction Labour Relations – An Alberta Association
Mechanical (Provincial) Trade Division
(the “Association”)**

and

**The United Association of Journeymen and Apprentices of The Plumbing &
Pipefitting Industry of The United States And Canada, AFL-CIO, CFL, Local
Union #488, Edmonton, Alberta,
(the “Union”)**

Re: Training Initiatives

Whereas: The Parties wish to work together to ensure workers provided through the Local Union have all of the training and qualifications necessary to be engaged in their trade on worksites throughout the Province of Alberta, and

Whereas: The Parties have established a Joint Educational Trust Fund to provide the necessary training to meet such requirements, and

Whereas: The Parties have jointly developed the Training Data Base that provides access to training records of workers working within the scope of the Collective Agreement between the Parties

Now Therefore It is agreed as follows;

1. The Educational Trust Fund will provide OSSA Orientation Training (also known as BSO), CSTS Training, OSSA certified Fall Arrest Training, and OSSA Elevated Work Platform Training, through the Educational Trust Fund. If there are alternative training programs that are equivalent to the above noted courses they will be provided if agreed by the Parties. Each worker dispatched through the Union will be in possession of valid certification in the above noted courses at time of dispatch, provided they are a requirement for that worker on that job.
2. Employees whose certifications in the above noted courses expire within 60 calendar days of dispatch and who are required to maintain those certifications, will have the responsibility of renewing these certifications on their off duty time at no cost to the Employer. Failure to

renew the above noted safety certificates prior to their expiry date may be cause for suspension or termination of employment. Any fees charged for renewing such certificates shall be the responsibility of the employee.

3. The Parties further agree that the Employer shall be responsible to re-certify any of the above noted expired safety certificates, or safety certificates needing renewal due to course content changes, for any employee who has been in their employ for more than sixty (60) calendar days and who is required to maintain those certifications. Workers will be paid at regular straight time rates for any time spent during their regular work schedule getting these courses renewed and the Employer will pay any fees charged for such renewals.
4. Safety related courses or certifications not referred to above that are required by an Employer will be paid for by the Employer and any time spent during their regular work schedule in such training courses will be paid for at regular straight time rates.
5. These provisions will be effective January 1, 2017.

All of which is Agreed this 5th day of December, 2016

**CONSTRUCTION LABOUR RELATIONS -
AN ALBERTA ASSOCIATION -
MECHANICAL (PROVINCIAL)
TRADE DIVISION**

**UNITED ASSOC. OF JOURNEYMEN
AND APPRENTICES OF THE
PLUMBING & PIPEFITTING INDUSTRY
LOCAL UNION #488, EDMONTON, AB.**

ORIGINAL SIGNATURE ON FILE

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Per C.L.R. - A

Business Manager, Local Union 488