

LETTER OF UNDERSTANDING

Re: Wage Adjustments

Between

**Construction Labour Relations- An Alberta Association
As Agent For and On Behalf Of:**

**Ainsworth Inc.
Carmichael Engineering Ltd
Coral Engineering Limited
FMR Mechanical Ltd.
Gateway Mechanical Service Inc.
Guthrie Mechanical Services Ltd.
Integra Mechanical Services Ltd.
T&P Mechanical Services Ltd.
Vets Sheet Metal Ltd.
HVAC Solutions Ltd.**

and

**United Association of Journeymen and Apprentices of
The Plumbing and Pipefitting Industry of
The United States and Canada
Local Union 488**

Whereas the Parties named herein are Parties to the Refrigeration Maintenance Service-Repair Collective Agreement, having a term from May 4, 2014 to April 30, 2018 and,

Whereas the said Collective Agreement contains a wage formula provision that would amend wage rates effective November 6, 2016, May 7, 2017 and November 5, 2017 and,

Whereas the Parties agree that current economic conditions in the Province of Alberta do not support an increase in wages for the remainder of the duration of the Collective Agreement and

Whereas Article 24 (Enabling Clause) of the Collective Agreement permits the Parties to vary, alter, amend or modify the terms and conditions of the said Collective Agreement,

Now Therefore it is Agreed That:

Pursuant to Article 24 of the Collective Agreement, the Parties agree that the formula as set out in Article 8 shall no longer apply and the current wage rates shall remain in effect for the remainder of the duration of the Collective Agreement.

Signed this 6th day of October, 2016

[Redacted Signature]

Per: Larry Marchuk
Business Manager/Financial Secretary
UA Local Union 488

[Redacted Signature]

Per: Herb Holmes
Representative – Refrigeration Division
Construction Labour Relations – An Alberta Association