



Letter of Understanding
Between
Boilermaker Contractors' Association
of British Columbia
And
Boilermakers Lodge 359

It is jointly agreed that this Letter of Understanding shall form part of the Collective Agreement between the Boilermaker Contractors' Association of British Columbia (the "BCA of BC") and Boilermakers Lodge 359 (the "Union") and that this agreement does not diminish any rights that the Employer, the employees or the Union have under the Collective Agreement.

In accordance with Article 26.00 – Enabling Clause, the parties agree to amend the existing Boilermaker Contractors' Association of British Columbia and Boilermaker Lodge 359 Collective Agreement, notwithstanding that all past, present and future Project Labour Agreements, Special Needs Agreements, Letters of Understanding or any other agreements negotiated prior to the expiration of the existing BCA of BC and Boilermaker Lodge 359 Collective Agreement shall be bound by this Letter of Understanding and the terms of the un-enabled Articles of the Collective Agreement.

A joint committee of the BCA of BC and Boilermakers Lodge 359 established a Job Ready Dispatch ("JRD") program on November 9, 2017. The BCA of BC and Union agree that the JRD program shall be administered as a component of the Boilermakers Lodge 359, Apprenticeship and Trade Advancement Committee (ATAC) Trust Fund (the "ATAC Fund").

The JRD program contains a core suite of safety courses that each member will have completed by August 31, 2018 in order to be dispatched.

The JRD program contains the following core suite of certifications as follows:

- OSSA Certified Fall Arrest
- OSSA Certified Confined Space
- Quantitative Fit Tested
- CSTS-09

Each individual member of Local Lodge 359 is solely responsible to successfully complete and pay for the core suite of certification training, with the understanding, that upon providing the Union with a copy of their certification and receipt of payment, the ATAC Fund will reimburse each Member's incurred certification training costs.

Should additional regulatory training requirements or changes come into effect impacting member safety training, the BCA of BC and a committee of Boilermaker Lodge 359 will discuss its impact upon the core suite of safety certifications.

The JRD program shall be funded by an amendment to the Wage and Benefit Schedule of the Collective Agreement to include an employer contribution to the JRD program of \$0.30 per hour earned as a separate line item effective March 4, 2018.

The Trustees of the ATAC Fund will maintain financial records to account for contributions, expenses, and benefits, on a monthly basis, in respect of the JRD program.

Until such time that the JRD program contributions to the ATAC Fund are sufficient to cover all JRD program expenses and benefits paid from the ATAC Fund on an ongoing basis, the BCA of BC agrees to reimburse the ATAC Fund on a monthly basis, upon receipt of invoices, such amounts as are required to fully fund the JRD program. For the sake of clarity, the BCA of BC agrees to pay the shortfall between JRD contributions to the ATAC Fund and the total amount of JRD expenses and benefits for any month in which such a shortfall arises. The Trustees of the ATAC Fund shall keep financial records of the total amount of any BCA of BC reimbursements to the ATAC Fund, and the BCA of BC is entitled to payment of such amounts from the ATAC Fund at such time that the ATAC Trustees determine that the JRD program contributions to the ATAC Fund are sufficient to cover all JRD program expenses and benefits paid from the ATAC Fund on an ongoing basis.

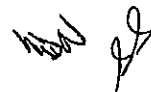
The ATAC Trust Agreement will be amended by the Settlers of the ATAC Fund (the BCA of BC and the Union) to accommodate the JRD as a component within the ATAC Fund.

The ATAC Trustees will review the JRD component of the ATAC Fund on an annual basis. It is from this review that the ATAC Trustees will make recommendations to the BCA of BC and the Union regarding any adjustments that should be made to the JRD program contribution rates. The parties agree that the JRD component shall be revenue neutral.

The BCA of BC will have access to the detailed financial records of the JRD component of the ATAC Fund as requested from time to time. Such requests shall be made to the Trustees of the ATAC Fund.

Key to the JRD program initiative from the contractors' perspective is access to the member certification records for their due diligence and to comply with the Province of British Columbia's Occupational Health & Safety Regulations.

The Union will maintain record keeping for certifications which will be made available to



the contractors online 24/7 through the UnionWare TransferLink, software which was customized for Lodge 359.

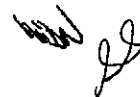
It is the sole responsibility of the contractors to contact the Union in order to gain access to the TransferLink program (Usernames and Passwords). The Information obtained through TransferLink must be kept secure, remain private and confidential, and only used for the purpose to which it is intended.

At the conclusion of the 2014 – 2020 Collective Agreement between the parties, all terms and conditions listed herein shall form a part of the Collective Agreement.

In the event the BCA through the collective bargaining process withdraws or fails to maintain the JRD funding there will be no obligation on Local 359 to continue dispatching members with JRD as outlined herein.

In the event that the BCA of BC fails to reimburse the ATAC Fund on a timely basis, the Union at its discretion may cancel the JRD program and discontinue dispatching members with JRD as outlined herein.

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In the event that JRD component of the ATAC Fund falls into a deficit and cannot meet its financial obligations of reimbursing members for their core suite of certification training; the Union at its discretion may cancel the program and discontinue dispatching members with JRD as outlined herein; or, the BCA of BC at its discretion may cancel the program and the Union will discontinue dispatching members with JRD as outlined herein.


Dated this 2ND day of FEBRUARY, 2018 at Vancouver, British Columbia

Signed on behalf of:
BOILERMAKER CONTRACTORS'
ASSOCIATION OF BRITISH COLUMBIA

Signed on behalf of:
THE INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRONSHIP
BUILDERS, BLACKSMITHS, FORGERS
LODGE 359 (A.F.L.-C.I.O.)



Sara Scott
Executive Director



Martin Nicholson
Business Manager/Secretary-Treasurer