

Letter of Understanding

By and Between

**Boilermaker Contractors' Association
(the Employers' Organization)**

And

**International Brotherhood of Boilermakers,
on its own behalf and on behalf of
Local Lodge 203
Local Lodge 73
Local Lodge 128
Local Lodge 555
Local Lodge 146
(the Union)**

(together, the Parties)

Re: Employment of Helmets to Hardhats Canada Registrants

Whereas Helmets to Hardhats Canada (H2HC) facilitates veterans of the Canadian Armed Forces and persons planning to transition from service in the Canadian Armed Forces (H2HC registrants) in gaining careers in the construction and maintenance trades and occupations; and

Whereas the Parties are supporting of the efforts of H2HC and assisting in ensuring H2HC registrants are afforded priority opportunities to engage in the construction and maintenance trades and occupations;

Now Therefore It Is Agreed that in addition to the hiring procedures and the Union and employer hiring obligations and prerogatives set out in the various BCA/IBB Collective Agreements between the Parties;

- 1 The Union shall establish protocols to ensure priority dispatch of H2HC registrants in response to employer dispatch requests, in recognition, appreciation and respect for the service to Canada of H2HC registrants, and communicate such protocols to the employer or employers bound by the Collective Agreement.
- 2 The Union or the joint Apprenticeship and Educational Training Committee, as may be appropriate, shall establish provisions with its apprenticeship intakes to include H2HC registrants.
- 3 The Employer may directly hire H2HC registrants, subject to the following conditions:

- a) The Union shall be notified of the name and contact information of each person so hired, and of the position/appointment being filled, forthwith upon employing each; and
 - b) Such direct hires may not exceed 1 hire per calendar year or 5% of all hires in a calendar year (whichever is the greater) within the scope of the Collective Agreement, and
 - c) Persons so hired must make application to join the Union, which shall make union membership available to the person so hired, and pay the usual dues and assessments required of persons employed pursuant to the Collective Agreement.; and
 - d) The Employer shall forthwith cause the person so hired to be indentured as an apprentice, where it is possible to do so.
- 4 Additional hires of H2HC registrants may be mutually agreed between the Union and the Employer.
- 5 This Letter of Understanding shall be effective April 10, 2018 and shall be attached to and form part of the Collective Agreement.

Signed on Behalf of the Parties this April 10, 2018:



For the Boilermaker Contractors' Association



For the International Brotherhood of Boilermakers