

Letter of Understanding (LOU)

Payment of Owner Site Specific Online Orientations

Whereas; Local 146 (the Union) in 2019 grieved certain Contractors in accordance with the 2017-2019 Alberta National Maintenance Agreement (NMA), for not reimbursing members for completing Owner site specific online orientations.

And Whereas; the unresolved grievances were arbitrated on October 29, 2019 and decided in favour of the Union on November 18, 2019.

And Whereas; On January 29, 2020 the BCA of AB on behalf of the contractors filed an application at the Alberta Labour Relations Board (AB LRB) for reconsideration of the Arbitrators decision.

And Whereas; On February 26, 2020 the case was heard by a panel of three at the AB LRB and dismissed by the Vice Chair on September 22, 2020.

And Whereas; the parties agreed at the bargaining table to the below interpretation of Article 6.06 of the collective agreement would apply in the event that the AB LRB dismissed the application.

Therefore, it is agreed that:

1. In regards to Article 6.06 of the BCA – IBB Local 146 Maintenance Agreement, Employer online orientations and onboarding shall be interpreted to mean and include both Contractor online orientations and onboarding and Owner online orientations.
2. This LOU will be kept separately by the parties and will not be attached to the collective agreement.

On behalf of the
Boilermaker Contractors' Association



Marty Albright
Director of Labour Relations

On behalf of the
International Brotherhood of Boilermakers
Local 146



Hugh MacDonald
Business Manager / Secretary Treasurer

Signed this 14th day of October 2020