



# BOILERMAKER CONTRACTORS' ASSOCIATION OF CANADA

February 21, 2023

VIA EMAIL

Dear Mr. Walker:

## **RE: ABMA CLARIFICATION ON EDO'S FOR APPENDIX A, B & C**

In response to your email request of February 17, 2023 and upon further review, overtime payment on the EDO's was an oversight by both parties, therefore it makes sense to right the ship. As a result, the AB BCA agrees to eliminate any further ambiguity on a go forward basis, the overtime payment on EDO's is as follows:

### **APPENDIX A – HOURS OF WORK PROVISIONS - SUNCOR REFINERY, EDMONTON, ALBERTA**

With the understanding that this work schedule is utilized to compensate the Employees for hours lost during the twenty-six (26) yearly earned days off EDO's.

Of the twenty-six (26) EDO's, eighteen (18) will be scheduled by Suncor and the remaining eight (8) will be designated as flex EDO's to be taken mutually agreed between the employee and the supervisor.

Overtime payments for work on the scheduled (18) days off will be at double-time (2x). **If an employee is asked to work their scheduled flex day off without being given forty-eight (48) hours' notice, then the employee will be paid overtime at double-time (2x).** Once scheduled, requests for employees to work on flex days will only be made a last resort, after all reasonable options are made to find alternate arrangements.

*(based on the language above that is highlighted in yellow, the logical inference is that if forty-eight (48) hours' notice is given overtime payment will be time and one-half (1 ½) )*

### **APPENDIX B – APPROVED WORKSITES FOR THE 9/80 SCHEDULE**

Overtime on the altered work week schedule will be paid as follows:

Week 1 Time and one half (1 ½) for the first two hours (2) worked before or after the regular nine (9) or eight (8) hours day Monday to Friday-double-time (2x) will be paid thereafter.

Week 2 Time and one half (1 ½) for the first ten (10) hours worked on the earned Friday off all other overtime is double time (2x).

### **APPENDIX C - IOL STRATHCONA - WORK WEEK ALTERATION**

Overtime payments for work on the sixteen (16) scheduled EDO's will be paid at double-time (2x).

I trust the aforementioned reflects the spirit and intent of the overtime payment for the respective EDO's in the ABMA and is harmonized with the other BTA short term maintenance agreement.

This letter of clarification will expire on December 31, 2023 in conjunction with the ABMA and the Long Term Maintenance Enabled LOU.

Best regards,

Marty Albright  
BCA Director of Labour Relations