

Letter of Understanding

Between

Boilermakers Contractors' Association

And

The International Brotherhood of Boilermakers

Re: Funding and administration of Basic Safety Orientation (BSO) and Basic Safety Refresher (BSR) training for referrals dispatched to jobsites in the Sarnia area that require such training.

Eligibility Parameters

1. Referrals shall not be eligible for reimbursement of travel expenses incurred for attendance at BSO or BSR training courses.
2. Referrals shall be dispatched with a valid BSO/BSR certification that remains valid for a minimum ninety (90) days beyond the scheduled start date of the assignment. Exceptions may be granted with the approval of the contractor based on the expected duration of the work assignment.
3. Where a referral's BSO/BSR expires while actively employed beyond the 90 days from scheduled start date of the assignment, and on a contractor's payroll the referral shall be paid their normal rate of wages by the contractor, while attending the required training. The contractor will arrange the required training and invoice the Local 128 Education and Training Fund for reimbursement of eligible training course costs. The referral will not be entitled to any additional per diem funds.
4. Referrals may complete BSR recertification training no earlier than six (6) months prior to the expiry date of their current certification.
5. Contractors shall make reasonable efforts to accommodate referrals travelling from outside the Sarnia area by allowing the referrals' training to be scheduled during the same work week (Monday-Friday) and as close as possible to the anticipated project start date.

Funding Model

1. Funding of training costs and Per Diem
 - Pay the full cost of BSO training and provide a per diem payment equivalent to eight (8) hours at the established per diem rate for each eligible referral completing BSO training.
 - Pay full cost of BSR recertification training and provide a per diem equivalent to four (4) hours at the established per diem rate for each eligible referral completing BSR training.
 - Pay referrals directly upon submission of proof of successful course completion.
2. The BSO/BSR training initiative and associated per diem costs shall be reviewed jointly by all parties every two (2) years and may be adjusted by mutual agreement.

Term

This Letter of Understanding shall become effective upon signature of both parties and shall remain in effect until amended or terminated by the BCA, the IBB, or the BATC Trustees.

Dated this 18th day of August, 2026.

Signed on behalf of:

BOILERMAKER CONTRACTORS'
ASSOCIATION

SIGNATURE ON FILE

Jim Brewer

Director of Labour Relations

Signed on behalf of:

THE INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIP
BUILDERS, BLACKSMITHS, FORGERS
AND HELPERS

SIGNATURE ON FILE

Arnie Stadnick

International Vice President - Canada

THE INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIP
BUILDERS, BLACKSMITHS, FORGERS
AND HELPERS, LOCAL LODGE 128

SIGNATURE ON FILE

Stirling Munn

Business Manager/Secretary Treasurer