

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL UNION #1

AND

CONSTRUCTION LABOUR RELATIONS, AN ALBERTA ASSOCIATION  
AS AN AGENT FOR AND ON BEHALF OF THOSE CONTRACTORS SIGNATORY TO THE  
REFRACTORY BRICKLAYERS MAINTENANCE COLLECTIVE AGREEMENT

## MEMORANDUM OF UNDERSTANDING

RE: AMENDED WAGE SCHEDULE

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The Parties hereto have approved the following additions or changes contained within this MOU. The terms and conditions outlined in this MOU will supersede any conditions contained in the Collective Agreement.

1. DURATION

The terms and conditions in this MOU will become effective on January 28, 2018 and will expire on April 30, 2019. Upon expiration, the MOU will become null and void and be removed in its entirety from the Collective Agreement.

2. WAGES

Articles 5.01 and any other Articles that refer to wages are amended so that three dollars (\$3.00) per hour will be deducted from the gross rate for Journeymen for the duration of this MOU (see attached for Revised Wage Schedule).

General Foremen, Foremen, and Apprentice gross rates will be adjusted as per the existing terms of the Collective Agreement.

For clarity, there will be no changes to calculations of any Benefits which shall be given the broadest possible definition or other emoluments.


3. FUTURE WAGE DETERMINATION

The Parties agree that they will meet at regular intervals (actual dates of meetings to be determined) to discuss the effectiveness of this agreement and to determine if it needs to be amended to assist in securing or retaining market share for union refractory contractors. In

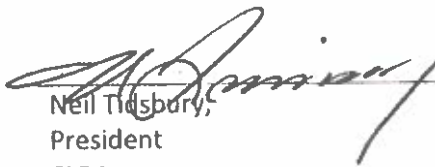
addition, either Party may request a meeting to discuss amending this agreement as a result of an emerging threat to the market position of union refractory contractors.


SIGNED THIS 23<sup>rd</sup> DAY OF JANUARY, 2018.

FOR THE INTERNATIONAL UNION  
OF BRICKLAYERS AND ALLIED  
CRAFTWORKERS,  
LOCAL #1 ALBERTA

  
\_\_\_\_\_  
Alan Ramsay,  
Business Manager/Financial Secretary  
BAC Local #1 Alberta

FOR CONSTRUCTION LABOUR RELATIONS  
- AN ALBERTA ASSOCIATION

  
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Neil Tinsbury,  
President  
CLRA

  
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Rick Bliemel,  
Business Agent/President  
BAC Local #1 Alberta