

MEMO

To: GPMA & NMA Signatory Employers
From: Brett McKenzie
CC: Members of the General Presidents' Maintenance Committee for Canada/National Maintenance Council for Canada and Alberta Local Union Representatives
Date: 2018-04-15
Re: Increase to Vehicle and Travel Allowances

Dear Contracting Representatives:

After having the opportunity to review the pending increases to the travel cost reimbursements under the respect reference agreements the General Presidents' Maintenance Committee for Canada/National Maintenance Council for Canada advises its signatory employers and local union representatives of the following increases which will take effect as of May 6, 2018 to the NMA and affected GPMA collective Agreements.

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| 1. Article 21.201 Under the Alberta General President Maintenance Agreements covering the following locations: Albion, Civeo, CNRL, Conoco-Phillips, Nexen, Suncor, and Syncrude |
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Existing

21.201 Subject to Article 11.600 employees will be compensated for return airfare between Edmonton and Ft. McMurray upon the provision of a cancelled air ticket and receipt as proof that air transport has been used to a maximum of \$216.00 each way plus where no owner or employer provided transportation is available, approved ground transportation to the site. If no air receipt is presented travel cost reimbursement will be paid in the amount of \$216.00 each way in total.

Effective May 5, 2013 travel cost reimbursement increases to \$220.00 each way in total.

The travel cost reimbursement will be reviewed by the parties should it increase under the National Maintenance Agreement, prior to the expiry of this Agreement.

Amended

21.201 Subject to Article 11.600 employees will be compensated for return airfare between Edmonton and Ft. McMurray upon the provision of a cancelled air ticket and receipt as proof that air transport has been used to a maximum of \$216.00 each way plus where no owner or employer provided transportation is available, approved ground transportation to the site. If no

MEMO...

air receipt is presented travel cost reimbursement will be paid in the amount of \$216.00 each way in total.

Effective May 5, 2013 travel cost reimbursement increases to \$220.00 each way in total.

Effective May 6, 2018 travel cost reimbursement increases to \$224.00 each way in total.

The travel cost reimbursement will be reviewed by the parties should it increase under the National Maintenance Agreement, prior to the expiry of this Agreement

2. Article 14.100 Alberta National Maintenance Agreement

Existing

14.100 a) Daily Travel: On those projects that are located between forty-five (45) radius kilometers to one hundred and twenty (120) radius kilometers from Edmonton and/or Calgary City Hall(s) or other Hiring Hall locations, the company shall supply suitable transportation to and from the project and mutually agreed to pick-up points.

Alternatively, the company shall pay to each employee a transportation cost at the rate of fifty cents (\$0.50) per road kilometer for each day worked or reported for work, from the edge of the forty-five (45) radius kilometer free zone to the project and return. Effective May 5, 2013 there is a scheduled increase where the company shall pay to each employee a transportation cost at the rate of fifty-one cents (\$0.51) per road kilometer for each day worked or reported for work, from the edge of the forty-five (45) radius kilometer free zone to the project and return.

The transportation cost will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

Amended

14.100 a) Daily Travel: On those projects that are located between forty-five (45) radius kilometers to one hundred and twenty (120) radius kilometers from Edmonton and/or Calgary City Hall(s) or other Hiring Hall locations, the company shall supply suitable transportation to and from the project and mutually agreed to pick-up points.

Alternatively, the company shall pay to each employee a transportation cost at the rate of fifty cents (\$0.50) per road kilometer for each day worked or reported for work, from the edge of the forty-five (45) radius kilometer free zone to the project and return. Effective May 5, 2013 there is a scheduled increase where the company shall pay to each employee a transportation cost at the rate of fifty-one cents (\$0.51) per road kilometer for each day worked or reported for work, from the edge of the forty-five (45) radius kilometer free zone to the project and return.

Effective May 6, 2018 there is a scheduled increase where the company shall pay to each employee a transportation cost at the rate of fifty-two cents (\$0.52) per road kilometer for each day worked or reported for work, from the edge of the forty-five (45) radius kilometer free zone to the project and return.

The transportation cost will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

MEMO...

3. Article 14.100 b Alberta National Maintenance Agreement

Existing

Effective May 5, 2013 there is a scheduled increase to initial and terminal travel which will be paid as follows from the above:

120-200 Radius Kilometers	\$ 86.00	each way,
200-300 Radius Kilometers	\$ 122.00	each way,
300-375 Radius Kilometers	\$ 147.00	each way,
375-475 Plus Radius Kilometers	\$ 220.00.	each way, or actual airfare if suitable proof of air transport is provided to the employer.

Initial and Terminal travel for any project which falls within one-hundred (100) radius kilometers of Ft. McMurray city hall will be \$220.00.

No travel shall be payable under this Article if the Client provides transportation to the work site and return.

On jobs beyond the four hundred and seventy-five (475) radius kilometers initial and terminal travel amounts will be mutually agreed between the Union and the employer to a maximum of \$330.00 each way or airfare if suitable proof of air transport is provided to the employer.

Initial and terminal travel amounts will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

Amended

Effective **May 6, 2018** there is a scheduled increase to initial and terminal travel which will be paid as follows from the above:

120-200 Radius Kilometers	\$ 88.00	each way,
200-300 Radius Kilometers	\$ 124.00	each way,
300-375 Radius Kilometers	\$ 150.00	each way,
375-475 Plus Radius Kilometers	\$ 224.00.	each way, or actual airfare if suitable proof of air transport is provided to the employer.

Initial and Terminal travel for any project which falls within one-hundred (100) radius kilometers of Ft. McMurray city hall will be **\$224.00**.

No travel shall be payable under this Article if the Client provides transportation to the work site and return.

On jobs beyond the four hundred and seventy-five (475) radius kilometers initial and terminal travel amounts will be mutually agreed between the Union and the employer to a maximum of **\$344.00** each way or airfare if suitable proof of air transport is provided to the employer.

Initial and terminal travel amounts will be reviewed by the National Maintenance Council should there be general increases or reductions in the reference agreements.

MEMO...

Please forward this communication to the appropriate individual(s) within your respective organization.

Regards,

A handwritten signature in blue ink, appearing to read "Brett McKenzie". The signature is stylized, with the first name "Brett" written in a cursive-like font and the last name "McKenzie" written in a more blocky, slightly slanted font. The signature is positioned to the left of a large, hand-drawn arrow pointing to the right.

Brett McKenzie
Executive Director

ec: M. Malles, GPMC/NMC
C. Symmers, GPMC/NMC