

National Maintenance Council for Canada

2022 Alberta National Maintenance Agreements Renewal

TERMS OF SETTLEMENT

Following discussions with affected Local Unions and Signatory Employers, the National Maintenance Council for Canada has finalized the renewal of the Alberta National Maintenance Agreement effective from January 1, 2023- December 31, 2024 in place at various operating facilities in the province of Alberta.

1. ARTICLE 2.000 THE COMPANY AND THE UNIONS
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Recognition

Existing Language

2.300 Agree that the jurisdiction recognized therein for each Union shall be the jurisdiction recognized by the AFL-CIO. Assignments will be made in accordance with the procedures established in the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry covering the U.S.A. and Canada. (The Green Book.)

Amended Language

2.300 Agree that the jurisdiction recognized therein for each participating Union shall be the jurisdiction recognized by the AFL-CIO. Assignments will be made in accordance with the procedures established in the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry covering the U.S.A. and Canada. (The Green Book.)

2. ARTICLE 6.000 GRIEVANCE PROCEDURE

Grievance Procedure Update

Existing Language

6.100 It is agreed that it is the spirit and intent of this Agreement to adjust grievances promptly. All grievances, including discharge for just cause, but not those pertaining to jurisdictional disputes that may arise on any work covered by this Agreement must be initiated within fifteen (15) working days of the incident by either the employee in Step 1 of the Local Union in Step 2 and shall be handled in the following manner:

6.101 Step 1 Between the aggrieved employee and/or their Steward and the Company supervisor.

- 6.102 Step 2 Between the aggrieved employee, their Steward and/or Local Union Business Representative and their Foreperson, the Supervisor and the Project Manager. If settlement is not achieved at this step, the grievance must be presented in writing to the Company and to the International Representative of the Union involved.

The Company shall respond in writing within fifteen (15) working days from the date which the grievance was presented in writing to the Employer. If settlement cannot be reached at this step or if the Employer fails to respond in writing within the time limit specified, the Union may then proceed to the next step of the grievance procedure.

The Union must respond to the Company's grievance response within fifteen (15) working days of receipt. Timelines may be extended by mutual agreement.

- 6.103 Step 3 Between the International Union Representative and the Labour Relations Manager or the highest official of the Company. The carriage and control of any grievance at Step 3 and beyond rests solely with the International Union Representative.

- 6.104 Step 4 A hearing shall be conducted by a National Maintenance Agreement Council Committee of the Unions signatory to this Agreement with senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.

- 6.105 Step 5 If any dispute or grievance concerning the interpretation, application or violation of this Agreement cannot be settled through the procedure described above the matter may be submitted by a Signatory Union to this Agreement or the Company, to a Board of Arbitration for adjudication within ten (10) working days of the decision rendered by the National Maintenance Council.

This Board shall consist of three (3) Arbitrators, one appointed by each party to this Agreement and the third, who shall act as Chairperson, to be selected by the two so appointed. The party desiring arbitration shall appoint its Arbitrator and shall give notice in writing to the other party together with a written statement of the question to be arbitrated.

In the event that the other party does not appoint its Arbitrator within three (3) working days the appointment shall be made by the Minister of Labour for the Province of Alberta.

In the event the two Arbitrators appointed cannot within three (3) working days select a third Arbitrator who is willing to serve, the two Arbitrators shall jointly request the Minister of Labour of the Province of Alberta to designate the third Arbitrator who shall act as Chairperson. This Board when selected or appointed will proceed as soon as practicable to examine into the dispute or grievance and on the basis of the facts, render its judgment. The majority or unanimous decision of the Board of Arbitration shall be final and binding and accepted by both parties for the duration of the Agreement.

In the event that a majority decision is not reached by the Board of Arbitration, the decision of the Chairperson shall be deemed to be the decision of the Board and shall be final and binding and accepted by both parties for the duration of the Agreement.

The Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, not to alter, modify or amend any part of this Agreement.

In arbitration proceedings, each party shall pay the expenses of its Arbitrator and the expenses of the Chairperson shall be shared equally by the parties.

The Company shall provide the necessary facilities for the grievance meetings.

6.200 As an alternative to the provisions of Article 6.105, a single Arbitrator may be appointed by mutual agreement of the parties.

6.300 Grievance forms will be provided by the Company at the jobsite.

Amended Language

6.100 It is agreed that it is the spirit and intent of this agreement to address grievances promptly. All grievances, but not those pertaining to jurisdictional disputes, covering the interpretation, application, operation, terminations, or alleged violation of this collective agreement that may arise on any work covered by this agreement must be initiated in writing within ten (10) calendar days of the incident and shall be handled in the following manner:

6.101 Step I Between the aggrieved Employee / Craft Steward and the Employer foreperson / supervisor.

A standard GPMC / NMC grievance form must be filled out by the Craft Steward/ Employer at this step. Grievance forms will be provided by the Company at the jobsite, or they may be downloaded from the General Presidents' Maintenance Committee website at www.gpmccanada.com

If the grievance is not settled within seven (7) calendar days, then the grievance may be advanced to Step II. Written notice must be provided when advancing to the next step.

6.102 Step II Between the aggrieved employee, the Craft Steward and/or local Union business representative and the foreperson, the supervisor, and the project manager.

If settlement is not achieved within seven (7) calendar days at Step II, the grievance may be advanced to Step III. Written notice must be provided to the International Union Representative and the Employer Representative when advancing to the next step.

Timelines may be extended upon written agreement by both parties.

6.103 Step III Between the International Union Representative and the Labour Relations Manager or the highest official of the Employer.

The carriage and control of any grievance at Step III and beyond, rests solely with the International Union Representative.

If settlement cannot be reached within seven (7) calendar days at Step III, either Party may request a Step IV Grievance Hearing upon written notification to the Labour Relations Representative (GPMC/NMC).

Timelines may be extended upon written agreement by both parties.

- 6.104 Step IV The Labour Relations Representative (GPMC/NMC) shall establish a Grievance Panel consisting of three (3) Committee Representatives within fourteen (14) calendar days of notification, either at a mutually agreed to location or via electronic platform to hear the grievance.

Submissions from both the Union and the Employer to the grievance panel must include a copy of the grievance form, as indicated in 7.101, names of all grievors affected by the grievance and any other relevant information or documents pertaining to the grievance. Please note that the remedy requested by either party must be clearly identified in writing on the grievance form.

All submissions shall be received by the Labour Relations Representative no later than three (3) calendar days prior to the scheduled hearing date.

The Grievance Panel shall render their decision in a timely manner.

If either party to the grievance does not accept the Grievance Panel's decision, they may advance the grievance to Step V upon written notification to the affected Party.

- 6.105 Step V If any dispute or grievance concerning the interpretation, application or violation of this agreement cannot be settled through the procedure described above, the matter may be submitted by the Union or the Employer to arbitration for adjudication within ten (10) calendar days.

3. ARTICLE 10.000 BENEFITS AND OTHER MONETARY FUNDS
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Transition Remittances to Electronica Funds Transfer (EFT)

Existing Language

- 10.200 The Company and all Sub-Contractors to this Agreement shall pay ten cents (\$0.10) per hour worked into an Administration Fund as approved by the National Maintenance Council for Canada and at the request of the participating International Union one other Industry Administration Fund per trade, not to exceed the current contribution rate listed in the appropriate reference agreement. The given amount will be specified in the individual trade appendix. Such Industry Administration Fund will be submitted to the appropriate Association.

Amended Language

10.200 The Employer and all Sub-Contractors to this Agreement shall contribute an amount of ten cents (\$0.10) per hour worked into the Administration Fund of the National Maintenance Council for Canada. This amount shall be remitted monthly in accordance with the 'Administration Fund Appendix' attached to this agreement.

At the request of the participating International Union one other Industry Administration Fund per trade, not to exceed the current contribution rate listed in the appropriate reference agreement. The given amount will be specified in the individual trade appendix. Such Industry Administration Fund will be submitted to the appropriate Association.

NEW LANGUAGE FOR ADMINISTRATION FUND APPENDIX:

In accordance with Article 10.200, the Employer and all Sub-Contractors to this agreement shall pay ten cents (\$0.10) per hour worked into the Administration Fund of the National Maintenance Council for Canada.

This amount shall be remitted monthly by way of electronic fund transfer (EFT) by the fifteenth (15th) of the following month in which the hours were executed, along with the Remittance Form outlining the hours and trades being reported. The Remittance Form must be forwarded by e-mail to the following e-mail address: admin@gpmccanada.com

Remittances to the National Maintenance Council for Canada must include an additional 5% GST to be remitted along with the National Maintenance Council for Canada monthly remittances.

NOTICE TO CONTRACTORS

Contact the Administrative Office of the National Maintenance Council for Canada to obtain the appropriate information and to initiate the setup process for an electronic funds transfer (EFT). Employers unable to make payment by EFT will be granted an allowance to utilize post mail only in cases where a letter from their bank has been provided. Where an allowance has been provided the cheque and Remittance Form can mailed and made payable to:

National Maintenance Council for Canada
447 Frederick Street, Suite 100
Kitchener, Ontario
N2H 2P4

ATTENTION: Brett McKenzie, Executive Director

4. ARTICLE 10.000 BENEFITS AND OTHER MONETARY FUNDS

Contractors Association

New Language

10.300 Maintenance Contractors Association

The Parties recognize the formation by the Employers of the “Maintenance Contractors Association” and agrees to deal with the said Association as the sole and exclusive agent of the Employers who are members thereof in the administration of a common Collective Agreement. The Association will not have bargaining authority to negotiate on behalf of any of the said Employers on an individual or collective basis.

10.400 Funding

Each Contractor working under the terms of this Collective Agreement shall contribute ten (10) cents for every hour worked by each employee covered by this Collective Agreement to the named contractors association (the “NCA”) into the appropriate name of a specific fund/plan on or before the 15th day of the month following the month for which the contributions are owed. Such amounts (the “Industry Fund Contribution”) shall be used as the Contractor’s contribution towards the cost for the administration of the association and collective agreement. It is understood that the Industry Fund Contribution is in addition to the rates and other conditions of this Collective Agreement. The Industry Fund Contribution amount may be revised from time to time upon notice from the NCA.

5. ARTICLE 14.000 TRAVEL AND SUBSISTENCE

Existing Article

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-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. Effective May 1, 2022 the rate increases to (\$0.58) 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 Article

- 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 vehicle allowance at the rate established by the Canadian Revenue Agency 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.

- 14.100 (b) Subsistence amounts to be cross referenced with the recent changes made through the CLRA and these amounts to be reflected in the Terms of Settlement and the updated NMA Agreement.

Initial and terminal amounts to be reviewed, finalized, and reflected in the Terms of Settlement and the updated NMA Agreement.

6. ARTICLE 14.000 TRAVEL AND SUBSISTENCE

Existing Language

- 14.300 On a subsistence project, employees domiciled outside a forty-five (45) radius kilometer zone around the job will be provided transportation to and from the job or paid fifty two cents (\$0.52) per road kilometer for each day worked or reported for work, from the edge of the free zone to the temporary domicile and return. Effective May 1, 2022, employees domiciled outside a forty-five (45) radius kilometer zone around the job will be provided transportation to and from the job or paid fifty eight cents (\$0.58) per road kilometer for each day worked or reported for work, from the edge of the free zone to the temporary domicile and return. Subsequent amounts will be governed by the provisions of Article 14.100 a). In Ft. McMurray, subsistence employees will be provided transportation to and from the job site as per current arrangements under the Agreement - Appendix 'C'.

Amended Language

- 14.300 On a subsistence project, employees domiciled outside a forty-five (45) radius kilometer zone around the job will be provided transportation to and from the job or paid a vehicle allowance at the rate established by the Canadian Revenue Agency ~~fifty two cents (\$0.52) per road kilometer for each day worked or reported for work, from the edge of the free zone to the temporary domicile and return. Effective May 1, 2022, employees domiciled outside a forty five (45) radius kilometer zone around the job will be provided transportation to and from the job or paid fifty eight cents (\$0.58) per road kilometer for each day worked or reported for work, from the edge of the free zone to the temporary domicile and return. Subsequent amounts will be governed by the provisions of Article 14.100 a).~~ In Ft. McMurray, subsistence employees will be provided transportation to and from the job site as per current arrangements under the Agreement - Appendix 'C'.

7. ARTICLE 16.000 WORK HOURS PER DAY, OVERTIME AND OVERTIME MEAL BREAKS

Overtime Conditions

Existing Language

16.300 Overtime Provisions:

a) Five Eight Hour Days (5x8)

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	8 hours	Up to 4 hours	After 12 hours
Tuesday	8 hours	Up to 4 hours	After 12 hours
Wednesday	8 hours	Up to 4 hours	After 12 hours
Thursday	8 hours	Up to 4 hours	After 12 hours
Friday	8 hours	Up to 4 hours	After 12 hours
Saturday		Up to 12 hours	After 12 hours
Sunday			All hours
Stat Holiday			All hours

b) Four Ten Hour Day Option (4x10)

Monday to Thursday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	10 hours	Up to 2 hours	After 12 hours
Tuesday	10 hours	Up to 2 hours	After 12 hours
Wednesday	10 hours	Up to 2 hours	After 12 hours
Thursday	10 hours	Up to 2 hours	After 12 hours
Friday		Up to 12 hours	After 12 hours
Saturday		Up to 12 hours	After 12 hours
Sunday			All hours
Stat Holiday			All hours

c) Four Ten Hour Day Option (4x10)

Tuesday to Friday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday		Up to 12 hours	After 12 hours
Tuesday	10 hours	Up to 2 hours	After 12 hours
Wednesday	10 hours	Up to 2 hours	After 12 hours
Thursday	10 hours	Up to 2 hours	After 12 hours
Friday	10 hours	Up to 2 hours	After 12 hours
Saturday		Up to 12 hours	After 12 hours
Sunday			All hours
Stat Holiday			All hours

Amended Language

16.300 Overtime Provisions:

a) Five Eight Hour Days (5x8)

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	8 hours	Up to 2 hours	After 10 hours
Tuesday	8 hours	Up to 2 hours	After 10 hours
Wednesday	8 hours	Up to 2 hours	After 10 hours
Thursday	8 hours	Up to 2 hours	After 10 hours
Friday	8 hours	Up to 2 hours	After 10 hours
Saturday			All hours
Sunday			All hours
Stat Holiday			All hours

b) Four Ten Hour Day Option (4x10)

Monday to Thursday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday	10 hours		After 10 hours
Tuesday	10 hours		After 10 hours
Wednesday	10 hours		After 10 hours
Thursday	10 hours		After 10 hours
Friday		Up to 10 hours	After 10 hours
Saturday			All hours
Sunday			All hours
Stat Holiday			All hours

c) Four Ten Hour Day Option (4x10)

Tuesday to Friday:

Day of Week	Straight Time	Time and One Half (1.5x)	Double Time (2x)
Monday		Up to 10 hours	After 10 hours
Tuesday	10 hours		After 10 hours
Wednesday	10 hours		After 10 hours
Thursday	10 hours		After 10 hours
Friday	10 hours		After 10 hours
Saturday			All hours
Sunday			All hours
Stat Holiday			All hours

8.	ARTICLE 16.000	WORK HOURS PER DAY, OVERTIME AND OVERTIME MEAL BREAKS
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Article 16.303**Existing Article**

16.303 Before accruing overtime during a work week, an employee must work all available scheduled straight-time hours and must not have any unexcused absences.

In the event that an employee has missed available straight-time hours due to an unexcused absence, they must work an equivalent number of straight time hours prior to being eligible for overtime.

An employee who has not completed all the available straight time hours will not be obligated to work the overtime days at the straight time rate.

Delete Article

~~16.303 Before accruing overtime during a work week, an employee must work all available scheduled straight-time hours and must not have any unexcused absences.~~

~~In the event that an employee has missed available straight-time hours due to an unexcused absence, they must work an equivalent number of straight time hours prior to being eligible for overtime.~~

~~An employee who has not completed all the available straight time hours will not be obligated to work the overtime days at the straight time rate.~~

9.	ARTICLE 16.000	WORK HOURS PER DAY, OVERTIME AND OVERTIME MEAL BREAKS
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Article 16.304**Existing Article**

16.304 For new employees hired for a short-term outage(s) of ten (10) days or less all overtime will be paid at time and one half (1.5x) to a maximum of twelve (12) hours per day. The Employer agrees to adjust the overtime payments to the applicable rates should the outage exceed the ten (10) day period.

Should a statutory holiday fall within the ten (10) days it will be paid at the double-time (2x) rate.

Delete Article

~~16.304 For new employees hired for a short term outage(s) of ten (10) days or less all overtime will be paid at time and one half (1.5x) to a maximum of twelve (12) hours per day. The Employer agrees to adjust the overtime payments to the applicable rates should the outage exceed the ten (10) day period.~~

~~Should a statutory holiday fall within the ten (10) days it will be paid at the double time (2x) rate.~~

9. ARTICLE 16.000	WORK HOURS PER DAY, OVERTIME AND OVERTIME MEAL BREAKS
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Article 16.602 (A) Overtime Meal Allowance

Existing Language

16.602 **Overtime Meal Allowance:**

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur, the Company shall provide the employees:

A) Scheduled Overtime:

- I. a payment of thirty (30) minutes at straight time rates in lieu of the meal break: and
- II. a fifteen (15) minute rest break at the applicable rate of pay.

New Language

16.602 **Overtime Meal Allowance:**

It is understood that while the best possible situation is to provide an overtime meal and take a thirty (30) minute break at straight time rates, it is also recognized that there may be some situations where it is impractical to provide an overtime meal. When such events occur, the Company shall provide the employees:

A) Scheduled Overtime:

(Notification must be provided prior to the end of the current shift for the following day(s), to be considered as scheduled overtime).

- I. a payment of thirty (30) minutes at straight time rates in lieu of the meal break: and
- II. a fifteen (15) minute rest break at the applicable rate of pay.

10. ARTICLE 17.000	SAFETY
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Existing Language

17.400 All Employers signatory to this agreement commit to support the Canadian Safety Achievement Awards (CS2A) program.

Amended Language

17.400 All Employers signatory to this agreement commit to support the Canadian Safety Achievement Awards (CS2A) program through the submission of nominations annually.

11. ARTICLE 19.000 HIRING AND TRANSFER OF WORKERS

Apprenticeship

New Language

19.307 The Parties to this Agreement recognize the importance of apprenticeship to the maintenance industry. The Parties agree to support, the employment of apprentices on maintenance projects to reflect acceptable reference agreement ratios. The Company will set a target to employ a minimum of 25% apprentices (distributed evenly between the applicable levels of each trade) of the number of Journeypersons on the project (with 30% identified apprenticeship), unless varied by mutual agreement between the Company and Union as job conditions warrant.

The Parties further agree that they will work together to maximize opportunities for local residents to participate in apprenticeship and to maximize opportunities for other underrepresented groups.

12. ARTICLE 24.000 DURATION AND TERMINATION OF AGREEMENT

Duration of Collective Agreement

Existing Language

24.100 This Agreement shall become effective January 1, 2020 and will remain in full force and effect until December 31, 2022 and from year to year thereafter unless written notice to terminate or modify the Agreement is filed by either party at least sixty (60) days prior to the expiry date.

Amended Language

24.100 This Agreement shall become effective January 1, 2023, and will remain in full force and effect until December 31, 2024 and from year to year thereafter unless written notice to terminate or modify the Agreement is filed by either party at least sixty (60) days prior to the expiry date.

13. APPENDIX C

Existing Language

The Agreement applies to projects in the Province of Alberta. The following amendments apply to projects in the Ft. McMurray Area.

FT. McMURRAY AREA:

Article 14.000 - Travel and Subsistence

- a) Employees travelling to Ft. McMurray from Edmonton will be paid initial and terminal travel pursuant to Article 14.100 b) and provided with camp accommodation or accommodation allowance.

Ft. McMurray residents or those employees accommodated in Ft. McMurray will be provided with transportation to and from the jobsite by the Employer.

Employees transported to the Syncrude Aurora site, or the CNRL sites, or the CNOOC site, from Ft. McMurray will be entitled to receive the current inconvenience allowance being paid by the appropriate Client.

The inconvenience allowances are Client policies and are established at the sole discretion of the Client. They may be altered or cancelled by the Client at any time.

Amended Language

The Agreement applies to projects in the Province of Alberta. The following amendments apply to projects in the Ft. McMurray Area.

FT. McMURRAY AREA:

Article 14.000 - Travel and Subsistence

- a) Employees travelling to Ft. McMurray from Edmonton will be paid initial and terminal travel pursuant to Article 14.100 b) and provided with camp accommodation or accommodation allowance.

Ft. McMurray residents or those employees accommodated in Ft. McMurray will be provided with transportation to and from the jobsite by the Employer.

~~Employees transported to the Syncrude Aurora site, or the CNRL sites, or the CNOOC site, from Ft. McMurray will be entitled to receive the current inconvenience allowance being paid by the appropriate Client.~~

~~The inconvenience allowances are Client policies and are established at the sole discretion of the Client. They may be altered or cancelled by the Client at any time.~~

13. APPENDIX E

Delete Appendix E

14. COVENANTS INDIGENOUS LAND RECOGNITION

Add New Language to Covenants

We acknowledge the land of our projects that contractors and unions alike work on in the Province of Alberta is the traditional and ancestral territory of many Indigenous peoples, presently subject to

Treaties 4, 6, 7, 8 and 10. Namely: the Blackfoot Confederacy – Kainai, Piikani, and Siksika – the Cree, Dene, Saulteaux, Nakota Sioux, Stoney Nakoda, and the Tsuu T’ina Nation and the Métis People of Alberta. This includes the Métis Settlements and the Six Regions of the Métis Nation of Alberta within the historical Northwest Métis Homeland. We acknowledge the many First Nations, Métis and Inuit who have lived in and cared for these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We make this acknowledgment as an act of reconciliation and gratitude to those whose territory we work in, reside on or are visiting.

1. HOUSEKEEPING ITEMS

1. **Statutory Holiday Observance:**

The Parties agree to amend the appropriate sections contained within Article 12.000 Holidays should ten (10) of the thirteen (13) participating trades local construction reference agreements be settled and contain contract language identifying that Statutory Holidays be observed on the day which they fall and are not moved into the work week for observance.

2. **100% of Appropriate Benefits**

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union’s Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

3. **Work Ready Workforce**

The Parties agree that the discussions on the Work Ready Workforce (WRWF) will be transitioned over the WRWF Sub-Committee and a recommendation will be brought forward once they have been able to investigate and examine all pertinent subject matter.

4. **Rope Access**

The Parties agree that the discussions on the Rope Access will be transitioned over the Rope Access Sub-Committee and a recommendation will be brought forward once they have been able to investigate and examine all pertinent subject matter.

5. **Appendix ‘D’**

The Parties agree that the administration office of the National Maintenance Council for Canada will work with the affected employer representatives to review and streamline the current language contained within Appendix ‘D’ and attempt to outline the EDO schedule in chart format if possible.

6. **Appendix ‘F’**

The Parties agree that the provisions of Appendix ‘F’ will be updated to reflect the agreed to changes to the overtime provisions contained within the NMA.

7. **Appendix ‘I’**

The Parties agree that Appendix ‘I’ will be updated to reflect the agreed to changes to the overtime provisions contained within the NMA.

8. **Appendix ‘K’**

The Parties agree that the provisions of Appendix ‘K’ will be updated to reflect the agreed to changes to the overtime provisions contained within the NMA and also updated to provide the provision to allow the twelve (12) hour day with three (3) paid breaks to be executed on either a five eights base work schedule (5 x 8) or a four ten’s (4 x 10) base work schedule with appropriate overtime provisions. Employers will identify which work schedule they intend to use when providing the required written notification.

9. Camp Conditions

The Employers commit to assisting the National Maintenance Council for Canada wherever possible to address the issue of declining camp conditions as discussed during the renewal process.

10. Gender Neutrality

The Parties agree to review the Alberta National Maintenance Agreement to ensure that the provisions contained within the agreement reflect gender neutrality.

14. UPDATED & POSTED COLLECTIVE AGREEMENTS

It is understood that the Administrative Office of the National Maintenance Council for Canada will update and post the revised collective agreement to the website shortly.

Regards,



Brett McKenzie

Executive Director

National Maintenance Council for Canada