



LETTER OF UNDERSTANDING

Between:

**The Boilermaker Contractors' Association
of Alberta**

And

**International Brotherhood of Boilermakers
Local 146**

Re: Industrial Construction Crew Supervisor (ICCS) DESIGNATION

It is jointly agreed that this Letter of Understanding shall form part of the Collective Agreement between the parties and that this agreement does not diminish any rights that the Employer, the employees or the Union have under the Collective Agreement.

The parties agree that effective May 6th, 2012, General Foremen and Foremen who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 per hour.

This premium shall be noted on in the Collective Agreement, Appendix "A", the Alberta Wage & Benefit Schedule.

Dated: April 18, 2012

SIGNATURE ON FILE

D.M. Galvin
President, BCA

SIGNATURE ON FILE

A. Stadnick
BM/ST, IBB Local 146