



October 16, 2013

IMPORTANT NOTICE
TRAVEL ALLOWANCE FOR TRAVEL OVER FORTY-FIVE MINUTES
WITHIN FREE ZONE
IMPERIAL OIL NABIYE SITE

Dear Boilermaker Contractor:

**Re: Travel Allowance for Travel Over Forty-Five Minutes within Free Zone
Imperial Oil Nabiye Site**

In accordance with the "Daily Commuting" provisions in the Construction Collective Agreements it has been determined that busing of workers from Cold Lake to the Imperial Oil Nabiye site is regularly and routinely in excess of 45 minutes each way. (See BCA/IBB Local 146 Boilermaker Collective Agreement language in italics below.) (Note: Busing from Bonnyville to this site is addressed in language regarding busing from outside of the 45 kilometer free zone.)

The time in transit on buses between the site and the camp shall be determined by representatives of the Building Trades of Alberta and of the Coordinating Committee of Registered Employers' Organizations, based on an average during a reference week of five test runs each way, conducted coincidentally with the times when workers are in transit. This determination should be carried out twice per year, with any adjustment resulting from a determination applicable until the next determination. Workers shall be paid an allowance for time regularly and routinely in excess of forty five minutes each way, for travel within the applicable free zone. The allowance shall be calculated on the regular straight time base rate of each worker. The allowance will be paid only to workers who ride on the provided buses, and only for the days on which they ride the buses.

Consequently daily travel of 15 minutes each way (30 minutes per day) shall be paid to qualifying workers with effect from Sunday, October 6th, 2013. (This is the same amount for eligible workers busing from Bonnyville to this site.)

If you have questions or would like further information, please contact the Western Canada Office at 780-450-8885 or Main Office at 908-684-2244.