



## LETTER OF UNDERSTANDING

By and Between

**The Boilermaker Contractors' Association of Alberta**  
(hereinafter referred to as the "BCA")

and

**International Brotherhood of Boilermakers, Iron Ship Builders,  
Blacksmiths, Forgers and Helpers – Local Lodge 146**  
(hereinafter referred to as the "Union")

### Re: Continuing Case Managed Aftercare

**Whereas** individuals who have had a violation of the *Canadian Model for Providing a Safe Workplace: Alcohol and Drug Guidelines and Work Rule* (the "*Canadian Model*") may be required to attend post assessment counselling (PAC) and submit to follow up testing over a prescribed period of time as part of their substance abuse expert (SAE) recommendations and return to work agreement; and

**Whereas** PAC and follow up testing are put on hiatus for the period of time when an individual is not employed with an RSAP Participating Contractor or not employed thereby extending the time that an individual remains in case managed aftercare beyond the prescribed period of time in the SAE recommendations; and

**Whereas** successful completion of the SAE recommendation during the prescribed period of time provides for the best opportunity of success for the individual to return to work and sustain continued employment in a safety sensitive environment;

**Now therefore, it is Agreed** between the Parties hereto that:

- 1) Individuals who are in case managed aftercare for a violation of the *Canadian Model*, who are not working for a Participating RSAP Contractor or employed under the collective agreement between the parties listed above and are not eligible for funding under the Boilermaker Contractors of Alberta Employee Assistance Program ("BCABEAP") eligibility criteria, shall be permitted the option to participate in continuing their case managed aftercare. The Union and the individual must state their agreement to participate in continuing case managed aftercare in writing. This written agreement will allow the required case managed aftercare to continue and be conducted during the prescribed period of time as stated in the SAE recommendations.
- 2) When the individual is not working for an RSAP Participating Contractor or employed under the collective agreement between the parties listed above; is not eligible for funding with BCABEAP; and has selected this option in writing, the individual will be responsible for all associated costs of case managed aftercare as per the case management eligibility criteria established. The associated costs may include the substance abuse assessment, post assessment counselling, return to work testing, follow-up testing and case management services provided by the third party case administrator and administrative costs.
- 3) Where the Union and the individual have agreed in writing to participate in continuing case managed aftercare including offsite testing and where the individual has either a follow-up A&D test result that is reported by the MRO as a positive, a refusal to test, or a failure to attend a collection site for a scheduled off-site follow up test, the individual's status will be classified as inactive. The individual, when classified inactive, will be ineligible for dispatch until his/her status is classified as active by the

3<sup>rd</sup> party case administrator. The individual will be required to self-fund all associated costs (as listed in 2) above) and comply with the recommendations as reported in the SAE Report to be classified as active.

- 4) This Letter of Understanding shall be in force unless mutually agreed between the BCA and the Union to discontinue this Letter of Understanding.

**Date: May 1, 2017**

**SIGNED ON BEHALF OF:  
BOILERMAKER CONTRACTORS'  
ASSOCIATION OF ALBERTA**



Sara Scott  
Executive Director

**SIGNED ON BEHALF OF:  
INTERNATIONAL BROTHERHOOD OF  
BOILERMAKERS, LODGE 146**



Dean Milton  
Business Manager / Secretary-Treasurer