



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: Offsite Follow up Testing for 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 when an individual is working for a RSAP Participating Contractor on a Non-Participating RSAP Site 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 recommendations 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* and who are working on a Non-Participating RSAP Site shall be permitted the option to participate in follow up testing during off duty time. The Union and the individual must state their agreement to participate in off-site testing and this agreement must be in writing. This agreement, in writing by the individual and the Union, will allow the required follow up tests to be conducted during the prescribed period of time as stated in the SAE recommendations.
- 2) If the Union and the individual agree in writing to participate in off-site testing and the A&D test result is reported by the MRO as a positive, or the individual has a refusal to test, or fails 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 removed from his/her current employment and will be ineligible for dispatch until his/her status is classified as active. The individual will be required to attend the SAE Assessment and comply with the recommendations as reported in the SAE Report to be classified as active.
- 3) This Letter of Understanding shall be in force unless mutually agreed between the BCA and the Union to discontinue this Letter of Understanding.

Date: June 1, 2018

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