

THE INTERNATIONAL UNION OF BRICKLAYERS & ALLIED  
CRAFTSMEN LOCAL UNION #1 ALBERTA

BRICKLAYERS PROVINCIAL COLLECTIVE  
CONSTRUCTION AND MAINTENANCE AGREEMENT

## MEMORANDUM OF UNDERSTANDING

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The Parties hereto have approved the following agreed to additions or changes contained within this MOU. The terms and conditions outlined in this MOU will supersede any conditions contained in the Collective Agreement.

### 1. DURATION

The terms and conditions outlined in this MOU will become effective on January 1, 2017 and will expire on April 30, 2019. Upon expiration the MOU will be become null and void and removed in its entirety from the Collective Agreement.

### 2. OVERTIME

Articles 7.02, 7.03, and 7.08 and any other articles that refer to overtime are amended so that all overtime worked will be paid at a rate of time and one half times (1½ x) including Saturdays, Sundays and Statutory Holidays.

Overtime will only be paid after the worker has worked 44 hours in a week on a 5 day 8-hour schedule.

An Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Friday. In the event of this schedule any hours worked in excess of 10 in a day will be paid at the overtime rates.

Any overtime requested by the Employer after 40 hours per week is voluntary and worked at the Employees discretion and with immunity from any Employer Policy or otherwise.

For clarity there will be no changes to the calculations of any Benefits which shall be given the broadest possible definition or other emoluments.

3. STATUTORY HOLIDAYS


All Statutory Holidays if worked will be compensated at time and one half (1 ½).


4. WAGE FREEZE

The Parties agree that all wage increase scheduled for 2017 pursuant to Article 5.01 will be waived by the Union. The Parties agree that they will meet before December 31, 2017 to determine the 2018 wage increase.

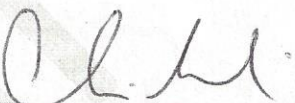
SIGNED THIS 31<sup>ST</sup> DAY OF DECEMBER, 2016

**FOR THE INTERNATIONAL UNION  
BRICKLAYERS & ALLIED  
CRAFTWORKERS**

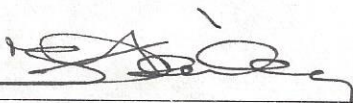
  
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Alan Ramsay, BAC Local #1 Alberta


  
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Rick Bliemel, BAC Local #1 Alberta

**FOR MASONRY  
CONTRACTORS  
ASSOCIATION OF ALBERTA**

  
\_\_\_\_\_  
Chris Ambrozic

  
\_\_\_\_\_  
Les Pruden

  
\_\_\_\_\_  
Fred Bailey

  
\_\_\_\_\_  
Konrad Hansen