



**Letter of Understanding**  
**Between**  
**Boilermaker Contractors' Association**  
**of Ontario**  
**And**  
**International Brotherhood of Boilermakers,**  
**Iron Ship Builders, Blacksmiths, Forgers and Helpers,**  
**Local Lodge 128**

In accordance with Article 35.00 – Enabling Clause of the BCA of Ontario and IBB Local Lodge 128 construction Collective Agreement, the parties agree to enable and amend the Apprenticeship ratio in Article 27.01 as follows:

**27.01**

In the Province of Ontario: Boilermaker Apprentices, when available, shall be employed on work covered by this Agreement in the ratio of one (1) Apprentice to **three (3)** Journeyperson(s) including the welders list if the apprentice is so qualified. An Employer having more than one job in any given Lodge area may satisfy this requirement on an overall basis within the Lodge area.

It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Business Manager/Secretary-Treasurer of the Local Lodge and reach a mutually acceptable solution. When the intent of the foregoing has been met, the Union shall not refer additional Apprentices in lieu of Journeyperson(s) without the Employer's agreement.

Apprentices shall only be referred, employed and paid at their proper classification and corresponding wage rate.

Apprentices shall not progress to Journeyperson wage rate until they have successfully completed their Certificate of Qualification (CofQ) or Boilermaker Red Seal where applicable.

Apprentice intakes will consist of up to twenty-five percent (25%) Helmets to Hardhats (H2H) candidates if available.

Dated this 12<sup>th</sup> day of November, 2018

Signed on behalf of:

BOILERMAKER CONTRACTORS'  
ASSOCIATION OF ONTARIO

Marty Albright  
Director of Labour Relations

Signed on behalf of:

THE INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS, IRON SHIP  
BUILDERS, BLACKSMITHS, FORGERS  
AND HELPERS

Joseph Maloney  
International Vice President

THE INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS, IRON SHIP BUILDERS,  
BLACKSMITHS, FORGERS AND HELPERS  
LOCAL LODGE 128

Arnie Stadnick  
International Representative