

UA STANDARDS AGREEMENT

BETWEEN

**THE UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPE FITTING
INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL
UNION #488, EDMONTON, ALBERTA**

(HEREINAFTER REFERRED TO AS THE 'UNION')

- AND -

(HEREINAFTER REFERRED TO AS THE 'EMPLOYER')

FOR

(PROJECT/SITE)

ARTICLE 1.00 – PURPOSE

- 1.10** The purpose of this agreement is to formally recognize the UA Standard of Excellence (attached) and to allow for the implementation and operation of this program so as to enhance the product/service provided to the client. This agreement recognizes that maintaining the highest levels of jobsite professionalism is the joint responsibility of both the Union and the Contractor.

ARTICLE 2.00 – SCOPE

- 2.10** This agreement may be made available to ICI, maintenance, service, or any other agreements/projects deemed appropriate.
- 2.20** This agreement is only applicable in the jurisdictional region governed by UA Local Union 488 and is an agreement solely between the signatory contractor and the Union, however, the client will be notified whenever this agreement is made applicable to their site/project.
- 2.30** This agreement is a stand alone agreement and in no way changes, alters, or amends any provisions of the appropriate collective agreement.

ARTICLE 3.00 - RECOGNITION AND IMPLEMENTATION

- 3.10** This Union accepts the covenants of the UA Standard of Excellence as a minimum standard of professionalism and agrees to adopt and enhance those standards through education, assistance programs, mentoring, or any other means that may be reasonable and necessary.
- 3.20** The Contractor accepts the covenants of the UA Standard of Excellence as a minimum standard of professionalism and agrees to adopt and enhance those standards. At a minimum, all field supervision shall be required to complete the BetterSupervision™ course. The contractor also recognizes formal mentoring programs for both apprentices and supervision and commits to making these programs available.

- 3.30** The parties recognize this agreement as a joint endeavor and will arrange to formally meet on a regular basis. Meetings shall be held a minimum of monthly and shall be between the area Business Agent and the Piping Superintendent.
- 3.31** The subject of the meetings shall be limited to rating employee and supervision performance as well as further initiatives to jointly enhance the UA Standard of Excellence program.
- 3.32** The Business Agent will discuss any issues with the individual(s) identified by the contractor to ascertain if any assistance or corrective action should be taken including a meeting with the Local Union Executive Board if deemed necessary.
- 3.33** The Piping Superintendent will discuss any issues with individual supervision identified by the union and ascertain if any assistance or corrective action should be taken taking into account any company policies which may apply.
- 3.34** The parties recognize that addressing an individual's issues with the goal of assisting that individual to become a more effective and productive supervisor or worker is the desired goal most beneficial to all parties and agree to work together in a cooperative manner to achieve the desired results.
- 3.35** It is implicitly understood that the assigned parties have full authority to take any reasonable action required whether educational, referral, disciplinary or otherwise.

ARTICLE 4.00 - DISPUTES RESOLUTION

- 4.10** Should the parties be unable to agree to a resolve at the jobsite level, the situation will be referred to the Business Manager of the Union and the President of the Company (or their agreed to designates) for resolve. Any referral will be resolved in a timely manner.

4.20 Should this agreement be abrogated by either party due to lack of cooperation or any other reason, the agreement shall be null and void with forty-eight (48) hours written notice from either party and the client shall be notified of the circumstances.

ARTICLE 5.00 – DURATION

5.10 This agreement shall remain in full force and effect unless abrogated as per clause 4.2 or until the conclusion of the identified project. At the option of the parties this agreement may become a “blanket” agreement for all the work of the contractor.

EXECUTED and SIGNED, this _____ day of _____, 20_____

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:

**MR. LARRY MATYCHUK
BUSINESS MANAGER/
FINANCIAL SECRETARY**

UNITED ASSOCIATION OF
JOYURNEYMEN AND
APPRENTICES OF THE PLUMBING
AND PIPE FITTING INDUSTRY OF
THE UNITED STATES AND
CANADA
LOCAL UNION #488 –
EDMONTON, AB