

Letter of Understanding
Re: PARKLAND TRADE RETENTION ALLOWANCE PROGRAM

Between:

Construction Labour Relations Association of BC
on behalf of CIMS Limited Partnership

(the "Employer")

And:

International Brotherhood of Boilermakers, Iron Shipbuilders,
Blacksmiths, Forgers and Helpers Lodge 359 (A.F.L. – C.I.O.)

(the "Union")

Re:

Parkland Refinery Turnaround 2026
(January 12th to March 15th, 2026)

(the "Project")

The Parties recognize that to fill the Employer's staffing requirements for the Project, employees who do not reside within the Lower Mainland may be required to fill the labour requirements. Therefore, effective upon date of signing, the Parties have agreed to the following, for the duration of the project and without prejudice to any of the provisions of the CLR & Boilermakers Lodge 359, 2025 – 2028 Collective Agreement (the "Agreement") and any negotiations between the Parties.

Initial and Terminal Travel

1. All employees who reside outside of the Map in Appendix "A" ("non-Local Residents") shall be paid initial and terminal travel provisions as per the following schedule:

Zone ID	Region/Home Location	Round Trip Distance (kms) to/from Work Location to/from Region	One-Way (CAD)	Return (CAD)	Total (CAD)
1	East of Saskatchewan	2000	\$1,400	\$1,400	\$2,800
2	Saskatchewan	1400	\$980	\$980	\$1,960
3	Alberta	1200	\$840	\$840	\$1,680
4	North Coast and Nechako	1300	\$910	\$910	\$1,820
5	Northeast	1200	\$840	\$840	\$1,680
6	Cariboo	1300	\$910	\$910	\$1,820
7	Thompson-Okanagan	500	\$350	\$350	\$700
8	Kootenay	650	\$455	\$455	\$910
9	Mainland/Southwest	180	\$150	\$150	\$300

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Living Out Allowance

1. All non-local resident employees who are eligible to receive living out allowance on this Project will be entitled to two hundred and twenty dollars (\$220.00) per day.

This Letter of Understanding is agreed and dated at New Westmark, B.C., this 14th day of January, 2026.

Signed on behalf of:

**International Brotherhood of Boilermakers,
Iron Ship Builders, Blacksmiths, Forgers and
Helpers Lodge 359 (A.F.L. – C.I.O.)**



David French
Business Manager / Secretary Treasurer

Signed on behalf of:

**Construction Labour Relations Association of
BC**



Lyle Norman
Director, Labour Relations

Signed on behalf of:

CIMS Limited Partnership



Brad Dumont
Director of Project Services - Operations

APPENDIX A



