

LETTER OF AGREEMENT

RE: METATARSAL SAFETY BOOTS

In light of the Company's decision to transition to internal metatarsal safety boots the Company recognizes the need to increase the work boot entitlement outlined in Article 23 Health and Safety and Environment.

Effective with the signing of this Letter of Agreement the Company will pay up to a maximum of \$375.00 in a two (2) year period from the date of the last reimbursement.

New employees will be eligible on their first day of employment to access the boot allowance in full and the Company will provide them with the information required to purchase work boots.


Employees will transition to the new standard with the purchase of their next pair of work boots. Employees working in positions related to pipe logistics shall be priority for transition and shall be permitted to be reimbursed immediately.

The parties recognize that there may be bona fide reasons that result in an employee being unable to wear metatarsal safety boots and therefore the Company agrees to review those specific cases and the reasons and will permit continued access to the work site with standard safety boots if the exception is approved. In the event of a disagreement over the result of a request for exception the grievance procedure outlined in Article 3 may be applied.

This work boot allowance increase will be a permanent increase and the parties agree that it will automatically become a part of Article 23.3 [para 3] in the bargaining of the collective agreement in 2025.

This increase in the work boot allowance does not eliminate any other requirements of the parties under Article 23 of the collective agreement or any other articles that may be affected.

For the Company


Signature

For the Union


Signature

Dated this 13 day of April, 2022.