

**LETTER OF UNDERSTANDING #2**  
**Jansen Potash Project**  
**BHP CANADA INC.**  
**JANSEN POTASH MINE DEVELOPMENT**

**-BETWEEN-**

The CLR Construction Labour Relations Association of Saskatchewan Inc. ("CLR") as Representative Employers' Organization on behalf of contractors signatory to a Collective Agreement with one or more of the building trade unions working on the Project (herein referred to as the "Representative Employers' Organization")

**-AND-**

The Saskatchewan Provincial Building & Construction Trades Council, Affiliated and other building trade unions signatory hereto (herein referred to as the "Trade Unions")

**-AND-**

BHP Canada Inc.  
(hereinafter referred to as the "Owner")

WHEREAS the Parties have negotiated a Project Labour Conditions Agreement for the various aspects of the Jansen Potash Mine Development.

AND WHEREAS the Parties negotiated a prior Letter of Understanding which provided certain classifications and amendments to the Project Labour Conditions Agreement (the "Letter of Understanding #1").

AND WHEREAS the Parties agree that BHP has made significant investments to support the recruitment, training and employment of local female and indigenous apprentices as part of the BHP Apprentice Program.

AND WHEREAS the Parties met on February 24, 2023 to discuss and review the Project Labour Conditions Agreement.

AND WHEREAS the Parties agreed to certain clarifications and amendments to the Project Labour Conditions Agreement in this Letter of Understanding #2, as set out below.

The parties agree as follows:

1. Schedule D

- a. The Owner agrees to the suspension of the second paragraph of Schedule D – Wage Tables that references a 10% wage reduction effective the \_\_\_\_ day of \_\_\_\_\_, 2023 (the “Suspension”). The Suspension to all work currently being executed and any future work awarded while this Letter of Understanding is in effect, subject to paragraphs (b) and (c) below.
- b. The Suspension may be terminated any time at the sole discretion of the Owner by providing 30 days’ advance written notice provided to the parties.
- c. The Suspension will apply to all work performed under a contract or change order signed by the parties thereto prior to the effective date of the termination of this Letter of Understanding and such work shall remain subject to the Suspension until its completion, notwithstanding the termination of the Suspension pursuant to paragraph (b) above. The Suspension will not apply to any work awarded after the effective date of the termination of the Suspension (whether by virtue of a new contract, change order, change directive, work package instruction, purchase order or otherwise).

2. BHP Apprentice Program

- a. The BHP Apprentice Program is in addition to the Apprentice Program referenced in 15.8 of the Project Agreement.
- b. The Trade Unions agree to support the BHP Apprentice Program the acceptance as permit members Program Participants during their employment with signatory contractors.
- c. Program Participants will be subject to union by-laws and procedures.
- d. The Trade Unions agree to support employment continuity and apprentice mobility.
- e. During construction, the Employers agree to make all reasonable efforts to ensure all union jurisdictional requirements are respected and maintained regarding work assigned to Program Participants.
- f. During construction, the Employers agree to make all reasonable efforts to maintain Program Participant union affiliation when possible if continuity of employment requires a change in employers.

Dated this \_\_\_\_27th\_\_\_\_ day of June, 2023.

Signed on behalf of:

Executed on behalf of BHP Canada Inc.

---

---

Executed on behalf of CLR Construction Labour Relations Association of Saskatchewan Inc.

Ron J Balzer  
Ron J Balzer (Jul 5, 2023 16:43 MDT)

W Douglas

---

---

Executed on behalf of the Saskatchewan Provincial Building & Construction Trades Council

Dion Malakoff  
Dion Malakoff (Jun 27, 2023 11:13 MDT)

Wayne Worrall Jr.  
Wayne Worrall Jr. (Jun 27, 2023 12:15 MDT)

---

---

## UNIONS

Handwritten signature

Operative Plasterers and Cement  
Masons International Association of the  
United States and Canada Local 222

Shane Sali  
Shane Sali (Jun 27, 2023 11:58 MDT)

The Construction and General Workers  
Local Union, #180 Regina,  
Saskatchewan

Cory Cowley  
Cory Cowley (Jun 27, 2023 12:28 MDT)

The International Union of Operating  
Engineers, Hoisting, Portable and  
Stationary, Local 870

Chris Nash

Chris Nash (Jul 4, 2023 10:35 MDT)

---

The United Brotherhood of Carpenters  
and Joiners of America, Local Union  
#1985

Murray Palmer

Murray Palmer (Jun 27, 2023 11:27 MDT)

---

Local Union 529 of the International  
Brotherhood of Electrical Workers

Wayne Worrall Jr.

Wayne Worrall Jr. (Jun 27, 2023 12:15 MDT)

---

The International Association of Bridge,  
Structural and Ornamental Iron Workers  
and Reinforcing Iron Workers, Local  
Union No. 771

Nathan Jaeb

Nathan Jaeb (Jul 28, 2023 13:23 MDT)

---

Millwrights Local Union #1021

John Sedor

John Sedor (Jul 5, 2023 12:16 CDT)

---

International Brotherhood of Painters  
and Allied Trades, Local 739

TJ King

TJ King (Jul 4, 2023 10:25 MDT)

---

The Sheet Metal Workers, International  
Association Local Union 296,  
Saskatchewan

---

Local 179 of the United Association of  
Journeyman and Apprentices of the  
Plumbing and Pipefitting Industry of the  
United States and Canada












# BHP - LOU#2 - June 27 2023 fin

Final Audit Report

2023-07-05

Created:	2023-06-27
By:	Warren Douglas (wdouglas@clrs.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA0JvqqQ9Zk0_Jb7EA8B7FDVvYv5walzCh

## "BHP - LOU#2 - June 27 2023 fin" History

-  Document created by Warren Douglas (wdouglas@clrs.org)  
2023-06-27 - 5:08:16 PM GMT- IP address: 71.17.209.55
-  Document emailed to Warren Douglas (wdouglas@clrs.org) for signature  
2023-06-27 - 5:11:50 PM GMT
-  Document emailed to ronb@bci-sk.ca for signature  
2023-06-27 - 5:11:50 PM GMT
-  Document emailed to dmalakoff@saskbuildingtrades.com for signature  
2023-06-27 - 5:11:50 PM GMT
-  Document emailed to wayne@local771.ca for signature  
2023-06-27 - 5:11:50 PM GMT
-  Document emailed to murray.ibew529@sasktel.net for signature  
2023-06-27 - 5:11:50 PM GMT
-  Document emailed to c.cowley@sasktel.net for signature  
2023-06-27 - 5:11:51 PM GMT
-  Document emailed to shane@local180.ca for signature  
2023-06-27 - 5:11:51 PM GMT
-  Document emailed to George Emery (george@local222.com) for signature  
2023-06-27 - 5:11:51 PM GMT
-  Document emailed to cnash@myparc.ca for signature  
2023-06-27 - 5:11:51 PM GMT
-  Document emailed to Nathan Jaeb (njaeb@ubcmillwrights.ca) for signature  
2023-06-27 - 5:11:52 PM GMT



Document emailed to john sedor (jsedor@dc17.ca) for signature

2023-06-27 - 5:11:52 PM GMT



Document emailed to tjking@local296.ca for signature

2023-06-27 - 5:11:52 PM GMT



Document e-signed by Warren Douglas (wdouglas@clrs.org)

Signature Date: 2023-06-27 - 5:11:58 PM GMT - Time Source: server- IP address: 71.17.209.55



Email viewed by Nathan Jaeb (njaeb@ubcmillwrights.ca)

2023-06-27 - 5:12:29 PM GMT- IP address: 184.70.63.170



Email viewed by dmalakoff@saskbuildingtrades.com

2023-06-27 - 5:13:11 PM GMT- IP address: 71.17.117.233



Email viewed by murray.ibew529@sasktel.net

2023-06-27 - 5:13:13 PM GMT- IP address: 207.195.86.142



Signer dmalakoff@saskbuildingtrades.com entered name at signing as Dion Malakoff

2023-06-27 - 5:13:45 PM GMT- IP address: 71.17.117.233



Document e-signed by Dion Malakoff (dmalakoff@saskbuildingtrades.com)

Signature Date: 2023-06-27 - 5:13:47 PM GMT - Time Source: server- IP address: 71.17.117.233



Signer murray.ibew529@sasktel.net entered name at signing as Murray Palmer

2023-06-27 - 5:27:29 PM GMT- IP address: 69.11.54.120



Document e-signed by Murray Palmer (murray.ibew529@sasktel.net)

Signature Date: 2023-06-27 - 5:27:31 PM GMT - Time Source: server- IP address: 69.11.54.120



Email viewed by wayne@local771.ca

2023-06-27 - 5:39:47 PM GMT- IP address: 207.195.41.93



Email viewed by George Emery (george@local222.com)

2023-06-27 - 5:52:36 PM GMT- IP address: 96.52.30.20



Document e-signed by George Emery (george@local222.com)

Signature Date: 2023-06-27 - 5:53:48 PM GMT - Time Source: server- IP address: 96.52.30.20



Email viewed by shane@local180.ca

2023-06-27 - 5:57:55 PM GMT- IP address: 24.72.34.38



Signer shane@local180.ca entered name at signing as Shane Sali

2023-06-27 - 5:58:52 PM GMT- IP address: 24.72.34.38



Document e-signed by Shane Sali (shane@local180.ca)

Signature Date: 2023-06-27 - 5:58:54 PM GMT - Time Source: server- IP address: 24.72.34.38



**Adobe Acrobat Sign**

 Signer wayne@local771.ca entered name at signing as Wayne Worrall Jr.

2023-06-27 - 6:15:34 PM GMT- IP address: 71.17.209.55

 Document e-signed by Wayne Worrall Jr. (wayne@local771.ca)


Signature Date: 2023-06-27 - 6:15:36 PM GMT - Time Source: server- IP address: 71.17.209.55

 Email viewed by c.cowley@sasktel.net


2023-06-27 - 6:26:18 PM GMT- IP address: 216.197.130.190

 Signer c.cowley@sasktel.net entered name at signing as cory cowley


2023-06-27 - 6:28:07 PM GMT- IP address: 216.197.130.190

 Document e-signed by cory cowley (c.cowley@sasktel.net)


Signature Date: 2023-06-27 - 6:28:09 PM GMT - Time Source: server- IP address: 216.197.130.190

 Email viewed by cnash@myparc.ca


2023-06-27 - 7:20:06 PM GMT- IP address: 207.195.86.162

 Document e-signed by Nathan Jaeb (njaeb@ubcmillwrights.ca)


Signature Date: 2023-06-28 - 7:23:35 PM GMT - Time Source: server- IP address: 184.70.63.170

 Email viewed by tjking@local296.ca


2023-07-04 - 4:23:40 PM GMT- IP address: 108.60.162.253

 Signer tjking@local296.ca entered name at signing as TJ king

2023-07-04 - 4:25:27 PM GMT- IP address: 108.60.162.253

 Document e-signed by TJ king (tjking@local296.ca)

Signature Date: 2023-07-04 - 4:25:29 PM GMT - Time Source: server- IP address: 108.60.162.253

 Email viewed by cnash@myparc.ca


2023-07-04 - 4:34:32 PM GMT- IP address: 198.53.165.218

 Signer cnash@myparc.ca entered name at signing as Chris Nash

2023-07-04 - 4:35:01 PM GMT- IP address: 198.53.165.218

 Document e-signed by Chris Nash (cnash@myparc.ca)


Signature Date: 2023-07-04 - 4:35:03 PM GMT - Time Source: server- IP address: 198.53.165.218

 Email viewed by john sedor (jsedor@dc17.ca)

2023-07-04 - 5:47:10 PM GMT- IP address: 184.69.40.182

 Document e-signed by john sedor (jsedor@dc17.ca)

Signature Date: 2023-07-05 - 5:16:56 PM GMT - Time Source: server- IP address: 184.69.40.182

 Email viewed by ronb@bci-sk.ca

2023-07-05 - 10:41:59 PM GMT- IP address: 207.195.100.89



New document URL requested by ronb@bci-sk.ca

2023-07-05 - 10:42:06 PM GMT- IP address: 207.195.100.89



Signer ronb@bci-sk.ca entered name at signing as Ron J Balzer

2023-07-05 - 10:43:14 PM GMT- IP address: 207.195.100.89



Document e-signed by Ron J Balzer (ronb@bci-sk.ca)

Signature Date: 2023-07-05 - 10:43:16 PM GMT - Time Source: server- IP address: 207.195.100.89



Agreement completed.

2023-07-05 - 10:43:16 PM GMT



**Adobe Acrobat Sign**