

## **WORK READY WORK FORCE (WRWF)**

A Work Ready Work Force (WRWF) refers to employees being safety certified to certain standard courses at the time of dispatch. This has been an industry issue for a number of years and most other Building Trades Unions already adhere to a WRWF and all will soon be enforcing mandatory safety certifications as competitiveness dictates its necessity. A Letter of Understanding expressing our commitment to a WRWF was included with the 2015-2019 ICI Collective Agreement and ratified by the membership.

### **Terms and Conditions of WRWF Effective January 1st, 2017:**

#### **For CONSTRUCTION:**

A. At time of dispatch, employees must have valid certification in CSTS, BSO, OSSA Elevated Work Platform Training, and OSSA Fall Arrest Training only.

B. Should the certifications expire **within sixty (60) days of dispatch**, it shall be the employee's responsibility to re-certify the above noted courses.

C. Should certifications require renewal, for any reason, **subsequent to sixty (60) days of dispatch**, such renewals shall be at the employer's expense and shall be deemed to be done during working hours.

#### **For MAINTENANCE:**

A. In addition to the safety certifications in (1) above, OSSA Fit Test Training and OSSA Confined Space Training is also required.

B. Terms 1 (b) & (c) shall apply to 2(a) as well.

C. All courses/certifications not specifically addressed in this memorandum shall be the responsibility of the employer and the employee will be paid for the time required to become certified.

**FOR LOCAL 488 MEMBERS ONLY:** Those members requiring certification or re-certification while unemployed or who have been employed for less than sixty (60) days;

1. The member will be required to re-certify on their own time.
2. The cost of the course to re-certify will be paid by the JATC

(Education Department).

3. A list of recognized providers will be available from the JATC.