

# CEFAP

## Construction Employee & Family Assistance Program

*an initiative of Construction Labour Relations – Alberta*

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### **VOLUNTARY PARTICIPATION APPLICATION (CLR-A Member) Effective July 1, 2008**

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**Whereas**, Construction Labour Relations – An Alberta Association (hereinafter referred to as CLR-A) has established a Construction Employee and Family Assistance Program (hereinafter referred to as CEFAP), and,

**Whereas**, this CEFAP is provided on a compulsory basis for all bargaining unit employees employed pursuant to the collective agreements negotiated by CLR-A (mainly General Construction Sector), and,

**Whereas**, CLR-A is desirous of having this CEFAP being made available to other groups of employees engaged pursuant to collective agreements with the various building trade unions in Alberta and also the non-bargaining unit staff of an Employer in Alberta, and,

**Whereas**, the following Employer that voluntarily participates (for employees in addition those covered on a compulsory basis) in the CEFAP is a member of CLR-A and has a collective bargaining relationship with one or more of the various traditional building trade unions in Alberta, and,

**Therefore**, the following Employer or Organization hereby applies to participate in this CEFAP subject to the terms and conditions herein contained,

\_\_\_\_\_

*(proper name of Company or Organization)*

for the following groups of employees who are employed in Alberta pursuant to a collective agreement with one or more of the building trade unions in Alberta or non-bargaining unit staff employees employed in Alberta:

**Bargaining Unit Employees :** \_\_\_\_\_

\_\_\_\_\_

*Identify sector (ex. maintenance, shop/fabrication), and collective agreements*

**Non-Bargaining Unit Employees:** \_\_\_\_\_

**Effective Date Requested:** \_\_\_\_\_

*(please indicate Month & Year agreement to become effective)*

In consideration of the provision of this CEFAP benefit the above named Employer or Organization agrees to the following terms and conditions:

1. Remit to CLR-A one and one-half cents (1.5¢) per hour worked for all bargaining unit employees, the amount of \$2.25 (two dollars twenty-five cents) per month for all non-bargaining unit staff employees & the amount of \$0.50 (fifty cents) for retirees. This amount is subject to change upon sixty days written notice from CLR-A.
2. The above named Employer or Organization may revoke their participation in this CEFAP for the above groups of employees upon sixty (60) days written notice to CLR-A for any reason. CLR-A may cancel the participation of the Organization for the above groups of employees for any reason upon providing sixty (60) days written notice.
3. All employees in the above categories will be included for the provision of this CEFAP benefit and are employed in Alberta.
4. The operation of the CEFAP and the determination of eligibility for benefits will be set by the Plan Rules which may be modified from time to time by CLR-A upon sixty days notice. These Plan Rules will be provided to the Employer, Organization, or Employee upon request.
5. The above named Employer or Organization will provide coverage information on employees as requested, and in a format specified, by CLR-A.
6. If CLR-A is a participant in any legal proceedings resulting from any matter relating to participation in the CEFAP by any employee sponsored by the above named Employer or Organization, any liability, including any costs associated with such participation, incurred by CLR-A shall be entirely assumed by and paid by the above named Employer or Organization.

Signed by the President or other official of the above named Employer or Organization this:

\_\_\_\_\_ day of \_\_\_\_\_, 200\_\_\_\_\_.

in the City of \_\_\_\_\_, in the Province of \_\_\_\_\_

\_\_\_\_\_  
(signature)

\_\_\_\_\_  
(print name)