



## **AMENDMENT NOTICE**

**DATE:** March 2, 2017

**To: Sheet Metal 409 Trade Classification**

A.B. Mechanical	Chris	Brace	Fosco Roofing Limited		
A.J. Murphy Plumbing, Htg & Vent	Anthony	Murphy	Fosco Roofing Limited	Paul	Cox
Atlantica Mechanical Contractors	Doug	Shreenan	G. & M. Insulation & Siding Limited	Darren	Drew
Atlantica Mechanical Contractors	Dave	Vincent	G. & M. Insulation & Siding Limited	Shawn	Smith
Atlantica Mechanical Contractors	Tom	Vincent	Guildfords (2005) Inc.	Robert	Shepherd
Beaulieu Plumbing & Mechanical	Gaetan	Beaulieu	Guildfords (2005) Inc.	Adam	Sheppard
Beaulieu Plumbing & Mechanical	Carol	Beaulieu	Himmelman Contractors Limited	Kirk	Himmelman
Brunswick Sheet Metal Ltd.	Leon	Bourque	Ian Tate Plumbing & Heating Ltd.	Ian	Tate
Brunswick Sheet Metal Ltd.	Jacques	Gaudet	Marid Industries Limited	Dave	Oulton
Brunswick Sheet Metal Ltd.	Lise	Bourque	Marid Industries Limited	Tina	Lane
BSM Services (1998) Ltd.	Phyllis	Allain	PMC Roofing Limited	John	Harrington
C.C. MacDonald Limited	Craig	MacDonald	PMC Roofing Limited	Paula	Webber
Cowie Metalworks Ltd.	Frank	Cowie	Pro Insul Limited	Danny	Pacione
Fitz's Construction Ltd.	Bill	Fitzsimmons	Sunny Corner Enterprises Inc.	Bill	Schenkels
Flynn Canada	Eric	Veniot	Sunny Corner Enterprises Inc.	Bruce	Clark
Flynn Canada	Monty	Hill	Western Plumbing & Heating Ltd.	Derrick	Flinn

**CC:** PETER CAINES, SHEET METAL 409

**FROM:** Al Stapleton

**RE:** **Amendment #2 to Sheet Metal 409 Collective Agreement 2015-2018**

**PAGES:** 7 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
March 19, 2017	<ul style="list-style-type: none"> <li>Decrease in Stabilization for all Industrial wage tables from \$4.07 to \$1.50</li> <li>Corresponding increase in Hourly Rate/V&amp;H for all Industrial wage tables</li> <li>Update Sheet Metal Trade Classification</li> </ul>	Cover page, 17, 18, 33, 41, 55

Attached are the amended pages for the Mainland Sheet Metal 409 Collective Agreement 2015-2018 Amendment #2, effective March 19, 2017.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended agreement and the amended pages are now available for download on our website, [www.nslra.ca](http://www.nslra.ca).

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**SHEET METAL COLLECTIVE AGREEMENT  
MAINLAND NOVA SCOTIA  
2015-2018**

**BETWEEN:**

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**  
(hereinafter called the "CLRA")

260 Brownlow Avenue, Unit #1  
Dartmouth, NS B3B 1V9  
Phone: (902) 468-2283  
Fax: (902) 468-3705

- AND -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION  
LOCAL 409**  
(hereinafter called the "Union")

14 McQuade Lake Crescent, Suite 105  
Halifax, NS B3S 1B6  
Phone: (902) 450-5165  
Fax: (902) 450-5123

**THIS AGREEMENT** dated at Dartmouth this 26th day of August, 2015.

**EFFECTIVE DATE:** May 8, 2015  
**EXPIRATION DATE:** April 30, 2018

Amendment #1 – March 24, 2016  
Amendment #2 – March 19, 2017

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## ARTICLE 20 - SUB-CONTRACTS

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### THE EMPLOYER AGREES:

- 20.01 That it will stipulate as a term or condition for letting any contract for work on the project (job site) during its construction that the proposed sub-contractor shall observe the provisions of this Collective Agreement as if the same were duly executed by such sub-contractor.
- 20.02 To have any such sub-contractor acknowledge in writing that it has notice of this Agreement and that it will abide by this Agreement. For the purposes of this clause "sub-contractor" shall mean any Contractor who performs work for the employer on the project (job site).

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## ARTICLE 21 - NO STRIKE - NO LOCKOUT

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- 21.01 The Union agrees that there will be no strike or other collective action which will interfere with or stop the efficient operation of construction work of the employer or any employer for the duration of this Agreement.
- 21.02 Participation by an employee, or group of employees, in an act violating the above provision will be cause for disciplinary action.
- 21.03 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

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## ARTICLE 22 - EMPLOYER REMITTANCES

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**NOTE: For employer remittances for Sheeting & Decking see Craft Schedule "S".**

- 22.01 Employers signatory to this Agreement shall remit monthly to the Administrator of Records before the fifteenth (15th) day of the month following the sums as set out below for journeymen. Remittances for apprentices for Pension and Stabilization, refer to the wage tables.

Amendment #2 – March 19, 2017

22.01A It is agreed that each employee and each employer will contribute two cents (2¢) per hour for each hour worked to Techsploration.

The hourly rate printed in the wage tables of this agreement has been reduced to reflect the two cent (2¢) employee contribution. Four cents (4¢) per hour worked will be remitted by the employer as part of the IIF and Administrative contribution which will total sixty-one cents (\$0.61) per hour, as set out in the wage table of the agreement.

EMPLOYER REMITTANCES		COMMERCIAL	INDUSTRIAL
<b>Effective May 8, 2015</b>			
Pension Fund	Article 23	\$6.62	\$6.62
Welfare Fund	Article 23	\$2.50	\$2.50
Stabilization Fund	Article 34	\$1.50	\$4.07
Training Fund	Article 35	\$0.25	\$0.25
Industry Improvement, Administration, Promo Fund (Remittance per hour worked)	Article 24	\$0.61	\$0.61
<b>Total Remittance Per Hour</b>		<b>\$11.48</b>	<b>\$14.05</b>
<b>Effective May 1, 2016</b>			
Pension Fund	Article 23	\$6.82	\$6.82
Welfare Fund	Article 23	\$2.50	\$2.50
Stabilization Fund	Article 34	\$1.50	\$4.07
Training Fund	Article 35	\$0.25	\$0.25
Industry Improvement, Administration, Promo Fund (Remittance per hour worked)	Article 24	\$0.61	\$0.61
<b>Total Remittance Per Hour</b>		<b>\$11.68</b>	<b>\$14.25</b>
<b>Effective March 19, 2017</b>			
Pension Fund	Article 23	\$6.82	\$6.82
Welfare Fund	Article 23	\$2.50	\$2.50
Stabilization Fund	Article 34	\$1.50	<b>\$1.50</b>
Training Fund	Article 35	\$0.25	\$0.25
Industry Improvement, Administration, Promo Fund (Remittance per hour worked)	Article 24	\$0.61	\$0.61
<b>Total Remittance Per Hour</b>		<b>\$11.68</b>	<b>\$11.68</b>
<b>Effective May 1, 2017</b>			
Pension Fund	Article 23	\$7.02	\$7.02
Welfare Fund	Article 23	\$2.50	\$2.50
Stabilization Fund	Article 34	\$1.50	<b>\$1.50</b>
Training Fund	Article 35	\$0.25	\$0.25
Industry Improvement, Administration, Promo Fund (Remittance per hour worked)	Article 24	\$0.61	\$0.61
<b>Total Remittance Per Hour</b>		<b>\$11.88</b>	<b>\$11.88</b>

22.01B It is agreed that the Union will contribute three cents (\$0.03) via the Mainland Nova Scotia Building and Construction Trades Council to join the Nova Scotia Construction Sector Council (NSCSC) and it is also agreed that the Union has the option to opt out of the NSCSC anytime of this agreement given sixty (60) days notice.

**Amendment #2 – March 19, 2017**

## JOURNEYMAN WAGE RATES - MAJOR INDUSTRIAL PROJECTS ALL COUNTIES

Other than Jobs Bid and Awarded prior to January 7th, 2002 below excepting Small Job & Residential jobs defined in Articles 2.05 and 2.06

MAJOR INDUSTRIAL JOURNEYMAN								
Effective Date	Hourly Rate	V & H (9%)	Pension	Welfare	IIF & Admin Fund	Training Fund	Stabilization Fund	Total Package
May 8, 2015	\$34.19	\$3.08	\$6.62	\$2.50	\$0.61	\$0.25	\$4.07	\$51.32
May 1, 2016	\$34.93	\$3.14	\$6.82	\$2.50	\$0.61	\$0.25	\$4.07	\$52.32
March 19, 2017	\$37.28	\$3.36	\$6.82	\$2.50	\$0.61	\$0.25	\$1.50	\$52.32
May 1, 2017	\$38.02	\$3.42	\$7.02	\$2.50	\$0.61	\$0.25	\$1.50	\$53.32

### FOREMEN – For Major Industrial Projects – Article 26

Non-working and working foreman shall receive a minimum premium of eight percent (8%) above the applicable journeyman's rate or an alternative benefit of equal value as mutually agreed to by the foreman and the employer.

### INDUSTRIAL APPRENTICE

MAJOR INDUSTRIAL APPRENTICE									
Hours		Hourly Rate	V & H (9%)	Pension	Welfare	IIF & Admin Fund	Training Fund	Stabilization Fund	Total Package
<b>Effective Date: May 8, 2015</b>									
1st 1001-3000	52%	\$16.15	\$1.45	\$3.61	\$2.50	\$0.61	\$0.25	\$2.12	\$26.69
2nd 3001-5000	64%	\$20.48	\$1.84	\$4.56	\$2.50	\$0.61	\$0.25	\$2.60	\$32.84
3rd 5001-7000	76%	\$24.83	\$2.24	\$5.48	\$2.50	\$0.61	\$0.25	\$3.09	\$39.00
4th 7001-9000	88%	\$29.23	\$2.63	\$6.36	\$2.50	\$0.61	\$0.25	\$3.58	\$45.16
<b>Effective Date: May 1, 2016</b>									
1st 1001-3000	52%	\$16.53	\$1.49	\$3.71	\$2.50	\$0.61	\$0.25	\$2.12	\$27.21
2nd 3001-5000	64%	\$20.94	\$1.89	\$4.69	\$2.50	\$0.61	\$0.25	\$2.60	\$33.48
3rd 5001-7000	76%	\$25.39	\$2.29	\$5.63	\$2.50	\$0.61	\$0.25	\$3.09	\$39.76
4th 7001-9000	88%	\$29.87	\$2.69	\$6.54	\$2.50	\$0.61	\$0.25	\$3.58	\$46.04
<b>Effective Date: March 19, 2017</b>									
1st 1001-3000	52%	\$17.76	\$1.60	\$3.71	\$2.50	\$0.61	\$0.25	\$0.78	\$27.21
2nd 3001-5000	64%	\$22.45	\$2.02	\$4.69	\$2.50	\$0.61	\$0.25	\$0.96	\$33.48
3rd 5001-7000	76%	\$27.18	\$2.45	\$5.63	\$2.50	\$0.61	\$0.25	\$1.14	\$39.76
4th 7001-9000	88%	\$31.94	\$2.88	\$6.54	\$2.50	\$0.61	\$0.25	\$1.32	\$46.04
<b>Effective Date: May 1, 2017</b>									
1st 1001-3000	52%	\$18.15	\$1.63	\$3.81	\$2.50	\$0.61	\$0.25	\$0.78	\$27.73
2nd 3001-5000	64%	\$22.92	\$2.06	\$4.82	\$2.50	\$0.61	\$0.25	\$0.96	\$34.12
3rd 5001-7000	76%	\$27.74	\$2.50	\$5.78	\$2.50	\$0.61	\$0.25	\$1.14	\$40.52
4th 7001-9000	88%	\$32.59	\$2.93	\$6.72	\$2.50	\$0.61	\$0.25	\$1.32	\$46.92

**Amendment #2 – March 19, 2017**

## 4.02 Industrial Rate:

For Industrial work performed by employees under this Craft Schedule “S”, the regular hourly rates of pay for each classification of worker shall be as set out below.

SHEETER/DECKER JOURNEYMAN WAGE RATES								
Effective Date	Hourly Rate	V & H (9%)	Pension	Benefit	IIF & Admin Fund	Training Fund	Stab. Fund	Total Package
July 10, 2015	\$34.19	\$3.08	\$6.62	\$2.50	\$0.54	\$0.25	\$4.07	\$51.25
May 1, 2016	\$34.93	\$3.14	\$6.82	\$2.50	\$0.54	\$0.25	\$4.07	\$52.25
<b>March 19, 2017</b>	<b>\$37.28</b>	<b>\$3.36</b>	\$6.82	\$2.50	\$0.54	\$0.25	<b>\$1.50</b>	\$52.25
May 1, 2017	<b>\$38.02</b>	<b>\$3.42</b>	<b>\$7.02</b>	\$2.50	\$0.54	\$0.25	<b>\$1.50</b>	<b>\$53.25</b>

SHEETER/DECKER ASSISTANT WAGE RATES								
Effective Date	Hourly Rate	V & H (9%)	Pension	Benefit	IIF & Admin Fund	Training Fund	Stab. Fund	Total Package
July 10, 2015	\$27.44	\$2.47	\$5.96	\$2.50	\$0.54	\$0.25	\$3.38	\$42.54
May 1, 2016	\$28.04	\$2.52	\$6.14	\$2.50	\$0.54	\$0.25	\$3.38	\$43.37
<b>March 19, 2017</b>	<b>\$29.99</b>	<b>\$2.70</b>	\$6.14	\$2.50	\$0.54	\$0.25	<b>\$1.25</b>	\$43.37
May 1, 2017	<b>\$30.59</b>	<b>\$2.75</b>	<b>\$6.32</b>	\$2.50	\$0.54	\$0.25	<b>\$1.25</b>	<b>\$44.20</b>

MATERIAL HANDLER WAGE RATES								
Effective Date	Hourly Rate	V & H (9%)	Pension	Benefit	IIF & Admin Fund	Training Fund	Stab. Fund.	Total Package
July 10, 2015	\$21.29	\$1.92	\$4.63	\$2.50	\$0.54	\$0.25	\$2.69	\$33.82
May 1, 2016	\$21.78	\$1.96	\$4.77	\$2.50	\$0.54	\$0.25	\$2.69	\$34.49
<b>March 19, 2017</b>	<b>\$23.34</b>	<b>\$2.10</b>	\$4.77	\$2.50	\$0.54	\$0.25	<b>\$0.99</b>	\$34.49
May 1, 2017	<b>\$23.81</b>	<b>\$2.14</b>	<b>\$4.91</b>	\$2.50	\$0.54	\$0.25	<b>\$0.99</b>	<b>\$35.14</b>

PROBATIONARY EMPLOYEE WAGE RATES			
Effective Date	Hourly Rate	V & H (9%)	Total Package
July 10, 2015	\$17.78	\$1.60	\$19.38
May 1, 2016	\$18.16	\$1.64	\$19.80
<b>March 19, 2017</b>	<b>\$19.38</b>	<b>\$1.75</b>	<b>\$21.13</b>
May 1, 2017	<b>\$19.77</b>	<b>\$1.78</b>	<b>\$21.55</b>

**Amendment #2 – March 19, 2017**

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## SHEET METAL TRADE CLASSIFICATION

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- A.B. Mechanical
- **A.J. Murphy Plumbing, Heating & Ventilation**
- Atlantica Mechanical Contractors Inc.
- Beaulieu Plumbing & Mechanical Inc.
- Brunswick Sheet Metal Ltd.
- BSM Services (1998) Ltd.
- C.C. MacDonald Limited
- **Cowie Metalworks Ltd.**
- Fitz's Construction Ltd.
- **Flynn Canada**
- Fosco Roofing Limited
- G. & M. Insulation & Siding Limited
- Guildfords (2005) Inc.
- Himmelman Contractors Limited
- Ian Tate Plumbing & Heating Ltd.
- Marid Industries Limited
- PMC Roofing Limited
- **Pro Insul Limited**
- Sunny Corner Enterprises Inc.
- Western Plumbing & Heating Ltd.