



**REVISED
AMENDMENT
NOTICE**

DATE: January 11, 2019

To: Roofer 409 Trade Classification

Atlantic Roofers Limited	Jeremy	Croft
Flynn Canada	Eric	Veniot
Fosco Roofing Limited	Paul	Cox
Fosco Roofing Limited		
PMC Roofing Limited	John	Harrington
PMC Roofing Limited	Paula	Webber

CC: George MacDonald, Local 409

FROM: Robert Shepherd

RE: Amendment #1 to Roofer 409 Collective Agreement 2018-2021

PAGES: 6 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
February 3, 2019	<ul style="list-style-type: none"> • Decrease to Pension amount and corresponding increase to Hourly and V&H for Commercial and Industrial Journeyman and Apprentices <ul style="list-style-type: none"> ○ NOTE: Major Industrial Journeyman Pension did not change on February 3, 2019, however, it did change for May 1, 2019 and May 1, 2020. 	Cover page, 17, 20, 28, 29

Please disregard the amendment notice sent earlier today as it should have read that the Pension amounts were decreasing and the corresponding Hourly and V&H amounts were increasing. Additionally, an amendment to page 17 is included with this notice. This new revised amendment notice and its contents reflect Amendment #1 to the Roofer 409 Collective Agreement.

Attached are the amended pages for the Roofer 409 Collective Agreement 2018-2021 Amendment #1, effective February 3, 2019.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended agreement is now available for download on our website, www.nscira.ca.

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

Thank you.

Please contact our office at (902) 468-2283 if you do not receive all of the pages indicated above. If you have received this fax in error, please contact us and destroy the fax immediately, as the contents are subject to confidentiality. Thank you.

**ROOFERS COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA
2018 - 2021**

BETWEEN:

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

260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9
Phone: (902) 468-2283
Fax: (902) 468-3705

- AND -

**BUILT-UP ROOFERS', DAMP & WATERPROOFERS' SECTION OF THE
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 June, 2018.

EFFECTIVE DATE: May 29, 2018
EXPIRATION DATE: April 30, 2021

Amendment #1 – February 3, 2019

ARTICLE 23 - NO STRIKE - NO LOCKOUT

- 23.01 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.
- 23.02 Participation by an employee, or group of employees, in an act violating the above provision will be cause for disciplinary action.
- 23.03 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

ARTICLE 24 - EMPLOYER CONTRIBUTIONS

24.01 Employers signatory to this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following the sums as per the following:

EMPLOYER CONTRIBUTIONS				
	Welfare Fund	Pension Fund		IIF & Admin Fund *
		Commercial	Major Industrial	
May 29, 2018	\$1.40	\$6.02	\$6.02	\$0.46
February 3, 2019	\$1.40	\$5.41	\$6.02	\$0.46
May 1, 2019	\$1.40	\$5.48	\$6.09	\$0.46
May 1, 2020	\$1.40	\$5.53	\$6.14	\$0.46

* Four cents (\$0.04) of this fund are for funding Techsploration.
 Two cents (\$0.02) is an employer contribution and two cents (\$0.02) have been deducted from employee wage rate.

24.02 Pension and Welfare Fund remittances shall be made on the forms provided and payable to:

Benefit Plan Administrators Limited
 38 Solutions Drive, Suite 100
 Ravine Centre Two
 Halifax, NS B3S 0H1
 Phone: (902) 455-7277
 Fax: (902) 454-5936

Remittances for the Industry Improvement & Administration Fund shall be payable to:

Roofers I.I.F. and Administration Fund
 c/o The Administrator
 260 Brownlow Avenue, Unit 1
 Dartmouth, NS B3B 1V9

Amendment #1 – February 3, 2019

ARTICLE 27 - PENSION PLAN

The Parties hereto agree on a Pension Fund as follows:

- 27.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto.
- 27.02 **For Commercial work and jobs not defined as Major Industrial Projects, the employer shall make contributions as set out in the corresponding wage tables per hour worked.**
- 27.03 For Major Industrial work as defined in Article 22 only, Pension Fund contributions shall be made **as set out in the corresponding wage tables per hour paid.**
- 27.04 The Pension Fund shall be professionally administered.
- 27.05 It is agreed that provisions for an increase in the Pension Fund will be implemented if so desired by the Local, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.
- 27.06 Neither the Built Up Roofers', Damp & Waterproofers' Section of the Sheet Metal Workers' International Association, Local 409 nor the Nova Scotia Construction Labour Relations Association Limited shall incur any legal liability with regard to claims arising from the Pension Fund.
- 27.07 The Parties hereto agree that the Board of Trustees appointed pursuant to this Agreement and Declaration of Trust establishing the Pension Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for contributions required to be made pursuant to this Article as agent for the Parties. Any arbitrator appointed pursuant to this Clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 27.08 No grievance instituted by the Board of Trustees as agent to the Parties pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions pertaining to timeliness.

Amendment #1 – February 3, 2019

**COMMERCIAL WORK AND JOBS
NOT DEFINED AS MAJOR INDUSTRIAL PROJECTS – ARTICLE 22**

ROOFER JOURNEYMEN:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	IIF & Admin Fund	Training *	Total Package
<u>May 29, 2018</u>	\$27.01	\$2.43	\$1.40	<u>\$6.02</u>	\$0.46	\$0.20	<u>\$37.52</u>
February 3, 2019	<u>\$27.57</u>	<u>\$2.48</u>	\$1.40	<u>\$5.41</u>	\$0.46	\$0.20	\$37.52
<u>May 1, 2019</u>	<u>\$27.96</u>	<u>\$2.52</u>	\$1.40	<u>\$5.48</u>	\$0.46	\$0.20	<u>\$38.02</u>
<u>May 1, 2020</u>	<u>\$28.19</u>	<u>\$2.54</u>	\$1.40	<u>\$5.53</u>	\$0.46	\$0.20	<u>\$38.32</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	IIF & Admin Fund	Training *	Total Package
Effective Date: <u>May 29, 2018</u>								
0-2000 hours	65%	\$16.42	\$1.48	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	<u>\$24.40</u>
2001-4000 hours	75%	\$19.82	\$1.78	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$28.16</u>
4001-6000 hours	85%	\$23.21	\$2.09	\$1.40	<u>\$4.54</u>	\$0.46	\$0.20	<u>\$31.90</u>
Effective Date: <u>February 3, 2019</u>								
0-2000 hours	65%	<u>\$17.37</u>	<u>\$1.56</u>	\$1.40	<u>\$3.41</u>	\$0.46	\$0.20	\$24.40
2001-4000 hours	75%	<u>\$20.29</u>	<u>\$1.83</u>	\$1.40	<u>\$3.98</u>	\$0.46	\$0.20	\$28.16
4001-6000 hours	85%	<u>\$23.20</u>	<u>\$2.09</u>	\$1.40	<u>\$4.55</u>	\$0.46	\$0.20	\$31.90
Effective Date: <u>May 1, 2019</u>								
0-2000 hours	65%	<u>\$17.62</u>	<u>\$1.59</u>	\$1.40	<u>\$3.45</u>	\$0.46	\$0.20	<u>\$24.72</u>
2001-4000 hours	75%	<u>\$20.59</u>	<u>\$1.85</u>	\$1.40	<u>\$4.04</u>	\$0.46	\$0.20	<u>\$28.54</u>
4001-6000 hours	85%	<u>\$23.53</u>	<u>\$2.12</u>	\$1.40	<u>\$4.61</u>	\$0.46	\$0.20	<u>\$32.32</u>
Effective Date: <u>May 1, 2020</u>								
0-2000 hours	65%	<u>\$17.77</u>	<u>\$1.60</u>	\$1.40	<u>\$3.49</u>	\$0.46	\$0.20	<u>\$24.92</u>
2001-4000 hours	75%	<u>\$20.76</u>	<u>\$1.87</u>	\$1.40	<u>\$4.07</u>	\$0.46	\$0.20	<u>\$28.76</u>
4001-6000 hours	85%	<u>\$23.73</u>	<u>\$2.14</u>	\$1.40	<u>\$4.65</u>	\$0.46	\$0.20	<u>\$32.58</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

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MAJOR INDUSTRIAL PROJECTS AS DEFINED IN – ARTICLE 22

ROOFER JOURNEYMEN WAGE SCALE:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	IIF & Admin Fund	Training *	Total Package
<u>May 29, 2018</u>	\$30.68	\$2.76	\$1.40	<u>\$6.02</u>	\$0.46	\$0.20	<u>\$41.52</u>
<u>February 3, 2019</u>	\$30.68	\$2.76	\$1.40	\$6.02	\$0.46	\$0.20	\$41.52
<u>May 1, 2019</u>	<u>\$31.07</u>	<u>\$2.80</u>	\$1.40	<u>\$6.09</u>	\$0.46	\$0.20	<u>\$42.02</u>
<u>May 1, 2020</u>	<u>\$31.30</u>	<u>\$2.82</u>	\$1.40	<u>\$6.14</u>	\$0.46	\$0.20	<u>\$42.32</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	IIF & Admin Fund	Training *	Total Package
Effective Date: <u>May 29, 2018</u>								
0-2000 hours	65%	\$18.81	\$1.69	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	<u>\$27.00</u>
2001-4000 hours	75%	\$22.57	\$2.03	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$31.16</u>
4001-6000 hours	85%	\$26.33	\$2.37	\$1.40	<u>\$4.54</u>	\$0.46	\$0.20	<u>\$35.30</u>
Effective Date: <u>February 3, 2019</u>								
0-2000 hours	65%	<u>\$19.39</u>	<u>\$1.75</u>	\$1.40	<u>\$3.80</u>	\$0.46	\$0.20	\$27.00
2001-4000 hours	75%	<u>\$22.62</u>	<u>\$2.04</u>	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	\$31.16
4001-6000 hours	85%	<u>\$25.84</u>	<u>\$2.33</u>	\$1.40	<u>\$5.07</u>	\$0.46	\$0.20	\$35.30
Effective Date: <u>May 1, 2019</u>								
0-2000 hours	65%	<u>\$19.64</u>	<u>\$1.77</u>	\$1.40	<u>\$3.85</u>	\$0.46	\$0.20	<u>\$27.32</u>
2001-4000 hours	75%	<u>\$22.92</u>	<u>\$2.06</u>	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$31.54</u>
4001-6000 hours	85%	<u>\$26.17</u>	<u>\$2.36</u>	\$1.40	<u>\$5.13</u>	\$0.46	\$0.20	<u>\$35.72</u>
Effective Date: <u>May 1, 2020</u>								
0-2000 hours	65%	<u>\$19.80</u>	<u>\$1.78</u>	\$1.40	<u>\$3.88</u>	\$0.46	\$0.20	<u>\$27.52</u>
2001-4000 hours	75%	<u>\$23.09</u>	<u>\$2.08</u>	\$1.40	<u>\$4.53</u>	\$0.46	\$0.20	<u>\$31.76</u>
4001-6000 hours	85%	<u>\$26.38</u>	<u>\$2.37</u>	\$1.40	<u>\$5.17</u>	\$0.46	\$0.20	<u>\$35.98</u>

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