



## AMENDMENT NOTICE

**DATE:** June 21, 2019

**To: Electrical 625 Trade Classification**

Able Electric (	Blake	Clothier	Duggan Electric	Jeff	Ripley
Able Electric (	Michael	Castellani	Easco Electric	Keith	Dwyer
Advanced Energy	Blaine	Mayo	Gardner Electri	Jeff	Gardner
Ainsworth Atlan	Francis	Devoe	Gil-Son Constru	Daniel	Hiltz
Arthur & Conn (	Mark	Pettie	Gil-Son Constru	Don	Hiltz
Atlantica Mecha	Dave	Vincent	Joneljim Concre	Debbie	Young
Atlantica Mecha	Doug	Shreenan	Joneljim Concre	Gary	Peach
Atlantica Mecha	Harry	Grant	Joneljim Concre	Jim	Kehoe
Atlantica Mecha	Tom	Vincent	Joneljim Concre	Jon	Cecchetto
Atlantica Mecha	Doug	Holstead	Manuel's Elect	Sandra	Manuel
Black & McDonal	Charles	Savoie	Manuel's Elect	Wayne	Manuel
Black & McDonal	Lester	Buckland	Moncton Plumbin	Ernest	Brun
Bond & Coolen C	Bob	MacLennan	Plan Group Inc.	Jacqueline	Easton
Bond & Coolen C	Robert	Bond	Plan Group Inc.	Greg	DeCoste
Controls & Equi	Brian	Dutt	Provincial Elec	Victor	Hughes
Controls & Equi	Darrell	Clattenburg	Rockingham Elec	Kevin	Ashley
D. Stevens Elec	Derek	Stevens	Rockingham Elec	Paula	Dempsey
Dawco Construct	Lindsay	Woodcox	The Cahill Grou	Karen	Dwyer
Digicon Buildin	Les	Beal			

**CC:** Tom Griffiths, IBEW 625

**FROM:** Calum MacLeod

**RE:** Amendment #5 to Electrical 625 Collective Agreement 2018-2021

**PAGES:** 4 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2019	<ul style="list-style-type: none"> <li>Schedule "B" – Market Recovery Project Program amended</li> </ul>	Cover page, 60, 61

Attached are the amended pages for the Mainland Electrical 625 Collective Agreement 2018-2021 Amendment #5, effective May 1, 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.nscrlra.ca](http://www.nscrlra.ca).

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

Thank you.

# **ELECTRICAL AGREEMENT MAINLAND NOVA SCOTIA**

**BETWEEN:**

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**  
(hereinafter referred to as the "CLRA")

*On behalf of each of its Electrical contracting members as outlined under Appendix "A" hereof,  
or future Electrical contracting members who have or will authorize such Association to  
negotiate and conclude a Collective Agreement on their behalf and all Employers bound by this  
Collective Agreement*

***OF THE FIRST PART***

**- AND -**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL UNION NO. 625**  
(hereinafter referred to as the "Union")

***OF THE SECOND PART***

DEFINITIONS OF TERMS REQUIRED FOR INTERPRETATION OF THIS AGREEMENT  
ARE SHOWN ON SCHEDULE "A" ATTACHED HERETO AND FORMING A PART  
HEREOF.

*THIS AGREEMENT* dated at Dartmouth this 8th day of June, 2018.

**EFFECTIVE DATE:** May 1, 2018  
**EXPIRATION DATE:** April 30, 2021

Amendment #1 – July 23, 2018  
Amendment #2 – May 1, 2018  
Amendment #3 – September 1, 2018  
Amendment #4 – April 1, 2019  
Amendment #5 – May 1, 2019

## **SCHEDULE “B” – MARKET RECOVERY PROJECT PROGRAM**

The following Market Recovery Projects Program is one element of the Market Recovery Plan of IBEW Local 625. Since this program involves subsidies from a fund generated voluntarily by the members, certain hiring conditions shall apply.

1. The following conditions shall apply to all jobs under this Program. To be eligible to request subsidies under this Program, an Employer must identify the **confirmed** non-union Electrical bidders.
  - Wage rates and the benefit package shall be as per the Collective Agreement.
  - The ratio of Journeyman to Apprentice shall be 1:1 for all jobs, except a 2:1 ratio will be used for Industrial Jobs, **unless previous consent is received from the union.**

### FOR JOBS IN HALIFAX COUNTY:

- At any time there can only be one extra company pick on site. Extra list hires are permitted in any amount.
- For all projects of five hundred (500) hours and over, the Contractor is responsible to notify the union prior to placing a company pick on site. Failure to do so will result in a **deduction** of payment equal to the time the company pick was on site, prior to notification, multiplied by an hourly assistance value.
- Hiring for Small Jobs five hundred (500) hours or **under may** be at the Employer’s discretion.
- Hiring for Small Jobs five hundred and one to one thousand (501-1000) hours shall be: The first and second members shall be selected by the Employer. The third member shall be selected by the Union. Above formula to repeat itself.
- Hiring for Jobs over one thousand (1000) hours shall be 50/50 hiring as follows: The first Journeyman **may** be selected by the Employer. The second Journeyman shall be selected by the Union. The first Apprentice shall be selected by the Union. The second Apprentice **may** be selected by the Employer. Above formula to repeat itself. Only the first Journeyman may be transferred off the Job and replaced with another Employer’s selection, with a maximum of two (2) days when both may be onsite to ease the transition.
- Lay-offs shall be 50/50 for the Journeymen and 50/50 for the Apprentices.
- **Hiring for Schedule B jobs \$1.75 million dollars (total electrical material and manhours) and over shall be as follows: The Employer may hire or transfer up to 3 members to the job and the rest shall be as follows: Apprentice – Union Pick, Journeyman – Union Pick, Apprentice – Company, Journeyman – Company, Apprentice – Union Pick, Journeyman – Union Pick, Apprentice – Company, Journeyman – Company, the rest shall be selected by the union. Layoffs shall maintain a majority of union selected Journeymen and Apprentices at least until there are fourteen (14) members total left on the job.**

**FOR JOBS IN ALL COUNTIES EXCEPT HALIFAX:**

- Schedule “B” jobs that are under one million dollars (\$1,000,000) (total electrical material and manhours) may have one (1) key person selected by the Employer and the remainder of the manpower selected by the Union.
- Schedule “B” jobs that are one million dollars (\$1,000,000) (total electrical material and manhours) and over may have up to three (3) members selected by the Employer and the remainder of the manpower selected by the Union.

**FOR JOBS IN ALL COUNTIES ON THE MAINLAND:**

- The Union will reimburse the Employer for shift premiums paid as per the Collective Agreement.
  - If a job steward has been appointed to the project, the steward shall not be laid off until there are less than four members on site.
  - Overtime shall be worked on a voluntary basis and there shall be no discrimination against any member that chooses not to accept overtime work opportunities.
2. The procedure for Contractors requesting the Market Recovery Projects Program shall be by way of the form currently used. This form provides information concerning the project title and location, approximate man hours, approximate value (electrical man hours and materials), known union and non-union bidders and the date and time of closing of the tender.
  3. Shortly before the tender is closing, the Local will provide notification to all requesting Contractors and the CLRA indicating the amount of financial assistance to be provided, if any. It is the responsibility of the Contractor(s) to submit the request form two (2) business days before closing to allow the Local sufficient time to consider such request.
  4. The schedule of payment for the financial assistance provided in the Market Recovery Projects Program shall be as follows:
    - a) The successful Contractor shall provide confirmed hours to the Local for the purpose of establishing the quarterly payment schedule in relation to the job hours/schedule.
    - b) Quarterly payments shall be dispersed to the Contractor within 60 days of receiving a request for payment providing all wages and benefits have been paid for the request period. In the event that scheduled quarterly payment request are contained within the 60 days, the payment for these requests shall be made within 30 days of receiving the request.

These conditions can be changed at any time by the Business Manager of Local 625 in order to adjust to market conditions in the interests of competitiveness upon providing prior notice to all Signatory Contractors.