

**PAINTER, DRYWALL TAPER, RESILIENT FLOORING
& GLAZIERS COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA**

2018 - 2021

BETWEEN

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION
LIMITED**

(hereinafter referred to as the "NSCLRA")

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

**INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES
LOCAL UNION 1439**

(hereinafter referred to as the "Union")

24 Lakeside Park Drive, Suite 201
Lakeside, Nova Scotia B3T 1L1
Phone: (902) 450-5068
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THIS AGREEMENT dated at Dartmouth, NS this 23rd day of October, 2018.

EFFECTIVE DATE: August 14, 2018
EXPIRATION DATE: April 30, 2021

Amendment #1 – May 1, 2019

INDEX

ARTICLE	PAGE NO.
ARTICLE 1 – PURPOSE.....	1
ARTICLE 1A – MAJOR INDUSTRIAL PROJECTS	1
ARTICLE 1B – NON MAJOR INDUSTRIAL & SHUTDOWN WORK.....	2
ARTICLE 1C – RESIDENTIAL DEFINITION	2
ARTICLE 1D – COMMERCIAL/INSTITUTIONAL NEW CONSTRUCTION	3
ARTICLE 2 – RECOGNITION	4
ARTICLE 3 – NO STRIKE - NO LOCKOUT.....	4
ARTICLE 4 – UNION SECURITY	5
ARTICLE 5 – STEWARDS	7
ARTICLE 6 – ACCESS TO THE JOB SITE.....	7
ARTICLE 7 – MANAGEMENT RIGHTS	8
ARTICLE 8 – DISCIPLINE.....	8
ARTICLE 9 – NORMAL HOURS OF WORK	9
ARTICLE 10 – SHIFT WORK	10
ARTICLE 11 – REPORTING TIME	11
ARTICLE 12 – CALL BACK TIME	12
ARTICLE 13 – MAKE-UP TIME	12
ARTICLE 14 – OVERTIME.....	13
ARTICLE 15 – VACATION AND HOLIDAY ALLOWANCE.....	13
ARTICLE 16 – DESIGNATED HOLIDAYS	14
ARTICLE 17 – TRAVEL AND SUBSISTENCE.....	15
ARTICLE 18 – TERMINATION OF EMPLOYMENT OR LAYOFF	17
ARTICLE 19 – WAGES	18
ARTICLE 20 – PAY PERIOD.....	18
ARTICLE 21 – SAFETY AND HEALTH.....	19
ARTICLE 22 – JURISDICTIONAL DISPUTES.....	21
ARTICLE 23 – GRIEVANCE AND ARBITRATION.....	22
ARTICLE 24 – WORK AFTER HOURS	22
ARTICLE 25 – EMPLOYER CONTRIBUTIONS.....	23
ARTICLE 26 – WELFARE FUND.....	25
ARTICLE 27 – CLRA INDUSTRY IMPROVEMENT FUND.....	26
ARTICLE 28 – POLITICAL ACTION FUND	26
ARTICLE 29 – MARKET RECOVERY FUND (INDUSTRIAL ONLY).....	27
ARTICLE 29A – I.U.P.A.T. UNION AND INDUSTRY PENSION FUND (CANADA)	27
ARTICLE 30 – UNION ADMINISTRATION FUND	28

INDEX

ARTICLE	PAGE NO.
ARTICLE 31 – APPRENTICESHIP.....	29
ARTICLE 32 – TOOL KIT	31
ARTICLE 33 – ENABLING	32
ARTICLE 34 – RE-OPENER	32
ARTICLE 35 – ORGANIZING FUND.....	33
ARTICLE 36 – DELINQUENT PAYMENTS.....	33
ARTICLE 37 – I.U.P.A.T. ATLANTIC PROVINCES JOINT APPRENTICESHIP & TRAINING FUND	34
ARTICLE 38 – TERM OF AGREEMENT.....	35
ARTICLE 39 – SIGNATORIES	35
CRAFT SCHEDULE "A" – PAINTERS AND RESILIENT FLOORS.....	36
CRAFT SCHEDULE "B" – GLAZIERS	44
CRAFT SCHEDULE "C" – DRYWALL.....	55
CRAFT SCHEDULE "T" – PAINTER, GLAZIER AND DRYWALL LOCAL 1439 JOB TARGETING RULES & PROCEDURES	57
PAINTER, GLAZIER AND DRYWALL 1439 JOB TARGETING APPLICATION FORM.....	58
CRAFT SCHEDULE "T" – PAINTER, GLAZIER AND DRYWALL 1439 – JOB TARGETING RESPONSE FORM.....	59
CRAFT APPENDIX "A" – RESILIENT FLOORING	60
CRAFT APPENDIX "B" – RESIDENTIAL DRYWALL AGREEMENT	61
TRADE CLASSIFICATIONS	63

ARTICLE 1 – PURPOSE

1.01 The purpose of this Agreement is to establish terms and conditions of employment.

ARTICLE 1A – MAJOR INDUSTRIAL PROJECTS

DEFINITIONS

1A.01 (A) Major Industrial Projects shall be defined as the initial construction, or major expansion or renovation of the facilities listed below, where the initial construction or the major expansion or renovation has a total construction value (man-hours, materials and equipment) in excess of Fifty Million Dollars (\$50,000,000.00).

1. Heavy water plants
2. Oil and gas refineries
3. Pulp mills
4. Petro-chemical plants
5. Automobile manufacturing plants
6. Rubber plants (such as Michelin)
7. Steel mills
8. Metal producing facilities
9. Power generating projects
10. Ore reduction plants and Smelters

ARTICLE 1B – NON MAJOR INDUSTRIAL & SHUTDOWN WORK

1B.01 Industrial Project shall mean to include all work performed under this Agreement such as listed in subparagraph (a) below.

- (A)
- Oil Refineries
 - Pulp Mills
 - Chemical Plants
 - Manufacturing Plants, Processing Plants
 - Assembling Plants
 - Rubber Plants (such as Michelin)
 - Deep Sea Ports or Docks
 - Steel Mills
 - Basic Metal Producing Facilities
 - Power Plants (all types)
 - Heavy Equipment Manufacturing
 - Ore Reduction Plants
 - Construction on Mine Sites
 - Cement Plants
 - Industrial Transportation Centres
 - Construction of Shipyards
 - Coal Liquefaction Projects
 - Syn-Fuels Projects
 - Coal-Water (Carbogel) Fuel Projects
 - Fluidization Projects

ARTICLE 1C – RESIDENTIAL DEFINITION

1C.01 Residential painting shall be defined as single and semi-detached houses, row houses, town houses, low-rise and high-rise apartments, motels or similar structures and shall include underground parking and recreational facilities where such facilities are for the exclusive use of the residents.

ARTICLE 1D – COMMERCIAL/INSTITUTIONAL NEW CONSTRUCTION

1D.01 Commercial/Institutional (New) shall be described as work within the Scope of Work Clause of the Standard Agreement on new or renovation projects as described herein:

- (1) Stores, office buildings, schools, restaurants, law courts, filling stations, garages, hotels, banks, business offices, insurance agencies, theatres, municipal office buildings, fire stations, dairies, dry cleaners, car lots, markets, barber and beauty shops, health centres, hospitals, printing offices, depots, churches, swimming pools, recreation centres, bowling alleys, places of amusement, first aid stations, correctional facilities, funeral homes, shopping centres and other like structures or buildings not of an industrial or residential nature. This does not include offices, etc. located within plants or facilities of an industrial nature.
- (2) The term renovation shall apply where the monetary value of the painting contract on a project does not exceed 50% of the project in progress.
- (3) Where the monetary value of the painting contract exceeds 50% of the project it shall be deemed to be re-paint work and shall be covered by the Re-Paint Section.

COMMERCIAL/INSTITUTIONAL RE-PAINT:

- (a) Commercial/Institutional Re-Painting shall be described as the preparation and painting of any previously finished painted surface. It is agreed that for the purpose of determining whether a renovation project is classified as new or re-paint, a project shall be deemed to be re-paint when the monetary value of the painting contract exceeds 50% of the renovation project in progress. All other projects shall be deemed to be new construction and shall be covered by the terms and conditions of the applicable agreement for that category.
- (b) Commercial/Institutional Re-Paint Projects shall be all re-paint work performed on buildings and structures as follows:

Stores, office buildings, schools, restaurants, law courts, filling stations, garages, hotels, banks, business offices, insurance agencies, theatres, municipal office buildings, fire stations, dairies, dry cleaners, car lots, markets, barber and beauty shops, health centres, hospitals, printing offices, depots, churches, swimming pools, recreation centres, bowling alleys, places of amusement, first aid stations, correctional facilities, funeral homes, shopping centres and other like structures or buildings not of an industrial or residential nature. This does not include offices, etc. located within plants or facilities of an industrial nature.

ARTICLE 2 – RECOGNITION

- 2.01 The employer and the NSCLRA recognize the Union as the sole collective bargaining agent with respect to the trade for the area covered by this Agreement.
- 2.02 The Union recognizes the NSCLRA as the sole collective bargaining agent with respect to the trade for its members designated herein and other contractor employers covered by Accreditation Order No. 392C, dated January 29, 1976.
- 2.03 For the purpose of this Agreement, the term "employee" shall mean all hourly rated employees employed by the employer but does not include office and clerical workers; guards, watchmen; time checkers; material superintendents; technical personnel; superintendents; assistant superintendents; craft supervisors; permanent employees; or classifications above the rank of foreman as provided for in Craft Schedule; persons transporting materials, equipment or supplies from a point of origin outside the site to a destination inside the site or from a point or origin inside the site to a destination outside the site.
- 2.04 The Union agrees that equal priority in supply of employees will be given to employers who are bound by the terms and conditions as set out in this Agreement.
- 2.05 In order to bind non-NSCLRA employers to the provisions of this Agreement, the Union should file any letter of agreement/recognition with the Minister of Labour in accordance with Section 30 of the Trade Union Act.

ARTICLE 3 – NO STRIKE - NO LOCKOUT

- 3.01 The Union agrees that there will be no strike or other collective action which will interfere with or stop the efficient operation of work of the employer or any employer for the duration of this Agreement.
- 3.02 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

ARTICLE 4 – UNION SECURITY

- 4.01 When workers are required, as described in Article 2, the employer shall request the Local Union to furnish competent and qualified workers in good standing and the Local Union shall supply, when available, competent and qualified workers in good standing as requested, however, the employer may request members by name from the out-of-work list provided that the member is in good standing with the Local Union. The employer shall not hire Union members directly.
- 4.02 When an employer in a Trade Division has work to be performed that is normally carried out by another Trade Division covered by this Collective Agreement and Appendices, then the employees required to do the work shall be hired pursuant to the appropriate Appendix of this Agreement.
- 4.03 If after a period of forty-eight (48) hours, excluding Saturdays, Sundays and designated holidays as contained herein, the Union is unable to supply the quantity of competent, qualified workmen as requested, the employer may procure such men elsewhere. Any employee so hired shall be subject to Articles 4.12 and 4.13 of this Agreement.
- 4.04 The employer may recall through the Union qualified, available workmen in good standing with the Union who had previously been on the payroll for six (6) months and who are being called back within four (4) months of termination.
- 4.05 It is agreed that the employer has the right to transfer employees.
- 4.06 The employer will hire a fair ratio of Apprentices to Journeymen in each year of the Apprentices' classification, as per Article 31.05.
- 4.07 The employer shall not contract out or sub-contract any work covered by this Agreement to any sub-contractor or other persons unless the sub-contractor or other person is or becomes a party to this Collective Bargaining Agreement.
- 4.08 Notwithstanding Article 4.07, upon the agreement of the Union the Employer may 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. The Employer will have any sub-contractor acknowledge in writing that it has notice of this Agreement and that it will abide by the Agreement. For the purposes of this Article “sub-contractor” shall mean any contractor who performs work for the employer on the project (job site) or as defined in the Agreement.

- 4.09 The employer agrees to deduct the amount certified by the Union as dues. The amounts deducted shall be remitted by the employer in accordance with Article 25 on the forms provided by the Administrator.
- 4.10 Should the employee be newly joining the Union, the employer agrees upon receipt of the proper form from the Union authorized by the employee, to make deductions of the I.U.P.A.T. Administration Fee in the amounts authorized by the Union.
- 4.11 The employer agrees to deduct the amount certified by the Union as dues. The amounts deducted shall be remitted by the employer on the forms provided by the Union, to the Union in accordance with Article 25.
- 4.12 All Union members who report to work must furnish a Union referral slip prior to starting work. The Union, when requested, may fax referral slips directly to the employer's offices. Any employer hiring a member without a referral slip shall be in violation of this Agreement.
- 4.13 The Union shall indemnify and save the employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the employer for the purpose of complying with any of the provisions of this section, or in reliance on any list, notice of assignment furnished under any of such provisions.
- 4.14 Any employee who refuses or neglects to sign the appropriate forms, or who revokes the authorization, or who resigns his membership in the appropriate Union will be deemed to have voluntarily separated and his employment will be terminated.

ARTICLE 5 – STEWARDS

- 5.01 The Business Agent or Business Manager may appoint Job/Shop Stewards. The Steward of the Union will be an employee of the employer who is a qualified journeyman and who will perform the work of a journeyman at the journeyman's rate of pay. In addition to his duties as a journeyman he shall be permitted reasonable time to perform such of his Union duties as cannot be performed off the job. If it is necessary for the Steward to leave his work he must first obtain permission from the employer's representative on the job whenever possible. Such permission would not be unreasonably withheld. He shall assist the employer and the Union members in carrying out the provisions of this Agreement.
- 5.02 It is agreed that only one (1) Steward and one (1) alternate on each shift shall be recognized by each employer and the Union shall notify the employer in writing of the name of the Steward and his alternate.
- 5.03 Under no circumstances shall the Job Steward make any arrangements with the General Foreman, Foreman or Management that will change or conflict in any way with any section or terms of this Collective Agreement.
- 5.04 Subject to all other items and conditions of this Agreement, the Steward shall be the third (3rd) last man remaining on the job site before he is laid off, except for just cause or offences outlined in Article 8.01.

ARTICLE 6 – ACCESS TO THE JOB SITE

- 6.01 Business Representatives of the Union and International Representatives shall have access to the job site during working hours but in no case shall their visits interfere with the progress of the work.
- 6.02 Representatives of the Union must request access from the employer's representative on the job prior to entering the work area.
- 6.03 Conduct on the job site will be subject to the general regulations of the employer.

ARTICLE 7 – MANAGEMENT RIGHTS

7.01 Subject to the limitations and specific terms of this Agreement, the Management of the job site and the direction of the working force, including but not limited to the right to plan, direct and control operations, hire, lay off, maintain discipline and efficiency of employees, establish and enforce rules of conduct, discipline and discharge employees for proper and sufficient cause, increase or decrease the working force, determine methods and schedules of construction operation, material and equipment to be used are vested solely in the employer.

ARTICLE 8 – DISCIPLINE

8.01 For any and all offences other than intoxication, substance abuse, or the use of illegal drugs, insubordination, theft, fraudulent reporting of time, physical altercation and illegal work stoppage, which can be subject to immediate dismissal, the procedure shall be:

- i **First Warning**Written notice to be issued to the employee, with a copy to the Union, by the employer's authorized representative.

- ii **Second Warning**Written Notice of Suspension from work for up to five (5) working days, to be issued to the employee, with copy to the Union, by the employer's authorized representative. The length of suspension to be at the sole discretion of management.

- iii **Third Warning**.....Management’s Discretion.

8.02 Employees discharged shall be advised by the employer of the cause for dismissal.

8.03 The employer will notify the Union in writing of all disciplinary action taken against any employee subject to this Agreement.

ARTICLE 9 – NORMAL HOURS OF WORK

9.01 The regular working week shall consist of forty (40) hours of work.

9.02 Eight (8) hours per normal work day (calendar day), Monday to Friday inclusive, scheduled between the hours of 7:00 a.m. and 5:00 p.m.

9.03 **Lunch Period:**

The lunch period will be from 12:00 noon to 12:30 p.m. The lunch period will be measured from ceasing labour to commencement of labour.

9.04 **Rest Period:**

During each normal work day, employees will be entitled to two (2) ten (10) minute paid rest periods to be scheduled and observed.

- One (1) rest period at the mid-point of the first half of the normal hours of work.
- One (1) rest period at the mid-point of the second half of the normal hours of work.

Rest period will be measured from ceasing work to commencement of work and will be taken at a time determined by the employer.

9.05 Should expediency require, the normal starting and quitting and rest periods and/or lunch period may be changed by mutual agreement between the employer and the employees on a project by project basis and a written copy of the change in normal starting and quitting and rest periods and/or lunch period will be sent by the employer to the Union's office.

9.06 If mutually agreeable between the Employer and the employees, and with the consent of the Union, the hours of work may be changed from five (5) eight (8) hour days to four (4) ten (10) hour days.

ARTICLE 10 – SHIFT WORK

- 10.01 Shift work may be performed at the option of the employer.
- 10.02 When more than one (1) shift is in operation, hourly rated employees employed on the second shift and/or those employed on the third shift shall be paid a shift premium at the rate of fifteen percent (15%).
- 10.03 Shifts shall be scheduled between Sunday midnight and Friday midnight.
- 10.04 No employee shall be compelled to work two (2) consecutive shifts.
- 10.05 Each employee shall have the right to eight (8) hours off between his scheduled shifts.
- 10.06 Employees working shifts are entitled to a lunch period, in accordance with Article 9.03 and 9.05, and rest periods in accordance with Article 9.04 and 9.05.

Split Shift:

- 10.07 Notwithstanding all of the above provisions of this Article, it is agreed that work may be scheduled between the hours of 6:00 a.m. and 9:00 p.m., so as to maximize the daylight hours. To utilize these hours the intention will be to split the shift with the first shift working eight (8) hours; or more during make-up situations and the second shift starting working during the second half, again with eight (8) hours as being the shift length except under make-up conditions. No premium normally due to shift work shall apply under this split shift situation.

ARTICLE 11 – REPORTING TIME

- 11.01 When a person is definitely hired by a qualified representative of the employer and reports to the job site for work and then is refused work for reasons other than inclement weather, he shall receive not less than two (2) hours pay at the applicable rate of wages.
- 11.02 If an employee commences work he shall be paid a minimum of two (2) hours. The employer shall endeavour to provide two (2) hours alternate employment for employees who report to work and work more than two (2) hours.
- 11.03 Any employee after being hired and reporting for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the applicable rate of wages, unless he has been notified not to report. The foregoing provisions shall apply to Saturday, Sunday, designated holidays and shift work at the applicable rate of pay. Employees who commence work shall receive the greater of reporting time or actual time worked.
- 11.04 Exceptions, however, shall be when strike conditions make it impossible to put such an employee to work or when stoppage of work is occasioned thereby, when conditions arise which are beyond the control of the employer or when an employee leaves work of his own accord.
- 11.05 In order to qualify for reporting time an employee must remain on the job and be available for work during the period of such reporting time.
- 11.06 The employer shall determine when weather conditions on the job are such that men shall or shall not work.

ARTICLE 12 – CALL BACK TIME

- 12.01 Every employee who after completion of his regular working hours (Monday through Friday) and who has left the job site, and is called back to work by the employer, and who is required to work outside his regular working hours, shall be paid at his applicable overtime rate, but not less than two (2) hours.
- 12.02 When an employee is called out to work by the employer on Saturday, Sunday or a designated holiday, and he commences work, regardless of when called, Article 11 shall apply.
- 12.03 Travel time if applicable will be paid.
- 12.04 The provisions of Article 12 do not apply when the employee has been called back as the result of a non-safe negligent act of the employee. In such cases, the employee will be paid at his regular straight time rate of wages for the actual hours of required attendance.

ARTICLE 13 – MAKE-UP TIME

- 13.01 Employees who have missed time during the normal scheduled hours, Monday through Friday, may by mutual agreement, work extra hours including Saturday at the regular straight time rate of pay up to a total of forty (40) hours per week.

ARTICLE 14 – OVERTIME

- 14.01 All hours worked in excess of eight (8) hours per day (Monday to Friday), up to twelve (12) hours per day, shall be paid at one and one-half times (1-1/2x) the regular rate.
- 14.02 All hours worked on Saturday up to a total of eight (8) hours shall be paid at one and one-half times (1-1/2x) the regular rate.
- 14.03 All hours worked in excess of twelve (12) hours per day (Monday to Friday), after eight (8) hours on Saturday, and all hours on Sundays and designated holidays shall be paid for at double (2x) the straight time rate of pay for such work.
- 14.04 Employees who are required to work in excess of two (2) hours unscheduled overtime on a normal work day, shall be provided with a meal or an allowance of fifteen dollars (\$15.00), which shall be included with his pay for the pay period in which the overtime was worked.
- 14.05 By mutual agreement between an employer and employee the employee may work up to forty-eight (48) hours per week at the regular straight time rate of pay.

ARTICLE 15 – VACATION AND HOLIDAY ALLOWANCE

- 15.01 A vacation and holiday allowance shall be paid to each employee in lieu of paid vacation and holidays.
- 15.02 Payment of the allowance shall be calculated and paid weekly as eight percent (8%) of gross earnings during the pay period.
- 15.03 If an employee elects to take an annual vacation, the employer and employee shall mutually agree on the time of such annual vacation.

ARTICLE 16 – DESIGNATED HOLIDAYS

16.01 During the period that this Agreement is in force, the following days shall be observed as Designated Holidays.

CALENDAR YEAR <u>2018</u>	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
Labour Day	Monday September 3, 2018	Same
Thanksgiving Day	Monday October 8, 2018	Same
Remembrance Day	Sunday November 11, 2018	Monday November 12, 2018
Christmas Day	Tuesday December 25, 2018	Same
Boxing Day	Wednesday December 26, 2018	Same
CALENDAR YEAR <u>2019</u>	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Tuesday January 1, 2019	Same
Heritage Day	Monday February 18, 2019	Same
Good Friday	Friday April 19, 2019	Same
Victoria Day	Monday May 20, 2019	Same
Canada Day	Monday July 1, 2019	Same
Labour Day	Monday September 2, 2019	Same
Thanksgiving Day	Monday October 14, 2019	Same
Remembrance Day	Monday November 11, 2019	Same
Christmas Day	Wednesday December 25, 2019	Same
Boxing Day	Thursday December 26, 2019	Same
CALENDAR YEAR <u>2020</u>	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Wednesday January 1, 2020	Same
Heritage Day	Monday February 17, 2020	Same
Good Friday	Friday April 10, 2020	Same
Victoria Day	Monday May 18, 2020	Same
Canada Day	Wednesday July 1, 2020	Same
Labour Day	Monday September 7, 2020	Same
Thanksgiving Day	Monday October 12, 2020	Same
Remembrance Day	Wednesday November 11, 2020	Same
Christmas Day	Friday December 25, 2020	Same
Boxing Day	Saturday December 26, 2020	Monday December 28, 2020
CALENDAR YEAR <u>2021</u>	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Friday January 1, 2021	Same
Heritage Day	Monday February 15, 2021	Same
Good Friday	Friday April 2, 2021	Same

- 16.02 Employees required to work on any Designated Holidays shall be paid in accordance with the overtime provisions in Article 14, for all hours worked at the request of the employer. If part of the employee's shift falls on the twenty-four (24) hour period designated as a Holiday, the employee's entire shift will be paid at the Holiday rate of pay.
- 16.03 For the purpose of overtime calculation, when a holiday falls within the regularly scheduled work week and the holiday is observed as such, holiday hours will be included in the calculation of total hours worked for that week.
- 16.04 In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday it shall be observed as such under the terms of this Agreement.
- 16.05 Should new statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

ARTICLE 17 – TRAVEL AND SUBSISTENCE

- 17.01 There shall be a free zone for employees working within a forty-five (45) kilometre radius of the Halifax County intersection of Provincial Highway, 101 and 102. Travel and subsistence allowance will not apply when travelling to and working within this free zone (17.01).
- 17.02 There shall be a forty-five (45) kilometre radius free zone around all projects outside the jurisdiction of Clause 17.01.
- 17.03a The travelling rates in Clause 17.05 shall apply to mileage travelled by the employee from his residence to the outside limit of the project free zone set out in Clause 17.02 above, up to a maximum of an eighty (80) kilometre radius from the project.
- 17.03b An employee shall be paid mileage allowance rates set out in Article 17.05 when the employee uses his own vehicle at the employer's request to travel to a project zone. No mileage allowance under Article 17.05 shall be paid to the employee when the employer provides return transportation to the employee.
- 17.04 Once the Union has exhausted the men required from the area encompassed by Clause 17.03a above, the additional men supplied by the Union from other areas shall only qualify for Clause 17.05 mileage rates from the outside limit of the eighty (80) kilometre radius and inward as per Clause 17.03a.

17.05 Mileage allowance rates will be paid two (2) ways as follows:

Mileage Allowancefifty-five cents (\$0.55) per kilometre

It is agreed this figure shall be adjusted as per CRA figures for the life of this agreement.

17.06 Employees who are sent to a project where accommodations are required shall have it provided by the employer after they have travelled a distance of one hundred fifteen (115) kilometres from their place of residence to the job site or the employee shall receive subsistence as follows:

August 14, 2018 one hundred twenty dollars (\$120.00) per day

May 1, 2019 one hundred twenty-four dollars (\$124.00) per day

May 1, 2020 one hundred twenty-nine dollars (\$129.00) per day

The employer shall decide to either provide adequate accommodations or pay the above subsistence allowance at his option. If the employer decides to provide accommodations, a meal allowance of fifty-one dollars (\$51.00) per day shall be paid. This rate shall be adjusted in accordance with Canada Revenue Agency guidelines.

17.07 When an employee is required to travel from one site to another during the day and is required to use his own car he shall be paid for any parking charges incurred on that day in connection with his relocating to a new job site.

ARTICLE 18 – TERMINATION OF EMPLOYMENT OR LAYOFF

Layoffs and Severance Pay:

- 18.01 Layoffs shall occur only at 12:00 noon and 5:00 p.m. or as determined by the recognized hours of work on that job site. Each employee shall be given one (1) hours notice or one (1) hours pay in lieu of such notice.
- 18.02 Employees who are laid off, quit or discharged from the service of the employer shall receive their wages and employment record of earnings on termination if the payroll is made up on the project (job site); otherwise, the employer shall mail the employment record of earnings and wages within three (3) days exclusive of Saturday, Sunday and designated holidays. Should the employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at straight time rates, and an additional sum equivalent to eight (8) hours pay at straight time rate for every two (2) additional days delinquency. An employee may be dismissed for just cause on the authority of the employer or his authorized representative on the job. Such employee shall be advised promptly by the employer of the cause for dismissal.

ARTICLE 19 – WAGES

- 19.01 The regular hourly rates of pay for each classification of workman shall be in accordance with the rates contained in the appended Craft Schedule. This Craft Schedule is attached hereto and is hereby made part of this Collective Agreement.
- 19.02 In the event the Pension or Welfare Plan is discontinued for any reason whatsoever, any employer contribution shall be added to the hourly rate and become part of the wages paid.

ARTICLE 20 – PAY PERIOD

- 20.01 Employees shall be paid by cheque or by direct deposit during the regular working hours of Thursday of each week. If Thursday or Friday is a designated holiday, pay will be distributed on Wednesday. If paid by cash, pay will be distributed no later than Friday.
- 20.02 A clear statement of hours worked, earnings and deductions shall be attached to each weekly pay envelope or cheque. Upon mutual agreement by the employer and employee, pay information may be distributed electronically. The employer and employee may make alternate arrangements for delivery of statements.
- 20.03 Should the cheques not be distributed as set out herein, the employee shall immediately notify the employer.
- 20.04 When cheques are not distributed on Thursday in accordance with this Article and the employee is not paid until after Monday of the following week, the employee shall receive one (1) day's pay at the basic hourly rate for each working day until the day the cheque is paid, commencing Tuesday through to Friday.

ARTICLE 21 – SAFETY AND HEALTH

- 21.01 Employer and employee shall comply with all applicable provisions of provincial health, sanitation and safety laws and regulations, in addition to those rules established by the employer.
- 21.02 Employees shall not be required to work with unsafe equipment and conditions as specified by the Nova Scotia Occupational Health & Safety Act.
- 21.03 If an employee requires safety and/or trades-related training at the request of the employer, and that training is provided during the employee's regularly scheduled hours of work, the employee shall be paid at the regular rate of pay for the actual duration of the course up to a maximum of eight (8) hours per day.

When the union dispatches a member to an Employer, and that new employee does not have the required safety training (i.e. untrained or expired certification) the employee may be paid for undertaking such training at the discretion of the Employer.

As required by provincial legislation, all employees shall be paid by the Employer for undertaking first aid training at the request of the Employer.

- 21.04 Safety hats, CSA approved footwear, and other safety equipment as the job requires must be worn by all employees on the job site at all times. Chin straps shall be worn when wind and other working conditions require wearing the straps. Safety hats to be provided by the Employer and must be returned to the Employer on termination.
- 21.05 Adequate toilet facilities, potable drinking water (year round) and paper cups will be provided by the employer.
- 21.06 Potable drinking water, tool sheds and lunch rooms shall normally be maintained by the Craft using same, except where other general arrangements have been made for on site.
- 21.07 Where required, adequate quarters complete with heating, lighting, ventilation shall be provided for employees to change clothes and eat lunch. Such quarters shall have benches, tables, be lockable, kept clean and include a locked tool storage area. One (1) lunchroom shall be provided and it shall be smoke free.

- 21.08 The employer shall provide the following items of equipment and/or clothing when weather and working conditions require their use:
- a) rainsuits (in clean condition)
 - b) safety goggles
 - c) safety harnesses with proper safety lines
 - d) all power tools and power equipment
 - e) the employer must supply hard hats, if employers wish their employees to wear a particular color hard hat.
- 21.09 If an employee sustains an accidental injury during working hours and has to receive off-site medical attention, the employee will receive four (4) hours pay if the injury occurs during the first half of the shift, or eight (8) hours pay if the injury occurs in the second half of the shift.
- 21.10 Safety items and climatic protective clothing issued to the employee must be returned to the employer on termination.
- 21.11 Piecework of any nature shall be a violation of this Agreement unless addressed in trade appendices.

ARTICLE 22 – JURISDICTIONAL DISPUTES

22.01 A jurisdictional mark-up meeting will be held when requested in writing at any time on a project basis by either the Union or the Contractor. The Contractor shall be required to provide a full and detailed description of the scope of work at such mark-up meeting. In the event any such work assignments are disputed, at such mark-up meetings, the Union shall be permitted ten (10) days in which to present documented argument and evidence as to its claim to the disputed work jurisdiction prior to any final assignments being made by the Contractor.

Jurisdictional disputes arising following the mark-up meeting will be made in accordance with the Procedures, Rules and Regulations of the National Joint Board Building Trades Department, AFL/CIO or its successor.

22.02 In the event such jurisdictional dispute cannot be settled on a local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the National Joint Board for resolution. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia) Construction Panel for an Interim Order under Section 50 of the Trade Union Act, Chapter 311, R.S.N.S. 1967, as amended.

ARTICLE 23 – GRIEVANCE AND ARBITRATION

- 23.01 The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- 23.02 Failing prompt resolution, the grievance may then be settled in the manner provided by Section 107 of the Trade Union Act, Chapter 475, R.S.N.S. 1989, as amended.

ARTICLE 24 – WORK AFTER HOURS

- 24.01 It shall be considered a violation of this Agreement if a member of the International Union of Painters and Allied Trades of America, Local Union 1439 (Painter, Drywall and Resilient Flooring Sections) carries out any trade related work for monetary gain for any person or persons other than their regular employer or employers after the regular working hours laid down in this Agreement.

ARTICLE 25 – EMPLOYER CONTRIBUTIONS

25.01 Employers bound by the Agreement shall contribute and remit monthly to the Administrator of record before the fifteenth (15th) day of the month following the sums set forth below. Contributions and remittances for the various funds will be based on hours paid.

		August 24, 2018	<u>May 1, 2019</u>	<u>May 1, 2020</u>
Pension Fund	Article 29A	\$5.00	\$5.00	\$5.00
H & W Fund	Article 26	\$2.55	<u>\$2.65</u>	<u>\$2.75</u>
Training	Article 37	\$0.50	\$0.50	\$0.50
Org. Fund	Article 35	\$0.40	\$0.40	\$0.40
UAF	Article 30	\$0.17	\$0.17	\$0.17
Political Fund	Article 28	\$0.05	\$0.05	\$0.05
TOTAL PER HOUR		\$8.67	<u>\$8.77</u>	<u>\$8.87</u>
Market Recovery Fund (Industrial Only)	Article 29	\$0.25	\$0.25	\$0.25
TOTAL PER HOUR (INDUSTRIAL ONLY)		\$8.92	<u>\$9.02</u>	<u>\$9.12</u>

REMITTED TO:

I.U.P.A.T. District Council 39 Fund
24 Lakeside Park Drive, Suite 201
Lakeside, Nova Scotia B3T 1L1

CLRA Industry Improvement Fund	Article 27	\$0.18
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REMITTED TO:

CLRA Industry Improvement Fund
260 Brownlow Avenue, Unit 1
Dartmouth, Nova Scotia B3B 1V9

For Commercial and Residential Painters, see wage table in Craft Schedule “A”.

In addition, the employer agrees to deduct basic monthly dues in the amount certified by the Union, from the first pay of each and every employee each month and further agrees to deduct the required percentage (%) of administrative dues from each and every pay of

Amendment #1 – May 1, 2019

each employee and to remit both on the I.U.P.A.T. District Council 39 Monthly Remittance Form in accordance with Article 4.08.

25.02 Remittance of Funds

- (A) All Funds and Check-Off payments shall be recorded and itemized on a remittance form. Remittance forms for the I.U.P.A.T. District Council 39 shall be supplied by the I.U.P.A.T. Atlantic Provinces Benefit Trust Fund and remittance forms for the CLRA Industry Improvement Fund are available at www.nslra.ca or by phone at 902-468-2283. Remittance forms shall make provisions for the listing of each employee's name, social insurance number and number of hours paid.
- (B) An Agreement between the parties of the Collective Agreement, the Administrator appointed from time to time by the parties, the various Trustees and/or organizations having responsibility for the receipt, collection and administration of all the various funds pursuant to the Collective Agreement shall be signed by the various participants.

The employers party to this Collective Agreement whether or not directly signatory to the Collective Agreement hereby irrevocably designate the "Union" and the "NSCLRA" as the parties responsible for amending or adjusting the specific monetary amounts required pursuant to the various funds and check-off payments required from time to time.

- (C) Either Party shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any arbitrator appointed pursuant to this clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- (D) If the employer has no employees during a given month, he shall submit a "Nil Report" unless it is clearly understood by all parties that he has declared himself out-of-business in writing.
- (E) No discrimination will be made by the Administrator between one Fund or any other Fund when there is a failure on the part of the employer to remit as specified by the Agreement.
- (F) Any changes to the design of the I.U.P.A.T. District Council 39 Remittance Form will be approved by the Trustees of the IUPAT Atlantic Provinces Benefit Trust Fund.

- (G) All monies required for the various Funds and Dues Check-Offs required by the Collective Agreement are deemed to be held in Trust by the employer until remitted as aforesaid.

ARTICLE 26 – WELFARE FUND

The Parties hereto agree on a Welfare Fund as follows:

26.01 The Trust Document of the IUPAT Atlantic Provinces Benefit Trust Fund shall provide for Trustees equal in number and authority appointed by each of the Parties to the Fund.

26.02 The employer shall make contributions to the I.U.P.A.T. Benefit Trust Fund for each hour or portion thereof for which an employee receives pay at the following rates:

..... two dollars fifty-five cents (\$2.55)

Effective May 1, 2019.....two dollars sixty-five cents (\$2.65)

Effective May 1, 2020..... two dollars seventy-five cents (\$2.75)

26.03 It is agreed that provisions for an increase in the Welfare Fund will be implemented if so desired by the Union, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.

Neither the Union nor the NSCLRA shall incur any legal liability with regard to claims arising from the Welfare Fund.

ARTICLE 27 – CLRA INDUSTRY IMPROVEMENT FUND

27.01 All employers must contribute each month to the CLRA Industry Improvement Fund a total sum equal to eighteen cents (\$0.18) for each hour worked in that month to any employee covered by this Agreement.

This will be paid by cheque made out in favour of the CLRA Industry Improvement Fund and forwarded to the Administrator at the following address on or before the fifteenth (15th) day of the following month:

CLRA Industry Improvement Fund
260 Brownlow Avenue, Unit 1
Dartmouth, Nova Scotia
B3B 1V9

Remittance forms for this fund are available at www.nscclra.ca or by phone at 902-468-2283.

ARTICLE 28 – POLITICAL ACTION FUND

28.01 The employer shall remit five cents (\$0.05) per hour for each hour paid per employee as part of the Political Action Fund in accordance with Article 25. This five cents (\$0.05) is a contribution from the employee and the wage rates printed in this Collective Agreement have been reduced by a sum equal to the amount remitted.

ARTICLE 29 – MARKET RECOVERY FUND (INDUSTRIAL ONLY)

29.01 Employers signatory to the Agreement shall deduct and remit the sum indicated per hour paid for each employee being paid under the industrial wage rates and remit as per Article 25. The hourly minor and major industrial wage rates printed in Craft Schedules “A”, “B” & “C” have been reduced by a sum equal to the amount remitted.

Market Recovery Fundtwenty-five cents (\$0.25)

**ARTICLE 29A – I.U.P.A.T. UNION AND
INDUSTRY PENSION FUND (CANADA)**

29A.01 I.U.P.A.T. Union and Industry Pension Fund (Canada)

1. (a) Commencing for the duration of the Agreement, and any renewals or extension thereof, the employer agrees to make payments to the I.U.P.A.T. Union and Industry Pension Fund for each employee covered by this Agreement, as follows:
 - (b) Each hour or portion thereof for which an employee receives pay, the employer shall make a contribution of five dollars (\$5.00) to the Fund. For Commercial and Residential Painters, see wage table in Craft Schedule “A”.
 - (c) For the purpose of this Article, each hour paid for and other hours for which pay is received by the employee in accordance with the Agreement, shall be counted as hours for which contributions are payable.
 - (d) Contributions shall be paid on behalf of any employee starting with the employee’s first day of employment in a job classification covered by this Agreement. This includes, but is not limited to, apprentices, trainees, and probationary employees.
 - (e) The payments to the Pension Fund required above shall be made to the I.U.P.A.T. Union and Industry Pension Fund, which was established under an Agreement and Declaration of Trust, dated April 1, 1967. The employer hereby agrees to be bound by and to the said Agreement and Declaration of Trust, as amended from time to time, as though he had actually signed the same.

2. The employer hereby irrevocably designates as its representatives on the Board of Trustees such Trustees as are now serving, or who will in future serve, as employer Trustees, together with their successors. The employer further agrees to be bound by all actions taken by the Trustees pursuant to the said Agreement and Declaration of Trust, as amended from time to time.
3. All contributions shall be made at such time and in such manner as the Trustees require; and the Trustees may at any time conduct an audit in accordance with Article VI, Section 6 of the said Agreement and Declaration of Trust.

If an employer fails to make contributions to the Pension Fund within twenty (20) days after the date required by the Trustees, the Union shall have the right to take whatever steps are necessary to secure compliance with this Agreement, any other provision thereof to the contrary notwithstanding, and the employer shall be liable for all costs of collection of the payments due together with attorney fees and such penalties as may be assessed by the Trustees. The employer's liability for payment under this Article shall not be subject to or covered by any grievance or arbitration procedure or any "no-strike" clause which may be provided or set forth elsewhere in this Agreement.

4. The Pension Plan adopted by the Trustees shall at all times conform with the requirements of Revenue Canada so as to enable the employer at all times to treat contributions to the I.U.P.A.T. Union and Industry Pension Fund as a deduction for income tax purposes.
5. Contributions to this fund shall be in accordance with Article 25.

ARTICLE 30 – UNION ADMINISTRATION FUND

- 30.01 The Employer agrees to remit seventeen cents (\$0.17) per hour paid for each employee and remit same in accordance with Article 25 of the main Agreement.

ARTICLE 31 – APPRENTICESHIP

- 31.01 Both Parties agree that all trades and crafts involved in the completion of the construction job require systematic training followed by, or in conjunction with, practical experience. Certificates of qualification or competency, obtained through examination of trade tests, will receive special consideration by the employer with respect to individual assignments, transfers and promotions.
- 31.02 Both Parties agree that on-the-job training of duly indentured apprentices is a necessary part of any systematic training program. They note that the periodic nature of the construction industry does not permit continuous employment by one (1) employer, although continuity of employment is necessary for systematic training. They recommend that the apprentices to the trade should be indentured to the Local Apprenticeship Committee, established under Section 3(1) of the Apprenticeship and Trades Qualifications Act (Chapter 4, SNS 1988) and agree to abide by any rules and regulations of that Committee respecting control, transfer and training of individual apprentices and that the apprentices shall not be subject to disciplinary actions by either Party without authority of the Committee.
- 31.03 The minimum rate of wages for persons employed in the trade under an Apprenticeship Agreement is in accordance with the Apprenticeship and Tradesmen's Qualification Act.
- 31.04 The minimum rates for indentured apprentices or apprentices until such time as an apprenticeship school is established shall be as follows: (Apprentice rates set out in the Craft Schedule of this Agreement).

APPRENTICES PAINTERS (MAJOR AND MINOR INDUSTRIAL)

1 st 6 months	50% of Journeyman's Rate
2 nd 6 months	55% of Journeyman's Rate
3 rd 6 months.....	70% of Journeyman's Rate
4 th 6 months.....	75% of Journeyman's Rate
5 th 6 months.....	85% of Journeyman's Rate
6 th 6 months.....	90% of Journeyman's Rate

APPRENTICE PAINTERS (COMMERCIAL and RESIDENTIAL)

See tables in Craft Schedule "A".

APPRENTICES DRYWALL TAPERS

1st 6 months	40% of Journeyman's Rate
2nd 6 months	50% of Journeyman's Rate
3rd 6 months	70% of Journeyman's Rate
4th 6 months.....	75% of Journeyman's Rate
5th 6 months.....	85% of Journeyman's Rate
6th 6 months.....	90% of Journeyman's Rate

31.05 For Apprentice Painters (Major and Minor Industrial) and for Apprentice Drywall Tapers, the hourly pension contribution shall be three dollars and five cents (\$3.05).

For Apprentice Painters (Commercial and Residential), the hourly pension contribution shall be two dollars (\$2.00) and shall remain at that level for the duration of this Collective Agreement.

31.06 Apprentices shall not progress from one six (6) month block to the next and shall not receive the corresponding wage increase, unless they have attended classes in accordance with the requirements of the I.U.P.A.T. Atlantic Provinces Apprenticeship and Training Fund.

31.07 The ratio of Journeyman to Apprentice shall be 1:1 unless otherwise agreed upon by both the Union and the Employer.

ARTICLE 32 – TOOL KIT

32.01 Painter:

The basic tool kit required by painters receiving the applicable rate of wages shall consist of the following:

- Broad knife; putty knife; duster; clean overalls.
- All power tools shall be supplied by the employer.
- 5 in 1 tool

32.02 Resilient Flooring: (Soft Tile)

The basic tool kit required by Soft Tile Layers receiving the applicable rate of wages shall consist of the following:

- Putty knives; knives; chalk line; adhesive spreader; tape measure; hammer; square; scribe; extension cord (25').
- All power tools shall be supplied by the employer.

32.03 Resilient Flooring: (Carpet)

The basic tool kit required by Carpet Layers receiving the applicable rate of wages shall consist of the following:

- Hammer; knives; tape; spreader; caulking iron; needles; shears; chalk line.
- All power tools shall be supplied by the employer.

32.04 Drywall:

The basic tool kit required by drywall finishers receiving the applicable rate of wages shall consist of the following:

- Hawks and curved blade drywall trowels – 4-1/2", 10", 14"; putty knives; block sander; pole sander; drywall hammer; utility knife; clincher for corner bead.
- The employer shall supply the employee with one (1) drill paddle per year, any additional drill paddles shall be supplied by the employee.
- All power tools shall be supplied by the employer.

ARTICLE 33 – ENABLING

- 33.01 It is recognized that from time to time certain terms and conditions of employment for Local 1439 employees may require alteration from those contained in this Collective Agreement in order to enable the employees and employers of the unionized sector to obtain certain work or execute certain work in a manner that is deemed to be prudent.
- 33.02 Any modification to terms and conditions of employment from those contained in this Collective Agreement will require mutual agreement of the Enabling Committee (E.C.).
- 33.03 Where this Committee cannot achieve mutual agreement then it is agreed that the request to modify terms and conditions of employment will not be subject to resolution through the grievance and arbitration process.
- 33.04 An Enabling Committee (E.C.) shall be established by the Parties within thirty (30) days of signing this Agreement. The Enabling Committee shall have two (2) representatives from each of the Parties to this Agreement, Contractors and Union. The mandate of the Enabling Committee will be to identify areas where this Collective Agreement and its terms and conditions of employment can be modified to improve the competitiveness of the unionized sector under this Article.
- 33.05 All Contractor members of the Painter, Drywall Taper, Resilient Flooring & Glazier Trade Classification shall be informed of any modifications to wage rates four (4) hours prior to closing.

The Enabling Committee agrees to meet and will consider competitive terms and conditions for residential work and will recommend the incorporation of these terms and conditions into the Collective Agreement.

ARTICLE 34 – RE-OPENER

- 34.01 Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between Painter Local 1439 and the CLRA may be amended upon the agreement of Painter Local 1439 and the CLRA.

ARTICLE 35 – ORGANIZING FUND

35.01 Employers signatory to the Agreement shall deduct and remit the sum indicated per hour paid for each employee and remit as per Article 25. The hourly wage rates printed herein have been reduced by a sum equal to the amount remitted.

Organizing Fundforty cents (\$0.40)

ARTICLE 36 – DELINQUENT PAYMENTS

36.01 Timely payment of wages, Union dues, deductions and/or contributions to all trust funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the trust funds shall be dealt with as follows:

- (a) The Union shall advise the employer in writing of any delinquency.
- (b) If, within seven (7) days of receipt of notification exclusive of Saturday, Sunday and Holidays, the employer has failed to pay delinquent contributions or the employer or his Construction Labour Relations Association has failed to request a meeting with the Union to provide for the payment of delinquent contributions, then the employer agrees that all contributions/deductions due and payable in accordance with this Agreement are in arrears and subject to an additional charge at the rate of ten percent (10%) on all contributions/deductions in arrears. This is not to be construed that the above charges relieve the employer of any further liabilities which may occur because of his failure to report any pay contributions/deductions as provided.
- (c) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week or upon seventy-two (72) hours notice to the employer, withdraw it's members from the delinquent employer without contravening of the terms of this Agreement.

ARTICLE 37 – I.U.P.A.T. ATLANTIC PROVINCES JOINT APPRENTICESHIP & TRAINING FUND

The Parties to this Agreement have agreed pursuant to the Trust Document dated May 2001 to the establishment of the IUPAT Atlantic Provinces Joint Apprenticeship & Training Fund.

1. The Trust Document under which this Fund is controlled shall provide for Trustees equal in number and in authority appointed by each of the Parties thereto.
2. The Board shall meet at least three (3) times annually and shall elect a Chairman and a Secretary, one of whom at all times shall be an employer nominated Trustee and a Union Trustee.

The Joint Trade Board's Terms of Reference shall include:

1. The encouragement and promotion of an apprenticeship training and journeyman upgrading program in all craft sectors represented by the Collective Agreement.
2. The development and submission of draft legislation that may promote the industry.
3. Development and implementation of trade specific health and safety programs.
4. Other issues of mutual concern to the Parties that promote and enhance the industry. The Board is authorized to seek and obtain funding and grants from government agencies, etc. that may assist in implementing their policies.
5. Specifically excluded from the Boards' duties is the processing or settlement of grievances.
6. The employer agrees to contribute the sum of fifty cents (\$0.50) per hour for each hour paid by each employee to the I.U.P.A.T. Atlantic Provinces Joint Apprenticeship and Training Fund created by Trust Agreement. Included in these funds shall be the required contributions to the I.U.P.A.T. Labour Management Corporation Initiative and the I.U.P.A.T. Joint Apprenticeship and Training Fund. Contributions shall be remitted in accordance with Article 25.
7. The Joint Apprenticeship & Training Fund Committee is authorized by both parties to this Agreement to establish rules and guidelines for apprentices and journeyperson upgrading in all facets of trades and safety training including the authority to alter and amend the published rates in this Agreement, provided they are exceeded and are also authorized to designate certain certifications as compulsory as a condition of future employment. The foregoing or any other matter can be changed on the Agreement of the Parties.

ARTICLE 38 – TERM OF AGREEMENT

- 38.01 The terms of this Agreement shall remain in force from the 14th day of August, 2018 to the 30th day of April, 2021. Should either Party wish to change, add to or amend the above Agreement upon termination, they shall give at least sixty (60) days notice in writing prior to the termination of this Agreement with the proposed changes attached. Provided no such notice is given by either Party sixty (60) days notice prior to April 30th, 2021, this Agreement shall remain in force from year to year until such notice is given as provided herein. When such notice is given, the Parties shall meet within thirty (30) days for the purpose of negotiating a new Collective Agreement.

- 38.02 Should either Party give written notice to the other Party pursuant to the foregoing, this Agreement shall thereafter remain in full force and effect until the Union shall strike or the employer shall lockout, or the Parties shall conclude a renewal or revision of the Agreement or a new Collective Agreement.

ARTICLE 39 – SIGNATORIES

39.01 Dated this 23rd day of October, 2018.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL UNION OF
PAINTERS AND ALLIED TRADES,
LOCAL UNION 1439**

ROBERT SHEPHERD

KRISTA COLES

CHRIS CHISHOLM

ANGELA GALLANT
WITNESS

CRAFT SCHEDULE "A" – PAINTERS AND RESILIENT FLOORS

It is agreed that this scope of work clause is not to be used to determine jurisdiction.

SCOPE OF WORK CLAUSE – RESILIENT FLOORS AND DECORATIVE COVERINGS

Measuring, cutting fabricating, fitting, installing to be cemented tacked or otherwise applied to its base wherever it may be, all materials, whether used either as a decorative covering or as an acoustical appliance such as carpets of all types and designs, sheet rubber, sheet vinyl, cork carpet, rubber tile, asphalt tile, tile, cork tile, linoleum tile, mastic in sheets or tile form, vinyl tile, interlocking tile, mastipave, composition in sheet or tile form an all derivatives of above including the installation of sub-flooring; the fitting of all devices for the attachment of the above materials and the fitting of all decorative or protective trim to and adjoining the above materials which shall include the drilling and plugging of holes and attaching of strips, slats, nosing, etc., on any base drilling and plugging and slatting for installing or fastening of carpet, the installing of all nosing, cap strips, corner beads and edgings of any material and the preparatory work of the craft for all of the aforesaid. Also the cleaning of rugs and carpets and all drapery hanging, make-up and the installation of drapes.

It is agreed that this scope of work clause is not to be used to determine jurisdiction.

SCOPE OF WORK CLAUSE – PAINTER

Shall be described as but not limited to the application and/or removal of protective and/or decorative coatings which might be referred to as paints, which in the general sense are: paints, stains, varnishes, emulsions, bituminous coatings and other organic coatings or organic coatings inorganic coatings or fire protective cable coatings, which are applied in the same manner as paints or plastics or mastics, hypalon coatings, fibre glassing and caulking, clear sealer application – the application of fusion bonded plastics, application of all seamless floor coatings, saverizing monolithic floor coatings, seamless & liquid flooring and roofing, spraytex or sprayed-on insulation including fireproofing whether applied by trowel or spray, sandblasting, for decorative purposes and all other types of sandblasting, the filling of sandpots, the application of materials, coatings, sealers for the purpose of primary or secondary containment of hazardous waste, all phases of metallizing, the application of underwater coatings, all marking, stenciling on equipment, machinery, etc., work and the application of all other materials used in the various branches of the Trade and the operations of all equipment used in order to perform work under the scope of this Agreement.

The hanging of all wall covering applied with paste or other adhesives, such as papers, cottons, muslins, burlap, grass cloth, vinyl wall coverings, epoxy resin combination coverings, cambric, backed wood veneer wall coverings and all other wall coverings including the application of rubber sheeting for tank lining and the application of gold or silver and all other metal leaf, carpeting material when applied to walls and ceilings, tapestries, etc.

All incidental preparatory work necessary to carry out work outlined above, such as patching small defects in surfaces, puttying, sanding, rubbing, cleaning surfaces with steam or other processes, to include hydrojet cleaning (high pressure water), sandblasting, pickling, bleaching, buffing, scaling, machine and manual scraping, flame cleaning, the application of cleaning fluids, rust inhibitors, taping, covering surfaces for their protection from paint, etc., including the use of miscellaneous hand and power driven tools of the Trade, the erection and dismantling of scaffolding coming under this scope of work, necessary maintenance of tools and equipment required for work coming under this jurisdiction, the application of all sealers inside or outside, the application of all color code distinguishing marks and the application of all protective and decorative coatings on all piping, insulated or otherwise, and the removal and/or abatement of lead based paints and/or coatings.

Building cleaning is defined as the process of removing dirt, stain or discoloration or any unwanted films by use of manually operated scrubbing techniques or by power operated machines or equipment, such as steam blast, water jet blast and/or such other process as will suffice to accomplish the cleaning of buildings, ships, structures, etc.

WAGE RATES:

Resilient Flooring wage rates are subject to the conditions set forth in Craft Appendix “A” - Resilient Flooring

PAINTER (MAJOR INDUSTRIAL):

MAJOR INDUSTRIAL - JOURNEYMAN											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	MRF	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$35.80</u>	<u>\$2.86</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$47.76</u>
<u>May 1, 2019</u>	<u>\$36.17</u>	<u>\$2.89</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$48.26</u>
<u>May 1, 2020</u>	<u>\$36.54</u>	<u>\$2.92</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$48.76</u>

PAINTER (MINOR INDUSTRIAL):

MINOR INDUSTRIAL - JOURNEYMAN											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	MRF	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$32.37</u>	<u>\$2.59</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$44.06</u>
<u>May 1, 2019</u>	<u>\$32.74</u>	<u>\$2.62</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$44.56</u>
<u>May 1, 2020</u>	<u>\$33.11</u>	<u>\$2.65</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$45.06</u>

Amendment #1 – May 1, 2019

PAINTER (COMMERCIAL AND RESIDENTIAL):

COMMERCIAL AND RESIDENTIAL								
Position		Hourly Rate	V & H (8%)	Pension	H & W	UAF	CLRA IIF	Total Package
Effective Date: <u>August 14, 2018</u>								
Journey man		<u>\$21.50</u>	<u>\$1.72</u>	\$4.00	\$1.55	\$0.17	\$0.18	<u>\$29.12</u>
Apprentice	5001 - 6000	<u>\$19.50</u>	<u>\$1.56</u>	\$2.00	\$1.55	\$0.17	\$0.18	<u>\$24.96</u>
Apprentice	4001 - 5000	<u>\$17.50</u>	<u>\$1.40</u>	\$2.00	\$1.55	\$0.17	\$0.18	<u>\$22.80</u>
Apprentice	3001 - 4000	<u>\$16.50</u>	<u>\$1.32</u>	\$2.00	\$1.55	\$0.17	\$0.18	<u>\$21.72</u>
Apprentice	2001 - 3000	<u>\$15.50</u>	<u>\$1.24</u>	\$2.00	\$1.55	\$0.17	\$0.18	<u>\$20.64</u>
Apprentice	0 - 2000	<u>\$13.50</u>	<u>\$1.08</u>	\$1.00	\$1.55	\$0.17	\$0.18	<u>\$17.48</u>
Probationary		<u>\$12.50</u>	<u>\$0.50 (4%)</u>	\$0.00	\$0.00	\$0.00	\$0.00	<u>\$13.00</u>

It is understood and agreed that the Commercial and Residential Painter rates are for the duration of this Agreement only. Comparable rates shall only be negotiated in the renewed Agreement, if employers have complied with the hiring and recruiting provisions of this Agreement.

PREMIUMS - PAINTER:**SPRAY PAINTERS & ABRASIVE BLASTERS & WATER BLASTERS (1 CATEGORY)****Premium**

All employees employed in the spray/painter/abrasive blaster or water blaster category in possession of an approved certificate of competency issued by the Industrial Painter Training and Qualification Committee will receive a premium of four dollars (\$4.00) per hour, all other including Apprentices shall receive a premium of one dollar fifty cents (\$1.50) per hour.

If the employee is involved in spray painting, abrasive blasting or water blasting and shuts down for any reason during the last two hours of the scheduled shift, he will be paid the premium for the full shift.

FOREMAN – PAINTER AND RESILIENT FLOORING

Foreman in charge of five (5) or more men will be in possession of a Better SuperVision certificate or Supervisory Competency certificate as recognized by the Industrial Painter Training and Qualification Committee and shall receive a premium of three dollars (\$3.00) per hour. The same foreman without a Better SuperVision certificate or Supervisory Competency certificate shall receive a premium of one dollar (\$1.00) per hour.

All jobs shall be under the direction of an employee in possession of a recognized Supervisory Competency Card.

NOTE: NO EMPLOYEE SHALL BE REQUIRED TO USE A SPRAY GUN IF HE FEELS IT WILL BE INJURIOUS TO HIS HEALTH

There will normally be an employee available to assist the spray painter.

Coveralls and gloves will be supplied to the spray painter, abrasive blaster or water blaster and the employee assisting and shall remain the property of the employer.

Coveralls and gloves will be supplied, when required, to all employees working under the major or minor industrial sector. The coveralls shall remain the property of the Employer.

A safety approved respirator, will be supplied to the Spray Painter, and if not returned to the Contractor, the cost is to be deducted from the Spray Painter's wages.

Clean-up for Spray Painters:

The employer agrees that spray painters shall be allowed a maximum of ten (10) minutes depending on the product being used by the employee at lunch time for clean-up and a maximum of thirty (30) minutes depending on the product being used by the employee at the end of the shift to clean-up and stowaway gear.

All sandblasters shall be supplied with safety approved air hoods while sandblasting, such hoods will be returned to the employer; if not, the cost will be deducted from the employees' wages.

Vinyl and Paperhangers:

Paperhangers, when hanging vinyl or paper, shall receive thirty-five cents (\$0.35) an hour above the applicable rate of wages.

Height Pay:

An employee shall receive a premium above the applicable rate of wages for work done on a bosun chair and swinging stage with a direct free fall drop as follows:

- Fifty (50) to one hundred (100) feet forty cents (\$0.40) per hour
- Over one hundred (100) feeteighty-five cents (\$0.85) per hour

Rope Access Training Premiums

Employees with up to date Rope Access Training shall receive the following premium per hour worked when engaged in Rope Access work:

- Level 2 Rope Access Training \$6.00 per hour worked
- Level 3 Rope Access Training \$15.00 per hour worked

PAINTER**(Certified and Non-Certified rates of pay)****CERTIFIED**

It is intended that as training, upgrading and apprenticeship program develops and becomes implemented by the Joint Apprenticeship & Training Fund Committee that the possession of recognized Certificates of Qualification or Inter-Provincial Red Seal designation will become the norm, in order to receive the rate of pay as outlined in Craft Schedule "A".

To this end, the following Wage & Holiday Pay designation will apply to those employees who are not in possession of a recognized certificate or who are not registered apprentices.

- 10% less than full rate

Exceptions to the foregoing schedule may be made upon approval of the Trustees of the Training Fund in cases where an individual was prevented by circumstances beyond their own control, the opportunity to obtain necessary certification (present members only). All new members of the Local will receive the applicable rate in accordance with this Article until such time as they are in possession of the necessary certification.

Employees in possession of the necessary certification will receive and enjoy preference of employment over a non-certified employee including bumping privileges. Any employee affected by this clause may appeal to the Trustees of the Training Fund for reconsideration.

Probationary Worker:

Employers may, at the discretion of the union, hire probationary workers.

- A) The category of probationary worker shall apply to persons recruited from the non-union sector whose skill level is yet to be determined. A probationary worker must have worked a minimum of one thousand (1000) hours in the trade.
- B) In order to be competitive the parties agree that a probationary worker under this agreement shall not be paid either the health & welfare payments or pension fund payments normally established for work under this collective agreement. In addition, no contributions as mandated to a variety of Industry Improvement Funds or Training Funds or Union Funds under this agreement shall be paid on behalf of hours worked for probationary workers.
- C) The minimum rate for a probationary worker shall be two dollars (\$2.00) per hour above the minimum wage set by the province of Nova Scotia. In addition, the probationary employee shall be entitled to a four percent (4%) vacation allowance. Alternatively, if a higher hourly rate can be agreed between the employer and the employee, then that rate shall apply.
- D) A probationary employee must be assessed by an employer no later than four weeks after the date of initial hiring. Such employee must then make application for Union membership or be dismissed from employment immediately following the assessment.

Pre-Apprentice:

- A) All new entrants into the Union with minimal or no experience shall be considered Pre-Apprentices. The Employer must ensure that the Pre-Apprentice is supervised while performing work. The duration of a Pre-Apprentice's term is for a maximum of one thousand (1000) hours worked. Hours worked as a Pre-Apprentice shall not be included in the calculation of hours worked as an Apprentice.
- B) The rate of pay for a Pre-Apprentice shall be fifty percent (50%) of the Journeyman's Rate, not including any Pension Fund remittance under Article 29A.

Industrial Painter Training and Qualification Committee:

There shall be an Industrial Painter Training and Qualification Committee. It will be comprised of four members. The purpose of the Committee will be to provide advice to the JATF Director of Training on the training, qualifications and classification of workers. Two members of the Committee will be appointed by the Union and two members will be appointed from the employers in the Industrial Painting trade classification group. The Committee will meet as necessary.

CRAFT SCHEDULE "B" – GLAZIERS

It is agreed that this scope of work clause is not to be used to determine jurisdiction.

SCOPE OF WORK CLAUSE – GLAZIER

The work shall include the setting, cutting, preparing, handling or removal of the following:

Prism Glass, Beveled Glass, Leaded glass, Protection Glass, Environmental Glass, Float Glass, Plate Glass, Window Glass, Mirrors of all types, Wired Glass, Ribbed Glass, Ground Glass, Colored Glass, Figured Glass, Vitrolite Glass, Carrara Glass and all other types of Opaque Glass, Glass Chalkboard, Structural Glass, Tempered and Laminated Glass, Solar Energy collective Panels, Thiokol, Neoprene and all other types of sealants, all types of Glass Cements, all types of insulating glass units, all plastics, asbestos or other similar materials when used in place of glass to be set or glazed with putty, moulding, rubber, lead and all types of mastics in wood, iron, aluminum or sheet metal sash, skylights, skydomes, slope glazing, glass sprinkler baffles, doors, frames, stone wall cases, show cases, book cases, sideboard, partitions and fixtures. It includes the installation of the above materials on the jobsite, either temporary or permanent, for buildings in the course of repair, remodel, alterations or new construction. It also includes new products and/or technology as expected to be covered by scope of work.

The installation in openings constructed of any type of material, i.e., wood, concrete, masonry, steel, plastic, aluminum, asbestos panels, etc., of all extruded, rolled or fabricated metals, or any materials, that replace or reinforce same, metal tubes, mullions, muntins, metal or other facing materials, fascia trim, mouldings, porcelain panels, architectural porcelain, plastic or glass panels, skylights, entrance and vestibules, show case doors and relative material, including all those in any or all types of buildings related to storefronts, curtain wall and window construction of any size.

Architectural metal doors and door frames and sliding doors, architectural metal window frame assemblies, curtain wall and window on site construction of any size, patio sliding doors or fixed panels, bath tub enclosures, shower doors and enclosures, vented or fixed windows, revolving doors, entrance doors of all kinds, automatic door operators, sky-lights, storm sash where the glass becomes an integral part of the finished product, including the installation of the above.

The selecting, cutting, preparing, designing, art painting, fused glass, thick facet glass in concrete and cementing of art glass, assembly and installing or removal of all art glass.

The shipping, receiving, hoisting and distribution, placing and erecting of all materials, tools and equipment pertaining to the Trade.

GLAZIER (MAJOR INDUSTRIAL PROJECTS AND COMMERCIAL PROJECTS OVER \$50 MILLION TOTAL PROJECT VALUE)

GLASS & METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN)											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	MRF	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$35.58</u>	<u>\$2.85</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$47.53</u>
<u>May 1, 2019</u>	<u>\$35.95</u>	<u>\$2.88</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$48.03</u>
<u>May 1, 2020</u>	<u>\$36.32</u>	<u>\$2.91</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$48.53</u>

1. **GLASS AND METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN):**

Shall be in possession of a Red Seal certification, or a certificate of trade qualifications as issued by a Provincial authority or by the JATF Director of Training, or have demonstrated knowledge of or have experience pertaining to the following:

Install doors; frames; windows; curtain wall; sheet and extrusions; (cladding and infill types) soffit and fascia. Install all types of glass including structural and mirrors. Be capable of measuring for same; reading blueprints and shop drawings involving our section and able to co-ordinate metal on all types of jobs. Be responsible for job workmanship, accuracy, speed on an individual or group efforts. Be capable of measuring and setting plates, accomplishing other lesser classification jobs of outside crews and assisting on inside jobs as required. Be capable of caulking. Be capable of preparing and submitting reports as directed by the Lead Hand or Foreman.

2. **GLASS AND METAL SETTER (6001-8000 HOURS):**
90% OF JOURNEYMAN RATE:

Shall have demonstrated knowledge of or have experience pertaining to the following:

Install all types of glass in wood or metal sash using vinyl or other stops. Install double glazing and be capable of measuring and setting same to manufacturer's specifications. Do all types of glazing of wood, metal sash, curtain wall and capable of performing all lesser grades. Responsible for the safe storage of materials on jobs and proper job procedures.

Amendment #1 – May 1, 2019

3. **GLASS AND METAL SETTER HELPER LEVEL #3 (4001-6000 HOURS):**
80% OF JOURNEYMAN RATE:

Assist Mechanic or Setter in whatever capacity is required. A Setter Helper will advance to Glass and Metal Setter only on the recommendation of the Employer or the JATF Director of Training. Once a worker is advanced, the classification is permanent unless amended in accordance with the procedure herein stated.

4. **GLASS AND METAL SETTER HELPER LEVEL #2 (2001-4000 HOURS):**
70% OF JOURNEYMAN RATE

5. **GLASS AND METAL SETTER HELPER LEVEL #1 (0-2000 HOURS):**
50% OF JOURNEYMAN RATE

GLAZIER (ALL PROJECTS UNDER \$50 MILLION TOTAL PROJECT VALUE)

GLASS & METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN)											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	MRF	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$32.14</u>	<u>\$2.57</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$43.81</u>
<u>May 1, 2019</u>	<u>\$32.46</u>	<u>\$2.60</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$44.26</u>
<u>May 1, 2020</u>	<u>\$32.79</u>	<u>\$2.62</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$44.71</u>

1. GLASS AND METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN):

Shall be in possession of a Red Seal certification, or a certificate of trade qualifications as issued by a Provincial authority or by the JATF Director of Training, or have demonstrated knowledge of or have experience pertaining to the following:

Install doors; frames; windows; curtain wall; sheet and extrusions; (cladding and infill types) soffit and fascia. Install all types of glass including structural and mirrors. Be capable of measuring for same; reading blueprints and shop drawings involving our section and able to co-ordinate metal on all types of jobs. Be responsible for job workmanship, accuracy, speed on an individual or group efforts. Be capable of measuring and setting plates, accomplishing other lesser classification jobs of outside crews and assisting on inside jobs as required. Be capable of caulking. Be capable of preparing and submitting reports as directed by the Lead Hand or Foreman.

**2. GLASS AND METAL SETTER (6001-8000 HOURS):
90% OF JOURNEYMAN RATE:**

Shall have demonstrated knowledge of or have experience pertaining to the following:

Install all types of glass in wood or metal sash using vinyl or other stops. Install double glazing and be capable of measuring and setting same to manufacturer's specifications. Do all types of glazing of wood, metal sash, curtain wall and capable of performing all lesser grades. Responsible for the safe storage of materials on jobs and proper job procedures.

**3. GLASS AND METAL SETTER HELPER LEVEL #3 (4001-6000 HOURS):
80% OF JOURNEYMAN RATE:**

Assist Mechanic or Setter in whatever capacity is required. A Setter Helper will advance to Glass and Metal Setter only on the recommendation of the Employer or the JATF Director of Training. Once a worker is advanced, the classification is permanent unless amended in accordance with the procedure herein stated.

Amendment #1 – May 1, 2019

4. **GLASS AND METAL SETTER HELPER LEVEL #2 (2001-4000 HOURS):**
70% OF JOURNEYMAN RATE

5. **GLASS AND METAL SETTER HELPER LEVEL #1 (0-2000 HOURS):**
50% OF JOURNEYMAN RATE

GLAZIER (SMALL JOBS)

This Small Jobs wage schedule shall apply to any project where the total Glazing package is less than one million dollars (\$1,000,000), except for Major Industrial Projects as defined in Article 1A. The Employer shall provide proof of value, satisfactory to the Union, of total Glazing package upon request of the Union.

GLASS & METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN)										
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$30.06</u>	<u>\$2.40</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$41.31</u>
<u>May 1, 2019</u>	<u>\$30.38</u>	<u>\$2.43</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$41.76</u>
<u>May 1, 2020</u>	<u>\$30.66</u>	<u>\$2.45</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$42.16</u>

1. GLASS AND METAL MECHANIC FULLY QUALIFIED (JOURNEYMAN):

Shall be in possession of a Red Seal certification, or a certificate of trade qualifications as issued by a Provincial authority or by the JATF Director of Training, or have demonstrated knowledge of or have experience pertaining to the following:

Install doors; frames; windows; curtain wall; sheet and extrusions; (cladding and infill types) soffit and fascia. Install all types of glass including structural and mirrors. Be capable of measuring for same; reading blueprints and shop drawings involving our section and able to co-ordinate metal on all types of jobs. Be responsible for job workmanship, accuracy, speed on an individual or group efforts. Be capable of measuring and setting plates, accomplishing other lesser classification jobs of outside crews and assisting on inside jobs as required. Be capable of caulking. Be capable of preparing and submitting reports as directed by the Lead Hand or Foreman.

**2. GLASS AND METAL SETTER (7001-8000 HRS):
90% OF JOURNEYMAN RATE:**

Shall have demonstrated knowledge of or have experience pertaining to the following:

Install all types of glass in wood or metal sash using vinyl or other stops. Install double glazing and be capable of measuring and setting same to manufacturer's specifications. Do all types of glazing of wood, metal sash, curtain wall and capable of performing all lesser grades. Responsible for the safe storage of materials on jobs and proper job procedures.

Amendment #1 – May 1, 2019

3. **GLASS & METAL SETTER HELPER LEVEL #4 (6001-7000 HRS):**
85% OF JOURNEYMAN RATE:

Assist Mechanic or Setter in whatever capacity is required. A Setter Helper will advance to Glass and Metal Setter only on the recommendation of the Employer or the JATF Director of Training. Once a worker is advanced, the classification is permanent unless amended in accordance with the procedure herein stated.

4. **GLASS & METAL SETTER HELPER LEVEL #3A (5001-6000 HRS):**
80% OF JOURNEYMAN RATE
5. **GLASS & METAL SETTER HELPER LEVEL #3 (4001-5000 HRS):**
75% OF JOURNEYMAN RATE
6. **GLASS & METAL SETTER HELPER LEVEL #2A (3001-4000 HRS):**
70% OF JOURNEYMAN RATE
7. **GLASS & METAL SETTER HELPER LEVEL #2 (2001-3000 HRS):**
60% OF JOURNEYMAN RATE
8. **GLASS & METAL SETTER HELPER LEVEL #1 (0-2000 HRS):**
50% OF JOURNEYMAN RATE:
Pension contributions do not apply.

GLASS AND METAL SETTER (SMALL JOBS)											
		Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	CLRA IIF	Total Package
Effective Date: August 14, 2018											
Setter	90%	<u>\$26.69</u>	<u>\$2.14</u>	\$4.50	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$37.18</u>
Helper 4	85%	<u>\$25.01</u>	<u>\$2.00</u>	\$4.25	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$35.11</u>
Helper 3A	80%	<u>\$23.33</u>	<u>\$1.87</u>	\$4.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$33.05</u>
Helper 3	75%	<u>\$21.65</u>	<u>\$1.73</u>	\$3.75	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$30.98</u>
Helper 2A	70%	<u>\$19.97</u>	<u>\$1.60</u>	\$3.50	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$28.92</u>
Helper 2	60%	<u>\$16.61</u>	<u>\$1.33</u>	\$3.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$24.79</u>
Helper 1	50%	<u>\$15.56</u>	<u>\$1.25</u>	\$0.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$20.66</u>
Effective Date: May 1, 2019											
Setter	90%	<u>\$26.97</u>	<u>\$2.16</u>	\$4.50	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$37.58</u>
Helper 4	85%	<u>\$25.28</u>	<u>\$2.02</u>	\$4.25	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$35.50</u>
Helper 3A	80%	<u>\$23.57</u>	<u>\$1.89</u>	\$4.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$33.41</u>
Helper 3	75%	<u>\$21.87</u>	<u>\$1.75</u>	\$3.75	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$31.32</u>
Helper 2A	70%	<u>\$20.17</u>	<u>\$1.61</u>	\$3.50	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$29.23</u>
Helper 2	60%	<u>\$16.77</u>	<u>\$1.34</u>	\$3.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$25.06</u>
Helper 1	50%	<u>\$15.68</u>	<u>\$1.25</u>	\$0.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$20.88</u>
Effective Date: May 1, 2020											
Setter	90%	<u>\$27.21</u>	<u>\$2.18</u>	\$4.50	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$37.94</u>
Helper 4	85%	<u>\$25.50</u>	<u>\$2.04</u>	\$4.25	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$35.84</u>
Helper 3A	80%	<u>\$23.78</u>	<u>\$1.90</u>	\$4.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$33.73</u>
Helper 3	75%	<u>\$22.06</u>	<u>\$1.76</u>	\$3.75	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$31.62</u>
Helper 2A	70%	<u>\$20.33</u>	<u>\$1.63</u>	\$3.50	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$29.51</u>
Helper 2	60%	<u>\$16.90</u>	<u>\$1.35</u>	\$3.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$25.30</u>
Helper 1	50%	<u>\$15.77</u>	<u>\$1.26</u>	\$0.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$21.08</u>

Amendment #1 – May 1, 2019

A. WORK TOOLS:

All necessary tools other than those listed below required by the employee for the execution of the employer's work shall be supplied by the employer. The employee is expected to take due care in the proper use and storage of such tools which will be re-supplied to the employees at the employer's expense only upon reasonable demand and in accordance with Clauses 2 and 3 following.

When destruction or loss of tools is due to evident misuse or inexcusable carelessness on the part of the employee, or when the employee seems habitually to call for replacement of tools in less than a reasonable time for tools wear and tear, the tool shall be replaced at the expense of the employee; however, a reasonable allowance will be allowed for a used tool when he replaces a used tool with a new tool equally suitable for the work.

In any case, where an employer objects to renewing or replacing tools because of loss or misuse or too frequent requests of employees for replacement, he shall discuss the objections with the Shop Steward with the view of reaching a mutually satisfactory decision.

MINIMUM TOOL LIST**3rd Level Helper (50% - 60%)**

- Fastener apron
- 16 oz. Hammer
- 25 ft. tape measure
- 1" Olfa knife (blades supplied by contractor)
- Razor blade scraper

2nd Level Helper (70% - 75%)

- Add: Dead blow hammer
- Glass bar
- Wonder bar
- Locking pliers
- Heavy duty scissors

1st Level Helper (80% - 85%)

- Add: Framing square
- Combination square

B. LEAVE OF ABSENCE:

Union Business... The employer will grant leave of absence without pay to not more than three (3) employees to attend Union conventions and conferences, provided that in the opinion of the employer this shall not interfere with the efficient operations of the employer.

C. PREMIUM:

Foreman in charge of five (5) or more men will be in possession of a certificate of Supervisory Competency as recognized by the Glazier Training and Qualification Committee as a condition of appointment and shall receive a premium of \$2.00 per hour.

Lead Hands in charge of three (3) or more men shall receive a premium of seventy-five cents (\$0.75) per hour. There shall be one (1) Lead Hand on job sites when three (3) or more men are working simultaneously on the job site.

All jobs shall be under the direction of an employee in possession of a recognized Supervisory Competency Card.

D. EMPLOYEE RECLASSIFICATION:

If an Employer believes that a worker is not properly classified, the Employer and Union will meet to discuss amendment of the classification.

Probationary Worker:

Employers may, at the discretion of the union, hire probationary workers.

- A) The category of probationary worker shall apply to new entrants of the trade and also to person recruited from the non-union sector and whose skill level is yet to be determined.
- B) In order to be competitive the parties agree that a probationary worker under this agreement shall not be paid either the health & welfare payments or pension fund payments normally established for work under this collective agreement. In addition, no contributions as mandated to a variety of Industry Improvement Funds or Training Funds or Union Funds under this agreement shall be paid on behalf of hours worked for probationary workers.
- C) The minimum rate for a probationary worker shall be two dollars (\$2.00) per hour above the minimum wage set by the province of Nova Scotia. In addition, the probationary employee shall be entitled to a four percent (4%) vacation allowance. Alternatively, if a higher hourly rate can be agreed between the employer and the employee, then that rate shall apply.
- D) A probationary employee must be assessed by an employer no later than between two and four weeks after the date of initial hiring. Such employee must then make application for Union membership or be dismissed from employment immediately following the assessment.

Glazier Training and Qualification Committee:

There shall be a Glazier Training and Qualification Committee. It will be comprised of four members. The purpose of the Committee will be to provide advice to the JATF Director of Training on the training, qualifications and classification of workers. Two members of the Committee will be appointed by the Union and two members will be appointed from the employers in the Glazier trade classification group. The Committee will meet as necessary.

Voluntary Termination of Employment:

If a Union member terminates their employment to accept employment with another Employer at a higher rate of pay, that member shall be ineligible for dispatch for a period of thirty (30) days from the date of the termination of their employment.

This Article shall not apply in cases where a Union member has a legitimate explanation for terminating their employment. The Employers involved and the Union shall meet to discuss the circumstances. The Union shall determine whether a member has a legitimate reason for changing employment and whether a period of ineligibility should be imposed.

CRAFT SCHEDULE "C" – DRYWALL

It is agreed that this scope of work clause is not to be used to determine jurisdiction.

SCOPE OF WORK CLAUSE – DRYWALL FINISHER

Employers shall recognize the Union's exclusive work jurisdiction over all preparatory work of spotting, pointing, taping, filling, finishing and sanding of joints, angles, internal and external corners and all field surfaces. Included in the scope of work shall be all work associated with the application and installation of exterior insulation finish systems (EIFS) irrespective of brand name. The scope does not include the cutting of the insulation board.

WAGE RATES:

DRYWALL MAJOR INDUSTRIAL PROJECTS:

DRYWALL - JOURNEYMAN											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	MRF	CLRA IIF	Total Package
<u>August 14, 2018</u>	<u>\$35.07</u>	<u>\$2.81</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$46.98</u>
<u>May 1, 2019</u>	<u>\$35.21</u>	<u>\$2.82</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$47.23</u>
<u>May 1, 2020</u>	<u>\$35.35</u>	<u>\$2.83</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.25	\$0.18	<u>\$47.48</u>

DRYWALL (ALL OTHER WORK):

DRYWALL - JOURNEYMAN											
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Training	Org. Fund	UAF	Political Fund	CLRA IIF	Total Package	
<u>August 14, 2018</u>	<u>\$29.38</u>	<u>\$2.35</u>	\$5.00	\$2.55	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$40.58</u>	
<u>May 1, 2019</u>	<u>\$29.52</u>	<u>\$2.36</u>	\$5.00	<u>\$2.65</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$40.83</u>	
<u>May 1, 2020</u>	<u>\$29.66</u>	<u>\$2.37</u>	\$5.00	<u>\$2.75</u>	\$0.50	\$0.40	\$0.17	\$0.05	\$0.18	<u>\$41.08</u>	

Amendment #1 – May 1, 2019

PREMIUMS - DRYWALL:

It is agreed that a working foreman will be employed when there are five (5) men or more working on a job.

Probationary Worker:

Employers may, at the discretion of the union, hire probationary workers.

- A) The category of probationary worker shall apply to new entrants of the trade and also to person recruited from the non-union sector and whose skill level is yet to be determined.
- B) In order to be competitive the parties agree that a probationary worker under this agreement shall not be paid either the health & welfare payments or pension fund payments normally established for work under this collective agreement. In addition, no contributions as mandated to a variety of Industry Improvement Funds or Training Funds or Union Funds under this agreement shall be paid on behalf of hours worked for probationary workers.
- C) The minimum rate for a probationary worker shall be two dollars (\$2.00) per hour above the minimum wage set by the province of Nova Scotia. In addition, the probationary employee shall be entitled to a four percent (4%) vacation allowance. Alternatively, if a higher hourly rate can be agreed between the employer and the employee, then that rate shall apply.
- D) A probationary employee must be assessed by an employer no later than between two and four weeks after the date of initial hiring. Such employee must then make application for Union membership or be dismissed from employment immediately following the assessment.

Drywall Training and Qualification Committee:

There shall be a Drywall Training and Qualification Committee. It will be comprised of four members. The purpose of the Committee will be to provide advice to the JATF Director of Training on the training, qualifications and classification of workers. Two members of the Committee will be appointed by the Union and two members will be appointed from the employers in the Drywall trade classification group. The Committee will meet as necessary.

CRAFT SCHEDULE “T” – PAINTER, GLAZIER AND DRYWALL LOCAL 1439 JOB TARGETING RULES & PROCEDURES

The application and interpretation of these Job Targeting Rules and Procedures shall be at the sole discretion of the Joint Conference Committee (J.C.C.). The Painter, Glazier and Drywall Local 1439 is the “Union” under these rules and procedures.

1. No contractor or sub-contractor shall be entitled to targeted rates and conditions unless the contractor or sub-contractor makes direct application in writing under these job targeting rules and procedures a minimum of forty-eight (48) hours prior to the tender closing to the Nova Scotia Construction Labour Relations Association (CLRA) on the attached application form and such request shall be forwarded to the Union. The Union may, however, in its sole discretion waive the above time limit of forty-eight (48) hours.
2. The Union shall advise the CLRA by facsimile (Fax #468-3705) in writing on the approved response form advising whether it grants or does not grant the targeting application. The CLRA shall then advise all applicant contractors when a target request has been granted setting out the terms and conditions applicable to the specific job or project.
3. Upon the request of the Union the contractors who are bidding jobs under this program shall supply the bid price of their bid and other information on the targeted jobs to the Union after the job has been awarded.
4. The applicant contractor shall provide a record of projected employee work hours worked on all targeted jobs to the Union as a means of gathering data regarding the success or failure of this program in maintaining and increasing the unionized sector’s share of work.

**PAINTER, GLAZIER AND DRYWALL 1439
JOB TARGETING APPLICATION FORM**

DATE: _____

TO: Painter, Glazier and Drywall Local 1439 PHONE: 902-450-5068 FAX: 902-450-1065
NS Construction Labour Relations Association PHONE: 902-468-2283 FAX: 902-468-3705

FROM: _____

PHONE: _____ FAX: _____

Please accept this as a request to bid the Project outlined herein, under the terms of the Enabling Committee provisions (Article 33) of the Painter, Drywall Taper, Resilient Flooring & Glaziers Mainland Nova Scotia Local 1439 Agreement currently in force.

PROJECT: _____

OWNER: _____

LOCATION: _____

VALUE: _____ BID TO: _____

TENDER CLOSING DATE: _____ PAINTER, GLAZIER,
DRYWALL MAN HOURS: _____

START DATE: _____ COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION

In order to be competitive, I, as the Contractor bidding, request the following subsidies and conditions:

- Hourly Wage Rate _____ plus the following benefits
Overtime conditions _____
- Board & Travel _____
- Other Relief _____

I understand and agree that ALL OTHER TERMS AND CONDITIONS INCLUDING A PAYMENT OF VACATION, PENSION, HEALTH & WELFARE, TRAINING, INDUSTRY IMPROVEMENT FUND, ORG. FUND, UAF, POLITICAL FUND AND MRF AS WELL AS OTHER TERMS AND CONDITIONS SHALL BE PAID AS PER THE CURRENT COLLECTIVE AGREEMENT, UNLESS OTHERWISE STIPULATED.

COMPANY

CONTRACTOR REPRESENTATIVE

**CRAFT SCHEDULE “T” – PAINTER, GLAZIER AND DRYWALL 1439 –
JOB TARGETING RESPONSE FORM**

(UNION LETTERHEAD)

**FAX FORM – RESPONSE TO JOB TARGETING APPLICATION
CRAFT SCHEDULE “T” PAINTER, GLAZIER AND DRYWALL 1439**

Date Application Received: _____ Date of Reply: _____

To: Nova Scotia Construction Labour Relations Association Fax: 468-3705

From: Painter, Glazier and Drywall Local 1439

Project Type & Location: _____

Job Targeting & Enabling Rates & Conditions:

Hourly Rate	V & H (8%)	Pension	H & W	Training	IIF	Org. Fund	UAF	Political Fund	MRF	Total Pkg

Hours of Work & Other Provisions:

Unless specifically indicated below, all other terms and conditions will be as per the current Painter, Glazier and Drywall 1439 Collective Agreement. The above noted target rate is granted under Article 33 for all applicant contractors.

Painter, Glazier and Drywall 1439 Representative

Date: _____ Job Target Not Granted: _____

CRAFT APPENDIX "A" – RESILIENT FLOORING

The Union has agreed to enter into discussions with the NSCLRA and Contractors to gather information and to make recommendations to more effectively pursue small Commercial and Residential work.

Resilient Flooring:

It is agreed that the employer and Union may agree on different rates, provisions and hours than those contained herein so as to increase the competitive position of unionized employers.

CRAFT APPENDIX “B” – RESIDENTIAL DRYWALL AGREEMENT

BETWEEN: International Union of Painters & Allied Trades, Local Union 1439
(“Union”)

- and -

Nova Scotia Construction Labour Relations Association Limited
(“Contractor”)

WHEREAS the Parties hereto are parties to a collective agreement that establishes terms and conditions of employment in the construction industry on the mainland of Nova Scotia;

AND WHEREAS the Parties wish to obtain work in the residential sector of the construction industry and compete with the use of non-union contractors in the residential sector market of the construction industry;

NOW THEREFORE the Parties agree as follows:

1. Any contractor who is a Party to the Painter, Drywall Taper, Resilient Flooring & Glaziers Mainland Agreement may perform work in the residential sector of the construction industry in accordance with the terms and conditions stated herein.
2. The scope of work covered by this agreement shall be all work in the contractors’ scope of work with the exception of EIF’s work commonly known as Sto and Dryvit which shall be done as prescribed in the current Collective Agreement.
3. This agreement shall apply to residential work within the geographical jurisdiction of the Parties as prescribed in the current Collective Agreement.
4. Piece-work rates of pay shall be established between the workers and the employer. Any hourly workers employed on the project shall be Union members and paid as per the current Collective Agreement.
5. The workers performing work under the terms and conditions of this agreement shall not be members of the union. Should union members be utilized on such targeted projects they shall be employed as per the current Collective Agreement for commercial construction.

- 6. Any violation of this agreement shall be understood and agreed to be the loss of privileges for any and all future targeted projects at the discretion of the Union. Perceived violations of this agreement shall be subject to Section 107 of the Trade Union Act.
- 7. On projects where this Agreement is applied the contractor shall pay to the Union a fee of \$50.00 per unit. A unit is one apartment unit or one condominium unit.
- 8. This agreement shall be subject to, in the current Painter, Drywall Taper, Resilient Flooring & Glaziers Mainland Collective Agreement, the enabling clause, Article 33.
- 9. This Agreement shall expire on April 30, 2021, and may or may not form part of future Collective Agreements at the sole discretion of the Union.

Signed on behalf of the Parties to this Agreement on this 23rd day of October, 2018 at Halifax, Nova Scotia by:

SIGNATORIES FOR AND ON BEHALF OF:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL UNION OF
PAINTERS AND ALLIED TRADES,
LOCAL UNION 1439**

ROBERT SHEPHERD

KRISTA COLES

CHRIS CHISHOLM

ANGELA GALLANT
WITNESS

TRADE CLASSIFICATIONS

DRYWALL TRADE CLASSIFICATION

- Guildfords (2005) Inc.
- Joneljim Concrete Construction Limited
- Tartan Interiors Limited

PAINTER TRADE CLASSIFICATION

- Aluma Systems Inc.
- Joneljim Concrete Construction Limited
- MacKinnon and Olding Ltd.
- Markland Associates Limited
- O.K. Coatings Limited

RESILIENT FLOORING TRADE CLASSIFICATION

- Nova Tile & Marble Limited
- Ralph Connor Company Limited

GLAZIER-PAINTER TRADE CLASSIFICATION

- Flynn Canada
- Markland Associates Limited
- Royal Doors Ltd.
- Stott Aluminum Corporation Limited