

ELECTRICAL AGREEMENT MAINLAND NOVA SCOTIA

BETWEEN:

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

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

OF THE FIRST PART

- AND -

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

OF THE SECOND PART

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

THIS AGREEMENT dated at Dartmouth this 9th day of December, 2015.

EFFECTIVE DATE: October 16, 2015

EXPIRATION DATE: April 30, 2018

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ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to promote good working relations between the members of the CLRA and the Union, to the end that the construction industry in the area covered by this Agreement shall proceed with maximum efficiency in all its undertakings.
- 1.02 Throughout this agreement any reference to the masculine shall be intended to be in the feminine as well.

ARTICLE 2 - GEOGRAPHIC AREA

- 2.01 Both Parties agree that continuity of employment under the conditions peculiar to the construction industry requires control of Agreements on the area of district basis rather than on a job or project basis. They agree that this Agreement is limited to the following geographic areas:
- Unit #1: Colchester County
Halifax County
Hants County
Kings County
Annapolis County
Lunenburg County
Yarmouth County
Digby County
Shelburne County
Queens County
- Unit #2: Cumberland County
Pictou County
Antigonish County
Guysborough County
Province of PEI
- 2.02 It is understood that the above geographic area structure is informational and not negotiable.

ARTICLE 3 - RECOGNITION

- 3.01 The CLRA and all employers bound by this Agreement hereby recognize Local 625, I.B.E.W., as the exclusive bargaining agent with respect to this trade for the area covered by this Agreement.
- 3.02 The Union recognizes the Nova Scotia Construction Labour Relations Association as exclusive bargaining representative for its members designated herein and all other electrical contractors covered by Accreditation Order No. L.R.B. 392C, dated January 29, 1976.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.01 The Union agrees and acknowledges that the employer has the exclusive right to manage the business and to exercise such right without restriction, save and except as limited by the signing of this Collective Agreement.
- 4.02 To hire in accordance with Article 10, direct, promote, demote, lay off, discipline and discharge employees for just and sufficient cause.
- 4.03 To determine the materials, sub-trades and supplies to be used, design of the products to be handled, facilities and equipment required, scheduling of work and location of equipment.
- 4.04 To determine the reasonable rules and regulations to be observed by employees on the job. Where available, such rules and regulations shall be posted and provided to employees upon commencement of employment.
- 4.05 The employer(s) will have the right to any assistance of any representative selected at any meeting or negotiation with the Union.
- 4.06 The employers and each of them recognize that the Union has recourse through the grievance procedure if it feels that any of the employers have exercised any of the foregoing rights contrary to the terms of this Agreement.

ARTICLE 5A - UNION RIGHTS

- 5A.01 The employers and each of them agree that there will be no discrimination, interference, intimidation, restriction or coercion on the part of the employer or by any of their representatives or agent against the employees because of the employee's membership, services, activity, union business or by virtue of his holding office in the Union. Any Employee who is called away from their job for Union business, the Union must provide 48 hours notice to the employer and upon notice the employee shall be granted such time required. The Job Steward may leave at any time provided they advise their employer before leaving.
- 5A.02 The Union will have the right to, at any time, have the assistance of any representative as selected by the Union when meeting or negotiating with the employers.
- 5A.03 During the life of this Agreement, the Union agrees not to negotiate any other terms or conditions of employment different from this Agreement for construction as covered by this Agreement with any employer within the area of this Agreement.
- 5A.04 The Union agrees that it will supply men only to recognized electrical contractors and it will not supply men to owners directly.

ARTICLE 5B - RIGHTS OF THE BUSINESS MANAGER

- 5B.01 The Union Representative will be allowed access to any jobsite where members of the Local are employed, providing notification to the employer or the employer's representative (Superintendent, General Foreman, Foreman, Sub-Foreman, Journeyman, etc.) on the jobsite is given. The Union will be advised who the employer's representative is upon request. The employer is not to be held responsible if access is refused by the owner and/or prime contractor. The Business Manager shall not interfere in any way with the work being carried on at the jobsite. The Business Manager, when on-site, shall abide by all safety regulations in effect for that site.
- 5B.02 Such rights will also apply to a duly authorized representative of the Business Manager where the CLRA has previously been notified in writing of the name of such duly authorized individual.

ARTICLE 5C - JOB STEWARDS

- 5C.01 The Union Business Manager may appoint a Job Steward, who shall be a site JOSH Committee Representative among the journeymen of the employer on a job or on a construction project. He shall then notify the employer in writing of the name(s) of the Job Steward(s) appointed. The employer shall recognize a temporary Job Steward if notified by the Business Manager or the regular Job Steward to act during the absence of the regular Job Steward. In the absence of a JOSH Committee, the Steward shall be the safety representative for the Union members.
- 5C.02 The duty of the Job Steward shall be to assist in adjusting differences or misunderstandings between employees and the employer arising out of the interpretation, application or administration of this Agreement in accordance with the provisions of Article 13 - Grievance Procedure, contained herein.
- 5C.03 It is understood and agreed that Stewards are employed to perform full time productive work for the employer except when performing their specific duties as set out herein.
- 5C.04 A Job Steward shall be allowed to carry out such duties without discrimination so long as he reports to his foreman before absenting himself from his regular work duties all with the understanding that the time will be devoted to the prompt handling of legitimate grievances and will not be abused. No Job Steward shall suffer discrimination or punitive measures for representing the employees and the Job Steward shall be asked to work all overtime when there are four (4) or more journeymen on the jobsite.
- 5C.05 Where, due to the number of employees working on a jobsite, it becomes impossible for one (1) Steward to adequately fulfill his legitimate duties, the Union may appoint an additional Steward under the same conditions as set out herein. The night shift Steward, if one is appointed, shall no longer have Steward duties if the night shift is abandoned. However, he shall be employed until there are less than seven (7) employees on site.
- 5C.06 When there are less than six (6) employees on a jobsite the employment of a Job Steward may be terminated or he may be transferred. The Business Manager will be notified when the Steward is laid off or transferred.
- 5C.07 If a mutual agreement can be reached on the appointment of a Job Steward by the Union and the employer, only then shall the following Articles 5C.08 and 5C.09 apply.
- 5C.08 When there are five (5) or more employees on any jobsite or construction project the Union and the employer may mutually agree upon one (1) of these employees being designated to act as the Job Steward.

- 5C.09 The Job Steward, agreed to under Article 5C.07, shall be the second last employee on a jobsite or construction project to be laid off or transferred, not including office personnel. The Job Steward shall be asked to work overtime when there are more than two (2) employees working.
- 5C.10 Where the Code of Excellence is mandated by a client or project authority, or mutually agreed upon by the Union and Contractor, the Steward shall be the second to last man on the job.
- 5C.11 In situations where the Foreman deems it necessary for an injured employee to be accompanied off-site to seek medical attention, the job steward (if one has been appointed) shall be permitted to accompany the injured employee and shall be paid as per Article 7.06. When an employee must leave the site for medical attention, the employee shall proceed directly to the appropriate facility for such attention.

ARTICLE 6 - STRIKES AND LOCKOUTS

- 6.01 During the term of this Agreement there shall not be any strikes or lockouts or other interference with regular work on any job under this Agreement.
- 6.02 The members of the Union will not be called to attend a Union meeting which will prevent them from working between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. All grievances and disputes will be processed in strict accordance with the provisions of this Agreement.

ARTICLE 7 - SHELTER, TOOLS AND EQUIPMENT, SAFETY

- 7.01 Employers shall provide adequate quarters (heated when necessary) for employees to change clothes and eat lunch. Such quarters shall be kept free of tools and materials and shall be provided with clean drinking water and paper cups. A secure lock-up area shall be provided for the storage of employees' personal tools. A maximum of three hundred dollars (\$300.00) shall be paid to the employee for loss of tools if burned while under the protection of the employers lock and key where the employee has no personal insurance coverage on these tools.
- 7.02 Where it is not the responsibility of the prime contractor, and provision for water flush toilets is not readily available, flush chemical toilets will be made available by the employer after nine (9) I.B.E.W. men are working on the job for more than two (2) weeks. These quarters will be kept clean by I.B.E.W. men on the jobsite daily, if for their own use and shall be provided with adequate supplies of toilet paper and disinfectant. Hand cleaner and paper towels will be supplied at the request of the job foreman in adequate quantities.
- 7.03 The Nova Scotia Occupational Health and Safety Act shall apply at all times. On Industrial job sites, the employer must make arrangements for ambulance service.
- 7.04 The employer shall make reasonable provisions for the safety and health of the employees during the hours of their employment. Protective devices such as hard hats and liners, leather work gloves, rubber gloves, welding masks, goggles or glasses, welding gloves and welding jackets where applicable, and all other safety equipment deemed necessary to properly protect employees from injuries shall be provided by the employer. Hardhats and liners provided by the employer shall be new and not used.
- 7.05 Waterproof clothing shall be supplied by the employer. All tools, equipment and waterproof clothing supplied by the employer shall be issued to an individual employee who shall sign for them and be financially responsible therefore until these items are returned to the tool room and a signed card returned to the employee. Welding gloves are to be supplied at the request of a foreman when employees are required to weld. All equipment issued by the employer to the employees shall be returned when required by the employer or upon termination. This equipment shall be the employee's responsibility and the cost of any equipment not returned by the employee to the employer shall be deducted from the employee's wages.

- 7.06 The Union agrees to support the safety program. When a workman is injured on the jobsite and leaves for medical attention, he shall be paid for the time required to receive such attention, and if unable to return to the job because of the injury shall be paid for that full day provided he supplies a medical certificate covering the period of absence. The employee shall receive any and all expenses normally paid for that day. Any employee not adhering to the rules of safety as requested or set by the employer or as required by the relevant legislation, shall not be entitled to the benefits outlined above.
- 7.06(a) In situations where the Foreman deems it necessary for an injured employee to be accompanied off-site to seek medical attention, the job steward (if one has been appointed) shall be permitted to accompany the injured employee and shall be paid as per Article 7.06. When an employee must leave the site for medical attention, the employee shall proceed directly to the appropriate facility for such attention.
- 7.07 No employee shall work or be permitted to work on any energized electrical circuit or equipment, high voltage low amperage equipment excepted, which is at a potential of more than 350 volts to ground, unless he is accompanied by another workman who is qualified through experience with such work.
- 7.08 Tools, material and equipment can be unloaded within forty-eight (48) hours after commencement of a strike and necessary arrangements made for the protection thereof.

7.09 **Tool List** - The following list of tools is the amount to be supplied by employees as a condition of employment:

7.10 **First Year Apprentice:**

- Approved Safety Footwear
- Pliers - Side Cutting
- Blade Screwdriver - Small & Large
- Phillips Drivers
- Jackknife
- Measuring Tape
- Claw Hammer
- Adjustable Crescent Wrench
- 600 Volt Tester
- Pliers – Diagonal
- Pliers - Needle Nose
- Robertson Drivers - #6, #8, #10
- Tripletap
- Hacksaw
- Torpedo Type Level
- Tool Box
- Canadian Electrical Code Part 1 (Current Edition)

7.11 **Second Year Apprentice:**

(as above, plus)

- Flashlight
- Channel Locks
- Keyhole Saw

7.12 **Third Year Apprentice:**

Same as First and Second Year.

7.13 **Fourth Year Apprentice & Journeyman:**

(as above, plus)

- Pipe Wrench - 10", 12" and 14"
- Twist Drills to 3/8"
- Allen Wrenches
- Ohmmeter/Voltmeter (may be combined unit and working conditions to apply)
- Double Ended Wrenches to fit Greenlee Punches
- Set Open-Ended Wrenches
- 1-18" Level
- 1 Cold Chisel – 1/2"
- Tap Wrenches – 6/32 and 8/32

ARTICLE 8A - WEEKLY PAY

8A.01 Employers may pay their employees by cheque or direct deposit. A clear statement of hours worked, earnings, deductions and contributions shall be provided no later than Thursday afternoon to all employees, including night shifts. This statement may be distributed by hard copy or electronically as mutually agreed by the employer and employees.

8A.02 Should the employee receive his cheque on Friday through the negligence of the employer, he shall be allowed one-half (1/2) hour off with pay to cash cheque at the end of his shift.

8A.03 When Friday is a holiday, employees will receive their pay cheque on the previous Wednesday. This does not apply to direct deposit provided Article 8A.01 has been adhered to.

8A.04 If there is an error in the net amount of an employee's cheque, it will be corrected promptly and a new and separate cheque to cover the error shall be issued within seven (7) days. This also applies to direct deposit.

ARTICLE 8B - WAGE RATES

- 8B.01 The hourly wage rate and vacation & holiday allowance for foremen is set forth in Article 8J of this Agreement.
- 8B.02 The total wage package for journeymen, including all benefits, pension and welfare payments, is set forth in Article 8K of this Agreement for all work.
- 8B.03 The total wage package for apprentices, including all benefits, pension and welfare payments, is set forth in Article 8L of this Agreement for all work.
- 8B.04 The wage rate for work on Wind Turbines shall be based on the “Industrial Under 50 Million” for the Unit (area) where the work is located.

ARTICLE 8C - EMPLOYER CONTRIBUTIONS

- 8C.01 Employers working under this Agreement shall remit monthly to the Administrator of Records before the fifteenth (15th) day of the month following the amounts set out in Article 8D.
- 8C.02 Such remittance under Article 8C.01 shall be made on the forms provided and shall be sent to:

Benefit Plan Administrators (Atlantic) Ltd.

38 Solutions Drive

Suite 100, Ravine Centre Two

Halifax, NS B3S 0H1

Phone: (902) 455-7277

Toll Free: 1 (888) 426-4433

Fax: (902) 454-4758

- 8C.03 The collection and submissions of all contributions as specified in Articles 8D and 8E are a firm commitment and obligation on the employer under this Agreement. Failure to comply constitutes a breach of the Agreement.

ARTICLE 8D - CONTRIBUTIONS – WELFARE, PENSION AND UNION & TRAINING FUNDS

The Parties hereto agree on a Welfare Fund and Pension Fund as follows:

8D.01 The Trust Document under which the funds are controlled shall provide for equal trustees in number and power appointed by each of the Parties hereto.

8D.02 The employer shall make contributions for each hour paid to each employee covered by this Collective Agreement at the following rates for the Health & Welfare Fund, Pension Fund, and Union and Training Funds.

EMPLOYER CONTRIBUTIONS – HEALTH & WELFARE FUND, PENSION FUND, UNION, TRAINING AND APPRENTICESHIP FUNDS**

	<u>October 16, 2015</u>	<u>May 1, 2016</u>	<u>May 1, 2017</u>
Health & Welfare Fund	\$2.15	\$2.15	\$2.15
Pension Fund	<u>\$7.28</u>	<u>\$7.51</u>	<u>\$7.74</u>
Union & Training Funds *	\$3.57	\$3.57	\$3.57
Total Remittance	<u>\$13.00</u>	<u>\$13.23</u>	<u>\$13.46</u>

* For the 0-2000 hrs Apprentice, the Union & Training Funds amount is to be reduced by \$2.40. Please refer to wage tables in Article 8L.

** For Residential and Identified Structures & Maintenance and for non-electrical Communication Cabling workers, please refer to wage tables in Article 8K.

8D.03 The Benefit Plan shall be professionally administered.

8D.04 Amounts shall be paid by the fifteenth (15th) day of the following month.

8D.05 The employer in question shall be liable for any and all legal expenses incurred in collecting amounts.

8D.06 Should the Union desire to increase or decrease the amount for the Health and Welfare or Pension Funds or Union and Training Funds under the conditions contained in this Article then the employer's contribution will be amended upon thirty (30) days notice from the Union to the CLRA. The total wage package for any employee except supervision shall not be higher for any wage period of this Collective Agreement.

- 8D.07 Employers bound by this Collective Agreement shall be bound by the provisions of the Health & Welfare and Pension & Training Trust Fund Agreements referred to above and the Rules and Regulations thereunder, as well as any amendments to the Trust Agreements and the Rules and Regulations, whether or not such employers have signed Participation Agreements with the Trustees of the Trust Funds.
- 8D.08(A) The Parties to this Collective Agreement agree that the Trustees of the Health & Welfare and Pension & Training Trust Fund appointed in accordance with the Trust Agreements shall have the authority to enforce the payment of contributions to the Trust Funds as provided for in this Collective Agreement and the Trustees may take measures or remedies available to either or both of the Parties hereto to enforce the payment of such contributions and collect overdue contributions. The employer in question shall be liable for any and all legal expenses incurred in collecting amounts.
- 8D.08(B) If within forty-eight (48) hours of receipt of notification, exclusive of Saturday, Sunday and Holidays, the Employer has failed to pay delinquent contributions or the Employer 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 fifteen (15%) percent on all monthly 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 and pay contributions/deductions as provided.
- 8D.08(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 twenty-four (24) hours' notice to the Employer, withdraw its members from the Employer without contravening the terms of this Agreement.
- 8D.09 The Union, for itself and on behalf of the employees in the bargaining unit covered by this Collective Agreement, assigns the contributions and the right to receive the same to the Trustees.
- 8D.10 All contributions will be paid at the overtime rates as indicated in Article 9B.05 (a) & (b) of this Agreement.
- 8D.11 The Parties hereto agree to a mutually trusteeed Electrical Training Program entitled Electrical Training Program for the benefit of the electrical trade in Nova Scotia. The Electrical Training Program shall be controlled by a committee of trustees who shall be three (3) from the Union and three (3) from the Electrical Trade Division of the CLRA.

**ARTICLE 8E - CONTRIBUTIONS - INDUSTRY IMPROVEMENT AND
ELECTRICAL CONTRACTORS SECTION FUNDS**

8E.01 All employers must contribute and remit the remittances under this Article 8E to the IBEW Local 625 IIF & Electrical Contractors Section Funds for each hour worked that month by an employee covered by this Agreement, along with a completed remittance form provided by the Administrator.

8E.02 A contribution of twenty-one cents (\$0.21) shall be made payable to the IBEW Local 625 IIF & Electrical Contractors Section Funds and remitted by the fifteenth (15th) day of the following month to:

Administrator

Nova Scotia Construction Labour Relations Association
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

8E.03 The employers shall have the right to increase/decrease the level of employer contribution to IIF and/or Section Funds upon 30 days notice to the Union.

8E.04 The purpose of the Electrical Contractors Section Fund is to reimburse member contractors a percentage of costs incurred for electrical industry education and training programs and for electrical industry membership promotion. For details, please view the corresponding link at www.nsclra.ca/links.asp or call CLRA at 902-468-2283.

ARTICLE 8F - MAINLAND BUILDING TRADES COUNCIL FUND

8F.01 Should the Union elect to contribute an hourly amount to the Mainland Building Trades Council Fund, the Hourly wage rates for employees working under this Agreement shall be adjusted and employers shall remit this contribution in the same manner as Articles 8C & 8D. Should the Union elect to cease contributing to this fund, then this Agreement shall be amended to reflect that decision upon thirty (30) days written notice from the Union to the CLRA and the contributions per hour shall go back into the wage package.

ARTICLE 8G - VACATION PAY AND HOLIDAY PAY PROVISIONS

8G.01 Vacation Pay and Holiday Pay shall be paid weekly as per the applicable Geographic Area Appendices attached hereto and forming a part hereof.

ARTICLE 8H – VACATION & HOLIDAY PAY – UNIT #1

UNIT #1 AS SET OUT IN ARTICLE 2 OF THIS AGREEMENT.

8H.01 VACATION PAY:

- Vacation Pay shall be seven percent (7%).

8H.02 HOLIDAY PAY:

- Holiday Pay shall be two percent (2%).

ARTICLE 8I – VACATION & HOLIDAY PAY – UNIT #2

UNIT #2 AS SET OUT IN ARTICLE 2 OF THIS AGREEMENT

8I.01 VACATION PAY:

- Commercial: Vacation Pay shall be six percent (6%)
- Industrial: Vacation Pay shall be eight percent (8%)

8I.02 HOLIDAY PAY:

- Holiday Pay in lieu of paid holidays shall be two percent (2%)

ARTICLE 8J – SUPERVISION

8J.01 Working foremen will be appointed by the employer at their discretion.

8J.02 For every fifteen (15) workmen on a jobsite, one of them will be a Non-Working Foreman.

8J.03 General foremen will be appointed at the sole discretion of the employer when deemed necessary and the general foreman will be a member of the Union, Local 625.

8J.04 The regular rate of pay for a Foreman is as follows:

Working Foreman:10% premium minimum
Non-working Foreman:.....20% premium minimum**
General Foreman:.....30% premium minimum**

**In order to qualify for these premiums, the employee must have current certification for the following courses:

- First Aid
- CPR
- Fall Arrest
- Confined Space
- WHMIS
- Man Lift
- NSCSA Core Safety
- Better SuperVision

If the Foreman renews courses before expiry, the company will pay for the time to take the course. If the Foreman allows a course or courses to expire, he or she will pay for his or her own time to take the refresher. Existing supervision may be grandfathered.

FOREMAN RATES – WORKING FOREMEN – 10%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

WORKING FOREMEN - 10%						
UNIT #1						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)
<u>October 16, 2015</u>	<u>\$38.49</u>	<u>\$3.46</u>	<u>\$41.56</u>	<u>\$3.74</u>	<u>\$44.86</u>	<u>\$4.04</u>
<u>May 1, 2016</u>	<u>\$39.52</u>	<u>\$3.56</u>	<u>\$42.59</u>	<u>\$3.83</u>	<u>\$45.89</u>	<u>\$4.13</u>
<u>May 1, 2017</u>	<u>\$40.55</u>	<u>\$3.65</u>	<u>\$43.62</u>	<u>\$3.93</u>	<u>\$46.92</u>	<u>\$4.22</u>

WORKING FOREMEN - 10%						
UNIT #2						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (10%)	Hourly Rate	V&H (10%)
<u>October 16, 2015</u>	<u>\$38.60</u>	<u>\$3.09</u>	<u>\$41.45</u>	<u>\$4.14</u>	<u>\$44.69</u>	<u>\$4.47</u>
<u>May 1, 2016</u>	<u>\$39.64</u>	<u>\$3.17</u>	<u>\$42.47</u>	<u>\$4.25</u>	<u>\$45.70</u>	<u>\$4.57</u>
<u>May 1, 2017</u>	<u>\$40.68</u>	<u>\$3.25</u>	<u>\$43.49</u>	<u>\$4.35</u>	<u>\$46.73</u>	<u>\$4.67</u>

**FOREMEN RATES – NON WORKING FOREMEN – 20%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES**

NON WORKING FOREMEN - <u>20%</u>						
UNIT #1						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)
<u>October 16, 2015</u>	<u>\$41.99</u>	<u>\$3.78</u>	<u>\$45.34</u>	<u>\$4.08</u>	<u>\$48.94</u>	<u>\$4.40</u>
<u>May 1, 2016</u>	<u>\$43.12</u>	<u>\$3.88</u>	<u>\$46.46</u>	<u>\$4.18</u>	<u>\$50.06</u>	<u>\$4.51</u>
<u>May 1, 2017</u>	<u>\$44.23</u>	<u>\$3.98</u>	<u>\$47.58</u>	<u>\$4.28</u>	<u>\$51.18</u>	<u>\$4.61</u>

NON WORKING FOREMEN - <u>20%</u>						
UNIT #2						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (10%)	Hourly Rate	V&H (10%)
<u>October 16, 2015</u>	<u>\$42.11</u>	<u>\$3.37</u>	<u>\$45.22</u>	<u>\$4.52</u>	<u>\$48.76</u>	<u>\$4.88</u>
<u>May 1, 2016</u>	<u>\$43.25</u>	<u>\$3.46</u>	<u>\$46.33</u>	<u>\$4.63</u>	<u>\$49.86</u>	<u>\$4.99</u>
<u>May 1, 2017</u>	<u>\$44.38</u>	<u>\$3.55</u>	<u>\$47.45</u>	<u>\$4.74</u>	<u>\$50.98</u>	<u>\$5.10</u>

FOREMEN RATES – GENERAL FOREMEN
 (NEGOTIABLE BUT NOT LESS THAN **30%**)
 ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

GENERAL FOREMEN - 30%						
UNIT #1						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)	Hourly Rate	V&H (9%)
<u>October 16, 2015</u>	<u>\$45.49</u>	<u>\$4.09</u>	<u>\$49.11</u>	<u>\$4.42</u>	<u>\$53.01</u>	<u>\$4.77</u>
<u>May 1, 2016</u>	<u>\$46.71</u>	<u>\$4.20</u>	<u>\$50.34</u>	<u>\$4.53</u>	<u>\$54.24</u>	<u>\$4.88</u>
<u>May 1, 2017</u>	<u>\$47.92</u>	<u>\$4.31</u>	<u>\$51.54</u>	<u>\$4.64</u>	<u>\$55.44</u>	<u>\$4.99</u>

GENERAL FOREMEN - 30%						
UNIT #2						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (10%)	Hourly Rate	V&H (10%)
<u>October 16, 2015</u>	<u>\$45.62</u>	<u>\$3.65</u>	<u>\$48.98</u>	<u>\$4.90</u>	<u>\$52.82</u>	<u>\$5.28</u>
<u>May 1, 2016</u>	<u>\$46.85</u>	<u>\$3.75</u>	<u>\$50.19</u>	<u>\$5.02</u>	<u>\$54.02</u>	<u>\$5.40</u>
<u>May 1, 2017</u>	<u>\$48.07</u>	<u>\$3.85</u>	<u>\$51.40</u>	<u>\$5.14</u>	<u>\$55.22</u>	<u>\$5.52</u>

ARTICLE 8K – WAGE TABLES

JOURNEYMAN							
COMMERCIAL							
Effective Date	Hourly Rate	V & H	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
UNIT #1 (V&H @ 9%)							
<u>October 16, 2015</u>	<u>\$34.99</u>	<u>\$3.15</u>	<u>\$2.15</u>	<u>\$7.28</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$51.35</u>
<u>May 1, 2016</u>	<u>\$35.93</u>	<u>\$3.23</u>	<u>\$2.15</u>	<u>\$7.51</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$52.60</u>
<u>May 1, 2017</u>	<u>\$36.86</u>	<u>\$3.32</u>	<u>\$2.15</u>	<u>\$7.74</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$53.85</u>
UNIT #2 (V&H @ 8%)							
<u>October 16, 2015</u>	<u>\$35.09</u>	<u>\$2.81</u>	<u>\$2.15</u>	<u>\$7.28</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$51.11</u>
<u>May 1, 2016</u>	<u>\$36.04</u>	<u>\$2.88</u>	<u>\$2.15</u>	<u>\$7.51</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$52.36</u>
<u>May 1, 2017</u>	<u>\$36.98</u>	<u>\$2.96</u>	<u>\$2.15</u>	<u>\$7.74</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$53.61</u>

JOURNEYMAN							
INDUSTRIAL UNDER 50 MILLION DOLLARS							
Effective Date	Hourly Rate	V & H	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
UNIT #1 (V&H @ 9%)							
<u>October 16, 2015</u>	<u>\$37.78</u>	<u>\$3.40</u>	<u>\$2.15</u>	<u>\$7.28</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$54.39</u>
<u>May 1, 2016</u>	<u>\$38.72</u>	<u>\$3.48</u>	<u>\$2.15</u>	<u>\$7.51</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$55.64</u>
<u>May 1, 2017</u>	<u>\$39.65</u>	<u>\$3.57</u>	<u>\$2.15</u>	<u>\$7.74</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$56.89</u>
UNIT #2 (V&H @ 10%)							
<u>October 16, 2015</u>	<u>\$37.68</u>	<u>\$3.77</u>	<u>\$2.15</u>	<u>\$7.28</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$54.66</u>
<u>May 1, 2016</u>	<u>\$38.61</u>	<u>\$3.86</u>	<u>\$2.15</u>	<u>\$7.51</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$55.91</u>
<u>May 1, 2017</u>	<u>\$39.54</u>	<u>\$3.95</u>	<u>\$2.15</u>	<u>\$7.74</u>	<u>\$3.57</u>	<u>\$0.21</u>	<u>\$57.16</u>

JOURNEYMAN							
MAJOR INDUSTRIAL PROJECTS							
Effective Date	Hourly Rate	V & H	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
UNIT #1 (V&H @ 9%)							
<u>October 16, 2015</u>	<u>\$40.78</u>	<u>\$3.67</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$57.66</u>
<u>May 1, 2016</u>	<u>\$41.72</u>	<u>\$3.75</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$58.91</u>
<u>May 1, 2017</u>	<u>\$42.65</u>	<u>\$3.84</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$60.16</u>
UNIT #2 (V&H @ 10%)							
<u>October 16, 2015</u>	<u>\$40.63</u>	<u>\$4.06</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$57.90</u>
<u>May 1, 2016</u>	<u>\$41.55</u>	<u>\$4.16</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$59.15</u>
<u>May 1, 2017</u>	<u>\$42.48</u>	<u>\$4.25</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$60.40</u>

JOURNEYMAN									
RESIDENTIAL AND IDENTIFIED STRUCTURES & MAINTENANCE *									
Effective Date	Hourly Rate	V & H (10%)	Health & Welfare	Pension	Stab	Recreation Fund	Training	IIF	Total
<u>October 16, 2015</u>	<u>\$28.93</u>	<u>\$2.89</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$42.70</u>
<u>May 1, 2016</u>	<u>\$29.85</u>	<u>\$2.99</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$43.95</u>
<u>May 1, 2017</u>	<u>\$30.78</u>	<u>\$3.08</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$45.20</u>

* The provisions of this classification shall expire on April 30, 2018. These provisions can only be extended upon the written consent to do so by both parties.

COMMUNICATION SPECIALIST							
	Hourly Rate	V & H	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
Effective: <u>October 16, 2015</u>							
* Communication Electrician	<u>\$34.99</u>	<u>\$3.15</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$51.35</u>
Cabling Specialist	<u>\$21.50</u>	<u>\$1.93</u>	\$2.15	<u>\$3.64</u>	\$3.57	\$0.21	<u>\$33.00</u>
Level II Cabling Specialist Apprentice	<u>\$18.81</u>	<u>\$1.69</u>	\$2.15	<u>\$3.64</u>	\$3.57	\$0.21	<u>\$30.07</u>
Level I Cabling Specialist Apprentice	<u>\$17.81</u>	<u>\$1.60</u>	\$2.15	<u>\$3.64</u>	\$3.57	\$0.21	<u>\$28.98</u>
Cable Installer	<u>\$15.67</u>	<u>\$1.41</u>	\$2.15	<u>\$3.64</u>	\$3.57	\$0.21	<u>\$26.65</u>
** 1st Year Electrical Apprentice	<u>\$15.04</u>	<u>\$1.35</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$27.20</u>
Effective: <u>May 1, 2016</u>							
* Communication Electrician	<u>\$35.93</u>	<u>\$3.23</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$52.60</u>
Cabling Specialist	<u>\$22.17</u>	<u>\$2.00</u>	\$2.15	<u>\$3.75</u>	\$3.57	\$0.21	<u>\$33.85</u>
Level II Cabling Specialist Apprentice	<u>\$19.49</u>	<u>\$1.75</u>	\$2.15	<u>\$3.75</u>	\$3.57	\$0.21	<u>\$30.92</u>
Level I Cabling Specialist Apprentice	<u>\$18.49</u>	<u>\$1.66</u>	\$2.15	<u>\$3.75</u>	\$3.57	\$0.21	<u>\$29.83</u>
Cable Installer	<u>\$16.35</u>	<u>\$1.47</u>	\$2.15	<u>\$3.75</u>	\$3.57	\$0.21	<u>\$27.50</u>
** 1st Year Electrical Apprentice	<u>\$15.39</u>	<u>\$1.39</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$27.82</u>
Effective: <u>May 1, 2017</u>							
* Communication Electrician	<u>\$36.86</u>	<u>\$3.32</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$53.85</u>
Cabling Specialist	<u>\$22.85</u>	<u>\$2.06</u>	\$2.15	<u>\$3.86</u>	\$3.57	\$0.21	<u>\$34.70</u>
Level II Cabling Specialist Apprentice	<u>\$20.17</u>	<u>\$1.81</u>	\$2.15	<u>\$3.86</u>	\$3.57	\$0.21	<u>\$31.77</u>
Level I Cabling Specialist Apprentice	<u>\$19.17</u>	<u>\$1.72</u>	\$2.15	<u>\$3.86</u>	\$3.57	\$0.21	<u>\$30.68</u>
Cable Installer	<u>\$17.03</u>	<u>\$1.53</u>	\$2.15	<u>\$3.86</u>	\$3.57	\$0.21	<u>\$28.35</u>
** 1st Year Electrical Apprentice	<u>\$15.75</u>	<u>\$1.42</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$28.44</u>

* As per Commercial Journeyman – Unit #1

** As per Commercial Apprentice 0-2000 – Unit #1

ARTICLE 8L - APPRENTICE WAGE TABLES

APPRENTICE							
ALL COMMERCIAL WORK - UNIT #1							
Hours	Hourly Rate	V & H (9%)	Health & Welfare	Pension	Apprenticeship, Training & Union *	IIF & Other	Total
Effective: October 16, 2015							
0 - 2000 hrs	<u>\$15.04</u>	<u>\$1.35</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$27.20</u>
2000 - 3000 hrs	<u>\$16.38</u>	<u>\$1.47</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$31.06</u>
3000 - 4000 hrs	<u>\$17.68</u>	<u>\$1.59</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$32.48</u>
4000 - 5000 hrs	<u>\$19.65</u>	<u>\$1.77</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$34.63</u>
5000 - 6000 hrs	<u>\$21.77</u>	<u>\$1.96</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$36.94</u>
6000 - 7000 hrs	<u>\$23.98</u>	<u>\$2.16</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$39.35</u>
7000 - 8000 hrs	<u>\$26.16</u>	<u>\$2.35</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.72</u>
Effective: May 1, 2016							
0 - 2000 hrs	<u>\$15.39</u>	<u>\$1.39</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$27.82</u>
2000 - 3000 hrs	<u>\$16.80</u>	<u>\$1.51</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$31.75</u>
3000 - 4000 hrs	<u>\$18.16</u>	<u>\$1.63</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$33.23</u>
4000 - 5000 hrs	<u>\$20.18</u>	<u>\$1.82</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$35.44</u>
5000 - 6000 hrs	<u>\$22.36</u>	<u>\$2.01</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$37.81</u>
6000 - 7000 hrs	<u>\$24.63</u>	<u>\$2.22</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$40.29</u>
7000 - 8000 hrs	<u>\$26.86</u>	<u>\$2.42</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.72</u>
Effective: May 1, 2017							
0 - 2000 hrs	<u>\$15.75</u>	<u>\$1.42</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$28.44</u>
2000 - 3000 hrs	<u>\$17.22</u>	<u>\$1.55</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$32.44</u>
3000 - 4000 hrs	<u>\$18.63</u>	<u>\$1.68</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$33.98</u>
4000 - 5000 hrs	<u>\$20.72</u>	<u>\$1.86</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$36.25</u>
5000 - 6000 hrs	<u>\$22.94</u>	<u>\$2.07</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$38.68</u>
6000 - 7000 hrs	<u>\$25.28</u>	<u>\$2.28</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$41.23</u>
7000 - 8000 hrs	<u>\$27.57</u>	<u>\$2.48</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.72</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE							
ALL COMMERCIAL WORK - UNIT #2							
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
Effective: <u>October 16, 2015</u>							
0 - 2000 hrs	<u>\$15.05</u>	<u>\$1.20</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$27.06</u>
2000 - 3000 hrs	<u>\$16.39</u>	<u>\$1.31</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$30.91</u>
3000 - 4000 hrs	<u>\$17.71</u>	<u>\$1.42</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$32.34</u>
4000 - 5000 hrs	<u>\$19.69</u>	<u>\$1.57</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$34.47</u>
5000 - 6000 hrs	<u>\$21.81</u>	<u>\$1.74</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$36.76</u>
6000 - 7000 hrs	<u>\$24.02</u>	<u>\$1.92</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$39.15</u>
7000 - 8000 hrs	<u>\$26.20</u>	<u>\$2.10</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.51</u>
Effective: <u>May 1, 2016</u>							
0 - 2000 hrs	<u>\$15.41</u>	<u>\$1.23</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$27.69</u>
2000 - 3000 hrs	<u>\$16.81</u>	<u>\$1.35</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$31.60</u>
3000 - 4000 hrs	<u>\$18.19</u>	<u>\$1.46</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$33.09</u>
4000 - 5000 hrs	<u>\$20.22</u>	<u>\$1.62</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$35.28</u>
5000 - 6000 hrs	<u>\$22.40</u>	<u>\$1.79</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$37.63</u>
6000 - 7000 hrs	<u>\$24.68</u>	<u>\$1.97</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$40.09</u>
7000 - 8000 hrs	<u>\$26.92</u>	<u>\$2.15</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.51</u>
Effective: <u>May 1, 2017</u>							
0 - 2000 hrs	<u>\$15.79</u>	<u>\$1.26</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$28.32</u>
2000 - 3000 hrs	<u>\$17.24</u>	<u>\$1.38</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$32.29</u>
3000 - 4000 hrs	<u>\$18.68</u>	<u>\$1.49</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$33.84</u>
4000 - 5000 hrs	<u>\$20.76</u>	<u>\$1.66</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$36.09</u>
5000 - 6000 hrs	<u>\$22.99</u>	<u>\$1.84</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$38.50</u>
6000 - 7000 hrs	<u>\$25.33</u>	<u>\$2.03</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$41.03</u>
7000 - 8000 hrs	<u>\$27.63</u>	<u>\$2.21</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.51</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE							
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #1							
Hours	Hourly Rate	V & H (9%)	Health & Welfare	Pension	Apprenticeship, Training &	IIF & Other	Total
Effective: <u>October 16, 2015</u>							
0 - 2000 hrs	<u>\$15.50</u>	<u>\$1.39</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$27.70</u>
2000 - 3000 hrs	<u>\$16.74</u>	<u>\$1.51</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$31.46</u>
3000 - 4000 hrs	<u>\$19.03</u>	<u>\$1.71</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$33.95</u>
4000 - 5000 hrs	<u>\$21.37</u>	<u>\$1.92</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$36.50</u>
5000 - 6000 hrs	<u>\$23.72</u>	<u>\$2.13</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$39.06</u>
6000 - 7000 hrs	<u>\$26.06</u>	<u>\$2.35</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.62</u>
7000 - 8000 hrs	<u>\$28.37</u>	<u>\$2.55</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$44.13</u>
Effective: <u>May 1, 2016</u>							
0 - 2000 hrs	<u>\$15.85</u>	<u>\$1.43</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$28.32</u>
2000 - 3000 hrs	<u>\$17.17</u>	<u>\$1.54</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$32.15</u>
3000 - 4000 hrs	<u>\$19.50</u>	<u>\$1.76</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$34.70</u>
4000 - 5000 hrs	<u>\$21.90</u>	<u>\$1.97</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$37.31</u>
5000 - 6000 hrs	<u>\$24.31</u>	<u>\$2.19</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$39.94</u>
6000 - 7000 hrs	<u>\$26.72</u>	<u>\$2.40</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.56</u>
7000 - 8000 hrs	<u>\$29.07</u>	<u>\$2.62</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$45.13</u>
Effective: <u>May 1, 2017</u>							
0 - 2000 hrs	<u>\$16.21</u>	<u>\$1.46</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$28.94</u>
2000 - 3000 hrs	<u>\$17.59</u>	<u>\$1.58</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$32.84</u>
3000 - 4000 hrs	<u>\$19.98</u>	<u>\$1.80</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$35.45</u>
4000 - 5000 hrs	<u>\$22.43</u>	<u>\$2.02</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$38.12</u>
5000 - 6000 hrs	<u>\$24.91</u>	<u>\$2.24</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$40.82</u>
6000 - 7000 hrs	<u>\$27.37</u>	<u>\$2.46</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.50</u>
7000 - 8000 hrs	<u>\$29.78</u>	<u>\$2.68</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$46.13</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE							
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #2							
Hours	Hourly Rate	V & H (10%)	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
Effective: October 16, 2015							
0 - 2000 hrs	<u>\$15.48</u>	<u>\$1.55</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$27.84</u>
2000 - 3000 hrs	<u>\$16.72</u>	<u>\$1.67</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$31.60</u>
3000 - 4000 hrs	<u>\$19.01</u>	<u>\$1.90</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$34.12</u>
4000 - 5000 hrs	<u>\$21.35</u>	<u>\$2.13</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$36.69</u>
5000 - 6000 hrs	<u>\$23.68</u>	<u>\$2.37</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$39.26</u>
6000 - 7000 hrs	<u>\$26.03</u>	<u>\$2.60</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.84</u>
7000 - 8000 hrs	<u>\$28.34</u>	<u>\$2.83</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$44.38</u>
Effective: May 1, 2016							
0 - 2000 hrs	<u>\$15.84</u>	<u>\$1.58</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$28.46</u>
2000 - 3000 hrs	<u>\$17.14</u>	<u>\$1.71</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$32.29</u>
3000 - 4000 hrs	<u>\$19.48</u>	<u>\$1.95</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$34.87</u>
4000 - 5000 hrs	<u>\$21.87</u>	<u>\$2.19</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$37.50</u>
5000 - 6000 hrs	<u>\$24.27</u>	<u>\$2.43</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$40.14</u>
6000 - 7000 hrs	<u>\$26.67</u>	<u>\$2.67</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.78</u>
7000 - 8000 hrs	<u>\$29.04</u>	<u>\$2.90</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$45.38</u>
Effective: May 1, 2017							
0 - 2000 hrs	<u>\$16.19</u>	<u>\$1.62</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$29.08</u>
2000 - 3000 hrs	<u>\$17.55</u>	<u>\$1.76</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$32.98</u>
3000 - 4000 hrs	<u>\$19.95</u>	<u>\$2.00</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$35.62</u>
4000 - 5000 hrs	<u>\$22.40</u>	<u>\$2.24</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$38.31</u>
5000 - 6000 hrs	<u>\$24.85</u>	<u>\$2.49</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$41.01</u>
6000 - 7000 hrs	<u>\$27.32</u>	<u>\$2.73</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.72</u>
7000 - 8000 hrs	<u>\$29.74</u>	<u>\$2.97</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$46.38</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE							
MAJOR INDUSTRIAL PROJECTS - UNIT #1							
Hours	Hourly Rate	V & H (9%)	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
Effective: <u>October 16, 2015</u>							
0 - 2000 hrs	<u>\$16.17</u>	<u>\$1.46</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$28.44</u>
2000 - 3000 hrs	<u>\$18.39</u>	<u>\$1.65</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$33.25</u>
3000 - 4000 hrs	<u>\$20.85</u>	<u>\$1.88</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$35.94</u>
4000 - 5000 hrs	<u>\$23.34</u>	<u>\$2.10</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$38.65</u>
5000 - 6000 hrs	<u>\$25.83</u>	<u>\$2.32</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.36</u>
6000 - 7000 hrs	<u>\$28.32</u>	<u>\$2.55</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$44.08</u>
7000 - 8000 hrs	<u>\$30.81</u>	<u>\$2.77</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$46.79</u>
Effective: <u>May 1, 2016</u>							
0 - 2000 hrs	<u>\$16.54</u>	<u>\$1.49</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$29.07</u>
2000 - 3000 hrs	<u>\$18.81</u>	<u>\$1.69</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$33.94</u>
3000 - 4000 hrs	<u>\$21.33</u>	<u>\$1.92</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$36.69</u>
4000 - 5000 hrs	<u>\$23.87</u>	<u>\$2.15</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$39.46</u>
5000 - 6000 hrs	<u>\$26.42</u>	<u>\$2.38</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.24</u>
6000 - 7000 hrs	<u>\$28.97</u>	<u>\$2.61</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$45.02</u>
7000 - 8000 hrs	<u>\$31.51</u>	<u>\$2.84</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$47.79</u>
Effective: <u>May 1, 2017</u>							
0 - 2000 hrs	<u>\$16.91</u>	<u>\$1.52</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$29.70</u>
2000 - 3000 hrs	<u>\$19.23</u>	<u>\$1.73</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$34.63</u>
3000 - 4000 hrs	<u>\$21.81</u>	<u>\$1.96</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$37.44</u>
4000 - 5000 hrs	<u>\$24.40</u>	<u>\$2.20</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$40.27</u>
5000 - 6000 hrs	<u>\$27.02</u>	<u>\$2.43</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.12</u>
6000 - 7000 hrs	<u>\$29.62</u>	<u>\$2.67</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$45.96</u>
7000 - 8000 hrs	<u>\$32.22</u>	<u>\$2.90</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$48.79</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE							
MAJOR INDUSTRIAL PROJECTS - UNIT #2							
Hours	Hourly Rate	V & H (10%)	Health & Welfare	Pension	Apprenticeship, Training & Union	IIF & Other	Total
Effective: October 16, 2015							
0 - 2000 hrs	<u>\$16.15</u>	<u>\$1.62</u>	\$2.15	<u>\$7.28</u>	\$1.17	\$0.21	<u>\$28.58</u>
2000 - 3000 hrs	<u>\$18.35</u>	<u>\$1.84</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$33.40</u>
3000 - 4000 hrs	<u>\$20.83</u>	<u>\$2.08</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$36.12</u>
4000 - 5000 hrs	<u>\$23.31</u>	<u>\$2.33</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$38.85</u>
5000 - 6000 hrs	<u>\$25.79</u>	<u>\$2.58</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$41.58</u>
6000 - 7000 hrs	<u>\$28.28</u>	<u>\$2.83</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$44.32</u>
7000 - 8000 hrs	<u>\$30.77</u>	<u>\$3.08</u>	\$2.15	<u>\$7.28</u>	\$3.57	\$0.21	<u>\$47.06</u>
Effective: May 1, 2016							
0 - 2000 hrs	<u>\$16.51</u>	<u>\$1.65</u>	\$2.15	<u>\$7.51</u>	\$1.17	\$0.21	<u>\$29.21</u>
2000 - 3000 hrs	<u>\$18.77</u>	<u>\$1.88</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$34.09</u>
3000 - 4000 hrs	<u>\$21.30</u>	<u>\$2.13</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$36.87</u>
4000 - 5000 hrs	<u>\$23.84</u>	<u>\$2.38</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$39.66</u>
5000 - 6000 hrs	<u>\$26.38</u>	<u>\$2.64</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$42.46</u>
6000 - 7000 hrs	<u>\$28.93</u>	<u>\$2.89</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$45.26</u>
7000 - 8000 hrs	<u>\$31.47</u>	<u>\$3.15</u>	\$2.15	<u>\$7.51</u>	\$3.57	\$0.21	<u>\$48.06</u>
Effective: May 1, 2017							
0 - 2000 hrs	<u>\$16.88</u>	<u>\$1.69</u>	\$2.15	<u>\$7.74</u>	\$1.17	\$0.21	<u>\$29.84</u>
2000 - 3000 hrs	<u>\$19.19</u>	<u>\$1.92</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$34.78</u>
3000 - 4000 hrs	<u>\$21.77</u>	<u>\$2.18</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$37.62</u>
4000 - 5000 hrs	<u>\$24.36</u>	<u>\$2.44</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$40.47</u>
5000 - 6000 hrs	<u>\$26.97</u>	<u>\$2.70</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$43.34</u>
6000 - 7000 hrs	<u>\$29.57</u>	<u>\$2.96</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$46.20</u>
7000 - 8000 hrs	<u>\$32.17</u>	<u>\$3.22</u>	\$2.15	<u>\$7.74</u>	\$3.57	\$0.21	<u>\$49.06</u>

* For the 0-2000 hrs Apprentice, the Apprenticeship, Training & Union Fund has been reduced by \$2.40.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE									
RESIDENTIAL AND IDENTIFIED STRUCTURES & MAINTENANCE *									
	Hourly Rate	V & H (10%)	Health & Welfare	Pension	Stab	Recreation Fund	Training	IIF	Total
Effective: October 16, 2015									
0 - 2000 hrs	<u>\$14.69</u>	<u>\$1.47</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$27.04</u>
2000 - 3000 hrs	<u>\$16.15</u>	<u>\$1.61</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$28.64</u>
3000 - 4000 hrs	<u>\$17.59</u>	<u>\$1.76</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$30.23</u>
4000 - 5000 hrs	<u>\$19.03</u>	<u>\$1.90</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$31.81</u>
5000 - 6000 hrs	<u>\$20.47</u>	<u>\$2.05</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$33.40</u>
6000 - 7000 hrs	<u>\$21.95</u>	<u>\$2.19</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$35.02</u>
7000 - 8000 hrs	<u>\$23.39</u>	<u>\$2.34</u>	\$2.15	<u>\$7.28</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$36.61</u>
Effective: May 1, 2016									
0 - 2000 hrs	<u>\$15.05</u>	<u>\$1.51</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$27.67</u>
2000 - 3000 hrs	<u>\$16.56</u>	<u>\$1.66</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$29.33</u>
3000 - 4000 hrs	<u>\$18.06</u>	<u>\$1.81</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$30.98</u>
4000 - 5000 hrs	<u>\$19.55</u>	<u>\$1.96</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$32.62</u>
5000 - 6000 hrs	<u>\$21.05</u>	<u>\$2.11</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$34.27</u>
6000 - 7000 hrs	<u>\$22.59</u>	<u>\$2.26</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$35.96</u>
7000 - 8000 hrs	<u>\$24.09</u>	<u>\$2.41</u>	\$2.15	<u>\$7.51</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$37.61</u>
Effective: May 1, 2017									
0 - 2000 hrs	<u>\$15.42</u>	<u>\$1.54</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$28.30</u>
2000 - 3000 hrs	<u>\$16.98</u>	<u>\$1.70</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$30.02</u>
3000 - 4000 hrs	<u>\$18.54</u>	<u>\$1.85</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$31.73</u>
4000 - 5000 hrs	<u>\$20.08</u>	<u>\$2.01</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$33.43</u>
5000 - 6000 hrs	<u>\$21.64</u>	<u>\$2.16</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$35.14</u>
6000 - 7000 hrs	<u>\$23.24</u>	<u>\$2.32</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$36.90</u>
7000 - 8000 hrs	<u>\$24.79</u>	<u>\$2.48</u>	\$2.15	<u>\$7.74</u>	\$0.59	\$0.09	\$0.56	\$0.21	<u>\$38.61</u>

* The provisions of this classification shall expire on April 30, 2018. These provisions can only be extended upon the written consent to do so by both parties.

Refer to Article 12B for necessary advancement requirements.

ARTICLE 9A - HOURS OF WORK

- 9A.01 The regular hours of work for employees shall be eight (8) hours a day, forty (40) hours a week; such work to be performed on Monday through Friday inclusive, between the hours of 7:00 a.m. and 5:00 p.m. Meal break, at the option of the employer, shall be one-half (1/2) hour or one (1) hour as scheduled.
- 9A.02 The employer shall allow two (2) ten (10) minute break periods in each eight (8) hour shift; one break at approximately mid-morning and one break at approximately mid-afternoon. The time for breaks shall be designated by the employer. Employees shall be notified of such break time.
- 9A.03 The employees shall be at their job shack at the start of the shift.
- 9A.04 There shall be an allowance of ten (10) minutes for pick-up and clean-up at the end of each shift and the employee will remain on the site until quitting time.
- 9A.05 The above conditions can be altered by mutual agreement of the Union and the employer on any jobsite by a maximum of one (1) hour.
- 9A.06 When the employer, employees and Union office agree to change the hours of work from five (5) eight (8) hour days to four (4) ten (10) hour days, it can be done provided there is a secret ballot majority of vote in favour by the employees on each jobsite. This does not apply if the job schedule from the beginning is four (4) ten (10) hour days. A form sent out from the Union Office concerning the four (4) ten (10) hour days must be signed by the employer and returned to the Union Office at the start of the job.

ARTICLE 9B - SHIFT WORK AND OVERTIME PREMIUMS

Shift Work:

- 9B.01 (a) For all Industrial jobs and Major Industrial jobs the employer may institute shift work outside the regular working hours detailed in Article 9A - Hours of Work, for a minimum of a schedule shift of forty (40) hours per week. On jobs under six hundred thousand dollars (\$600,000) (electrical material and man hours) the employee shall be paid at the regular rate of pay plus a premium of ten percent (10%). On jobs over six hundred thousand dollars (\$600,000) (electrical material and man hours), the employees shall be paid at the regular rate of pay plus a premium of fifteen percent (15%).
- 9B.01 (b) For all jobs other than Industrial and Major Industrial jobs, the employer may schedule shift work outside the regular working hours detailed in Article 9A (Hours of Work), for a minimum of a scheduled shift of twenty four (24) hours per week, compiled of three (3) consecutive eight (8) hour days. On jobs under six hundred thousand dollars (\$600,000.00) (electrical man hours and materials) the employees shall be paid at the regular rate of pay plus a premium of ten percent (10%). On jobs over six hundred thousand dollars (\$600,000.00) (electrical man hours and materials) the employees shall be paid at the regular rate of pay plus a premium of fifteen percent (15%).
- 9B.02 Employees will not be required to work back-to-back shifts and the employee has the right to eight (8) hours off between shifts.
- 9B.03 Each shift consists of eight (8) or ten (10) hours as outlined in Article 9A.

Overtime:

- 9B.04 If there is any overtime, there shall be a ten (10) minute break at the end of the shift and every two (2) hours after.
- 9B.05 (a) All overtime Monday to Saturday outside the regular hours of work in Article 9A except those hours falling under Article 9B.05 (b) shall be paid at time and one half (1-1/2). All hours worked on Sunday and Holidays shall be paid at double time.
- (b) All hours worked outside the regular hours of work in Article 9A for Industrial jobs over six hundred thousand dollars (\$600,000) (electrical material and man hours) and Major Industrial jobs shall be at double time.

9B.06 For all other work other than outlined in 9B.05 above, all overtime will be paid at double time for all hours worked outside the regular working hours in Article 9A.

9B.07 All overtime to be distributed as evenly as practicable. Scheduled overtime to be voluntary.

9B.08 The regular shift foreman will normally maintain supervision for all overtime hours.

Any employee required to work four (4) hours overtime shall be provided with an unpaid meal break, with compensation to be included in the next regular pay, starting at the end of each regular shift and every four (4) hours thereafter.

Effective Date	Meal Allowance
<u>October 16, 2015</u>	<u>\$25.00 per day</u>
<u>May 1, 2016</u>	<u>\$26.00 per day</u>
<u>May 1, 2017</u>	<u>\$27.00 per day</u>

ARTICLE 9C - WORK AFTER HOURS

9C.01 No member of Local 625 who is regularly employed by an electrical contractor shall do any wiring or electrical work for any other person or persons outside of his regular employment.

9C.02 No member of Local 625 shall procure wiring permits for other than his employer.

9C.03 Provided that satisfactory evidence of violation is furnished, it is agreed that the employer will suspend an employee for not more than five (5) days on the recommendation of the Union.

9C.04 Any members operating an electrical business must sign a Voluntary Recognition Agreement with Local 625, I.B.E.W.

ARTICLE 9D - REPORTING TIME

- 9D.01 Any employee, after being requested to report and who reports for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the regular rate of wages, unless he has been notified not to report. When the employee commences work he shall receive pay for four (4) hours at the regular rate of wages. 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 other than climatic conditions or when an employee leaves work of his own accord.
- 9D.02 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.
- 9D.03 The employer shall determine when weather conditions on the job are such that the men shall or shall not work.
- 9D.04 Where an employee is entitled to reporting time as provided herein, he shall also be entitled to expenses he would normally receive for the day.

ARTICLE 9E - LAY-OFF

- 9E.01 The employer shall notify the employee at least two (2) hours prior to lay-off and two (2) hour's pay at his regular wage rate shall be paid to every employee when laid off to allow him time to pick up his tools and personal belongings.
- 9E.02 Employees who are laid off or discharged from the service of the employer shall receive their wages and Record of Employment on termination if the payroll is made up on the project (jobsite); otherwise, the employer shall mail the Record of Employment and wages by registered mail within three (3) days, exclusive of Saturday and Sunday. 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 and his Job Steward shall be advised promptly by the employer of the cause for dismissal.
- 9E.03 Cardmen and travellers are to be laid off before Local 625 members subject to all other terms and conditions of this Agreement.

ARTICLE 9F - HOLIDAYS

9F.01 The following days shall be considered holidays:

CALENDAR YEAR 2015	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
Remembrance Day	Wednesday November 11, 2015	Same
Christmas Day	Friday December 25, 2015	Same
Boxing Day	Saturday December 26, 2015	Monday December 28, 2015
CALENDAR YEAR 2016	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Friday January 1, 2016	Same
<u>Heritage Day</u>	Monday February 15, 2016	Same
Good Friday	Friday March 25, 2016	Same
Victoria Day	Monday May 23, 2016	Same
Canada Day	Friday July 1, 2016	Same
Labour Day	Monday September 5, 2016	Same
Thanksgiving Day	Monday October 10, 2016	Same
Remembrance Day	Friday November 11, 2016	Same
Christmas Day	Sunday December 25, 2016	Monday December 26, 2016
Boxing Day	Monday December 26, 2016	Tuesday December 27, 2016
CALENDAR YEAR 2017	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Sunday January 1, 2017	Monday January 2, 2017
<u>Heritage Day</u>	Monday February 20, 2017	Same
Good Friday	Friday April 14, 2017	Same
Victoria Day	Monday May 22, 2017	Same
Canada Day	Saturday July 1, 2017	Monday July 3, 2017
Labour Day	Monday September 4, 2017	Same
Thanksgiving Day	Monday October 9, 2017	Same
Remembrance Day	Saturday November 11, 2017	Monday November 13, 2017
Christmas Day	Monday December 25, 2017	Same
Boxing Day	Tuesday December 26, 2017	Same
CALENDAR YEAR 2018	HOLIDAY FALLS ON	HOLIDAY OBSERVED ON
New Years Day	Monday January 1, 2018	Same
<u>Heritage Day</u>	Monday February 19, 2018	Same
Good Friday	Friday March 30, 2018	Same

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.

Should new statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

ARTICLE 10 - UNION SECURITY

10A *This Clause applies only to those jobs in Unit #1 as defined in Article 2.*

10A.01 The employer agrees to employ only Journeymen and Apprentices who are members in good standing of Local 625, I.B.E.W. when available, which means members who are not three (3) months in arrears with their Union dues.

10A.02 For all jobs valued at one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and man hours) or under, the employer has the right to transfer in up to two members from Unit #2 and hire members from Unit #1 direct, and the members from Unit #1 have the right to solicit their own employment.

10A.03 For all jobs that are valued over one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and man hours) the employer shall recruit members on the following basis:

- (a) The first five (5) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #2, transferring members from Unit #1, or hiring members from Unit #1 that are unemployed.
- (b) The core group shall include the foreman, whether that person is a working or non-working foreman.
- (c) In Halifax County, after the above selection the remaining number of members employed for each job shall be recruited and hired from Unit #1 only on a 50/50 basis -

1st from the Union - the employer shall call the Union and the Union shall dispatch a member of their choice.

2nd from the Employer - The employer's selection shall be chosen from members the employer has employed on other jobs in Unit #1 or unemployed members from Unit #1.

3rd, 4th and rest of employees - the above repeats itself.

Journeyman Selection:

The first journeyman after the core group and every second one thereafter recruited for each job shall be selected by the Union. The second journeyman after the core group and every second journeyman thereafter recruited for each job shall be selected by the employer.

Apprentice Selection:

The first apprentice after the core group and every second one thereafter recruited for each job shall be selected by the Union. The second apprentice after the core group and every second apprentice thereafter recruited for each job shall be selected by the employer.

- (d) In all Unit #1 counties other than Halifax County, after the core group the remaining number of members employed for each job shall be recruited and hired from the Unit #1 list.

10A.04 When the employer has exhausted his rights under Article 10A.01, 10A.02 and 10A.03 he shall recruit any further workmen through the Union. In this event the Union shall provide competent and qualified workmen.

10A.05 Every employer has the right to take two (2) Union members of his choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.

10A.06 Members living in the county where the job is located shall have priority for all jobs placed through the Union hall.

10B *This Clause applies only to those jobs in Unit #2 as defined in Article 2.*

- 10B.01 The employer agrees to employ only Journeymen and Apprentices who are members in good standing of Local 625, I.B.E.W. when available, which means members who are not three (3) months in arrears with their Union dues. On the request of the employer the Union shall furnish competent and qualified workmen who are I.B.E.W. members and insofar as possible, all workmen so furnished shall be recruited from Local 625.
- 10B.02 For all jobs valued at one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and man hours) or under, the employer has the right to transfer in up to two members from Unit #1 and hire members from Unit #2 direct, and the members from Unit #2 have the right to solicit their own employment.
- 10B.03 For all jobs that are valued over one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and man hours) the employer shall recruit members on the following basis:
- (a) The first five (5) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #1, transferring members from Unit #2, or hiring members from Unit #2 that are unemployed.
 - (b) The core group shall include the foreman, whether that person is a working or non-working foreman.
 - (c) After the above selection the remaining number of members employed for each job shall be recruited and hired from the Unit #2 list.
- 10B.04 When the employer has exhausted his rights under Article 10B.01, 10B.02 and 10B.03 he shall recruit any further workmen through the Union. In this event the Union shall provide competent and qualified workmen.
- 10B.05 Every employer has the right to take two (2) Union members of his choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.
- 10B.06 Members living in the county where the job is located shall have priority for all jobs placed through the Union hall.

10C This Clause applies to all jobs under Local 625 jurisdiction.

- 10C.01 Upon receipt of a written authorization from an employee, the employer concerned shall deduct Union dues from the wages of the employee. The amounts so deducted will be forwarded to the Financial Secretary of Local 625 no later than the fifteenth (15th) day of the following month, accompanied by an alphabetical list of names of those employees on whose behalf said deductions were made.
- 10C.02 Every employer has the right to take two (2) Union members of his choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.
- 10C.03 I.B.E.W. travellers can be replaced by a Local 625 member when same becomes available after thirty (30) working days provided the employer is given one (1) week's notice in writing by the Business Manager.
- 10C.04 All workmen must have a referral slip or be cleared by the Local Union Business Manager or his representative before commencing work for the employer.
- 10C.05(a) The employer shall provide three (3) business days notice (72 hours) excluding Saturdays, Sundays and Holidays to the Union office when requesting workers.
- 10C.05(b) If after a period of seventy-two (72) hours (excluding Saturdays, Sundays and Holidays) from the time the request is made, the Union is unable to supply workmen, the employer may procure workmen elsewhere. Workmen procured elsewhere must have a referral slip and be cleared by the Local Union Business Manager or his representative before commencing work for the employer. Workmen procured by the employer under this clause, shall be taken into the Union on the earliest date provided by the Union but until they become a member of the Local 625, I.B.E.W. these workmen can be replaced by a Local 625, I.B.E.W. member when same becomes available after thirty (30) working days provided the employer is given one week's notice in writing by the Business Manager.

ARTICLE 11A - TRAVEL ALLOWANCE

- 11A.01 (a) There shall be a free zone covering all jobs in the Halifax/Dartmouth area within fifty (50) kilometres from the MacDonald Bridge. Any members from Unit #1 that are employed on a job within the free zone shall not be entitled to travel allowance. Members from Unit #1 that do not reside in Halifax County shall only be entitled to travel allowance when applying for a job call in the Halifax County free zone after taking a call through the job call line on the second night of the call when it is open to all Local 625 members.
- (b) Members and other workmen from Unit #1 employed on jobs outside the free zone in accordance with Article 11A.01 (a) shall be paid travel allowance as per Article 11A.04.
- (c) Members and other workmen from outside Unit #1 shall be paid travel allowance within the free zone or outside the free zone in Unit #1 as per Article 11A.04.
- 11A.02 For all jobs valued at six hundred thousand dollars (\$600,000) (electrical material and man hours) and under, there shall be no Travel Allowance paid to any employee.
- 11A.03 For all jobs within fifty (50) kilometres from the Halifax/Dartmouth MacDonald Bridge and therein there will be no travel allowance paid to apprentices on projects totaling \$10,000,000 (all material and man hours) and under.
- 11A.04 For all other jobs in Local 625 jurisdiction, the following shall apply.
- (a) There shall be a free zone for transportation allowance covering all territory within fifty (50) kilometres (normal travelled route) of either (i) or (ii). The employer shall pay transportation covering all territory outside the above fifty (50) kilometres (normal travelled route) but within one hundred (100) kilometres (normal travelled route) from either (i) or (ii) as set out hereunder.
- (i) The employer's principal place of business
- (ii) A job shack established on a jobsite.
- (b) When an employee works on a job site outside the fifty (50) kilometres (normal travelled route) as set forth in Article 11A.04 (a) (i), the employer's principal place of business, he shall receive a travel allowance per day worked as set out in 11A.07.

(c) When an employee works on a job and the permanent regular place of residence of the employee is outside the fifty (50) kilometres (normal travelled route) as set forth in 11A.04 (a) (ii), a job shack established on a jobsite, he shall receive a travel allowance per day worked as set out in Article 11A.07.

11A.05 In going to work and returning daily within the free zone, the employee shall be on the job at the regular starting time and work a full eight (8) hour shift. The employee shall not be paid any travelling time allowance or transportation charge with the exception of travel over the Halifax/Dartmouth bridges during the working hours, when the employer shall pay the prevailing passenger gate toll each way.

11A.06 The employees shall not be compelled to use their own cars for the transportation of tools or materials belonging to the employer, nor shall they be required to use their own cars for their own transportation during working hours, or for any other purposes including the transportation of other employees.

11A.07 Should the employee choose to voluntarily use his private vehicle to travel from job to job during the working hours, the owner shall be compensated for mileage as follows, as well as any legitimate parking fees or expenses incurred while the vehicle is being used for the convenience of his employer. This shall apply only within the free zones as defined in 11A.04.

.....\$0.55 per kilometer to be adjusted as per the Canada Revenue Agency figures when they are published

11A.08 (a) Employers shall have the option to provide suitable transportation in place of the travel allowance provided in this Article.

(b) When an employer provides transportation to job sites outside of Halifax County, each employee shall be paid the appropriate pay package at the straight time rate for the travel times. This shall include all “to and from the job site” travel time unless during regular working hours.

11A.09 Calculation of the mileage measurements shall be based upon the shortest normally travelled route up to a maximum of the board allowance outlined in Article 11B.07.

ARTICLE 11B - BOARD ALLOWANCE

- 11B.01 (a) There shall be a free zone covering all jobs in the Halifax/Dartmouth area within fifty (50) kilometres from the MacDonald Bridge. Any members from Unit #1 that are employed on a job within the free zone shall not be entitled to board allowance. Members from Unit #1 that do not reside in Halifax County shall only be entitled to board allowance when applying for a job call in the Halifax County free zone after taking a call through the job call line on the second night of the call when it is open to all Local 625 members.
- (b) Members and other workmen from Unit #1 employed on jobs outside the free zone in accordance with Article 11B.01 (a) shall be paid board allowance as per Article 11B.07.
- (c) Members and other workmen from outside Unit #1 shall be paid board allowance within the free zone or outside the free zone in Unit #1 as per Article 11B.07.
- 11B.02 For all jobs valued at six hundred thousand dollars (\$600,000) (electrical material and man hours) and under, there shall be no Board Allowance paid to any employee.
- 11B.03 For all jobs within fifty (50) kilometres from the Halifax/Dartmouth MacDonald Bridge and therein there will be no board allowance paid to apprentices on projects totaling \$10,000,000 (all material and man hours) and under.
- 11B.04 For all other jobs in Local 625 jurisdiction, the following shall apply.
- (a) When an employee works on a job site outside the one hundred (100) kilometres (normal travelled route) as set forth in Article 11A.04 (a) (i), the employer's principal place of business, he shall receive a board allowance per day worked as set out in 11B.07.
- (b) When an employee works on a job and the permanent regular place of residence of the employee is outside the one hundred (100) kilometres (normal travelled route) as set forth in 11A.04 (a) (ii), a job shack established on a jobsite, he shall receive a board allowance per day worked as set out in Article 11B.07.
- 11B.05 Notwithstanding 11B.04 (a) and 11B.04 (b) herein, where required by the employer to board overnight or for any length of time, adequate board authorized by the employer will be paid for by the employer.
- 11B.06 If an employee of his own volition, does not work a full day, or a full week, his board allowance will be pro-rated.

- 11B.07 Rates for board allowance for all jobs where board is applicable:
October 16, 2015.....one hundred eighteen dollars (\$118.00) per day
May 1, 2016 one hundred twenty-one dollars (\$121.00) per day
May 1, 2017 one hundred twenty-four dollars (\$124.00) per day

11B.08 It is agreed that, in the absence of a properly completed form TD4 (or such other documentation, as may from time to time, be required pursuant to the relevant Tax Legislation), the employer shall withhold tax on the benefits payable under this Article. This form shall be provided to the employee by the employer on day of hiring.

ARTICLE 11C - HEIGHT PAY PROVISION

11C.01 Unit #1 - Height Pay shall be paid for all work performed on towers, stacks, structural steel, catwalks, bosun chair barrel, scaffold and swing stage. Height to be measured from fall to point of impact.

- 50' - 99'\$0.50 above regular rate of pay
- 100' and over\$0.75 above regular rate of pay

For the purpose of height pay premium, any portion of an hour worked will constitute a full hour.

11C.02 Unit #2:

- (a) For all work performed on towers, stacks, structural steel, catwalks, bosuns chair, barrel, staging, with a direct free fall drop from fifty (50) feet to eighty-nine (89) feet, an employee shall be paid at time and one-half (1-1/2) his regular rate of pay.
- (b) For all work done as in (a) above with a direct drop of ninety (90) feet or over, the employees shall be paid double (2x) the regular rate.

11C.03 Upon the commencement of work inside the Wind Turbine Structure at 50 feet in height, and until such work is completed above 50 feet, all members working on the Turbine will receive an extra hour of pay each day as per the above.

The premium shall apply to all such jobs under Local 625 jurisdiction.

When the inside or outside temperature, including wind chill, of a wind turbine structure is less than 8 degrees Celsius, heat shall be provided for all workers throughout the structure.

ARTICLE 11D - ABNORMAL CONDITIONS

- 11D.01 Employees working under abnormal conditions involving such things as gas, extreme heat, excessive dirt and similar physical circumstances which make the work extremely exhausting or distasteful shall be paid a premium of 25% of the hourly rate of pay. The question of whether or not the conditions are abnormal shall be subject to Article 11D.02 below and/or regulations laid down by the Department of Labour of Nova Scotia.
- 11D.02 Conditions will be considered abnormal where the employer must use programs, procedures or provide personal protective equipment to ensure that the exposure standards are not exceeded. The exposure standards will be as specified in the latest edition of the Threshold Limit Values for Chemical Substances, Physical Agents and Biological Exposure Indices published by the American Conference of Governmental Industrial Hygienists. The application of this clause will be restricted to the Threshold Limit Values for chemical substances, the Threshold Limit Values for Cold Stress and the Threshold Limit Value for Heat Stress. This definition shall not exclude or cover conditions of excessive dirt or other physical circumstances which make the work extremely exhausting or distasteful.

ARTICLE 11E – UNDERGROUND MINES

- 11E.01 All work performed in underground mines shall be paid at the premium of 5% of the hourly pay.

ARTICLE 12A - APPRENTICESHIP

12A.01 As per Article 12B (attached).

12A.02 The ratio of apprentices to journeymen for each jobsite shall be:

For Commercial and Institutional Jobs

Journeyman	Apprentices
1	1

For Industrial and Major Industrial Jobs

Journeyman	Apprentices	
<u>2</u>	1	1 st – J 2 nd – A 3 rd – J <u>and repeat</u>

12A.03 The employer agrees to use a reasonable ratio of 1st, 2nd, 3rd and 4th year apprentices.

ARTICLE 12B - APPRENTICES

The wage of an apprentice shall be calculated on the previous journeyman wage rate plus the increases in this Agreement minus any monies set aside for the benefit package. The actual calculated wage rate for each apprentice shall be as per Article 8L. The apprentice is entitled to this wage rate on successful completion (both theory and practical as required) of each one thousand (1000) hour increment.

Year	Pay Level	Time	Courses Required to Advance
1 st	45%	0 - 1000 hrs	
	50%	1000 - 2000 hrs	Level 1: ELEA 0801, 0802, 1804, 1805, 1806, 1807, 1824 (7)
2 nd	55%	2000 - 3000 hrs	
	60%	3000 - 4000 hrs	Level 2: ELEA 1808, 1809, 1810, 1825, 1831, 1832, 1834 (7)
3 rd	65%	4000 - 5000 hrs	
	70%	5000 - 6000 hrs	Level 3: ELEA 1812, 1814, 1815, 1816, 1817, 1833 (6)
4 th	75%	6000 - 7000 hrs	
	80%	7000 - 8000 hrs	Group D: ELEA 1818, 1819, 1820, 1821, 1822, 1823, 1835 (7)

In order to advance from one (1) year to the next, an apprentice must have credited hours, attend community college or take courses online, and successfully complete eighty (80%) percent of the courses, as indicated in the above chart required for that year. During the succeeding year, the apprentice must successfully complete any uncompleted courses from the previous year along with eighty (80%) percent of the courses in the current year in order to advance. This formula to repeat until completion of the program.

The requirements set out in this Article reflect the current requirements of the pertinent Provincial legislation and regulations. Should said legislation and/or regulations be amended or altered during the life of this Collective Agreement, this Article will be amended to conform to the then prevailing legislation and/or regulations.

**ARTICLE 12C – JOINT APPRENTICESHIP TRAINING COMMITTEE
TERMS OF OPERATION**

1. This Committee will be made up of three members from the Union and three members from the Employer’s group.

2. Apprenticeship Criteria – To be eligible for entry as an Apprentice under this Collective Agreement the individual must meet the following:
 - a. Must be a registered Apprentice with the Department of Education of the Province of Nova Scotia and have completed a 7 week Electrical Construction Course at the Certified Provincial Training Institute

Or

 - b. Graduated from a ten month Electrical Construction Program at a Certified Provincial Training Institute

And

 - c. Must be a resident of the Mainland of Nova Scotia and provide a proof of permanent residency.

3. Apprenticeship Monitoring
 - a. During the Apprenticeship Program the JATC will review the progress to ensure the Apprentice is receiving as much well rounded experience as necessary.
 - b. The JATC will monitor the Apprenticeship Program. If it is deemed necessary to provide additional training and education courses to keep abreast of industry and technological changes. The Apprentices under this Agreement will be obligated to participate.
 - c. The JATC has the right to require that an Employer must move an Apprentice from one type of electrical work to another if it is felt that it is in the best interest of the Apprentice and for the betterment of the industry.

4. Exceptions
 - a. The Committee has the discretion to deal with special circumstances.
 - b. The terms of the Joint Apprenticeship Training Committee (JATC) will not interfere with Union organizing.
5. JATC Administration Fund – The Fund will be jointly trusted by the JATC members and shall be governed by a trust document to be drawn up within 60 days of the adoption of the outline of JATC terms of operation by the Employers and the Union.
6. Indenturing of Apprentices – All Apprentices who are accepted into the Union shall upon initiation into the Union become Indentured to the JATC for their Apprenticeship. All existing Union Apprentices or new graduates shall automatically have their Apprenticeship contracts transferred from their Employer to the JATC.

ARTICLE 13 - GRIEVANCE PROCEDURE

- 13.01 It is the desire of all parties to this Agreement that complaints of the employees or employer regarding alleged violations of this Agreement shall be adjusted as quickly as possible.
- 13.02 Any matter arising out of the interpretation or administration of this Agreement may constitute a grievance and shall be settled in accordance with this Article.
- 13.03 Such matter constituting a grievance must be processed as per Article 13.01 (excepting employer grievances which may be directly referred by the employer to the Business Agent as in Article 13.02) herein, within five (5) working days of the initial occurrence of the event giving rise to the grievance.
- 13.04 Therefore, it is agreed that no complaint or grievance exists until the Superintendent or senior official of the employer at the jobsite has had an opportunity to adjust it with the help of the Steward, or the Business Agent where there is no Steward at the jobsite.
- 13.05 If any complaint as to the violation of this Agreement has not been settled within two (2) working days after the Superintendent has been notified of the complaint, it shall be referred to the employer and to the Business Agent.
- 13.06 Should the employer and the Business Agent fail to settle the grievance within seven (7) working days (in the case of a Union grievance, the seven (7) working days shall be from the time of notification to the Superintendent as provided for in Articles 13.01 and 13.02), it shall be produced in writing and referred to the Nova Scotia Construction Labour Relations Association or the Union.
- 13.07 Within five (5) working days of the date of receipt of the grievance, a Grievance Board, composed of three (3) persons nominated by the CLRA and three (3) persons nominated by the Union shall meet.
- 13.08 The three (3) Management representatives shall be approved by the employer(s) involved and the three (3) Union representatives shall be approved by the employee(s) involved, however, neither the grievor nor the respondent nor CLRA or Union staff shall be included on the Grievance Board.

- 13.09 The Grievance Board shall hear any and all submissions presented by the respective Parties and shall, after vote by secret ballot, either support or deny the Grievance and/or make such other recommendations for resolution, as may be deemed appropriate.
- 13.10 Decisions of the Board shall be made by a majority of the votes cast and a quorum for all meetings of the Board shall consist of three (3) nominees of each Party.
- 13.11 The grievance shall not be carried further unless within five (5) working days of the meeting referred to in Article 13.07 hereof either Party submits the grievance to arbitration as provided herein.
- 13.12 Any grievance may be referred directly to the arbitrator without going through regular grievance procedure, providing both Parties to this Agreement consent to such action.
- 13.13 Should either the CLRA or the Union notify the other Party in writing that it no longer wishes the provisions of Article 13.07 set out herein to continue in effect, then the provisions of the previous Collective Agreement will apply with respect to that section of the procedure.

ARTICLE 14 - ARBITRATION

- 14.01 When either Party requests that a complaint as to violation of this Agreement be submitted to arbitration, it shall make such a request in writing addressed to the other Party to this Agreement. The Parties then shall have three (3) working days to agree upon an arbitrator and, failing agreement, one may be appointed by the Minister of Labour on the application of either Party.
- 14.02 The arbitrator shall hold a Hearing within four (4) working days after the grievance is submitted to him and shall render his decision to the Parties within three (3) working days after the completion of the Hearing.
- 14.03 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement or to alter, modify or amend any part of this Agreement, nor to recommend alterations, modifications or amendments to any part of this Agreement, provided, however, the arbitrator may alter any discipline imposed by the employer, including altering a discharge to a suspension if he deems it just in the circumstances.
- 14.04 The decision of the arbitrator shall be final and binding on the Parties hereto.
- 14.05 Any grievance may be referred directly to the arbitrator without going through the regular grievance procedure, providing both Parties to this Agreement consent to such action.
- 14.06 Each of the Parties hereto will jointly bear the expenses of the Arbitrator.
- 14.07 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.

ARTICLE 15 - SUB-CONTRACTOR CLAUSE

15.01 If the employer sub-contracts work which, if not sub-contracted, would be performed by the employer under the provisions of this Agreement, the sub-contractor shall be a unionized electrical contractor and shall be bound by the terms and conditions of this Agreement for all such work performed on the jobsite. All material will bear a Union label where practical.

ARTICLE 16 - DISCIPLINARY ACTION

16.01 The procedure in disciplining an employee shall be:

- (a) Warn the employee in writing of the offence, copy of letter mailed to the Union.
- (b) Any further offence calls for a possible suspension, the length of the suspension to be at Management's discretion, but not to exceed one (1) week.
- (c) Any offence after suspension, employee to be terminated.

16.02 The above not applicable to the following: Intoxication, theft, altercation on site, unauthorized photography on site, or like offenses.

16.03 An employee may be dismissed for just cause on the authority of the employer or his authorized representative on the job. Such employee and his Job Steward shall be advised promptly by the employer of the cause for dismissal. This clause does not supersede the scheme set out in 16.01 and 16.02 above.

16.04 When an employee has been discharged for cause by an employer and not reinstated through the grievance procedure, such employer shall have the right to refuse to re-employ such employee.

16.05 Use of cell phones/Blackberries/smartphones/etc. will not be permitted by employees onsite during working hours, except as explicitly authorized by the employer. Violations of this article shall be subject to the above disciplinary scheme.

Article 16.05 shall not apply to stewards and foremen using cell phones in the course of their duties.

ARTICLE 17 - JOB DEFINITIONS

17.01 INDUSTRIAL JOB DEFINITION:

- (a) The Industrial definition shall be applicable on all heavy industrial developments such as:

Pulp mill; paper mill; fishmeal producing plant; refineries of any type; generating stations (hydro, atomic and thermo); automotive assemble plant (motor vehicle of any type); tire manufacturing plant; chemical plant; fertilizer plant; electronic and electrical plant; heavy water plant; steel mill; mining operations of any type; plastic and glass manufacturing plant.

- (b) The commercial wage package and apprentice ratio shall apply to administration buildings on existing Industrial sites. On construction of new Industrial sites all work performed shall be at the appropriate Industrial wage package.

17.02 On Industrial jobs in all counties except Halifax County, the employer agrees to pay transportation expenses beyond the one hundred and sixty-five kilometres (165 km) but not to exceed seven hundred kilometres (700 km) (normal travelled route) from the jobsite on the following basis:

- (a) Mileage for one-way transportation providing the employee remains on the job one month or for the duration of the job. This will be paid with the first full week's pay. It will be deducted again from his last pay if he leaves before one month or before the termination of the job.
- (b) Mileage for return transportation providing the employee remains on the job for three months or for the duration of the job, whichever is less.
- (c) If the employee is laid off before he completes the one or three-month period above, he shall be paid the travel allowance in accordance with both (a) and (b) above.
- (d) If a person is dismissed for just cause prior to completing his first thirty (30) days, the employer may deduct the travel-in allowance from his last cheque.
- (e) If the employee lives one hundred and sixty-five kilometres (165 km) or more from the job then he/she will receive all transportation expenses from his/her place of residence to the job up to a maximum of 700 kilometres.

17.03 MAJOR INDUSTRIAL PROJECTS DEFINITION

Major Industrial Projects shall be defined as the initial construction, or major expansion or renovation of facilities such as those listed below, where the initial construction or the major expansion or renovation has a total construction value (man-hour and material) in excess of fifty million dollars (\$50,000,000.00).

- Pulp Mills
- Paper Mills
- Automobile Manufacturing Plants
- Steel Mills
- Power Generating Projects
- Oil Refineries
- Gas Refineries
- Rubber Plants (such as Michelin)
- Ore Reduction Plants
- Petro-Chemical Plants

17.04 RESIDENTIAL JOB DEFINITION

(a) This classification shall include the following:

- Any building or complex of buildings that is designed for the purpose of providing residential living quarters as in a place of residence.
- Any building or complex of buildings that is designed for the purpose of providing residential living quarters and containing no more than 20% of space designated for commercial use.
- Any repairs or renovations to any of the above.

(b) This classification shall not include:

- Any project that specifies union contractors only.
- Any building designed solely for the purpose of temporary residency.
- Any environmental controls work including service calls.

(c) In the event that a contractor has a question as to whether a job comes under this classification, it will be the contractor's responsibility to contact the union Business Manager for clarification.

(d) **Hours of Work:**

As per Article 9A, except that the member has the option to work one (1) extra hour per day to a maximum of forty-five (45) hours per week of straight time hours. There shall be no discrimination or action taken against any member that chooses not to work any or all of extra straight time hours.

(e) **Overtime:**

Article 9B shall apply except for the following:

- All overtime hours shall be paid at time and one half (1-1/2) except that Sundays and Holidays shall be paid at double time. Overtime hours shall be worked on a voluntary basis and there shall be no discrimination or action taken against any member that chooses not to accept overtime work opportunities.

(f) **Hiring:**

Hiring shall be as per Article 10.

(g) **Ratio:**

The ratio of Journeypersons to Apprentices shall be one (1) to one (1).

(h) **Jobs With a Total of 800 or Less Person Hours (Residential Jobs):**

Contractors bidding jobs under this article will receive, upon approval from the Union, a subsidy of six dollars (\$6.00) per hour up to a per job maximum of eight hundred (800) person hours for that job. Notification, by way of the current Schedule "B" request form, must be provided to the Union Office when the job is bid. Non-Union competition must be identified to be eligible for the subsidy. The subsidy will not be available when only Signatory Contractors are involved. A confirmation of hours bid must be forwarded to the Union Office upon being awarded the job. The subsidy shall be paid within thirty (30) days of receiving an invoice upon completion of the job. Hiring shall be as per Article 17. This Subsidy Program will end upon the expiration of this agreement on April 30, 2018.

17.05 IDENTIFIED STRUCTURES AND MAINTENANCE DEFINITION

- (a) This classification shall include the following:
- Any building or space within a building for the primary purpose of retail, service for gain or restaurant commerce.
 - Any building using a prefabricated or tilt-up type of construction.
 - Any building or complex of buildings used for the purpose of the delivery of education except those used for the purpose of university post secondary education.
 - Any standing offer maintenance contracts.
 - Any renovations or repairs on the above.
- (b) This classification shall not include:
- Any project that specifies union contractors only.
 - Any environmental controls work including service calls.
- (c) In the event that a contractor has a question as to whether a job comes under this classification, it will be the contractor's responsibility to contact the union Business Manager for clarification.
- (d) **Hours of Work:**
As per Article 9A except that the member has the option to work one (1) extra hour per day to a maximum of forty-five (45) hours per week of straight time hours. There shall be no discrimination or action taken against any member that chooses not to work any or all of extra straight time hours.
- (e) **Overtime:**
Article 9B shall apply except for the following:
- All overtime hours shall be paid at time and one half (1-1/2) except that Sundays and Holidays shall be paid at double time. Overtime hours shall be worked on a voluntary basis and there shall be no discrimination or action taken against any member that chooses not to accept overtime work opportunities.
- (f) **Hiring:**
Hiring shall be as per Article 10.

(g) **Ratio:**

The ratio of Journeypersons to Apprentices shall be one (1) to one (1).

(h) **Jobs With a Total of 800 or Less Person Hours (Identified Structures and Maintenance Jobs):**

Contractors bidding jobs under this article will receive, upon approval from the Union, a subsidy of six dollars (\$6.00) per hour up to a per job maximum of eight hundred (800) person hours for that job. Notification, by way of the current Schedule “B” request form, must be provided to the Union Office when the job is bid. Non-Union competition must be identified to be eligible for the subsidy. The subsidy will not be available when only Signatory Contractors are involved. A confirmation of hours bid must be forwarded to the Union Office upon being awarded the job. The subsidy shall be paid within thirty (30) days of receiving an invoice upon completion of the job. Hiring shall be as per Article 17. This Subsidy Program will end upon the expiration of this agreement on April 30, 2018.

ARTICLE 18 - CAMP CLAUSE

18.01 There shall be discussion with representatives of the Union regarding the operation of any camp facilities provided.

ARTICLE 19 - ENABLING CLAUSE

19.01 Where a particular article or articles of this Collective Agreement is or are found to work a hardship for a particular project or specific geographical area, the terms and conditions in this Agreement for that project or specific geographical area may be modified by mutual consent, of the Union office and the majority of members in the geographical area of the Union where the conditions exist, and the CLRA, when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved the request shall not be subject to either grievance or arbitration.

ARTICLE 20 - TERM OF AGREEMENT

- 20.01 This Agreement shall remain in effect until and including April 30, 2018, and from year to year thereafter unless either Party gives notice in writing not less than sixty (60) days previous to April 30th in any year of its desire to amend or terminate this Agreement.
- 20.02 The Parties agree that they shall meet in order to negotiate renewing this Agreement beginning in October 2017, with at least three meetings in October 2017 and at least three meetings in November 2017 unless both Parties agree otherwise. If the Parties have not reached a tentative agreement by the end of January 2018, the Parties shall agree on an impartial Mediator to hold a Mediation to be concluded by the end of February 2018. The costs of the Mediation shall be paid equally by both Parties. If the Parties are not able to reach an agreement through the Mediation process, the Conciliation process as per the Trade Union Act shall apply.
- 20.03 Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Labour Standards Code of the Province of Nova Scotia.

ARTICLE 21 - SIGNATORIES

- 21.01 Upon execution of this Agreement by the Parties, the Schedules and the Appendices attached hereto form a part hereof.
- 21.02 Signed on behalf of the Parties to this Agreement this 9th day of December, 2015.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

KEITH DWYER

CALUM MACLEOD

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
LOCAL UNION 625**

TIM SWINAMER

DWAYNE ARMSWORTHY

ANGELA GALLANT
WITNESS

SCHEDULE "A" – INTERPRETATION

In this Agreement, where the context permits or requires, the singular includes the plural and the masculine includes the feminine.

The following definitions apply whenever the defined terms are used in this Agreement:

CLRA: means the Nova Scotia Construction Labour Relations Association Limited.

BUSINESS MANAGER: means the official elected by Local Union 625 whose duties are to represent the employees in matters relating to this Agreement.

UNION: means Local Union No. 625, the International Brotherhood of Electrical Workers.

EMPLOYEE/WORKMAN: means a person working at the Electrical trade as a journeyman, apprentice, charge hand or foreman for an employer on any job in the area as defined in this Agreement.

JOB: an individual project with a contract or multiple contracts with an owner or owners or their respective representatives. This definition applies to all Articles of this Agreement where the word job or jobsite is stated.

STEWARD: means an employee working on the job duly authorized by the Union to represent all the employees working thereon who fall within the scope of this Agreement, and to speak for them on matters pertaining to this Agreement.

SUPERINTENDENT: means the appointed official of the employer who has on-the-job authority for the progress of the work.

TRADE: means the Electrical trade.

EMPLOYER: means an individual member of the CLRA or company or business bound by this Agreement.

TRAVELLER: means IBEW member from another IBEW Local

SCHEDULE “B” – MARKET RECOVERY PROJECT PROGRAM

The following Market Recovery Projects Program is one element of the Market Recovery Plan of IBEW Local 625. As this program involves members and all Signatory Contractors directly in the workplace, the following outline shall constitute the Program as such.

1. The following rates and conditions shall apply to all jobs under this Program.
 - Wage rates and the benefit package shall be as per the Collective Agreement.
 - The ratio of Journeyman to Apprentice shall be 1:1 for all jobs, except a 2:1 ratio will be used for Industrial Jobs.
 - Hiring shall be as per Article 10 except for Halifax County in Unit #1. Halifax County shall use a 50/50 hiring procedure for all jobs. The first Journeyman shall be a company pick and every other pick thereafter. The first apprentice shall come from the list and every other one thereafter. In Unit #1, a Contractor may transfer a list hire from job to job under fifty thousand dollar (\$50,000.00) value (electrical material and man hours).
 - At any time there can only be one extra company pick on site.
 - For all projects valued fifty thousand dollars (\$50,000) (electrical material and man hours) or over, the Contractor is responsible to notify the union prior to placing a company pick on site. Failure to do so will result in a reduction of payment equal to the time the company pick was on site, prior to notification, multiplied by an hourly assistance value.
 - There shall be no Shift Premium.
 - Unit #1 layoffs shall be scheduled such that an equal number of name hires and list hires are maintained, where possible, until there are four (4) members remaining. If a shop steward has been appointed to the project, the steward shall not be laid off until there are less than four members on site.
2. The procedure for Contractors requesting the Market Recovery Projects Program shall be by way of the form currently used. This form provides information concerning the project title and location, approximate manhours, approximate value (electrical man hours and materials), known union and non-union bidders and the date of closing of the tender.

3. Upon receiving the request from a Contractor(s), the Local will provide notification to all requesting Contractors and the CLRA indicating the amount of financial assistance to be provided, if any. It is the responsibility of the Contractor(s) to submit the request form as soon as possible to allow the Local sufficient time to consider such request.
4. The schedule of payment for the financial assistance provided in the Market Recovery Projects Program shall be as follows:
 - a) The successful Contractor shall provide confirmed hours to the Local for the purpose of establishing the quarterly payment schedule in relation to the job hours/schedule.
 - b) Quarterly payments shall be dispersed to the Contractor within 60 days of receiving a request for payment providing all wages and benefits have been paid for the request period. In the event that scheduled quarterly payment request are contained within the 60 days, the payment for these requests shall be made within 30 days of receiving the request.

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

APPENDIX “A” - COMMUNICATIONS SPECIALIST APPENDIX

PREAMBLE

The terms and conditions of the main body of the current Collective Agreement between IBEW Local 625 and Nova Scotia Construction Labour Relations Association, dated October 16, 2015, shall apply except as modified by the express provisions of this Appendix.

Work covered under this appendix shall include, but is not necessarily limited to, all work requiring a communications cabling permit as directed by the Local Authority (Chief Electrical Inspector) and as required by the Electrical Installation and Inspection Act, and the structured wiring section as specific project documents indicate.

This agreement does not cover work that properly comes under the work jurisdiction of IBEW members in relation to the Canadian Electrical Code, as well as any Industrial Project where the communication work is contained within the electrical package.

ARTICLE 1 – CLASSIFICATIONS

- a. COMMUNICATIONS ELECTRICIAN
 - An employee who is a Journeyman Construction Electrician having a valid CCS Certificate and is capable of installing, terminating and testing all types of communication cabling. He/she may direct Cabling Specialist(s).
- b. CABLING SPECIALIST
 - An employee who is capable of installing, terminating and testing all types of communication cabling and has attained six thousand (6,000) hours worked in the field and has a valid CCS Certificate. He/she may direct Cabling Apprentice(s).
- c. LEVEL II CABLING SPECIALIST APPRENTICE
 - An employee who is capable of the above, but requires supervision by a Cabling Specialist and has attained four thousand (4,000) hours worked in the field.
- d. LEVEL I CABLING SPECIALIST APPRENTICE
 - An employee who is capable of pulling cable, terminating and testing, but requires supervision by a Cabling Specialist, and has attained two thousand (2,000) hours worked in the field.
- e. CABLE INSTALLER
 - Entry Level or 1st Year Electrical Apprentice.

ARTICLE 2 – RATIOS

Each communication cabling permit shall be manned by one (1) Communication Electrician.

Each Communication Electrician may supervise any combination of Cabling Specialists, Cabling Specialist Apprentices, Cable Installers, and/or Electrical Apprentices.

Each Cabling Specialist may supervise any combination of up to five (5) Cabling Specialist Apprentices, Cable Installers, and/or Electrical Apprentices for communication installation tasks.

ARTICLE 3 – HIRING

An employer working under this Appendix shall have the right to name hire directly, and members working under this Appendix may directly solicit employment in any unit until April 30, 2018, after which 50/50 hiring (excluding the Communications Electrician) shall be as follows:

- 1st Hire.....Company
- 2nd Hire.....Union
- 3rd HireCompany
- 4th HireUnion
-Repeat

Where there are three (3) or more employees, other than the Communication Electrician or Cabling Specialist, then one (1) shall be a 1st Year Electrical Apprentice, if available, and if not, any year apprentice, who shall come from the Union Hall.

If the Union cannot provide personnel within 72 hours, name hire to apply.

Any electrical Journeyman or Apprentice may apply for communication job calls, however, when doing so they shall receive wages and benefits as per the Communication Specialist Appendix.

A Contractor may choose to use electrical Journeymen and Apprentices to perform communication work and in such cases these members shall receive wages and benefits as per the main body of the Collective Agreement.

ARTICLE 4 – MOBILITY

Where employees covered under this agreement have specific manufacturers’ training, they shall be permitted full mobility within the Local. Mobility shall be dictated by project requirements, and contractors have the option to train members in the area where the job is located.

ARTICLE 5 – HOURS

The standard workday shall be eight (8) hours per day / forty (40) hours per week Monday to Friday as per the main body of the Collective Agreement.

ARTICLE 6 – OVERTIME

COMMUNICATIONS ELECTRICIAN

– as per main body of Collective Agreement.

ALL OTHER WORKERS

– Time and one half (1-1/2x), except Sundays and Holidays to be double (2x) time. Benefits to be based on hours paid.

Other than the above, all remaining sections in Article 9B – Shift Work and Overtime Premiums – of the main agreement shall apply.

ARTICLE 7 – SHIFT PREMIUM

All workers to receive a ten percent (10%) shift premium for any and all shift work.

ARTICLE 8 – WAGES *

See wage table in Article 8K.

ARTICLE 9 – SUPERVISION

Supervision shall be as per Article 8J of the main agreement.

ARTICLE 10 – TRAVEL & BOARD

As per Collective Agreement.

ARTICLE 11 – TOOLS

All Journeyman Communication Electricians and Communication Technicians are required to have the following tools:

- 1 knife
- 1 pair of scissors
- 6 screwdrivers – Robertson & standard types
- 1 pair pliers – diagonals
- 1 pair pliers – 8” sidecutters
- 1 pair slip joint pliers
- 1 drywall saw
- 1 hammer
- 1 measuring tape
- 1 level
- 1 tool pouch and belt
- 1 tool box
- approved safety footwear (as per the main agreement)

ARTICLE 12 – MINIMUM REQUIREMENTS**a. CABLING SPECIALIST**

- Has the CCS certification
- Manufacturer trained and has hands on experience in design of structured wiring cabling systems. Is able to create labeling schemes based on industry standards, and layout and configure surface and rack mount termination hardware. Provide Certificate of Proof.
- Manufacturer trained in the project management of large cable plants. Provide Certificate of Proof.
- Manufacturer trained and has hands on experience in the installation, termination and testing of both copper and fibre optic cabling systems. Provide Certificate of Proof.
- Proven practical experience in the installation and certification of video, telephony and wireless systems an asset.
- Supervisory experience with references preferred.
- Has attained over 6000 hours of field experience. Provide employment history.

b. LEVEL II CABLING SPECIALIST APPRENTICE

- Manufacturer trained in design of structured wiring cabling systems. Familiar with industry standard labeling conventions and rack and surface mount placement of equipment. Provide Certificate of Proof.
- Manufacturer trained and has hands on experience in the installation, termination and testing of both copper and fibre optic cabling systems. Provide Certificate of Proof.
- Can take direction from Cabling Specialist with limited supervision and is capable of leading Level I Apprentice or Cable Installer.
- Has attained over 4000 hours of field experience. Provide employment history.

c. LEVEL I CABLING SPECIALIST APPRENTICE

- Practical experience in the installation, termination and testing of copper cabling systems. In possession of certificate an asset.
- Can take direction from Cabling Specialist and/or Level II Cabling Specialist Apprentice.
- Has attained over 2000 hours of field experience. Provide employment history.

d. CABLE INSTALLER

- Can assist other Cable Installers, Cabling Specialist Apprentices or Cabling Specialists with the installation of the various copper and fibre optic cable types in buildings, duct banks and vertical chases.

Signed on behalf of the Parties to this Agreement this 9th day of December, 2015.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL
UNION 625**

KEITH DWYER

TIM SWINAMER

CALUM MACLEOD

DWAYNE ARMSWORTHY

ANGELA GALLANT
WITNESS

APPENDIX “B” – BONDS

1. Upon certification, the Trustees of the Health and Welfare Plans, or the Trustees of the Pension Plan may require an employer who has been certified for twelve (12) months or less to provide a bond either in cash or through a bonding agency to the Trustees to guarantee payment of all contributions and deductions to the Trustees and to the Union including, but not limited to, Pension contributions, Health and Welfare contributions and dues.
2. The Trustees shall establish the amount of the bond which shall not exceed one hundred thousand dollars (\$100,000.00). If the bond is paid in cash, the money shall be held by the Trustees in an interest-bearing account.
3. If, after two (2) years from the date of payment of the bond, the Trustees determine there has been no delinquency by the employer for any remittances due or payable by the employer, the Trustees shall authorize the release of the bond with interest, if applicable.
4. If the Trustees determine that an employer has been delinquent, the Trustees shall deduct the amount of the delinquency from the bond and require the employer to repay the monies so as to ensure the full amount of bond is maintained.
5. The aforementioned bond shall remain in place for two (2) years from the date of any delinquency.
6. Failure by the employer to provide the bond as outlined above, shall be treated as a breach of the Collective Agreement and the Trustees shall be permitted to assess further damages against the employer. The damages shall be in the sole discretion of the Trustees and may be up to the amount of one thousand dollars (\$1,000.00) per month for each month of delinquency until the delinquency is paid in full, and in addition, further damages in the amount of three (3) times the amount of delinquency which remains unpaid, exclusive of the penalty.
7. If an employer, who has been certified for more than twelve (12) months, is delinquent with respect to its contributions or deductions to the Trustees of the Pension Plan or the Health and Welfare Plans pursuant to this Collective Agreement, the Trustees upon learning of the delinquency may, in their absolute discretion, require a bond to be provided by the employer in cash or through a bonding agency in an amount up to one hundred thousand dollars (\$100,000.00). In addition to the bond, the employer shall forthwith pay the amount of the delinquency. Failure by the employer to provide the bond as outlined above, shall be treated as a breach of the Collective Agreement and the Trustees shall be permitted to assess further damages against the employer. The damages shall be in the sole discretion of the Trustees and may be up to the amount of one thousand dollars (\$1,000.00) per month for each month of delinquency until the delinquency is paid in full, and in addition, further damages in the amount of three (3) times the amount of delinquency which remains unpaid, exclusive of the penalty.

APPENDIX "C" - ELECTRICAL TRADE CLASSIFICATION

- Able Electric Ltd.
- Advanced Energy Management
- Ainsworth Atlantic
- Arthur & Conn (1985) Ltd.
- Black & McDonald Limited
- Bond & Coolen Contracting Limited
- C.M. Campbell Electric Limited
- Controls & Equipment Ltd.
- D. Stevens Electric Limited
- Dawco Construction Enterprises
- Digicon Building Control Solutions Limited
- Duggan Electric Limited
- Easco Electric Limited
- G.J. Cahill & Co. (1979) Ltd.
- Gardner Electric Ltd.
- Gil-Son Construction
- Joneljim Concrete Construction Limited
- Manuel's Electrical Services Ltd.
- Moncton Plumbing & Supply Company Limited
- Plan Group Inc.
- Provincial Electric Limited
- Rockingham Electric Limited
- The State Group Inc.

LETTER OF UNDERSTANDING

This letter and its provisions apply solely and exclusively to companies organized by I.B.E.W. Local 625 after September 25, 1997, and shall become part of the Collective Agreement on the effective date below. This letter and its provisions and shall cease to be part of the Collective Agreement on April 30, 2018.

In an effort to combat the growth of the non-Union Electrical Contractors, which is detrimental to the Parties of this Collective Agreement, the following clause is agreed upon in good faith.

- (A) When a worker has been admitted into the Union as a result of signing a membership card in the Union in an Application for Certification of their Employer, then this worker shall have seniority and recall rights with their Employer for a one (1) year period on all jobs in the Unit of the Local Union that they live in as per below. This clause shall be in effect from the date the Application was made to the Nova Scotia Labour Relations Board, provided such Application is successful.
- (B) For the first year only after the date of Certification of an Employer, when an Employer under this clause lays off workers, all employees not bound by this clause will be laid off first in accordance with the normal Management Rights Clause in the Collective Agreement. Other employees covered by these provisions herein shall be laid off in accordance with their date with the employer in the classification of Journeyman or Apprentice starting with the junior employee first.
- (C) For the first twelve (12) months after the date of Certification of an employer, when an employer is hiring workers, any workers laid off who have seniority rights shall also have recall rights. These employees will be hired first beginning with the most senior worker in the classification of Journeyman or Apprentice that is on lay off.
- (D) This clause does not cover employees with the employer that become Union members after the date of Application for Certification.

The entire above subject to the understanding that the rights of the Parties concerning discipline and discharge still apply.

Dated this 9th day of December, 2015.

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
LOCAL UNION 625**

KEITH DWYER

TIM SWINAMER

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ANGELA GALLANT
WITNESS