



**Nova Scotia
Construction
Labour Relations
Association Limited**

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Dartmouth, Nova Scotia
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This file download includes the following:

- Notice for Amendment #2 effective May 1, 2018
- Notice for Amendment #3 effective September 1, 2018

Please download the full 2018-2021 Electrical 625 Collective Agreement for the up-to-date version of this collective agreement with all of the current wage tables.

Thank you



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Amendment #2 Notice



AMENDMENT NOTICE

DATE: October 11, 2018

To: Electrical 625 Trade Classification

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

CC: Tom Griffiths, IBEW 625

Non-Electrical 625 Trade Classification Member Contractors

Aecon Mining Construction Services	Payroll Dept	F: 519-751-8018
amec Black & McDonald	Donna Brogan	donna.brogan@amec.com
Bay Road Electrical Ltd.	Payroll Dept	F: 902-456-8923
CNC Energy Solutions Ltd.	Payroll Dept	F: 902-535-3563
Emera Utility Services	Payroll Dept	F: 902-832-7998
Memco Controls Ltd.	Conrad Landry	clandry@memcocontrols.com

FROM: Calum MacLeod

RE: Amendment #2 to Electrical 625 Collective Agreement 2018-2021

PAGES: 17 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2018	<ul style="list-style-type: none"> Apprentice Wage Tables updated for term of collective agreement using new calculation method Wording in Article 8D and 12B updated to reflect above changes 	Cover page, 11, 22-29, 45

Attached are the amended pages for the Mainland Electrical 625 Collective Agreement 2018-2021 Amendment #2, effective May 1, 2018.

This amendment is for changes to the Apprentice wage tables which have been under discussion by both parties since negotiations for the 2018-2021 collective agreement concluded. A Letter of Understanding (available upon request) was recently reached to resolve this issue and has now been ratified by both parties. Please read the following 3 parts for detailed information on how to apply these new wage tables.

- Part A: Period of May 1, 2018 to August 31, 2018
- Part B: Period of September 1, 2018 to the last pay period issued
- Part C: Pension Fund remittances from September 1, 2018 onward



PART A: Period of May 1, 2018 to August 31, 2018

Per the terms of this Letter of Understanding, the calculation of each level of Apprentice's Hourly Rate, Vacation & Holiday Pay and Pension Fund amounts shall reflect a specific percentage of the Journeyman's corresponding rates. For the period from May 1, 2018 to August 31, 2018, Employers shall be required to pay each Apprentice a sum equalling the difference in the **Total Package** for all hours worked during the period. This difference per hour worked is as follows:

APPRENTICE		
ALL COMMERCIAL WORK - UNIT #1		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$0.11
1801 - 2700 hrs	55%	\$0.31
2701 - 3600 hrs	60%	\$1.20
3601 - 4500 hrs	65%	\$1.36
4501 - 5400 hrs	70%	\$1.35
5401 - 6300 hrs	75%	\$1.23
6301 - 7200 hrs	80%	\$1.16

APPRENTICE		
ALL COMMERCIAL WORK - UNIT #2		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$0.11
1801 - 2700 hrs	55%	\$0.33
2701 - 3600 hrs	60%	\$1.20
3601 - 4500 hrs	65%	\$1.36
4501 - 5400 hrs	70%	\$1.36
5401 - 6300 hrs	75%	\$1.25
6301 - 7200 hrs	80%	\$1.19

APPRENTICE		
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #1		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$1.13
1801 - 2700 hrs	55%	\$1.58
2701 - 3600 hrs	60%	\$1.55
3601 - 4500 hrs	65%	\$1.46
4501 - 5400 hrs	70%	\$1.33
5401 - 6300 hrs	75%	\$1.23
6301 - 7200 hrs	80%	\$1.20

APPRENTICE		
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #2		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$1.12
1801 - 2700 hrs	55%	\$1.60
2701 - 3600 hrs	60%	\$1.55
3601 - 4500 hrs	65%	\$1.45
4501 - 5400 hrs	70%	\$1.34
5401 - 6300 hrs	75%	\$1.23
6301 - 7200 hrs	80%	\$1.16



APPRENTICE		
MAJOR INDUSTRIAL PROJECTS - UNIT #1		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$2.00
1801 - 2700 hrs	55%	\$1.59
2701 - 3600 hrs	60%	\$1.52
3601 - 4500 hrs	65%	\$1.44
4501 - 5400 hrs	70%	\$1.32
5401 - 6300 hrs	75%	\$1.24
6301 - 7200 hrs	80%	\$1.15

APPRENTICE		
MAJOR INDUSTRIAL PROJECTS - UNIT #2		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	\$1.98
1801 - 2700 hrs	55%	\$1.58
2701 - 3600 hrs	60%	\$1.49
3601 - 4500 hrs	65%	\$1.40
4501 - 5400 hrs	70%	\$1.28
5401 - 6300 hrs	75%	\$1.18
6301 - 7200 hrs	80%	\$1.07

For the Residential and Maintenance Apprentices, the new calculation method results in a lower Total Package. The terms of the Letter of Understanding state that in any case where the amended Total Package is lower than the prior Total Package, there shall be no payment and no clawback for hours worked between May 1, 2018 and August 31, 2018. The following Residential and Maintenance table is provided for information purposes only and no action is to be taken for the May 1, 2018 to August 31, 2018 time period.

APPRENTICE		
RESIDENTIAL AND MAINTENANCE *		
Hours	%	Total Package Difference from May 1/18 - Aug 31/18 per hour worked
0 - 1800 hrs	50%	-\$3.45
1801 - 2700 hrs	55%	-\$3.08
2701 - 3600 hrs	60%	-\$2.67
3601 - 4500 hrs	65%	-\$2.25
4501 - 5400 hrs	70%	-\$1.87
5401 - 6300 hrs	75%	-\$1.51
6301 - 7200 hrs	80%	-\$1.10



PART B: Period of September 1, 2018 to the last pay period issued

The new Apprentice wage tables in Amendment #2 of the Electrical 625 Collective Agreement are to be used from September 1, 2018 onward. For the period from September 1, 2018 to the last pay period the Employer has issued, Employers shall be required to pay a top-up to each Apprentice for the difference in the Hourly Rate and Vacation & Holiday Pay. (Please refer to Part C regarding the decreased Pension Fund amounts for September 1, 2018 onward.) This difference per hour worked is as follows:

APPRENTICE		
ALL COMMERCIAL WORK - UNIT #1		
Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$3.08	\$0.27
1801 - 2700 hrs	\$3.48	\$0.31
2701 - 3600 hrs	\$3.94	\$0.35
3601 - 4500 hrs	\$3.72	\$0.34
4501 - 5400 hrs	\$3.37	\$0.30
5401 - 6300 hrs	\$2.90	\$0.26
6301 - 7200 hrs	\$2.48	\$0.22

APPRENTICE		
ALL COMMERCIAL WORK - UNIT #2		
Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$3.10	\$0.25
1801 - 2700 hrs	\$3.53	\$0.28
2701 - 3600 hrs	\$3.98	\$0.31
3601 - 4500 hrs	\$3.76	\$0.30
4501 - 5400 hrs	\$3.41	\$0.27
5401 - 6300 hrs	\$2.95	\$0.23
6301 - 7200 hrs	\$2.53	\$0.20

APPRENTICE		
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #1		
Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$4.01	\$0.36
1801 - 2700 hrs	\$4.64	\$0.42
2701 - 3600 hrs	\$4.26	\$0.38
3601 - 4500 hrs	\$3.82	\$0.34
4501 - 5400 hrs	\$3.35	\$0.30
5401 - 6300 hrs	\$2.90	\$0.26
6301 - 7200 hrs	\$2.51	\$0.23

APPRENTICE		
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS - UNIT #2		
Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$3.97	\$0.39
1801 - 2700 hrs	\$4.62	\$0.46
2701 - 3600 hrs	\$4.22	\$0.42
3601 - 4500 hrs	\$3.77	\$0.38
4501 - 5400 hrs	\$3.32	\$0.34
5401 - 6300 hrs	\$2.87	\$0.29
6301 - 7200 hrs	\$2.45	\$0.25



APPRENTICE

MAJOR INDUSTRIAL PROJECTS - UNIT #1

Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$4.81	\$0.43
1801 - 2700 hrs	\$4.65	\$0.42
2701 - 3600 hrs	\$4.23	\$0.38
3601 - 4500 hrs	\$3.80	\$0.34
4501 - 5400 hrs	\$3.34	\$0.30
5401 - 6300 hrs	\$2.91	\$0.26
6301 - 7200 hrs	\$2.47	\$0.22

APPRENTICE

MAJOR INDUSTRIAL PROJECTS - UNIT #2

Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$4.75	\$0.47
1801 - 2700 hrs	\$4.60	\$0.46
2701 - 3600 hrs	\$4.17	\$0.41
3601 - 4500 hrs	\$3.73	\$0.37
4501 - 5400 hrs	\$3.28	\$0.32
5401 - 6300 hrs	\$2.83	\$0.28
6301 - 7200 hrs	\$2.38	\$0.23

APPRENTICE

RESIDENTIAL AND MAINTENANCE

Hours	Total Hourly Rate Difference from Sep 1/18 to last pay period issued per hour worked	Total V & H Difference from Sep 1/18 to last pay period issued per hour worked
0 - 1800 hrs	\$0.37	\$0.04
1801 - 2700 hrs	\$0.37	\$0.03
2701 - 3600 hrs	\$0.38	\$0.04
3601 - 4500 hrs	\$0.41	\$0.04
4501 - 5400 hrs	\$0.41	\$0.04
5401 - 6300 hrs	\$0.38	\$0.04
6301 - 7200 hrs	\$0.40	\$0.04



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PART C: Pension Fund remittances from September 1, 2018 onward

Please note that Apprentice Pension Fund remittances for all hours worked from September 1, 2018 onward shall be remitted according to the new Apprentice wage tables contained in Amendment #2. As per the Letter of Understanding, Pension Fund remittances made on behalf of Apprentices prior to August 31, 2018 shall not be adjusted or affected in any way. The ordinary deadline for Apprentice Pension Fund remittances of October 15, 2018 for September hours has been extended until October 26, 2018 to allow for the new Pension Fund calculation.

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

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

Thank you.



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Amendment #3 Notice



AMENDMENT NOTICE

DATE: October 17, 2018

To: Electrical 625 Trade Classification

Able Electric (Blake	Clothier	Bond & Coolen C	Robert	Bond	Joneljim Concre	Jim	Kehoe
Able Electric (Michael	Castellani	Controls & Equi	Brian	Dutt	Joneljim Concre	Jon	Cecchetto
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CC: Tom Griffiths, IBEW 625

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Emera Utility Services	Payroll Dept	F: 902-832-7998
Memco Controls Ltd.	Conrad Landry	clandry@memcocontrols.com

FROM: Calum MacLeod

RE: Amendment #3 to Electrical 625 Collective Agreement 2018-2021

PAGES: 20 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
September 1, 2018	<ul style="list-style-type: none"> • Article 2.01 – removal of "Province of PEI" from Geographic Area for Unit #2 • Addition of new Article 8F – Work Ready Program with an Employer Contribution of \$0.25 per hour worked • Subsequent renumbering of remaining articles and references throughout agreement • Wage tables updated throughout agreement 	Cover page, 1, 10, 11, 14, 15, 16, 20-29, 45, 64

Attached are the amended pages for the Mainland Electrical 625 Collective Agreement 2018-2021 Amendment #3, effective September 1, 2018.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended agreement is now available for download on our website, www.nscrla.ca. We encourage you to download the full amended agreement posted on our website today as it includes Amendment #2 (effective May 1, 2018) which was released last week, as well as this Amendment #3 (effective September 1, 2018).

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

Thank you.

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