



AMENDMENT NOTICE

DATE: September 23, 2019

To: Mechanical 244 Trade Classification

A.B. Mechanical	Chris	Brace	Bremner's Plumb	Vernon	Beaver
Aecon Mining Co	Lionel	Coleman	C.C. MacDonald	Bob	Chisholm
Ainsworth Atlan	Francis	Devoe	C.C. MacDonald	Craig	MacDonald
Atlantica Mecha	Dave	Vincent	Ed's Plumbing &	Steve	Hayne
Atlantica Mecha	Doug	Shreenan	Gardner Electri	Jeff	Gardner
Atlantica Mecha	Tom	Vincent	Himmelman Contr	Kirk	Himmelman
Atlantica Mecha	Doug	Holstead	Ian Tate Plumbi	Ian	Tate
Beaulieu Plumbi	Carol	Beaulieu	Moncton Plumbin	Ernest	Brun
Beaulieu Plumbi	Gaetan	Beaulieu	Sunny Corner En	Bill	Schenkels
Black & McDonal	Charles	Savoie	Sunny Corner En	Bruce	Clark
Black & McDonal	Lester	Buckland	Western Plumbin	Derrick	Flinn
Black & McDonal	Robert	Burns			

CC: Ben Chisholm, Local 244

FROM: Robert Shepherd

**RE: Amendment #1 to Mechanical 244 Collective Agreement 2018-2021;
Change to CLRA Industry Improvement Fund Remittances**

PAGES: 11 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
September 1, 2019	<ul style="list-style-type: none"> • Article 20C – Canadian Training Trust Fund, Industry Enhancement Fund, National Organizing Fund, Mainland Building Trades Council <ul style="list-style-type: none"> ○ deletion of language for Political Action Fund ○ deletion of language for Canadian Building Trades ○ increase from \$0.37 to \$0.39 per hour paid (see "Union Check-Off" column in wage tables) • Article 21 – CLRA Industry Improvement Fund decrease from \$0.33 to \$0.31 per hour paid 	Cover page, Index page i, 15, 17, 18, 24, 25

Please find attached the following information for the attached amendment which is effective September 1, 2019:

- Amendment #1 pages for the 2018-2021 Mechanical 244 Collective Agreement
- New CLRA Industry Improvement Fund (IIF) remittance form and updated instructions

The purpose of this notice is to advise Trade Classification members that a new CLRA Industry Improvement Fund (IIF) remittance form is now available for hours being reported for ICI work performed by Mechanical 244 employees from September 1, 2019 onward in conjunction with this amendment.

Please note that the total IIF amount has decreased from thirty-three cents (\$0.33) to thirty-one cents (\$0.31) per hour paid and the Line (A) amount that is HST taxable has increased from twenty-three cents (\$0.23) to twenty-five cents (\$0.25). The "Techsploration" component (a \$0.02 employer and a \$0.02 employee

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.

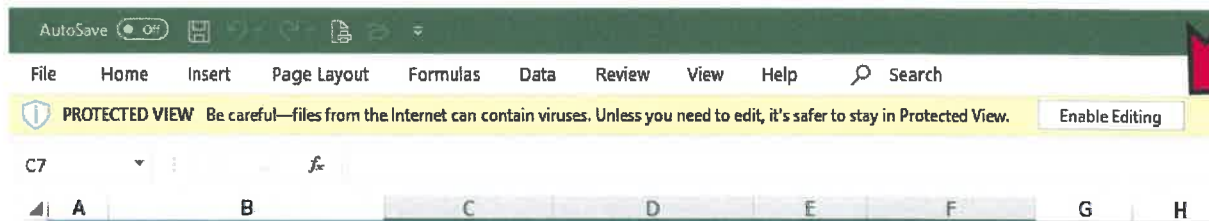


contribution) of the CLRA Industry Improvement Fund has been removed. The new remittance form, along with an updated list of detailed instructions, is attached for your reference.

Also, please note that the total Union Check-Off amount of the Canadian Training Trust Fund, Enhancement Fund, National Organizing Fund, Mainland Building Trades Council has increased from thirty-seven cents (\$0.37) to thirty-nine cents (\$0.39) per hour paid. Please note that the portion of this check-off that is sent directly to Local 244 has increased from twenty-two cents (\$0.22) to twenty-four cents (\$0.24) per hour paid.

Users will notice that the attached CLRA Industry Improvement Fund form has removed the availability to report total monthly hours per employee. Effective September 1, 2019, companies will only need to report Mechanical 244 total hours for the company per month. **Due to privacy reasons, we will require that companies only send this new IIF form with their remittance as we are no longer able to accept alternate reports which contain Social Insurance Numbers.**

This IIF form is also available for download in Adobe Acrobat and Excel formats in the "Forms" section of our website, www.nscra.ca/forms.asp. We recommend using the Excel version of this form as it will provide the amount to be remitted simply by entering the total monthly hours and is also a great tool to utilize to double check your own calculation method. Depending on the version of Excel that you are using, you may receive the following message and will need to "Enable Editing" before you can type in the form:



If you have any questions regarding this new form, please do not hesitate to contact Angela Gallant (admin@nscra.ca) or Nancy Alvarez (nalvarez@nscra.ca) via email or phone (902-468-2283).

Reminder: IIF remittances are due to be received in our office by the (fifteenth) 15th day of the following month. To avoid delinquency, please allow enough time to prepare and send your remittance so that it will arrive by the 15th. Within the province of Nova Scotia, you should allow at least three (3) business days to ensure that your remittance is not late. i.e. if the 15th falls on a Monday, your remittance should be in the mail by Wednesday the 10th.

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

If the person receiving this message is not the person who takes care of payroll for your company, please speak with your payroll department to ensure that they have received a copy of this notice.

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

Thank you.

MECHANICAL UA LOCAL 244
CLRA INDUSTRY IMPROVEMENT FUND

HST Registration #R106970924

GUIDELINES: Remittances due for this fund are to be remitted on a monthly basis for hours paid in the preceding month. This remittance is due to be received in our office on or before the fifteenth (15th) day of the following month. To avoid delinquency, please allow sufficient time to prepare and send your remittance so that it will arrive by the 15th. **Please only send this form with your cheque. Due to privacy reasons, we can no longer accept any alternate reports which contain Social Insurance Numbers. Remittances for multiple trades or funds cannot be combined on a single cheque.** If there are no unionized hours to report for a given month, submit this form showing nil contributions. A complete list of instructions can be found below this form.

Company Name:		
Full Mailing Address:		
Payroll Contact Name:		
Payroll Contact Email:		
Phone:		
Fax:		

MONTH/YEAR REPORTED	TOTAL HOURS PAID

<i>The shaded fields in this table will automatically calculate when using the Excel version of this form. Download this form from www.nscdra.ca.</i>	REPORTED HOURS	RATE	TOTAL
(A) I.I.F. (Industry Improvement Fund)		\$0.25	
(B) CALCULATE HST ON LINE (A) ONLY		15%	
(C) Nova Scotia Construction Sector Council		\$0.06	
(D) TOTAL CONTRIBUTION DUE (A + B + C)			

Please retain one copy of this form for your files
and return one copy with your remittance made payable to:
CLRA - Mechanical 244 IIF
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

IF YOUR COMPANY NO LONGER EMPLOYS ELIGIBLE EMPLOYEES FOR THIS TRADE/LOCAL, PLEASE REQUEST DORMANCY HERE BY INDICATING THE EFFECTIVE DATE (BY DOING SO, YOUR COMPANY WILL NO LONGER NEED TO SUBMIT NIL REPORTS UNTIL WORK RESUMES):

--

TOTAL RATE: \$0.31	PHONE: 902-468-2283
RATE EFFECTIVE SINCE: September 1, 2019	FAX: 902-468-3705
FORM UPDATED: September 9, 2019	EMAIL: iif@nscdra.ca
REASON FOR UPDATE: New rate & form, updated guidelines	WEBSITE: www.nscdra.ca

INSTRUCTIONS

Nova Scotia Construction Labour Relations Association (CLRA) is the Administrator for this fund. If your company has any questions regarding this fund, please do not hesitate to contact Administration via phone (902-468-2283) or email (iif@nscra.ca).

This form is available for download in the "Forms" section of our website, www.nscra.ca, in both Excel and Adobe Acrobat formats. We encourage companies to use the Excel version of this form as it will automatically calculate the amount due based on the total applicable hours that are entered by the user.

NEW REQUIREMENT:

Please only send the above form with your cheque. Due to privacy reasons, we can no longer accept any alternate reports which contain Social Insurance Numbers.

HOW TO FILL OUT THIS FORM:

Please fill in all company information on the remittance form, plus the month and year being reported and the total applicable hours (worked or earned as per the collective agreement). A list of employees is not required.

Retain one copy of the completed form above for your files and return one copy directly to our office with your remittance.

GUIDELINES:

As per the current collective agreement, remittances are due to be received in our office each month on or before the 15th day of the following month.

To avoid delinquency, please allow sufficient time to prepare and send your remittance so that it arrives in our office on time. According to current Canada Post guidelines for mailing within the province of Nova Scotia, you should allow at least 3 business days to ensure your remittance is not late. *i.e. If the 15th falls on a Monday, your remittance should be in the mail by Wednesday the 10th.* If the remittance is being mailed from outside Nova Scotia or from a rural community, please allow 3-7 business days or consult with Canada Post.

Remittances for multiple trades or funds cannot be combined on a single cheque.

Please do not alter the rates on this form. The forms available for download on our website will always be correct and up to date.

IF YOUR COMPANY HAS NO HOURS TO REPORT FOR A PARTICULAR MONTH:

If your company does not employ eligible employees for a particular trade for any given month, a report still needs to be submitted (for that trade) to provide complete month to month reporting continuity for your company. Please fill in zero hours on the above form. Nil reports can be submitted by email (iif@nscra.ca), fax (902-468-3705) or mail and must be received in our office by the due date noted in the guidelines above.

IF YOUR COMPANY HAS NO HOURS TO REPORT FOR AN UNDETERMINED PERIOD OF TIME:

If your company becomes inactive in a particular trade (i.e. shutdown) or is not expected to perform work in a particular trade for an undetermined period of time, please request dormancy (for that trade) by filling in the effective date (month and year) on the above form. Dormancy requests can be submitted by email (iif@nscra.ca), fax (902-468-3705) or mail. When your company employs eligible employees again for a particular trade, resume sending remittances.

**MECHANICAL COLLECTIVE AGREEMENT LOCAL 244
DOMESTIC, COMMERCIAL, INDUSTRIAL
COLLECTIVE LABOUR AGREEMENT
2018 - 2021**

BETWEEN:

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION
LIMITED**

(On behalf of each of its Mechanical contracting members, or future Mechanical contracting members, and such members shall be)
(hereinafter referred to as the "CLRA")

Nova Scotia Construction Labour Relations Association Limited
260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9
Phone: (902) 468-2283 Fax: (902) 468-3705

- AND -

**ANTIGONISH LOCAL UNION 244, UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF THE PLUMBING,
STEAMFITTING AND PIPEFITTING INDUSTRY OF THE
UNITED STATES AND CANADA**

(hereinafter referred to as the "Union")

Mechanical Union Local 244
P.O. Box 40,
St. Andrews, NS B0H 1X0
Phone: (902) 386-2551 Fax: (902) 386-2006
ualocal244@ns.sympatico.ca

Definitions of terms required for interpretation of this Agreement are attached hereto and forming part hereof.

THIS AGREEMENT dated at Dartmouth, this 18th day of October, 2018.

EFFECTIVE DATE: August 16, 2018
EXPIRATION DATE: April 30, 2021

Amendment #1 – September 1, 2019

INDEX

ARTICLE NO.	PAGE NO.
ARTICLE 1 - PURPOSE	1
ARTICLE 2 - JURISDICTION OF AGREEMENT	1
ARTICLE 3 - RECOGNITION.....	2
ARTICLE 4 - JURISDICTIONAL DISPUTES	2
ARTICLE 5 - MANAGEMENT RIGHTS.....	3
ARTICLE 6 - BUSINESS AGENT AND JOB STEWARD.....	4
ARTICLE 6A - JOB STEWARDS	5
ARTICLE 7 - ACCESS TO THE JOB SITE	5
ARTICLE 8 - GRIEVANCE PROCEDURE	6
ARTICLE 9 - GRIEVANCE BOARD.....	6
ARTICLE 10 - ARBITRATION.....	7
ARTICLE 11 - DISCIPLINE.....	8
ARTICLE 12 - DESIGNATED HOLIDAYS	8
ARTICLE 13 - STRIKES & LOCKOUTS	10
ARTICLE 14 - JOB CONDITIONS	10
ARTICLE 15 - WEEKLY PAY	12
ARTICLE 16 - HOURS OF WORK	13
ARTICLE 17 - EMPLOYER CONTRIBUTIONS	13
ARTICLE 18 - WAGE RATES, VACATION & HOLIDAY PAY, CONTRIBUTIONS – BENEFIT PLAN, PENSION PLAN, TRAINING FUND, PROMOTION, EDUCATION & CLRA INDUSTRY IMPROVEMENT FUND, U.A. LOCAL 244 BUILDING FUND	16
ARTICLE 19 - TRAVELLING.....	21
ARTICLE 20A - NOVA SCOTIA JOINT APPRENTICESHIP & TRAINING COMMITTEE.....	22
ARTICLE 20B - U.A. LOCAL 244 TRAINING FUND	23
ARTICLE 20C – CANADIAN TRAINING TRUST FUND, INDUSTRY ENHANCEMENT FUND, NATIONAL ORGANIZING FUND, MAINLAND BUILDING TRADES COUNCIL	24
ARTICLE 21 - CLRA INDUSTRY IMPROVEMENT FUND	25
ARTICLE 22 - HEIGHT PAY	26
ARTICLE 23 - OVERTIME & SHIFT WORK	26
ARTICLE 24 - APPRENTICESHIP	27
ARTICLE 25 - UNION SECURITY AND CHECK-OFF	28
ARTICLE 25A - HIRING RATIO.....	29
ARTICLE 26 - WORK AFTER HOURS.....	30
ARTICLE 27 - TOOLS AND EQUIPMENT (COMMERCIAL WORK ONLY).....	30
ARTICLE 28 - PROVINCIAL JOINT CONFERENCE BOARD	30
ARTICLE 29 - SUB-CONTRACTING	31

These remittances shall be made payable to:

**Welding Fund (17.03 B);
U.A. Local 244 Training Fund (17.03 C); and
U.A. Local 244 Building Fund (17.03 D),**

to the following address:

UA Local 244
PO Box 40, St. Andrews
Antigonish County, N.S. B0H 1X0

E)

	<u>August 16, 2018</u>	<u>September 1, 2019</u>
CLRA Industry Improvement Fund (Article 21)	Employer Contribution \$0.33	Employer Contribution <u>\$0.31</u>

All employers must contribute and remit the remittances under this Article 17.03 E) to the Industry Improvement Fund for each hour paid that month by an employee covered by this Agreement and a completed remittance form provided by the Administrator. This contribution shall be payable to the “CLRA Industry Improvement Fund” and mailed to:

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

17.04 The collection and remittance of all contributions as specified in Articles 17, 18, 20A, 20B and 21 are a firm commitment and obligation on the employer under this Agreement. Failure to comply constitutes a breach of this Agreement.

Amendment #1 – September 1, 2019

18.03 HOURLY WAGE RATES:

(A) ALL INDUSTRIAL PROJECTS AS DEFINED UNDER SCHEDULE “A”
ALL COUNTIES WITHIN UA 244 JURISDICTION OTHER THAN JOBS DEFINED
IN THE “JOBS BID AND /OR AWARDED TABLE” BELOW.

UA 244 - INDUSTRIAL JOURNEYMAN											
Effective Date	Hourly Rate	V & H 9%	Benefit	Pension	NS Training Fund	UA 244 Training Fund	Union Check-Off	IIF	Total Wage Package	Welding Fund *	Total
August 16, 2018	\$39.03	\$3.51	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$53.64	\$0.50	\$54.14
May 1, 2019	\$39.62	\$3.57	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$54.29	\$0.50	\$54.79
September 1, 2019	\$39.62	\$3.57	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$54.29	\$0.50	\$54.79
May 1, 2020	\$39.62	\$3.57	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$54.29	\$0.50	\$54.79

UA 244 - INDUSTRIAL APPRENTICE												
Hours	Hourly Rate	V & H 9%	Benefit	Pension	NS Training Fund	UA 244 Training Fund	Union Check-Off	IIF	Total Wage Package	Welding Fund *	Total	
Effective Date: August 16, 2018												
1st 50%	\$15.30	\$1.38	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$27.78	\$0.50	\$28.28	
2nd 60%	\$19.98	\$1.80	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$32.88	\$0.50	\$33.38	
3rd 70%	\$24.75	\$2.23	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$38.08	\$0.50	\$38.58	
4th 80%	\$29.45	\$2.65	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$43.20	\$0.50	\$43.70	
5th 90%	\$34.15	\$3.07	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$48.32	\$0.50	\$48.82	
Effective Date: May 1, 2019												
1st 50%	\$15.60	\$1.40	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$28.10	\$0.50	\$28.60	
2nd 60%	\$20.34	\$1.83	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$33.27	\$0.50	\$33.77	
3rd 70%	\$25.17	\$2.27	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$38.54	\$0.50	\$39.04	
4th 80%	\$29.93	\$2.69	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$43.72	\$0.50	\$44.22	
5th 90%	\$34.69	\$3.12	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$48.91	\$0.50	\$49.41	
Effective Date: September 1, 2019												
1st 50%	\$15.60	\$1.40	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$28.10	\$0.50	\$28.60	
2nd 60%	\$20.34	\$1.83	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$33.27	\$0.50	\$33.77	
3rd 70%	\$25.17	\$2.27	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$38.54	\$0.50	\$39.04	
4th 80%	\$29.93	\$2.69	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$43.72	\$0.50	\$44.22	
5th 90%	\$34.69	\$3.12	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$48.91	\$0.50	\$49.41	
Effective Date: May 1, 2020												
1st 50%	\$15.60	\$1.40	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$28.10	\$0.50	\$28.60	
2nd 60%	\$20.34	\$1.83	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$33.27	\$0.50	\$33.77	
3rd 70%	\$25.17	\$2.27	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$38.54	\$0.50	\$39.04	
4th 80%	\$29.93	\$2.69	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$43.72	\$0.50	\$44.22	
5th 90%	\$34.69	\$3.12	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$48.91	\$0.50	\$49.41	

* Subject to Audit

Applicable Employee Deductions:

Dues Per Week	Market Enhancement Per Week	NS JATC Per Hour Worked	UA 244 Building Fund Per Hour Worked	Stabilization Per Hour Worked
\$15.00	2% of gross wages	\$0.02 (Article 17.03A)	\$0.25 (Article 17.03D)	\$0.50

Amendment #1 – September 1, 2019

18.03 HOURLY WAGE RATES (continued):

(B) COMMERCIAL, INSTITUTIONAL WORK

UA 244 - COMMERCIAL JOURNEYMAN									
Effective Date	Hourly Rate	V & H 9%	Benefit	Pension	NS Training Fund	UA 244 Training Fund	Union Check-Off	IIF	Total Wage Package
<u>August 16, 2018</u>	<u>\$37.41</u>	<u>\$3.37</u>	\$2.40	\$7.00	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$51.88</u>
<u>May 1, 2019</u>	\$37.41	\$3.37	\$2.40	\$7.00	\$0.10	\$0.90	\$0.37	\$0.33	\$51.88
<u>September 1, 2019</u>	\$37.41	\$3.37	\$2.40	\$7.00	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$51.88
<u>May 1, 2020</u>	\$37.41	\$3.37	\$2.40	\$7.00	\$0.10	\$0.90	\$0.39	\$0.31	\$51.88

UA 244 - COMMERCIAL APPRENTICE										
Hours	Hourly Rate	V & H 9%	Benefit	Pension	NS Training Fund	UA 244 Training Fund	Union Check-Off	IIF	Total Wage Package	
Effective Date: August 16, 2018										
1st	50%	<u>\$15.23</u>	<u>\$1.37</u>	\$2.40	\$6.18	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$26.88</u>
2nd	60%	<u>\$19.73</u>	<u>\$1.78</u>	\$2.40	\$6.22	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$31.83</u>
3rd	70%	<u>\$24.29</u>	<u>\$2.19</u>	\$2.40	\$6.27	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$36.85</u>
4th	80%	<u>\$28.80</u>	<u>\$2.59</u>	\$2.40	\$6.31	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$41.80</u>
5th	90%	<u>\$33.28</u>	<u>\$3.00</u>	\$2.40	\$6.36	\$0.10	\$0.90	<u>\$0.37</u>	\$0.33	<u>\$46.74</u>
Effective Date: May 1, 2019										
1st	50%	\$15.23	\$1.37	\$2.40	\$6.18	\$0.10	\$0.90	\$0.37	\$0.33	\$26.88
2nd	60%	\$19.73	\$1.78	\$2.40	\$6.22	\$0.10	\$0.90	\$0.37	\$0.33	\$31.83
3rd	70%	\$24.29	\$2.19	\$2.40	\$6.27	\$0.10	\$0.90	\$0.37	\$0.33	\$36.85
4th	80%	\$28.80	\$2.59	\$2.40	\$6.31	\$0.10	\$0.90	\$0.37	\$0.33	\$41.80
5th	90%	\$33.28	\$3.00	\$2.40	\$6.36	\$0.10	\$0.90	\$0.37	\$0.33	\$46.74
Effective Date: September 1, 2019										
1st	50%	\$15.23	\$1.37	\$2.40	\$6.18	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$26.88
2nd	60%	\$19.73	\$1.78	\$2.40	\$6.22	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$31.83
3rd	70%	\$24.29	\$2.19	\$2.40	\$6.27	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$36.85
4th	80%	\$28.80	\$2.59	\$2.40	\$6.31	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$41.80
5th	90%	\$33.28	\$3.00	\$2.40	\$6.36	\$0.10	\$0.90	<u>\$0.39</u>	<u>\$0.31</u>	\$46.74
Effective Date: May 1, 2020										
1st	50%	\$15.23	\$1.37	\$2.40	\$6.18	\$0.10	\$0.90	\$0.39	\$0.31	\$26.88
2nd	60%	\$19.73	\$1.78	\$2.40	\$6.22	\$0.10	\$0.90	\$0.39	\$0.31	\$31.83
3rd	70%	\$24.29	\$2.19	\$2.40	\$6.27	\$0.10	\$0.90	\$0.39	\$0.31	\$36.85
4th	80%	\$28.80	\$2.59	\$2.40	\$6.31	\$0.10	\$0.90	\$0.39	\$0.31	\$41.80
5th	90%	\$33.28	\$3.00	\$2.40	\$6.36	\$0.10	\$0.90	\$0.39	\$0.31	\$46.74

Applicable Employee Deductions:

Dues Per Week	Market Enhancement Per Week	NS JATC Per Hour Worked	UA 244 Building Fund Per Hour Worked	Stabilization Per Hour Worked
\$15.00	2% of gross wages	\$0.02 (Article 17.03A)	\$0.25 (Article 17.03D)	\$0.50

Amendment #1 – September 1, 2019

**ARTICLE 20C – CANADIAN TRAINING TRUST FUND, INDUSTRY
ENHANCEMENT FUND, NATIONAL ORGANIZING FUND,
MAINLAND BUILDING TRADES COUNCIL**

20C.01 The Union has implemented the following check-off for all employees working under the terms and conditions of this Agreement:

- (a) The employee contribution for the Canadian Training Trust Fund shall be five cents (\$0.05) per hour paid.
- (b) The employee contribution for the Industry Enhancement Fund shall be five cents (\$0.05) per hour paid **and effective September 1, 2019, shall be nine cents (\$0.09) per hour paid.**
- (c) The employee contribution for the National Organizing Fund shall be ten cents (\$0.10) per hour paid.
- (d) The total amount of twenty-two cents (\$0.22) per hour paid and effective September 1, 2019, the total amount of twenty-four cents (\$0.24) per hour paid shall be sent by the employers with a list of names in alphabetical order by cheque made payable to:

UA Local 244
PO Box 40, St. Andrews
Antigonish County, N.S. B0H 1X0

20C.02 The Union has implemented the following check-off for all employees working under the terms and conditions of this Agreement:

- (a) The employee contribution for the Mainland Building Trades Council shall be fifteen cents (\$0.15) per hour paid.
- (b) This amount shall be sent by the employers with a list of names in alphabetical order by cheque made payable to:

Mainland Nova Scotia Building Trades
24 Lakeside Park Drive, Suite 101
Lakeside, NS B3T 1L1

Amendment #1 – September 1, 2019

- 20C.03 The hourly rate printed in the wage tables of this agreement has been reduced to reflect the amounts in 20C.01 and 20C.02 for a total employee contribution of thirty-seven cents (\$0.37) and effective September 1, 2019, thirty-nine cents (\$0.39). In the event that any of these funds shall cease to exist, than those corresponding amounts shall return to the employee's wage package.

ARTICLE 21 - CLRA INDUSTRY IMPROVEMENT FUND

- 21.01 All employers must contribute each month to the CLRA Industry Improvement Fund a total sum equal thirty-three cents (\$0.33) for each hour paid in that month **and effective September 1, 2019, a total sum equal thirty-one cents (\$0.31) for each hour paid in that month** to any employee covered by this Agreement. This will be paid by cheque made out in favour of the Industry Improvement Fund forwarded to the address as set out in Article 17.03 (E), on or before the fifteenth (15th) day of the following month.
- 21.02 The Business Manager of U.A. Local 244 shall have the right to grieve under Article 8 should the Business Manager believe that the Promotion & Education portion of this fund has been used intentionally in activities detrimental to Local 244. Upon an Arbitrator's determination in favour of Local 244 that the fund is being used detrimentally against U.A. Local 244, contributions to the Promotion & Education portion of this fund by the employers shall terminate within thirty (30) days written notice of the Arbitrator's decision received by the CLRA.
- 21.03 No grievance instituted by either Party pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to the arbitrability, including any objection based on provisions of timeliness.
- 21.04 Of this amount, three cents (\$0.03) is an employer contribution for Nova Scotia Construction Sector Council and three cents (\$0.03) is an employee contribution for Nova Scotia Construction Sector Council. In the event that Nova Scotia Construction Sector Council is wound up, the three cents (\$0.03) employee contribution shall be added to the wage package.