



**Nova Scotia
Construction
Labour Relations
Association Limited**

Emailed.

260 Brownlow Avenue, Unit 1
Dartmouth, Nova Scotia
B3B 1V9
P: (902)468-2283
F: (902)468-3705
E: admin@nscra.ca

AMENDMENT NOTICE

DATE: April 1, 2020

TO: **Roofer 409 Trade Classification**

Atlantic Roofers Limited	Jeremy	Croft
Flynn Canada	Eric	Veniot
Fosco Roofing Limited	Paul	Cox
Fosco Roofing Limited		
PMC Roofing Limited	John	Harrington
PMC Roofing Limited	Paula	Webber

CC: George MacDonald, Local 409

FROM: Robert Shepherd

RE: **Amendment #3 to Roofer 409 Collective Agreement 2018-2021**

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2020	<ul style="list-style-type: none"> Increase of ten cents (\$0.10) to Article 26 - Industry Improvement Fund, Administration & Promotion Fund from \$0.46 to \$0.56 Corresponding decrease across Hourly, V&H and Pension amounts New remittance form for Industry Improvement, Administration & Promotion Fund 	Cover page, 17, 19, 28, 29

Attached is Amendment #3 of the 2018-2021 Roofer 409 Collective Agreement, effective May 1, 2020.

Normally, only the amended pages would accompany an amendment notice and the full agreement would be available for download on our website. However, due to technical difficulties, we cannot upload the amendment to our website at this time and are attaching the full document with this email for your reference.

Please note that as the Industry Improvement Fund, Administration & Promotion Fund has increased, the method of calculation has changed and the portion that is not HST taxable has changed. This new form is attached for your reference and future use. This form would start to be used for May hours that will be remitted and received in our office by June 10th.

Please review and forward to your accounting and/or payroll departments as needed.

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.

**ROOFERS COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA
2018 - 2021**

BETWEEN:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED
(hereinafter called the "CLRA")

260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9
Phone: (902) 468-2283
Fax: (902) 468-3705

- AND -

**BUILT-UP ROOFERS', DAMP & WATERPROOFERS' SECTION OF THE
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL 409**
(hereinafter called the "Union")

14 McQuade Lake Crescent, Suite 105
Halifax, NS B3S 1B6
Phone: (902) 450-5165
Fax: (902) 450-5123

THIS AGREEMENT dated at Dartmouth, this 26th day of June, 2018.

EFFECTIVE DATE: May 29, 2018
EXPIRATION DATE: April 30, 2021

Amendment #1 – February 3, 2019
Amendment #2 – September 1, 2019
Amendment #3 – May 1, 2020

ARTICLE 23 - NO STRIKE - NO LOCKOUT

- 23.01 The Union agrees that there will be no strike or other collective action which will interfere with or stop the efficient operation of construction work of the employer or any employer for the duration of this Agreement.
- 23.02 Participation by an employee, or group of employees, in an act violating the above provision will be cause for disciplinary action.
- 23.03 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

ARTICLE 24 - EMPLOYER CONTRIBUTIONS

24.01 Employers signatory to this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following the sums as per the following:

EMPLOYER CONTRIBUTIONS				
	Welfare Fund	Pension Fund		IIF, Admin & Promotion Fund
		Commercial	Major Industrial	
<u>May 29, 2018</u>	\$1.40	<u>\$6.02</u>	<u>\$6.02</u>	\$0.46
<u>February 3, 2019</u>	\$1.40	<u>\$5.41</u>	\$6.02	\$0.46
<u>May 1, 2019</u>	\$1.40	<u>\$5.48</u>	<u>\$6.09</u>	\$0.46
<u>May 1, 2020</u>	\$1.40	<u>\$5.52</u>	<u>\$6.13</u>	<u>\$0.56</u>

24.02 Pension and Welfare Fund remittances shall be made on the forms provided and payable to:

Benefit Plan Administrators Limited

38 Solutions Drive, Suite 100
 Ravine Centre Two
 Halifax, NS B3S 0H1
 Phone: (902) 455-7277
 Fax: (902) 454-5936

Remittances for the Industry Improvement, Administration & Promotion Fund shall be payable to:

Roofer I.I.F., Administration & Promotion Fund

c/o The Administrator
 260 Brownlow Avenue, Unit 1
 Dartmouth, NS B3B 1V9

Amendment #1 – February 3, 2019
Amendment #2 – September 1, 2019
Amendment #3 – May 1, 2020

**ARTICLE 26 - INDUSTRY IMPROVEMENT FUND,
ADMINISTRATION & PROMOTION FUND**

26.01 All employers must contribute and remit each month, by the tenth (10th) day of the following month, to the Industry Improvement and Administration Fund an amount of forty-six cents (\$0.46) **and effective May 1, 2020**, to the Industry Improvement, Administration & Promotion Fund an amount of fifty-six cents (\$0.56). All such remittances shall be for each hour worked in that month by any employee covered by this Agreement along with a completed remittance form provided to the employer by the Administrator. This contribution shall be made payable to the:

Roofer I.I.F., Administration & Promotion Fund
c/o The Administrator
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

26.02 The Roofer Industry Improvement, Administration & Promotion Fund shall be administered according to the terms of an Administration Agreement made between the Parties to this Collective Agreement dated the **1st day of September, 2019**.

26.03 The Parties hereto agree that either Party, pursuant to the Agreement establishing the Industry Improvement, Administration & Promotion Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any arbitrator appointed pursuant to this clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.

26.04 Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Roofer Industry Improvement Fund, Administration & Promotion Fund.

26.05 Responsibilities and liabilities shall be outlined in the Administration Agreement.

26.06A It is agreed that Built Up Roofers', Damp & Waterproofers' Section of the Sheet Metal Workers' International Association, Local 409 retains the exclusive right to allocate and/or reallocate annual wage increase to the various benefit trust funds and any other union funds designated in the current collective agreement. Local 409 shall give at least sixty (60) days notice to the Nova Scotia Construction Labour Relations Association, on any impending changes regarding distribution of wage increase between designated union funds.

26.06B It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund provided that the union receives sixty (60) days notice of such change.

26.07 The Parties agree that this Fund is a term or condition of employment of employees covered by this Collective Agreement.

Amendment #2 – September 1, 2019
Amendment #3 – May 1, 2020

**COMMERCIAL WORK AND JOBS
NOT DEFINED AS MAJOR INDUSTRIAL PROJECTS – ARTICLE 22**

ROOFER JOURNEYMEN:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	IIF, Admin & Promo Fund	Training *	Total Package
May 29, 2018	\$27.01	\$2.43	\$1.40	\$6.02	\$0.46	\$0.20	\$37.52
February 3, 2019	<u>\$27.57</u>	<u>\$2.48</u>	\$1.40	<u>\$5.41</u>	\$0.46	\$0.20	\$37.52
May 1, 2019	<u>\$27.96</u>	<u>\$2.52</u>	\$1.40	<u>\$5.48</u>	\$0.46	\$0.20	<u>\$38.02</u>
May 1, 2020	<u>\$28.11</u>	<u>\$2.53</u>	\$1.40	<u>\$5.52</u>	<u>\$0.56</u>	\$0.20	<u>\$38.32</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	IIF, Admin & Promo Fund	Training *	Total Package
Effective Date: <u>May 29, 2018</u>								
0-2000 hours	65%	\$16.42	\$1.48	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	<u>\$24.40</u>
2001-4000 hours	75%	\$19.82	\$1.78	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$28.16</u>
4001-6000 hours	85%	\$23.21	\$2.09	\$1.40	<u>\$4.54</u>	\$0.46	\$0.20	<u>\$31.90</u>
Effective Date: <u>February 3, 2019</u>								
0-2000 hours	65%	<u>\$17.37</u>	<u>\$1.56</u>	\$1.40	<u>\$3.41</u>	\$0.46	\$0.20	\$24.40
2001-4000 hours	75%	<u>\$20.29</u>	<u>\$1.83</u>	\$1.40	<u>\$3.98</u>	\$0.46	\$0.20	\$28.16
4001-6000 hours	85%	<u>\$23.20</u>	<u>\$2.09</u>	\$1.40	<u>\$4.55</u>	\$0.46	\$0.20	\$31.90
Effective Date: <u>May 1, 2019</u>								
0-2000 hours	65%	<u>\$17.62</u>	<u>\$1.59</u>	\$1.40	<u>\$3.45</u>	\$0.46	\$0.20	<u>\$24.72</u>
2001-4000 hours	75%	<u>\$20.59</u>	<u>\$1.85</u>	\$1.40	<u>\$4.04</u>	\$0.46	\$0.20	<u>\$28.54</u>
4001-6000 hours	85%	<u>\$23.53</u>	<u>\$2.12</u>	\$1.40	<u>\$4.61</u>	\$0.46	\$0.20	<u>\$32.32</u>
Effective Date: <u>May 1, 2020</u>								
0-2000 hours	65%	<u>\$17.70</u>	<u>\$1.59</u>	\$1.40	<u>\$3.47</u>	<u>\$0.56</u>	\$0.20	<u>\$24.92</u>
2001-4000 hours	75%	<u>\$20.68</u>	<u>\$1.86</u>	\$1.40	<u>\$4.06</u>	<u>\$0.56</u>	\$0.20	<u>\$28.76</u>
4001-6000 hours	85%	<u>\$23.65</u>	<u>\$2.13</u>	\$1.40	<u>\$4.64</u>	<u>\$0.56</u>	\$0.20	<u>\$32.58</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

Amendment #1 – February 3, 2019
Amendment #3 – May 1, 2020

MAJOR INDUSTRIAL PROJECTS AS DEFINED IN – ARTICLE 22

ROOFER JOURNEYMEN WAGE SCALE:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	HF, Admin & Promo Fund	Training *	Total Package
May 29, 2018	\$30.68	\$2.76	\$1.40	<u>\$6.02</u>	\$0.46	\$0.20	<u>\$41.52</u>
February 3, 2019	\$30.68	\$2.76	\$1.40	\$6.02	\$0.46	\$0.20	\$41.52
May 1, 2019	<u>\$31.07</u>	<u>\$2.80</u>	\$1.40	<u>\$6.09</u>	\$0.46	\$0.20	<u>\$42.02</u>
May 1, 2020	<u>\$31.22</u>	<u>\$2.81</u>	\$1.40	<u>\$6.13</u>	<u>\$0.56</u>	\$0.20	<u>\$42.32</u>

*Training Employer Contribution/Employee Deduction has been accounted for in Total Package Amount

ROOFER APPRENTICE WAGE SCALE:

Hours	Hourly Rate	V & H (9%)	Welfare	Pension	HF, Admin & Promo Fund	Training *	Total Package	
Effective Date: <u>May 29, 2018</u>								
0-2000 hours	65%	\$18.81	\$1.69	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	<u>\$27.00</u>
2001-4000 hours	75%	\$22.57	\$2.03	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$31.16</u>
4001-6000 hours	85%	\$26.33	\$2.37	\$1.40	<u>\$4.54</u>	\$0.46	\$0.20	<u>\$35.30</u>
Effective Date: <u>February 3, 2019</u>								
0-2000 hours	65%	<u>\$19.39</u>	<u>\$1.75</u>	\$1.40	<u>\$3.80</u>	\$0.46	\$0.20	\$27.00
2001-4000 hours	75%	<u>\$22.62</u>	<u>\$2.04</u>	\$1.40	<u>\$4.44</u>	\$0.46	\$0.20	\$31.16
4001-6000 hours	85%	<u>\$25.84</u>	<u>\$2.33</u>	\$1.40	<u>\$5.07</u>	\$0.46	\$0.20	\$35.30
Effective Date: <u>May 1, 2019</u>								
0-2000 hours	65%	<u>\$19.64</u>	<u>\$1.77</u>	\$1.40	<u>\$3.85</u>	\$0.46	\$0.20	<u>\$27.32</u>
2001-4000 hours	75%	<u>\$22.92</u>	<u>\$2.06</u>	\$1.40	<u>\$4.50</u>	\$0.46	\$0.20	<u>\$31.54</u>
4001-6000 hours	85%	<u>\$26.17</u>	<u>\$2.36</u>	\$1.40	<u>\$5.13</u>	\$0.46	\$0.20	<u>\$35.72</u>
Effective Date: <u>May 1, 2020</u>								
0-2000 hours	65%	<u>\$19.72</u>	<u>\$1.77</u>	\$1.40	<u>\$3.87</u>	<u>\$0.56</u>	\$0.20	<u>\$27.52</u>
2001-4000 hours	75%	<u>\$23.02</u>	<u>\$2.07</u>	\$1.40	<u>\$4.51</u>	<u>\$0.56</u>	\$0.20	<u>\$31.76</u>
4001-6000 hours	85%	<u>\$26.29</u>	<u>\$2.37</u>	\$1.40	<u>\$5.16</u>	<u>\$0.56</u>	\$0.20	<u>\$35.98</u>

*Training Employer Contribution/Employee Deduction has been accounted For in Total Package Amount

Amendment #1 – February 3, 2019
Amendment #3 – May 1, 2020

**ROOFER LOCAL 409
INDUSTRY IMPROVEMENT & ADMINISTRATION FUND**

HST Registration #R106970924

GUIDELINES: Remittances due for this fund are to be remitted on a monthly basis for hours worked in the preceding month. This remittance is due to be received in our office on or before the tenth (10th) 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 10th. **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	
NAME OF EMPLOYEE	HOURS WORKED
TOTAL HOURS WORKED	

<i>The shaded fields in this table will automatically calculate when using the Excel version of this form. Download this form from www.nslra.ca.</i>	REPORTED HOURS	RATE	TOTAL
(A) I.I.F. (Industry Improvement Fund)		\$0.13	
(B) CALCULATE HST ON LINE (A) ONLY		15%	
(C) Roofers Union IIF		\$0.40	
(D) Nova Scotia Construction Sector Council		\$0.03	
(E) TOTAL CONTRIBUTION DUE (A + B + C + D)			

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):

Please retain one copy of this form for your files and return one copy with your remittance made payable
CLRA - Roofer 409 IIF
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

TOTAL RATE: \$0.56
RATE EFFECTIVE SINCE: May 1, 2020
FORM UPDATED: March 31, 2020
REASON FOR UPDATE: New rate

PHONE: 902-468-2283
FAX: 902-468-3705
EMAIL: iif@nslra.ca
WEBSITE: www.nslra.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, the month and year being reported, plus the name of each employee and their total hours for the month (worked or earned as per the collective agreement).

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 10th 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 10th falls on a Monday, your remittance should be in the mail by Wednesday the 5th.* 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.