



AMENDMENT NOTICE

DATE: August 20, 2020

To: Bricklayer 1 Trade Classification

Darim Masonry Ltd.	Darrell	Jerrett, Jr.
Joneljim Concrete Construction Limited	Debbie	Young
Joneljim Concrete Construction Limited	Gary	Peach
Joneljim Concrete Construction Limited	Jim	Kehoe
Joneljim Concrete Construction Limited	Jon	Cecchetto
Maclvor & Stewart Masonry Ltd.	Chris	Maclvor
Maclvor & Stewart Masonry Ltd.	Joe	Maclvor
Nova Tile & Marble Limited	Arwed	Gerstenberger
Nova Tile & Marble Limited	Richard	Gerstenberger
Reddick Bros. Masonry Ltd.	Joe	Reddick
Wildwood Masonry Ltd.	Carl	Dyker
Wildwood Masonry Ltd.	Sonia	Hoyt

CC: Jeffery Preeper, Local 1

FROM: Robert Shepherd

RE: Amendment #2 to Mainland Bricklayer 1 Collective Agreement 2018-2021

PAGES: 11 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
September 1, 2020	<ul style="list-style-type: none"> Increase to Health & Welfare Fund from \$2.30 to \$2.45 Corresponding decrease to Hourly Rate and V&H 	Cover page, 28, 29, 30, 40, 41, 42, 43, 44, 45

Attached is Amendment #2 of the 2018-2021 Mainland Bricklayer 1 Collective Agreement, effective September 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 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.

**BRICKLAYER AGREEMENT MAINLAND NOVA SCOTIA
A COLLECTIVE LABOUR AGREEMENT
2018- 2021**

BETWEEN:

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

On behalf of each of its members as outlined under Appendix “A” hereof, or future members who have or will authorize the CLRA to negotiate and conclude a Collective Agreement on their behalf and all other unionized employers who are bound by this Agreement through accreditation

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

&

**INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL 1, NOVA SCOTIA**
(hereinafter referred to as the “Union”)

14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6
Phone: (902) 450-5614
Fax: (902) 450-5146

Definitions of terms required for interpretation of this Agreement are shown in Schedule “A” attached hereto and forming part hereof

THIS AGREEMENT dated at Dartmouth, NS on this 5th day of September, 2018

EFFECTIVE DATE: August 1, 2018

EXPIRATION DATE: April 30, 2021

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

ARTICLE 31 – EMPLOYER CONTRIBUTIONS

31.01 Health & Welfare Fund - Article 32

Employers signatory to this Agreement shall remit monthly to the Administrator of the Health & Welfare Fund, before the fifteenth (15th) day of the month for the previous month, two dollars ten cents (\$2.10) per hour worked per employee and effective May 1, 2019, two dollars thirty cents (\$2.30) per hour worked per employee and effective September 1, 2020, two dollars forty-five cents (\$2.45) per hour worked per employee.

31.02 International B.A.C. Pension Plan - Article 33

Employers signatory to this Agreement shall remit monthly to the Administrator of the Pension Plan, before the fifteenth (15th) day of the month for the previous month, the sum equal to two dollars fifty cents (\$2.50) per hour worked per employee.

31.03 Industry Improvement Fund - Article 35

Employer's signatory to this Agreement shall remit monthly to the Administrator of the Industry Improvement Fund the sum equal to sixteen cents (\$0.16) per hour worked, per employer.

It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund (Article 35), provided that the union receives sixty (60) days notice of such change.

31.04 Bricklayers Local #1 Training Fund - Article 36

Employer's signatory to this Agreement shall remit monthly to the Bricklayers Local 1 Training Fund the sum equal to twenty-eight cents (\$0.28) per hour worked, per employer. Contractor (CLRA members) shall contribute when funds fall to \$22,000.00 for projects as approved by the trustees.

31.05 Masonry Promotion Fund

The purpose of this fund is to promote the use of masonry in construction jobs and projects in the Mainland of Nova Scotia. These funds will be used in a manner that will effectively promote and enhance the application of masonry utilized by employers under this Agreement on as many construction projects in Nova Scotia as possible. Remittances should be made payable to the:

Masonry Promotion Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

This Fund shall be jointly trusteeed with equal representation from both parties signatory to this Agreement.

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

31.06 Bereavement Fund

Employers signatory to this Agreement shall remit the sum equal to ten cents (\$0.10) per hour worked per employee to the Trustees of the Bereavement Fund. This remittance is an employee deduction, and the wage package has been reduced accordingly. If contributions to the Bereavement Fund cease, the above remittance shall be returned to the wage package. Funds shall be remitted to the following address:

Trustees of the Bereavement Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

31.07 Employer Remittances to be made under this article:

Fund		<u>August 1, 2018</u>	<u>May 1, 2019</u>	<u>September 1, 2020</u>
Health & Welfare Fund Article 32		\$2.10	<u>\$2.30</u>	<u>\$2.45</u>
International BAC Pension Fund Article 33		\$2.50	\$2.50	\$2.50
BAC Local 1 Group RSP Article 34	Comm, Ind., Major Ind., & Res. per Articles 1A & 1B	\$4.50	\$4.50	\$4.50
	Light Comm & Residential per Article 1C	\$4.00	\$4.00	\$4.00
Masonry Promotion Fund Article 31.05		\$0.20	\$0.20	\$0.20
Bereavement Fund Article 31.06		\$0.10	\$0.10	\$0.10
Industry Improvement Fund Article 35		\$0.16	\$0.16	\$0.16
Bricklayers Local 1 Training Fund Article 36		\$0.28	\$0.28	\$0.28

31.08 Such remittances shall be made payable and forwarded to the addresses as set out in the applicable Articles 31.05, 31.06, 32, 33, 34, 35 and 36 of this Agreement.

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

ARTICLE 32 – HEALTH & WELFARE FUND

- 32.01 The employer agrees to pay to the International Health Fund Bricklayers Union, Local 1 the sum equal to two dollars ten cents (\$2.10) per hour worked per employee **and effective May 1, 2019, two dollars thirty cents (\$2.30) per hour worked per employee and effective September 1, 2020, two dollars forty-five cents (\$2.45) per hour worked per employee.** These funds are to be remitted on or before the fifteenth (15th) day of the following month. Cheques are to be payable to the:

International Health Fund
1216 Sand Cove Road, Unit 32
Saint John, New Brunswick E2M 5V8

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

ARTICLE 33 – INTERNATIONAL B.A.C. PENSION FUND

- 33.01 The employer agrees to pay to the Bricklayers & Allied Craftworkers Pension Fund the sum equal to two dollars fifty cents (\$2.50) per hour worked per employee. These funds are to be remitted on or before the fifteenth (15th) day of the following month. Cheques are to be made payable to:

I.U.B.A.C. Pension Fund
1216 Sand Cove Road, Unit 32
Saint John, New Brunswick E2M 5V8

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

BRICKLAYERS LOCAL 1 APPENDIX "B" – WAGE RATES

WAGE RATES - COMMERCIAL, INSTITUTIONAL AND RESIDENTIAL OTHER THAN UNDER ARTICLE 19A

Effective Date	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
August 1, 2018	<u>\$32.32</u>	<u>\$2.91</u>	<u>\$2.10</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$45.07</u>
May 1, 2019	<u>\$32.60</u>	<u>\$2.93</u>	<u>\$2.30</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$45.57</u>
May 1, 2020	<u>\$32.96</u>	<u>\$2.97</u>	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$45.97</u>
September 1, 2020	<u>\$32.83</u>	<u>\$2.95</u>	<u>\$2.45</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$45.97</u>

APPRENTICES

	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package	
Effective Date: August 1, 2018											
0-900 hours	55%	<u>\$20.14</u>	<u>\$1.81</u>	<u>\$2.10</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$24.79</u>
901-1800 hours	60%	<u>\$22.20</u>	<u>\$2.00</u>	<u>\$2.10</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$27.04</u>
1801-2700 hours	65%	<u>\$24.28</u>	<u>\$2.18</u>	<u>\$2.10</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$29.30</u>
2701-3600 hours	70%	<u>\$26.34</u>	<u>\$2.37</u>	<u>\$2.10</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$31.55</u>
3601-4500 hours	80%	<u>\$30.48</u>	<u>\$2.74</u>	<u>\$2.10</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$36.06</u>
4501-5400 hours	90%	<u>\$28.18</u>	<u>\$2.54</u>	<u>\$2.10</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$40.56</u>
Effective Date: May 1, 2019											
0-900 hours	55%	<u>\$20.20</u>	<u>\$1.82</u>	<u>\$2.30</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$25.06</u>
901-1800 hours	60%	<u>\$22.29</u>	<u>\$2.01</u>	<u>\$2.30</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$27.34</u>
1801-2700 hours	65%	<u>\$24.39</u>	<u>\$2.19</u>	<u>\$2.30</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$29.62</u>
2701-3600 hours	70%	<u>\$26.48</u>	<u>\$2.38</u>	<u>\$2.30</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$31.90</u>
3601-4500 hours	80%	<u>\$30.66</u>	<u>\$2.76</u>	<u>\$2.30</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$36.46</u>
4501-5400 hours	90%	<u>\$28.41</u>	<u>\$2.56</u>	<u>\$2.30</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$41.01</u>
Effective Date: May 1, 2020											
0-900 hours	55%	<u>\$20.40</u>	<u>\$1.84</u>	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$25.28</u>
901-1800 hours	60%	<u>\$22.51</u>	<u>\$2.03</u>	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$27.58</u>
1801-2700 hours	65%	<u>\$24.62</u>	<u>\$2.22</u>	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$29.88</u>
2701-3600 hours	70%	<u>\$26.73</u>	<u>\$2.41</u>	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$32.18</u>
3601-4500 hours	80%	<u>\$30.95</u>	<u>\$2.79</u>	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$36.78</u>
4501-5400 hours	90%	<u>\$28.74</u>	<u>\$2.59</u>	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	<u>\$41.37</u>

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

		Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	HF	Total Package
Effective Date: September 1, 2020											
0-900 hours	55%	<u>\$20.27</u>	<u>\$1.82</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$25.28
901-1800 hours	60%	<u>\$22.38</u>	<u>\$2.01</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$27.58
1801-2700 hours	65%	<u>\$24.49</u>	<u>\$2.20</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$29.88
2701-3600 hours	70%	<u>\$26.60</u>	<u>\$2.39</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$32.18
3601-4500 hours	80%	<u>\$30.82</u>	<u>\$2.77</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$36.78
4501-5400 hours	90%	<u>\$28.61</u>	<u>\$2.57</u>	<u>\$2.45</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$41.37

Amendment #2 – September 1, 2020

WAGE RATES - INDUSTRIAL OR MAJOR INDUSTRIAL PROJECTS - ARTICLE 1A

Effective Date	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
August 1, 2018	\$35.07	\$3.16	\$2.10	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$48.07
May 1, 2019	\$35.35	\$3.18	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$48.57
May 1, 2020	\$35.72	\$3.21	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$48.97
September 1, 2020	\$35.58	\$3.20	\$2.45	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$48.97

APPRENTICES

	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package	
Effective Date: August 1, 2018											
0-900 hours	55%	\$21.65	\$1.95	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.44
901-1800 hours	60%	\$23.85	\$2.15	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$28.84
1801-2700 hours	65%	\$26.06	\$2.35	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.25
2701-3600 hours	70%	\$28.27	\$2.54	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$33.65
3601-4500 hours	80%	\$32.68	\$2.94	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$38.46
4501-5400 hours	90%	\$30.66	\$2.76	\$2.10	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$43.26
Effective Date: May 1, 2019											
0-900 hours	55%	\$21.72	\$1.95	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.71
901-1800 hours	60%	\$23.94	\$2.16	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$29.14
1801-2700 hours	65%	\$26.17	\$2.36	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.57
2701-3600 hours	70%	\$28.40	\$2.56	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$34.00
3601-4500 hours	80%	\$32.86	\$2.96	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$38.86
4501-5400 hours	90%	\$30.89	\$2.78	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$43.71
Effective Date: May 1, 2020											
0-900 hours	55%	\$21.92	\$1.97	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.93
901-1800 hours	60%	\$24.17	\$2.17	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$29.38
1801-2700 hours	65%	\$26.41	\$2.38	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.83
2701-3600 hours	70%	\$28.66	\$2.58	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$34.28
3601-4500 hours	80%	\$33.16	\$2.98	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$39.18
4501-5400 hours	90%	\$31.22	\$2.81	\$2.30	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$44.07

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

		Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: September 1, 2020											
0-900 hours	55%	<u>\$21.78</u>	<u>\$1.96</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.93
901-1800 hours	60%	<u>\$24.03</u>	<u>\$2.16</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$29.38
1801-2700 hours	65%	<u>\$26.28</u>	<u>\$2.36</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.83
2701-3600 hours	70%	<u>\$28.52</u>	<u>\$2.57</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$34.28
3601-4500 hours	80%	<u>\$33.02</u>	<u>\$2.97</u>	<u>\$2.45</u>	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$39.18
4501-5400 hours	90%	<u>\$31.08</u>	<u>\$2.80</u>	<u>\$2.45</u>	\$4.50	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$44.07

Amendment #2 – September 1, 2020

WAGE RATES - RESIDENTIAL WORK

Effective Date	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
August 1, 2018	\$26.33	\$2.37	\$2.10	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$38.04
May 1, 2019	\$26.61	\$2.39	\$2.30	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$38.54
May 1, 2020	\$26.97	\$2.43	\$2.30	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$38.94
September 1, 2020	\$26.83	\$2.42	\$2.45	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$38.94

APPRENTICES

	Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package	
Effective Date: August 1, 2018											
0-900 hours	55%	\$16.59	\$1.49	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$20.92
901-1800 hours	60%	\$18.33	\$1.65	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$22.82
1801-2700 hours	65%	\$20.08	\$1.81	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$24.73
2701-3600 hours	70%	\$21.83	\$1.96	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.63
3601-4500 hours	80%	\$25.31	\$2.28	\$2.10	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$30.43
4501-5400 hours	90%	\$22.84	\$2.06	\$2.10	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$34.24
Effective Date: May 1, 2019											
0-900 hours	55%	\$16.66	\$1.50	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$21.20
901-1800 hours	60%	\$18.42	\$1.66	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$23.12
1801-2700 hours	65%	\$20.19	\$1.82	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$25.05
2701-3600 hours	70%	\$21.96	\$1.98	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$26.98
3601-4500 hours	80%	\$25.50	\$2.29	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$30.83
4501-5400 hours	90%	\$23.07	\$2.08	\$2.30	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$34.69
Effective Date: May 1, 2020											
0-900 hours	55%	\$16.86	\$1.52	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$21.42
901-1800 hours	60%	\$18.64	\$1.68	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$23.36
1801-2700 hours	65%	\$20.43	\$1.84	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$25.31
2701-3600 hours	70%	\$22.22	\$2.00	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$27.26
3601-4500 hours	80%	\$25.79	\$2.32	\$2.30	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.15
4501-5400 hours	90%	\$23.40	\$2.11	\$2.30	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$35.05

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

		Hourly Rate	V & H 9%	H & W	BAC Local 1 Group RSP	Inter. BAC Pension	Masonry Promo Fund	Bereave. Fund	Training	IIF	Total Package
Effective Date: September 1, 2020											
0-900 hours	55%	\$16.72	\$1.51	\$2.45	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$21.42
901-1800 hours	60%	\$18.50	\$1.67	\$2.45	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$23.36
1801-2700 hours	65%	\$20.29	\$1.83	\$2.45	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$25.31
2701-3600 hours	70%	\$22.08	\$1.99	\$2.45	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$27.26
3601-4500 hours	80%	\$25.65	\$2.31	\$2.45	\$0.00	\$0.00	\$0.20	\$0.10	\$0.28	\$0.16	\$31.15
4501-5400 hours	90%	\$23.27	\$2.09	\$2.45	\$4.00	\$2.50	\$0.20	\$0.10	\$0.28	\$0.16	\$35.05

Amendment #2 – September 1, 2020