

**APPENDIX NO. 9 - SHEET METAL - INDUSTRIAL**

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

- AND -

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 56**  
 (hereinafter referred to as the "Union")

**NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025**

Effective Date	Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	IIF	Total Pkg.
<b>JOURNEYPERSON SHEET METAL WORKERS</b>									
<u>July 30, 2020</u>	<u>\$40.28</u>	<u>\$3.62</u>	<u>\$6.40</u>	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$55.27</u>
<u>July 1, 2021</u>	<u>\$40.73</u>	<u>\$3.67</u>	\$6.40	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$55.77</u>
<u>July 1, 2022</u>	<u>\$41.42</u>	<u>\$3.73</u>	\$6.40	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$56.57</u>
<u>July 1, 2023</u>	<u>\$42.16</u>	<u>\$3.79</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$57.37</u>
<u>July 1, 2024</u>	<u>\$42.89</u>	<u>\$3.86</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$58.17</u>
<b>OIL FURNACE SERVICEPERSON - SHEET METAL WORKER</b>									
<u>July 30, 2020</u>	<u>\$40.28</u>	<u>\$3.62</u>	<u>\$6.40</u>	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$55.27</u>
<u>July 1, 2021</u>	<u>\$40.73</u>	<u>\$3.67</u>	\$6.40	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$55.77</u>
<u>July 1, 2022</u>	<u>\$41.42</u>	<u>\$3.73</u>	\$6.40	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$56.57</u>
<u>July 1, 2023</u>	<u>\$42.16</u>	<u>\$3.79</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$57.37</u>
<u>July 1, 2024</u>	<u>\$42.89</u>	<u>\$3.86</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$58.17</u>

In addition to the above hourly rates the employer shall pay the amount set out in the Pension Plan, Benefit Plan, Occupational Health & Safety, Training & Apprenticeship, Consolidated Fund, and Industry Improvement Fund of this Appendix.

**RE-OPENER:**

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between Sheet Metal 56 and the CLRA may be amended upon the agreement of Sheet Metal 56 and the CLRA.

**ENABLING:**

Where a particular article or articles of this Collective Agreement is/or are found to work a hardship for a particular project, the terms and conditions in this Agreement for that project may be modified by mutual consent, of the Union 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. The Parties agree that they shall meet in joint conference no later than thirty (30) days after the ratification of this Agreement to discuss means of enabling and procedures to be followed.

**UNION DUES:**

The employer shall deduct Union Dues in the amount of three (3) hours per month of the Journeyperson's wage package from the employee and remit to the Financial Secretary, Sheet Metal Workers' International Association, Local Union 56.

**SUPPLEMENTARY UNION DUES CHECK-OFF:**

The employer shall deduct supplementary Union Dues in the amount of forty-four cents (\$0.44) per hour.

The employer shall remit such deductions not later than the fifteenth (15<sup>th</sup>) day of the month following the month of earnings by the employee to:

**Financial Secretary**  
Sheet Metal Workers' International Association, Local Union 56  
470 Gatesway Avenue  
Edwardsville, NS B2A 4S8

**SUPERVISION:**

- Foreman premium.....a minimum premium of ten percent (10%) of journeyperson base rate and holiday and vacation allowance
- From 3 to 6 employees.....1 working Foreman
- From 7 to 10 employees.....1 non-working Foreman
- One (1) of the first three (3) employees will be a working Foreman
  
- When a crew exceeds six (6) employees there shall be a non-working Foreman. After ten (10) employees the formula repeats.
  
- Three (3) or more Foremen.....1 General Foreman

When present Foreman in employers workforce are occupied, the employer may name-hire Foremen for jobs of six (6) or more workers, regardless of their place on the “out-of-work” list. Such Foreman must be laid off at the completion of the job for which they were hired, unless they are being retained as a Foreman over a job of six (6) workers or more.

**TRANSFER:**

An outside unionized employer may transfer two (2) of their employees from their home Local to work on Cape Breton Island.

**SHOP STEWARD:**

When there is an established Sheet Metal Shop/Company in the area, there shall be one (1) recognized Steward per Company.

The employer agrees to recognize the Steward and Alternate Steward appointed by the Business Manager. The Steward or Alternate (Alternate when the designated Steward is unavailable) shall be on the site whenever more than one (1) employee of their craft is working, including overtime hours, Saturdays, Sundays, and Holidays. The Steward's overtime rights only apply on the site where the Steward is normally working.

**PAID HOLIDAYS:**

The following are paid holidays: **Remembrance Day, Good Friday.**

**UNION LABEL:**

All Sheet Metal fabricated other than by Local 56 shall have a Sheet Metal Worker Label. If such fabrication hinders, delays or prevents the construction of a project, a meeting shall be arranged between the owner, the contractor and the Union to discuss and assess the situation.

**SHIFT DIFFERENTIAL:**

When Management requires two (2) or more shifts within twenty-four (24) hours, the following work schedule will apply:

- 8:00 a.m. - 4:30 p.m. ....First Shift
- 4:30 p.m. - 12:00 Midnight .....Second Shift
- 12:00 Midnight - 8:00 a.m. ....Third Shift
- Second or third shifts .....fifteen percent (15%) shift differential.

**SPECIAL RATES:**

Applicable to Sheet Metal workers only:

***Height Pay***

Employees covered by this Agreement required to work at heights of fifty feet (50') or over shall receive pay in addition to their regular rate at the following rates:

- 50' to 70 feet.....Twenty cents (\$0.20) per hour above normal rate
- 70' to 90 feet.....Thirty cents (\$0.30) per hour above normal rate
- Plus twenty cents (\$0.20) per hour for every additional twenty feet (20') above the ninety foot (90') level.

**MAKE-UP TIME:**

Employees may work up to forty (40) hours per week, Monday to Friday, but excluding Saturday and Sunday, regardless of the number of hours worked in any one day, at the straight rate of pay.

**PROTECTIVE CLOTHING:**

Rain gear and gloves will be supplied to employees as required, and face shields and heat resistant coveralls will be supplied to the potman as required. The employee shall be responsible for this equipment, normal wear and tear excepted.

**EMPLOYER CONTRIBUTIONS:**

I) Employers working under this Agreement shall remit monthly to the Administrator the amounts set out in the Articles titled Benefit Plan and Pension Plan. This remittance shall be one (1) cheque made payable to:

**Sheet Metal Workers, Local 56 Benefit and Pension Plan Trust Fund  
c/o Benefit Plan Administrators (Atlantic) Limited**

Ravine Centre Two  
38 Solutions Drive, Suite 100  
Halifax, NS B3S 0H1

- Benefit Plan:  
.....two dollars eighty-five cents (\$2.85) per hour paid  
Effective July 1, 2022 ..... two dollars ninety cents (\$2.90) per hour paid
- Pension Plan..... as per wage tables

II) Employers working under this Agreement shall remit monthly to the Administrator per hour worked as per Article 8D – Consolidated Fund to:

**Administrator**

Cape Breton Island Building & Construction Trades Council  
238 Vulcan Avenue  
Sydney, NS B1P 5X2

III) Employers working under this Agreement shall remit monthly to the Administrator eighty-eight cents (\$0.88) per hour worked to:

**Financial Secretary**

Cape Breton Sheet Metal Workers Training Program

or

Cape Breton Roofers Training Program  
470 Gatesway Avenue  
Edwardsville, NS B2A 4S8

IV) Employers working under this Agreement shall remit monthly to the Administrator per hour paid as per Article 8E – Industry Improvement Fund to:

**The Administrator**

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

**BENEFIT PLAN:**

The parties hereto agree to the establishment of a Benefit Plan as follows:

- (a) The Trust Document under which the fund is controlled shall provide for equal Trustees in number and power to be appointed by each of the parties hereto.
- (b) The Benefit Plan to be established shall be professionally administered.
- (c) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (d) The employer shall make contributions at the rate as follows:  
.....two dollars eighty-five cents (\$2.85) per hour paid  
Effective July 1, 2022 ..... two dollars ninety cents (\$2.90) per hour paid

As set out under employer Contributions, Item 1 ..... Administrator: Benefit Plan Administrators Limited.

**PENSION PLAN:**

The Parties hereto agree on a Pension Plan as follows:

- (a) The Trust Document under which the Pension Fund is controlled shall provide for equal Trustees in number and power appointed by each of the Parties hereto;
- (b) The employer shall make contributions at the rate shown in the wage tables per hour paid as set out under Employer Contributions, Item I .. Administrator: Benefit Plan Administrators Limited.
- (c) The Pension Fund shall be professionally administered.
- (d) In the event the Pension Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.

The Parties to this Collective Agreement agree that the trustees of the Trust Fund, appointed in accordance with the Trust Agreement, shall have the authority to enforce the payment of contributions to the Trust Fund 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 Trustees shall not be required to follow the procedures of this Collective Agreement and may take civil action for debt to enforce payment of contributions by an individual employer. The Union, for itself and on behalf of the employees in the bargaining unit covered by this Collective Agreement, assigns the contributions and right to receive the same to the Trustee.

**CONSOLIDATED FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8D of the Collective Agreement for the Consolidated Fund to:

The Administrator  
Cape Breton Island Building & Construction Trades Council  
238 Vulcan Avenue  
Sydney, NS B1P 5X2

**INDUSTRY IMPROVEMENT FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8E of the Collective Agreement for the Industry Improvement Fund to:

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

Remittance forms for this fund are available at [www.nslra.ca](http://www.nslra.ca) or by phone at 902-468-2283.

**APPRENTICES: Not applicable to Cladding and Decking**

(The percentages next to each block of hours represents the percentage of the Journey person's increase that is given to that block of hours)

**NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025**

APPRENTICES - SHEET METAL WORKERS										
		Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	IIF	Total Pkg.
<b>Effective Date: July 30, 2020</b>										
<u>0 - 900 hours</u>	50%	<u>\$19.03</u>	<u>\$1.71</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$29.21</u>
<u>901 - 1800 hours</u>	55%	<u>\$21.33</u>	<u>\$1.92</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$31.72</u>
<u>1801 - 2700 hours</u>	60%	<u>\$23.71</u>	<u>\$2.13</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$34.31</u>
<u>2701 - 3600 hours</u>	65%	<u>\$26.15</u>	<u>\$2.35</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$36.97</u>
<u>3601 - 4500 hours</u>	75%	<u>\$30.02</u>	<u>\$2.70</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$42.19</u>
<u>4501 - 5400 hours</u>	80%	<u>\$32.39</u>	<u>\$2.92</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$44.78</u>
<u>5401 - 6300 hours</u>	85%	<u>\$33.87</u>	<u>\$3.05</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$47.39</u>
<u>6301 - 7200 hours</u>	90%	<u>\$36.33</u>	<u>\$3.27</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$50.07</u>
<b>Effective Date: July 1, 2021</b>										
<u>0 - 900 hours</u>	50%	<u>\$19.26</u>	<u>\$1.73</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$29.46</u>
<u>901 - 1800 hours</u>	55%	<u>\$21.59</u>	<u>\$1.94</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$32.00</u>
<u>1801 - 2700 hours</u>	60%	<u>\$23.98</u>	<u>\$2.16</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$34.61</u>
<u>2701 - 3600 hours</u>	65%	<u>\$26.45</u>	<u>\$2.38</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$37.30</u>
<u>3601 - 4500 hours</u>	75%	<u>\$30.36</u>	<u>\$2.73</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$42.56</u>
<u>4501 - 5400 hours</u>	80%	<u>\$32.76</u>	<u>\$2.95</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.18</u>
<u>5401 - 6300 hours</u>	85%	<u>\$34.27</u>	<u>\$3.08</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$47.82</u>
<u>6301 - 7200 hours</u>	90%	<u>\$36.74</u>	<u>\$3.31</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$50.52</u>
<b>Effective Date: July 1, 2022</b>										
<u>0 - 900 hours</u>	50%	<u>\$19.58</u>	<u>\$1.76</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$29.86</u>
<u>901 - 1800 hours</u>	55%	<u>\$21.94</u>	<u>\$1.98</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$32.44</u>
<u>1801 - 2700 hours</u>	60%	<u>\$24.38</u>	<u>\$2.19</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.09</u>
<u>2701 - 3600 hours</u>	65%	<u>\$26.88</u>	<u>\$2.42</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$37.82</u>
<u>3601 - 4500 hours</u>	75%	<u>\$30.86</u>	<u>\$2.78</u>	\$4.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$43.16</u>
<u>4501 - 5400 hours</u>	80%	<u>\$33.30</u>	<u>\$3.00</u>	\$4.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.82</u>
<u>5401 - 6300 hours</u>	85%	<u>\$34.84</u>	<u>\$3.14</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$48.50</u>
<u>6301 - 7200 hours</u>	90%	<u>\$37.36</u>	<u>\$3.36</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$51.24</u>

APPRENTICES - SHEET METAL WORKERS										
		Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	IIF	Total Pkg.
<b>Effective Date: July 1, 2023</b>										
<u>0 - 900 hours</u>	50%	<u>\$19.94</u>	<u>\$1.80</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$30.26</u>
<u>901 - 1800 hours</u>	55%	<u>\$22.35</u>	<u>\$2.01</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$32.88</u>
<u>1801 - 2700 hours</u>	60%	<u>\$24.82</u>	<u>\$2.23</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.57</u>
<u>2701 - 3600 hours</u>	65%	<u>\$27.36</u>	<u>\$2.46</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$38.34</u>
<u>3601 - 4500 hours</u>	75%	<u>\$31.41</u>	<u>\$2.83</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$43.76</u>
<u>4501 - 5400 hours</u>	80%	<u>\$33.89</u>	<u>\$3.05</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$46.46</u>
<u>5401 - 6300 hours</u>	85%	<u>\$35.47</u>	<u>\$3.19</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$49.18</u>
<u>6301 - 7200 hours</u>	90%	<u>\$38.02</u>	<u>\$3.42</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$51.96</u>
<b>Effective Date: July 1, 2024</b>										
<u>0 - 900 hours</u>	50%	<u>\$20.31</u>	<u>\$1.83</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$30.66</u>
<u>901 - 1800 hours</u>	55%	<u>\$22.75</u>	<u>\$2.05</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$33.32</u>
<u>1801 - 2700 hours</u>	60%	<u>\$25.26</u>	<u>\$2.27</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$36.05</u>
<u>2701 - 3600 hours</u>	65%	<u>\$27.83</u>	<u>\$2.51</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$38.86</u>
<u>3601 - 4500 hours</u>	75%	<u>\$31.96</u>	<u>\$2.88</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$44.36</u>
<u>4501 - 5400 hours</u>	80%	<u>\$34.48</u>	<u>\$3.10</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$47.10</u>
<u>5401 - 6300 hours</u>	85%	<u>\$36.09</u>	<u>\$3.25</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$49.86</u>
<u>6301 - 7200 hours</u>	90%	<u>\$38.68</u>	<u>\$3.48</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$52.68</u>

In addition to the hourly rates the employer shall pay the amounts as set out in the Pension Plan, Benefit Plan, Occupational Health & Safety, Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

**SHEET METAL WORKERS & ROOFERS AND APPRENTICESHIP TRAINING FUND:**

The employer shall contribute thirty-four cents (\$0.34) per hour, and the employee shall contribute twenty nine cents (\$0.29) per hour up to forty (40) hours per week as set herein, as employers and employees both recognize the need and benefits derived from training received in new techniques of the industry.

The employer shall contribute an additional twenty-five cents (\$0.25) per hour for each employee to finance the cost and operations of the Sheet Metal Workers and Roofers Local 56 Training Center. The hourly rates in the wage tables contained herein have been reduced by this amount. In the event that this contribution is no longer necessary, the twenty-five cents (\$0.25) will revert to the employee wage package.

The total of eighty-eight cents (\$0.88) per hour, per hour employed by all employees working under the conditions of this agreement, shall be sent by the employers concerned as set out under Employer Contributions, Item III, with a list of names in alphabetical order, to the Financial Secretary of the Cape Breton Sheet Metal Training Program and Cape Breton Roofers Training Program. Five cents (\$0.05) of the employer portion shall be applied to providing training to all Union members eligible for upgrading.

**OH&S TRAINING:**

Sheet Metal Union Local 56 agrees to provide all members with up to date OH&S Training, in the categories as listed below, including members working for an employer and those being referred to an employer. The employer shall contribute eighty cents (\$0.80) to Local 56 Training Fund; fifty cents (\$0.50) from the employer and thirty cents (\$0.30) from the employee going in as an employer contribution per hour paid.

In the event the OH&S Training is discontinued or the amount reduced the employer contribution will be returned to the employer and the reduced employee contribution will be added to the wage rate.

Prior to the annual wage increase each year the Nova Scotia Construction Labour Relations Association and Sheet Metal Union Local 56 will meet to review the amount of contribution required to maintain the providing of the OH&S courses.

Sheet Metal Union Local 56 agrees to provide additional OH&S courses that are not listed above providing there is a surplus in the OH&S contributions. Discussion on such additional training would become part of the annual meeting.

Categories included:

1. WHMIS
2. Fall Protection Type 1
3. Confined Space Practical
4. Emergency First Aid
5. Forklift

These additional training courses will be provided at the discretion of the JATC:

6. Introduction to Rigging
7. Staging Set-Up
8. Elevated Lift Training

**ROOFER PERSONNEL:**

Work force ratio shall be three (3) Roofers to one (1) Roofer Apprentice.

The Union shall issue to each Roofer Apprentice a log book in which the Roofer Apprentice shall record the number of hours they have worked in the trade. These hours shall be confirmed by both the employer and the Union. The log book shall travel with the Roofer Apprentice from job to job and from employer to employer.

A Roofer Apprentice shall serve a 36 month (5,400 hour) training program. Upon completing 5,400 hours and passing the Red Seal examination, the Apprentice shall have the status of a Roofer.

The wage rate for Roofer Apprentices shall be as follows:

***NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025***

<b>SHEET METAL ROOFER</b>									
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Pension</b>	<b>Benefit</b>	<b>Occupational Health &amp; Safety</b>	<b>Training &amp; Apprenticeship Fund</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg</b>
<u>July 30, 2020</u>	<u>\$38.72</u>	<u>\$3.49</u>	<u>\$6.40</u>	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$53.58</u>
<u>July 1, 2021</u>	<u>\$39.18</u>	<u>\$3.53</u>	\$6.40	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$54.08</u>
<u>July 1, 2022</u>	<u>\$39.87</u>	<u>\$3.59</u>	\$6.40	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$54.88</u>
<u>July 1, 2023</u>	<u>\$40.61</u>	<u>\$3.65</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$55.68</u>
<u>July 1, 2024</u>	<u>\$41.34</u>	<u>\$3.72</u>	\$6.40	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$56.48</u>

**ROOFER APPRENTICE:**

(The percentages next to each block of hours represent the percentage of the Roofers increase that is given to that block of hours.)

*NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025*

<b>ROOFER APPRENTICE - SHEET METAL WORKER</b>										
		<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Pension</b>	<b>Benefit</b>	<b>Occupational Health &amp; Safety</b>	<b>Training &amp; Apprenticeship Fund</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg.</b>
<b>Effective Date: July 30, 2020</b>										
<u>0 - 900 hours</u>	<u>60%</u>	<u>\$19.89</u>	<u>\$1.79</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$32.15</u>
<u>901 - 1800 hours</u>	<u>65%</u>	<u>\$22.35</u>	<u>\$2.01</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$34.83</u>
<u>1801 - 2700 hours</u>	<u>75%</u>	<u>\$27.26</u>	<u>\$2.45</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$40.18</u>
<u>2701 - 3600 hours</u>	<u>80%</u>	<u>\$30.15</u>	<u>\$2.71</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$43.33</u>
<u>3601 - 4500 hours</u>	<u>85%</u>	<u>\$32.17</u>	<u>\$2.90</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$45.54</u>
<u>4501 - 5400 hours</u>	<u>90%</u>	<u>\$34.83</u>	<u>\$3.14</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$48.44</u>
<b>Effective Date: July 1, 2021</b>										
<u>0 - 900 hours</u>	<u>60%</u>	<u>\$20.17</u>	<u>\$1.81</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$32.45</u>
<u>901 - 1800 hours</u>	<u>65%</u>	<u>\$22.65</u>	<u>\$2.04</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.16</u>
<u>1801 - 2700 hours</u>	<u>75%</u>	<u>\$27.61</u>	<u>\$2.48</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$40.56</u>
<u>2701 - 3600 hours</u>	<u>80%</u>	<u>\$30.51</u>	<u>\$2.75</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$43.73</u>
<u>3601 - 4500 hours</u>	<u>85%</u>	<u>\$32.56</u>	<u>\$2.93</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.96</u>
<u>4501 - 5400 hours</u>	<u>90%</u>	<u>\$35.25</u>	<u>\$3.17</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$48.89</u>
<b>Effective Date: July 1, 2022</b>										
<u>0 - 900 hours</u>	<u>60%</u>	<u>\$20.56</u>	<u>\$1.85</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$32.93</u>
<u>901 - 1800 hours</u>	<u>65%</u>	<u>\$23.08</u>	<u>\$2.08</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.68</u>
<u>1801 - 2700 hours</u>	<u>75%</u>	<u>\$28.11</u>	<u>\$2.53</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$41.16</u>
<u>2701 - 3600 hours</u>	<u>80%</u>	<u>\$31.06</u>	<u>\$2.79</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$44.37</u>
<u>3601 - 4500 hours</u>	<u>85%</u>	<u>\$33.14</u>	<u>\$2.98</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$46.64</u>
<u>4501 - 5400 hours</u>	<u>90%</u>	<u>\$35.86</u>	<u>\$3.23</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$49.61</u>

<b>ROOFER APPRENTICE - SHEET METAL WORKER</b>										
		<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Pension</b>	<b>Benefit</b>	<b>Occupational Health &amp; Safety</b>	<b>Training &amp; Apprenticeship Fund</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg.</b>
<b>Effective Date: July 1, 2023</b>										
<u>0 - 900 hours</u>	<u>60%</u>	<u>\$21.00</u>	<u>\$1.89</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$33.41</u>
<u>901 - 1800 hours</u>	<u>65%</u>	<u>\$23.56</u>	<u>\$2.12</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$36.20</u>
<u>1801 - 2700 hours</u>	<u>75%</u>	<u>\$28.66</u>	<u>\$2.58</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$41.76</u>
<u>2701 - 3600 hours</u>	<u>80%</u>	<u>\$31.64</u>	<u>\$2.85</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.01</u>
<u>3601 - 4500 hours</u>	<u>85%</u>	<u>\$33.76</u>	<u>\$3.04</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$47.32</u>
<u>4501 - 5400 hours</u>	<u>90%</u>	<u>\$36.52</u>	<u>\$3.29</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$50.33</u>
<b>Effective Date: July 1, 2024</b>										
<u>0 - 900 hours</u>	<u>60%</u>	<u>\$21.44</u>	<u>\$1.93</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$33.89</u>
<u>901 - 1800 hours</u>	<u>65%</u>	<u>\$24.04</u>	<u>\$2.16</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$36.72</u>
<u>1801 - 2700 hours</u>	<u>75%</u>	<u>\$29.21</u>	<u>\$2.63</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$42.36</u>
<u>2701 - 3600 hours</u>	<u>80%</u>	<u>\$32.23</u>	<u>\$2.90</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.65</u>
<u>3601 - 4500 hours</u>	<u>85%</u>	<u>\$34.39</u>	<u>\$3.09</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$48.00</u>
<u>4501 - 5400 hours</u>	<u>90%</u>	<u>\$37.18</u>	<u>\$3.35</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$51.05</u>

**TOOL LIST (ROOFER):**

Every employee must have in their possession at the job the following tools:

Roofing Knife	Hammer
25' Tape	Small Trowel
Keyhole Saw	Adjustable Wrench
Chalk Line	Scissors
Bag or Pouch	

**Journeyperson Sheet Metal Workers shall supply and maintain for themselves:**

25' Tape	1 Tool Box approx. 20" x 8" x 10"
Pencil and Note Book	1 Pr. Shears approx. 13½ x 2½ cut
1 Thinners Hammer	1 Set of 3 Screwdrivers
1 Set Allen Wrenches	1 Set of 3 Robertson Screwdrivers
1 Set Spanner 5/16 to 7/8	1 Set of 3 Phillips Screwdrivers
1 Hacksaw	1 Pr. Long nosed Cutting Pliers
1 Crescent Wrench	1 Pr. Combination Pliers
1 Vice Grip	1 Set of 2 Aviation Snips - M-1, M-2 & M-5
1 Scratch Awl	1 Plumb Bob
1 Centre Punch	
1 Utility Knife	
1 Chalk Line	

If working on stainless steel the employer shall provide stainless steel cutting snips, which are to be returned to the employer after use.

**COLD PROCESS:**

Where a job involves cold process roofing, employers shall provide employees who performed the cold process work with a replacement pair of boots once the job has been completed. Employees may receive a pair of replacement boots once per year under this section.

**TOOL LOCK-UP:**

A separate tool lock-up will be provided for Sheet Metal employees where employers have in their employ employees in more than one trade.

**UNION ADMINISTRATION FUND:**

The employer agrees to deduct seventy-five cents (\$0.75) per hour worked for each employee and to remit by the second (2<sup>nd</sup>) week of each month, together with a list of employees and hours worked, to:

**Local 56 Sheet Metal Workers**  
470 Gatesway Avenue  
Edwardsville, NS B2A 4S8

**SUBMISSION OF RECORDS:**

The Business Agent will forward to the employer a record form compatible to Bulger forms for submission to the Union office monthly which will list all employer contributions to benefit plans and employee payments to union dues.

The applicable working conditions shall be in accordance with this Collective Agreement.

**ARCHITECTURAL SHEET METAL/DECKER:**

***NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025***

<b>APPRENTICES - <u>ASM/DECKER</u></b>										
		<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Pension</b>	<b>Benefit</b>	<b>Occupational Health &amp; Safety</b>	<b>Training &amp; Apprenticeship Fund</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg.</b>
<b>Effective Date: July 30, 2020</b>										
<u>0 - 900 hours</u>	60%	<u>\$23.71</u>	<u>\$2.13</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$34.31</u>
<u>901 - 1800 hours</u>	65%	<u>\$26.15</u>	<u>\$2.35</u>	\$3.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$36.97</u>
<u>1801 - 2700 hours</u>	75%	<u>\$30.02</u>	<u>\$2.70</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$42.19</u>
<u>2701 - 3600 hours</u>	80%	<u>\$32.39</u>	<u>\$2.92</u>	\$4.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$44.78</u>
<u>3601 - 4500 hours</u>	85%	<u>\$33.87</u>	<u>\$3.05</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$47.39</u>
<u>4501 - 5400 hours</u>	90%	<u>\$36.33</u>	<u>\$3.27</u>	\$5.50	<u>\$2.85</u>	\$0.80	\$0.88	<u>\$0.28</u>	\$0.16	<u>\$50.07</u>
<b>Effective Date: July 1, 2021</b>										
<u>0 - 900 hours</u>	60%	<u>\$23.98</u>	<u>\$2.16</u>	\$3.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$34.61</u>
<u>901 - 1800 hours</u>	65%	<u>\$26.45</u>	<u>\$2.38</u>	\$3.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$37.30</u>
<u>1801 - 2700 hours</u>	75%	<u>\$30.36</u>	<u>\$2.73</u>	\$4.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$42.56</u>
<u>2701 - 3600 hours</u>	80%	<u>\$32.76</u>	<u>\$2.95</u>	\$4.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.18</u>
<u>3601 - 4500 hours</u>	85%	<u>\$34.27</u>	<u>\$3.08</u>	\$5.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$47.82</u>
<u>4501 - 5400 hours</u>	90%	<u>\$36.74</u>	<u>\$3.31</u>	\$5.50	\$2.85	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$50.52</u>

<b>APPRENTICES - ASM/DECKER</b>										
		<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Pension</b>	<b>Benefit</b>	<b>Occupational Health &amp; Safety</b>	<b>Training &amp; Apprenticeship Fund</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg.</b>
<b>Effective Date: July 1, 2022</b>										
<u>0 - 900 hours</u>	60%	<u>\$24.38</u>	<u>\$2.19</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.09</u>
<u>901 - 1800 hours</u>	65%	<u>\$26.88</u>	<u>\$2.42</u>	\$3.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$37.82</u>
<u>1801 - 2700 hours</u>	75%	<u>\$30.86</u>	<u>\$2.78</u>	\$4.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$43.16</u>
<u>2701 - 3600 hours</u>	80%	<u>\$33.30</u>	<u>\$3.00</u>	\$4.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$45.82</u>
<u>3601 - 4500 hours</u>	85%	<u>\$34.84</u>	<u>\$3.14</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$48.50</u>
<u>4501 - 5400 hours</u>	90%	<u>\$37.36</u>	<u>\$3.36</u>	\$5.50	<u>\$2.90</u>	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$51.24</u>
<b>Effective Date: July 1, 2023</b>										
<u>0 - 900 hours</u>	60%	<u>\$24.82</u>	<u>\$2.23</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$35.57</u>
<u>901 - 1800 hours</u>	65%	<u>\$27.36</u>	<u>\$2.46</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$38.34</u>
<u>1801 - 2700 hours</u>	75%	<u>\$31.41</u>	<u>\$2.83</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$43.76</u>
<u>2701 - 3600 hours</u>	80%	<u>\$33.89</u>	<u>\$3.05</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$46.46</u>
<u>3601 - 4500 hours</u>	85%	<u>\$35.47</u>	<u>\$3.19</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$49.18</u>
<u>4501 - 5400 hours</u>	90%	<u>\$38.02</u>	<u>\$3.42</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$51.96</u>
<b>Effective Date: July 1, 2024</b>										
<u>0 - 900 hours</u>	60%	<u>\$25.26</u>	<u>\$2.27</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$36.05</u>
<u>901 - 1800 hours</u>	65%	<u>\$27.83</u>	<u>\$2.51</u>	\$3.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$38.86</u>
<u>1801 - 2700 hours</u>	75%	<u>\$31.96</u>	<u>\$2.88</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$44.36</u>
<u>2701 - 3600 hours</u>	80%	<u>\$34.48</u>	<u>\$3.10</u>	\$4.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$47.10</u>
<u>3601 - 4500 hours</u>	85%	<u>\$36.09</u>	<u>\$3.25</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$49.86</u>
<u>4501 - 5400 hours</u>	90%	<u>\$38.68</u>	<u>\$3.48</u>	\$5.50	\$2.90	\$0.80	\$0.88	\$0.28	\$0.16	<u>\$52.68</u>

Upon completion of 5,400 hours of Apprenticeship, ASM/Deckers shall receive the full Sheet Metal Journeyman rate.

Contractors shall make best efforts to aid Local 56 Sheet Metal Workers and Roofers in the development and delivery of an ASM/Decker curriculum program for apprentices.

**IN WITNESS WHEREOF** the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this 3rd day of November, 2020.

**SIGNATORIES**

**FOR THE EMPLOYER**

ROBERT SHEPHERD  
\_\_\_\_\_

CALUM MACLEOD  
\_\_\_\_\_

\_\_\_\_\_

**FOR THE UNION**

JAMAEL JACK WALL  
\_\_\_\_\_

GERALD PHILLIPPO  
\_\_\_\_\_

\_\_\_\_\_