

APPENDIX NO. 10 - TEAMSTERS - INDUSTRIAL**BETWEEN**

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

- AND -

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN AND HELPERS OF AMERICA
LOCAL 927**
(hereinafter referred to as the "Union")

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

Effective Date	Hourly Rate	V & H 9%	Consol. Fund	IIF	Total Pkg.
<u>July 30, 2020</u>	<u>\$45.57</u>	<u>\$4.10</u>	<u>\$0.28</u>	\$0.16	<u>\$50.11</u>
<u>July 1, 2021</u>	<u>\$46.03</u>	<u>\$4.14</u>	\$0.28	\$0.16	<u>\$50.61</u>
<u>July 1, 2022</u>	<u>\$46.76</u>	<u>\$4.21</u>	\$0.28	\$0.16	<u>\$51.41</u>
<u>July 1, 2023</u>	<u>\$47.50</u>	<u>\$4.27</u>	\$0.28	\$0.16	<u>\$52.21</u>
<u>July 1, 2024</u>	<u>\$48.23</u>	<u>\$4.34</u>	\$0.28	\$0.16	<u>\$53.01</u>

In addition to the above hourly rates the employer shall contribute to the Consolidated Fund and Industry Improvement Fund and deduct and remit the amounts set out in the Pension Plan, Advancement Fund and Training Fund of this Appendix.

DISPATCHER BECOMES FOREMAN – One dollar sixty cents (\$1.60) above the highest rate. After there are twelve (12) trucks driven by Teamsters on site, another Teamster will then be hired to drive the Dispatcher's truck.

CLASSIFICATIONS:

- Trucks up to 1 ½ tons
- Outboard motor boat
- Farm tractor
- Weight scale operator
- Forklift in warehousing, compound area and lay down area
- Garage service
- Material checker..... Base Rate
- Trucks 1 ½ tons and over Base Rate + four cents (\$0.04)
- Warehousemen..... Base Rate + one dollar twenty-five cents (\$1.25)
- Euclid type trucks Ready mix or
- Transit mix trucks, Tandem trucksBase Rate + twenty-two cents (\$0.22)
- Truck MechanicBase Rate + ninety-four cents (\$0.94)
- Low bed, Pole trailer, Semi-trailer..... Base Rate + one dollar thirty cents (\$1.30)

PAID HOLIDAYS:

The following are the paid holidays: New Year's Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

SHIFT DIFFERENTIAL:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).

OPERATING SCHEDULE:

If Teamster is regularly assigned to a truck, Monday through Friday, in a given week and this truck is required to work Saturday or Sunday, such Teamster will be given preference on their own assigned vehicle.

UNION DUES:

The employer shall deduct union dues in the amount of three (3) hours per month of the Teamster wage package from the employee and remit to the Secretary Treasurer, Teamsters Local 927.

SUPPLEMENTARY UNION DUES:

The employer shall deduct supplementary union dues in the amount of one percent (1%) of gross wages of the employee excluding any allowance for board or travel. The employer shall remit such deductions not later than the fifteenth (15th) day of the month following the month of earnings by the employee to:

The Administrator
Teamsters Local 927
19 Alma Crescent
Halifax, NS B3N 2C4

PENSION PLAN:

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

(a) It is agreed that the employer shall deduct and remit to the established Teamsters Canadian Pension Plan, Construction, fifty cents (\$0.50) for each hour worked by each employee covered by this Appendix. Such deductions shall be remitted to the Administrator of the Pension Plan on or before the twentieth (20th) day of the month following the month such hours were worked and shall be accompanied by a remittance report for each employee.

(b) Pension deductions shall be remitted to:

The Administrator
Teamster Canadian Pension Plan, Construction
c/o Wyatt Co.
550-409 Granville Street
Vancouver, BC V6C 1T2

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, Nova Scotia
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.nsclra.ca or by phone at 902-468-2283.

ADVANCEMENT FUND:

The employer shall deduct and remit contributions for five cents (\$0.05) per hour for which wages are payable hereunder, for each Teamster employee covered by this Appendix. Payment of said funds shall be made to Teamsters Local 927 Union Advancement Fund by the fifteenth day (15th) of the month following that to which they refer.

The Administrator

Teamsters Local 927
19 Alma Crescent
Halifax, NS B3N 2C4

TRAINING FUND:

The employer shall deduct and remit contributions for thirty-five cents (\$0.35) per hour for which wages are payable hereunder, for each Teamster employee covered by this Appendix. Payment of said funds shall be made to Ontario Teamsters Training Fund by the fifteenth day (15th) of the month following that to which they refer.

Ontario Teamsters Training Fund

PO Box 931, Stn Don Mills
North York, ON M3C 2T9
Fax: (905) 697-7987

PROTECTIVE CLOTHING:

Rain gear, as required, will be supplied by the employer.

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

IN WITNESS WHEREOF the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this ____ day of _____, 2020.

SIGNATORIES

FOR THE EMPLOYER

FOR THE UNION

