

**ROOFERS COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA
2021 - 2026**

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 4th day of August, 2021.

EFFECTIVE DATE: May 13, 2021
EXPIRATION DATE: April 30, 2026

INDEX

DESCRIPTION	PAGE NO.
ARTICLE 1 - PURPOSE	1
ARTICLE 2 - RECOGNITION.....	1
ARTICLE 3 - UNION SECURITY	2
ARTICLE 4 - STEWARDS.....	3
ARTICLE 5 - MANAGEMENT RIGHTS	4
ARTICLE 6 - NORMAL HOURS OF WORK	4
ARTICLE 7 - TERMINATION OF EMPLOYMENT OR LAYOFF	5
ARTICLE 8 - OVERTIME	5
ARTICLE 9 - SHIFT WORK.....	6
ARTICLE 10 - WAGES.....	7
ARTICLE 11 - PAY PERIODS	7
ARTICLE 12 - REPORTING TIME.....	8
ARTICLE 13 - VACATION AND HOLIDAY ALLOWANCE	8
ARTICLE 14 - TRAVEL, ROOM AND BOARD	9
ARTICLE 15 - GRIEVANCE PROCEDURE (UNION GRIEVANCE)	11
ARTICLE 16 - GRIEVANCE PROCEDURE (MANAGEMENT GRIEVANCE)	12
ARTICLE 17 - ARBITRATION	13
ARTICLE 18 - JURISDICTIONAL DISPUTES	13
ARTICLE 19 - SAFETY AND HEALTH	14
ARTICLE 19A – BEREAVEMENT LEAVE.....	15
ARTICLE 20 – TOOL LIST	15
ARTICLE 21 - ACCESS TO THE JOB SITE.....	15
ARTICLE 22 - MAJOR INDUSTRIAL PROJECTS.....	16
ARTICLE 23 - NO STRIKE - NO LOCKOUT	17
ARTICLE 24 - EMPLOYER CONTRIBUTIONS.....	18
ARTICLE 25 - WELFARE FUND	19
ARTICLE 26 - INDUSTRY IMPROVEMENT FUND, ADMINISTRATION & PROMOTION FUND	20
ARTICLE 27 - PENSION PLAN.....	21
ARTICLE 28 - DESIGNATED HOLIDAYS.....	23
ARTICLE 29 - DISCIPLINE	25
ARTICLE 30 - ROOFER TRAINING FUND LOCAL 409	26
ARTICLE 31 - ROOFER 409 ENABLING COMMITTEE	27
ARTICLE 32 - TERM OF AGREEMENT	28
ARTICLE 33 - SIGNATORIES	28
CRAFT SCHEDULE "A" – WAGE RATES	29

INDEX

DESCRIPTION	PAGE NO.
CRAFT SCHEDULE “B” – ROOFERS LOCAL 409 JOB TARGETING RULES & PROCEDURES	37
CRAFT SCHEDULE “B” – ROOFER LOCAL 409 TARGETING APPLICATION FORM.....	38
ROOFERS’ 409 TRADE CLASSIFICATION	40

ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to establish terms and conditions of employment.

ARTICLE 2 - RECOGNITION

- 2.01 The employer and CLRA recognize the Union as the sole collective bargaining agent with respect to the trade for the area covered by this Agreement.
- 2.02 The Union recognizes the CLRA as the sole collective bargaining agent for all unionized employees as covered by Accreditation Order No. L.R.B. No. 428, dated April 5, 1977, for those Locals which are Provincial, and L.R.B. No. 392C, dated January 29, 1976, covering Mainland Nova Scotia.
- 2.03 For the purpose of this Agreement, the term "employee" shall mean all hourly rated employees employed by the employer but does not include office and clerical workers; guards, watchperson; time checkers; material superintendents; technical personnel; superintendents; assistant superintendents; craft supervisors; permanent employees; or classifications above the rank of foreperson as provided for in Craft Schedule; persons transporting materials, equipment or supplies from a point of origin outside the site to a destination inside the site or from a point of origin inside the site to a destination outside the site.
- 2.04 If the workers on work over which the Union has jurisdiction are required in classifications not listed in the appended Schedule, the Schedule shall be amended by adding such classifications at the agreed wage rates.
- 2.05 If the employer finds that they are unable to compete under the terms of this Agreement, then it is agreed that the employer and Union affected may agree on different provisions and rates as set out herein so as to increase the competitive position of the unionized employers.

ARTICLE 3 - UNION SECURITY

- 3.01 The employer shall employ roofers who are competent and qualified and who are members of the Union, and Pre-Apprentice Roofers as defined in Craft Schedule "A" as required by the employer. The employer shall notify the Union of the Pre-Apprentice Roofer's name, address, phone number and S.I.N. upon hiring.
- 3.02 All unionized Roofer 409 employers bound by this Agreement shall employ at least one (1) Sheet Metal Worker or a Sheet Metal Apprentice from Local 409 to perform such Sheet Metal work associated with roofing in a manner that is consistent with the individual employers' past construction practice in the roofing industry.
- 3.03 The employer may recall qualified available workers in good standing with the Union who had previously been on the payroll for six (6) months and who are being called back within four (4) months of termination. An additional thirty (30) working days of recall will be allowed for each six (6) months of previous employment to a maximum of one (1) year recall.
- 3.04 Sub-contractors working under this Agreement who are not signatory to this Agreement shall notify the appropriate Union, before commencing work on the job, of the names of the workers to be employed on the job. The employer agrees to advise the sub-contractor of this requirement prior to the commencement of their work.
- 3.05 The Employer will stipulate as a term or condition for letting any contract for work on the project (job site) during its construction that the proposed sub-contractor shall observe the provisions of this Collective Agreement as if the same were duly executed by such sub-contractor.
- 3.06 The Employer will have any such sub-contractor acknowledge in writing that it has notice of this Agreement and that it will abide by this Agreement. For the purposes of this clause "sub-contractor" shall mean any Contractor who performs work for the employer on the project (job site).
- 3.07 The employer agrees that employees employed within categories covered by terms of this Collective Agreement shall be required, as a condition of continued employment, to apply to become and remain a member of the appropriate Union within fourteen (14) days after the date of hiring or the date of signing of this Agreement.
- 3.08 Any employee who refuses or neglects to sign the appropriate forms, or who revokes the authorization, or who resigns their membership in the appropriate Union will be deemed to have voluntarily separated and their employment will be terminated.
- 3.09 Upon hiring, the employer agrees to deduct weekly the amount certified by the Union as Dues.

- 3.10 Should the employee be newly joining the Union, the employer agrees to deduct the Initiation Fee in the amount that has been certified as the then current fee in the Union when such deduction is authorized by the signature of the employee on the proper form. If the Union agrees, such Initiation Fee may be deducted in weekly instalments.
- 3.11 The amounts so deducted shall be remitted by the employer to the Union at the address on file within ten (10) days of the month following, together with a list of all employees and Social Insurance numbers on whose behalf such deductions have been made.
- 3.12 The Union agrees that membership will be granted to all employees under the same terms and conditions that prevail in this Agreement.
- 3.13 The employer shall not discriminate against any employee by reason of their membership in the Union and/or their participation in its lawful activity.
- 3.14 It is agreed that the employer has the right to transfer employees.

ARTICLE 4 - STEWARDS

- 4.01 The Business Agent or Business Manager may appoint Job/Shop Stewards from the employer's work force. The Steward of the Union will be an employee of the employer who is a qualified journeyperson and who will perform the work of a journeyperson at the journeyperson's rate of pay. In addition to their duties as a journeyperson they shall be permitted reasonable time to perform such of their Union duties as cannot be performed off the job. If it is necessary for the Steward to leave their work they must first obtain permission from the employer's representative on the job whenever possible. Such permission would not be unreasonably withheld. They shall assist the employer and the Union members in carrying out the provisions of this Agreement.
- 4.02 It is agreed that only one Steward and one alternate on each shift shall be recognized by each employer and the Union shall notify the employer in writing of the name of the Steward and their alternate.
- 4.03 The employer will notify the Union on termination of employment of the Steward or their alternate. The Job Steward, if practicable, shall work all overtime.
- 4.04 Subject to all other items and conditions of this Agreement, the Steward shall be given special consideration before being laid off, except for just cause.
- 4.05 Under no circumstances shall the Job Steward make any arrangements with the General Foreperson, Foreperson or Management that will change or conflict in any way with any section or terms of this Collective Agreement.

ARTICLE 5 - MANAGEMENT RIGHTS

- 5.01 Subject to the limitations and specific terms of this Agreement, the Management of the job site and the direction of the working force, including but not limited to the right to plan, direct and control operations, hire, layoff, maintain discipline and efficiency of employees, establish and enforce rules of conduct, discipline and discharge employees for proper and sufficient cause, increase or decrease the working force, determine methods and schedules of construction operation, material and equipment to be used are vested solely in the employer.

ARTICLE 6 - NORMAL HOURS OF WORK

- 6.01 The normal work day is defined as the twenty-four (24) hour period beginning at 12:00 Midnight.
- 6.02 The normal hours of work shall consist of eight (8) hours per normal work day, Monday through Friday, between the hours of 7:00 a.m. and 4:30 p.m.
- 6.03 The lunch period shall be from 12:00 Noon to 12:30 p.m.
- 6.04 Should expediency require, the normal starting and quitting time and/or lunch period may be changed by mutual agreement of the Parties hereto.
- 6.05 The employer shall allow a rest period of ten (10) minutes once in the mid-way point of the morning and once in the mid-way point in the afternoon. The ten (10) minutes duration shall be measured from the time the employee ceases their labour to commencement of labour and shall be at a time determined by the employer. This provision applies to all shifts worked.

ARTICLE 7 - TERMINATION OF EMPLOYMENT OR LAYOFF

Layoffs and Severance Pay:

- 7.01 Each employee shall receive two (2) hours notice of layoff or two (2) hours pay in lieu of such notice at their regular rate of pay.
- 7.02 Employees who are laid off, quit or are discharged from the service of the employer shall receive their wages and Record of Employment or copy of ROE Web e-Filing on termination if the payroll is made up on the project (job site); otherwise, the employer shall send the Record of Employment or copy of ROE Web e-Filing and wages within five (5) days, exclusive of Saturday, Sunday and designated holidays or their next scheduled pay period. At employer's discretion, final wages may be paid by electronic deposit. Should the employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at straight time rates, and an additional sum equivalent to eight (8) hours pay at straight time rate for every two (2) additional days delinquency.

ARTICLE 8 - OVERTIME

- 8.01 The first two (2) hours of work after regular working hours shall be paid for at the straight time rate of pay.
- 8.02 Work performed beyond two (2) hours of work after regular working hours and work performed on Saturdays and Sundays shall be paid for at one and one-half (1-1/2x) times the straight time rate of pay. If a day is lost due to inclement weather during the regular working week, Monday to Friday, up to eight hours at the straight time rate may be worked on Saturday as make-up time.
- 8.03 Work performed on designated holidays shall be paid for at two times (2x) the straight time rate of pay.
- 8.04 Employees who are required to work in excess of two (2) hours unscheduled overtime shall be provided with a meal. Where this is impractical, a meal allowance shall be included in the pay for the next regular pay period.

Meal Allowancethirty dollars (\$30.00)

Where practicable, employees shall be given a ten (10) minute rest period before the commencement of overtime provided that the overtime scheduled is of two (2) hours or less in duration.

- 8.05 The employer will distribute overtime fairly among available, qualified employees, where practical.
- 8.06 Employees who have missed time during the normal scheduled hours, Monday through Friday, may, by mutual agreement between employer and employee, work extra hours of work including Saturday, at the regular straight time rate of pay.
- 8.07 There shall be no disciplinary action taken by the employer against the employee in the event that the employee does not agree to work make-up hours under Article 8.06.

ARTICLE 9 - SHIFT WORK

- 9.01 In the event that shift work is instituted such shift work shall be scheduled between Sunday Midnight and Friday Midnight and shall continue for at least two (2) consecutive week days, excluding Saturdays, Sundays and designated holidays.
- 9.02 When it is necessary to work two (2) or more shifts of work within twenty-four (24) hours, work performed on the second shift shall be paid at a premium of fifteen percent (15%) over the hourly rate and work performed on the third shift shall be paid at a premium of eighteen percent (18%) over the hourly rate.
- 9.03 Where employees are receiving a shift differential and are working overtime hours on such shift, they shall continue to receive the shift differential for all such overtime hours but such differential shall not be included in the calculation of overtime.
- 9.04 The employer shall allow a rest period of ten (10) minutes, once at the midway point of the first half of the regular scheduled shift and once at the midway point of the second half of the regular scheduled shift.
- 9.05 This Article (9.05) does not apply to Major Industrial Projects (Article 22). On Commercial work, if due to the Owners’ stipulations, work cannot be performed during normal working hours, employees may perform the work required outside the normal working hours according to job requirements and tender specifications up to eight (8) hours per work day, and forty (40) hours per week at the straight time rate of pay.

This Article (9.05) does not apply to Designated Holidays. Saturday and Sunday may be included with the consent of the Union.

ARTICLE 10 - WAGES

- 10.01 The regular hourly rates of pay for each classification of worker shall be in accordance with the rates contained in the appended Craft Schedule “A”. This Craft Schedule “A” is attached hereto and is hereby made part of this Collective Agreement.

ARTICLE 11 - PAY PERIODS

- 11.01 Wages shall be paid weekly, by cash, cheque or electronic deposit. If payment is by cheque, or electronic deposit, it must be distributed before quitting time on Thursday. If payment is by cash, payment shall be made no later than quitting time on Friday. If the regular payday is a holiday, then employee’s pays shall be distributed a day earlier.
- 11.02 A clear statement of hours worked, rate of pay, total earnings, net earnings, and deductions shall be given to employees on payday. This statement may be distributed by hard copy or electronically as mutually agreed by the Employer and employees.
- 11.03 Should employee’s pay not be distributed as set out herein, the employee shall immediately notify the employer.
- 11.04 (a) When employee’s pays are not distributed in a timely manner in accordance with Article 11.01, the employee shall receive one (1) days pay at the basic hourly rate for each working day until the day the pay is delivered, commencing at 8:00 a.m. on the first working day after the employer’s regular pay day.
- (b) Errors in an employee’s pay will be corrected by the end of the following working day after the day they are brought to the employer’s attention. When errors are not corrected by the end of the following working day, the employee shall receive one (1) day’s pay at the basic hourly rate for each working day until the day the error is corrected, commencing at the end of the working day after the day the error is brought to the employer’s attention.
- 11.05 In the event the Pension or Welfare Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.

ARTICLE 12 - REPORTING TIME

- 12.01 Employees who report for work by direction of the employer and who are not placed at work for reasons other than inclement weather shall be entitled to two (2) hours pay at their regular rate of pay.
- 12.02 Exceptions, however, shall be when strike conditions make it impossible to put such an employee to work or when stoppage of work is occasioned thereby, when conditions arise which are beyond the control of the employer or when an employee leaves work of their own accord.
- 12.03 In order to qualify for reporting time an employee must remain on the job and be available for work during the period of such reporting time or until they are released by the foreperson or immediate supervisor.
- 12.04 The employer shall determine when weather conditions on the job are such that the member shall or shall not work. It shall be the responsibility of the employee to notify the employer before the scheduled starting time if they are unable to report for work; failure to do so may result in disciplinary action.

ARTICLE 13 - VACATION AND HOLIDAY ALLOWANCE

- 13.01 A vacation and holiday allowance shall be paid to each worker in lieu of paid vacation and holidays at a rate of nine percent (9%) of the total hourly wages. Such allowance to be paid weekly.

ARTICLE 14 - TRAVEL, ROOM AND BOARD

- 14.01 There shall be a free zone for employees working within a fifty-five (55) kilometre radius of the Halifax County intersection of Provincial Highways 101 and 102. Travel, room and board allowance will not apply when travelling to and working within this free zone (14.01).
- 14.02 No travel allowance will be paid until an employee has travelled a distance of over fifty-five (55) kilometres from either (A) or (B) to the job site:
- A. The employee's principal place of residence
 - B. The employer's permanent place of business

All travel to the jobsite shall be by the shortest normally travelled route. Daily travel allowance shall not exceed the daily room & board allowance. The travel allowance for employees travelling over fifty-five (55) kilometres shall be:

Travel Allowancefifty-nine cents (\$0.59) per kilometre

It is agreed this figure shall be adjusted as per CRA figures for the life of this agreement.

- 14.03 The employer has the option to provide adequate transportation or pay the travel allowance set forth in Article 14.02 to entitled employees.

Employees who travel to the jobsite in the employer's vehicle shall be paid after an employee has travelled a distance of over one hundred fifteen (115) kilometres from the employer's place of business or from the location where the employee commences travel in the employer's vehicle to the job site by the shortest available Department of Transportation maintained normal travelled route. An employee shall be paid the employee's straight time rate of pay for all time travelled by the employee beyond a distance of one hundred fifteen (115) kilometres.

Employees selected by the employer to drive the employer's vehicle to the jobsite shall be paid at the employee's hourly straight time rate of pay.

- 14.04 On jobs where room and board allowance is applicable time spent in authorized travelling outside the regular hours of work shall be paid at the employee's straight time rate of pay. Payment will be for the initial trip in and return trip provided the employee remains on the job for one month or the duration of the job.

14.05 If the employee's employment is terminated for just cause or the employee leaves of their own accord before having qualified for travel expenses and travelling time to and/or from the job they shall not be entitled to receive the cost of such travel expenses and travelling time.

14.06 When an employee travels to an area where they are required to stay overnight by the employer they shall, at the employer’s discretion, be provided with adequate room and board or with a room and board allowance for the days worked and shall be paid as per Article 14.09. In the event that the employer elects to pay for the room and to give a daily meal allowance, the meal allowance shall be:

Meal Allowance:

.....forty-eight dollars (\$48.00) per day

14.07 No room and board or mileage allowance will be paid to an employee who is sent to work in an area where they permanently reside.

14.08 If employer-provided accommodations including room and board are available for a project, the employee will live at the accommodations and no room and board allowance will be paid to the employee. If the employee, on initial hiring on said project, chooses not to stay at the accommodations provided, they will be paid the room and board allowance as outlined in Article 14.09.

14.09 Room and Board Allowance

For all projects:

May 13, 2021 one hundred thirty-one dollars (\$131.00) per day scheduled work

May 1, 2022 one hundred thirty-three dollars (\$133.00) per day scheduled work

May 1, 2023 one hundred thirty-five dollars (\$135.00) per day scheduled work

May 1, 2024 one hundred thirty-seven dollars (\$137.00) per day scheduled work

May 1, 2025 one hundred thirty-nine dollars (\$139.00) per day scheduled work

14.10 All payments made to Union employees under Article 14 shall be made on the basis of a completed TD-4 Form when applicable being appropriately completed and signed and the payments being made on a non-income taxable basis. In the absence of appropriately completed TD-4 Forms, all payments shall be added to gross pay and taxed. The employer shall make the forms available to each employee at the beginning of the project.

ARTICLE 15 - GRIEVANCE PROCEDURE (UNION GRIEVANCE)

15.01 Any matter relating to or involving:

- (A) The interpretation, meaning, application or administration of the Collective Agreement or any provisions of the Collective Agreement;
- (B) A violation or an allegation of a violation of the Collective Agreement;
- (C) Working conditions; or
- (D) A question whether a matter is arbitrable may be the subject of a grievance.

15.02 Procedure:

- (1) Any such matter constituting a grievance must be filed in writing with the employer within seven (7) working days, excluding Saturday, Sunday and designated holidays of the occurrence of the event giving rise to the grievance. If such grievance is not filed within this period it shall be considered settled.
- (2) The grievance must be filed and discussed with the employer's Labour Relations Officer or their Representative on the project.
- (3) The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- (4) Failing settlement with the Labour Relations Officer or their Representative on the project, the grievance may then be settled in the manner provided by Section 107 of the *Trade Union Act*, Chapter 475, R.S.N.S. 1989, as amended.

**ARTICLE 16 - GRIEVANCE PROCEDURE
(MANAGEMENT GRIEVANCE)**

16.01 Any matter relating to or involving:

- (A) The interpretation, meaning, application or administration of the Collective Agreement or any provisions of the Collective Agreement;
- (B) A violation or an allegation of a violation of the Collective Agreement;
- (C) Working conditions;
- (D) A grievance concerning health or safety shall be referred directly to the employer and to the Business Manager; or
- (E) A question whether a matter is arbitrable may be the subject of a grievance.

16.02 Procedure:

- (1) Any such matter constituting a grievance must be filed in writing with the Business Manager within seven (7) working days of the occurrence of the event giving rise to the grievance. If such grievance is not filed in writing within this period it shall be considered solved.
- (2) The grievance must be filed in writing and discussed with the Business Manager or Union Representative on the job site.
- (3) The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- (4) Failing settlement, the grievance may then be settled in the manner provided by Section 107 of the *Trade Union Act*, Chapter 475, R.S.N.S. 1989, as amended.

ARTICLE 17 - ARBITRATION

- 17.01 The Arbitrator shall not have the power to alter, vary, modify or amend any of the provisions of this Agreement or to substitute any provisions for any of the provisions of this Agreement nor render a decision inconsistent therewith.
- 17.02 The decision of the Arbitrator is to be complied with within fifteen (15) days of receipt by the Parties.

ARTICLE 18 - JURISDICTIONAL DISPUTES

- 18.01 A mark-up meeting will be held with each contractor not later than the commencement of the contractor's work on all projects and no assignments shall be made before this mark-up. Mark-up assignments shall also apply to all sub-contractors. If a jurisdictional dispute arises once the work has commenced, assignments will be made in accordance with procedures, rules and regulations of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry including Procedural Rules and Regulations. The work assignment shall not be completed until a meeting on site has been convened with all Parties involved and until a subsequent meeting (not later than twenty-four (24) hours) has taken place, at which the contractor shall present the work assignment on paper to all Parties.
- 18.02 In the event such jurisdictional dispute cannot be settled on a Local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry including Procedural Rules and Regulations for resolution. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia) Construction Panel for an Interim Order under Section 52 of the *Trade Union Act*, Chapter 475, R.S.N.S. 1989, as amended.

ARTICLE 19 - SAFETY AND HEALTH

- 19.01 Employer and employee shall comply with all applicable provisions of provincial health, sanitation and safety laws and regulations, in addition to those rules established by the employer.
- 19.02 Employees shall not be required to work with unsafe equipment and conditions.
- 19.03 Safety hats must be worn only as required.
- 19.04 Adequate toilet facilities, fresh drinking water, (ice when available) and paper cups will be provided by the employer.
- 19.05 Fresh drinking water, tool sheds and lunch rooms shall normally be maintained by the Craft using same, except where other general arrangements have been made for a site.
- 19.06 If an employee sustains an accidental injury during working hours and has to receive off-site medical attention, the employee will receive four (4) hours pay if the injury occurs during the first half of the shift, or eight (8) hours pay if injury occurs in the second half of the shift.
- 19.07 The employer shall provide the following items or equipment when working conditions require their use:
- (a) Safety Glasses,
 - (b) Hard Hats,
 - (c) Gloves - worn gloves to be returned to the employer upon the employer's request,
 - (d) Rain suits.

Safety items and climatic protective clothing issued to the employee must be returned to the employer on termination.

- 19.08 The employer will provide to the employee a boot and clothing allowance of three dollars (\$3.00) per day worked. Employees must work at least three (3) hours per day to be eligible to receive this allowance.
- 19.09 It is the responsibility of the roofing foreperson to maintain a complete set of tools as supplied by the employer and they shall sign for and be financially responsible for them until returned to the employer and a signed card returned to them. Tools, materials and equipment can be loaded or unloaded during a strike and necessary arrangements made for the protection thereof.
- 19.10 Where a job involves cold process roofing, employers shall provide employees who will be performing the cold process work with a pair of CSA approved rubber boots. Employees may receive a pair of boots once per year under this section, or more frequently as deemed necessary by employer.

ARTICLE 19A – BEREAVEMENT LEAVE

- 19A.01 In the event of a death in the employee’s immediate family, i.e. the employee’s children, parents, grandparents, siblings, spouse, or spouse’s parents, the Employer will grant to the employee up to five (5) days unpaid leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, regardless of the employee’s length of service.
- 19A.02 For employees with at least one year’s unbroken service with a contractor, up to two (2) of these days leave of absence will be with pay for the purpose of making arrangements for, or attending the funeral or memorial service. Pay shall be at the employee’s regular hourly straight time rate (hourly wages only) and shall be paid only for claims which occur on a day or days which the employee would be regularly scheduled to work.

ARTICLE 20 – TOOL LIST

20.01 Journeyperson Tool List

25’ Measuring Tape
Roofing Knife (e.g. Olfa Utility Knife)
Scissors
Small Pointing Trowel
8” Crescent Wrench
Set of Screwdrivers
Hammer
Tool Bag/Box

ARTICLE 21 - ACCESS TO THE JOB SITE

- 21.01 Business Representatives of the Union and International Representatives shall have access to the job site during working hours but in no case shall their visits interfere with the progress of the work.
- 21.02 Notification for access will be made with the employer's representative on the job.
- 21.03 Conduct on the job site will be subject to the general regulations of the employer.

ARTICLE 22 - MAJOR INDUSTRIAL PROJECTS

22.01 Major projects shall be defined as the initial construction or major expansion exceeding the Total Tender Amount of fifty-eight million nine hundred thousand dollars (\$58,900,000.00) on the following:

1. heavy water plants
2. oil refineries
3. pulp mills
4. petro-chemical plants
5. automobile manufacturing plants
6. rubber plants (such as Michelin)
7. steel mills
8. basic metal producing facilities
9. power projects

The above threshold shall be adjusted on renewal in accordance with the Consumer Price Index as reported by Statistics Canada.

22.02 The Parties to this Agreement recognize that major projects will require agreement on special conditions that may arise at a particular location.

22.03 **WORKING CONDITIONS FOR MAJOR INDUSTRIAL PROJECTS WORK AS DEFINED IN ARTICLE 22.01:**

When overtime is worked, the first two (2) hours of overtime, Monday to Friday inclusive, shall be paid for at one and one half times (1-1/2x) the prevailing rate. Thereafter, double time (2x) shall be paid for all overtime hours including all hours worked on Saturday, Sundays and Holidays. Overtime pay is not applicable to make-up hours as defined in Article 8.06 when a holiday falls during the workweek, overtime shall be calculated after thirty two (32) hours for that week. When two Designated Holidays fall within the same week, then overtime shall be calculated after twenty-four (24) hours for that week.

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 13, 2021</u>	\$1.40	<u>\$5.61</u>	<u>\$6.22</u>	\$0.56
<u>May 1, 2022</u>	\$1.40	<u>\$5.73</u>	<u>\$6.34</u>	\$0.56
<u>May 1, 2023</u>	\$1.40	<u>\$5.83</u>	<u>\$6.45</u>	\$0.56
<u>May 1, 2024</u>	\$1.40	<u>\$5.93</u>	<u>\$6.54</u>	\$0.56
<u>May 1, 2025</u>	\$1.40	<u>\$6.02</u>	<u>\$6.63</u>	\$0.56

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

24.03 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Article 24 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

ARTICLE 25 - WELFARE FUND

The Parties hereto agree on a Welfare Fund as follows:

- 25.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto.
- 25.02 The employer shall make contributions at the rate of one dollar forty cents (\$1.40) per hour worked.
- 25.03 The Welfare Fund shall be professionally administered.
- 25.04 It is agreed that provisions for an increase in the 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.
- 25.05 Neither the Built Up Roofers', Damp & Waterproofers' Section of the Sheet Metal Workers' International Association, Local 409 nor the Nova Scotia Construction Labour Relations Association Limited shall incur any legal liability with regard to claims arising from the Welfare Fund.
- 25.06 The Parties hereto agree that the Board of Trustees appointed pursuant to this Agreement and Declaration of Trust establishing the Welfare Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for contributions required to be made pursuant to this Article as agent for the Parties. Any arbitrator appointed pursuant to this Clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 25.07 No grievance instituted by the Board of Trustees as agent to the Parties pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions pertaining to timeliness.
- 25.08 Notwithstanding the availability of grievance and arbitration procedures, it is further agreed between the Parties that the existence of this provision does not constitute a waiver of the rights of either of the Parties to this Collective Agreement or the Board of Trustees to proceed directly by way of civil action in the Supreme Court of Nova Scotia with respect to the collection of any outstanding contributions, damages, and costs.
- 25.09 A list of employees, their trade union and social insurance number, along with remittance forms required by the Administrator, shall be included with the remittances.

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, 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.

ARTICLE 27 - PENSION PLAN

The Parties hereto agree on a Pension Fund as follows:

- 27.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto.
- 27.02 For Commercial work and jobs not defined as Major Industrial Projects, the employer shall make contributions as set out in the corresponding wage tables per hour worked.
- 27.03 For Major Industrial work as defined in Article 22 only, Pension Fund contributions shall be made as set out in the corresponding wage tables per hour paid.
- 27.04 The Pension Fund shall be professionally administered.
- 27.05 It is agreed that provisions for an increase in the Pension 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.
- 27.06 Neither the Built Up Roofers', Damp & Waterproofers' Section of the Sheet Metal Workers' International Association, Local 409 nor the Nova Scotia Construction Labour Relations Association Limited shall incur any legal liability with regard to claims arising from the Pension Fund.
- 27.07 The Parties hereto agree that the Board of Trustees appointed pursuant to this Agreement and Declaration of Trust establishing the Pension Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for contributions required to be made pursuant to this Article as agent for the Parties. Any arbitrator appointed pursuant to this Clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 27.08 No grievance instituted by the Board of Trustees as agent to the Parties pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions pertaining to timeliness.

- 27.09 Notwithstanding the availability of grievance and arbitration procedures, it is further agreed between the Parties that the existence of this provision does not constitute a waiver of the rights of either of the Parties to this Collective Agreement or the Board of Trustees to proceed directly by way of civil action in the Supreme Court of Nova Scotia with respect to the collection of any outstanding contributions, damages, and costs.
- 27.10 A list of employees, their trade union and social insurance number, along with remittance forms required by the Administrator, shall be included with the remittances.

ARTICLE 28 - DESIGNATED HOLIDAYS

28.01 During the period that this Agreement is in force, the following days shall be observed as Designated Holidays:

CALENDAR YEAR 2021	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
Victoria Day	Monday	May 24, 2021	Same	
Canada Day	Thursday	July 1, 2021	Same	
Labour Day	Monday	September 6, 2021	Same	
Thanksgiving Day	Monday	October 11, 2021	Same	
Remembrance Day	Thursday	November 11, 2021	Same	
Christmas Day	Saturday	December 25, 2021	Monday	December 27, 2021
Boxing Day	Sunday	December 26, 2021	Tuesday	December 28, 2021
CALENDAR YEAR 2022	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
New Years Day	Saturday	January 1, 2022	Monday	January 3, 2022
Heritage Day	Monday	February 21, 2022	Same	
Good Friday	Friday	April 15, 2022	Same	
Victoria Day	Monday	May 23, 2022	Same	
Canada Day	Friday	July 1, 2022	Same	
Labour Day	Monday	September 5, 2022	Same	
Thanksgiving Day	Monday	October 10, 2022	Same	
Remembrance Day	Friday	November 11, 2022	Same	
Christmas Day	Sunday	December 25, 2022	Monday	December 26, 2022
Boxing Day	Monday	December 26, 2022	Tuesday	December 27, 2022
CALENDAR YEAR 2023	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
New Years Day	Sunday	January 1, 2023	Monday	January 2, 2023
Heritage Day	Monday	February 20, 2023	Same	
Good Friday	Friday	April 7, 2023	Same	
Victoria Day	Monday	May 22, 2023	Same	
Canada Day	Saturday	July 1, 2023	Monday	July 3, 2023
Labour Day	Monday	September 4, 2023	Same	
Thanksgiving Day	Monday	October 9, 2023	Same	
Remembrance Day	Saturday	November 11, 2023	Monday	November 13, 2023
Christmas Day	Monday	December 25, 2023	Same	
Boxing Day	Tuesday	December 26, 2023	Same	

CALENDAR YEAR 2024	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Monday	January 1, 2024	Same
Heritage Day	Monday	February 19, 2024	Same
Good Friday	Friday	March 29, 2024	Same
Victoria Day	Monday	May 20, 2024	Same
Canada Day	Monday	July 1, 2024	Same
Labour Day	Monday	September 2, 2024	Same
Thanksgiving Day	Monday	October 14, 2024	Same
Remembrance Day	Monday	November 11, 2024	Same
Christmas Day	Wednesday	December 25, 2024	Same
Boxing Day	Thursday	December 26, 2024	Same
CALENDAR YEAR 2025	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Wednesday	January 1, 2025	Same
Heritage Day	Monday	February 17, 2025	Same
Good Friday	Friday	April 18, 2025	Same
Victoria Day	Monday	May 19, 2025	Same
Canada Day	Tuesday	July 1, 2025	Same
Labour Day	Monday	September 1, 2025	Same
Thanksgiving Day	Monday	October 13, 2025	Same
Remembrance Day	Tuesday	November 11, 2025	Same
Christmas Day	Thursday	December 25, 2025	Same
Boxing Day	Friday	December 26, 2025	Same
CALENDAR YEAR 2026	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Thursday	January 1, 2026	Same
Heritage Day	Monday	February 16, 2026	Same
Good Friday	Friday	April 3, 2026	Same

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday, it shall be observed as such under the terms of this Agreement.

Should new statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

ARTICLE 29 - DISCIPLINE

29.01 The procedure in disciplining an employee regardless of the amount of time on the project shall be:

- (A) Warn the employee in writing of the offence. Warning notice to be signed by the employee's Foreperson and Job Steward. Copy of warning notice mailed to the Union office.
- (B) Any further offence calls for a suspension. The length of the suspension to be at Management's discretion but not to exceed one (1) week.
- (C) Any offence after suspension, employee to be terminated.
- (D) Any warnings or suspensions for minor offences shall not be considered in progressive discipline under Article 29.01 after twelve (12) months without any further warnings or suspensions.
- (E) The above not applicable to the following: intoxication, insubordination, theft, altercation on site and illegal work stoppages. These offences will be subject to immediate dismissal.

29.02 An employee may be dismissed for just cause on the authority of the employer or their authorized representative on the job. Such employee shall be advised promptly by the employer of the cause for dismissal.

29.03 Use of cell phones/Blackberries/smartphones/etc. will not be permitted by employees onsite, except as explicitly authorized by the employer. Violations of this article shall be subject to the following disciplinary scheme:

- First offence: warn the employee in writing. Warning notice to be signed by the employee's Foreperson, copy of warning notice to be sent to the Union office.
- Second offence: one (1) day suspension. Notify Union before suspension takes place.
- Subsequent offence: seven (7) day suspension or dismissal as determined by the employer.

This section shall not apply to stewards and forepersons using cell phones in the course of their duties.

29.04 An employee who is dismissed by an employer under Article 29 shall not be eligible for dispatch to that employer again except as mutually agreed by the employer and the Union.

ARTICLE 30 - ROOFER TRAINING FUND LOCAL 409

- 30.01 Employer **CONTRIBUTIONS** for the Roofer Training Fund Local 409 shall be fifteen cents (\$0.15) per hour worked for all employees working under the terms and conditions of this Agreement. There shall be a DEDUCTION of ten cents (\$0.10) per hour worked from each employee working under the terms of this Agreement.

Therefore, a total of fifteen cents (\$0.15) shall be contributed by the employer for each employee working under this Agreement. A total of twenty-five cents (\$0.25) shall be contributed by the employer for each employee working under this Agreement. These contributions shall be forwarded by the employers with a list of names in alphabetical order to the Roofer Training Fund Local 409. The cheque shall be made payable to the Roofer Local 409 Training Program and mailed to:

Administrator - Roofer Local 409 Training Fund
14 McQuade Lake Crescent, Suite 105
Halifax, NS B3S 1B6

- 30.02 The Parties hereto agree to a mutually trusted Roofer Training Fund Local 409 for the benefit of the Roofer Trade in Mainland Nova Scotia. The Roofer Training Program shall be controlled by a Committee of Trustees who shall be two (2) from the Union and two (2) from the Roofer Trade Classification of the CLRA.
- 30.03 Employers and employees both recognize the need and benefits derived from training and promotion, and particularly from training in new construction techniques. It is, therefore, imperative that a program of training be provided for all Roofer members of Local 409.

Subject to the approval of the Roofer 409 Training Trust Fund, direct costs for upgrading the safety training of Union members described in Article 2.03 of this Agreement in Occupational Health & Safety Courses required by Nova Scotia law, shall be paid by the Fund.

- 30.04 The Union shall ensure all Roofer members of Local 409 have up-to-date training in the following courses before being dispatched to a job site:

- WHMIS
- Fall Protection Part 1
- Emergency First Aid (as required)
- Forklifts & Man Lifts (as required)
- Torch Safety (as required)

A database of member training information will be created.

ARTICLE 31 - ROOFER 409 ENABLING COMMITTEE

- 31.01 It is recognized that from time to time certain terms and conditions of employment for Local 409 Roofer employees may require alteration from those contained in this Collective Agreement in order to enable the employees and employers of the unionized sector to obtain certain work or execute certain work in a manner that is deemed to be prudent.
- 31.02 Any modification to terms and conditions of employment from those contained in this Collective Agreement will require mutual agreement of the Enabling Committee (E.C.).
- 31.03 Where this Committee can not achieve mutual agreement then it is agreed that the request to modify terms and conditions of employment will not be subject to resolution through the grievance and arbitration process.
- 31.04 An Enabling Committee (E.C.) shall be established by the Parties within thirty (30) days of signing this Agreement. The Enabling Committee shall have two (2) representatives from each of the Parties to this Agreement, Contractors and Union. The mandate of the Enabling Committee will be to identify areas where this Collective Agreement and its terms and conditions of employment can be modified to improve the competitiveness of the unionized sector under this Article.
- 31.05 All Contractor members of the Local 409 Roofer Classification shall be informed of any modifications to the wage rates four (4) hours prior to closing.
- 31.06 The Roofer 409 Job Targeting and Procedures are attached as Craft Schedule “B” hereto.

ARTICLE 32 - TERM OF AGREEMENT

32.01 This Agreement shall remain in effect until and including April 30, 2026. All other Articles of this Agreement, Craft Schedule "A" and Craft Schedule "B" hereto shall remain in force until the termination date of this Agreement, April 30, 2026. The Agreement will continue for successive periods of one (1) year unless either Party shall, on or about the sixtieth (60th) day prior to expiration, serve written notice on the other Party of a desire to terminate, or modify, alter, renegotiate change or amend this Agreement. In the event no such notice is given by either Party, this Agreement shall remain in effect from year to year.

32.02 Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Labour Standards Code of the Province of Nova Scotia.

ARTICLE 33 - SIGNATORIES

33.01 Signed on behalf of the Parties to this Agreement this 4th day of August, 2021.

SIGNATORIES FOR:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**THE BUILT UP ROOFERS', DAMP &
WATERPROOFERS' SECTION OF
THE SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION,
LOCAL UNION 409**

ROBERT SHEPHERD

GEORGE MACDONALD

PAULA WEBBER

RANDALL PINFOLD

CALUM MACLEOD
WITNESS

CRAFT SCHEDULE "A" – WAGE RATES

BETWEEN:

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

- AND -

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

WAGE RATES:

- Increases are to take effect on the nearest pay period to the effective date.
- The wage rates listed herein are the minimum hourly rates.

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

ROOFER JOURNEYPERSONS:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	IIF, Admin & Promo Fund	Training *	Total Package
<u>May 13, 2021</u>	<u>\$28.58</u>	<u>\$2.57</u>	\$1.40	<u>\$5.61</u>	\$0.56	<u>\$0.25</u>	<u>\$38.97</u>
<u>May 1, 2022</u>	<u>\$29.20</u>	<u>\$2.63</u>	\$1.40	<u>\$5.73</u>	\$0.56	\$0.25	<u>\$39.77</u>
<u>May 1, 2023</u>	<u>\$29.75</u>	<u>\$2.68</u>	\$1.40	<u>\$5.83</u>	\$0.56	\$0.25	<u>\$40.47</u>
<u>May 1, 2024</u>	<u>\$30.21</u>	<u>\$2.72</u>	\$1.40	<u>\$5.93</u>	\$0.56	\$0.25	<u>\$41.07</u>
<u>May 1, 2025</u>	<u>\$30.68</u>	<u>\$2.76</u>	\$1.40	<u>\$6.02</u>	\$0.56	\$0.25	<u>\$41.67</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 13, 2021</u>								
<u>0-900 hours</u>	<u>65%</u>	<u>\$17.98</u>	<u>\$1.62</u>	\$1.40	<u>\$3.52</u>	\$0.56	<u>\$0.25</u>	<u>\$25.33</u>
<u>901-1800 hours</u>	<u>70%</u>	<u>\$19.49</u>	<u>\$1.75</u>	\$1.40	<u>\$3.83</u>	\$0.56	<u>\$0.25</u>	<u>\$27.28</u>
<u>1801-2700 hours</u>	<u>75%</u>	<u>\$21.01</u>	<u>\$1.89</u>	\$1.40	<u>\$4.12</u>	\$0.56	<u>\$0.25</u>	<u>\$29.23</u>
<u>2701-3600 hours</u>	<u>80%</u>	<u>\$22.52</u>	<u>\$2.03</u>	\$1.40	<u>\$4.42</u>	\$0.56	<u>\$0.25</u>	<u>\$31.18</u>
<u>3601-4500 hours</u>	<u>85%</u>	<u>\$24.03</u>	<u>\$2.16</u>	\$1.40	<u>\$4.72</u>	\$0.56	<u>\$0.25</u>	<u>\$33.12</u>
<u>4501-5400 hours</u>	<u>90%</u>	<u>\$25.55</u>	<u>\$2.30</u>	\$1.40	<u>\$5.01</u>	\$0.56	<u>\$0.25</u>	<u>\$35.07</u>
Effective Date: <u>May 1, 2022</u>								
<u>0-900 hours</u>	<u>65%</u>	<u>\$18.38</u>	<u>\$1.65</u>	\$1.40	<u>\$3.61</u>	\$0.56	\$0.25	<u>\$25.85</u>
<u>901-1800 hours</u>	<u>70%</u>	<u>\$19.93</u>	<u>\$1.79</u>	\$1.40	<u>\$3.91</u>	\$0.56	\$0.25	<u>\$27.84</u>
<u>1801-2700 hours</u>	<u>75%</u>	<u>\$21.47</u>	<u>\$1.93</u>	\$1.40	<u>\$4.22</u>	\$0.56	\$0.25	<u>\$29.83</u>
<u>2701-3600 hours</u>	<u>80%</u>	<u>\$23.02</u>	<u>\$2.07</u>	\$1.40	<u>\$4.52</u>	\$0.56	\$0.25	<u>\$31.82</u>
<u>3601-4500 hours</u>	<u>85%</u>	<u>\$24.56</u>	<u>\$2.21</u>	\$1.40	<u>\$4.82</u>	\$0.56	\$0.25	<u>\$33.80</u>
<u>4501-5400 hours</u>	<u>90%</u>	<u>\$26.11</u>	<u>\$2.35</u>	\$1.40	<u>\$5.12</u>	\$0.56	\$0.25	<u>\$35.79</u>

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	IF, Admin & Promo Fund	Training *	Total Package
Effective Date: <u>May 1, 2023</u>								
0-900 hours	65%	<u>\$18.74</u>	<u>\$1.69</u>	\$1.40	<u>\$3.67</u>	\$0.56	\$0.25	<u>\$26.31</u>
901-1800 hours	70%	<u>\$20.31</u>	<u>\$1.83</u>	\$1.40	<u>\$3.98</u>	\$0.56	\$0.25	<u>\$28.33</u>
1801-2700 hours	75%	<u>\$21.88</u>	<u>\$1.97</u>	\$1.40	<u>\$4.29</u>	\$0.56	\$0.25	<u>\$30.35</u>
2701-3600 hours	80%	<u>\$23.46</u>	<u>\$2.11</u>	\$1.40	<u>\$4.60</u>	\$0.56	\$0.25	<u>\$32.38</u>
3601-4500 hours	85%	<u>\$25.03</u>	<u>\$2.25</u>	\$1.40	<u>\$4.91</u>	\$0.56	\$0.25	<u>\$34.40</u>
4501-5400 hours	90%	<u>\$26.60</u>	<u>\$2.39</u>	\$1.40	<u>\$5.22</u>	\$0.56	\$0.25	<u>\$36.42</u>
Effective Date: <u>May 1, 2024</u>								
0-900 hours	65%	<u>\$19.04</u>	<u>\$1.71</u>	\$1.40	<u>\$3.74</u>	\$0.56	\$0.25	<u>\$26.70</u>
901-1800 hours	70%	<u>\$20.63</u>	<u>\$1.86</u>	\$1.40	<u>\$4.05</u>	\$0.56	\$0.25	<u>\$28.75</u>
1801-2700 hours	75%	<u>\$22.23</u>	<u>\$2.00</u>	\$1.40	<u>\$4.36</u>	\$0.56	\$0.25	<u>\$30.80</u>
2701-3600 hours	80%	<u>\$23.83</u>	<u>\$2.14</u>	\$1.40	<u>\$4.68</u>	\$0.56	\$0.25	<u>\$32.86</u>
3601-4500 hours	85%	<u>\$25.42</u>	<u>\$2.29</u>	\$1.40	<u>\$4.99</u>	\$0.56	\$0.25	<u>\$34.91</u>
4501-5400 hours	90%	<u>\$27.02</u>	<u>\$2.43</u>	\$1.40	<u>\$5.30</u>	\$0.56	\$0.25	<u>\$36.96</u>
Effective Date: <u>May 1, 2025</u>								
0-900 hours	65%	<u>\$19.34</u>	<u>\$1.74</u>	\$1.40	<u>\$3.80</u>	\$0.56	\$0.25	<u>\$27.09</u>
901-1800 hours	70%	<u>\$20.96</u>	<u>\$1.89</u>	\$1.40	<u>\$4.11</u>	\$0.56	\$0.25	<u>\$29.17</u>
1801-2700 hours	75%	<u>\$22.58</u>	<u>\$2.03</u>	\$1.40	<u>\$4.43</u>	\$0.56	\$0.25	<u>\$31.25</u>
2701-3600 hours	80%	<u>\$24.20</u>	<u>\$2.18</u>	\$1.40	<u>\$4.75</u>	\$0.56	\$0.25	<u>\$33.34</u>
3601-4500 hours	85%	<u>\$25.82</u>	<u>\$2.32</u>	\$1.40	<u>\$5.07</u>	\$0.56	\$0.25	<u>\$35.42</u>
4501-5400 hours	90%	<u>\$27.44</u>	<u>\$2.47</u>	\$1.40	<u>\$5.38</u>	\$0.56	\$0.25	<u>\$37.50</u>

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

MAJOR INDUSTRIAL PROJECTS AS DEFINED IN – ARTICLE 22

ROOFER JOURNEYPERSONS WAGE SCALE:

Effective Date	Hourly Rate	V & H (9%)	Welfare	Pension	IIF, Admin & Promo Fund	Training *	Total Package
<u>May 13, 2021</u>	<u>\$31.69</u>	<u>\$2.85</u>	\$1.40	<u>\$6.22</u>	\$0.56	<u>\$0.25</u>	<u>\$42.97</u>
<u>May 1, 2022</u>	<u>\$32.31</u>	<u>\$2.91</u>	\$1.40	<u>\$6.34</u>	\$0.56	\$0.25	<u>\$43.77</u>
<u>May 1, 2023</u>	<u>\$32.86</u>	<u>\$2.96</u>	\$1.40	<u>\$6.44</u>	\$0.56	\$0.25	<u>\$44.47</u>
<u>May 1, 2024</u>	<u>\$33.32</u>	<u>\$3.00</u>	\$1.40	<u>\$6.54</u>	\$0.56	\$0.25	<u>\$45.07</u>
<u>May 1, 2025</u>	<u>\$33.79</u>	<u>\$3.04</u>	\$1.40	<u>\$6.63</u>	\$0.56	\$0.25	<u>\$45.67</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 13, 2021</u>								
<u>0-900 hours</u>	<u>65%</u>	<u>\$20.00</u>	<u>\$1.80</u>	\$1.40	<u>\$3.92</u>	\$0.56	<u>\$0.25</u>	<u>\$27.93</u>
<u>901-1800 hours</u>	<u>70%</u>	<u>\$21.67</u>	<u>\$1.95</u>	\$1.40	<u>\$4.25</u>	\$0.56	<u>\$0.25</u>	<u>\$30.08</u>
<u>1801-2700 hours</u>	<u>75%</u>	<u>\$23.34</u>	<u>\$2.10</u>	\$1.40	<u>\$4.58</u>	\$0.56	<u>\$0.25</u>	<u>\$32.23</u>
<u>2701-3600 hours</u>	<u>80%</u>	<u>\$25.01</u>	<u>\$2.25</u>	\$1.40	<u>\$4.91</u>	\$0.56	<u>\$0.25</u>	<u>\$34.38</u>
<u>3601-4500 hours</u>	<u>85%</u>	<u>\$26.68</u>	<u>\$2.40</u>	\$1.40	<u>\$5.23</u>	\$0.56	<u>\$0.25</u>	<u>\$36.52</u>
<u>4501-5400 hours</u>	<u>90%</u>	<u>\$28.35</u>	<u>\$2.55</u>	\$1.40	<u>\$5.56</u>	\$0.56	<u>\$0.25</u>	<u>\$38.67</u>
Effective Date: <u>May 1, 2022</u>								
<u>0-900 hours</u>	<u>65%</u>	<u>\$20.40</u>	<u>\$1.84</u>	\$1.40	<u>\$4.00</u>	\$0.56	\$0.25	<u>\$28.45</u>
<u>901-1800 hours</u>	<u>70%</u>	<u>\$22.10</u>	<u>\$1.99</u>	\$1.40	<u>\$4.34</u>	\$0.56	\$0.25	<u>\$30.64</u>
<u>1801-2700 hours</u>	<u>75%</u>	<u>\$23.81</u>	<u>\$2.14</u>	\$1.40	<u>\$4.67</u>	\$0.56	\$0.25	<u>\$32.83</u>
<u>2701-3600 hours</u>	<u>80%</u>	<u>\$25.51</u>	<u>\$2.30</u>	\$1.40	<u>\$5.00</u>	\$0.56	\$0.25	<u>\$35.02</u>
<u>3601-4500 hours</u>	<u>85%</u>	<u>\$27.20</u>	<u>\$2.45</u>	\$1.40	<u>\$5.34</u>	\$0.56	\$0.25	<u>\$37.20</u>
<u>4501-5400 hours</u>	<u>90%</u>	<u>\$28.91</u>	<u>\$2.60</u>	\$1.40	<u>\$5.67</u>	\$0.56	\$0.25	<u>\$39.39</u>

ROOFER APPRENTICE WAGE SCALE:								
Hours		Hourly Rate	V & H (9%)	Welfare	Pension	IIF, Admin & Promo Fund	Training *	Total Package
Effective Date: <u>May 1, 2023</u>								
0-900 hours	65%	<u>\$20.76</u>	<u>\$1.87</u>	\$1.40	<u>\$4.07</u>	\$0.56	\$0.25	<u>\$28.91</u>
901-1800 hours	70%	<u>\$22.48</u>	<u>\$2.02</u>	\$1.40	<u>\$4.42</u>	\$0.56	\$0.25	<u>\$31.13</u>
1801-2700 hours	75%	<u>\$24.21</u>	<u>\$2.18</u>	\$1.40	<u>\$4.75</u>	\$0.56	\$0.25	<u>\$33.35</u>
2701-3600 hours	80%	<u>\$25.94</u>	<u>\$2.34</u>	\$1.40	<u>\$5.09</u>	\$0.56	\$0.25	<u>\$35.58</u>
3601-4500 hours	85%	<u>\$27.67</u>	<u>\$2.49</u>	\$1.40	<u>\$5.43</u>	\$0.56	\$0.25	<u>\$37.80</u>
4501-5400 hours	90%	<u>\$29.40</u>	<u>\$2.65</u>	\$1.40	<u>\$5.76</u>	\$0.56	\$0.25	<u>\$40.02</u>
Effective Date: <u>May 1, 2024</u>								
0-900 hours	65%	<u>\$21.06</u>	<u>\$1.90</u>	\$1.40	<u>\$4.13</u>	\$0.56	\$0.25	<u>\$29.30</u>
901-1800 hours	70%	<u>\$22.81</u>	<u>\$2.05</u>	\$1.40	<u>\$4.48</u>	\$0.56	\$0.25	<u>\$31.55</u>
1801-2700 hours	75%	<u>\$24.56</u>	<u>\$2.21</u>	\$1.40	<u>\$4.82</u>	\$0.56	\$0.25	<u>\$33.80</u>
2701-3600 hours	80%	<u>\$26.32</u>	<u>\$2.37</u>	\$1.40	<u>\$5.16</u>	\$0.56	\$0.25	<u>\$36.06</u>
3601-4500 hours	85%	<u>\$28.07</u>	<u>\$2.53</u>	\$1.40	<u>\$5.50</u>	\$0.56	\$0.25	<u>\$38.31</u>
4501-5400 hours	90%	<u>\$29.82</u>	<u>\$2.68</u>	\$1.40	<u>\$5.85</u>	\$0.56	\$0.25	<u>\$40.56</u>
Effective Date: <u>May 1, 2025</u>								
0-900 hours	65%	<u>\$21.37</u>	<u>\$1.92</u>	\$1.40	<u>\$4.19</u>	\$0.56	\$0.25	<u>\$29.69</u>
901-1800 hours	70%	<u>\$23.14</u>	<u>\$2.08</u>	\$1.40	<u>\$4.54</u>	\$0.56	\$0.25	<u>\$31.97</u>
1801-2700 hours	75%	<u>\$24.91</u>	<u>\$2.24</u>	\$1.40	<u>\$4.89</u>	\$0.56	\$0.25	<u>\$34.25</u>
2701-3600 hours	80%	<u>\$26.69</u>	<u>\$2.40</u>	\$1.40	<u>\$5.24</u>	\$0.56	\$0.25	<u>\$36.54</u>
3601-4500 hours	85%	<u>\$28.46</u>	<u>\$2.56</u>	\$1.40	<u>\$5.59</u>	\$0.56	\$0.25	<u>\$38.82</u>
4501-5400 hours	90%	<u>\$30.24</u>	<u>\$2.72</u>	\$1.40	<u>\$5.93</u>	\$0.56	\$0.25	<u>\$41.10</u>

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

PRE-APPRENTICE ROOFER

The parties have agreed to establish a class of employee to enable both unionized Contractors and Union employees to effectively and competitively obtain necessary employees to perform the labour functions required on roofing projects.

A worker with NO previous Roofing experience shall be classified a Pre-Apprentice Roofer.

Apprentice Roofers will be drawn from this pool of Pre-Apprentice Roofers through the sponsorship and promotion of the employer.

Upon the achievement of working a maximum of one thousand (1000) hours as a Pre-Apprentice Roofer, the employer shall assess the employee. A Pre-Apprentice Roofer having worked one thousand (1000) hours shall either be promoted to the Apprentice Roofer Classification or laid-off by the employer.

The Union must be informed when any new employee is hired. This includes name, address, social insurance number and telephone number, if possible.

Effective Date	Hourly Rate	V & H (9%)	Total Package
<u>May 13, 2021</u>	<u>\$17.15</u>	<u>\$1.54</u>	<u>\$18.69</u>
<u>May 1, 2022</u>	<u>\$17.52</u>	<u>\$1.58</u>	<u>\$19.10</u>
<u>May 1, 2023</u>	<u>\$17.85</u>	<u>\$1.61</u>	<u>\$19.46</u>
<u>May 1, 2024</u>	<u>\$18.13</u>	<u>\$1.63</u>	<u>\$19.76</u>
<u>May 1, 2025</u>	<u>\$18.41</u>	<u>\$1.66</u>	<u>\$20.07</u>

APPRENTICE ROOFER

Is an entrant into the Apprentice Roofer Classification and Program.

An employee with one thousand (1000) hours or more PREVIOUS roofing experience shall be classified as an Apprentice Roofer and shall be paid under the Apprentice Roofer Scale.

Employees will recognize hours worked with another employer (Union and Non-Union) for all purposes and benefits under this agreement, except any hours worked under this Agreement as a Pre-Apprentice Roofer shall not be included in this determination. Confirmation of hours may be based on Records of Employment, Union Pension Credits, Department of Labour records and/or other documentation.

Apprentice Roofers shall be paid under the following scale:

0-900 hours	65% of Journeyperson package
901-1800 hours	70% of Journeyperson package
1801-2700 hours	75% of Journeyperson package
2701-3600 hours	80% of Journeyperson package
3601-4500 hours	85% of Journeyperson package
4501-5400 hours	90% of Journeyperson package

Apprentice Roofers will not advance beyond the 90% level until such time as they pass an exam to attain Journeyperson status.

ROOFER FOREPERSON

Foreperson shall receive a minimum premium of ten percent (10%) of the applicable Journeyperson's rate of pay.

CREW MAKE-UP:

- 3 Person Crew 1 Journeyperson (Foreperson)
 1 Journeyperson
 1 Pre-Apprentice

- 4 Person Crew 1 Journeyperson (Foreperson)
 1 Journeyperson
 1 Apprentice
 1 Pre-Apprentice

- 5 Person Crew 1 Journeyperson (Foreperson)
 1 Journeyperson
 1 Apprentice
 2 Pre-Apprentices

- 6 Person Crew 1 Journeyperson (Foreperson)
 1 Journeyperson
 2 Apprentice
 2 Pre-Apprentices

- 8 Person Crew 1 Journeyperson (Foreperson)
 2 Journeyperson
 2 Apprentice
 3 Pre-Apprentices

CRAFT SCHEDULE “B” – ROOFERS LOCAL 409 JOB TARGETING RULES & PROCEDURES

The application and interpretation of these Job Targeting Rules and Procedures shall be at the sole discretion of the Enabling Committee (E.C.). The Roofers Local 409 is the “Union” under these rules and procedures.

1. No Contractor shall be entitled to targeted rates and conditions unless the Contractor makes direct application in writing under these job targeting rules and procedures a minimum of forty-eight (48) hours prior to the tender closing to the Union through the Nova Scotia Construction Labour Relations Association (CLRA) on the attached application form and such request shall be forwarded to the Union.

The Union may, however, in its sole discretion waive the above time limit of forty-eight (48) hours.

2. The Union shall advise the CLRA by facsimile (Fax No. 468-3705) in writing whether it grants or does not grant the targeting application. The CLRA shall then advise all applicant Contractors when a target request has been granted setting out the terms and conditions applicable to the specific job or project.
3. Upon the request of the Union the Contractors who are bidding jobs under this program shall supply the bid price of their bid on the targeted jobs to the Union after the job has been awarded.
4. The applicant Contractor shall provide a record of projected employee work hours worked on all targeted jobs to the Union as a means of gathering data regarding the success or failure of this program in maintaining and increasing the unionized sector’s share of work.

CRAFT SCHEDULE “B” CONT’D.

**(UNION LETTERHEAD)
Fax Transmission Form
RESPONSE TO JOB TARGETING APPLICATION
Article 31 – Enabling Committee Roofer Local 409**

Date Application Received: _____ Date of Reply: _____

To: Nova Scotia Construction Labour Relations Association Fax: 902-468-3705

From: Roofer Local Union 409

Project Type & Location: _____

Job Targeting & Enabling Rates and Conditions:

Hourly Rate	Vacation Pay 9%	Welfare	Pension	Admin & IIF Funds	Training	Total
\$	\$	\$	\$	\$	\$	\$

Hours of Work & Other Provisions

Unless specifically indicated below, all other terms and conditions will be as per the current Collective Roofer Local 409 Agreement. The above noted target rate is granted under Article 31 Enabling Committee for the following applicant contractors.

Roofer Local 409 Representative

Date: _____ Job Target Not Granted _____

ROOFERS' 409 TRADE CLASSIFICATION

- A-Tech Roofing Ltd.
- Atlantic Roofers Limited
- Flynn Canada
- Fosco Roofing Limited
- PMC Roofing Limited