APPENDIX NO. 8 - PLUMBERS - COMMERCIAL

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

- AND -

UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES
OF THE PLUMBING STEAMFITTING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES & CANADA
LOCAL 682
(hereinafter referred to as the "Union")

WAGE RATES:

The wage rates considered herein are for competent skill in the work. Special rates may be established by joint action of the CLRA and the Union for employees who are handicapped by reason of age or physical disability.

The following minimum hourly rates of wages shall apply to all employees:
NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
JOURNEYPERSON - PLUMBER										
July 30, 2020	$37.12	$3.34	$2.00	$6.95	$0.12	$1.00	$0.06	$0.28	$0.16	$51.03
July 1, 2021	$37.58	$3.38	$2.00	$6.95	$0.12	$1.00	$0.06	$0.28	$0.16	$51.53
July 1, 2022	**$38.08**	**$3.43**	$2.00	**$7.20**	$0.12	$1.00	$0.06	$0.28	$0.16	$52.33
July 1, 2023	**$38.82**	**$3.49**	$2.00	$7.20	$0.12	$1.00	$0.06	$0.28	$0.16	$53.13
July 1, 2024	**$39.55**	**$3.56**	$2.00	$7.20	$0.12	$1.00	$0.06	$0.28	$0.16	$53.93

Amendment #6 – July 1, 2022

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

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
WATER & SEWER - PLUMBER										
July 30, 2020	$32.83	$2.95	$2.00	$6.95	$0.12	$1.00	$0.06	$0.28	$0.16	$46.35
July 1, 2021	$33.28	$3.00	$2.00	$6.95	$0.12	$1.00	$0.06	$0.28	$0.16	$46.85
July 1, 2022	**$33.79**	**$3.04**	$2.00	**$7.20**	$0.12	$1.00	$0.06	$0.28	$0.16	$47.65
July 1, 2023	**$34.52**	**$3.11**	$2.00	$7.20	$0.12	$1.00	$0.06	$0.28	$0.16	$48.45
July 1, 2024	**$35.26**	**$3.17**	$2.00	$7.20	$0.12	$1.00	$0.06	$0.28	$0.16	$49.25

A clear statement of hours worked, earnings, deductions and contributions shall be attached to each weekly pay envelope or cheque. In addition to the hourly rates the employer shall pay the amounts as set out in the Benefit and Pension Plans, Promotion and Education Fund, Consolidated Fund and Industry Improvement Fund and deduct the amounts as set out in the Training Fund in those sections 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 Plumber 682 and the CLRA may be amended upon the agreement of Plumber 682 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.

Amendment #6 – July 1, 2022

UNION SECURITY:

The employer may recall their former employees who are being called back within sixty (60) working days of the time of lay off with notification to the Local Union Office.

The employer may recall their former employees who have unbroken service with the same employer for a period of five (5) years. (Unbroken service to mean worked for the same employer disregarding periods of unemployment.)

The employer shall hire members of Local 682 on a 50-50 basis as follows:

1st, 3rd, 5th and all odd numbered employees shall be selected by the employer from the members in good standing and available for work on the Union out-of-work list and 2nd, 4th, 6th and all even numbered employees shall be selected by the Union.

Layoff will be on a 50-50 basis at the employer's discretion, however the 50-50 ratio of employer selection and union selection must be maintained.

The Union shall supply the employers, on request, a current list of members in good standing and available for work.

All employees shall be referred through the Union offices.

Parties to this Appendix agree to acknowledge and refer to the UA Standard For Excellence.

TRANSFER TO INDUSTRIAL:
Employers may transfer from Commercial shops or request from the Union using the following ratio:

For the first one hundred (100) employees excluding supervision

Transfer from shop or Request from first one hundred (100) available for work on Union list	**Union member selected by Union**
1st and 2nd	3rd and 4th
5th and 6th	7th and 8th
9th and 10th	11th
12th	13th
14th	15th
16th	17th
18th	19th
20th	

- Any additional employees from the Union's list

The employer shall have the right to vary who its eleven (11) transferred employees on a particular jobsite are any time during the progress of a job but the total number of eleven (11) employees transferred will not change.

- All employees hired in accordance with the above ratio will be laid off in the same ratio, commencing with an employer selection/transfer. No other employees can be hired directly if the above termination procedure has not been followed.

CHAIN OF COMMAND:
United Association members will, as a general rule, not be required to take directions in reference to the work being performed other than from a United Association Foreman.

United Association Apprentices will, as a general rule, not be required to take directions in reference to the work being performed from other than a Licensed Journeyperson during "hands on" training in the field.

SPECIAL PREMIUM:
All qualified Journeypersons welding on stainless steel, cupranickle, chrome alloy, or welding with tig or mig, shall be renumerated at seventy-five cents ($0.75) per hour above the regular rate. When Journeypersons with these special skills are requested by the employer, the premium rate shall apply.

All Journeypersons Steam Fitters working with a Welder receiving this premium shall also receive the premium, all Apprentices so working shall receive the applicable percentage of the premium.

An employee required to work in a higher classification shall receive pay for time worked in the classification.

SUPERVISION:
A working Foreman will supervise a maximum of five (5) U.A. employees besides themself. A non-working Foreman will supervise a maximum of fifteen (15) U.A. employees besides themself. One (1) of the first three (3) employees will be a working Foreman.

- Foremen will be paid above the Journeyperson rate as follows...minimum ten percent (10%) of journeyperson rate

After there are three (3) Foremen and thirty-six (36) workers on site, a General Foreman shall be appointed.

- General Foreman Premium – A minimum of fifteen percent (15%) above the Journeyperson Wage Rate.

The employer may name-hire up to two (2) supervisory personnel from anywhere on the Union out of work list. All name-hired, recalled or new hire's must have a referral from the Union hall. The employer agrees to notify the Union of all terminations.

APPRENTICESHIP:

All Apprentices will be employed in accordance with the provisions of the Nova Scotia Apprenticeship Act and the Parties hereby agree to observe all the provisions of said Act.
There will be one (1) Apprentice to every two (2) Journeypersons. An Apprentice attending school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school, and may be substituted with another Apprentice during their studies (when the employer has work available).

Apprentices shall, with the approval of "The Minister", be indentured to the Nova Scotia and Prince Edward Island Joint Apprenticeship Training Committee.

Apprentice pay rates - the rate of pay for an Apprentice will be paid as a percentage of Journeypersons rate, as hours recorded in their Apprenticeship Log Book:

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

APPRENTICES (5 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 30, 2020											
1 - 1000 hrs	45%	$17.22	$1.55	$2.00	$0.69	$0.12	$2.50	$0.06	$0.28	$0.16	$24.58
1001 - 2000 hrs	50%	$19.31	$1.74	$2.00	$0.72	$0.12	$2.50	$0.06	$0.28	$0.16	$26.89
2001 - 3000 hrs	55%	$21.60	$1.94	$2.00	$0.76	$0.12	$2.50	$0.06	$0.28	$0.16	$29.42
3001 - 4000 hrs	60%	$23.67	$2.13	$2.00	$0.84	$0.12	$2.50	$0.06	$0.28	$0.16	$31.76
4001 - 5000 hrs	70%	$26.20	$2.36	$2.00	$2.90	$0.12	$2.50	$0.06	$0.28	$0.16	$36.58
5001 - 6000 hrs	75%	$28.14	$2.53	$2.00	$2.99	$0.12	$2.50	$0.06	$0.28	$0.16	$38.78
6001 - 7000 hrs	80%	$30.25	$2.72	$2.00	$3.02	$0.12	$2.50	$0.06	$0.28	$0.16	$41.11
7001 - 8000 hrs	85%	$32.40	$2.92	$2.00	$3.05	$0.12	$2.50	$0.06	$0.28	$0.16	$43.49
8001 - 9000 hrs	90%	$34.83	$3.14	$2.00	$3.09	$0.12	$2.50	$0.06	$0.28	$0.16	$46.18
9001 - 10000 hrs	95%	$36.29	$3.27	$2.00	$3.62	$0.12	$2.50	$0.06	$0.28	$0.16	$48.30
Effective Date: July 1, 2021											
1 - 1000 hrs	45%	$17.32	$1.56	$2.00	$0.80	$0.12	$2.50	$0.06	$0.28	$0.16	$24.80
1001 - 2000 hrs	50%	$19.43	$1.75	$2.00	$0.84	$0.12	$2.50	$0.06	$0.28	$0.16	$27.14
2001 - 3000 hrs	55%	$21.72	$1.96	$2.00	$0.90	$0.12	$2.50	$0.06	$0.28	$0.16	$29.70
3001 - 4000 hrs	60%	$23.81	$2.14	$2.00	$0.99	$0.12	$2.50	$0.06	$0.28	$0.16	$32.06
4001 - 5000 hrs	70%	$26.36	$2.37	$2.00	$3.08	$0.12	$2.50	$0.06	$0.28	$0.16	$36.93
5001 - 6000 hrs	75%	$28.31	$2.55	$2.00	$3.18	$0.12	$2.50	$0.06	$0.28	$0.16	$39.16
6001 - 7000 hrs	80%	$30.43	$2.74	$2.00	$3.22	$0.12	$2.50	$0.06	$0.28	$0.16	$41.51
7001 - 8000 hrs	85%	$32.61	$2.93	$2.00	$3.26	$0.12	$2.50	$0.06	$0.28	$0.16	$43.92
8001 - 9000 hrs	90%	$35.04	$3.15	$2.00	$3.32	$0.12	$2.50	$0.06	$0.28	$0.16	$46.63
9001 - 10000 hrs	95%	$36.51	$3.29	$2.00	$3.86	$0.12	$2.50	$0.06	$0.28	$0.16	$48.78

APPRENTICES (5 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2022											
1 - 1000 hrs	45%	**$17.42**	**$1.57**	$2.00	**$1.05**	$0.12	$2.50	$0.06	$0.28	$0.16	$25.16
1001 - 2000 hrs	50%	**$19.57**	**$1.76**	$2.00	**$1.09**	$0.12	$2.50	$0.06	$0.28	$0.16	$27.54
2001 - 3000 hrs	55%	**$21.90**	**$1.97**	$2.00	**$1.15**	$0.12	$2.50	$0.06	$0.28	$0.16	$30.14
3001 - 4000 hrs	60%	**$24.02**	**$2.16**	$2.00	**$1.24**	$0.12	$2.50	$0.06	$0.28	$0.16	$32.54
4001 - 5000 hrs	70%	**$26.64**	**$2.40**	$2.00	**$3.33**	$0.12	$2.50	$0.06	$0.28	$0.16	$37.49
5001 - 6000 hrs	75%	**$28.63**	**$2.58**	$2.00	**$3.43**	$0.12	$2.50	$0.06	$0.28	$0.16	$39.76
6001 - 7000 hrs	80%	**$30.79**	**$2.77**	$2.00	**$3.47**	$0.12	$2.50	$0.06	$0.28	$0.16	$42.15
7001 - 8000 hrs	85%	**$33.00**	**$2.97**	$2.00	**$3.51**	$0.12	$2.50	$0.06	$0.28	$0.16	$44.60
8001 - 9000 hrs	90%	**$35.47**	**$3.19**	$2.00	**$3.57**	$0.12	$2.50	$0.06	$0.28	$0.16	$47.35
9001 - 10000 hrs	95%	**$36.98**	**$3.33**	$2.00	**$4.11**	$0.12	$2.50	$0.06	$0.28	$0.16	$49.54
Effective Date: July 1, 2023											
1 - 1000 hrs	45%	**$17.75**	**$1.60**	$2.00	$1.05	$0.12	$2.50	$0.06	$0.28	$0.16	$25.52
1001 - 2000 hrs	50%	**$19.94**	**$1.79**	$2.00	$1.09	$0.12	$2.50	$0.06	$0.28	$0.16	$27.94
2001 - 3000 hrs	55%	**$22.30**	**$2.01**	$2.00	$1.15	$0.12	$2.50	$0.06	$0.28	$0.16	$30.58
3001 - 4000 hrs	60%	**$24.46**	**$2.20**	$2.00	$1.24	$0.12	$2.50	$0.06	$0.28	$0.16	$33.02
4001 - 5000 hrs	70%	**$27.16**	**$2.44**	$2.00	$3.33	$0.12	$2.50	$0.06	$0.28	$0.16	$38.05
5001 - 6000 hrs	75%	**$29.18**	**$2.63**	$2.00	$3.43	$0.12	$2.50	$0.06	$0.28	$0.16	$40.36
6001 - 7000 hrs	80%	**$31.38**	**$2.82**	$2.00	$3.47	$0.12	$2.50	$0.06	$0.28	$0.16	$42.79
7001 - 8000 hrs	85%	**$33.62**	**$3.03**	$2.00	$3.51	$0.12	$2.50	$0.06	$0.28	$0.16	$45.28
8001 - 9000 hrs	90%	**$36.13**	**$3.25**	$2.00	$3.57	$0.12	$2.50	$0.06	$0.28	$0.16	$48.07
9001 - 10000 hrs	95%	**$37.68**	**$3.39**	$2.00	$4.11	$0.12	$2.50	$0.06	$0.28	$0.16	$50.30
Effective Date: July 1, 2024											
1 - 1000 hrs	45%	**$18.08**	**$1.63**	$2.00	$1.05	$0.12	$2.50	$0.06	$0.28	$0.16	$25.88
1001 - 2000 hrs	50%	**$20.30**	**$1.83**	$2.00	$1.09	$0.12	$2.50	$0.06	$0.28	$0.16	$28.34
2001 - 3000 hrs	55%	**$22.71**	**$2.04**	$2.00	$1.15	$0.12	$2.50	$0.06	$0.28	$0.16	$31.02
3001 - 4000 hrs	60%	**$24.90**	**$2.24**	$2.00	$1.24	$0.12	$2.50	$0.06	$0.28	$0.16	$33.50
4001 - 5000 hrs	70%	**$27.67**	**$2.49**	$2.00	$3.33	$0.12	$2.50	$0.06	$0.28	$0.16	$38.61
5001 - 6000 hrs	75%	**$29.73**	**$2.68**	$2.00	$3.43	$0.12	$2.50	$0.06	$0.28	$0.16	$40.96
6001 - 7000 hrs	80%	**$31.96**	**$2.88**	$2.00	$3.47	$0.12	$2.50	$0.06	$0.28	$0.16	$43.43
7001 - 8000 hrs	85%	**$34.25**	**$3.08**	$2.00	$3.51	$0.12	$2.50	$0.06	$0.28	$0.16	$45.96
8001 - 9000 hrs	90%	**$36.79**	**$3.31**	$2.00	$3.57	$0.12	$2.50	$0.06	$0.28	$0.16	$48.79
9001 - 10000 hrs	95%	**$38.38**	**$3.45**	$2.00	$4.11	$0.12	$2.50	$0.06	$0.28	$0.16	$51.06

An apprentice attending a school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school (when the employer has work available).

Amendment #6 – July 1, 2022

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

APPRENTICES (4 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 30, 2020											
1 - 1000 hrs	45%	$17.22	$1.55	$2.00	$0.69	$0.12	$2.50	$0.06	$0.28	$0.16	$24.58
1001 - 2000 hrs	50%	$19.31	$1.74	$2.00	$0.72	$0.12	$2.50	$0.06	$0.28	$0.16	$26.89
2001 - 3000 hrs	55%	$21.60	$1.94	$2.00	$0.76	$0.12	$2.50	$0.06	$0.28	$0.16	$29.42
3001 - 4000 hrs	60%	$23.67	$2.13	$2.00	$0.84	$0.12	$2.50	$0.06	$0.28	$0.16	$31.76
4001 - 5000 hrs	75%	$28.14	$2.53	$2.00	$2.99	$0.12	$2.50	$0.06	$0.28	$0.16	$38.78
5001 - 6000 hrs	80%	$30.25	$2.72	$2.00	$3.02	$0.12	$2.50	$0.06	$0.28	$0.16	$41.11
6001 - 7000 hrs	85%	$32.40	$2.92	$2.00	$3.05	$0.12	$2.50	$0.06	$0.28	$0.16	$43.49
7001 - 8000 hrs	90%	$34.83	$3.14	$2.00	$3.09	$0.12	$2.50	$0.06	$0.28	$0.16	$46.18
Effective Date: July 1, 2021											
1 - 1000 hrs	45%	$17.32	$1.56	$2.00	$0.80	$0.12	$2.50	$0.06	$0.28	$0.16	$24.80
1001 - 2000 hrs	50%	$19.43	$1.75	$2.00	$0.84	$0.12	$2.50	$0.06	$0.28	$0.16	$27.14
2001 - 3000 hrs	55%	$21.72	$1.96	$2.00	$0.90	$0.12	$2.50	$0.06	$0.28	$0.16	$29.70
3001 - 4000 hrs	60%	$23.81	$2.14	$2.00	$0.99	$0.12	$2.50	$0.06	$0.28	$0.16	$32.06
4001 - 5000 hrs	75%	$28.31	$2.55	$2.00	$3.18	$0.12	$2.50	$0.06	$0.28	$0.16	$39.16
5001 - 6000 hrs	80%	$30.43	$2.74	$2.00	$3.22	$0.12	$2.50	$0.06	$0.28	$0.16	$41.51
6001 - 7000 hrs	85%	$32.61	$2.93	$2.00	$3.26	$0.12	$2.50	$0.06	$0.28	$0.16	$43.92
7001 - 8000 hrs	90%	$35.04	$3.15	$2.00	$3.32	$0.12	$2.50	$0.06	$0.28	$0.16	$46.63
Effective Date: July 1, 2022											
1 - 1000 hrs	45%	**$17.42**	**$1.57**	$2.00	**$1.05**	$0.12	$2.50	$0.06	$0.28	$0.16	$25.16
1001 - 2000 hrs	50%	**$19.57**	**$1.76**	$2.00	**$1.09**	$0.12	$2.50	$0.06	$0.28	$0.16	$27.54
2001 - 3000 hrs	55%	**$21.90**	**$1.97**	$2.00	**$1.15**	$0.12	$2.50	$0.06	$0.28	$0.16	$30.14
3001 - 4000 hrs	60%	**$24.02**	**$2.16**	$2.00	**$1.24**	$0.12	$2.50	$0.06	$0.28	$0.16	$32.54
4001 - 5000 hrs	75%	**$28.63**	**$2.58**	$2.00	**$3.43**	$0.12	$2.50	$0.06	$0.28	$0.16	$39.76
5001 - 6000 hrs	80%	**$30.79**	**$2.77**	$2.00	**$3.47**	$0.12	$2.50	$0.06	$0.28	$0.16	$42.15
6001 - 7000 hrs	85%	**$33.00**	**$2.97**	$2.00	**$3.51**	$0.12	$2.50	$0.06	$0.28	$0.16	$44.60
7001 - 8000 hrs	90%	**$35.47**	**$3.19**	$2.00	**$3.57**	$0.12	$2.50	$0.06	$0.28	$0.16	$47.35

Amendment #6 – July 1, 2022

APPRENTICES (4 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2023											
1 - 1000 hrs	45%	**$17.75**	**$1.60**	$2.00	$1.05	$0.12	$2.50	$0.06	$0.28	$0.16	$25.52
1001 - 2000 hrs	50%	**$19.94**	**$1.79**	$2.00	$1.09	$0.12	$2.50	$0.06	$0.28	$0.16	$27.94
2001 - 3000 hrs	55%	**$22.30**	**$2.01**	$2.00	$1.15	$0.12	$2.50	$0.06	$0.28	$0.16	$30.58
3001 - 4000 hrs	60%	**$24.46**	**$2.20**	$2.00	$1.24	$0.12	$2.50	$0.06	$0.28	$0.16	$33.02
4001 - 5000 hrs	75%	**$29.18**	**$2.63**	$2.00	$3.43	$0.12	$2.50	$0.06	$0.28	$0.16	$40.36
5001 - 6000 hrs	80%	**$31.38**	**$2.82**	$2.00	$3.47	$0.12	$2.50	$0.06	$0.28	$0.16	$42.79
6001 - 7000 hrs	85%	**$33.62**	**$3.03**	$2.00	$3.51	$0.12	$2.50	$0.06	$0.28	$0.16	$45.28
7001 - 8000 hrs	90%	**$36.13**	**$3.25**	$2.00	$3.57	$0.12	$2.50	$0.06	$0.28	$0.16	$48.07
Effective Date: July 1, 2024											
1 - 1000 hrs	45%	**$18.08**	**$1.63**	$2.00	$1.05	$0.12	$2.50	$0.06	$0.28	$0.16	$25.88
1001 - 2000 hrs	50%	**$20.30**	**$1.83**	$2.00	$1.09	$0.12	$2.50	$0.06	$0.28	$0.16	$28.34
2001 - 3000 hrs	55%	**$22.71**	**$2.04**	$2.00	$1.15	$0.12	$2.50	$0.06	$0.28	$0.16	$31.02
3001 - 4000 hrs	60%	**$24.90**	**$2.24**	$2.00	$1.24	$0.12	$2.50	$0.06	$0.28	$0.16	$33.50
4001 - 5000 hrs	75%	**$29.73**	**$2.68**	$2.00	$3.43	$0.12	$2.50	$0.06	$0.28	$0.16	$40.96
5001 - 6000 hrs	80%	**$31.96**	**$2.88**	$2.00	$3.47	$0.12	$2.50	$0.06	$0.28	$0.16	$43.43
6001 - 7000 hrs	85%	**$34.25**	**$3.08**	$2.00	$3.51	$0.12	$2.50	$0.06	$0.28	$0.16	$45.96
7001 - 8000 hrs	90%	**$36.79**	**$3.31**	$2.00	$3.57	$0.12	$2.50	$0.06	$0.28	$0.16	$48.79

An apprentice attending a school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school (when the employer has work available).

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REPAIR JOBS:
In finishing up a repair job on a regular working day, if to finish will not take more than one (1) hour's time, it may be done at the regular rate of wages.

MAKE-UP HOURS:
The Union may agree that 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.

OVERTIME:
All work performed outside the regular hours of work, including Saturdays, Sundays and Designated Holidays, shall be paid at double (2x) the regular rate of pay.

SHIFT WORK:
Shift work may be performed at the opinion of the employer, but when performed, it must continue for a period not less than three (3) normal consecutive work days. The work week for straight time shift purposes shall be considered to start at 8:00 a.m. through to 4:30 p.m. Monday to Friday inclusive.

The first or day shift shall work a regular eight (8) hour shift as outlined in Article 10A of this Agreement. If two (2) or more shifts are worked, the second and third shifts shall be eight (8) hours for which each employee shall receive pay for the hours worked plus fifteen percent (15%) for hours worked to 12:00 midnight and twenty percent (20%) for hours worked from 12:00 midnight to 8:00 a.m. Work in excess of eight (8) hours per shift shall be paid at overtime rates, including the shift premium rate, but such shift differential shall not be included in the calculation of overtime.

HEIGHT PAY:
For work performed on staging or open steel:

50' to 74'.....Thirty-five cents ($0.35) above the regular hourly rate
75' to 99'.....Seventy cents ($0.70) above the regular hourly rate
100' to 149'.....One dollar ($1.00) above the regular hourly rate
150' & over.....One cent ($0.01) per foot

WELDING TEST:
The employer agrees to contribute to the Nova Scotia and Prince Edward Island Joint Apprenticeship and Training Committee or Local 682, as determined by the B.A., the amount of five hundred dollars ($500.00) on Industrial Projects and three hundred dollars ($300.00) on Commercial Projects for each welder referred to the employer with a Department of Labour up to date Welding Certification (F3-F4) or (F6-F4).

The employer may, at their discretion, have the option to test welders, being referred by the Union, at the work site in which case the following procedure would apply.

Whenever a welding test is required by the employer, it is agreed that the employee, while taking such test, shall be in the employ of the particular employer who requires the test. Welding gloves and safety glasses to be supplied by the employer.

PIPE SUPPORTS:
Exclusively for the installation of free standing pipe supports, the applicable ratio of Journeypersons to Apprentices shall be 1:2. When requested by the employer, the Union may agree to provide first or second year Apprentices. This ratio applies to installation only. For fabrication, the Union agrees to put in place a competitive rate.

PAID HOLIDAYS:
Labour Day, Christmas Day, Remembrance Day, Canada Day.

TRADE PROMOTION:
The employer and the Union agree to promote the mechanical industry to the benefit of the employer and the United Association employees. Such promotion may include use of the U.A. label when and where practical.

CALL OUT (NEW CONSTRUCTION):
When an employee is called out by the employer to work on holidays, they shall receive a minimum of two (2) hours' pay at double (2x) their regular hourly rate, classification premiums included.

PROTECTIVE CLOTHING, HARD HATS AND WELDING GLOVES:
While working in caustics or acids, workers will be supplied with rubber boots and rubber clothing.

Raingear, coveralls in particular situations, and fire retardant jackets as required will be supplied by the employer.

All welding gloves shall be provided by the employer at the request of the job Foreman.

Should a new employee require a hard hat, it will be supplied by the employer.

All protective clothing, welding gloves and hard hats supplied by the employer to the employees shall remain the property of the employer. Should any such item not be returned to the employer prior to termination of employment, the cost shall be deducted from the final pay.

QUARTERS:
Adequate quarters shall be provided on all jobs for workers to change clothes and eat lunches. These quarters shall be heated when required, and have clean adequate space for eating meals. It is further agreed that wherever practicable, the mechanical contractor and the Union will discuss with the general contractor or owner, the installation of wash basins with running water and flush toilets.

BURNED CLOTHING:
Employees clothing, if burned in the job shack, shall be replaced by the employer on the recommendation of the Foreman or Safety Inspector.

EMPLOYEES VEHICLE:
The use of vehicles of any description (unless furnished by the employer) will not be permitted for the transportation of materials and equipment.

SAFETY TRAINING:

It is the responsibility of Employers to provide and/or arrange for required safety training courses or upgrades for their employees. Employers shall pay registration costs and/or course fees for any required safety training courses or upgrades taken by employees. It is the responsibility of all employees to ensure that they attend all required safety training courses or upgrades. An employee who fails to obtain or maintain all required safety training may be subject to removal from the jobsite. An Employer is not required to compensate employees for time spent undertaking the following safety training courses or upgrades:

1. WHMIS
2. Fall Protection Type 1
3. Confined Space Type 1
4. Emergency First Aid
5. Aerial Work Platform (AWP)

N.S. & P.E.I. J.A.T.C.:
The employer shall contribute ten cents ($0.10) per hour, and the employees shall contribute two cents ($0.02) per hour, up to forty (40) hours per week as set out herein.

A) Employers and employees both recognize the need and benefits derived from training received in new techniques of the industry. It is therefore imperative that a program of training be provided for all members of Local Union 682 and owners, part owners, senior management and middle management of firms employing union members.

B) The funds for such training shall be provided by both employers and employees per hour, per hour employed by employers.

C) The administration of such funds, the need for various types of training, providing facilities, teaching personnel, supplies and all miscellaneous items required to conduct a training program shall be a committee of equal number from employer groups and Local Union 682, i.e. three (3) members from employers and three (3) Local Union 682 members. The number of members to this committee may be more or less than three (3), but in no case shall there by an unequal number from the contributing Parties.

D) The committee shall be known as the Cape Breton Joint Mechanical Journeypersons' Training Program.

E) The committee shall have a chairman, vice-chairman and a (financial) secretary. Terms of office shall be for a period of two (2) years.

F) The employer shall deduct from all Journeypersons and Apprentices, working under the conditions of this Agreement, two cents ($0.02) per hour, per hour said Journeypersons and/or Apprentices are employed by the employer concerned.

G) The total of twelve cents ($0.12) per hour, per hour employed by all employees working under the conditions of this Agreement shall be sent by the employers concerned with a list of names in alphabetical order to:

Darren Muise
N.S. & P.E.I. JOINT APPRENTICESHIP & TRAINING COMMITTEE
U.A. Local 56
30 Neptune Crescent
Woodside Industrial Park
Dartmouth, NS B2Y 4R8

H) If this committee shall cease to function by mutual agreement of all Parties concerned, all assets shall be divided as shown and returned to the contributing organizations:
Mechanical Contractors Association of Nova Scotia 10/12
Local Union 682 ..... 2/12

LOCAL, NATIONAL TRAINING FUNDS, BUILDING FUND, FIELD DUES & APPRENTICESHIP TRAINING FUND:

1. Local 682 Training Fund
Employer contribution of ninety cents ($0.90) per hour paid

2. U.A. National Training Fund
Employer contribution of five cents ($0.05) per hour paid.

3. U.A. Canadian Industry Enhancement Trust Fund
Employer contribution of five cents ($0.05) per hour paid.

Total employer contribution, for Journeypersons, of one dollar ($1.00) per hour paid. (See wage tables for apprentice contributions.)

4. Local 682 Building Fund
Employee contribution of twenty-five cents ($0.25) per hour paid.

5. Local 682 Field Dues
The employer agrees to deduct from each U.A. member field dues in the amount of two percent (2%) of gross pay and remit to Local 682 Union Office.

6. Local 682 Apprenticeship Training Fund
Each employer shall contribute one dollar and fifty cents ($1.50) per hour paid for each Apprentice.

7. Local 682 Union Administration Fund
Employee contribution of fifteen cents ($0.15) per hour paid.

The employer shall remit the above contributions and deductions, in the form of one (1) cheque, to:

U.A. Local 682
PO Box 4508
Reserve Mines, NS B1E 1L2

All employer contributions (ie. items 1, 2, and 3) under this heading are amalgamated as set out under the Training column of the appropriate wage tables. Items 4, 5, 6 **and 7** are to be deducted from the employee.

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REMITTANCES:
Remittance of all Trust Funds contributions and deductions and Union dues shall be sent to the appropriate administrator at the address provided on or before the twentieth (20th) day of the month following.

BENEFIT PLAN:
The Parties hereto agree on 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 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 of two dollars ($2.00) per hour paid. Should the contribution increase, then this amount and the wage rates shall be amended accordingly.

(e) In the event the Benefit Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.

(f) Administrator: The Union shall advise employers of the name and address of the Administrator.

PENSION PLAN:

The Parties hereto agree on a Pension Plan Fund 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 per hour paid as follows:
For Journeypersons:
- Six dollars ninety-five cents ($6.95)
- **Effective July 1, 2022, seven dollars twenty cents ($7.20)**

For Apprentices:
- Refer to the amount in the wage table for the corresponding Apprentice level

(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.

(e) Administrator: The Union shall advise employers of the name and address of the Administrator.

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 the right to receive the same to the Trustees.

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PROMOTION AND EDUCATION FUND:

(a) Employers must contribute to the Promotion and Education Fund established by the Mechanical Contractors Association of Nova Scotia to encourage increased employment among members of Local 682 and to advance the industry a sum equal to six cents ($0.06) for each hours pay worked by each of their employees. The Fund shall be administered by a Board of Governors appointed by the Mechanical Contractors Association of Nova Scotia. This fund shall not be intentionally engaged in activities detrimental to Local 682.

(b) The six cents ($0.06) for Promotion and Education Fund will be paid by separate cheque made out in favour of the Mechanical Contractors Association of Nova Scotia Fund on or before the fifteenth (15th) of the month following and sent to:

Administrator
Mechanical Contractors Association of Nova Scotia Fund
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.

(c) The Governors agree that should the Training Fund monies by insufficient, assistance will be given from the Promotion and Education Fund.

(d) The parties agree that collection may be enforced through arbitration instituted by the Association.

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

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.

SMALL JOBS:
See Schedule "A" Attached.

TOOL LIST:
Journeypersons will supply the following Tool List:

1 - crescent wrench
1 - vice grips or channel lock
1 - 16' tape
1 - set assorted Robertson screwdrivers
1 - multi use screwdriver
1 - ball peen hammer
1 - 9" level
1 - plumb bob
1 - set assorted Phillips screwdrivers; or pipewrenches up to 10"

Tools broken during course of the project, and tools stolen while under the locked possession of the employer, will be replaced free of charge.

VISUAL INSPECTION:
Subject to the requirements of the employer on-site Visual Inspection shall include and not be limited to:

- Inspection of all metal fabrications, piping and coating applied thereto.
- Inspection of all plastics and fiberglass fabrication and piping are included.

VISUAL INSPECTORS:
Rates of pay: (these rates are for Visual Inspection with the relevant certification)

C.W.B. CERTIFICATION:

1. C.W.B. certified Level III - Journeyperson Rate Plus General Foreman Premium
2. C.W.B. certified Level II - Journeyperson Rate Plus Foreman Premium
3. C.W.B. certified Level I - Journeyperson Rate Plus Welding Premium

Where Visual Inspectors are required, in the sole discretion of the employer, then such Visual Inspectors shall be employed from members of the Local Union when such qualified members are available. Where qualified members are not available, the employer may employ Visual Inspectors from elsewhere, providing the Visual Inspectors become members in good standing with the Union.

The employer may use their own Q.A. person to perform Visual Inspection until a Welding Co-ordinator is on-site. If the Welding Co-Ordinator is not a certified C.W.B. Inspector, the Q.A. person may continue to perform Visual Inspections until additional Inspectors are required.

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	**FOR THE UNION**
ROBERT SHEPHERD	MEL GILLIS
DARYL BAXENDALE	ERNIE DALTON
CALUM MACLEOD	

SCHEDULE "A"

This Schedule governs all plumbing work on single family dwellings and duplexes, regardless of value, and all Commercial maintenance work up to five thousand dollars ($5,000.00) in value.

As this work straddles the sectors of Industrial/Commercial construction and Residential construction, it is not covered by virtue of the CLRA's Accreditation order and consequently is available only upon a contractual basis to Signatory Contractors. The terms and conditions contained herein are available to any and all unionized Contractors who elect to become Signatories to this Schedule.

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

JOURNEYPERSON - PLUMBER								
Effective Date	**Hourly Rate**	**V & H**	**Benefit**	**Pension**	**Training**	**Consol. Fund**	**IIF**	**Total Pkg**
July 30, 2020	$29.17	$2.62	$2.00	$5.94	$0.75	$0.28	$0.16	$40.92
July 1, 2021	$29.53	$2.66	$2.00	$5.94	$0.75	$0.28	$0.16	$41.32
July 1, 2022	**$29.89**	**$2.69**	$2.00	**$6.19**	$0.75	$0.28	$0.16	$41.96
July 1, 2023	**$30.48**	**$2.74**	$2.00	$6.19	$0.75	$0.28	$0.16	$42.60
July 1, 2024	**$31.06**	**$2.80**	$2.00	$6.19	$0.75	$0.28	$0.16	$43.24

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

APPRENTICES - PLUMBER									
		Hourly Rate	V & H	Benefit	Pension	Training	Consol. Fund	IIF	Total Pkg
Effective Date: July 30, 2020									
1 - 1000 hrs	45%	$14.74	$1.33	$2.00	$0.00	$2.25	$0.28	$0.16	$20.76
1001 - 2000 hrs	50%	$16.45	$1.48	$2.00	$0.00	$2.25	$0.28	$0.16	$22.62
2001 - 3000 hrs	55%	$18.14	$1.63	$2.00	$0.00	$2.25	$0.28	$0.16	$24.46
3001 - 4000 hrs	60%	$19.79	$1.78	$2.00	$0.00	$2.25	$0.28	$0.16	$26.26
4001 - 5000 hrs	75%	$22.45	$2.02	$2.00	$2.60	$2.25	$0.28	$0.16	$31.76
5001 - 6000 hrs	80%	$24.14	$2.17	$2.00	$2.61	$2.25	$0.28	$0.16	$33.61
6001 - 7000 hrs	85%	$25.79	$2.32	$2.00	$2.62	$2.25	$0.28	$0.16	$35.42
7001 - 8000 hrs	90%	$27.49	$2.47	$2.00	$2.63	$2.25	$0.28	$0.16	$37.28
Effective Date: July 1, 2021									
1 - 1000 hrs	45%	$14.91	$1.34	$2.00	$0.00	$2.25	$0.28	$0.16	$20.94
1001 - 2000 hrs	50%	$16.63	$1.50	$2.00	$0.00	$2.25	$0.28	$0.16	$22.82
2001 - 3000 hrs	55%	$18.34	$1.65	$2.00	$0.00	$2.25	$0.28	$0.16	$24.68
3001 - 4000 hrs	60%	$20.01	$1.80	$2.00	$0.00	$2.25	$0.28	$0.16	$26.50
4001 - 5000 hrs	75%	$22.72	$2.05	$2.00	$2.60	$2.25	$0.28	$0.16	$32.06
5001 - 6000 hrs	80%	$24.43	$2.20	$2.00	$2.61	$2.25	$0.28	$0.16	$33.93
6001 - 7000 hrs	85%	$26.10	$2.35	$2.00	$2.62	$2.25	$0.28	$0.16	$35.76
7001 - 8000 hrs	90%	$27.82	$2.50	$2.00	$2.63	$2.25	$0.28	$0.16	$37.64
Effective Date: July 1, 2022									
1 - 1000 hrs	45%	$15.17	$1.37	$2.00	$0.00	$2.25	$0.28	$0.16	$21.23
1001 - 2000 hrs	50%	$16.93	$1.52	$2.00	$0.00	$2.25	$0.28	$0.16	$23.14
2001 - 3000 hrs	55%	$18.66	$1.68	$2.00	$0.00	$2.25	$0.28	$0.16	$25.03
3001 - 4000 hrs	60%	$20.36	$1.83	$2.00	$0.00	$2.25	$0.28	$0.16	$26.88
4001 - 5000 hrs	75%	**$22.94**	**$2.06**	$2.00	**$2.85**	$2.25	$0.28	$0.16	$32.54
5001 - 6000 hrs	80%	**$24.67**	**$2.22**	$2.00	**$2.86**	$2.25	$0.28	$0.16	$34.44
6001 - 7000 hrs	85%	**$26.37**	**$2.37**	$2.00	**$2.87**	$2.25	$0.28	$0.16	$36.30
7001 - 8000 hrs	90%	**$28.12**	**$2.53**	$2.00	**$2.88**	$2.25	$0.28	$0.16	$38.22

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APPRENTICES - PLUMBER									
		Hourly Rate	V & H	Benefit	Pension	Training	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2023									
1 - 1000 hrs	45%	$15.44	$1.39	$2.00	$0.00	$2.25	$0.28	$0.16	$21.52
1001 - 2000 hrs	50%	$17.22	$1.55	$2.00	$0.00	$2.25	$0.28	$0.16	$23.46
2001 - 3000 hrs	55%	$18.98	$1.71	$2.00	$0.00	$2.25	$0.28	$0.16	$25.38
3001 - 4000 hrs	60%	$20.71	$1.86	$2.00	$0.00	$2.25	$0.28	$0.16	$27.26
4001 - 5000 hrs	75%	**$23.38**	**$2.10**	$2.00	$2.85	$2.25	$0.28	$0.16	$33.02
5001 - 6000 hrs	80%	**$25.14**	**$2.26**	$2.00	$2.86	$2.25	$0.28	$0.16	$34.95
6001 - 7000 hrs	85%	**$26.86**	**$2.42**	$2.00	$2.87	$2.25	$0.28	$0.16	$36.84
7001 - 8000 hrs	90%	**$28.65**	**$2.58**	$2.00	$2.88	$2.25	$0.28	$0.16	$38.80
Effective Date: July 1, 2024									
1 - 1000 hrs	45%	$15.71	$1.41	$2.00	$0.00	$2.25	$0.28	$0.16	$21.81
1001 - 2000 hrs	50%	$17.51	$1.58	$2.00	$0.00	$2.25	$0.28	$0.16	$23.78
2001 - 3000 hrs	55%	$19.30	$1.74	$2.00	$0.00	$2.25	$0.28	$0.16	$25.73
3001 - 4000 hrs	60%	$21.06	$1.89	$2.00	$0.00	$2.25	$0.28	$0.16	$27.64
4001 - 5000 hrs	75%	**$23.82**	**$2.14**	$2.00	$2.85	$2.25	$0.28	$0.16	$33.50
5001 - 6000 hrs	80%	**$25.61**	**$2.30**	$2.00	$2.86	$2.25	$0.28	$0.16	$35.46
6001 - 7000 hrs	85%	**$27.36**	**$2.46**	$2.00	$2.87	$2.25	$0.28	$0.16	$37.38
7001 - 8000 hrs	90%	**$29.18**	**$2.63**	$2.00	$2.88	$2.25	$0.28	$0.16	$39.38

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It is agreed that, on single family dwellings and duplexes, Saturday shall be available as a "make-up" day when time has been lost during the preceding Monday to Friday. Up to eight (8) hours may be scheduled, at straight time, on Saturday provided the employee is not required to work in excess of forty (40) hours during the period Monday to Saturday inclusive.

For work performed under this schedule, a Journeyperson will report for work with the following minimum Tool List:

PLUMBING:

1 - 8" crescent wrench
1 - 10" pipe wrench
1 - 18" pipe wrench
1 - ball peen hammer
1 - 9" level
1 - set copper cutters up to 2"
1 - basin wrench
1 - set assorted Phillips screwdrivers
1 - 12" crescent wrench
1 - 14" pipe wrench
1 - hack saw
1 - pliers/vice grips
1 - 16' tape
1 - plumb bob
1- set assorted Robertson screwdrivers
1 - set assorted Allen head wrenches

PIPE FITTERS:

1 - 8" crescent wrench
1 - 10" pipe wrench
1 - 18" pipe wrench
1 - ball peen hammer
1 - 9" level
1 - set copper cutters up to 2"
1 - set assorted Robertson screwdrivers
1 - set assorted Allen head wrenches
1 - 12" crescent wrench
1 - 14" pipe wrench
1 - hack saw
1 - pliers/vice grips
1 - 16' tape
1 - plumb bob
1 - set assorted Phillips screwdrivers

The Union may designate specific projects, outside the scope of this Schedule, to be worked under the terms of this Schedule should market conditions make such designation desirable.

Except as expressly varied by this Schedule, the terms and conditions of the regular Commercial Agreement shall apply to all work performed under this Schedule.