



AMENDMENT NOTICE

SENT: June 15, 2022

To: **Sheet Metal 409 Trade Classification**

A.B. Mechani	Chris	Brace	C.C. MacDona	Craig	MacDonald	Guildfords I	Curtis	McLoon
A.J. Murphy	Anthony	Murphy	Cowie Metalw	Frank	Cowie	Himmelman Co	Kirk	Himmelman
Atlantica Me	Kevin	Woodward	Fitz's Const	Bill	Fitzsimmons	Ian Tate Plu	Ian	Tate
Atlantica Me	Craig	Sutherland	Flynn Canada	Eric	Veniot	Marid Indust	Greg	Schofield
Atlantica Me	David	Carmichael	Fosco Roofin	Paul	Cox	PMC Roofing	John	Harrington
Beaulieu Plu	Justin	Beaulieu	Fosco Roofin			PMC Roofing	Paula	Webber
Beaulieu Plu	Gaetan	Beaulieu	G. & M. Insu	Shawn	Smith	Pro Insul Li	Danny	Pacione
Brunswick Sh	Jacques	Gaudet	Gil-Son Cons	Daniel	Hiltz	Sunny Corner	Bill	Schenkels
Brunswick Sh	Leon	Bourque	Gil-Son Cons	Don	Hiltz	Sunny Corner	Bruce	Clark
Brunswick Sh	Lise	Bourque	Guildfords I	Will	Brown	Western Plum	Derrick	Flinn
BSM Services	Phyllis	Allain	Guildfords I	Malcolm	Robertson			
C.C. MacDona	Bob	Chisholm	Guildfords I	Paul	DeCoste			

CC: George MacDonald, Local 409

FROM: Robert Shepherd

RE: **Amendment #1 to 2021-2026 Sheet Metal 409 Collective Agreement**

PAGES: 7 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
June 13, 2022	<ul style="list-style-type: none"> Add National Day for Truth and Reconciliation to list of Designated Holidays and amend language regarding the inclusion of new statutory holidays 	Cover Page, 24, 25
	<ul style="list-style-type: none"> Update Job Targeting Application Form to reflect new requirement to send target applications (requests) and responses via email instead of fax 	63, 65, 66

Attached is Amendment #1 to the 2021-2026 Sheet Metal 409 Collective Agreement, effective June 13, 2022.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreement and the amended pages are now available for download in the Agreements section of our website. Please visit www.nslra.ca or <https://nslra.ca/agreements/>.

A new Job Targeting Application Form is attached and can also be found in the Forms section of our website at <https://nslra.ca/target-forms/>. This form is provided in an Adobe PDF "fillable" format which allows users the convenience to complete the form using a computer. Alternatively, the form can be printed and filled out by hand. Going forward, please ensure that job targeting applications are emailed to the union and to CLRA via the email addresses provided on the new form. Target responses received from the union will be sent to the email address supplied on the form by the contractor representative. Please advise your staff of the updated form and email requirements.

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**SHEET METAL COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA
2021 -2026**

BETWEEN:
NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED
(hereinafter called the "CLRA")

260 Brownlow Avenue, Unit #1
Dartmouth, NS B3B 1V9
Phone: (902) 468-2283
Fax: (902) 468-3705

- AND -

**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 21st day of July, 2021.

EFFECTIVE DATE: May 1, 2021
EXPIRATION DATE: April 30, 2026

Amendment #1 – June 13, 2022

ARTICLE 25 - DESIGNATED HOLIDAYS

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

<u>CALENDAR YEAR 2021</u>	<u>HOLIDAY FALLS ON</u>	<u>HOLIDAY OBSERVED ON</u>
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
<u>CALENDAR YEAR 2022</u>	<u>HOLIDAY FALLS ON</u>	<u>HOLIDAY OBSERVED ON</u>
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
<u>National Day for Truth and Reconciliation</u>	<u>Friday September 30, 2022</u>	<u>Same</u>
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
<u>CALENDAR YEAR 2023</u>	<u>HOLIDAY FALLS ON</u>	<u>HOLIDAY OBSERVED ON</u>
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
<u>National Day for Truth and Reconciliation</u>	<u>Saturday September 30, 2023</u>	<u>Monday October 2, 2023</u>
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

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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
<u>National Day for Truth and Reconciliation</u>	<u>Monday</u>	<u>September 30, 2024</u>	<u>Same</u>
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
<u>National Day for Truth and Reconciliation</u>	<u>Tuesday</u>	<u>September 30, 2025</u>	<u>Same</u>
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 **provincial** statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

CRAFT SCHEDULE “T” JOB TARGETING STABILIZATION RULES & PROCEDURES

The following Targeting & Stabilization Programs will form part of the Collective Agreement in accordance with Article 34 – Targeting & Stabilization. This Amendment may be modified upon mutual consent of the Parties to the Collective Agreement.

The application and interpretation of these job targeting and stabilization rules and procedures shall be at the sole discretion of the Targeting Committee. The Sheet Metal Local No. 409 is the “Union” under these rules and procedures.

1. No contractor shall be entitled to the job targeting rate and stabilization 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 decision to provide stabilization or job targeting on any particular job will be the sole discretion of the Business Manager or Business Agent of Local 409. The Union shall advise the CLRA by email (target@nslra.ca) in writing whether it grants or does not grant the targeting/stabilization application. The CLRA shall then advise all applicant contractors when a target/stabilization 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/stabilized 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/stabilized jobs to the Union as a means of gathering data regarding the success or failure of this program in maintaining and increasing the unionized sectors share of work.
5. Stabilization payments shall only be made for work performed by members of Local 409.

Amendment #1 – June 13, 2022

**CRAFT SCHEDULE “T” –
SHEET METAL LOCAL 409 – JOB TARGETING/JOB STABILIZATION
APPLICATION FORM**

DATE: _____

TO: Sheet Metal Local 409 PHONE: 902-450-5165 EMAIL: georgemacdonald29@gmail.com
NS Construction Labour Relations Association PHONE: 902-468-2283 EMAIL: target@nscira.ca

FROM: _____

PHONE: _____ EMAIL: _____

Please accept this as a request to bid the Project outlined herein, under the terms of the Enabling Committee provisions in Article 34 of the Sheet Metal Mainland Nova Scotia Local 409 Agreement currently in force.

PROJECT: _____

OWNER: _____

LOCATION: _____

VALUE: _____

TENDER CLOSING DATE: _____ EST. PROJECT VALUE: _____

START DATE: _____ COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION

In order to be competitive, I, as the Contractor bidding, request the following target rates and conditions:

- Hourly Wage Rate _____ plus the following benefits
Overtime conditions _____
- Board & Travel _____
- Other Relief _____

I UNDERSTAND AND AGREE THAT ALL OTHER TERMS AND CONDITIONS INCLUDING A PAYMENT OF VACATION, HEALTH & WELFARE, PENSION, ADMINISTRATION, INDUSTRY IMPROVEMENT, PROMOTION & EDUCATION FUND, AS WELL AS OTHER TERMS AND CONDITIONS SHALL BE PAID AS PER THE CURRENT COLLECTIVE AGREEMENT, UNLESS OTHERWISE STIPULATED.

COMPANY

CONTRACTOR REPRESENTATIVE

**CRAFT SCHEDULE “T” –
SHEET METAL LOCAL 409 – JOB TARGETING/JOB STABILIZATION
RESPONSE FORM**

(UNION LETTERHEAD)

**EMAIL FORM - RESPONSE TO JOB TARGETING APPLICATION
ARTICLE 34 JOB TARGETING AND STABILIZATION PROGRAMS**

Date Application Received: _____ Date of Reply: _____

To: Nova Scotia Construction Labour Relations Association **Email: target@nslra.ca**

From: Sheet Metal Local 409

Project Type & Location: _____

Job Targeting & Enabling Rates and Conditions:

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

Hours of Work & Other Provisions

Unless specifically indicated below, all other terms and conditions will be as per the current Collective Sheet Metal Local 409 Agreement. The above noted target rate is granted under Article 34 Enabling Committee for the following applicant contractors.

Job Stabilization Conditions:

Sheet Metal Local 409 Representative

Date: _____ Job Target Not Granted _____

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