



AMENDMENT **NOTICE**

SENT: January 4, 2023

TO: **Roofer 409 Trade Classification**

A-Tech Roofing Ltd.	Brandon	Chiasson
Atlantic Roofers Limited	Jeremy	Croft
Flynn Canada	Eric	Veniot
Fosco Roofing Limited	Paul	Cox
PMC Roofing Limited	John	Harrington
PMC Roofing Limited	Paula	Webber

CC: George MacDonald, Local 409

FROM: Robert Shepherd

RE: **Amendment #2 to 2021-2026 Roofer 409 Collective Agreement**

PAGES: 9 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
January 15, 2023	<ul style="list-style-type: none">• Discontinuation of Article 19.08 for the current daily boot & clothing allowance of three dollars per day worked (\$3.00); corresponding renumbering of the remainder of Article 19• Increase of fifty cents (\$0.50) to Journeyperson Total Package and applicable percentage of \$0.50 added to each Apprentice Level's Total Package<ul style="list-style-type: none">○ This increase to the Total Package results in increases to Hourly Rate, V&H and Pension – please refer to wage tables for new amounts	Cover Page, 14, 18, 30-34

Attached is Amendment #2 to the 2021-2026 Roofer 409 Collective Agreement, effective January 15, 2023.

This amendment converts the current daily boot & clothing allowance of three dollars (\$3.00) per day worked to an amount added to the Total Package which is reflected in the wage tables. Effective January 15, 2023, the daily boot & clothing allowance is no longer in effect.

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.nscrla.ca or <https://nscrla.ca/agreements/>.

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

Thank you.

**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

Amendment #1 – June 13, 2022
Amendment #2 – January 15, 2023

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** 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.
- 19.09** 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 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
January 15, 2023	\$1.40	\$5.81	\$6.42	\$0.56
<u>May 1, 2023</u>	\$1.40	<u>\$5.91</u>	<u>\$6.52</u>	\$0.56
<u>May 1, 2024</u>	\$1.40	<u>\$6.01</u>	<u>\$6.62</u>	\$0.56
<u>May 1, 2025</u>	\$1.40	<u>\$6.09</u>	<u>\$6.70</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.

**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>January 15, 2023</u>	<u>\$29.59</u>	<u>\$2.66</u>	\$1.40	<u>\$5.81</u>	\$0.56	\$0.25	<u>\$40.27</u>
<u>May 1, 2023</u>	<u>\$30.14</u>	<u>\$2.71</u>	\$1.40	<u>\$5.91</u>	\$0.56	\$0.25	<u>\$40.97</u>
<u>May 1, 2024</u>	<u>\$30.60</u>	<u>\$2.75</u>	\$1.40	<u>\$6.01</u>	\$0.56	\$0.25	<u>\$41.57</u>
<u>May 1, 2025</u>	<u>\$31.07</u>	<u>\$2.80</u>	\$1.40	<u>\$6.09</u>	\$0.56	\$0.25	<u>\$42.17</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>

Amendment #2 – January 15, 2023

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	HF, Admin & Promo Fund	Training *	Total Package
Effective Date: <u>January 15, 2023</u>								
0-900 hours	65%	<u>\$18.64</u>	<u>\$1.68</u>	\$1.40	<u>\$3.65</u>	\$0.56	\$0.25	<u>\$26.18</u>
901-1800 hours	70%	<u>\$20.20</u>	<u>\$1.82</u>	\$1.40	<u>\$3.96</u>	\$0.56	\$0.25	<u>\$28.19</u>
1801-2700 hours	75%	<u>\$21.76</u>	<u>\$1.96</u>	\$1.40	<u>\$4.27</u>	\$0.56	\$0.25	<u>\$30.20</u>
2701-3600 hours	80%	<u>\$23.33</u>	<u>\$2.10</u>	\$1.40	<u>\$4.58</u>	\$0.56	\$0.25	<u>\$32.22</u>
3601-4500 hours	85%	<u>\$24.90</u>	<u>\$2.24</u>	\$1.40	<u>\$4.88</u>	\$0.56	\$0.25	<u>\$34.23</u>
4501-5400 hours	90%	<u>\$26.46</u>	<u>\$2.38</u>	\$1.40	<u>\$5.19</u>	\$0.56	\$0.25	<u>\$36.24</u>
Effective Date: <u>May 1, 2023</u>								
0-900 hours	65%	<u>\$18.99</u>	<u>\$1.71</u>	\$1.40	<u>\$3.72</u>	\$0.56	\$0.25	<u>\$26.63</u>
901-1800 hours	70%	<u>\$20.58</u>	<u>\$1.85</u>	\$1.40	<u>\$4.04</u>	\$0.56	\$0.25	<u>\$28.68</u>
1801-2700 hours	75%	<u>\$22.17</u>	<u>\$2.00</u>	\$1.40	<u>\$4.35</u>	\$0.56	\$0.25	<u>\$30.73</u>
2701-3600 hours	80%	<u>\$23.77</u>	<u>\$2.14</u>	\$1.40	<u>\$4.66</u>	\$0.56	\$0.25	<u>\$32.78</u>
3601-4500 hours	85%	<u>\$25.35</u>	<u>\$2.28</u>	\$1.40	<u>\$4.98</u>	\$0.56	\$0.25	<u>\$34.82</u>
4501-5400 hours	90%	<u>\$26.95</u>	<u>\$2.43</u>	\$1.40	<u>\$5.28</u>	\$0.56	\$0.25	<u>\$36.87</u>
Effective Date: <u>May 1, 2024</u>								
0-900 hours	65%	<u>\$19.29</u>	<u>\$1.74</u>	\$1.40	<u>\$3.78</u>	\$0.56	\$0.25	<u>\$27.02</u>
901-1800 hours	70%	<u>\$20.91</u>	<u>\$1.88</u>	\$1.40	<u>\$4.10</u>	\$0.56	\$0.25	<u>\$29.10</u>
1801-2700 hours	75%	<u>\$22.52</u>	<u>\$2.03</u>	\$1.40	<u>\$4.42</u>	\$0.56	\$0.25	<u>\$31.18</u>
2701-3600 hours	80%	<u>\$24.14</u>	<u>\$2.17</u>	\$1.40	<u>\$4.74</u>	\$0.56	\$0.25	<u>\$33.26</u>
3601-4500 hours	85%	<u>\$25.75</u>	<u>\$2.32</u>	\$1.40	<u>\$5.05</u>	\$0.56	\$0.25	<u>\$35.33</u>
4501-5400 hours	90%	<u>\$27.37</u>	<u>\$2.46</u>	\$1.40	<u>\$5.37</u>	\$0.56	\$0.25	<u>\$37.41</u>
Effective Date: <u>May 1, 2025</u>								
0-900 hours	65%	<u>\$19.59</u>	<u>\$1.76</u>	\$1.40	<u>\$3.85</u>	\$0.56	\$0.25	<u>\$27.41</u>
901-1800 hours	70%	<u>\$21.23</u>	<u>\$1.91</u>	\$1.40	<u>\$4.17</u>	\$0.56	\$0.25	<u>\$29.52</u>
1801-2700 hours	75%	<u>\$22.87</u>	<u>\$2.06</u>	\$1.40	<u>\$4.49</u>	\$0.56	\$0.25	<u>\$31.63</u>
2701-3600 hours	80%	<u>\$24.51</u>	<u>\$2.21</u>	\$1.40	<u>\$4.81</u>	\$0.56	\$0.25	<u>\$33.74</u>
3601-4500 hours	85%	<u>\$26.15</u>	<u>\$2.35</u>	\$1.40	<u>\$5.13</u>	\$0.56	\$0.25	<u>\$35.84</u>
4501-5400 hours	90%	<u>\$27.79</u>	<u>\$2.50</u>	\$1.40	<u>\$5.45</u>	\$0.56	\$0.25	<u>\$37.95</u>

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

Amendment #2 – January 15, 2023

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>January 15, 2023</u>	<u>\$32.70</u>	<u>\$2.94</u>	\$1.40	<u>\$6.42</u>	\$0.56	\$0.25	<u>\$44.27</u>
<u>May 1, 2023</u>	<u>\$33.25</u>	<u>\$2.99</u>	\$1.40	<u>\$6.52</u>	\$0.56	\$0.25	<u>\$44.97</u>
<u>May 1, 2024</u>	<u>\$33.71</u>	<u>\$3.03</u>	\$1.40	<u>\$6.62</u>	\$0.56	\$0.25	<u>\$45.57</u>
<u>May 1, 2025</u>	<u>\$34.18</u>	<u>\$3.08</u>	\$1.40	<u>\$6.70</u>	\$0.56	\$0.25	<u>\$46.17</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>\$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>\$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>\$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>\$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>\$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>\$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	<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	<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	<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	<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	<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	<u>\$39.39</u>

Amendment #2 – January 15, 2023

ROOFER APPRENTICE WAGE SCALE:

Hours		Hourly Rate	V & H (9%)	Welfare	Pension	HF, Admin & Promo Fund	Training *	Total Package
Effective Date: <u>January 15, 2023</u>								
0-900 hours	65%	<u>\$20.66</u>	<u>\$1.86</u>	\$1.40	<u>\$4.05</u>	\$0.56	\$0.25	<u>\$28.78</u>
901-1800 hours	70%	<u>\$22.38</u>	<u>\$2.01</u>	\$1.40	<u>\$4.39</u>	\$0.56	\$0.25	<u>\$30.99</u>
1801-2700 hours	75%	<u>\$24.09</u>	<u>\$2.17</u>	\$1.40	<u>\$4.73</u>	\$0.56	\$0.25	<u>\$33.20</u>
2701-3600 hours	80%	<u>\$25.82</u>	<u>\$2.32</u>	\$1.40	<u>\$5.07</u>	\$0.56	\$0.25	<u>\$35.42</u>
3601-4500 hours	85%	<u>\$27.54</u>	<u>\$2.48</u>	\$1.40	<u>\$5.40</u>	\$0.56	\$0.25	<u>\$37.63</u>
4501-5400 hours	90%	<u>\$29.26</u>	<u>\$2.63</u>	\$1.40	<u>\$5.74</u>	\$0.56	\$0.25	<u>\$39.84</u>
Effective Date: <u>May 1, 2023</u>								
0-900 hours	65%	<u>\$21.01</u>	<u>\$1.89</u>	\$1.40	<u>\$4.12</u>	\$0.56	\$0.25	<u>\$29.23</u>
901-1800 hours	70%	<u>\$22.76</u>	<u>\$2.05</u>	\$1.40	<u>\$4.46</u>	\$0.56	\$0.25	<u>\$31.48</u>
1801-2700 hours	75%	<u>\$24.51</u>	<u>\$2.21</u>	\$1.40	<u>\$4.80</u>	\$0.56	\$0.25	<u>\$33.73</u>
2701-3600 hours	80%	<u>\$26.26</u>	<u>\$2.36</u>	\$1.40	<u>\$5.15</u>	\$0.56	\$0.25	<u>\$35.98</u>
3601-4500 hours	85%	<u>\$28.00</u>	<u>\$2.52</u>	\$1.40	<u>\$5.49</u>	\$0.56	\$0.25	<u>\$38.22</u>
4501-5400 hours	90%	<u>\$29.75</u>	<u>\$2.68</u>	\$1.40	<u>\$5.83</u>	\$0.56	\$0.25	<u>\$40.47</u>
Effective Date: <u>May 1, 2024</u>								
0-900 hours	65%	<u>\$21.31</u>	<u>\$1.92</u>	\$1.40	<u>\$4.18</u>	\$0.56	\$0.25	<u>\$29.62</u>
901-1800 hours	70%	<u>\$23.08</u>	<u>\$2.08</u>	\$1.40	<u>\$4.53</u>	\$0.56	\$0.25	<u>\$31.90</u>
1801-2700 hours	75%	<u>\$24.86</u>	<u>\$2.24</u>	\$1.40	<u>\$4.87</u>	\$0.56	\$0.25	<u>\$34.18</u>
2701-3600 hours	80%	<u>\$26.63</u>	<u>\$2.40</u>	\$1.40	<u>\$5.22</u>	\$0.56	\$0.25	<u>\$36.46</u>
3601-4500 hours	85%	<u>\$28.39</u>	<u>\$2.56</u>	\$1.40	<u>\$5.57</u>	\$0.56	\$0.25	<u>\$38.73</u>
4501-5400 hours	90%	<u>\$30.17</u>	<u>\$2.72</u>	\$1.40	<u>\$5.91</u>	\$0.56	\$0.25	<u>\$41.01</u>
Effective Date: <u>May 1, 2025</u>								
0-900 hours	65%	<u>\$21.61</u>	<u>\$1.94</u>	\$1.40	<u>\$4.25</u>	\$0.56	\$0.25	<u>\$30.01</u>
901-1800 hours	70%	<u>\$23.41</u>	<u>\$2.11</u>	\$1.40	<u>\$4.59</u>	\$0.56	\$0.25	<u>\$32.32</u>
1801-2700 hours	75%	<u>\$25.21</u>	<u>\$2.27</u>	\$1.40	<u>\$4.94</u>	\$0.56	\$0.25	<u>\$34.63</u>
2701-3600 hours	80%	<u>\$27.00</u>	<u>\$2.43</u>	\$1.40	<u>\$5.30</u>	\$0.56	\$0.25	<u>\$36.94</u>
3601-4500 hours	85%	<u>\$28.79</u>	<u>\$2.59</u>	\$1.40	<u>\$5.65</u>	\$0.56	\$0.25	<u>\$39.24</u>
4501-5400 hours	90%	<u>\$30.59</u>	<u>\$2.75</u>	\$1.40	<u>\$6.00</u>	\$0.56	\$0.25	<u>\$41.55</u>

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

Amendment #2 – January 15, 2023

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>January 15, 2023</u>	<u>\$17.75</u>	<u>\$1.60</u>	<u>\$19.35</u>
<u>May 1, 2023</u>	<u>\$18.08</u>	<u>\$1.63</u>	<u>\$19.71</u>
<u>May 1, 2024</u>	<u>\$18.36</u>	<u>\$1.65</u>	<u>\$20.01</u>
<u>May 1, 2025</u>	<u>\$18.64</u>	<u>\$1.68</u>	<u>\$20.32</u>

Amendment #2 – January 15, 2023