



SENT: October 25, 2023

AMENDMENT NOTICE

To: Labourer 615 Trade Classification

20-20 Formin	Dave	Pottier	Guildfords I	Paul	DeCoste	Municipal Re	Peter	Fahey
Able Infrac	Jamal	Ashour	Guildfords I	Curtis	McLoon	Ocean Steel	Bill	Gates
Able Infrac	Karen	Manuel	Harbour Foun	Terry	Bellefontaine	Ocean Steel	Carrie	Watson
Able Infrac	Kelly	McNeil	Harbour Foun	Patti	Bennett-Smith	Omega Formwo	Miguel	Salgueiro
Aluma System	Vivian	Eskander	Joneljim Con	Brendan	Standing	Petrifond Fo	Andrew	Luongo
Aluma System	Kyle	MacDonald	Joneljim Con	Jim	Kehoe	Pinaud Drywa	Ryan	Spence
Aluma System	Jessica	Seaward	Joneljim Con	Jon	Cecchetto	Pomerleau In	Lorin	Robar
Armour Const	Scott	McCrea	Lancor Concr	Louis	Landry	Reddick Bros	Joe	Reddick
Arnoldin For	Andrew	Arnoldin	Leslie & Ben	Kevin	Leslie	Reddick Bros	Jason	Reddick
Arnoldin For	Tom	Arnoldin	Lindsay Cons	Ben	Stokdijk	Reddick Bros	Jonathan	Reddick
Black & McDo	Charles	Savoie	Lindsay Cons	Howie	Doiron	Safway Servi	Kyle	MacDonald
Black & McDo	Lester	Buckland	Lindsay Cons	Marc	MacDougall	Scaffold E &	Matthew	Sancton
Black & McDo	Robert	Burns	Lindsay Cons	Jeremy	Tucker	Sunny Corner	Bill	Schenkels
Black & McDo	Julie	Hebert	Maclvor & St	Chris	Maclvor	Sunny Corner	Kirk	Mullin
Darim Masonr	Darrell	Jerrett, Jr.	Maclvor & St	Joe	Maclvor	Techno Hard	Matt	DeLeon
Ellis Don Co	Roger	Porter	Marid Indust	Greg	Schofield	Techno Hard	John	Ferguson
Ellis Don Co	Shaun	Stiles	Maxim 2000 I	Adam	Tiller	Wildwood Mas	Carl	Dyker
Fitz's Const	Mike	Fitzsimmons	Maxim 2000 I	David	Rankine	Wildwood Mas	Sonia	Hoyt
Fosco Roofin	Paul	Cox	Maxim 2000 I	Lou	Tiller	Zutphen Cont	Vince	VanZutphen
Fosco Roofin			McNally Cons	Jeff	Starchuck	Zutphen Cont	Stephen	Ouellette
Guildfords I	Will	Brown	McNally Cons	Ricky	Penny			

CC: Franco Callegari, Local 615

FROM: Robert Shepherd

RE: Amendment #2 to 2021-2026 Labourer 615 Collective Agreement

PAGES: 3 (including cover page)

EFFECTIVE DATE

CHANGE(S) OR COMMENT(S)

PAGES AFFECTED

September 25, 2023

- This amendment addresses an issue where remittances for certain Pension eligible employees, who were no longer eligible to add to their Pensions, were required to be remitted to the Pension administrator but not benefit those individual employees.

This amendment states that in the event that a member working under this Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, contributions for that individual member shall be paid directly to the member and become part of their wages paid.

Cover Page,
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Attached is Amendment #2 to the 2021-2026 Labourer 615 Collective Agreement, effective September 25, 2023.

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

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

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

**BETWEEN:
NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

(hereinafter referred to as the "CLRA" on behalf of its members
and all Employers bound by this Collective Agreement)

260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9
Phone: (902) 468-2283
Fax: (902) 468-3705

- AND -

**THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
LOCAL UNION 615**

(hereinafter referred to as the "Union")

24 Lakeside Park Drive, Unit 102
Lakeside, Nova Scotia B3T 1L1
Phone:(902) 450-5626
Fax: (902) 450-1091

THIS AGREEMENT dated this 23rd day of August, 2021

EFFECTIVE DATE: June 30, 2021
EXPIRATION DATE: April 30, 2026

Amendment #1 – June 13, 2022
Amendment #2 – September 25, 2023

ARTICLE 18 - TERMINATION OF EMPLOYMENT OR LAYOFF

- 18.01 Employees shall be laid off at 12:00 Noon or at the end of the shift.
- 18.02 Employees who are discharged, or who quit, shall receive their accumulated wages on the regular pay day for the pay period in which the discharge or quit takes place. Per Service Canada guidelines, a Record of Employment will be sent within five calendar days of the employee's interruption of earnings. If an ROE Web e-Filing is used instead, it will be sent within five calendar days after the end of the pay period in which an employee's interruption of earnings occurs. The Employee may receive these either by picking them up at the place designated by the Employer; or the Employer shall send the wages and ROE or copy of ROE Web e-Filing to the former employee on the above specified days at the address they have provided. Should the Employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at the straight time rate for each day of delinquency.

ARTICLE 19 - WAGES

- 19.01 The regular hourly rates of pay for each classification of worker shall be in accordance with the rates contained in the attached appendices and which apply to that classification.
- 19.02 In the event the Pension or Welfare Plan is discontinued for any reason whatever, any Employer contribution shall be added to the hourly rate and become part of the wages paid. **In the event that a member working under this Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, contributions for that individual member shall be paid directly to the member and become part of their wages paid.**
- 19.03 The Classification rate for Labourers shall apply for all clean-up. This shall include the clean-up and all work performed by Labourers relating to Carpenters and/or acoustical and drywall installers.
- 19.04 For guards and watchpersons special rates and conditions may be established by joint action of the Employer and the Union for employees who are handicapped by age, physical or other disability.