



AMENDMENT NOTICE

DATE: December 19, 2023

To: Labourer 1115 Trade Classification

Allsteel Coa	Stella	Cameron	Joe Parsons	Audrey	MacLellan	Municipal Re	Peter	Fahey
AML Painting	Arnold	MacLeod	Joe Parsons	Joe	Parsons	Northern Con	Sheldon	Marinelli
AML Painting	Susie	MacInnis	Joneljim Con	Brendan	Standing	Omega Formwo	Miguel	Salgueiro
Bay Tank and	Darren	Glover	Joneljim Con	Jim	Kehoe	Petrifond Fo	Andrew	Luongo
Bay Tank and	Krystal	Haselhan	Joneljim Con	Jon	Cecchetto	Pomerleau In	Lorin	Robar
Bay Tank and	Stephanie	Gray	Lancor Concr	Louis	Landry	Roclan Const	Clayton	Bartlett
Brilun Const	Brian	Lund	Leslie & Ben	Kevin	Leslie	Safway Servi	Kyle	MacDonald
Brilun Const	Shelley	Lund	Lindsay Cons	Ben	Stokdijk	Scaffold E &	Matthew	Sancton
Brimac Mason	Terry	Gracie	Lindsay Cons	Howie	Doiron	Sunny Corner	Bill	Schenkels
Fitz's Const	Mike	Fitzsimmons	Lindsay Cons	Marc	MacDougall	Sunny Corner	Kirk	Mullin
Fosco Roofin	Paul	Cox	Lindsay Cons	Jeremy	Tucker	Tartan Inter	Chris	Chisholm
Fosco Roofin			MacGregor's	Andy	MacGregor	Tartan Inter	Gordon	Tucker
Guildfords I	Will	Brown	MacGregor's	Mike	Corkum	Zutphen Cont	Vince	VanZutphen
Guildfords I	Paul	DeCoste	Marid Indust	Greg	Schofield	Zutphen Cont	Stephen	Ouellette
Guildfords I	Curtis	McLoon	McNally Cons	Jeff	Starchuck			
J.A. Borden	Lionel	Borden	McNally Cons	Ricky	Penny			

CC: Matt MacVicar, Local 1115
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: Amendment #9 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Labourer 1115 Appendices

PAGES: 4 (Commercial: one-page notice + cover page + amended pages)
5 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
November 21, 2023	<ul style="list-style-type: none"> 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. 	COMMERCIAL: 4A-13, 4C-14 INDUSTRIAL: 4-13, 4A-6, 4B-15

Attached is Amendment #9 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Labourer 1115 Appendices, effective November 21, 2023.

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

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

Thank you

Please contact our office at (902) 468-2283 if you do not receive all of the pages indicated above. If you have received this in error, please contact us and destroy these pages immediately, as the contents are subject to confidentiality. Thank you.

**CAPE BRETON COMMERCIAL PROJECTS
COLLECTIVE AGREEMENT
2020 - 2025**

- BETWEEN -

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

- AND -

VARIOUS BUILDING TRADE UNIONS

THIS AGREEMENT dated at Sydney, Nova Scotia this 3rd day of November, 2020.

EFFECTIVE DATE: JULY 30, 2020
EXPIRATION DATE: JUNE 30, 2025

Amendment #1 – Insulator 116 – January 24, 2021
Amendment #2 – Insulator 116 – January 2, 2022
Amendment #3 – Ironworker Rebar 752 & Ironworker Structural 752 – February 17, 2022
Amendment #4 – Bricklayer 1 & Tile 1 – May 29, 2022
Amendment #5 – June 13, 2022
Amendment #6 – Plumber 682, Roofer 56 & Sheet Metal 56 – July 1, 2022
Amendment #7 – Millwright 1178 – January 1, 2023
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Millwright 1178, Plumber 682, Roofer 56, Sheet Metal 56 – July 1, 2023
Amendment #9 – Labourer 1115 – November 21, 2023

PENSION PLAN:

(a) The Administrator of the Fund shall be:

The Administrator
 Labourers' Pension Fund of Central and Eastern Canada
 PO Box 9002
 Lakeshore West PO
 Oakville, ON L6K 0G1

(b) It is agreed that the employer shall contribute and remit per hour worked the following rate:

<u>July 30, 2020</u>	<u>July 1, 2021</u>	<u>July 1, 2022</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>
<u>\$6.50</u>	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.15</u>	<u>\$7.30</u>

to the Administrator of the Pension Fund on or before the tenth (10th) day of the month following the month such hours were worked. Remittances shall be accompanied by a remittance report form for each employee or such form as may reasonably be required by the Administrator and/or Trustees of the Pension Fund.

(c) It is agreed that provisions for an increase in the Pension Plan will be implemented if so desired by the Local Union, with the employer remittance to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.

(d) For Pension purposes thirty (30) and out will apply.

(e) 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.

LABOURERS' TRAINING, HEALTH & SAFETY AND LABOURERS'-EMPLOYERS COOPERATION AND EDUCATION TRUST FUND:

Employers and employees both recognize the need and benefits derived from education and training, cooperation and health and safety in our ever changing industry. It is therefore imperative that programs be provided for members of Labourers' Union, Local 1115 along with owners, part owners, senior management and middle management of firms employing Union members.

The Labourers' Training, Health & Safety and Labourers' - Employers Cooperation and Education Trust Fund shall be administered according to the terms of an Administrative Agreement made between the parties to this Collective Agreement and Benefit Plan Administrators Limited.

Amendment #9 – November 21, 2023

BENEFIT PLAN:

The Parties hereto agree to the establishment of a Benefit Plan as follows:

The Trust Document under which the fund is controlled shall provide equal Trustees in number and power to be appointed by each of the Parties hereto. The Benefit Plan shall be professionally administered. Each employer shall sign a Participation Agreement as approved by the Trustees.

For Commercial Projects the employer shall make contributions at the following rate for each hour worked:

<u>July 30, 2020</u>	<u>July 1, 2021</u>	<u>July 1, 2022</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>
<u>\$2.50</u>	<u>\$2.60</u>	<u>\$2.70</u>	<u>\$2.80</u>	<u>\$2.90</u>

The Administrator

Benefit Plan Administrators (Atlantic) Limited
 Ravine Centre Two
 38 Solutions Drive, Suite 100
 Halifax, NS B3S 0H1
 Phone: (902) 455-7277
 Fax: (902) 454-5936

PENSION PLAN:

The Administration of the Fund shall be:

The Administrator

Labourers' Pension Fund of Central and Eastern Canada
 Lakeshore West PO
 Oakville, ON L6K 0G1

It is agreed that the employer shall contribute and remit the following rate per hour worked:

<u>July 30, 2020</u>	<u>July 1, 2021</u>	<u>July 1, 2022</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>
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It is agreed that provisions for an increase in the Pension Plan will be implemented if so desired by the Local Union, with the employer remittance to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change. For Pension purposes thirty (30) and out will apply.

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.

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