



AMENDMENT NOTICE

SENT: December 18, 2025

To: Labourer 615 Trade Classification

| | | | | | | | | |
|--------------|---------|--------------|--------------|---------|---------------|--------------|----------|------------|
| 20-20 Formin | Dave | Pottier | Harbour Foun | Terry | Bellefontaine | Omega Formwo | Miguel | Salgueiro |
| Able Bridge | Ziyad | Chediac | Harbour Foun | Patti | Bennett-Smith | Petrifond Fo | Andrew | Luongo |
| Able Infrac | Ziyad | Chediac | Joneljim Con | Brendan | Standing | Pinaud Drywa | Ryan | Spence |
| Able Infrac | William | Rodrigues | Joneljim Con | Jim | Kehoe | Pomerleau In | Lorin | Robar |
| Able Infrac | Laila | Mattos | Joneljim Con | Jon | Cecchetto | Pomerleau In | Ken | Aucoin |
| Aluma System | Kyle | MacDonald | Lancor Concr | Louis | Landry | Pomerleau In | Anthony | Dickson |
| Aluma System | Kelly | McNeil | Lindsay Cons | Ben | Stokdijk | Reddick Bros | Joe | Reddick |
| Aluma System | Curtis | Boucher | Lindsay Cons | Howie | Doiron | Reddick Bros | Jason | Reddick |
| Aluma System | Donovan | Thomas | Lindsay Cons | Marc | MacDougall | Reddick Bros | Jonathan | Reddick |
| Armour Const | Scott | McCrea | Lindsay Cons | Jeremy | Tucker | Safway Servi | Kyle | MacDonald |
| Arnoldin For | Andrew | Arnoldin | Lindsay Cons | Julie | Hebert | Scaffold E & | Matthew | Sancton |
| Arnoldin For | Tom | Arnoldin | MacIvor & St | Chris | MacIvor | Scaffold E & | Nate | Travis |
| Babcock & Wi | Jerome | Dick | MacIvor & St | Joe | MacIvor | Sunny Corner | Bill | Schenkels |
| Black & McDo | Charles | Savoie | Marid Indust | Andrew | Swiber | Sunny Corner | Kirk | Mullin |
| Black & McDo | Mike | Trefry | Marid Indust | Chelsea | Ward | Techno Hard | Matt | DeLeon |
| Black & McDo | Lester | Buckland | Marid Indust | Branko | Knezevic | Techno Hard | John | Ferguson |
| Black & McDo | Robert | Burns | Maxim 2000 I | Adam | Tiller | Wildwood Mas | Carl | Dyker |
| Darim Masonr | Darrell | Jerrett, Sr. | Maxim 2000 I | David | Rankine | Wildwood Mas | Sonia | Hoyt |
| Darim Masonr | Darrell | Jerrett, Jr. | Maxim 2000 I | Lou | Tiller | Wildwood Mas | Rob | Dyker |
| Ellis Don Co | Roger | Porter | McNally Cons | Brandon | Martheleur | Wildwood Mas | Alex | Jones |
| Ellis Don Co | Shaun | Stiles | McNally Cons | Ricky | Penny | Zutphen Cont | Derek | VanZutphen |
| Fitz's Const | Mike | Fitzsimmons | Municipal Re | Peter | Fahey | Zutphen Cont | Vince | VanZutphen |
| Guildfords I | Will | Brown | Ocean Steel | Bill | Gates | | | |
| Guildfords I | Paul | DeCoste | Ocean Steel | Carrie | Watson | | | |

CC: Julie Callegari, Local 615

FROM: Robert Shepherd

RE: Amendment #4 to 2021-2026 Labourer 615 Collective Agreement

PAGES: 5 (including cover page)

| EFFECTIVE DATE | CHANGE(S) OR COMMENT(S) | PAGES AFFECTED |
|-----------------------|---|---------------------------------|
| December 12, 2025 | <ul style="list-style-type: none">Clarification of travel wording in Article 17.05 (A) to match existing wording in 17A.05 (i)Update Trade Classification list | Cover Page, 25, 27 60 |

Attached is Amendment #4 to the 2021-2026 Labourer 615 Collective Agreement, effective December 12, 2025.

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.nscira.ca or <https://nscira.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 **Beechville** Park Drive, Unit 102
Beechville, 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
Amendment #3 – January 1, 2024
Amendment #4 – December 12, 2025

ARTICLE 17 - TRAVEL

- 17.01 There shall be a free zone for employees working within a forty-five (45) kilometre radius of the Halifax County intersection of Provincial Highway, 101 and 102. Travel and subsistence allowance will not apply when travelling to and working within this free zone (17.01).
- 17.02 No travel will be paid until an Employee has travelled a distance of over seventy-five (75) kilometres from the Employee's principal place of residence to the job site by the shortest available Department of Transportation maintained normally travelled route. All travel by the Employee beyond a distance of seventy-five (75) kilometres shall be paid as set out in Article 17.04.
- 17.03 When the Employer provides transportation to the Employee, the Employer shall pay to the Employee mileage travelled in excess of seventy-five (75) kilometres one way to the job as set forth in Article 17.04.
- 17.04 **Mileage Allowance:**\$0.59 per kilometre

It is agreed this figure shall be adjusted as per CRA figures for the life of this agreement.

- 17.05 (A) Employees who are required to travel on their own (i.e. not in a company supplied vehicle) a distance of 115 kilometres or more from **the Employee's principal place of residence** **will** be paid **a** subsistence allowance. **These Employees shall not be paid mileage. The subsistence allowance shall be** as follows:

Subsistence Allowance:

June 30, 2021one hundred thirty-one dollars (\$131.00) per day scheduled work
 May 1, 2022one hundred thirty-three dollars (\$133.00) per day scheduled work
 May 1, 2023 one hundred thirty-five dollars (\$135.00) per day scheduled work
 May 1, 2024 one hundred thirty-seven dollars (\$137.00) per day scheduled work
 May 1, 2025one hundred thirty-nine dollars (\$139.00) per day scheduled work

- (B) The Employer, may at the Employer's discretion, provide room and board in lieu of subsistence allowance as long as the accommodations are adequate.

Amendment #4 – December 12, 2025

ARTICLE 17A – TRAVEL AND SUBSISTENCE FOR PROJECTS UNDER ARTICLE 24

- 17A.01 There shall be free zone for Employees working within a forty-five (45) kilometre radius of the Halifax County intersection of Provincial Highways 101 and 102. Travel and subsistence allowance will not apply when traveling to and working within this free zone.
- 17A.02 No mileage allowance shall be paid until an Employee has traveled a distance of over forty-five (45) kilometres from the Employee's principal residence to the job site by the shortest available Department of Transportation maintained normally traveled route. Mileage allowance shall be as set for in Article 17A.04.
- 17A.03 If the Employer provides transportation and the distance to the job is greater than seventy-five (75) kilometres, the Employer shall pay to the Employee, mileage travelled in excess of seventy-five (75) kilometres one way to the job site.
- 17A.04 **Mileage Allowance**.....\$0.59 per kilometre

It is agreed this figure shall be adjusted as per CRA figures for the life of this agreement.

- 17A.05 (i) Employees who are required to travel on their own (i.e. not in a company supplied vehicle) a distance of 115 **kilometres** or more from the Employee's principal place of residence will be paid a subsistence allowance. These Employees shall not be paid mileage. The subsistence allowance shall be as follows:

June 30, 2021one hundred thirty-one dollars (\$131.00) per day scheduled work
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 May 1, 2024 one hundred thirty-seven dollars (\$137.00) per day scheduled work
 May 1, 2025one hundred thirty-nine dollars (\$139.00) per day scheduled work

- (ii) The Employer may at the Employer's discretion provide room and board in lieu of subsistence allowance as long as the accommodations are adequate.

Amendment #4 – December 12, 2025

LABOURERS' 615 TRADE CLASSIFICATION

- 20-20 Forming
- **Able Bridge Construction Inc.**
- Able Infrastructure Limited
- Aluma Systems Inc.
- Armour Construction Limited
- Arnoldin Form Work Limited
- **Babcock & Wilcox Canada Corp.**
- Black & McDonald Limited
- Darim Masonry Ltd.
- Ellis Don Corporation
- Fitz's Construction Ltd.
- Guildfords Inc.
- Harbour Foundations Ltd.
- Joneljim Concrete Construction Limited
- Lancor Concrete Contractors Ltd.
- Lindsay Construction
- MacIvor & Stewart Masonry Ltd.
- Marid Industries Limited
- Maxim 2000 Inc.
- McNally Construction Inc.
- Municipal Ready-Mix Limited
- Ocean Steel & Construction Limited
- Omega Formwork Inc.
- Petrifond Foundation Company Limited
- Pinaud Drywall & Acoustical Ltd.
- Pomerleau Inc.
- Reddick Bros. Masonry Ltd.
- Safway Services Canada Inc.
- Scaffold E & D Ltd.
- Sunny Corner Enterprises Inc.
- Techno Hard Surfaces Ltd.
- Wildwood Masonry Ltd.
- Zutphen Contractors Inc.

Amendment #1 – June 13, 2022
Amendment #4 – December 12, 2025