

APPENDIX NO. 4 - INSULATORS - INDUSTRIAL**BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**(hereinafter referred to as the "CLRA")

- AND -

**INSULATORS AND ASBESTOS WORKERS
LOCAL 116**

(hereinafter referred to as the "Union")

NOTE: Wage Rates Effective July 1/08 - June 30/11

INSULATORS JOURNEYMEN						
Effective Date	Hourly Rate	V & H 9%	Benefit	Training & Admin	<u>Consol. Fund</u>	Total Pkg
September 9, 2008	\$32.88	\$2.96	\$7.60	\$0.33	\$0.72	\$44.49
July 1, 2009 *	\$34.03	\$3.06	\$7.60	\$0.33	\$0.72	\$45.74
<u>June 1, 2010</u>	<u>\$33.52</u>	<u>\$3.02</u>	<u>\$8.15</u>	\$0.33	\$0.72	\$45.74
July 1, 2010 *	\$34.67	\$3.12	\$8.15	\$0.33	\$0.72	\$46.99

* For years 2009 & 2010, increase of \$1.25 or CPI + 1% to a maximum of 4%, whichever is greater.

In addition to the above hourly rates the employer shall pay the amount set out in the Benefit Plan and the Consolidated Fund of this Appendix.

SUPERVISION:

Foreman premium.....one dollar sixty cents (\$1.60)
 From 3 - 6 employees1 working Foreman
 From 7 - 10 employees1 non-working Foreman
 One (1) of the first three (3) employees will be a working Foreman

When a crew exceeds six (6) employees there shall be a non-working Foreman. After ten (10) employees, the formula repeats. The selection of the Foreman on the site will be at the discretion of the employer.

Four (4) or more Foremen..... One (1) General Foreman (rate to be determined between the employer and employee.)

Amendment #8 - Insulator – June 1, 2010

APPRENTICES:

INSULATOR APPRENTICES							
		Hourly Rate	V & H 9%	Benefit	Training & Admin	Consol. Fund	Total Pkg
Effective Date: September 9, 2008							
0 - 2000 hours	55%	<u>\$16.01</u>	<u>\$1.44</u>	\$7.60	\$0.33	<u>\$0.72</u>	<u>\$26.10</u>
2000 - 4000 hours	65%	<u>\$19.73</u>	<u>\$1.78</u>	<u>\$7.60</u>	\$0.33	<u>\$0.72</u>	<u>\$30.16</u>
4000 - 6000 hours	75%	<u>\$23.47</u>	<u>\$2.11</u>	<u>\$7.60</u>	\$0.33	<u>\$0.72</u>	<u>\$34.23</u>
6000 - 8000 hours	85%	<u>\$27.22</u>	<u>\$2.45</u>	<u>\$7.60</u>	\$0.33	<u>\$0.72</u>	<u>\$38.32</u>
Effective Date: July 1, 2009 *							
0 - 2000 hours	55%	<u>\$16.64</u>	<u>\$1.50</u>	\$7.60	\$0.33	\$0.72	<u>\$26.79</u>
2000 - 4000 hours	65%	<u>\$20.48</u>	<u>\$1.84</u>	\$7.60	\$0.33	\$0.72	<u>\$30.97</u>
4000 - 6000 hours	75%	<u>\$24.33</u>	<u>\$2.19</u>	\$7.60	\$0.33	\$0.72	<u>\$35.17</u>
6000 - 8000 hours	85%	<u>\$28.19</u>	<u>\$2.54</u>	\$7.60	\$0.33	\$0.72	<u>\$39.38</u>
Effective Date: June 1, 2010							
0 - 2000 hours	55%	<u>\$16.14</u>	<u>\$1.45</u>	<u>\$8.15</u>	\$0.33	\$0.72	\$26.79
2000 - 4000 hours	65%	<u>\$19.97</u>	<u>\$1.80</u>	<u>\$8.15</u>	\$0.33	\$0.72	\$30.97
4000 - 6000 hours	75%	<u>\$23.83</u>	<u>\$2.14</u>	<u>\$8.15</u>	\$0.33	\$0.72	\$35.17
6000 - 8000 hours	85%	<u>\$27.69</u>	<u>\$2.49</u>	<u>\$8.15</u>	\$0.33	\$0.72	\$39.38
Effective Date: July 1, 2010 *							
0 - 2000 hours	55%	<u>\$16.77</u>	<u>\$1.51</u>	\$8.15	\$0.33	\$0.72	<u>\$27.48</u>
2000 - 4000 hours	65%	<u>\$20.72</u>	<u>\$1.86</u>	\$8.15	\$0.33	\$0.72	<u>\$31.78</u>
4000 - 6000 hours	75%	<u>\$24.69</u>	<u>\$2.22</u>	\$8.15	\$0.33	\$0.72	<u>\$36.11</u>
6000 - 8000 hours	85%	<u>\$28.66</u>	<u>\$2.58</u>	\$8.15	\$0.33	\$0.72	<u>\$40.44</u>

* For years 2009 & 2010, journeyman increase of \$1.25 or CPI + 1% to a maximum of 4%, whichever is greater.

Ratio: One (1) Apprentice to four (4) Journeymen (1:4).

SHIFT DIFFERENTIAL:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).

HEIGHT PAY:

Employees required to work on scaffold or structural steel fifty feet (50') or more shall be paid an additional ten cents (\$0.10) per hour for the first ten feet (10') above the fifty foot (50') height and an additional twenty cents (\$0.20) per hour every twenty feet (20') thereafter.

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PROTECTIVE CLOTHING:

The employer shall make available rain gear, coveralls, gloves and adequate respirators as required. The employer will replace employee's coveralls destroyed or ruined in the performance of the employee's duties for the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from employees' wages if not returned.

BENEFIT FUND:

The Parties hereto agree to a Benefit Fund as follows:

(a) The Trust Document under which the Fund is controlled shall provide for equal Trustees in number and power to be appointed by each of the parties hereto.

(b) The employer shall make contributions per hour for each hour worked, as follows:

Seven Dollars & Sixty Cents (\$7.60)

And effective June 1, 2010, Eight Dollars and Fifteen Cents (\$8.15)

(c) The Benefit Fund shall be professionally administered:

Administrator

Benefit Plan Administrators Limited
Suite 216, Tower 1 - 7001 Mumford Road
Halifax, NS
B3L 4N9
Phone: (902) 455-7277
Fax: (902) 454-5936

TRAINING FUND:

The employer shall remit twenty-three cents (\$0.23) per hour worked to the Insulators Local 116 Training Fund, c/o The Administrator:

Insulators Local 116 Training Fund
Suite 202, 14 McQuade Lake Crescent
Halifax, NS
B3S 1B6

ADMINISTRATION FUND:

The employer shall remit ten cents (\$0.10) per hour worked to the Insulators Local 116 Administration Fund, c/o The Administrator:

Insulators Local 116 Administration Fund
Suite 202, 14 McQuade Lake Crescent
Halifax, NS
B3S 1B6

Such monies remitted shall be used for such purposes as are permitted under S.51(2) of the NS Trade Union Act 1972 (as amended).

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CONSOLIDATED FUND:

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 3A of the Collective Agreement, i.e. a total of seventy-two cents (\$0.72) for the Consolidated Fund to:

The Administrator
Cape Breton Island Building & Construction Trades Council
238 Vulcan Avenue
Sydney, Nova Scotia
B1P 5X2

CAPE BRETON RESIDENTS shall be given preference in the manning of job sites. Supervision shall be members of Local 116.

The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

ON-SITE CONSTRUCTION:

In order to preserve the status quo, insulation work normally performed by Local 116 members as part of on-site construction, which is contracted out for off-site assembly, will be performed by Local 116 members.

IN WITNESS WHEREOF the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this 19th day of December, 2008.

SIGNATORIES

FOR THE EMPLOYER

FOR THE UNION

GREIG MACLEOD

REG FRASER

ALLAN STAPLETON