



# AMENDMENT NOTICE

**DATE:** October 13, 2009

**To: CBI Labourer 1115 Trade Classification**

A&G Crane Rentals Limited	Gerard Mattie	KAMTECH Services Inc.	Guido Nadeau
AECON Atlantic Group	Jon Mullin	Lancor Concrete Contractors Ltd.	Louis Landry
Allsteel Coatings Ltd.	Mark Cooper	Leslie & Benn Contracting Limited	Kevin Leslie
AML Painting Ltd.	Arnold MacLeod	MacGregor's Custom Machining	Andy MacGregor
AML Painting Ltd.	Arnold MacLeod	MacLeods Concrete Sawing	Ron Dean
B.I.D. Canada Ltd.	Ray Sullivan	Marid Industries Limited	Dave Oulton
Birmingham Construction Ltd.	Karl Christensen	Marid Industries Limited	Tina Lane
Brilun Construction Limited	Brian Lund	McNally Construction Inc.	David Stanyar
Brimac Masonry Ltd.	Terry Gracie	Mulgrave Machine Works Limited	Shawn Reid
Ceramic Tile World 1993 Ltd.	John MacNeil	Municipal Ready-Mix Limited	Carl Baillie
Citadel Drywall & Acoustical Ltd.	Paul Barrett	Municipal Ready-Mix Limited	Dave MacKenna
Commonwealth Construction	Ken Kohlruss	Omega Formwork Inc.	Miguel Salgueiro
D.W. Matheson & Sons Ltd.	D.W. Matheson	Opron Maritimes Construction Ltd.	Steve LeBlanc
Dominion Drywall and Acoustic	Fred Cook	Petrifond Foundation Company	Peter Paganuzi
Fitz's Construction Ltd.	Bill Fitzsimmons	Purlin Contracting Limited	David Jessome
Fosco Roofing Limited	Mike Gilroy	Robert Higgins (1984) Company	Royce Williston
Guildfords (2005) Inc.	Richard Croft	Roclan Industries Limited	Clayton Bartlett
Guildfords (2005) Inc.	Robert Shepherd	Sunny Corner Enterprises Inc.	Bil Schenkels
J & T vanZutphen Construction Inc.	John VanZutphen	Tartan Drywall Limited	Don Chisholm
J.A. Borden Enterprises Ltd.	James Borden	Tartan Interiors Limited	Chris Chisholm
Joe Parsons Construction Ltd.	Joe Parsons	W. MacPhail Construction Limited	Walter MacPhail
Jonejlim Concrete Construction	Gary Peach		

**CC:** Doug Serroul                      Labourer 1115 Union  
Cliff Murphy                          CBI Trades Council

**FROM:** Angela Gallant on behalf of Greig Macleod

**RE:** **AMENDMENTS TO THE LABOURERS APPENDICES OF THE CAPE BRETON ISLAND COMMERCIAL, INDUSTRIAL AND MASONRY COLLECTIVE AGREEMENTS 2008-2011**

**PAGES:** 14 (including cover page)

Effective Date	Changes/Comments	Pages Affected		
		Commercial Amend #7	Industrial Amend #6	Masonry Amend #1
July 1, 2009	Additional pension increase of \$0.50 taken from the total wage package in July 1, 2009 and July 1, 2010, resulting in an overall pension increase of \$1.00 over two years.	6A-1 6A-7 6A-13	6-1 6-6 6A-1 6A-5	14 20 26

Please find attached the amended pages for Cape Breton Island Commercial, Industrial and Masonry Labourer Collective Agreements 2008-2011, **effective July 1, 2009**. Please review the following pages and forward to your accounting and/or payroll departments as needed. The full amended agreement and the amended pages are now available for download on our website, [www.nsclra.ca](http://www.nsclra.ca).

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 fax in error, please contact us and destroy the fax immediately, as the contents are subject to confidentiality. Thank you.

**CAPE BRETON COMMERCIAL PROJECTS  
COLLECTIVE AGREEMENT  
2008 - 2011**

- 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 19th day of September, 2008.

**EFFECTIVE DATE: JULY 1, 2008**  
**EXPIRATION DATE: JUNE 30, 2011**

**Correction #1 – Labourer – October 17, 2008**  
**Correction #2 – Iron Structural – November 1, 2008**  
**Amendment #1 – UA 682 – January 21, 2009**  
**Amendment #2 – Electricians – March 1, 2009**  
**Amendment #3 – Bricklayer – June 1, 2009**  
**Amendment #4 – Op. Engineer, Painter, Sheet Metal, Roofer – July 1, 2009**  
**Correction #3 – UA 682 – July 14, 2009**  
**Amendment #5 – UA 682 – August 20, 2009**  
**Amendment #6 – Bricklayer – October 1, 2009**  
**Amendment #7 – Labourer – July 1, 2009**

**APPENDIX NO. 6“A” - LABOURERS - COMMERCIAL**

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

- AND -

**LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA**  
**LOCAL UNION 1115**  
 (hereinafter referred to as the "Union")

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

<b>LABOURERS</b>								
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Pension</b>	<b>Training</b>	<b>Org. Fund</b>	<b>Consol. Fund</b>	<b>Total Pkg</b>
<b>July 1, 2008</b>	<b>\$23.96</b>	<b>\$2.16</b>	<b>\$1.40</b>	<b>\$3.00</b>	<b>\$1.07</b>	<b>\$0.82</b>	<b>\$0.72</b>	<b>\$33.13</b>
<b>July 1, 2009 *</b>	<b>\$24.42</b>	<b>\$2.20</b>	<b>\$1.45</b>	<b>\$3.65</b>	<b>\$1.07</b>	<b>\$0.87</b>	<b>\$0.72</b>	<b>\$34.38</b>
<b>July 1, 2010 *</b>	<b>\$24.88</b>	<b>\$2.24</b>	<b>\$1.50</b>	<b>\$4.30</b>	<b>\$1.07</b>	<b>\$0.92</b>	<b>\$0.72</b>	<b>\$35.63</b>

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

In addition to the hourly rates the employer shall pay the amounts as set out in the Benefit Plan, Pension Plan, Labourers' Training, Health & Safety and Labourers'-Employers Cooperation and Education Trust Fund, Organizing Fund and Consolidated Fund and deduct and remit to the Cape Breton Labour Development Co. Ltd. of this Appendix.

**Amendment #7 – July 1, 2009**

**PENSION PLAN:**

- (a) The Administrator of the Fund shall be:

**The Administrator**  
**Labourers' Pension Fund of Central and Eastern Canada**  
PO Box 40 - Station "Q"  
Toronto, Ontario  
M4T 1L0

- (b) It is agreed that the employer shall contribute and remit three dollars (\$3.00) and effective July 1, 2009 shall be three dollars sixty-five cents (\$3.65) and effective July 1, 2010 shall be four dollars thirty cents (\$4.30) per hour worked to the Administrator of the Pension Fund on or before the tenth (10<sup>th</sup>) 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.

**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.

The Labourers' Training, Health & Safety and Labourers' - Employers Cooperation and Education Trust Fund will be jointly Trusteed with equal representatives from both parties to this Agreement.

If any component of the Labourers' Training, Health & Safety and Labourers' - Employers Cooperation and Education Trust Fund ceases to function the remaining fund shall be applied to the Welfare Plan.

Amendment #7 – July 1, 2009

**HEAVY CIVIL:**

The provisions of this clause shall apply where inconsistent with other provisions of this Appendix or the Collective Agreement.

The following listed projects: Demolition of structures, bridges, overpasses, marine, crib and related work, shall be subject to the following hourly rate and conditions:

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

HEAVY CIVIL - LABOURERS								
Effective Date	Hourly Rate	V & H 9%	Benefit	Pension	Training	Org. Fund	Consol. Fund	Total Pkg
July 1, 2008	\$20.54	\$1.85	\$1.40	\$3.00	\$1.07	\$0.78	\$0.72	\$29.36
July 1, 2009 *	\$21.00	\$1.89	\$1.45	\$3.65	\$1.07	\$0.83	\$0.72	\$30.61
July 1, 2010 *	\$21.46	\$1.93	\$1.50	\$4.30	\$1.07	\$0.88	\$0.72	\$31.86

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

Street and Highway work shall be subject to the rates and classifications per the Municipal Ready-Mix Limited Highway Agreement.

In addition to the rates and classifications the employer shall pay the amounts set out in the Benefit Plan, Pension Plan, Training Fund, Organizing Fund and Consolidated Fund and deduct and remit the Cape Breton Labour Development Co. Ltd. of this Appendix.

The normal hours of work shall consist of ten (10) hours per day (Monday through to Friday) between the hours of 7:00 a.m. and 6:00 p.m. for a maximum of fifty (50) hours per week. The lunch period shall normally be 12:00 to 12:30 p.m. Should expediency require, the normal starting and quitting time and/or lunch period may be changed by mutual agreement of the parties hereto (Union and employer).

The employer shall allow two (2) ten (10) minute rest periods in each ten (10) hour shift; one (1) rest period in the first five (5) hours and one (1) in the last five (5) hours. The time for breaks shall be designated by the employer. Employees shall be notified of such break time. The ten (10) minute duration shall be measured from the time the employee ceases his labour to commencement of labour.

An eight (8) hour day may be scheduled when the ten (10) hour day is impractical, however overtime provisions shall apply when work day exceeds ten (10) hours.

**Amendment #7 – July 1, 2009**