

**APPENDIX NO. 12 - TEAMSTERS - INDUSTRIAL****BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**(hereinafter referred to as the "CLRA")**- AND -****INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS  
WAREHOUSEMEN AND HELPERS OF AMERICA  
LOCAL 927**

(hereinafter referred to as the "Union")

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

<b>TEAMSTERS</b>				
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b><u>Consol. Fund</u></b>	<b>Total Package</b>
<b>July 1, 2008</b>	<u>\$35.91</u>	<u>\$3.23</u>	<u>\$0.72</u>	<u>\$39.86</u>
<b>July 1, 2009 *</b>	<u>\$37.06</u>	<u>\$3.33</u>	\$0.72	<u>\$41.11</u>
<b>July 1, 2010 *</b>	<u>\$38.20</u>	<u>\$3.44</u>	\$0.72	<u>\$42.36</u>

\* For years 2009 &amp; 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 contribute to the Consolidated Fund and deduct and remit the amounts set out in the Pension Plan of this Appendix.

**DISPATCHER BECOMES FOREMAN** – One dollar sixty cents (\$1.60) above the highest rate. After there are twelve (12) trucks driven by Teamsters on site, another Teamster will then be hired to drive the Dispatcher's truck.

**CLASSIFICATIONS:**

- Trucks up to 1 ½ tons
- Outboard motor boat
- Farm tractor
- Weight scale operator
- Forklift in warehousing, compound area and lay down area
- Garage service
- Material checker ..... Base Rate
- Trucks 1 ½ tons and over ..... Base Rate + four cents (\$0.04)
- Warehousemen .....Base Rate + one dollar twenty-five cents (\$1.25)
- Euclid type trucks Ready mix or
- Transit mix trucks, Tandem trucks ..... Base Rate + twenty-two cents (\$0.22)
- Truck Mechanic ..... Base Rate + ninety-four cents (\$0.94)
- Low bed, Pole trailer, Semi-trailer ..... Base Rate + one dollar thirty cents (\$1.30)

**PAID HOLIDAYS:**

The following are the paid holidays: **New Year's Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.**

**SHIFT DIFFERENTIAL:**

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

**OPERATING SCHEDULE:**

If Teamster is regularly assigned to a truck, Monday through Friday, in a given week and this truck is required to work Saturday or Sunday, such Teamster will be given preference on his own assigned vehicle.

**PENSION PLAN:**

The parties hereto agree to the establishment of a Pension Plan as follows:

- (a) It is agreed that the employer shall deduct and remit to the established Teamsters Canadian Pension Plan, Construction, fifty cents (\$0.50) for each hour worked by each employee covered by this Appendix. Such deductions shall be remitted to the Administrator of the Pension Plan on or before the twentieth (20<sup>th</sup>) day of the month following the month such hours were worked and shall be accompanied by a remittance report for each employee.
- (b) Pension deductions shall be remitted to:

**The Administrator**  
**Teamster Canadian Pension Plan, Construction**  
 c/o Wyatt Co.  
 550-409 Granville Street  
 Vancouver, BC V6C 1T2

**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

**PROTECTIVE CLOTHING:**

Rain gear, as required, will be supplied by the employer.

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

**SIGNATORIES**

Signed on behalf of the Parties to this Agreement this 19th day of August, 2008.

**FOR THE EMPLOYER**

**FOR THE UNION**

ALLAN STAPLETON

CHARLES CHALMERS

GREIG MACLEOD