

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

- BETWEEN -

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

- AND -

**THE CAPE BRETON ISLAND
BUILDING & CONSTRUCTION TRADES COUNCIL**
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

SIGNATORY 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 - Painter - July 1, 2008
Amendment #1 - UA 682 - January 21, 2009
Amendment #2 - Electricians - March 1, 2009
Amendment #3 - Bricklayer - June 1, 2009
Correction #2 - UA 682 - July 1, 2009
Amendment #4 - Painter, Sheet Metal & Roofer - July 1, 2009
Amendment #5 - Bricklayer - October 1, 2009
Amendment #6 - Labourer - July 1, 2009
Amendment #7 - Bricklayer - May 1, 2010
Amendment #8 - Insulator - June 1, 2010
Amendment #9 - Iron Struct, Iron Rebar, Sheet Metal & CPI for Brick, Elec, Millwright, Pipefitter - July 1, 2010

APPENDIX NO. 11 - SHEET METAL - INDUSTRIAL**BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**(hereinafter referred to as the "CLRA")

- AND -

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 56

(hereinafter referred to as the "Union")

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

Effective Date	Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	Total Pkg
JOURNEYMAN SHEET METAL WORKERS								
July 1, 2008	\$32.13	\$2.89	\$5.25	\$2.25	\$0.80	\$0.63	\$0.72	\$44.67
July 1, 2009 *	\$33.05	\$2.97	\$5.50	\$2.25	\$0.80	\$0.63	\$0.72	\$45.92
July 1, 2010 *	\$33.96	\$3.06	\$5.50	\$2.50	\$0.80	\$0.63	\$0.72	\$47.17
OIL FURNACE SERVICEMAN - SHEET METAL WORKER								
July 1, 2008	\$32.13	\$2.89	\$5.25	\$2.25	\$0.80	\$0.63	\$0.72	\$44.67
July 1, 2009 *	\$33.05	\$2.97	\$5.50	\$2.25	\$0.80	\$0.63	\$0.72	\$45.92
July 1, 2010 *	\$33.96	\$3.06	\$5.50	\$2.50	\$0.80	\$0.63	\$0.72	\$47.17

* 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 Pension Plan, Benefit Plan, Occupational Health & Safety, Training & Apprenticeship, Consolidated Fund of this Appendix.

Amendment #4 – July 1, 2009**Amendment #9 – July 1, 2010**

APPRENTICES: Not applicable to Cladding and Decking

(The percentages next to each block of hours represents the percentage of the Journeyman's increase that is given to that block of hours)

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

APPRENTICES - SHEET METAL WORKERS									
		Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	Total Pkg
Effective Date: July 1, 2008									
0 - 1000 hours	50%	<u>\$15.02</u>	<u>\$1.35</u>	<u>\$3.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$24.02</u>
1001 - 2000 hours	55%	<u>\$16.82</u>	<u>\$1.51</u>	<u>\$3.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$25.98</u>
2001 - 3000 hours	60%	<u>\$18.72</u>	<u>\$1.68</u>	<u>\$3.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$28.05</u>
3001 - 4000 hours	65%	<u>\$20.66</u>	<u>\$1.86</u>	<u>\$3.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$30.17</u>
4001 - 5000 hours	75%	<u>\$23.51</u>	<u>\$2.12</u>	<u>\$4.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$34.28</u>
5001 - 6000 hours	80%	<u>\$25.41</u>	<u>\$2.29</u>	<u>\$4.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$36.35</u>
6001 - 7000 hours	85%	<u>\$26.39</u>	<u>\$2.38</u>	<u>\$5.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$38.42</u>
7001 - 8000 hours	90%	<u>\$28.34</u>	<u>\$2.55</u>	<u>\$5.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$40.54</u>
Effective Date: July 1, 2009 *									
0 - 1000 hours	50%	<u>\$15.37</u>	<u>\$1.38</u>	<u>\$3.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$24.65</u>
1001 - 2000 hours	55%	<u>\$17.22</u>	<u>\$1.55</u>	<u>\$3.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$26.67</u>
2001 - 3000 hours	60%	<u>\$19.17</u>	<u>\$1.73</u>	<u>\$3.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$28.80</u>
3001 - 4000 hours	65%	<u>\$21.17</u>	<u>\$1.91</u>	<u>\$3.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$30.98</u>
4001 - 5000 hours	75%	<u>\$24.15</u>	<u>\$2.17</u>	<u>\$4.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$35.22</u>
5001 - 6000 hours	80%	<u>\$26.10</u>	<u>\$2.35</u>	<u>\$4.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$37.35</u>
6001 - 7000 hours	85%	<u>\$27.14</u>	<u>\$2.44</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$39.48</u>
7001 - 8000 hours	90%	<u>\$29.15</u>	<u>\$2.62</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$41.67</u>
Effective Date: July 1, 2010 *									
0 - 1000 hours	50%	<u>\$15.72</u>	<u>\$1.41</u>	<u>\$3.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$25.28</u>
1001 - 2000 hours	55%	<u>\$17.62</u>	<u>\$1.59</u>	<u>\$3.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$27.36</u>
2001 - 3000 hours	60%	<u>\$19.63</u>	<u>\$1.77</u>	<u>\$3.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$29.55</u>
3001 - 4000 hours	65%	<u>\$21.69</u>	<u>\$1.95</u>	<u>\$3.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$31.79</u>
4001 - 5000 hours	75%	<u>\$24.78</u>	<u>\$2.23</u>	<u>\$4.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$36.16</u>
5001 - 6000 hours	80%	<u>\$26.79</u>	<u>\$2.41</u>	<u>\$4.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$38.35</u>
6001 - 7000 hours	85%	<u>\$27.88</u>	<u>\$2.51</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$40.54</u>
7001 - 8000 hours	90%	<u>\$29.95</u>	<u>\$2.70</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$42.80</u>

* For years 2009 & 2010, journeyman 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 Pension Plan, Benefit Plan, Occupational Health & Safety, Training Fund and Consolidated Fund of this Appendix.

Amendment #4 – July 1, 2009

Amendment #9 – July 1, 2010

ROOFER PERSONNEL:

Work force ratio shall be three (3) Roofers to one (1) Roofer Assistant/Apprentice.

The Union shall issue to each Roofer Assistant/Apprentice a log book in which the Roofer Assistant/Apprentice shall record the number of hours he has worked in the trade. These hours shall be confirmed by both the employer and the Union. The log book shall travel with the Roofer Assistant/Apprentice from job to job and from employer to employer.

A Roofer Assistant/Apprentice shall serve a 24 month (4,000 hour) training program. Upon completion of the 4,000 hours the Assistant/Apprentice shall have the status of a Roofer.

The wage rate for Roofer Assistants/Apprentices shall be as follows:

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

SHEET METAL ROOFER								
Effective Date	Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	Total Pkg
July 1, 2008	\$30.58	\$2.75	\$5.25	\$2.25	\$0.80	\$0.63	\$0.72	\$42.98
July 1, 2009 *	\$31.50	\$2.83	\$5.50	\$2.25	\$0.80	\$0.63	\$0.72	\$44.23
July 1, 2010 *	\$32.41	\$2.92	\$5.50	\$2.50	\$0.80	\$0.63	\$0.72	\$45.48

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

Amendment #4 – July 1, 2009

Amendment #9 – July 1, 2010

ROOFER ASSISTANT/APPRENTICE:

(The percentages next to each block of hours represent the percentage of the Roofers increase that is given to that block of hours.)

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

ROOFER ASSISTANT/APPRENTICE - SHEET METAL WORKER									
		Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	Total Pkg
Effective Date: July 1, 2008									
0 - 1000 hours	70%	<u>\$19.60</u>	<u>\$1.76</u>	\$5.25	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$31.01</u>
1001 - 2000 hours	80%	<u>\$23.17</u>	<u>\$2.08</u>	\$5.25	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$34.90</u>
2001 - 3000 hours	90%	<u>\$26.86</u>	<u>\$2.42</u>	\$5.25	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$38.93</u>
3001 - 4000 hours	95%	<u>\$28.61</u>	<u>\$2.58</u>	\$5.25	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$40.84</u>
Effective Date: July 1, 2009 *									
0 - 1000 hours	70%	<u>\$20.17</u>	<u>\$1.82</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$31.89</u>
1001 - 2000 hours	80%	<u>\$23.85</u>	<u>\$2.15</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$35.90</u>
2001 - 3000 hours	90%	<u>\$27.66</u>	<u>\$2.49</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$40.05</u>
3001 - 4000 hours	95%	<u>\$29.48</u>	<u>\$2.65</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$42.03</u>
Effective Date: July 1, 2010 *									
0 - 1000 hours	70%	<u>\$20.75</u>	<u>\$1.87</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$32.77</u>
1001 - 2000 hours	80%	<u>\$24.54</u>	<u>\$2.21</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$36.90</u>
2001 - 3000 hours	90%	<u>\$28.46</u>	<u>\$2.56</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$41.17</u>
3001 - 4000 hours	95%	<u>\$30.34</u>	<u>\$2.73</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$43.22</u>

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

The Parties agree that at the time a Provincial Apprenticeship Program for Roofers becomes effective they shall amend this Collective Agreement to include the Apprenticeship Schedule of Rates provided under the Provincial Program.

Amendment #4 – July 1, 2009

Amendment #9 – July 1, 2010

UNION ADMINISTRATION FUND:

The employer agrees to deduct forty cents (\$0.40) per hour worked for each employee and to remit by the second (2nd) week of each month, together with a list of employees and hours worked, to:

Local 56 Sheet Metal Workers
87 Applecross Drive
Sydney, Nova Scotia
B1R 2B4

SUBMISSION OF RECORDS:

The Business Agent will forward to the employer a record form compatible to Bulger forms for submission to the Union office monthly which will list all employer contributions to benefit plans and employer payments to union dues.

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

SHEETER DECKER:

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

APPRENTICES - SHEETER DECKER								
	Hourly Rate	V & H 9%	Pension	Benefit	Occupational Health & Safety	Training & Apprenticeship Fund	Consol. Fund	Total Pkg
Effective Date: July 1, 2008								
70%	<u>\$22.55</u>	<u>\$2.03</u>	<u>\$3.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$32.23</u>
80%	<u>\$25.41</u>	<u>\$2.29</u>	<u>\$4.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$36.35</u>
90%	<u>\$28.34</u>	<u>\$2.55</u>	<u>\$5.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$40.54</u>
95%	<u>\$30.24</u>	<u>\$2.72</u>	<u>\$5.25</u>	\$2.25	\$0.80	\$0.63	<u>\$0.72</u>	<u>\$42.61</u>
Effective Date: July 1, 2009 *								
70%	<u>\$23.13</u>	<u>\$2.08</u>	<u>\$3.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$33.11</u>
80%	<u>\$26.10</u>	<u>\$2.35</u>	<u>\$4.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$37.35</u>
90%	<u>\$29.15</u>	<u>\$2.62</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$41.67</u>
95%	<u>\$31.10</u>	<u>\$2.80</u>	<u>\$5.50</u>	\$2.25	\$0.80	\$0.63	\$0.72	<u>\$43.80</u>
Effective Date: July 1, 2010 *								
70%	<u>\$23.71</u>	<u>\$2.13</u>	<u>\$3.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	\$33.99
80%	<u>\$26.79</u>	<u>\$2.41</u>	<u>\$4.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$38.35</u>
90%	<u>\$29.95</u>	<u>\$2.70</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$42.80</u>
95%	<u>\$31.96</u>	<u>\$2.88</u>	<u>\$5.50</u>	<u>\$2.50</u>	\$0.80	\$0.63	\$0.72	<u>\$44.99</u>

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

Amendment #4 – July 1, 2009

Amendment #9 – July 1, 2010