



**REISSUED  
AMENDMENT  
NOTICE**

**DATE:** October 1, 2015

**To:** **Cape Breton Island Ironworker Rebar 752 Trade Classification**

Allsteel Coatings Ltd.	Mark	Cooper
Joneljim Concrete Construction	Gary	Peach
Joneljim Concrete Construction	Jim	Kehoe
Joneljim Concrete Construction	Debbie	Young
Leslie & Benn Contracting	Kevin	Leslie
MacGregor's Custom Machining	Andy	MacGregor
MacGregor's Custom Machining	Paul	Allen
Rendan Fabricators	Donald	Deveaux
Rendan Fabricators	Joey	MacEachern
Sunny Corner Enterprises Inc.	Bill	Schenkels
Sunny Corner Enterprises Inc.	Bruce	Clark
V.S.L. Canada Limited	Derrick	Nickerson
V.S.L. Canada Limited	Geri	Parsons

**CC:** JOHN WILSON, IRONWORKER 752  
JACK WALL, CBI TRADES COUNCIL OFFICE

**FROM:** Al Stapleton

**RE:** **Amendment #7 to Ironworker Rebar 752 Appendices of 2014-2017 Cape Breton Island Commercial & Industrial Collective Agreements**  
**\*\*\* REISSUED FOR UNION ADDRESS CHANGE \*\*\***

**PAGES:** <sup>5</sup>/<sub>9</sub> (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
October 11, 2015	<ul style="list-style-type: none"> <li>Union deduction fee increase from 2.5% to 3%.</li> <li>Union address change *</li> </ul>	Comm 5A-7, 5A-8, 5A-9, 5A-10 Ind 5A-7, 5A-8, 5A-9, 5A-11

Attached are the amended pages for the Ironworker Rebar 752 appendices of the Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements 2014-2017 Amendment #7, effective October 11, 2015.

NOTE: This amendment was first distributed late yesterday and is now being reissued this morning as the Union had recently moved to a new address. Please review all affected pages of this amendment.

Please review these 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.nslcra.ca](http://www.nslcra.ca).

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**BENEFIT PLAN:**

**IRONWORKERS LOCAL 752 MAJOR MEDICAL & DENTAL PLAN**

Trustees and a professional administrator and manager have been selected for the Ironworkers Local Union 752 Benefit Plan.

The Parties hereto agree to the Benefit Plan as follows:

- (a) The Trust Document under which the fund is controlled shall provide for equal trustees in number and in power appointed by each of the Parties hereto.
- (b) The Benefit Fund and Plan shall be professionally administered and managed.
- (c) The employer shall remit from the employees one dollar fifty cents (\$1.50) per hour for each hour paid and shall remit such money by cheque. Example of hours paid:  
Eight (8) hours .....Regular Rate.....eight (8) hrs paid  
Two (2) hours.....1/2 Regular Rate .....three (3) hrs paid  
Two (2) hours.....2x Regular Rate.....four (4) hrs paid  
Total .....fifteen (15) hrs paid

- (d) The cheque shall be made payable to the Ironworkers Local 752 Benefit Plan and mailed to:

**Ironworkers Local Union 752**  
**24 Lakeside Park Drive, Unit 103**  
**Lakeside, NS B3T 1L1**

- (e) The Parties hereto agree that the Board of Trustees appointed pursuant to the Agreement and Declaration of Trust establishing the Benefit Plan shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for contributions required to be made pursuant to this Article, as agent for the Parties. Any arbitrator appointed pursuant to this Clause is hereby expressly conferred jurisdiction to assess the amount of the contributions and related costs.
- (f) No grievance instituted by the Board of Trustees as agent to the Parties pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions pertaining to timeliness.
- (g) Notwithstanding the availability of grievance and arbitration procedures, it is further agreed between the Parties that the existence of this provision does not constitute a waiver of the rights of either of the Parties to this Collective Agreement or the Board of Trustees to proceed directly by way of Civil action in the Supreme Court of Nova Scotia, with respect to the collection of any outstanding contributions and related costs.
- (h) Should any deductions be required for an authorization Pension Plan or any change occur in the Benefit Plan deductions as set forth herein these changes and amendments will form part of this Agreement, and be effective upon receipt by the employer of written notification from the Union.

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**PENSION PLAN:**

The employer shall contribute and remit monthly to the Administrator of Record, before the tenth (10<sup>th</sup>) day of the month following, the following sum for each hour paid:

*The Amount Indicated in the Wage Tables of this Appendix*

The cheque shall be made payable to the **Benefit Plan Administrators Limited** and mailed to:

Ironworkers Local 752  
24 Lakeside Park Drive, Unit 103  
Lakeside, NS B3T 1L1

**UNION DEDUCTIONS:**

- (A) The employer agrees to deduct and remit all Union Dues and fees as are authorized by the employee in writing. Dues deductions shall be made from the first (1<sup>st</sup>) pay of each month in the amount of thirty-two dollars (\$32.00). Remittance shall be made not later than the twenty-fifth (25<sup>th</sup>) day of each month for the month deducted. Such remittance shall be accompanied by a statement of the names of the employees from whom such monies have been deducted.
- (B) Initiation fees shall be deducted weekly in such amounts as may be notified officially in writing by Local Union 752. Remittance shall be made not later than the tenth (10<sup>th</sup>) day of the following month for the month deducted.
- (C) Local Union 752 fees in the amount of two and one-half percent (2 1/2%) of total hourly wage rate per hour for each hour paid **and effective October 11, 2015, three percent (3%) of total hourly wage rate per hour for each hour paid** shall be deducted and remitted not later than the tenth (10<sup>th</sup>) day of the following month for the month deducted.
- (D) The cheques shall be made payable to:

Ironworkers Local 752  
24 Lakeside Park Drive, Unit 103  
Lakeside, NS B3T 1L1

Should any increases in the above (A) and/or (C) be authorized in accordance with the applicable provisions of the Union, the employer shall implement the increases upon receipt of notification from the Union.

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**TRAINING:**

Employers are concerned about employee safety as a way of working on and off the job. We recognize that improvements may only be accomplished if every employee is determined to practice safety at all times.

Safety is a result of continuous personal education for everyone and the employers intend to carry out its work in the safest manner possible, backed by good work practices and common sense.

An accident is an unplanned and unintended event which disrupts the progress of a work place. All accidents, using this definition, result in loss, due to a job disruption, a delay and possibly time loss due to personal injury, equipment damage or material damage.

Our goal is to eliminate accidents and implement safe, healthy policies and procedures.

As a result of said policies all Rodmen working in the construction industry shall have a Certificate in his possession for the following

- a) One (1) day course on the "Introduction to Occupational Health and Safety", for the construction worker.
- b) St. John Ambulance with C.P.R., or equivalent.
- c) W.H.M.I.S. - "Workplace Hazardous Material Information System".
- d) Fall arrest
- e) Confined space

All training will be funded through the Union Training Fund. The Trustees shall meet on a regular basis to discuss which courses, if any, should be added to or removed from this list.

**TRAINING FUND:**

It is agreed that the Parties shall institute a Training Fund to be governed and controlled by the Administration Agreement between the Parties, and the employer shall contribute and remit shall remit sixty-one cents (\$0.61) per hour to:

**The Administrator - Ironworkers Rebar Training Fund**  
**24 Lakeside Park Drive, Unit 103**  
**Lakeside, NS B3T 1L1**

In the event the Training Fund is discontinued, forty-six cents (\$0.46) would be returned to the employee's wage package and fifteen cents (\$0.15) would be deducted from the wage package.

Out of this fund, three quarters (3/4) of one percent (1%) of the applicable Journeyman's wage rate for each hour worked will be paid to the Ironworkers Progressive Action Cooperative Trust (IMPACT).

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**IRONWORKER LOCAL 752 BUILDING FUND:**

Employer shall remit for each employee twenty-five cents (\$0.25) for each hour paid in that month by an employee covered under this agreement.

This remittance of twenty-five cents (\$0.25) is to be on a separate cheque and payable to:

**Ironworkers Local 752 Building Fund**  
**24 Lakeside Park Drive, Unit 103**  
**Lakeside, NS B3T 1L1**

Note, the journeyman hourly rates in the wage tables contained herein have been reduced by twenty-five cents (\$0.25) to finance the Building Fund initiative, therefore, in the event that this fund ceases to exist the twenty-five cents (\$0.25) will revert to the employee wage package.

Note, this fund does not apply to Apprentices.

**CONSOLIDATED FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8D of the Collective Agreement for the Consolidated Fund to:

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

**INDUSTRY IMPROVEMENT FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8E of the Collective Agreement for the Industry Improvement Fund to:

**The Administrator**  
Nova Scotia Construction Labour Relations Association  
260 Brownlow Avenue, Unit #1  
Dartmouth, NS B3B 1V9

Remittance forms for this fund are available at [www.nscrlra.ca](http://www.nscrlra.ca) or by phone at 902-468-2283.

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