

APPENDIX NO. 2 - CARPENTERS - COMMERCIAL**BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**(hereinafter referred to as the "CLRA")

- AND -

**UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
LOCAL 1588**

(hereinafter referred to as the "Union")

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

CARPENTERS JOURNEYMAN							
Effective Date	Hourly Rate	V & H 9%	Pension	Benefit	Training	<u>Consol. Fund</u>	Total Pkg
July 1, 2008	<u>\$27.85</u>	<u>\$2.51</u>	\$4.70	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$37.03</u>
July 1, 2009 *	<u>\$29.00</u>	<u>\$2.61</u>	\$4.70	\$1.20	\$0.05	\$0.72	<u>\$38.28</u>
July 1, 2010 *	<u>\$30.15</u>	<u>\$2.71</u>	\$4.70	\$1.20	\$0.05	\$0.72	<u>\$39.53</u>

* 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 Pension Plan, Benefit Fund, Training Fund, Consolidated Fund and deduct and remit the Union Administration Fund of this Appendix.

Foreman shall receive the following rates above the hourly Journeyman rate a minimum premium of seven percent (7%) of journeyman base rate and holiday and vacation allowance.

Foreman shall be a Journeyman member of the Union.

APPRENTICES:

Apprentices shall be employed in a ratio of one to three (1:3) Carpenters per job, and shall be governed in regards to hours, overtime and holidays the same as Carpenters and wages shall be:

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

APPRENTICES - CARPENTERS									
			Hourly Rate	V & H 9%	Pension	Benefit	Training	Consol. Fund	Total Pkg
Effective Date: July 1, 2008									
1st 6 months	50%	or 0 - 1000 hrs	<u>\$13.30</u>	<u>\$1.20</u>	\$2.40	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$18.87</u>
2nd 6 months	55%	or 1001 - 2000 hrs	<u>\$14.95</u>	<u>\$1.35</u>	\$2.40	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$20.67</u>
3rd 6 months	60%	or 2001 - 3000 hrs	<u>\$15.85</u>	<u>\$1.43</u>	\$3.20	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$22.45</u>
4th 6 months	70%	or 3001 - 4000 hrs	<u>\$19.18</u>	<u>\$1.73</u>	\$3.20	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$26.08</u>
5th 6 months	75%	or 4001 - 5000 hrs	<u>\$20.64</u>	<u>\$1.86</u>	\$3.40	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$27.87</u>
6th 6 months	85%	or 5001 - 6000 hrs	<u>\$23.57</u>	<u>\$2.12</u>	\$3.90	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$31.56</u>
7th 6 months	90%	or 6001 - 7000 hrs	<u>\$24.95</u>	<u>\$2.25</u>	\$4.20	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$33.37</u>
8th 6 months	95%	or 7001 - 8000 hrs	<u>\$26.43</u>	<u>\$2.38</u>	\$4.40	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$35.18</u>
Effective Date: July 1, 2009 *									
1st 1000 hours	50%	or 0 - 1000 hrs	<u>\$13.88</u>	<u>\$1.25</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$19.50</u>
2nd 1000 hours	55%	or 1001 - 2000 hrs	<u>\$15.59</u>	<u>\$1.40</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$21.36</u>
3rd 1000 hours	60%	or 2001 - 3000 hrs	<u>\$16.54</u>	<u>\$1.49</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$23.20</u>
4th 1000 hours	70%	or 3001 - 4000 hrs	<u>\$19.99</u>	<u>\$1.80</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$26.96</u>
5th 1000 hours	75%	or 4001 - 5000 hrs	<u>\$21.50</u>	<u>\$1.94</u>	\$3.40	\$1.20	\$0.05	\$0.72	<u>\$28.81</u>
6th 1000 hours	85%	or 5001 - 6000 hrs	<u>\$24.54</u>	<u>\$2.21</u>	\$3.90	\$1.20	\$0.05	\$0.72	<u>\$32.62</u>
7th 1000 hours	90%	or 6001 - 7000 hrs	<u>\$25.99</u>	<u>\$2.34</u>	\$4.20	\$1.20	\$0.05	\$0.72	<u>\$34.50</u>
8th 1000 hours	95%	or 7001 - 8000 hrs	<u>\$27.52</u>	<u>\$2.48</u>	\$4.40	\$1.20	\$0.05	\$0.72	<u>\$36.37</u>
Effective Date: July 1, 2010 *									
1st 1000 hours	50%	or 0 - 1000 hrs	<u>\$14.46</u>	<u>\$1.30</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$20.13</u>
2nd 1000 hours	55%	or 1001 - 2000 hrs	<u>\$16.22</u>	<u>\$1.46</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$22.05</u>
3rd 1000 hours	60%	or 2001 - 3000 hrs	<u>\$17.23</u>	<u>\$1.55</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$23.95</u>
4th 1000 hours	70%	or 3001 - 4000 hrs	<u>\$20.80</u>	<u>\$1.87</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$27.84</u>
5th 1000 hours	75%	or 4001 - 5000 hrs	<u>\$22.37</u>	<u>\$2.01</u>	\$3.40	\$1.20	\$0.05	\$0.72	<u>\$29.75</u>
6th 1000 hours	85%	or 5001 - 6000 hrs	<u>\$25.51</u>	<u>\$2.30</u>	\$3.90	\$1.20	\$0.05	\$0.72	<u>\$33.68</u>
7th 1000 hours	90%	or 6001 - 7000 hrs	<u>\$27.03</u>	<u>\$2.43</u>	\$4.20	\$1.20	\$0.05	\$0.72	<u>\$35.63</u>
8th 1000 hours	95%	or 7001 - 8000 hrs	<u>\$28.61</u>	<u>\$2.58</u>	\$4.40	\$1.20	\$0.05	\$0.72	<u>\$37.56</u>

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

The above Apprentice wage rates have been adjusted to reflect increases to various Plans herein and, therefore, these rates do not represent a simple percentage of the Journeyman's hourly rate.

Preference of employment shall be granted to all indentured Apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeship. Apprentices may be indentured directly to employers.

When employers do not have the ratio of Apprentices as provided for in this Agreement, the Union shall have the right to include unemployed indentured Apprentices when filling out job orders.

OVERTIME:

The first two (2) hours of overtime daily to a maximum of six (6) hours overtime in any one (1) week period, Monday through Friday shall be paid at time and one-half (1/½x). All additional overtime hours shall be paid for as double time (2x).

All hours worked on Saturdays, Sundays and Designated Holidays shall be paid at double time (2x), subject to the provisions of Article 7.06 of the Commercial Agreement.

Drywall companies working on Commercial Projects working overtime will notify the Union or Shop Steward.

SUBSISTENCE:

ARTICLE 15 - Subsistence of the Master Agreement shall be modified to read:

- (1) There shall be a free zone for employees working within a forty (40) kilometre radius of the Sydney Court House. This free zone will apply to (and only to) employees living and working within this zone.
- (2) There shall be a free zone of forty (40) kilometres around the jobsite. Travel and subsistence will not apply to employees travelling and working within this zone. This shall apply to all employees not covered in (1).
- (3) Transportation allowance shall apply to road mileage travelled by an employee from his permanent place of residence to the outside limit of a jobsite free zone as set out in Article 15(2) up to a maximum of fifty-six (56) kilometres from the free zone. Transportation mileage allowance shall be paid two (2) ways as follows ...

Fifty-two cents (\$0.52) per kilometre

Mileage measurements shall be based on the shortest normally travelled route

- (4) Employees working on a jobsite and maintaining a permanent place of residence which is ninety-six (96) kilometres from the jobsite (normal travelled route) shall receive Board Allowance in place of mileage allowance as follows ...

	July 1, 2008	July 1, 2009	July 1, 2010
5 X 8	<u>\$75.00</u>	<u>\$80.00</u>	<u>\$85.00</u>
4 X 10	<u>\$93.75</u>	<u>\$100.00</u>	<u>\$106.25</u>

- (5) When an employee is instructed to move from shop to job, job to job, or from job to shop within the working day, transportation shall be provided or paid for by the employer, or when the employee uses his own vehicle at the employer's request, he shall be paid mileage allowance as set forth in (3).

Travelling time shall be paid for such travel within the working day

- (6) Where public transportation is authorized by the employer, (employer pays fare) or where the employer provides transportation to the job site, in either case, travelling time shall be paid by the employer where such time spent in travelling is in addition to the regular working hours.

- No employee shall be compelled to use his own vehicle to transport materials to or from the job site

- (7) **BOARD:**

Where required by the employer to board overnight or any length of time, adequate board authorized by the employer will be paid for by the employer. Transportation shall be provided or paid for by the employer or, where an employee uses his own vehicle at the employer's request, he shall be paid the mileage allowance set forth in Article 15(3). Travelling time shall be paid for at the rate of single time to a maximum of eight (8) hours in any one day.

TRANSFERRING TO SUBSIDIZED PROJECTS:

All employers will be obligated to the following transfer ratio with respect to projects subsidized by the Unions. (Failure to comply, will result in a claim for all hours worked by employees transferred over the ratio).

Two (2) transfers to one (1) hired from the Union office; to a maximum of four (4) transfers (Foremen are included in the transfer ratio).

When layoffs occur, the ratio will work in the reverse.

SHIFT DIFFERENTIAL:

When necessary to work two (2) or more shifts within the twenty-four (24) hours, men employed between the hours of 5:00 p.m. and 8:00 a.m. shall be paid at the rate of eight (8) hours pay for seven (7) hours work.

TOOL LOCK-UP:

Tool lock-up to be provided when required and generally kept locked when Carpenters are not on the jobsite. Carpenter and Apprentice tools shall be insured by the employer for loss by fire and/or theft on jobs when such tools are locked up. It is agreed that the employee will provide a list of such tools to the employer at the start of the job, if requested, and amend as required. Such list may be authenticated by the employer at any time.

HEIGHT PAY:

Carpenters required to work on scaffold or structural steel fifty feet (50') or more shall be paid an additional twenty cents (\$0.20) 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.

Working on swing stage shall be mutually agreed between the employer and the employee.

HANDICAPPED:

A special rate of wages may be established by a committee of the Union and employer for an employee who is handicapped.

UNION ADMINISTRATION FUND:

The employer agrees to deduct and remit one dollar (\$1.00) per hour paid for each employee, on or before the fifteenth (15th) of each month, together with a list of all employees and their Social Insurance Numbers to:

Carpenters Union Local 1588
24 Cossitt Heights Drive
Sydney, Nova Scotia
B1P 7E8

GENERAL:

All power tools and mechanical mitre boxes used by Carpenters and Apprentices on any job for woodworking purposes shall be operated by Carpenters and Apprentices, and such tools shall be supplied by the employer and at all times kept in sound and serviceable condition.

Carpenters and Apprentices shall be required to own and have with them all hand tools necessary to perform the work of their trade, and shall be allowed time during working hours to keep tools sharp and in good working condition.

Adequate clean quarters, with sufficient room for employees, heated when necessary, shall be provided.

When rubber boots are supplied, they shall be in good, clean, sanitary condition.

Sanitary facilities will be maintained with proper seats and paper. When feasible, the employer will provide chemical facilities.

Piece work of any nature will be a direct violation of this Collective Agreement.

All doors and door hardware such as panic bars, kick plates, locks and closures will be installed by members of Local 1588 except where Painters Local 1945 has jurisdiction.

Failure to comply will be a violation of Article 20 of the Commercial Agreement and Article 22 of the Industrial Agreement.

HARD HATS:

Where necessary, when an employee does not have a hard hat, the employer will supply a hard hat. Should the employee not return such hard hat upon termination, the cost will be deducted from his final pay.

SAW FILER:

On Commercial Projects, the employer will send the employee saws to be filed periodically at the employer's discretion.

CLASSIFICATION:

- Pile DriversBasic Rate
- Forklift OperatorBasic Rate

The classification listed above is for the classification of the wage rate only and is in no way to be interpreted as determining jurisdiction.

JOINT CONFERENCE BOARD:

A board consisting of three (3) members (and additional equal members as required) from each Party to this Agreement may be set up within one (1) month from the signing of this Agreement and shall meet quarterly thereafter, or more frequently if deemed necessary. The purpose of these meetings is to provide an exchange of ideas and opinions so that the purpose of this Agreement may be more easily achieved.

INJURED ON SITE:

Carpenters, when injured on the site and who require medical attention, will receive pay for the day, eight hours (8) at the regular hourly rate, provided that a medical report is provided stating that the injured party is unable to return and complete the shift. The employer may authorize another employee to accompany the injured party, and if so, he shall experience no loss of pay.

HEAVY CIVIL:

The calculation of Apprentice rates for Heavy Civil Work and for Small Jobs, is, at the agreement of the Parties, not exactly the percentage indicated and this variation is established to facilitate the Stabilization Fund contributions as set forth.

The following overtime rates of pay and conditions shall apply to Bridges, Wharves, Overpasses, Street & Highway Work, Marine, Crib and related work.

Where there is conflict between the body and the Appendix of this Agreement, the Appendix shall apply.

The regular work week will be fifty (50) hours, Monday through Friday, at regular rates of pay to a maximum of ten (10) hours a day. All other hours, Monday through Friday, shall be at one and one half (1½) times.

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

HEAVY CIVIL JOURNEYMAN							
Effective Date	Hourly Rate	V & H 9%	Pension	Benefit	Training	Consol. Fund	Total Pkg
July 1, 2008	<u>\$24.08</u>	<u>\$2.17</u>	\$4.00	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$32.22</u>
July 1, 2009 *	<u>\$25.06</u>	<u>\$2.25</u>	\$4.00	\$1.20	\$0.05	\$0.72	<u>\$33.28</u>
July 1, 2010 *	<u>\$26.03</u>	<u>\$2.34</u>	\$4.00	\$1.20	\$0.05	\$0.72	<u>\$34.34</u>

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

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

HEAVY CIVIL APPRENTICES - CARPENTERS									
			Hourly Rate	V & H 9%	Pension	Benefit	Training	Consol. Fund	Total Pkg
Effective Date: July 1, 2008									
1st 6 months	50%	<i>or</i> 0 - 1000 hrs	<u>\$12.08</u>	<u>\$1.09</u>	\$2.30	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$17.44</u>
2nd 6 months	55%	<i>or</i> 1001 - 2000 hrs	<u>\$13.26</u>	<u>\$1.19</u>	\$2.50	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$18.92</u>
3rd 6 months	60%	<i>or</i> 2001 - 3000 hrs	<u>\$14.60</u>	<u>\$1.31</u>	\$2.50	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$20.38</u>
4th 6 months	70%	<i>or</i> 3001 - 4000 hrs	<u>\$17.04</u>	<u>\$1.53</u>	\$2.80	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$23.34</u>
5th 6 months	75%	<i>or</i> 4001 - 5000 hrs	<u>\$18.42</u>	<u>\$1.66</u>	\$2.80	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$24.85</u>
6th 6 months	85%	<i>or</i> 5001 - 6000 hrs	<u>\$20.66</u>	<u>\$1.86</u>	\$3.30	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$27.79</u>
7th 6 months	90%	<i>or</i> 6001 - 7000 hrs	<u>\$21.82</u>	<u>\$1.96</u>	\$3.50	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$29.25</u>
8th 6 months	95%	<i>or</i> 7001 - 8000 hrs	<u>\$22.94</u>	<u>\$2.07</u>	\$3.75	<u>\$1.20</u>	\$0.05	<u>\$0.72</u>	<u>\$30.73</u>
Effective Date: July 1, 2009 *									
1st 1000 hours	50%	<i>or</i> 0 - 1000 hrs	<u>\$12.48</u>	<u>\$1.12</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$17.97</u>
2nd 1000 hours	55%	<i>or</i> 1001 - 2000 hrs	<u>\$13.88</u>	<u>\$1.25</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$19.50</u>
3rd 1000 hours	60%	<i>or</i> 2001 - 3000 hrs	<u>\$14.54</u>	<u>\$1.31</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$21.02</u>
4th 1000 hours	70%	<i>or</i> 3001 - 4000 hrs	<u>\$17.35</u>	<u>\$1.56</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$24.08</u>
5th 1000 hours	75%	<i>or</i> 4001 - 5000 hrs	<u>\$18.61</u>	<u>\$1.67</u>	\$3.40	\$1.20	\$0.05	\$0.72	<u>\$25.65</u>
6th 1000 hours	85%	<i>or</i> 5001 - 6000 hrs	<u>\$20.94</u>	<u>\$1.88</u>	\$3.90	\$1.20	\$0.05	\$0.72	<u>\$28.69</u>
7th 1000 hours	90%	<i>or</i> 6001 - 7000 hrs	<u>\$22.05</u>	<u>\$1.98</u>	\$4.20	\$1.20	\$0.05	\$0.72	<u>\$30.20</u>
8th 1000 hours	95%	<i>or</i> 7001 - 8000 hrs	<u>\$23.28</u>	<u>\$2.09</u>	\$4.40	\$1.20	\$0.05	\$0.72	<u>\$31.74</u>
Effective Date: July 1, 2010 *									
1st 1000 hours	50%	<i>or</i> 0 - 1000 hrs	<u>\$12.96</u>	<u>\$1.17</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$18.50</u>
2nd 1000 hours	55%	<i>or</i> 1001 - 2000 hrs	<u>\$14.41</u>	<u>\$1.30</u>	\$2.40	\$1.20	\$0.05	\$0.72	<u>\$20.08</u>
3rd 1000 hours	60%	<i>or</i> 2001 - 3000 hrs	<u>\$15.13</u>	<u>\$1.36</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$21.66</u>
4th 1000 hours	70%	<i>or</i> 3001 - 4000 hrs	<u>\$18.03</u>	<u>\$1.62</u>	\$3.20	\$1.20	\$0.05	\$0.72	<u>\$24.82</u>
5th 1000 hours	75%	<i>or</i> 4001 - 5000 hrs	<u>\$19.34</u>	<u>\$1.74</u>	\$3.40	\$1.20	\$0.05	\$0.72	<u>\$26.45</u>
6th 1000 hours	85%	<i>or</i> 5001 - 6000 hrs	<u>\$21.76</u>	<u>\$1.96</u>	\$3.90	\$1.20	\$0.05	\$0.72	<u>\$29.59</u>
7th 1000 hours	90%	<i>or</i> 6001 - 7000 hrs	<u>\$22.92</u>	<u>\$2.06</u>	\$4.20	\$1.20	\$0.05	\$0.72	<u>\$31.15</u>
8th 1000 hours	95%	<i>or</i> 7001 - 8000 hrs	<u>\$24.20</u>	<u>\$2.18</u>	\$4.40	\$1.20	\$0.05	\$0.72	<u>\$32.75</u>

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

Travel time, Reporting Time and Severance Pay shall not apply on these Projects. All other wording in the existing Commercial Agreement, including but not referred to herein, the Benefit Plan and the Paid Holidays will apply to this Agreement.

The above Appendix to the Commercial Agreement shall be for the duration of this Commercial Agreement only and shall be terminated by either Party, if so desired, at the next negotiations.

This Article shall not apply to the type of work being done on a designated Commercial or Industrial Site.

BENEFIT PLAN:

The Parties hereto agree to a Benefit Plan as follows:

- (a) The Trust Document under which the Fund is controlled shall provide for equal Trustees in number and in power, to be appointed by each of the Parties hereto.
- (b) The Benefit Plan established shall be professionally administered.
- (c) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (d) The employer shall make contributions at the rate of one dollar twenty cents (\$1.20) per hour to:

Administrator - Benefit Plan Administrators Ltd.

Suite 216, Tower 1 - 7001 Mumford Road

Halifax, NS,

B3L 4N9

Phone: (902) 455-7277

Fax: (902) 454-5936

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

PENSION FUND:

The Parties hereto agree on a Pension Fund as follows:

- (1) The Trustees for the Fund will be the same as the Benefit Plan.
- (2) The employers bound by this Agreement shall make contributions at the rates as indicated in the wage tables of this Appendix, per hour paid.
- (3) The Pension Fund shall be professionally administered by:

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

The Parties to this Collective Agreement agree that the Trustees of the Trust Fund, appointed in accordance with the Trust Agreement, shall have the authority to enforce payment of contributions to the Trust Fund, as provided for in this Collective Agreement.

This Pension Fund shall facilitate those members who have worked in other areas and allow reciprocation of their Funds from other Plans.

TRAINING FUND:

Employers and employees both recognize the need and benefits derived from training received in new techniques of the industry. It is therefore imperative that a program of training be provided for all members of Local Union 1588.

The funds for such training shall be provided by the employers in an amount of five cents (\$0.05) per hour paid by the employees, and shall be administered by the Administrator of the Benefit Plan.

The training program shall be controlled by the Trustees of the Benefit Plan and/or a training coordinator who will be hired when necessary. The training committee will advise the training coordinator of his duties.

The total of five cents (\$0.05) per hour, per hour paid, by all employees working under the conditions of this Agreement shall be sent by the employers concerned with a list of names set out in alphabetical order to:

Benefit Plan Administrators Limited

Tower 1, Suite 216
7001 Mumford Road
Halifax, Nova Scotia
B3L 4N9

If this Committee shall cease to function by mutual agreement of all Parties concerned, all assets shall be divided as shown and returned to the contributing organizations as per the trust document.

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

SIGNATORIES

FOR THE EMPLOYER

ALLAN STAPLETON

GREIG MACLEOD

FOR THE UNION

COLIN CAMPBELL

GERARD R. BOUDREAU
