

***TILE & TERRAZZO COLLECTIVE AGREEMENT
CAPE BRETON ISLAND
2008 - 2011***

BETWEEN

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED

(hereinafter referred to as the "CLRA")

260 Brownlow Avenue, Unit No. 1
Dartmouth, NS
B3B 1V9
Phone: (902) 468-2283
Fax: (902) 468-3705

- AND -

INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS

LOCAL UNION 1, NOVA SCOTIA

(hereinafter referred to as the "Union")

14 McQuade Lake Crescent, Suite 203

Halifax, NS

B3S 1B6

Phone: (902) **450-5614**

Fax: (902) **450-5146**

THIS AGREEMENT made this 19th day of September, 2008.

EFFECTIVE DATE: JULY 1, 2008

EXPIRATION DATE: JUNE 30, 2011

Amendment #1 – June 1, 2009

Amendment #2 – October 1, 2009

Amendment #3 – May 1, 2010

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Collective Agreement for Cape Breton Island governing rates of pay, hours of work and other working conditions in the Marble, Tile and Terrazzo between the following Parties:

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that every term and condition contained within this Collective Agreement may be amended upon the agreement of the Parties.

Signatory and future signatory employers who require the services of Union members and the International Union of Bricklayers and Allied Craftsmen, and herein called the "International Union".

LOCAL 1 – CAPE BRETON ISLAND

Comprising Journeymen, Apprentice-Improvers, Apprentices, Grinders, Wet or Dry Polishers, Marble, Masons, Tile Setters, Terrazzo Workers and Miscellaneous Helpers chartered by the International Union of Bricklayers and Allied Craftsmen, hereinafter called the "Local Union." The words "Mechanic Journeymen" set out in this Agreement are the same and are interchangeable.

PREAMBLE

Whereas the general purpose of this Agreement is to establish mutually satisfactory arrangements between the companies and its employees and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this Agreement.

No wages, conditions, separate or apart from the conditions set out in this Agreement will be sought or condoned by the Union and any of its members.

Therefore, it is expressly agreed and declared by and between the Parties as follows:

RECOGNITION

The Union represents that it has complete and final authority to bargain with the CLRA on behalf of the employers who it represents, and to administer this Agreement and to settle any matters of dispute which may arise between employer and Union. Furthermore, it is understood that this covenant is binding on the Local Union.

The International Union of Bricklayers and Allied Craftsmen, Local Union No. 1 of Nova Scotia accepts the delegation of authority hereinbefore set out and undertakes to administer this Collective Agreement and to bargain collectively for renewal thereof on behalf of all employees of the employer for whom the Union is authorized to bargain.

The Union recognizes the CLRA as the sole collective bargaining agent with respect to the trade for its members designated herein and other contractor employers covered by Accreditation Order No. L.R.B. 392C, dated January 29, 1976 and Accreditation Order No. L.R.B. 428, dated April 5, 1977.

Amendment #1 – June 1, 2009

ARTICLE 1 - TERMS OF AGREEMENT

- 1.01 This Agreement shall become effective from the date of signing and shall remain in force until the 30th day of June, 2011.
- 1.02 All the signatories to this Agreement will be advised before the adding of any new signatories to this Agreement.
- 1.03 The contractor agrees not to employ anyone in the trade of Marble, Tile or Terrazzo work or Chemical Product Workers within the area as outlined in Article 2 who is not a member of the Local Union unless such employees are not available from the Local Union.
- 1.04 No member of the Union shall be permitted to work at Marble, Tile or Terrazzo for any person, corporation or partnership who is not a Party to this Agreement. Union members in violation of this Article shall be subject to disciplinary procedures at the hands of the Union.
- 1.05 The Union shall not sign this Agreement with anyone other than a Party whose business is recognized as Marble, Tile or Terrazzo work as laid out in Article 2 hereunder.
- 1.06 The contractor shall not employ any Marble Masons, Tile Setters or Terrazzo Workers on a square foot basis, or demand any given amount or work for a lump sum, and without limiting the generality of the foregoing, there shall be no limitation as to the amount of work any man may be required to perform.
- 1.07 It is agreed that the Joint Trade Committee shall be three (3) representatives from each Party and this Committee shall have the power to set up and enforce Apprenticeship arrangements, including the testing of applicants for Journeyman status. The Committee shall meet at least once every three (3) months and may be called any time in case of emergency. Proper rules and procedures are to be established at the first regular meeting. Minutes to be kept of all meetings.
- 1.08 The contractor agrees to phone the Union office for all Mechanics required. The employer shall have the right to determine the competency and qualifications of men referred by the Union and the right to hire or not hire accordingly.

ARTICLE 2 - MARBLE, TILE AND TERRAZZO JURISDICTION

- 2.01 It is recognized by the contractor Parties to this Agreement that, included in the jurisdictional claims of the International Union of Bricklayers and Allied Craftworkers, are the following:
- 2.02 Marble, Mosaic, Venetian Enamel and Terrazzo cutting and assembling of Mosaic, the casting of all Terrazzo jobs.
- 2.03 All bedding above concrete floors or walls for the preparation of cutting, laying or setting of metal composition of wooden strips and grounds, and the lathing and cutting of metal strips, laths or other reinforcements, where used in Mosaic and Terrazzo work, shall be the work of the Mosaic and Terrazzo workers.
- 2.04 All Cement, Terrazzo, Magnesite Terrazzo, Dex-o-Tex, Rustick or rough washed for exterior or interior of buildings and any other kind of Plastic mixture composed of chips of Marble, Granite, Blue Stone, Enamel, and all other kinds of chips when mixed with cement, rubber, magnesium, chloride or other binding materials when used on floors, ceilings, stairs, saddles and which are not considered a part of the building, such as fountains, swimming pools, etc. Also, all other substitutes that may be applied under the same method as Mosaic or Terrazzo.
- 2.05 The laying, cutting and setting of all hard tile where used for floors, walls, ceilings, walks, promenades, roofs and pavers up to two inches (2") in thickness, stairs, treads, stair risers, facing hearths, fireplaces and decorative insets, together with any marble plinths, thresholds or window stools used in connection with any tile work, and paver work up to two inches (2") in thickness; also prepare and set all concrete, cement, brick work or other foundation or materials that may be required to properly set and complete such work; the setting or bedding of all tiling, stone, marble composition, glass mosaic or other materials forming the facing, hearth or fireplaces of a mantel, or the mantel complete; together with the setting of all cement, brickwork or other materials required in connection with the above work; also, the slabbing and fabrication of tile mantels, counters and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction or repairing of all fireplaces, whether in connection with a mantel, hearth facing or not, and the setting and preparing of all materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble or stone shall be conceded to be Bricklayers, Marble Setters or Stone Masons work respectively. Where tile and pavers up to two inches (2") in thickness are set with adhesive or the walls, floors and ceilings are floated with cement mortar, both floating and tile setting shall be done by Tile Setters.

- 2.06 It will be understood that the work "Tile" refers to all burned clay products as used in the tile industry, either glazed or unglazed, and to all quarry and paver tile up to two inches (2") in thickness, also mixture in tile form of cement, plastic and metals that are made for and intended for use as a finished floor surface, garden walls, interior walls, ceilings, swimming pools and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, for setting of all accessories when built in walls or for decorative inserts on other materials. The Foreman over any tile work shall be a Tile Layer and at no time shall any other than a bonafide Tile Setter act as a Foreman on tile work. All new materials that replace the above material that is applied by the same method is covered by the terms of this Agreement.

MASONRY-MARBLE:

- 2.07 Marble Masons jurisdiction claims shall consist of the carving, cutting and setting of all natural stone and precast up to two inches (2") thick. This shall apply to all interior work, such as sanitary decorative and other purposes inside of buildings and every description where ever required, including all polish boned or sand finish; also the cutting and fitting of above materials after same leave mills or shop, as well as all accessories in connection with such work and the laying of all marble, tile, slate tile and terrazzo tile.
- 2.08 Foremen over any marble masonry shall be Marble Setters, and at no time shall anyone other than a bonafide Marble Setter act as a Foreman on all marble masonry.
- 2.09 It is mutually agreed that three (3) Improvers may help a Terrazzo Mechanic in such manner as is normally required. Any additional Improvers may be employed on any job to do such work as may be necessary beyond the helping of a Mechanic.

ALL MATERIALS:

- 2.10 Employees covered by this Agreement reserve the right to unload and handle their own material at the discretion of the Mechanic in charge.

ARTICLE 3 - CONDITION OF RENEWAL

- 3.01 This Agreement shall be effective the date of signing and shall continue to remain in effect until June 30, 2011. Should either Party desire to change, amend or terminate this Agreement after that date, the Party concerned agrees to give the other Party not less than sixty (60) days' notice in writing prior to the termination of this Agreement. In the event that no such notice is given in time by either Party, this Agreement shall remain in force from year to year.
- 3.02 Where notice of a desire to change, amend or terminate this Agreement is given under subparagraph 3:01, this Agreement shall remain in full force and effect until such time as an Agreement has been reached with respect to a renewal, amendment or substitution thereof, provided that this Agreement may be further extended from time to time by mutual consent.

ARTICLE 4 - GRIEVANCE & ARBITRATION

Unless the parties otherwise agree, the provisions of Section 107 of the Trade Union Act shall apply.

ARTICLE 5 - NO STRIKE - NO LOCKOUT

- 5.01 The Union and employees agree that there will be no strike or other collective action which will interfere with or stop the efficient operation of work of the employer or any of them for the duration of this Agreement.
- 5.02 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

ARTICLE 6 - WAGES

- 6.01 The amounts shall be as per Schedule "A" attached hereto and forming a part hereof.

ARTICLE 7 - EMPLOYER CONTRIBUTIONS

7.01 Employers signatory to this Agreement shall remit the amounts per hour per employee as set out below and forward the remittances to the addresses as specified in the applicable Articles 8, 9, 10, 11, 12, **13** and **14** of this Agreement.

		July 1, 2008	<u>June 1, 2009</u>	July 1, 2009	<u>October 1, 2009</u>	<u>May 1, 2010</u>	July 1, 2010
Health & Welfare Article 8	per hour worked	<u>\$1.75</u>	<u>\$1.85</u>	\$1.85	\$1.85	<u>\$1.90</u>	\$1.90
Pension Article 9	per hour worked	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	<u>\$2.50</u>
BAC <u>1</u> GRSP Article 10	per hour paid	<u>\$4.00</u>	\$4.00	<u>\$5.00</u>	\$5.00	\$5.00	\$5.00
<u>Promotion Fund</u> Article <u>11</u>	per hour worked	\$0.30	\$0.30	\$0.30	<u>\$0.23</u>	\$0.23	\$0.23
Bereavement Article <u>12</u>	per hour paid	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
<u>Training Fund</u> Article <u>13</u>	per hour worked	-	-	-	<u>\$0.23</u>	\$0.23	\$0.23
<u>Consolidated Fund</u> Article <u>14</u>	per hour paid	<u>\$0.72</u>	\$0.72	\$0.72	\$0.72	\$0.72	\$0.72

Amendment #1 – June 1, 2009
Amendment #2 – October 1, 2009
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ARTICLE 8 - HEALTH & WELFARE FUND

- 8.01 The employer agrees to pay to the International Health Fund Bricklayers Union, Local 1 the amount of one dollar seventy-five cents (\$1.75) per hour worked and effective June 1, 2009 the amount of one dollar eighty-five cents (\$1.85) per hour worked and effective May 1, 2010, the amount of one dollar ninety cents (\$1.90). These funds are to be remitted on or before the tenth (10th) day of the following month. Cheques are to be payable to the:

International Health and Welfare Fund

1216 Sand Cove Road, Unit 32

Saint John, New Brunswick

E2M 5V8

ARTICLE 9 - PENSION FUND

- 9.01 The employer agrees to pay to the Tile & Terrazzo Pension Fund the amount of one dollar fifty cents (\$1.50) and effective July 1, 2010, two dollars fifty cents (\$2.50) per hour worked. These funds are to be remitted on or before the tenth (10th) day of the following month. Cheques are to be made payable to the:

International Health and Welfare Fund

1216 Sand Cove Road, Unit 32

Saint John, New Brunswick

E2M 5V8

ARTICLE 10 – BAC 1 GRSP FUND

- 10.01 The employer agrees to pay to the BAC 1 GRSP Fund the amount of four dollars (\$4.00) and effective July 1, 2009, five dollars (\$5.00) per hour paid. These funds are to be remitted on or before the tenth (10th) day of the following month. Cheques are to be made payable to:

Primerica Concert Funds

c/o BAC Local 1 NS

14 McQuade Lake Crescent, Suite 203

Halifax, NS B3S 1B6

Amendment #1 – June 1, 2009

Amendment #2 – October 1, 2009

Amendment #3 – May 1, 2010

ARTICLE 11 - PROMOTION FUND

11.01 The employer agrees to pay the amounts set out in Schedule “A” and shall remit same to the Atlantic Provinces Trustees of the Masonry Promotion Trust Fund, I.U.B.A.C. Cheques should be mailed to:

1216 Sand Cove Road, Unit 32
Saint John, New Brunswick
E2M 5V8

ARTICLE 12 – BEREAVEMENT FUND

12.01 The employer agrees to pay to the Bereavement Fund the amount of ten cents (\$0.10) per hour paid. These funds are to be remitted on or before the tenth (10th) day of the following month. Cheques are to be made payable to

Trustees of the Bereavement Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

ARTICLE 13 - TRAINING FUND

13.01 The employer agrees to pay the amounts set out in Schedule “A” and shall remit same to the Tile Local 1 Training Fund. Cheques should be mailed no later than the tenth (10th) of the following month to:

Tile Local 1 Training Fund
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

Amendment #1 – June 1, 2009
Amendment #2 – October 1, 2009

ARTICLE 14- CONSOLIDATED FUND

14.01 The parties agree to a Consolidated Fund (compromising portions **are** Industry Improvement, Stabilization, the Nova Scotia Construction Sector Council and Techsploration) as follows.

14.02 During the term of this Collective Agreement, before the fifteenth (15th) day of each and every month during the said term, each employer shall supply and file such information as may reasonably be required by the Administrator, designated by the parties to be the Administrator, and included in such information for each single trade shall be the name of each employee, the Social Insurance Number of each employee and a schedule of total man hours paid during the previous calendar month by Union members in its employ together with a cheque in the amount as set forth in **14.04** of this Article.

14.03 The Consolidated Fund will be administered by a person designated as Administrator by the Cape Breton Island Building and Construction Trades Council and the employer contribution to this Consolidated Fund will be forwarded to the Administrator along with other identifying information requested by the Administrator to:

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

14.04 (a) Each employer bound by this Collective Agreement agrees to contribute to the Consolidated Fund, for each hour paid:

<u>1. Cape Breton Island Building Trades Council</u>	<u>\$0.18</u>
<u>2. Nova Scotia Construction Labour Relations Association</u>	<u>\$0.14 +HST</u>
<u>3. Council Wide Stabilization Fund</u>	<u>\$0.30</u>
<u>4. Nova Scotia Construction Sector Council.....</u>	<u>\$0.06</u>
<u>5. Techsploration</u>	<u>\$0.04</u>

Total contribution for each hour paid..... \$0.72 + HST to item 2 only.

(b) Should the CLRA and Council desire to increase the contribution provisions of the Consolidated Fund as set forth in paragraph (a), the parties agree that such increase in contribution shall be implemented if so desired provided that the Cape Breton Island Building & Construction Trades Council receives thirty (30) days notice of such amendment.

(c) Each employer must forward to the Administrator, along with the Consolidated Fund contribution, a statement of all hours worked in the appropriate period identifying such hours by trade (ie.: Carpenters hours, Electricians hours, etc.).

- 14.05** The Consolidated Fund shall be administered according to the terms of an Administrative Agreement made between the parties to this Collective Agreement.
- 14.06** The parties hereto agree that either party pursuant to the Collective Agreement establishing the Consolidated Fund, shall have the authority to utilize the arbitration procedure set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding contributions, damages and all related costs.
- 14.07** No grievance instituted by either party 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 of timelines.
- 14.08** In the event any one of the funds in Article 14.04 (a) are wound up the following subdivision shall apply:
1. Cape Breton Island Building Trades Council portion of the Consolidated Fund shall be reduced by eighteen cents (\$0.18) per hour paid and shall be added to the wage package.
 2. Nova Scotia Construction Labour Relations Association portion of the Consolidated Fund shall be reduced by fourteen cents (\$0.14) per hour paid.
 3. Council Wide Stabilization Fund portion of the Consolidated Fund shall be reduced by thirty cents (\$0.30) per hour paid, of which fifteen cents (\$0.15) shall be added to the wage package.
 4. Nova Scotia Construction Sector Council portion of the Consolidated Fund shall be reduced by six cents (\$0.06) per hour paid, of which three cents (\$0.03) shall be added to the wage package.
 5. The Techsploration portion of the Consolidated Fund shall be reduced by four cents (\$0.04) per hour paid, of which two cents (\$0.02) shall be added to the wage package.

ARTICLE 15 - VACATION AND HOLIDAY ALLOWANCE

- 15.01** A vacation and holiday allowance shall be paid to each employee in lieu of paid vacation and holidays.
- 15.02** Payment of the allowance shall be calculated and paid weekly as per Schedule A and Article **21.03**.
- 15.03** Annual vacation will be taken at a time mutually agreed between the employer and the employee.

ARTICLE 16 - DESIGNATED HOLIDAYS

16.01 During the period that this Agreement is in force, the following days shall be observed as Designated Holidays:

Calendar Year 2008	Day Falls On	Day Observed
Canada Day	Tuesday, July 1, 2008	Tuesday, July 1, 2008
Labour Day	Monday, September 1, 2008	Monday, September 1, 2008
Thanksgiving Day	Monday, October 13, 2008	Monday, October 13, 2008
Remembrance Day	Tuesday, November 11, 2008	Tuesday, November 11, 2008
Christmas Day	Thursday, December 25, 2008	Thursday, December 25, 2008
Boxing Day	Friday, December 26, 2008	Friday, December 26, 2008
Calendar Year 2009	Day Falls On	Day Observed
New Year's Day	Thursday, January 1, 2009	Thursday, January 1, 2009
Good Friday	Friday, April 10, 2009	Friday, April 10, 2009
Victoria Day	Monday, May 18, 2009	Monday, May 18, 2009
Canada Day	Wednesday, July 1, 2009	Wednesday, July 1, 2009
Labour Day	Monday, September 7, 2009	Monday, September 7, 2009
Thanksgiving Day	Monday, October 12, 2009	Monday, October 12, 2009
Remembrance Day	Wednesday, November 11, 2009	Wednesday, November 11, 2009
Christmas Day	Friday, December 25, 2009	Friday, December 25, 2009
Boxing Day	Saturday, December 26, 2009	<i>Monday, December 28, 2009</i>
Calendar Year 2010	Day Falls On	Day Observed
New Year's Day	Friday, January 1, 2010	Friday, January 1, 2010
Good Friday	Friday, April 2, 2010	Friday, April 2, 2010
Victoria Day	Monday, May 24, 2010	Monday, May 24, 2010
Canada Day	Thursday, July 1, 2010	Thursday, July 1, 2010
Labour Day	Monday, September 6, 2010	Monday, September 6, 2010
Thanksgiving Day	Monday, October 11, 2010	Monday, October 11, 2010
Remembrance Day	Thursday, November 11, 2010	Thursday, November 11, 2010
Christmas Day	Saturday, December 25, 2010	<i>Monday, December 27, 2010</i>
Boxing Day	Sunday, December 26, 2010	<i>Tuesday, December 28, 2010</i>
Calendar Year 2011	Day Falls On	Day Observed
New Year's Day	Saturday, January 1, 2011	<i>Monday, January 3, 2011</i>
Good Friday	Friday, April 22, 2011	Friday, April 22, 2011
Victoria Day	Monday, May 23, 2011	Monday, May 23, 2011

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civil Holidays it shall be observed as such under the terms of this Agreement.

- 16.02** Employees required to work on any Designated Holiday shall be paid in accordance with the overtime provisions in Article **17.07**, for all hours worked at the request of the employer.
- 16.03** If work is required by an employee on any of these days, or on Saturday afternoon or Sunday, it will be paid for at double (2x) the straight time rate of pay for such work.
- 16.04 PAID HOLIDAYS** – Canada Day, Labour Day, Remembrance Day, Thanksgiving Day
If an employee is on payroll one (1) week before a paid holiday and available for work the day after the holiday, he shall be paid for that holiday.

ARTICLE 17 - WORK WEEK

- 17.01** Eight (8) hours shall constitute a working day, and forty (40) hours a working week from Monday to Friday inclusive. All time worked in excess of this shall constitute overtime and shall be paid as provided for in **17.05** and **17.06** herein.
- 17.02** A working day shall be constituted as follows: from 8:00 a.m. to 12:00 Noon, and from 12:30 p.m. to 4:30 p.m., except for shift work as set out in **17.04** herein.
- 17.03** It is covenanted and agreed where it is impossible to work between the hours of 8:00 a.m. and 4:30 p.m., night work shall be paid for at the rate of ten (10) hours for eight (8) hours of work performed. However, after five (5) consecutive days, the rate of nine (9) hours for eight (8) hours work shall be paid. When it is necessary to work three (3) continuous shifts for concrete work, the following hours of work shall prevail:
- | | | |
|----------------|----|----------------|
| 8:00 a.m. | to | 4:00 p.m. |
| 4:00 p.m. | to | 12:00 Midnight |
| 12:00 Midnight | to | 8:00 a.m. |

Including, one-half (½) hour on each shift for lunch, which shall be paid by the employer, but will be scheduled for the employees to permit the continuous pouring operation. Any employee working beyond his shift of eight (8) hours shall receive double (2x) time. A mutually agreed meeting between the Association(s) and the Business Manager or International Union Representative shall be held to discuss such shift work.

- 17.04** Where two (2) or three (3) shifts are worked at any time between 1:00 a.m. Monday and Midnight Friday of the same week, the employee shall be paid eight (8) hours for seven (7) hours work performed. No employee will be permitted to work more than one (1) shift in twenty-four (24) hours unless overtime rates are paid.

- 17.05** Overtime rates, exclusive of the above, shall be paid for at the rate of time and one-half (1½x) from 4:30 p.m. to 8:00 a.m. of the same day, and double time (2x) thereafter.
- 17.06** Workmen shall not be required to report to contractor's shop or yard for the purpose of loading or driving loaded equipment for work prior to thirty (30) minutes before regular starting time.
- Should his services be required before this time, the Mechanic will be paid for the time he reports to shop or yard in accordance with **17.02**.
- 17.07** No work shall be performed on New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Remembrance Day, Labour Day, Thanksgiving Day or Christmas Day. However, if any emergency should arise and work must be done on any of these days, prior notice shall be given to the Union and double time (2x) shall be paid. The Union will be notified of the names and number of Mechanics required and if there are any changes, the Union will be notified as soon as possible.
- 17.08** It is agreed that the employer and employee affected may agree on different rates, provisions and hours than those contained herein so as to increase the competitive position of unionized sector.
- 17.09** At the employers request miscellaneous helpers and Improvers will work up to nine (9) hours per day, Monday to Friday, at straight time, for a forty-five (45) hour work week.
- 17.10** Hours worked on Saturdays, other than as make-up time, shall be paid as follows:
- | | | |
|--------------------------------------|---|-------------------|
| 1 st four (4) hours | - | 1½x straight time |
| 5 th and subsequent hours | - | 2x straight time |

Due to weather or job conditions Union members agree to work Saturday for the straight rate of pay to make up time lost during the period October 1st through to June 1st. Time not to exceed forty (40) hours in any one (1) week.

ARTICLE 18 - REPORTING TIME

- 18.01** Any employee, who has provided his current address and telephone number in writing to his employer, and who reports to work at the designated jobsite, at his scheduled starting time, not having been previously notified not to report, shall receive pay for one (1) hour at his applicable rate of wages.
- 18.02** To qualify for reporting time an employee must remain on the job and be available for work during the period of such reporting time.
- 18.03** Reporting time shall not be payable when:
- i) Strike conditions or a work stoppage that affects the normal operation of the job is in progress, or is threatened.
 - ii) The employer has determined that weather conditions prevent safe or efficient operations.
 - iii) Any other condition arises which is beyond the direct control of the employer.
 - iv) An employee leaves work on his own accord.
 - v) An employee refuses to carry out the work available.

ARTICLE 19 - MAINTENANCE OF WAGES

- 19.01** Wages shall be paid Thursday on the job every week by cheque, if paid on Friday, pay must be in cash, not later than quitting time.
- 19.02** Whenever four (4) Mechanics of the same classification are working on a single job, the Foreman under the direction of the employer shall receive one-half (½) hour per day more. Whenever five (5) or more Mechanics are required on any single job, the Foreman shall receive one (1) hour per day more. The Foreman must be a member of the Union.
- 19.03** Any member of the Union failing to receive his money on a regular pay day or within forty-eight (48) hours from time of his dismissal shall receive waiting time.
- 19.04** All members of the Union shall receive one (1) hour's notice with pay and vacation pay, or be paid regular pay for waiting time. A separation certificate shall be forwarded to the employee by the employer within seven (7) days.
- 19.05** The employee shall receive a cheque stub from each cheque or pay statement of earnings. If paid by cash, statement showing the contractor's name and address; the pay period covered, regular and overtime hours earned, employee's deductions, vacation pay and all deductions required by law.

ARTICLE 20 - ROOM AND BOARD ALLOWANCE

- 20.01** Any member of the Union who is required to work on such job or jobs beyond the limits set out in Article **22** shall be paid adequate room and board per working week. Travelling time shall not exceed eight (8) hours out of each twenty-four (24). It shall be understood that when a firm or contractor secures work outside of a local jurisdiction, he will employ members of the Union, if available.
- 20.02** Employees who are sent to a project where accommodations are required shall either have it provided by the employer or receive the following subsistence allowance ...

		July 1, 2008	July 1, 2009	July 1, 2010
<u>Commercial</u>	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>
<u>Industrial</u>	5 X 8	<u>\$80.00</u>	<u>\$85.00</u>	<u>\$90.00</u>
	4 X 10	<u>\$100.00</u>	<u>\$106.25</u>	<u>\$112.50</u>

The employer shall decide to either provide adequate room and board or pay the above subsistence allowance at his option.

Or the employer may provide suitable accommodations and furnish twenty dollars (\$20.00) per day meal allowance.

ARTICLE 21 - APPRENTICESHIP

- 21.01** No Apprentice (or Improvers) shall be permitted to work until the last twelve (12) months of his apprenticeship, unless he is under the supervision and control of a bonafide Marble, Tile or Terrazzo Mechanic, except in special circumstances. Under no circumstance will he be sent out to a job alone. The Apprentice will not be allowed to work any overtime whatsoever except in cases where he is working with a Mechanic during the regular working week as set out in Article **17**. Overtime will not be allowed to interfere with his education.
- 21.02** Apprentices shall be entitled to the same privileges as a Journeyman.
- 21.03** Rate of pay for Apprentices or Improvers shall be as set out below based on a number of months of employment in the trade:

1 st - 12 months	-	40% + 4% vacation pay
2 nd - 12 months	-	50% + 5% vacation pay
3 rd - 12 months	-	65% + 6% vacation pay
4 th - 12 months	-	85% + 7% vacation pay

It is understood that the above table of wages is for workmen who are progressing in the trade towards the status of full Journeymen. Both Parties recognize that there are employees who shall not attain the full status of Journeyman and upon the joint review of the Union and the employer, individual employees may be declared to be in the classification of Improver and shall be paid at sixty-five percent (65%) of the prevailing Journeyman rate.

- 21.04** On completion of apprenticeship of four (4) years, he shall receive Journeymen's rate of pay then in effect.
- 21.05** The first six (6) months of apprenticeship shall be recognized as a probationary period.
During this period, the apprenticeship indentures may be annulled by mutual agreement of the Parties hereto.

ARTICLE 22 - TERRITORIAL JURISDICTION

- 22.01** The territorial jurisdiction of the Collective Labour Agreement shall be Cape Breton Island, Nova Scotia and shall also be subject to the following:
1. Free Zone - 1 to 40 kilometres travelled at employee's own expense from the employer's registered place of business.
 2. Over 40 kilometers to 80 kilometers –
Fifty-two cents (\$0.52) per kilometer for Commercial work and,
Fifty-two cents (\$0.52) per kilometer for Industrial work.
This amount to be paid to employee by contractor, or suitable transportation supplied.
 3. Over 80 kilometers - room and board supplied as per Article **20**.

ARTICLE 23 - JURISDICTIONAL DISPUTES

- 23.01** A mark-up meeting will be held with each contractor not later than the commencement of the contractor's work on all projects and no assignments shall be made before this mark-up. Mark-up assignments shall also apply to all sub-contractors. If a jurisdictional dispute arises once the work has commenced, assignments will be made in accordance with procedures, rules and regulations of the National Joint Board Building Trades Department, A.F.L. & C.I.O. The work assignment shall not be completed until a meeting on site has been convened with all Parties involved and until a subsequent meeting (not later than twenty-four (24) hours) has taken place, at which the contractor shall present the work assignments on paper to all Parties.
- 23.02** In the event such jurisdictional dispute cannot be settled on a local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the National Joint Board for resolution. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia) Construction Panel for an Interim Order under Section 50 of the Trade Union Act, Chapter 311, R.S.N.S. 1967, amended.

ARTICLE 24 - MAINTENANCE OF TOOLS

- 24.01** The helmet shall be supplied and owned by the employees.
- 24.02** The contractor agrees to supply cutting wheels for the Tile Setters cutting machine.
- 24.03** The employers agree that Mechanics will be compensated for tools lost by fire.
- 24.04** The following equipment is part of the employer's equipment and must be furnished by him when required:
- Mortar Box
 - Mortar Boards
 - Straight Edges
 - Tubs
 - Hose
 - Buckets
 - Polishing Rags
 - Power Tools
 - Bits
 - Plaster Bowls
 - Sponges
- 24.05** All Mechanics and Apprentices shall have a complete set of tools.

ARTICLE 25 - SHOP STEWARD

- 25.01** No discrimination shall be shown against any Shop Steward for carrying out his duties. It is also agreed that the Union will advise the Foreman of the appointment of a Shop Steward. The Foreman will advise the Union before discharging a Shop Steward. He will be the second last to be laid off. The contractor and the Association will be notified in writing before the Steward is recognized.

ARTICLE 26 - MANAGEMENT RIGHTS

- 26.01** The Union agrees that the employer has the exclusive right to manage the business and to exercise such right without any restrictions save and except as are specifically set out in this Agreement.
- 26.02** Without restricting the generality of the foregoing, it is agreed that it is the exclusive function of the employer:
1. To determine the qualifications of employees, to select, transfer or assign work, promote, demote, lay off, discipline and discharge employees for just cause, and to increase the working force from time to time.
 2. To determine materials to be used, design of project facilities and equipment required, to prescribe tools, methods of performing work and the location of equipment and the schedule of work.
 3. To establish rules and regulations to be observed by employees governing their conduct as such and the posting and notifying the International Union of such rules and regulations thereof. The employer recognizes that the International Union has recourse through the Grievance Procedure if it feels that the employer has exercised any of the foregoing rights contrary to the terms of the Agreement.

ARTICLE 27 - DISCRIMINATION

- 27.01** The Unions agree that membership will be granted to all employees under the same terms and conditions that prevail in the respective signatory Union.
- 27.02** The Parties agree that there will be no discrimination against any person because of sex, race, creed, colour, nationality, ancestry, place of origin, marital status, or age.
- 27.03** The employer shall not discriminate against any employee by reason of his membership in the Union and/or his participation in its lawful activity.

ARTICLE 28 - BREAK PERIOD

- 28.01** A ten (10) minute break shall be allowed morning and afternoon at the hour designated by the employer. It is agreed that the Union or employer, or both, shall discipline employees abusing or violating this clause. Every effort will be made to ensure as little disruptions of work as possible because of this Article. If coffee is taken, then it will be consumed at the place of work and one (1) man shall be designated to deliver same.

ARTICLE 29 - SAFETY

29.01 It is mutually agreed by both Parties that they shall abide by the Nova Scotia Occupational Health & Safety Act or the appropriate provincial, federal regulations, whichever may have jurisdiction.

ARTICLE 30 - CHECK-OFF

30.01 The employer agrees to deduct from the pay of each employee the monthly dues as stipulated by the Union, providing written authorization (check-off cards) have been received by the employer.

Such dues shall be deducted from the first pay of each month and be remitted to the financial secretary of the Local Union not later than the tenth (10th) day of said month. Such payment shall be accompanied by a list of names of employees from whom the deductions were made.

30.02 The employer agrees to deduct initiation fees, assessments or fines from the first pay period of each month and shall be remitted to the Local Union not later than the tenth (10th) day of the said month. Initiation fees are to be collected at the rate of ten dollars (\$10.00) per working day until such initiation fees are fully paid; Journeymen not in the Union are to pay initiation fees of twenty dollars (\$20.00) per day.

30.03 The Apprentices and Improvers shall have a sixteen (16) week probationary period prior to becoming a member of the Union, unless the employer and employee mutually agree to shorten this period.

30.04 If the employer, after receiving written authorization (check-off cards) of the employees, does not deduct the dues, assessments, initiation fees or fines, he shall be liable for payment of same.

ARTICLE 30B - UNION ADMINISTRATION FUND

30B.01 The employer shall deduct one dollar (\$1.00) per hour paid and effective October 1, 2009, ninety cents (\$0.90) per hour paid from the employee and remit such amounts to:

BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

Amendment #1 – June 1, 2009
Amendment #2 – October 1, 2009

ARTICLE 31 - UNION SECURITY

- 31.01** The employer agrees that it shall be a condition of employment for all employees as defined above to be a member of and to maintain membership in good standing in the Union during the term of this Agreement.
- 31.01A** The employer agrees to give hiring preference to Union members who reside in the local area, provided such members are competent and qualified in the trade, and available for work.
- 31.02** The employer will cooperate with the Union in providing employment of their members, and the Union agrees to assist the employer by all means in its power to secure and supply skilled and competent craftsmen. If any employee is engaged by the employer, he shall be informed by the employer that it is a condition of employment that, unless otherwise provided for in the Agreement he shall make application forthwith and shall become a member of the Local Union within sixty (60) days from the date of his engagement.
- 31.03** Newly hired employees shall provide the employer with a referral slip (copy attached) within ten (10) working days of commencement of employment.
- 31.04** The authorization shall provide for the deduction of the regular dues advanced from the pay each week of the employee, or at such other period as may from time to time be agreed to between the employer and the Union as per referral slip number 647 (sample attached hereto).

ARTICLE 32 - DISPUTES

- 32.01** No Party to this Agreement shall initiate any legal action against any other Party to this Agreement arising out of non-fulfillment or violation of this Agreement without first exhausting all procedures for remedial settlement as set out herein.
- 32.02** No employees shall be required to cross any legal picket line or continue to work at any work site when a picket line is established in association with any legal strike.

ARTICLE 33 - SUB-CONTRACTORS

- 33.01** When the employer chooses to sub-contract work, it is agreed that where a sub-contractor is not in contractual relations with a Local Union named herein, such sub-contractors will be required to abide by the terms and conditions of this Agreement.

ARTICLE 34 - PRODUCTIVITY & WORKMANSHIP IMPROVEMENT COMMITTEE

34.01 The Parties agree that within thirty (30) days after the effective day of this Agreement they shall implement and put in place a joint committee named the Productivity & Workmanship Improvement Committee (Committee).

34.02 The Committee shall be made up of equal representation from the Union and masonry contractors with a minimum of one (1) individual from each. Each member may designate an alternative member.

34.03 The objectives of this Committee are:

(a) The fundamental strength of the unionized sector in the construction industry is the high level of productivity and workmanship of the tradesman and contractor. The Committee shall work together to promote and maintain this high standard of productivity and workmanship in the Tile and Terrazzo trade on construction sites in compliance with all existing legislation and regulations of the Province of Nova Scotia and in cooperation with existing Union and management committees in place.

(b) The Committee shall monitor the ongoing activity and progress and effectiveness of government legislation as well as the work of existing joint construction committees.

If, in the opinion of the Committee, the existing legislation and joint committees fail to properly address and improve productivity and workmanship in the Tile and Terrazzo industry, then the Committee will move to implement its own program to maintain and improve workmanship and productivity in the Tile and Terrazzo industry. In order to implement the program the Committee shall make representation to the Provincial Apprenticeship Advisory Board.

(c) The Committee will receive productivity and workmanship reports from the Union and employers and review all reports received. The Committee will, after reviewing all reports, assess the productivity standards in each case and recommend procedures to improve productivity and workmanship in all cases to both employers and tradesmen.

(d) Either Party to this Agreement may make a written request for a meeting of the joint Committee and the Committee shall meet with seven (7) calendar days from the receipt of such a request.

The Parties agree that should the Committee determine that insufficient progress has been made in the area of workmanship and productivity improvement by Spring 1989, then the Parties shall move to enact amendments to secure such improvements as recommended by the Committee.

ARTICLE 35 - DELINQUENT PAYMENTS

35.01 Timely payment of wages and contributions to all trust funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the trust funds shall be dealt with as follows:

- (i) The Union shall advise the employer in writing of any delinquency.
- (ii) If within seven (7) days of receipt of notification exclusive of Saturday, Sunday and Holidays, the employer has failed to pay delinquent contributions or the employer or his Construction Labour Relations Association has failed to request a meeting with the Union to provide for the payment of delinquent contributions, then the employer agrees that all contributions/deductions due and payable in accordance with this Agreement are in arrears and subject to an additional charge at the rate of ten percent (10%) on all contributions/deductions in arrears.

This is not to be construed that the above charges relieve the employer of any further liabilities which may occur because of his failure to report any pay contributions/deductions as provided.

- (iii) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week or upon seventy-two (72) hours notice to the employer, withdraw its' members from the delinquent employer without contravening the terms of this Agreement.

ARTICLE 36 - VIOLATION OF AGREEMENT

36.01 Any member of the Union violating the terms of this Agreement shall be subject to a fine and/or disciplinary action.

ARTICLE 37 - HEALTH & WELFARE, PENSION, BAC 1 GRSP, BEREAVEMENT, TRAINING AND MASONRY PROMOTION FUNDS

37.01 The employer agrees to pay the indicated sums for Health & Welfare, Pension, BAC 1 GRSP, Bereavement, **Training** and Masonry Promotion and is to remit the appropriate sums to the appropriate address as set out below:

Health & Welfare	B.A.C. International Health Plan <u>1216 Sand Cove Road, Unit 32</u> Saint John, New Brunswick E2M 5V8
Pension	B. & T.T. International Pension Fund <u>1216 Sand Cove Road, Unit 32</u> Saint John, New Brunswick E2M 5V8
BAC 1 GRSP	<u>Primerica Concert Funds</u> <u>c/o BAC Local 1 NS</u> <u>14 McQuade Lake Crescent, Suite 203</u> <u>Halifax, NS B3S 1B6</u>
<u>Promotion</u>	<u>1216 Sand Cove Road, Unit 32</u> <u>Saint John, New Brunswick</u> <u>E2M 5V8</u>
Bereavement	Trustees of the Bereavement Fund <u>14 McQuade Lake Crescent, Suite 203</u> <u>Halifax, NS B3S 1B6</u>
<u>Training</u>	<u>Tile Local 1 Training Fund</u> <u>14 McQuade Lake Crescent, Suite 203</u> <u>Halifax, NS B3S 1B6</u>
Masonry Promotion	A.P.M.T. & T. Industry Funds <u>1216 Sand Cove Road, Unit 32</u> Saint John, New Brunswick E2M 5V8

All remittances should be by cheque and post-marked not later than the tenth (10th) day of the month for the previous month.

Amendment #1 – June 1, 2009
Amendment #2 – October 1, 2009

ARTICLE 38 - TERM OF AGREEMENT

38.01 All articles of this Agreement and Appendices hereto shall remain in full force until and including the termination date of June 30, 2011, and from year to year thereafter, unless either party gives notice in writing not more than ninety (90) days and not less than thirty (30) days prior to June 30, 2011 or June 30th in any subsequent year, of the Party's desire to change, add to or amend this Agreement. In the event no such notice is given by either Party, this Agreement will remain in effect from year to year.

38.02 Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Trade Union Act of the Province of Nova Scotia.

ARTICLE 39 - SIGNATORIES

39.01 This Agreement signed this 19th day of September, 2008.

SIGNATORIES

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS ASSOCIATION
LIMITED**

**INTERNATIONAL UNION OF
BRICKLAYERS & ALLIED
CRAFTWORKERS, LOCAL 1 –
HALIFAX, NOVA SCOTIA**

ALLAN STAPLETON

RAY DELESKIE

GREIG MACLEOD

AL DEAN

WITNESS

Amendment #1 – June 1, 2009

SCHEDULE "A"**BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**(hereinafter referred to as the "CLRA")**- AND -****INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL UNION 1, NOVA SCOTIA**

(hereinafter referred to as the "Union")

WAGE PACKAGE:***Commercial Rate:***

Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereavement Fund	Training	Consol. Fund	Total Pkg
TILE & TERRAZZO										
July 1, 2008	<u>\$23.47</u>	<u>\$2.11</u>	<u>\$1.75</u>	\$1.50	<u>\$4.00</u>	\$0.30	\$0.10	-	<u>\$0.72</u>	<u>\$33.95</u>
June 1, 2009	<u>\$23.38</u>	<u>\$2.10</u>	<u>\$1.85</u>	\$1.50	\$4.00	\$0.30	\$0.10	-	\$0.72	\$33.95
July 1, 2009 *	<u>\$23.61</u>	<u>\$2.12</u>	\$1.85	\$1.50	\$5.00	\$0.30	\$0.10	-	\$0.72	\$35.20
October 1, 2009	<u>\$23.46</u>	<u>\$2.11</u>	\$1.85	<u>\$1.50</u>	\$5.00	<u>\$0.23</u>	\$0.10	<u>\$0.23</u>	\$0.72	\$35.20
May 1, 2010	<u>\$23.41</u>	<u>\$2.11</u>	<u>\$1.90</u>	\$1.50	\$5.00	\$0.23	\$0.10	\$0.23	\$0.72	\$35.20
July 1, 2010 *	<u>\$23.64</u>	<u>\$2.13</u>	\$1.90	<u>\$2.50</u>	\$5.00	\$0.23	\$0.10	\$0.23	\$0.72	<u>\$36.45</u>

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

Industrial Rate:

Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereavement Fund	Training	Consol. Fund	Total Pkg
TILE & TERRAZZO										
July 1, 2008	<u>\$26.63</u>	<u>\$2.40</u>	<u>\$1.75</u>	\$1.50	<u>\$4.00</u>	\$0.30	\$0.10	-	<u>\$0.72</u>	<u>\$37.40</u>
June 1, 2009	<u>\$26.54</u>	<u>\$2.39</u>	<u>\$1.85</u>	\$1.50	\$4.00	\$0.30	\$0.10	-	\$0.72	\$37.40
July 1, 2009 *	<u>\$26.77</u>	<u>\$2.41</u>	\$1.85	\$1.50	\$5.00	\$0.30	\$0.10	-	\$0.72	\$38.65
October 1, 2009	<u>\$26.62</u>	<u>\$2.40</u>	\$1.85	<u>\$1.50</u>	\$5.00	<u>\$0.23</u>	\$0.10	<u>\$0.23</u>	\$0.72	\$38.65
May 1, 2010	<u>\$26.58</u>	<u>\$2.39</u>	<u>\$1.90</u>	\$1.50	\$5.00	\$0.23	\$0.10	\$0.23	\$0.72	\$38.65
July 1, 2010 *	<u>\$26.81</u>	<u>\$2.41</u>	\$1.90	<u>\$2.50</u>	\$5.00	<u>\$0.23</u>	\$0.10	\$0.23	\$0.72	<u>\$39.90</u>

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

Amendment #1 – June 1, 2009
Amendment #2 – October 1, 2009
Amendment #3 – May 1, 2010

SCHEDULE "B"

S A M P L E - "Referral Slip"

Local No.: _____

No.: 647

Contractor: _____

Date: _____

Job Site & Address:

Brother's Name and I.U. Number:

(Business Agent)

Check-off Dues Authorization:

Date: _____

To (Name of Employer): _____

I hereby authorize you to deduct from my wages and pay to the International Union of Bricklayers and Allied Craft workers, Local No. 1 fees in the following amounts:

- 1. Initiation Fee \$ _____
- 2. Monthly Dues \$ _____
- 3. Dues in Arrears \$ _____
- 4. Assessment, Fines \$ _____

I agree that the amounts to be deducted at the rate per working day are as set out in Article 30.

Signature: _____

Date: _____

Witness: _____

Amendment #1 – June 1, 2009

SCHEDULE "C" ADMINISTRATION AGREEMENT

The parties hereto agree with respect to the Cape Breton Island Industrial Projects Collective Agreements 2008-2011 and the Cape Breton Island Commercial Projects Collective Agreement 2008-2011, that the Consolidated Fund therein shall be administered as follows:

1. The Consolidated Fund shall be administered by a person designated by the Council as Administrator and the Council shall inform the CLRA of the name of the person designated as Administrator.
2. After the deduction of a three percent (3%) administration fee, the monies collected pursuant to the provisions of the above-noted collective agreements shall be divided as follows:

<u>\$0.18</u>	<u>Cape Breton Island Building Trades Council</u>
<u>\$0.14</u>	<u>Nova Scotia Construction Labour Relations Association</u>
<u>\$0.30</u>	<u>Council Wide Stabilization Fund</u>
<u>\$0.06</u>	<u>Nova Scotia Construction Sector Council</u>
<u>\$0.04</u>	<u>Techsploration Fund</u>

The Administrator shall forward to each of the Council Wide Stabilization Fund, the Cape Breton Island Building & Construction Trades Council, the Nova Scotia Construction Labour Relations Association and the Nova Scotia Construction Sector Council on the fifteenth (15th) day of every month.

All monies should be returned to the contributing party, in the event the Consolidated Fund, or a portion of it, is terminated.

<u>i.e. to employee</u>	<u>\$0.18</u>	<u>Cape Breton Island Building Trades Council</u>
	<u>\$0.15</u>	<u>Council Wide Stabilization Fund</u>
	<u>\$0.03</u>	<u>Nova Scotia Construction Sector Council</u>
	<u>\$0.02</u>	<u>Techsploration</u>
	<u>\$0.38</u>	<u>Total</u>
<hr/>		
<u>to employer</u>	<u>\$0.14</u>	<u>Nova Scotia Construction Labour Relations Association</u>
	<u>\$0.15</u>	<u>Council Wide Stabilization Fund</u>
	<u>\$0.03</u>	<u>Nova Scotia Construction Sector Council</u>
	<u>\$0.02</u>	<u>Techsploration</u>
	<u>\$0.34</u>	<u>Total</u>