



AMENDMENT NOTICE

DATE: September 17, 2019

To: Labourer 615 Trade Classification

Able Equipme	Don	Kiley	Guildfords (	Adam	Sheppard	Maxim 2000 I	Lou	Tiller
Able Equipme	Paul	Yeadon	Guildfords (	Darren	Nantes	McNally Cons	Jeff	Starchuck
Aluma System	Vivian	Eskander	Guildfords (	Malcolm	Robertson	McNally Cons	Ricky	Penny
Aluma System	Graham	Brush	Higgins Cons	Royce	Williston	Municipal Re	Dave	MacKenna
Aluma System	Karen	Manuel	Joneljim Con	Debbie	Young	Municipal Re	Robert	Youden
Aluma System	Kelly	McNeil	Joneljim Con	Gary	Peach	Ocean Steel	Harrison	Wilson
Armour Const	Scott	McCrea	Joneljim Con	Jim	Kehoe	Ocean Steel	Carrie	Watson
Arnoldin For	Andrew	Arnoldin	Joneljim Con	Jon	Cecchetto	Omega Formwo	Miguel	Salgueiro
Arnoldin For	Tom	Arnoldin	Lancor Concr	Louis	Landry	Petrifond Fo	Christian	Lemieux
Black & McDo	Charles	Savoie	Lead Structu	Annette	Keough	Pinaud Drywa	Ryan	Spence
Black & McDo	Lester	Buckland	Lead Structu	Dave	Pottier	Pomerteau In	Lorin	Robar
Black & McDo	Robert	Burns	Leslie & Ben	Kevin	Leslie	Reddick Bros	Joe	Reddick
Capital Conc	Barry	Hill	Lindsay Cons	Angela	Langille	Safway Servi	Graham	Brush
Darim Masonr	Darrell	Jerrett, Jr.	Lindsay Cons	Ben	Stokdijk	Scaffold E &	Matthew	Sancton
Ellis Don Co	Brian	Strecko	Lindsay Cons	Howie	Doiron	Sunny Corner	Bill	Schenkels
Ellis Don Co	Roger	Porter	Maclvor & St	Chris	Maclvor	Sunny Corner	Bruce	Clark
Ellis Don Co	Shaun	Stiles	Maclvor & St	Joe	Maclvor	Techno Hard	Matt	DeLeon
Fitz's Const	Bill	Fitzsimmons	Marid Indust	Tina	Lane	Techno Hard	John	Ferguson
Fosco Roofin	Paul	Cox	Maxim 2000 I	Adam	Tiller	Wildwood Mas	Carl	Dyker
Fosco Roofin			Maxim 2000 I	David	Rankine	Wildwood Mas	Sonia	Hoyt

CC: Franco Callegari, Local 615

FROM: Angela Gallant, Administrative Assistant

**RE: Amendment #1 to 2018-2021 Labourer 615 Collective Agreement
Change to Mainland Labourer 615 Industry Improvement Fund Remittances**

PAGES: 10 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
September 1, 2019	<ul style="list-style-type: none"> • CLRA Industry Improvement Fund decrease from \$0.18 to \$0.16 • Total Package decrease by \$0.02 	Cover Page, 35, 39, 44, 45, 52

Please find attached the amended pages for Amendment #1 of the 2018-2021 Labourer 615 Collective Agreement, effective September 1, 2019.

The purpose of this notice is to advise Trade Classification members that a new CLRA Industry Improvement Fund (IIF) remittance form is now available for hours being reported for ICI work performed by Mainland Labourer 615 employees from September 1, 2019 onward in conjunction with these amendments.

Please note that the total IIF amount has decreased from eighteen cents (\$0.18) to sixteen cents (\$0.16) and the line (A) amount that is HST taxable has increased from eleven cents (\$0.11) to thirteen cents (\$0.13). The "Techsploration" component (a \$0.04 employer only contribution) of the Industry Improvement Fund has been removed. The new remittance form, along with an updated list of detailed instructions, is attached for your reference.

Please contact our office at (902) 468-2283 if you do not receive all of the pages indicated above. If you have received this fax in error, please contact us and destroy the fax immediately, as the contents are subject to confidentiality. Thank you.

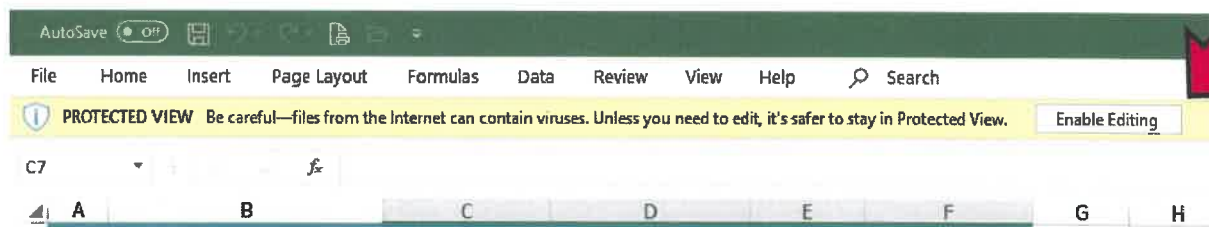


Users will notice that the attached form has removed the availability to report total monthly hours per employee. Effective September 1, 2019, companies will only need to report Mainland Labourer 615 total hours for the company per month.

- For hours reported for Commercial Projects, the IIF remittance will continue to be due on "hours worked".
- For hours reported for Major Industrial Projects, the IIF remittance will continue to be due on "hours paid".

Due to privacy reasons, we will require that companies only send this new IIF form with their remittance as we are no longer able to accept alternate reports which contain Social Insurance Numbers.

This form is also available for download in Adobe Acrobat and Excel formats in the "Forms" section of our website, www.nsclra.ca/forms.asp. We recommend using the Excel version of this form as it will provide the amount to be remitted simply by entering the total monthly hours and is also a great tool to utilize to double check your own calculation method. Depending on the version of Excel that you are using, you may receive the following message and will need to "Enable Editing" before you can type in the form:



If you have any questions regarding this new form, please do not hesitate to contact myself (admin@nsclra.ca) or Nancy Alvarez (nalvarez@nsclra.ca) via email or phone (902-468-2283).

Reminder: IIF remittances are due to be received in our office by the (fifteenth) 15th day of the following month. To avoid delinquency, please allow enough time to prepare and send your remittance so that it will arrive by the 15th. Within the province of Nova Scotia, you should allow at least three (3) business days to ensure that your remittance is not late. i.e. if the 15th falls on a Monday, your remittance should be in the mail by Wednesday the 10th.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended appendices and the amended pages are now available for download on our website, www.nsclra.ca.

If the person receiving this message is not the person who takes care of payroll for your company, please speak with your payroll department to ensure that they have received a copy of this notice.

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

Thank you.

LABOURERS LOCAL 615
INDUSTRY IMPROVEMENT FUND

HST Registration #R106970924

GUIDELINES: Remittances due for this fund are to be remitted on a monthly basis for hours worked (for Commercial Projects) and for hours paid (for Major Industrial Projects) in the preceding month. This remittance is due to be received in our office on or before the fifteenth (15th) day of the following month. To avoid delinquency, please allow sufficient time to prepare and send your remittance so that it will arrive by the 15th. **Please only send this form with your cheque. Due to privacy reasons, we can no longer accept any alternate reports which contain Social Insurance Numbers. Remittances for multiple trades or funds cannot be combined on a single cheque.** If there are no unionized hours to report for a given month, submit this form showing nil contributions. A complete list of instructions can be found below this form.

Company Name:		
Full Mailing Address:		
Payroll Contact Name:		
Payroll Contact Email:		
Phone:		
Fax:		

MONTH/YEAR REPORTED	TOTAL HOURS WORKED for Commercial Projects	TOTAL HOURS PAID for Major Industrial Projects

<i>The shaded fields in this table will automatically calculate when using the Excel version of this form. Download this form from www.nslcra.ca.</i>	REPORTED HOURS	RATE	TOTAL
(A) I.I.F. (Industry Improvement Fund)		\$0.13	
(B) CALCULATE HST ON LINE (A) ONLY		15%	
(C) Nova Scotia Construction Sector Council		\$0.03	
(D) TOTAL CONTRIBUTION DUE (A + B + C)			

Please retain one copy of this form for your files
and return one copy with your remittance made payable to:
CLRA - Labourer 615 IIF
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

IF YOUR COMPANY NO LONGER EMPLOYS ELIGIBLE EMPLOYEES FOR THIS TRADE/LOCAL, PLEASE REQUEST DORMANCY HERE BY INDICATING THE EFFECTIVE DATE (BY DOING SO, YOUR COMPANY WILL NO LONGER NEED TO SUBMIT NIL REPORTS UNTIL WORK RESUMES):

TOTAL RATE: \$0.16	PHONE: 902-468-2283
RATE EFFECTIVE SINCE: September 1, 2019	FAX: 902-468-3705
FORM UPDATED: September 9, 2019	EMAIL: iif@nslcra.ca
REASON FOR UPDATE: New rate structure & form, updated guidelines	WEBSITE: www.nslcra.ca

MAINLAND ONLY LABOURERS LOCAL 615

INSTRUCTIONS

Nova Scotia Construction Labour Relations Association (CLRA) is the Administrator for this fund. If your company has any questions regarding this fund, please do not hesitate to contact Administration via phone (902-468-2283) or email (iif@nscra.ca).

This form is available for download in the "Forms" section of our website, www.nscra.ca, in both Excel and Adobe Acrobat formats. We encourage companies to use the Excel version of this form as it will automatically calculate the amount due based on the total applicable hours that are entered by the user.

NEW REQUIREMENT:

Please only send the above form with your cheque. Due to privacy reasons, we can no longer accept any alternate reports which contain Social Insurance Numbers.

HOW TO FILL OUT THIS FORM:

Please fill in all company information on the remittance form, plus the month and year being reported and the total applicable hours (worked or earned as per the collective agreement). A list of employees is not required.

Retain one copy of the completed form above for your files and return one copy directly to our office with your remittance.

GUIDELINES:

As per the current collective agreement, remittances are due to be received in our office each month on or before the 15th day of the following month.

To avoid delinquency, please allow sufficient time to prepare and send your remittance so that it arrives in our office on time. According to current Canada Post guidelines for mailing within the province of Nova Scotia, you should allow at least 3 business days to ensure your remittance is not late. *i.e. If the 15th falls on a Monday, your remittance should be in the mail by Wednesday the 10th.* If the remittance is being mailed from outside Nova Scotia or from a rural community, please allow 3-7 business days or consult with Canada

Remittances for multiple trades or funds cannot be combined on a single cheque.

Please do not alter the rates on this form. The forms available for download on our website will always be correct and up to date.

IF YOUR COMPANY HAS NO HOURS TO REPORT FOR A PARTICULAR MONTH:

If your company does not employ eligible employees for a particular trade for any given month, a report still needs to be submitted (for that trade) to provide complete month to month reporting continuity for your company. Please fill in zero hours on the above form. Nil reports can be submitted by email (iif@nscra.ca), fax (902-468-3705) or mail and must be received in our office by the due date noted in the guidelines above.

IF YOUR COMPANY HAS NO HOURS TO REPORT FOR AN UNDETERMINED PERIOD OF TIME:

If your company becomes inactive in a particular trade (i.e. shutdown) or is not expected to perform work in a particular trade for an undetermined period of time, please request dormancy (for that trade) by filling in the effective date (month and year) on the above form. Dormancy requests can be submitted by email (iif@nscra.ca), fax (902-468-3705) or mail. When your company employs eligible employees again for a particular trade, resume sending remittances.

**LABOURERS COLLECTIVE AGREEMENT
MAINLAND NOVA SCOTIA
2018 - 2021**

**BETWEEN:
NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

(hereinafter referred to as the "CLRA" on behalf of its members
and all Employers bound by this Collective Agreement)

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

- AND -

**THE LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
LOCAL UNION 615**
(hereinafter referred to as the "Union")

24 Lakeside Park Drive, Unit 102
Lakeside, Nova Scotia B3T 1L1
Phone:(902) 450-5626
Fax: (902) 450-1091

THIS AGREEMENT dated this 10th day of September, 2018

EFFECTIVE DATE: July 23, 2018
EXPIRATION DATE: April 30, 2021

Amendment #1 – September 1, 2019

ARTICLE 25 - EMPLOYER CONTRIBUTIONS

25.01 Employers bound by this Agreement shall remit monthly to the Administrator of Record before the fifteenth (15th) day of the month following as set out below:

PLAN NAME		<u>July 23, 2018</u>	<u>May 1, 2019</u>	<u>May 1, 2020</u>
Pension Plan	Article 27	<u>\$6.30</u>	<u>\$6.60</u>	<u>\$6.80</u>

REMITTED TO:

Labourers' Pension Fund of Central & Eastern Canada
PO Box 9002, Station Main
Oakville, ON L6J 0B9

PLAN NAME		<u>July 23, 2018</u>	<u>May 1, 2019</u>	<u>May 1, 2020</u>
Welfare Plan	Article 26	<u>\$2.35</u>	<u>\$2.45</u>	<u>\$2.55</u>
Joint Contribution Fund	Article 28	\$0.71	\$0.71	\$0.71
Organizing Fund	Article 29	\$0.25	\$0.25	\$0.25
Total:		<u>\$3.31</u>	<u>\$3.41</u>	<u>\$3.51</u>

REMITTED TO:

Administrator
Labourers' Local 615
24 Lakeside Park Drive, Unit 102
Lakeside, NS B3T 1L1

PLAN NAME		<u>July 23, 2018</u>	<u>September 1, 2019</u>
CLRA Industry Improvement Fund	Article 28A	\$0.18	<u>\$0.16</u>

REMITTED TO:

Administrator
CLRA Industry Improvement Fund
260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9

Such remittances will be made on the forms provided indicating the specific fund breakdown.

Amendment #1 – September 1, 2019

LABOURERS 615 TRAINING FUND

- 28.07 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 615 and, when space is available, for owners, part owners, senior management and middle management of firms employing Union members. Individuals who are not members of Local 615 shall pay on a fee basis. Trustees shall utilize the Labourers 615 Training Fund received by the Trustees through Article 28.05 for the education and benefit of members of Local 615 as set forth in the Trust Agreement.

ARTICLE 28A – CLRA INDUSTRY IMPROVEMENT FUND

- 28A.01 All employers must contribute each month to the CLRA Industry Improvement Fund a total sum equal to eighteen cents (\$0.18) for each hour as per Article 25 **and effective September 1, 2019 a total sum equal to sixteen cents (\$0.16) for each hour as per Article 25** to any employee covered by this Agreement.

This will be paid by cheque made out in favour of the CLRA Industry Improvement Fund and forwarded to the Administrator at the following address on or before the fifteenth (15th) day of the following month:

260 Brownlow Avenue, Unit #1
Dartmouth, NS B3B 1V9

Remittance forms for this fund are available at www.nscra.ca or by phone at 902-468-2283.

- 28A.02 All CLRA Industry Improvement Fund contributions shall be made for hours worked on all Commercial projects and for hours paid on all Major Industrial projects.

Amendment #1 – September 1, 2019

APPENDIX "A" – SCHEDULE OF WAGES

WAGE RATES

**COMMERCIAL – All jobs that do not fall under Major Industrial Projects – Article 24
ALL COUNTIES** within Labourers 615 Jurisdiction.

COMMERCIAL - JOURNEYMAN							
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Joint Contribution Fund	CLRA IIF	Total Package
<u>July 23, 2018</u>	\$27.69	\$2.22	<u>\$6.30</u>	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$39.45</u>
<u>May 1, 2019</u>	\$27.69	\$2.22	<u>\$6.60</u>	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$39.85</u>
<u>September 1, 2019</u>	\$27.69	\$2.22	\$6.60	\$2.45	\$0.71	<u>\$0.16</u>	<u>\$39.83</u>
<u>May 2, 2020</u>	\$27.69	\$2.22	<u>\$6.80</u>	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$40.13</u>

Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Joint Contribution Fund	CLRA IIF	Total Package
COMMERCIAL NEW APPRENTICE							
0 to 2000 Hours @ 70%							
<u>July 23, 2018</u>	<u>\$19.55</u>	<u>\$1.56</u>	\$0.00	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$24.35</u>
<u>May 1, 2019</u>	<u>\$19.71</u>	<u>\$1.58</u>	\$0.00	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$24.63</u>
<u>September 1, 2019</u>	\$19.71	\$1.58	\$0.00	\$2.45	\$0.71	<u>\$0.16</u>	<u>\$24.61</u>
<u>May 1, 2020</u>	<u>\$19.81</u>	<u>\$1.59</u>	\$0.00	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$24.82</u>
COMMERCIAL NEW APPRENTICE							
2001 to 3000 Hours @ 85%							
<u>July 23, 2018</u>	<u>\$23.78</u>	<u>\$1.90</u>	\$0.00	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$28.92</u>
<u>May 1, 2019</u>	<u>\$24.00</u>	<u>\$1.92</u>	\$0.00	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$29.26</u>
<u>September 1, 2019</u>	\$24.00	\$1.92	\$0.00	\$2.45	\$0.71	<u>\$0.16</u>	<u>\$29.24</u>
<u>May 1, 2020</u>	<u>\$24.15</u>	<u>\$1.93</u>	\$0.00	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$29.50</u>

Amendment #1 – September 1, 2019

MAJOR INDUSTRIAL PROJECTS**ALL COUNTIES within Labourers 615 Jurisdiction.**

MAJOR INDUSTRIAL - JOURNEYMAN							
Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Joint Contribution Fund	CLRA IIF	Total Package
<u>July 23, 2018</u>	\$29.08	\$2.33	<u>\$6.30</u>	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$40.95</u>
<u>May 1, 2019</u>	\$29.08	\$2.33	<u>\$6.60</u>	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$41.35</u>
<u>September 1, 2019</u>	\$28.99	\$2.32	\$6.60	\$2.55	\$0.71	<u>\$0.16</u>	<u>\$41.33</u>
<u>May 1, 2020</u>	\$29.08	\$2.33	<u>\$6.80</u>	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$41.63</u>

Effective Date	Hourly Rate	V & H (8%)	Pension	H & W	Joint Contribution Fund	CLRA IIF	Total Package
MAJOR INDUSTRIAL NEW APPRENTICE							
0 to 2000 Hours @ 70%							
<u>July 23, 2018</u>	<u>\$20.52</u>	<u>\$1.64</u>	\$0.00	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$25.40</u>
<u>May 1, 2019</u>	<u>\$20.69</u>	<u>\$1.65</u>	\$0.00	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$25.68</u>
<u>September 1, 2019</u>	\$20.69	\$1.65	\$0.00	\$2.45	\$0.71	<u>\$0.16</u>	<u>\$25.66</u>
<u>May 1, 2020</u>	<u>\$20.79</u>	<u>\$1.66</u>	\$0.00	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$25.87</u>
MAJOR INDUSTRIAL NEW APPRENTICE							
2001 to 3000 Hours @ 85%							
<u>July 23, 2018</u>	<u>\$24.96</u>	<u>\$2.00</u>	\$0.00	<u>\$2.35</u>	\$0.71	\$0.18	<u>\$30.20</u>
<u>May 1, 2019</u>	<u>\$25.19</u>	<u>\$2.01</u>	\$0.00	<u>\$2.45</u>	\$0.71	\$0.18	<u>\$30.54</u>
<u>September 1, 2019</u>	\$25.19	\$2.01	\$0.00	\$2.45	\$0.71	<u>\$0.16</u>	<u>\$30.52</u>
<u>May 1, 2020</u>	<u>\$25.33</u>	<u>\$2.03</u>	\$0.00	<u>\$2.55</u>	\$0.71	\$0.16	<u>\$30.78</u>

Amendment #1 – September 1, 2019

5.06 Schedule of wages and benefits for all classifications:

Raker – Entry Level 1	(0 - 2000 hrs)
Raker – Level 2.....	(2001 - 3500 hrs)
Raker – Level 3.....	(over 3500 hrs, but not proceeding to Finisher Classifications)
Finisher 1	(over 3500 hrs and can perform some finishing tasks)
Finisher 2	(over 4500 hrs and can perform most finishing tasks)
Finisher Journeyman.....	(over 6000 hrs and can perform all finishing tasks)

Classification	Hourly Rate	V & H	H & W	Pension	Joint Contribution Fund	CLRA IIF	Total
Effective: July 23, 2018							
Raker Level 1	\$15.93	\$1.27	<u>\$2.35</u>	\$0.00	\$0.56	\$0.18	<u>\$20.29</u>
Raker Level 2	\$17.93	\$1.43	<u>\$2.35</u>	\$0.00	\$0.56	\$0.18	<u>\$22.45</u>
Raker Level 3	<u>\$17.93</u>	<u>\$1.43</u>	<u>\$2.35</u>	<u>\$2.90</u>	\$0.56	\$0.18	<u>\$25.35</u>
Finisher 1	<u>\$19.43</u>	<u>\$1.55</u>	<u>\$2.35</u>	<u>\$2.90</u>	\$0.56	\$0.18	<u>\$26.97</u>
Finisher 2	<u>\$22.43</u>	<u>\$1.79</u>	<u>\$2.35</u>	<u>\$2.90</u>	\$0.56	\$0.18	<u>\$30.21</u>
Finisher Journeyman	<u>\$25.45</u>	<u>\$2.04</u>	<u>\$2.35</u>	<u>\$2.90</u>	\$0.56	\$0.18	<u>\$33.48</u>
Effective: May 1, 2019							
Raker Level 1	<u>\$16.30</u>	<u>\$1.30</u>	<u>\$2.45</u>	\$0.00	\$0.56	\$0.18	<u>\$20.79</u>
Raker Level 2	<u>\$18.30</u>	<u>\$1.46</u>	<u>\$2.45</u>	\$0.00	\$0.56	\$0.18	<u>\$22.95</u>
Raker Level 3	<u>\$18.30</u>	<u>\$1.46</u>	<u>\$2.45</u>	<u>\$3.15</u>	\$0.56	\$0.18	<u>\$26.10</u>
Finisher 1	<u>\$19.80</u>	<u>\$1.58</u>	<u>\$2.45</u>	<u>\$3.15</u>	\$0.56	\$0.18	<u>\$27.72</u>
Finisher 2	<u>\$22.80</u>	<u>\$1.82</u>	<u>\$2.45</u>	<u>\$3.15</u>	\$0.56	\$0.18	<u>\$30.96</u>
Finisher Journeyman	<u>\$25.82</u>	<u>\$2.07</u>	<u>\$2.45</u>	<u>\$3.15</u>	\$0.56	\$0.18	<u>\$34.23</u>
Effective: September 1, 2019							
Raker Level 1	\$16.30	\$1.30	\$2.45	\$0.00	\$0.56	<u>\$0.16</u>	<u>\$20.77</u>
Raker Level 2	\$18.30	\$1.46	\$2.45	\$0.00	\$0.56	<u>\$0.16</u>	<u>\$22.93</u>
Raker Level 3	\$18.30	\$1.46	\$2.45	\$3.15	\$0.56	<u>\$0.16</u>	<u>\$26.08</u>
Finisher 1	\$19.80	\$1.58	\$2.45	\$3.15	\$0.56	<u>\$0.16</u>	<u>\$27.70</u>
Finisher 2	\$22.80	\$1.82	\$2.45	\$3.15	\$0.56	<u>\$0.16</u>	<u>\$30.94</u>
Finisher Journeyman	\$25.82	\$2.07	\$2.45	\$3.15	\$0.56	<u>\$0.16</u>	<u>\$34.21</u>
Effective: May 1, 2020							
Raker Level 1	<u>\$16.67</u>	<u>\$1.33</u>	<u>\$2.55</u>	\$0.00	\$0.56	\$0.16	<u>\$21.27</u>
Raker Level 2	<u>\$18.67</u>	<u>\$1.49</u>	<u>\$2.55</u>	\$0.00	\$0.56	\$0.16	<u>\$23.43</u>
Raker Level 3	<u>\$18.67</u>	<u>\$1.49</u>	<u>\$2.55</u>	<u>\$3.40</u>	\$0.56	\$0.16	<u>\$26.83</u>
Finisher 1	<u>\$20.17</u>	<u>\$1.61</u>	<u>\$2.55</u>	<u>\$3.40</u>	\$0.56	\$0.16	<u>\$28.45</u>
Finisher 2	<u>\$23.17</u>	<u>\$1.85</u>	<u>\$2.55</u>	<u>\$3.40</u>	\$0.56	\$0.16	<u>\$31.69</u>
Finisher Journeyman	<u>\$26.19</u>	<u>\$2.10</u>	<u>\$2.55</u>	<u>\$3.40</u>	\$0.56	\$0.16	<u>\$34.96</u>

5.07 It shall be understood that the above hourly rates are minimums. Nothing in this Agreement prohibits the Cement Finishing Contractor from paying over the above rates. It shall also be understood that employees of the Contractor who receive a higher hourly rate than stated in the Agreement will not have pay lowered and any raise shall be added to the higher of their existing rate and the published rate.

5.08 Upon signing of the 2018-2021 Collective Agreement, a committee shall be struck of equal numbers of Employer and Union representatives. Such committee shall meet at least every six months to review market share and work outlook, towards increasing the Appendix "F" wages to bring them closer in line with the rates as in Appendix "A".

Amendment #1 – September 1, 2019