



AMENDMENT NOTICE

DATE: September 23, 2019

TO: Mainland Millwright 1178 Trade Classification

A.B. Mechanical	Chris	Brace
Aecon Mining Construction Serv	Lionel	Coleman
Atlantica Mechanical Contractors	Dave	Vincent
Atlantica Mechanical Contractors	Doug	Shreenan
Atlantica Mechanical Contractors	Harry	Grant
Atlantica Mechanical Contractors	Tom	Vincent
Atlantica Mechanical Contractors	Doug	Holstead
Black & McDonald Limited	Charles	Savoie
Black & McDonald Limited	Lester	Buckland
Black & McDonald Limited	Robert	Burns
Gil-Son Construction	Daniel	Hiltz
Gil-Son Construction	Don	Hiltz
Marid Industries Limited	Tina	Lane
Sunny Corner Enterprises Inc.	Bill	Schenkels
Sunny Corner Enterprises Inc.	Bruce	Clark
The Cahill Group (GJ Cahill & Co)	Karen	Dwyer
Western Plumbing & Heating Ltd.	Derrick	Flinn

CC: Jeff Richardson, Local 1178

FROM: Robert Shepherd

**RE: Amendment #2 to Mainland Millwright 1178 Collective Agreement 2018-2021;
Change to CLRA Industry Improvement Fund Remittances**

PAGES: 13 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
September 1, 2019	<ul style="list-style-type: none"> Article 30 – Industry Improvement Fund decrease from \$0.18 to \$0.16 per hour paid Article 31 – UBC Millwrights Labour-Management Industry Promotion Fund increase from \$0.10 to \$0.12 per hour paid 	Cover page, 20, 21, 22, 25, 26, 28, 29, 30

Please find attached the following information for the attached amendment which is effective September 1, 2019:

- Amendment #2 pages for the 2018-2021 Mainland Millwright 1178 Collective Agreement
- New Industry Improvement Fund (IIF) remittance form and updated instructions

The purpose of this notice is to advise Trade Classification members that a new Industry Improvement Fund (IIF) remittance form is now available for hours being reported for ICI work performed by Mainland Millwright Local 1178 employees from September 1, 2019 onward in conjunction with this amendment.

Please note that the total IIF amount has decreased from eighteen cents (\$0.18) to sixteen cents (\$0.16) per hour paid 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 \$0.02 employer and a \$0.02 employee contribution) of the Industry

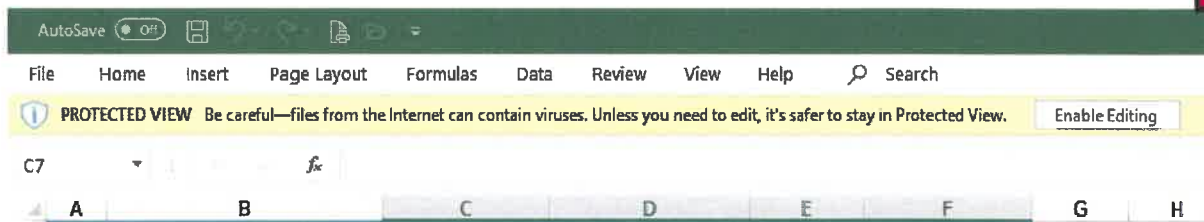


Improvement Fund has been removed. The new remittance form, along with an updated list of detailed instructions, is attached for your reference.

The UBC Millwrights Labour-Management Industry Promotion Fund has increased from ten cents (\$0.10) to twelve cents (\$0.12) per hour paid.

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 Millwright 1178 total hours for the company per month. **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 Angela Gallant (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.

**MILLWRIGHT LOCAL 1178
INDUSTRY IMPROVEMENT FUND**

HST Registration #R106970924

GUIDELINES: Remittances due for this fund are to be remitted on a monthly basis for hours paid 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 PAID

<i>The shaded fields in this table will automatically calculate when using the Excel version of this form. Download this form from www.nscdra.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 - Millwright 1178 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):

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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@nscdra.ca
REASON FOR UPDATE: New rate structure & form, updated guidelines	WEBSITE: www.nscdra.ca

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@nscdra.ca).

This form is available for download in the "Forms" section of our website, www.nscdra.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 Post.

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@nscdra.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@nscdra.ca), fax (902-468-3705) or mail. When your company employs eligible employees again for a particular trade, resume sending remittances.

**MILLWRIGHT AGREEMENT
PROVINCE OF NOVA SCOTIA
2018 - 2021**

A COLLECTIVE LABOUR AGREEMENT

BETWEEN

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

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

- AND -

THE MILLWRIGHTS AND MACHINE ERECTORS LOCAL UNION 1178
(chartered by United Brotherhood of Carpenters and Joiners of America and affiliated with the
Building and Construction Trades Department AFL-CIO)
(hereinafter referred to as the "Union")

P.O. Box 358
139 Beaufort Street
Stellarton, Nova Scotia B0K 1S0
(902) 752-3176
(902) 755-6244

THIS AGREEMENT dated at Dartmouth, this 19th day of June, 2018.

Effective Date: May 1, 2018
Expiration Date: April 30, 2021

Amendment #1 – November 1, 2018
Amendment #2 – September 1, 2019

ARTICLE 27 - EMPLOYER DEDUCTIONS AND CONTRIBUTIONS

27.01 Employers bound by this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following, the following sums, per hour paid:

JOURNEYMEN

MAJOR INDUSTRIAL WORK - Employer Deductions and Contributions

	<u>May 1, 2018</u>	<u>May 1, 2019</u>	<u>September 1, 2019</u>	<u>May 1, 2020</u>
Benefit Plan <i>(Employer Contribution)</i>	<u>\$2.25</u>	\$2.25	\$2.25	\$2.25
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	<u>\$7.66</u>	<u>\$7.70</u>	\$7.70	<u>\$7.74</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund	\$0.18	\$0.18	<u>\$0.16</u>	\$0.16
Promotion Fund	\$0.10	\$0.10	<u>\$0.12</u>	\$0.12

ALL OTHER WORK - Employer Deductions and Contributions

	<u>May 1, 2018</u>	<u>May 1, 2019</u>	<u>September 1, 2019</u>	<u>May 1, 2020</u>
Benefit Plan <i>(Employer Contribution)</i>	<u>\$2.25</u>	\$2.25	\$2.25	\$2.25
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	<u>\$7.19</u>	<u>\$7.23</u>	\$7.23	<u>\$7.27</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund	\$0.18	\$0.18	<u>\$0.16</u>	\$0.16
Promotion Fund	\$0.10	\$0.10	<u>\$0.12</u>	\$0.12

Amendment #2 – September 1, 2019

APPRENTICES

MAJOR INDUSTRIAL WORK - Employer Deductions and Contributions					
		<u>May 1, 2018</u>	<u>May 1, 2019</u>	<u>September 1, 2019</u>	<u>May 1, 2020</u>
Benefit Plan <i>(Employer Contribution)</i>		<u>\$2.25</u>	\$2.25	\$2.25	\$2.25
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	1st Year	<u>\$4.52</u>	<u>\$4.54</u>	\$4.54	<u>\$4.56</u>
	2nd Year	<u>\$5.30</u>	<u>\$5.33</u>	\$5.33	<u>\$5.36</u>
	3rd Year	<u>\$6.12</u>	<u>\$6.15</u>	\$6.15	<u>\$6.18</u>
	4th Year	<u>\$6.88</u>	<u>\$6.92</u>	\$6.92	<u>\$6.95</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>		\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund		\$0.18	\$0.18	<u>\$0.16</u>	\$0.16
Promotion Fund		\$0.10	\$0.10	<u>\$0.12</u>	\$0.12

ALL OTHER WORK - Employer Deductions and Contributions

		<u>May 1, 2018</u>	<u>May 1, 2019</u>	<u>September 1, 2019</u>	<u>May 1, 2020</u>
Benefit Plan <i>(Employer Contribution)</i>		<u>\$2.25</u>	\$2.25	\$2.25	\$2.25
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	1st Year	<u>\$4.22</u>	<u>\$4.25</u>	\$4.25	<u>\$4.27</u>
	2nd Year	<u>\$4.97</u>	<u>\$5.00</u>	\$5.00	<u>\$5.02</u>
	3rd Year	<u>\$5.70</u>	<u>\$5.74</u>	\$5.74	<u>\$5.76</u>
	4th Year	<u>\$6.49</u>	<u>\$6.52</u>	\$6.52	<u>\$6.55</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>		\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund		\$0.18	\$0.18	<u>\$0.16</u>	\$0.16
Promotion Fund		\$0.10	\$0.10	<u>\$0.12</u>	\$0.12

Amendment #2 – September 1, 2019

- 27.02 Remittances for the Benefit Plan, Pension Plan shall be made on forms provided indicating the specific fund breakdown and sent to:

Millwrights Local 1178 Benefit Trust Funds
 c/o Coughlin & Associates Ltd.
PO Box 764
Winnipeg, MB R3C 2L4
Toll Free: 1-888-204-1234
Phone: 204-942-4438
Fax: 204-943-5998

- 27.03 All employers shall make the required contributions/remittances to the Millwrights Training Fund on the forms provided by the Administrator of the Millwrights Training Fund and shall send the completed forms to:

The Administrator
 Millwright Local 1178 Training Fund
 P.O. Box 358, 139 Beaufort Street
 Stellarton, Nova Scotia B0K 1S0
 (902) 752-3176
 (902) 755-6244

- 27.04 All employers shall make the required contributions/remittances to the Industry Improvement Fund on the forms provided by the Administrator of the Industry Improvement Fund and shall send the completed forms to:

The Administrator
 Industry Improvement Fund
 260 Brownlow Avenue, Unit No. 1
 Dartmouth, Nova Scotia
 B3B 1V9

- 27.05 It is agreed that the Parties shall institute a Promotion Fund to be governed and controlled by the Union and that the employer shall contribute and remit ten cents (\$0.10) per hour paid **and effective September 1, 2019, twelve cents (\$0.12) per hour paid** to:

The Administrator
 Millwright 1178 Promotion Fund
 PO Box 358
 139 Beaufort Street
 Stellarton, NS B0X 1S0

Amendment #1 – November 1, 2018
Amendment #2 – September 1, 2019

ARTICLE 29 - PENSION PLAN

- 29.01 It is agreed that provisions for a Pension Plan will be implemented under the same conditions as the Benefit Plan. The employer shall make contributions in accordance with Article 27 - Employer Deductions and Contributions and the Trade Appendix to:

Millwrights Local 1178 Benefit Trust Funds

c/o **Coughlin & Associates Ltd.**

PO Box 764

Winnipeg, MB R3C 2L4

ARTICLE 30 - INDUSTRY IMPROVEMENT FUND

- 30.01 All employers must contribute each month, by the fifteenth (15th) day of the following month, to the Industry Improvement Fund an amount of eighteen cents (\$0.18) for each hour paid **and effective September 1, 2019, sixteen cents (\$0.16) for each hour paid** in that month by any employee covered by this Agreement to:

The Administrator

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

- 30.02 This is a Fund that recognizes the importance of collective bargaining and the responsibility of the Parties towards positive labour relations. All employers who are bound by this Agreement through Accreditation, recognize their responsibility to contribute towards the cost of collective bargaining, either by membership in the CLRA or as a result of the principle Quantum Meruit.
- 30.03 The Parties hereto agree that the arbitration procedures set forth in this Collective Agreement may be used for the collection of delinquent accounts with respect to contributions required pursuant to this Article. Any arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 30.04 It is agreed that provisions for an increase in the IIF may be implemented if so desired by the CLRA, provided the Union is given sixty (60) days notice of such change.

Amendment #1 – November 1, 2018

Amendment #2 – September 1, 2019

**ARTICLE 31 - MILLWRIGHTS TRAINING FUND AND
UBC MILLWRIGHTS LABOUR-MANAGEMENT
INDUSTRY PROMOTION FUND**

- 31.01 Employers and employees both recognize the need and benefits derived from training and promotion in new techniques of the industry. It is therefore imperative that a program of training and promotion be provided for all members of Millwright Local 1178. The Parties have instituted a Training Trust Fund and the employer shall contribute and remit one dollar (\$1.00) as set forth in Schedule "A" for each hour paid to:

The Administrator
Millwright Local 1178 Training Fund
P.O. Box 358, 139 Beaufort Street
Stellarton, NS B0K 1S0

- 31.02 It is agreed that the Training Trust fund shall be jointly trusted by the parties. The fund shall be subject to audit and the Union and the CLRA shall each be provided with an annual accounting of the Training fund. In the event that the fund is not being utilized to the satisfaction of either the Union or the CLRA, then either the Union or the CLRA may cancel the program upon sixty (60) days notice. In the event of such cancellation, twenty-five cents (\$0.25) will go back to the employer and the balance will revert to the employee.
- 31.03 In addition to any contributions otherwise called for herein, the parties agree that the Employer shall make a contribution of ten cents (\$0.10) per hour paid **and effective September 1, 2019, twelve cents (\$0.12) per hour paid** for each Millwright employee covered by this agreement to the UBC Millwrights Labour-Management Industry Promotion Fund ("Millwright Fund").

Please note, the **twelve cents (\$0.12)** has been deducted from the employee's wage package, therefore if the fund should cease to exist, the **twelve cents (\$0.12)** would revert back to the employee wage package.

Payment shall be made to the Millwright Fund or to such collection agent as is designated by the Millwright Fund on or before the 20th day of the month following the month of the work performed. The Employer hereby agrees to be bound by the Agreement and Declaration of Trust for the Millwright Fund as it exists and as it may be amended restated, and to such rules, regulations or other governing documents adopted pursuant to such Trust.

Remittance address: Millwrights Local 1178
 PO Box 358
 Stellarton, NS B0K 1S0

Amendment #2 – September 1, 2019

SCHEDULE "A" – WAGE RATES

BETWEEN

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

- AND -

THE MILLWRIGHTS AND MACHINE ERECTORS, LOCAL UNION 1178
(hereinafter referred to as the "Union")

MILLWRIGHT JOURNEYMEN WAGE RATES

MAJOR INDUSTRIAL WORK

Effective Date	Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
<u>May 1, 2018</u>	<u>\$38.71</u>	<u>\$3.87</u>	<u>\$7.66</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$53.77</u>
<u>May 1, 2019</u>	<u>\$38.90</u>	<u>\$3.89</u>	<u>\$7.70</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$54.02</u>
<u>September 1, 2019</u>	\$38.90	\$3.89	\$7.70	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$54.02
<u>May 1, 2020</u>	<u>\$39.09</u>	<u>\$3.91</u>	<u>\$7.74</u>	<u>\$2.25</u>	\$1.00	\$0.16	\$0.12	<u>\$54.27</u>

* Note: Pension Contributions are paid on the total of base rate and V&H pay.

* All deductions and contributions are on hours paid.

ALL OTHER WORK

Effective Date	Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
<u>May 1, 2018</u>	<u>\$36.31</u>	<u>\$3.63</u>	<u>\$7.19</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$50.66</u>
<u>May 1, 2019</u>	<u>\$36.50</u>	<u>\$3.65</u>	<u>\$7.23</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$50.91</u>
<u>September 1, 2019</u>	\$36.50	\$3.65	\$7.23	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$50.91
<u>May 1, 2020</u>	<u>\$36.69</u>	<u>\$3.67</u>	<u>\$7.27</u>	<u>\$2.25</u>	\$1.00	\$0.16	\$0.12	<u>\$51.16</u>

* Note: Pension Contributions are paid on the total of base rate and V&H pay.

* All deductions and contributions are on hours paid.

Amendment #2 – September 1, 2019

MILLWRIGHT APPRENTICE WAGE RATES

MAJOR INDUSTRIAL WORK

		Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
Effective Date: May 1, 2018									
1st Year	60%	<u>\$22.80</u>	<u>\$2.28</u>	<u>\$4.52</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$33.13</u>
2nd Year	70%	<u>\$26.77</u>	<u>\$2.68</u>	<u>\$5.30</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$38.28</u>
3rd Year	80%	<u>\$30.90</u>	<u>\$3.09</u>	<u>\$6.12</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$43.64</u>
4th Year	90%	<u>\$34.75</u>	<u>\$3.47</u>	<u>\$6.88</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$48.63</u>
Effective Date: May 1, 2019									
1st Year	60%	<u>\$22.92</u>	<u>\$2.29</u>	<u>\$4.54</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$33.28</u>
2nd Year	70%	<u>\$26.91</u>	<u>\$2.69</u>	<u>\$5.33</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$38.46</u>
3rd Year	80%	<u>\$31.06</u>	<u>\$3.10</u>	<u>\$6.15</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$43.84</u>
4th Year	90%	<u>\$34.92</u>	<u>\$3.49</u>	<u>\$6.92</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$48.86</u>
Effective Date: September 1, 2019									
1st Year	60%	\$22.92	\$2.29	\$4.54	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$33.28
2nd Year	70%	\$26.91	\$2.69	\$5.33	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$38.46
3rd Year	80%	\$31.06	\$3.10	\$6.15	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$43.84
4th Year	90%	\$34.92	\$3.49	\$6.92	\$2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$48.86
Effective Date: May 1, 2020									
1st Year	60%	<u>\$23.04</u>	<u>\$2.30</u>	<u>\$4.56</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$33.43</u>
2nd Year	70%	<u>\$27.04</u>	<u>\$2.70</u>	<u>\$5.36</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$38.63</u>
3rd Year	80%	<u>\$31.21</u>	<u>\$3.12</u>	<u>\$6.18</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$44.04</u>
4th Year	90%	<u>\$35.09</u>	<u>\$3.51</u>	<u>\$6.95</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$49.08</u>

Amendment #2 – September 1, 2019

MILLWRIGHT APPRENTICE WAGE RATES

ALL OTHER WORK

		Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
Effective Date: May 1, 2018									
1st Year	60%	<u>\$21.36</u>	<u>\$2.14</u>	<u>\$4.22</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$31.25</u>
2nd Year	70%	<u>\$25.09</u>	<u>\$2.51</u>	<u>\$4.97</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$36.10</u>
3rd Year	80%	<u>\$28.79</u>	<u>\$2.88</u>	<u>\$5.70</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$40.90</u>
4th Year	90%	<u>\$32.74</u>	<u>\$3.27</u>	<u>\$6.49</u>	<u>\$2.25</u>	\$1.00	\$0.18	\$0.10	<u>\$46.03</u>
Effective Date: May 1, 2019									
1st Year	60%	<u>\$21.47</u>	<u>\$2.15</u>	<u>\$4.25</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$31.40</u>
2nd Year	70%	<u>\$25.23</u>	<u>\$2.52</u>	<u>\$5.00</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$36.28</u>
3rd Year	80%	<u>\$28.94</u>	<u>\$2.89</u>	<u>\$5.74</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$41.10</u>
4th Year	90%	<u>\$32.92</u>	<u>\$3.29</u>	<u>\$6.52</u>	\$2.25	\$1.00	\$0.18	\$0.10	<u>\$46.26</u>
Effective Date: September 1, 2019									
1st Year	60%	21.47	2.15	4.25	2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$31.40
2nd Year	70%	25.23	2.52	5.00	2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$36.28
3rd Year	80%	28.94	2.89	5.74	2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$41.10
4th Year	90%	32.92	3.29	6.52	2.25	\$1.00	<u>\$0.16</u>	<u>\$0.12</u>	\$46.26
Effective Date: May 1, 2020									
1st Year	60%	<u>\$21.59</u>	<u>\$2.16</u>	<u>\$4.27</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$31.55</u>
2nd Year	70%	<u>\$25.36</u>	<u>\$2.54</u>	<u>\$5.02</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$36.45</u>
3rd Year	80%	<u>\$29.10</u>	<u>\$2.91</u>	<u>\$5.76</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$41.30</u>
4th Year	90%	<u>\$33.09</u>	<u>\$3.31</u>	<u>\$6.55</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$46.48</u>

The employer shall maintain a ratio of one apprentice to three journeymen (1:3).

The ratio of Apprentices to Journeymen shall not exceed 1:3, unless so agreed by the Union.

Amendment #2 – September 1, 2019