

APPENDIX NO. 1 “A” - BRICKLAYERS - INDUSTRIAL

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

- AND -

INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL UNION 1
 (hereinafter referred to as the "Union")

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

| Effective Date | Hourly Rate | V & H 9% | H & W | Pension | BAC 1 GRSP | Promo | Bereave. Fund | Training Fund | Consol. Fund | IIF | Total Pkg |
|-----------------------------------|----------------|---------------|---------------|---------|------------|--------|---------------|---------------|---------------|--------|----------------|
| BRICKLAYER JOURNEYPERSON | | | | | | | | | | | |
| <u>July 30, 2020</u> | <u>\$41.30</u> | <u>\$3.72</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$55.97</u> |
| <u>July 1, 2021</u> | <u>\$41.76</u> | <u>\$3.76</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$56.47</u> |
| <u>July 1, 2022</u> | <u>\$42.50</u> | <u>\$3.82</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$57.27</u> |
| <u>July 1, 2023</u> | <u>\$43.23</u> | <u>\$3.89</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$58.07</u> |
| <u>July 1, 2024</u> | <u>\$43.96</u> | <u>\$3.96</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$58.87</u> |
| CEMENT MASON JOURNEYPERSON | | | | | | | | | | | |
| <u>July 30, 2020</u> | <u>\$39.95</u> | <u>\$3.60</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$54.50</u> |
| <u>July 1, 2021</u> | <u>\$40.41</u> | <u>\$3.64</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$55.00</u> |
| <u>July 1, 2022</u> | <u>\$41.15</u> | <u>\$3.70</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$55.80</u> |
| <u>July 1, 2023</u> | <u>\$41.88</u> | <u>\$3.77</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$56.60</u> |
| <u>July 1, 2024</u> | <u>\$42.61</u> | <u>\$3.84</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$57.40</u> |

In addition to the above hourly rates the employer shall pay the amounts set out in the Health & Welfare, Pension, BAC 1 GRSP, Masonry Promotion Fund, Bereavement Fund, Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

Tile & Terrazzo work falls under the jurisdiction of the Bricklayers Union. Terms and conditions of employment for Tile & Terrazzo work on Cape Breton Island are set out Tile Appendix 1 “B”.

RE-OPENER:

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between Bricklayer 1 and the CLRA may be amended upon the agreement of Bricklayer 1 and the CLRA.

ENABLING:

Where a particular article or articles of this Collective Agreement is/are found to work a hardship for a particular project, the terms and conditions in this Agreement for that project may be modified by mutual consent, of the Union and the CLRA, when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved, the request shall not be subject to either grievance or arbitration. The Parties agree that they shall meet in joint conference no later than thirty (30) days after the ratification of this Agreement to discuss means of enabling and procedures to be followed.

HIRING:

Ratio: One (1) to one (1) hiring ratio (1:1). The employer may name hire the first employee, the Union shall supply the second employee, ratio to repeat.

DEDUCTIONS:

The employer shall deduct the amount set out under the Union Administration Fund of this Appendix.

SUPERVISION:

One (1) of the first three (3) employees will be a working Foreman.

When a crew exceeds six (6) employees, there shall be a non-working Foreman. After ten (10) employees the formula repeats. A foreman will be paid a minimum premium of ten percent (10%) of base rate.

- Three (3) or more Foreman..... 1 General Foreman

CLASSIFICATIONS:

- Concrete placer Base Rate.

The above classification is for the establishment of rates only and not to be interpreted as determining jurisdiction.

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

| APPRENTICE - BRICKLAYERS | | | | | | | | | | | |
|---|--------------------|---------------------|------------------|----------------|-------------------|--------------|----------------------|----------------------|---------------------|------------|------------------|
| | Hourly Rate | V & H 9% | H & W | Pension | BAC 1 GRSP | Promo | Bereave. Fund | Training Fund | Consol. Fund | IIF | Total Pkg |
| Effective Date: <u>July 30, 2020</u> | | | | | | | | | | | |
| 76% | <u>\$28.66</u> | <u>\$2.58</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$42.19</u> |
| 82% | <u>\$31.60</u> | <u>\$2.84</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$45.39</u> |
| 88% | <u>\$34.51</u> | <u>\$3.11</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$48.57</u> |
| 94% | <u>\$37.44</u> | <u>\$3.37</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$51.76</u> |
| 100% | <u>\$41.30</u> | <u>\$3.72</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$55.97</u> |
| Effective Date: <u>July 1, 2021</u> | | | | | | | | | | | |
| 76% | <u>\$29.01</u> | <u>\$2.61</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$42.57</u> |
| 82% | <u>\$31.97</u> | <u>\$2.88</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$45.80</u> |
| 88% | <u>\$34.92</u> | <u>\$3.14</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$49.01</u> |
| 94% | <u>\$37.87</u> | <u>\$3.41</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$52.23</u> |
| 100% | <u>\$41.76</u> | <u>\$3.76</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$56.47</u> |
| Effective Date: <u>July 1, 2022</u> | | | | | | | | | | | |
| 76% | <u>\$29.57</u> | <u>\$2.66</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$43.18</u> |
| 82% | <u>\$32.58</u> | <u>\$2.93</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$46.46</u> |
| 88% | <u>\$35.56</u> | <u>\$3.20</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$49.71</u> |
| 94% | <u>\$38.56</u> | <u>\$3.47</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$52.98</u> |
| 100% | <u>\$42.50</u> | <u>\$3.82</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$57.27</u> |
| Effective Date: <u>July 1, 2023</u> | | | | | | | | | | | |
| 76% | <u>\$30.13</u> | <u>\$2.71</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$43.79</u> |
| 82% | <u>\$33.18</u> | <u>\$2.99</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$47.12</u> |
| 88% | <u>\$36.20</u> | <u>\$3.26</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$50.41</u> |
| 94% | <u>\$39.25</u> | <u>\$3.53</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$53.73</u> |
| 100% | <u>\$43.23</u> | <u>\$3.89</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$58.07</u> |
| Effective Date: <u>July 1, 2024</u> | | | | | | | | | | | |
| 76% | <u>\$30.69</u> | <u>\$2.76</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$44.40</u> |
| 82% | <u>\$33.79</u> | <u>\$3.04</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$47.78</u> |
| 88% | <u>\$36.84</u> | <u>\$3.32</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$51.11</u> |
| 94% | <u>\$39.94</u> | <u>\$3.59</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$54.48</u> |
| 100% | <u>\$43.96</u> | <u>\$3.96</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$58.87</u> |

- Ratio: One (1) Apprentice to every four (4) Journeypersons (1:4)

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

| APPRENTICE - BRICKLAYERS | | | | | | | | | | | |
|---|--------------------|---------------------|------------------|----------------|-------------------|--------------|----------------------|----------------------|---------------------|------------|------------------|
| | Hourly Rate | V & H 9% | H & W | Pension | BAC 1 GRSP | Promo | Bereave. Fund | Training Fund | Consol. Fund | IIF | Total Pkg |
| Effective Date: <u>July 30, 2020</u> | | | | | | | | | | | |
| 76% | <u>\$27.58</u> | <u>\$2.48</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$41.01</u> |
| 82% | <u>\$30.52</u> | <u>\$2.75</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$44.22</u> |
| 88% | <u>\$33.30</u> | <u>\$3.00</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$47.25</u> |
| 94% | <u>\$36.83</u> | <u>\$3.31</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$51.09</u> |
| 100% | <u>\$39.95</u> | <u>\$3.60</u> | <u>\$2.45</u> | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | <u>\$0.28</u> | \$0.16 | <u>\$54.50</u> |
| Effective Date: <u>July 1, 2021</u> | | | | | | | | | | | |
| 76% | <u>\$27.93</u> | <u>\$2.51</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$41.39</u> |
| 82% | <u>\$30.90</u> | <u>\$2.78</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$44.63</u> |
| 88% | <u>\$33.71</u> | <u>\$3.03</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$47.69</u> |
| 94% | <u>\$37.26</u> | <u>\$3.35</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$51.56</u> |
| 100% | <u>\$40.41</u> | <u>\$3.64</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$55.00</u> |
| Effective Date: <u>July 1, 2022</u> | | | | | | | | | | | |
| 76% | <u>\$28.49</u> | <u>\$2.56</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$42.00</u> |
| 82% | <u>\$31.50</u> | <u>\$2.84</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$45.29</u> |
| 88% | <u>\$34.35</u> | <u>\$3.09</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$48.39</u> |
| 94% | <u>\$37.94</u> | <u>\$3.42</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$52.31</u> |
| 100% | <u>\$41.15</u> | <u>\$3.70</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$55.80</u> |
| Effective Date: <u>July 1, 2023</u> | | | | | | | | | | | |
| 76% | <u>\$29.05</u> | <u>\$2.61</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$42.61</u> |
| 82% | <u>\$32.11</u> | <u>\$2.89</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$45.95</u> |
| 88% | <u>\$34.99</u> | <u>\$3.15</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$49.09</u> |
| 94% | <u>\$38.63</u> | <u>\$3.48</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$53.06</u> |
| 100% | <u>\$41.88</u> | <u>\$3.77</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$56.60</u> |
| Effective Date: <u>July 1, 2024</u> | | | | | | | | | | | |
| 76% | <u>\$29.61</u> | <u>\$2.66</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$43.22</u> |
| 82% | <u>\$32.72</u> | <u>\$2.94</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$46.61</u> |
| 88% | <u>\$35.63</u> | <u>\$3.21</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$49.79</u> |
| 94% | <u>\$39.32</u> | <u>\$3.54</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$53.81</u> |
| 100% | <u>\$42.61</u> | <u>\$3.84</u> | \$2.45 | \$2.50 | \$5.00 | \$0.23 | \$0.10 | \$0.23 | \$0.28 | \$0.16 | <u>\$57.40</u> |

- Ratio: One (1) Apprentice to every four (4) Journeypersons (1:4)

PAID HOLIDAYS:

The following are paid holidays:

| | |
|-----------------------|-------------------------|
| New Year's Day | Thanksgiving Day |
| Canada Day | Christmas Day |
| Labour Day | Remembrance Day |

If called out to work on a paid holiday, the employee shall be paid at the rate of double time (2x) in addition to pay for the holiday.

SUB-CONTRACTOR:

The employer agrees that it will not sub-contract work to any contractor who is not under Collective Agreement with the appropriate signatory Building Trades Union.

HEALTH AND WELFARE, PENSION, BAC 1 GRSP FUND, BEREAVEMENT FUND, TRAINING FUND AND MASONRY PROMOTION:

The employer shall contribute per hour worked to Health & Welfare Benefits, Pension, and Masonry Promotion funds as set out in the table below:

| Effective Date | Health & Welfare | Pension | Masonry Promotion | Training Fund |
|-----------------------|-----------------------------|----------------|--------------------------|----------------------|
| July 30, 2020 | \$2.45 | \$2.50 | \$0.23 | \$0.23 |

The employer shall contribute per hour paid to BAC 1 GRSP Fund and Bereavement Fund as set out in the table below:

| BAC 1 GRSP | Bereavement |
|-------------------|--------------------|
| \$5.00 | \$0.10 |

The Health and Welfare and Pension portions shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

Trustees of the Atlantic Provinces Health and Welfare Trust Fund
1216 Sand Cove Road, Unit 32
Saint John, NB E2M 5V8

The monies allocated for Masonry Promotion Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to the:

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

The monies allocated for the Bereavement fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

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

The monies allocated for the BAC 1 GRSP fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

PSFL Fund Management Ltd.
c/o BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Halifax, NS B3S 1B6

The monies allocated for the Training Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

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

CONSOLIDATED FUND:

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

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

INDUSTRY IMPROVEMENT FUND:

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

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

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

UNION ADMINISTRATION FUND:

The employer shall deduct one dollar ten cents (\$1.10) per hour paid from the employee **and effective May 29, 2022, one dollar thirty-five cents (\$1.35) 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

HEIGHT PAY:

Employees covered by the Agreement required to work at heights of fifty feet (50') or over shall receive height pay in addition to their regular rate at the following rates:

- 50' - 70'.....Twenty cents (\$0.20) per hour above normal rate
- 70' - 90'.....Thirty cents (\$0.30) per hour above normal rate
- 90' PlusTwenty cents (\$0.20) per hour for every additional
twenty feet (20') above the ninety foot (90') level.

RECOGNITION:

Employer will recognize classifications in the Union's Certification and any subsequent Order by the National Joint Board or Labour Relations Board (or, for that matter, any body set up or authorized to determine classifications).

SHIFT DIFFERENTIAL:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).

PROTECTIVE CLOTHING:

Rain gear, as required, will be supplied by the employer.

The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

IN WITNESS WHEREOF the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this 3rd day of November, 2020.

SIGNATORIES

FOR THE EMPLOYER

FOR THE UNION

ROBERT SHEPHERD

JEFF PREEPER

CALUM MACLEOD

For Terms and Conditions governing Tile & Terrazzo work, see Tile Appendix 1 “B”.