

## Message from Regional Manager Jeff Richardson

As you know our current Collective Agreement will expire at the end of this month, April 30, 2021. Your negotiating team: Bruce Chaulk carpenter/formwork, Jason Cooke, scaffolder/carpenter, Daryl Cribb, ISM and myself, lead negotiator have been in negotiations with the NSCLRA over the past few months on your behalf.

We are bringing back a five (5) year agreement for ratification, this is a fair deal for our members and our contractors. Our large general contractors are looking for security and the confidence when pricing these large infrastructure projects that are coming to our province in the coming years. In saying this, if this agreement is ratified by our membership, we will be the top wage earners as carpenters in Atlantic Canada at a \$3.55 increase, which breaks down as follows:

Year 1 - \$0.40  
Year 2 - \$0.60  
Year 3 - \$0.85  
Year 4 - \$0.85  
Year 5 - \$0.85

LOA has increased by \$10.00 over the five (5) years. When you are away from your home and the contractor is putting you up in a hotel, the meal allowance increases from \$51.00 to \$69.00.

I attached the MOU, everything we negotiated is in this attachment. I am hoping to see you at the Special Called meetings in Stellarton on April 21<sup>st</sup> at the Stellarton Union Hall, and in Sackville on April 22<sup>nd</sup>, at the Sackville Union Hall. These meetings will start at 7:00 pm, and due to Covid-19 masks are required while in the buildings. I will review this tentative agreement with you, and then we will hold a ratification vote on this contract.

Thank you,

*Jeff Richardson*



**Nova Scotia Construction Labour Relations Association  
2021 Mainland Nova Scotia Collective Bargaining  
Carpenter 83 Collective Agreement  
Memorandum of Agreement Schedule "A" – March 29, 2021**

---

**Article 6 – Minimum Tool List**

*Amend current Article 6.02 as follows:*

**6.02 GENERAL CARPENTER TOOLS:**

- |  |                                |
|--|--------------------------------|
| • Claw Hammer                          | • Hand Saw                     |
| • 2' Level                             | • Framing Square               |
| • Chisel Set                           | • Combination Square           |
| • Chalk Line                           | • Pry Bar                      |
| • Dry Line                             | • Plumb Bob                    |
| • Carpenters Apron                     | • 24' or 8m Tape (as required) |
| • Pencil                               | • Block Plane                  |
| • <u>Self-Retracting</u> Utility Knife | • Hatchet                      |

**TOOLS FOR CARPENTERS PERFORMING FORM WORK:**

- |  |                                   |
|--|-----------------------------------|
| • Claw Hammer                          | • Hand Saw                        |
| • 2' Level                             | • Framing Square                  |
| • Chalk Line                           | • Plumb Bob - 12 oz. or heavier   |
| • Carpenters Apron                     | • 25' or 8m Tape (as required)    |
| • Pencil                               | • Adjustable Wrench 12" or larger |
| • <u>Self-Retracting</u> Utility Knife | • Lineman Pliers or End Cutters   |
| • Hatchet                              | • 4' Level                        |

**TOOLS FOR CARPENTERS PERFORMING SCAFFOLDING:**

- |  |                          |
|--|--------------------------|
| • Claw Hammer                          | • Magnetic Torpedo Level |
| • Side Pouch                           | • Wedge/Punch            |
| • Adjustable Wrench – 10" or Larger    | • 25' or 8m Tape         |
| • <u>Self-Retracting Utility Knife</u> | • Handsaw                |

Employee has option to buy ~~his/her~~ their own safety harness.

The Employer has the responsibility to inspect the harness, shock absorber and lanyard as per the O.H. & S. Act. The Employer shall bear the cost of such inspection.

**Nova Scotia Construction Labour Relations Association  
2021 Mainland Nova Scotia Collective Bargaining  
Carpenter 83 Collective Agreement  
Memorandum of Agreement Schedule “A” – March 29, 2021**

---

*Amend current Article 6.03 as follows:*

- 6.03 Carpenters may not commence or continue work until they are equipped with the above tools. An Employer may choose to supply an employee with a replacement tool at the Employer’s cost if they consider the employee’s tool unsatisfactory. This is not intended to apply to replacement of broken or non-functioning tools.

**Article 19 – Travel and Subsistence**

*Amend current Article 19.04 as follows:*

- 19.04 (A) Employees who are required to travel a distance of 115 kilometres or more from their principal residence shall be paid subsistence allowance as follows:

<u>May 1, 2021</u>	<u>.....\$131.00 per day worked</u>
<u>May 1, 2022</u>	<u>.....\$133.00 per day worked</u>
<u>May 1, 2023</u>	<u>.....\$135.00 per day worked</u>
<u>May 1, 2024</u>	<u>.....\$137.00 per day worked</u>
<u>May 1, 2025</u>	<u>.....\$139.00 per day worked</u>

Employees must complete their scheduled work day as per signatory contractor’s request to receive paid subsistence allowance, unless a scheduled work day is cut short for reasons outside the employee’s control.

- (B) The employer may, at the employer’s discretion, provide room and board in lieu of subsistence allowance as long as the accommodations are adequate. The Employer may alternatively provide accommodations and board allowance of ~~fifty-one dollars (\$51)~~ sixty-nine dollars (\$69) per day. This figure shall be adjusted as per the current Canada Revenue Agency guidelines.

**Article 19A – Travel and Subsistence for Major Projects**

*Amend current Article 19A.04 as follows:*

- 19A.04 (i) Employees who are required to travel a distance of 100 kilometres or more from the employee’s principal place of residence will be paid a subsistence allowance. These employees shall not be paid mileage. The subsistence allowance shall be as follows:

**Nova Scotia Construction Labour Relations Association  
2021 Mainland Nova Scotia Collective Bargaining  
Carpenter 83 Collective Agreement  
Memorandum of Agreement Schedule “A” – March 29, 2021**

---

<u>May 1, 2021</u>	<u>.....\$131.00 per day worked</u>
<u>May 1, 2022</u>	<u>.....\$133.00 per day worked</u>
<u>May 1, 2023</u>	<u>.....\$135.00 per day worked</u>
<u>May 1, 2024</u>	<u>.....\$137.00 per day worked</u>
<u>May 1, 2025</u>	<u>.....\$139.00 per day worked</u>

**Article 24 – Safety and Health**

*Amend current Article 24.13 as follows:*

24.13 All Union members supplied to an Employer shall have up-to-date certification in the following safety training courses:

WHMIS  
Safety Orientation  
Fall Protection  
End Frame and Shoring Scaffolding (as required)  
First Aid (as required)  
Confined Space (as required)  
Aerial Lift (as required)  
Fit Testing (as required)

If a Union member without up-to-date certification in one or more of the above courses is supplied, the Employer may refuse to employ the Union member.

*Employer agrees that costs for Fit Testing will be paid by the requesting employer. Parties to ask the JTC to research costs for purchasing Fit Testing equipment and to investigate Pulmonary Testing as it relates to Fit Testing.*

**Article 27 – Employer Contributions**

*Update Training Fund remittance address per Union proposal.*

*Add new Article 27.08 as follows:*

27.08 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted



**Nova Scotia Construction Labour Relations Association  
2021 Mainland Nova Scotia Collective Bargaining  
Carpenter 83 Collective Agreement  
Memorandum of Agreement Schedule “A” – March 29, 2021**

---

per contractor under Article 27 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year and requests shall be fulfilled within six (6) weeks. Reports provided shall not be shared with individual contractors.

**Article 27A – Employer Deductions**

*Add language referring to working dues of 3.5% of gross pay. Update Organizing/Dues remittance address per Union proposal.*

**Carpenters Craft Schedule “A”**

*Amend current Foreman language on page 47 of Craft Schedule “A” as follows:*

The Employer may, at their option, require that working foremen have taken, or will take, Better SuperVision (B.S.V.) and Leadership for Safety Excellence (L.S.E.) training. Contractor will pay 50% of training costs and can access funding through WIPSI funding program. The JTC will pay the other 50% once approved by the Board of Trustees on a case-by-case scenario. Members must be in good standing with the union before being eligible to qualify. The Union agrees to make best efforts to ensure B.S.V. or equivalent training for foremen and supervisors.

**Craft Schedule “P” – ISM Piecework Agreement**

*Amend current ISM Piecework agreement to add language before ISM Piecework wage tables as follows:*

The CLRA and Union agree to meet from time to time to discuss market rates, but in no case shall piecework rates paid be less than the following minimums:

**Craft Schedule “S” – Scaffolder**

*Parties agree to activate the Scaffolder Training Committee under Article 4.*

*Amend current Article 5 under Craft Schedule “S” as follows:*

5.01 TOOLS FOR CARPENTERS PERFORMING SCAFFOLDING:

**Nova Scotia Construction Labour Relations Association  
2021 Mainland Nova Scotia Collective Bargaining  
Carpenter 83 Collective Agreement  
Memorandum of Agreement Schedule “A” – March 29, 2021**

---

- Claw Hammer
- Side Pouch
- Adjustable Wrench – 10” or larger
- Magnetic Torpedo Level
- Wedge/Punch
- 25’ or 8m Tape
- Handsaw
- Self-Retracting Utility Knife

Employee has option to buy ~~his/her~~ their own safety harness fall arrest equipment, unless Employer decides to provide fall arrest equipment to all employees.

The Employer has the responsibility to inspect the harness, shock absorber and lanyard as per the Occupational Health & Safety Act.

**Other Items**

*Update language throughout collective agreement to be gender neutral.*

**Wages:**

May 1, 2021: \$0.40  
May 1, 2022: \$0.60  
May 1, 2023: \$0.85  
May 1, 2024: \$0.85  
May 1, 2025: \$0.85