



Moncton Northeast Construction Association
297 Collishaw Street, Moncton, NB E1C 9R2
Tel: (506) 857-4038 Fax: (506) 857-8861
bdixon@mneca.ca

LABOUR RELATIONS BULLETIN

October 7, 2015

The Collective Agreements covering Commercial and between Moncton Northeast Construction Association and Local 900 of the Labourers' International Union of North America have been renewed with an effective date of October 4, 2015. Both of these Agreements will terminate on June 30, 2018

These Collective Agreements cover the counties of Albert, Westmorland, Kent, Northumberland, Gloucester, Restigouche, and Madawaska in the province of New Brunswick.

Negotiations for the **Industrial Agreement** are ongoing.

The changes to the **Commercial Agreement** are summarized as follows.

ARTICLE 4 – Union Security & Hiring

Added a clause which took wording out of the previous Agreements appendices re the employee's responsibility for providing

ARTICLE 14 – DISCIPLINE

Adds the personal use of cellphones as a reason for discipline

ARTICLE 18 – BEREAVEMENT LEAVE

Provides for non-paid bereavement leave similar to provincial legislation

ARTICLE 20 - WAGES

Recent legislation has created an occupation for a Labourer known as a Construction Craft Worker (CCW) with a corresponding apprenticeship program. New language clearly defines that the point of reference for all wages is the CCW Journeyman. The basic rate shall be established as Journeyman (Red Seal or Provincial) and all other categories established relative to this rate such that the Wage Rate for a Foreman shall be one hundred and ten percent (110%) of the Journeyman rate, the Wage Rate for Apprentice – Second Block shall be ninety percent (90%) of the Journeyman Rate, the Wage Rate for Apprentice – First Block shall be eighty-five percent (85%) of the Journeyman Rate and the Wage Rate for Apprentice – New shall be eighty percent (80%) of the Journeyman Rate. Upon signing of this Agreement the Wage Rate for Qualified Labourer shall be ninety-nine percent (99%) of the Journeyman rate, on July 3, 2016 it shall be ninety-eight percent (98%) of the Journeyman rate and on July 2, 2017 it shall be ninety-seven percent (97%) of the journeyman. It is expected that the Wage Rate for a Qualified Labourer will continue to be reduced and remain at ninety-five percent (95%) in the next Agreement. Only

those who have completed the qualification process to grandfather into the Journeyman rate shall qualify for that rate. All others are classified as a Qualified Labourer until they qualify.

The rates effective October 4 are:

Wage Rates - October 4, 2015

LABOURER	Foreman	Red Seal/Provincial Journeyman	Qualified Labourer (99%)
Hourly Rate	20.92	19.02	18.83
Vacation Pay (10%)	2.09	1.90	1.88
Benefits	5.78	5.78	5.78
Total Package	28.79	26.70	26.49

APPRENTICE	Apprentice New (501-1800 hours)	Apprentice 1st Block (501-1800 hours)	Apprentice 2nd Block (1801-3600 hours)
Hourly Rate	15.22	16.17	17.12
Vacation Pay (10%)	1.52	1.62	1.71
Benefits	2.83	3.83	4.83
Total Package	19.57	21.62	23.66

ARTICLE 21 - TRAVEL

The Mileage Allowance changes from \$0.42 to \$0.50 per kilometer.

The Board Allowance, where applicable, changes from \$85.00 to \$90.00 per day

ARTICLE 22 - HEALTH AND WELFARE

Language was cleaned up to clarify what PPE's are the responsibility of the Employer

ARTICLE 23 – TRAINING (AND APPRENTICESHIP)

Some language changes to reflect the establishment of the Construction Craft Worker as an occupation under provincial legislation.

A complete copy of this Collective Agreements will be available on the MNECA website at www.mneca.ca and follow the link to Labour Relations.