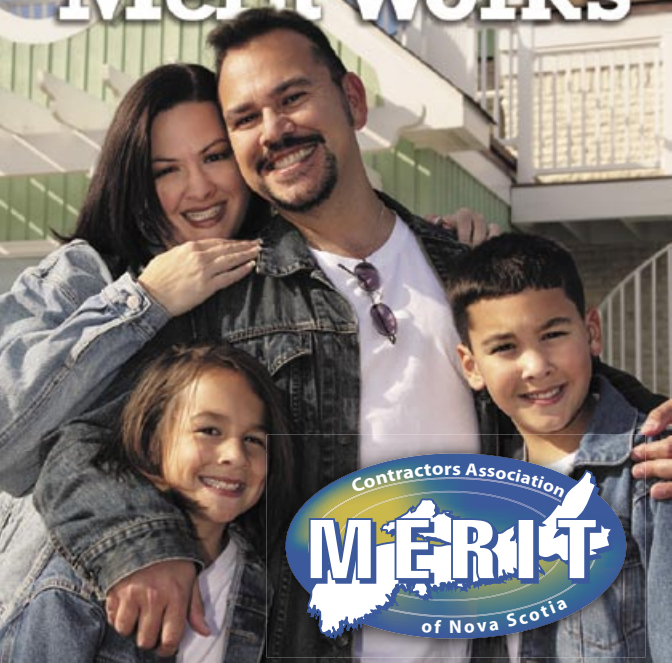


Merit Works



www.meritns.com

Open Shop (Non Union)

Open shop does not mean 'anti-union'.

The primary difference between open shop and closed shop is in the area of labour and employee relations. An open shop contractor bears total responsibility for recruiting, hiring, safety, training, mentoring, fair wages and promotion of its employees.

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Union Shop (Closed Shop)

In construction, this term is generally understood to mean that a union shop contractor must hire unionized workers. To work, employees must belong to a union and pay union dues. They work when and where the union tells them.

However, the vast majority, **78 per cent**, of construction workers in Atlantic Canada, are employed by Open Shop contractors.





Merit Shop = Open Shop

**Means freedom of choice
& fairness for employees**

Today's construction workers are trained professionals working in a high-tech environment with specialized skills vital to the success of the contractors that hire them. Workers today have choices. They can earn a competitive salary in a demanding career in construction without having to join a union. After all, it is the employees who do the work.

Merit Facts

Open Shop employees may communicate with and have direct access to management.

All employee rights are protected by law regardless of membership in a union.

Employees are rewarded based on their skills, work ethics & performance, not on membership or ranking in a union.



Safety

Safety regulations are created and enforced by the provincial government. Safety standards are the same for all construction sites open or closed shop.

Contact Merit

For more information on the benefits of working for a Merit Contractor, please contact Merit Contractors Association of Nova Scotia at:

(902) 453 6248
1-877-525-9205
info@meritns.com
www.meritns.com



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Merit Employees

Member employees have access to:

- Competitive pay
- Benefit package with portability
- Dental care
- Long term disability
- Vision care
- Discount purchase programs
- Apprenticeship tuition reimbursement program
- Group registered retirement program
- Pension program

