



AMENDMENT NOTICE

DATE: January 25, 2021

To: Cape Breton Insulator 116 Trade Classification

Allsteel Coa	Stella	Cameron	Guildfords I	Malcolm	Robertson
Bay Tank and	Darren	Glover	Guildfords I	Paul	DeCoste
Bay Tank and	Krystal	Haselhan	Guildfords I	Curtis	McLoon
Bay Tank and	Stephanie	Gray	MacGregor's	Andy	MacGregor
G. & M. Insu	Darren	Drew	MacGregor's	Mike	Corkum
G. & M. Insu	Shawn	Smith	Pro Insul Li	Danny	Pacione
Guildfords I	Will	Brown			

CC: Matthew Benson, Local 116

FROM: Robert Shepherd

RE: Amendment #1 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Insulator 116 Appendices

PAGES: 5 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
January 24, 2021	• Insulator Training Fund renamed to "Insulator Training, Recreation & Building Fund"	COMMERCIAL 2-6, 2-7, 2-15, 2-16
	• Increase to Training, Recreation & Building Fund from \$0.35 to \$0.52	INDUSTRIAL 2-1, 2-2, 2-5
	• Corresponding decrease to Hourly Rate and V&H	

Attached is Amendment #1 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Insulator 116 Appendices, effective January 24, 2021.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreements and the amended pages are now available for download in the Agreements section of our website. Please visit www.nsclra.ca or <https://nsclra.ca/agreements/>.

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**CAPE BRETON INDUSTRIAL PROJECTS
COLLECTIVE AGREEMENT
2020 - 2025**

- BETWEEN -

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

- AND -

**THE CAPE BRETON ISLAND
BUILDING & CONSTRUCTION TRADES COUNCIL**
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

SIGNATORY BUILDING TRADE UNIONS

THIS AGREEMENT dated at Sydney, Nova Scotia this 3rd day of November, 2020.

EFFECTIVE DATE: JULY 30, 2020
EXPIRATION DATE: JUNE 30, 2025

Amendment #1 – Insulator 116 – January 24, 2021

APPENDIX NO. 2 - INSULATORS - INDUSTRIAL

BETWEEN

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

- AND -

INSULATORS AND ALLIED WORKERS
LOCAL 116
(hereinafter referred to as the "Union")

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

INSULATORS JOURNEYPERSON									
Effective Date	Hourly Rate	V & H 9%	Benefit	Training, Rec & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg
July 30, 2020	\$41.19	\$3.71	\$8.70	\$0.35	\$0.05	\$0.27	\$0.28	\$0.16	\$54.71
January 24, 2021	\$41.04	\$3.69	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$54.71
July 1, 2021	\$41.50	\$3.73	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$55.21
July 1, 2022	\$42.23	\$3.80	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$56.01
July 1, 2023	\$42.96	\$3.87	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$56.81
July 1, 2024	\$43.70	\$3.93	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$57.61

In addition to the above hourly rates the employer shall pay the amount set out in the Benefit Plan, Consolidated Fund and Industry Improvement Fund of this Appendix.

SUPERVISION:

- Minimum Foreman premium.....ten percent (10%) of base rate and holiday and vacation allowance
- From 3 - 6 employees1 working Foreman
- From 7 - 10 employees1 non-working Foreman
- 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. The selection of the Foreman on the site will be at the discretion of the employer.

- Four (4) or more Foremen..... One (1) General Foreman (rate to be determined between the employer and employee.)

Amendment #1 – January 24, 2021

APPRENTICES:

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec & Bldg	LMCT	Skills Training	Consol. Fund	IFF	Total Pkg.
Effective Date: July 30, 2020										
0 - 2000 hours	55%	<u>\$20.02</u>	<u>\$1.80</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$31.63</u>
2000 - 4000 hours	65%	<u>\$24.68</u>	<u>\$2.22</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$36.71</u>
4000 - 6000 hours	75%	<u>\$29.40</u>	<u>\$2.65</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$41.86</u>
6000 - 8000 hours	85%	<u>\$34.09</u>	<u>\$3.07</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$46.97</u>
Effective Date: January 24, 2021										
0 - 2000 hours	55%	<u>\$19.86</u>	<u>\$1.79</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$31.63
2000 - 4000 hours	65%	<u>\$24.52</u>	<u>\$2.21</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$36.71
4000 - 6000 hours	75%	<u>\$29.25</u>	<u>\$2.63</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$41.86
6000 - 8000 hours	85%	<u>\$33.94</u>	<u>\$3.05</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$46.97
Effective Date: July 1, 2021										
0 - 2000 hours	55%	<u>\$20.11</u>	<u>\$1.81</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$31.90</u>
2000 - 4000 hours	65%	<u>\$24.83</u>	<u>\$2.23</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$37.04</u>
4000 - 6000 hours	75%	<u>\$29.60</u>	<u>\$2.66</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$42.24</u>
6000 - 8000 hours	85%	<u>\$34.33</u>	<u>\$3.09</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$47.40</u>
Effective Date: July 1, 2022										
0 - 2000 hours	55%	<u>\$20.51</u>	<u>\$1.85</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$32.34</u>
2000 - 4000 hours	65%	<u>\$25.30</u>	<u>\$2.28</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$37.56</u>
4000 - 6000 hours	75%	<u>\$30.15</u>	<u>\$2.71</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$42.84</u>
6000 - 8000 hours	85%	<u>\$34.95</u>	<u>\$3.15</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$48.08</u>
Effective Date: July 1, 2023										
0 - 2000 hours	55%	<u>\$20.92</u>	<u>\$1.88</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$32.78</u>
2000 - 4000 hours	65%	<u>\$25.78</u>	<u>\$2.32</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$38.08</u>
4000 - 6000 hours	75%	<u>\$30.70</u>	<u>\$2.76</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$43.44</u>
6000 - 8000 hours	85%	<u>\$35.58</u>	<u>\$3.20</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$48.76</u>
Effective Date: July 1, 2024										
0 - 2000 hours	55%	<u>\$21.32</u>	<u>\$1.92</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$33.22</u>
2000 - 4000 hours	65%	<u>\$26.26</u>	<u>\$2.36</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$38.60</u>
4000 - 6000 hours	75%	<u>\$31.25</u>	<u>\$2.81</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$44.04</u>
6000 - 8000 hours	85%	<u>\$36.20</u>	<u>\$3.26</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$49.44</u>

Ratio: One (1) Apprentice to four (4) Journeypersons (1:4).

Amendment #1 – January 24, 2021

TRAINING, RECREATION & BUILDING FUND:

The employer shall remit thirty-five cents (\$0.35) per hour worked, and effective January 24, 2021, fifty-two cents (\$0.52) per hour worked to the Insulators Training, Recreation & Building Fund, c/o The Administrator:

Insulators Training, Recreation & Building Fund

106 Chain Lake Drive, Unit 2D
Halifax, NS B3S 1A8

It is agreed that upon thirty (30) days written notice the Union may increase, or decrease, the rate of contribution to this fund, provided that the proposed adjustment shall not alter the total hourly package to be paid by the employer.

Ten cents (\$0.10) per hour of this fund shall be remitted to a Recreation Fund, to be administered by the Union. In the event that the Recreation Fund is wound up, the ten cents (\$0.10) per hour contribution shall be returned to the wage package.

Effective January 24, 2021, seventeen cents (\$0.17) per hour of this fund shall be remitted to a Building Fund, to be administered by the Union. In the event that the Building Fund is wound up, the seventeen cents (\$0.17) per hour contribution shall be returned to the wage package.

ADMINISTRATION FUND:

The employer shall remit ten cents (\$0.10) per hour worked to the Insulators Local 116 Administration Fund, c/o The Administrator:

Insulators Local 116 Administration Fund

106 Chain Lake Drive, Unit 2D
Halifax, NS B3S 1A8

Such monies remitted shall be used for such purposes as are permitted under S.51(2) of the NS Trade Union Act 1972 (as amended).

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