



# **AMENDMENT** **NOTICE**

**DATE:** June 10, 2021

**To: Electrical 1852 Trade Classification**

Allsteel Coatin	Stella	Cameron	Joneljim Concre	Gary	Peach
Bay Tank and Ve	Darren	Glover	Joneljim Concre	Jim	Kehoe
Bay Tank and Ve	Krystal	Haselhan	Joneljim Concre	Jon	Cecchetto
Bay Tank and Ve	Stephanie	Gray	Lynk Electric L	Bill	Barrington
Black & McDonal	Charles	Savoie	Lynk Electric L	Daryl	Baxendale
Black & McDonal	Lester	Buckland	Lynk Electric L	Ian	MacNeil
Brake Electric	Russell	Brake	MacGregor's Cus	Andy	MacGregor
Easco Electric	Keith	Dwyer	MacGregor's Cus	Mike	Corkum
Gardner Electri	Jeff	Gardner	Vic Aucoin's EI	Paul	Aucoin
Ideal Electric	Doug	Wrathall	Walker's Electr	James	Walker
Joneljim Concre	Debbie	Young	Yurmac Electric	Gary	Yurchesyn

**CC:** Brian Tobin, Local 1852

**FROM:** Robert Shepherd

**RE:** **Amendment #1 to 2020-2025 Electrical 1852 Industrial Projects Collective Agreement**

**PAGES:** 6 (including cover page)

<b>EFFECTIVE DATE</b>	<b>CHANGE(S) OR COMMENT(S)</b>	<b>PAGES AFFECTED</b>
June 2, 2021	<ul style="list-style-type: none"> <li>Decrease to Benefit Plan from \$3.88 to \$2.75</li> <li>Corresponding increase to combined Hourly Rate and V&amp;H</li> </ul>	1-1, 1-4, 1-5, 1-6

Attached is Amendment #1 to the 2020-2025 Electrical 1852 Industrial Projects Collective Agreement, effective June 2, 2021.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreement and the amended pages are now available for download in the Cape Breton Agreements subsection of the Agreements section of our website. Please visit [www.nsclra.ca](http://www.nsclra.ca) or <https://nsclra.ca/agreements-cape-breton/>.

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

Thank you.

**ELECTRICAL 1852 INDUSTRIAL PROJECTS  
COLLECTIVE AGREEMENT  
2020 - 2025**

- BETWEEN -

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

- AND -

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS, LOCAL UNION 1852**

*THIS AGREEMENT* dated at Sydney, Nova Scotia this 27th day of November, 2020.

**EFFECTIVE DATE: SEPTEMBER 14, 2020**

**EXPIRATION DATE: JUNE 30, 2025**

Amendment #1 – June 2, 2021

**APPENDIX NO. 1 - ELECTRICAL - INDUSTRIAL**

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

- AND -

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**  
**LOCAL 1852**  
 (hereinafter referred to as the "Union")

**NOTE: Wage Rates Effective September 14, 2020 - June 30, 2025**

<b>JOURNEYPERSON - ELECTRICIAN</b>									
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Pension</b>	<b>Education Fund</b>	<b>OH&amp;S Fund</b>	<b>NSCSC</b>	<b>IIF</b>	<b>Total Pkg</b>
<u>September 14, 2020</u>	<u>\$39.52</u>	<u>\$3.56</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$56.26</u>
<u>June 2, 2021</u>	<b><u>\$40.56</u></b>	<b><u>\$3.65</u></b>	<b><u>\$2.75</u></b>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$56.26
<u>July 1, 2021</u>	<b><u>\$41.02</u></b>	<b><u>\$3.69</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$56.76</u>
<u>July 1, 2022</u>	<b><u>\$41.75</u></b>	<b><u>\$3.76</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$57.56</u>
<u>July 1, 2023</u>	<b><u>\$42.49</u></b>	<b><u>\$3.82</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$58.36</u>
<u>July 1, 2024</u>	<b><u>\$43.22</u></b>	<b><u>\$3.89</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$59.16</u>

The employer shall contribute the amount set out in the Health & Welfare Plan, Pension Plan, Education Fund, OH & S Training Fund, Nova Scotia Construction Sector Council Remittance and Industry Improvement Fund of this Appendix.

Pulling of electrical cables, crew consisting of more than three (3) electricians, twenty-five cents (\$0.25) per hour above base rate.

**Amendment #1 – June 2, 2021**

<b>APPRENTICES - ELECTRICIANS</b>											
			<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Pension</b>	<b>Education Fund</b>	<b>OH&amp;S Fund</b>	<b>NSCSC</b>	<b>IIF</b>	<b>Total Pkg</b>
<b>Effective Date: September 14, 2020</b>											
1st	1 - 1000 hours	55%	<u>\$16.67</u>	<u>\$1.50</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$31.35</u>
2nd	1001 - 2000 hours	60%	<u>\$19.18</u>	<u>\$1.73</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$34.09</u>
3rd	2001 - 3000 hours	65%	<u>\$21.76</u>	<u>\$1.96</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$36.90</u>
4th	3001 - 4000 hours	70%	<u>\$24.28</u>	<u>\$2.19</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$39.65</u>
5th	4001 - 5000 hours	75%	<u>\$26.83</u>	<u>\$2.42</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$42.43</u>
6th	5001 - 6000 hours	85%	<u>\$31.91</u>	<u>\$2.87</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$47.96</u>
7th	6001 - 7000 hours	90%	<u>\$34.50</u>	<u>\$3.10</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$50.78</u>
8th	7001 - 8000 hours	95%	<u>\$36.98</u>	<u>\$3.33</u>	<u>\$3.88</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$53.49</u>
<b>Effective Date: June 2, 2021</b>											
1st	1 - 1000 hours	55%	<u>\$17.71</u>	<u>\$1.59</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$31.35
2nd	1001 - 2000 hours	60%	<u>\$20.22</u>	<u>\$1.82</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$34.09
3rd	2001 - 3000 hours	65%	<u>\$22.80</u>	<u>\$2.05</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$36.90
4th	3001 - 4000 hours	70%	<u>\$25.32</u>	<u>\$2.28</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$39.65
5th	4001 - 5000 hours	75%	<u>\$27.87</u>	<u>\$2.51</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$42.43
6th	5001 - 6000 hours	85%	<u>\$32.94</u>	<u>\$2.97</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$47.96
7th	6001 - 7000 hours	90%	<u>\$35.53</u>	<u>\$3.20</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$50.78
8th	7001 - 8000 hours	95%	<u>\$38.02</u>	<u>\$3.42</u>	<u>\$2.75</u>	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	\$53.49
<b>Effective Date: July 1, 2021</b>											
1st	1 - 1000 hours	55%	<u>\$17.95</u>	<u>\$1.62</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$31.62</u>
2nd	1001 - 2000 hours	60%	<u>\$20.50</u>	<u>\$1.84</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$34.39</u>
3rd	2001 - 3000 hours	65%	<u>\$23.09</u>	<u>\$2.08</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$37.22</u>
4th	3001 - 4000 hours	70%	<u>\$25.64</u>	<u>\$2.31</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$40.00</u>
5th	4001 - 5000 hours	75%	<u>\$28.21</u>	<u>\$2.54</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$42.80</u>
6th	5001 - 6000 hours	85%	<u>\$33.33</u>	<u>\$3.00</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$48.38</u>
7th	6001 - 7000 hours	90%	<u>\$35.94</u>	<u>\$3.24</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$51.23</u>
8th	7001 - 8000 hours	95%	<u>\$38.45</u>	<u>\$3.46</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$53.96</u>
<b>Effective Date: July 1, 2022</b>											
1st	1 - 1000 hours	55%	<u>\$18.36</u>	<u>\$1.65</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$32.06</u>
2nd	1001 - 2000 hours	60%	<u>\$20.94</u>	<u>\$1.88</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$34.87</u>
3rd	2001 - 3000 hours	65%	<u>\$23.57</u>	<u>\$2.12</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$37.74</u>
4th	3001 - 4000 hours	70%	<u>\$26.16</u>	<u>\$2.35</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$40.56</u>
5th	4001 - 5000 hours	75%	<u>\$28.76</u>	<u>\$2.59</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$43.40</u>
6th	5001 - 6000 hours	85%	<u>\$33.95</u>	<u>\$3.06</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$49.06</u>
7th	6001 - 7000 hours	90%	<u>\$36.61</u>	<u>\$3.29</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$51.95</u>
8th	7001 - 8000 hours	95%	<u>\$39.15</u>	<u>\$3.52</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<u>\$54.72</u>

The above figures are not a straight percentage and represent a diversion of monies into Benefits.

**Amendment #1 – June 2, 2021**

<b>APPRENTICES - ELECTRICIANS</b>											
			<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Pension</b>	<b>Education Fund</b>	<b>OH&amp;S Fund</b>	<b>NSCSC</b>	<b>IIF</b>	<b>Total Pkg</b>
<b>Effective Date: July 1, 2023</b>											
1st	1 - 1000 hours	55%	<b><u>\$18.76</u></b>	<b><u>\$1.69</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$32.50</u></b>
2nd	1001 - 2000 hours	60%	<b><u>\$21.38</u></b>	<b><u>\$1.92</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$35.35</u></b>
3rd	2001 - 3000 hours	65%	<b><u>\$24.05</u></b>	<b><u>\$2.16</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$38.26</u></b>
4th	3001 - 4000 hours	70%	<b><u>\$26.67</u></b>	<b><u>\$2.40</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$41.12</u></b>
5th	4001 - 5000 hours	75%	<b><u>\$29.31</u></b>	<b><u>\$2.64</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$44.00</u></b>
6th	5001 - 6000 hours	85%	<b><u>\$34.58</u></b>	<b><u>\$3.11</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$49.74</u></b>
7th	6001 - 7000 hours	90%	<b><u>\$37.27</u></b>	<b><u>\$3.35</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$52.67</u></b>
8th	7001 - 8000 hours	95%	<b><u>\$39.84</u></b>	<b><u>\$3.59</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$55.48</u></b>
<b>Effective Date: July 1, 2024</b>											
1st	1 - 1000 hours	55%	<b><u>\$19.17</u></b>	<b><u>\$1.72</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$32.94</u></b>
2nd	1001 - 2000 hours	60%	<b><u>\$21.82</u></b>	<b><u>\$1.96</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$35.83</u></b>
3rd	2001 - 3000 hours	65%	<b><u>\$24.52</u></b>	<b><u>\$2.21</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$38.78</u></b>
4th	3001 - 4000 hours	70%	<b><u>\$27.18</u></b>	<b><u>\$2.45</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$41.68</u></b>
5th	4001 - 5000 hours	75%	<b><u>\$29.86</u></b>	<b><u>\$2.69</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$44.60</u></b>
6th	5001 - 6000 hours	85%	<b><u>\$35.20</u></b>	<b><u>\$3.17</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$50.42</u></b>
7th	6001 - 7000 hours	90%	<b><u>\$37.93</u></b>	<b><u>\$3.41</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$53.39</u></b>
8th	7001 - 8000 hours	95%	<b><u>\$40.54</u></b>	<b><u>\$3.65</u></b>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	\$0.16	<b><u>\$56.24</u></b>

The above figures are not a straight percentage and represent a diversion of monies into Benefits.

**Amendment #1 – June 2, 2021**

**HEALTH & WELFARE PLAN:**

The employer shall contribute three dollars eighty-eight cents (\$3.88) per hour earned **and effective June 2, 2021, two dollars seventy-five cents (\$2.75) per hour earned** for each employee on or before the fifteenth (15<sup>th</sup>) day of the following month and remit to:

**I.B.E.W. Local 1852 Health & Welfare Plan**

PO Box 24

Pier Postal Station

Sydney, NS B1N 3B1

- A. The Trust Document under which the Fund is controlled shall provide for equal trustees in number and power to be appointed by each of the Parties hereto.
- B. Should the Union decide to increase the Health & Welfare Plan or pension plan then employer contributions will be amended. The total wage package for any employee shall not be higher for any wage period of this Collective Agreement.

**CHAIN OF COMMAND:**

Electricians will, as a general rule, not be required to take directions in reference to the work being performed other than from their Electrical Foreman.

**LAY OFF:**

It shall be the responsibility of the Foreman to notify employees when they are being laid off.

**OVERTIME:**

When overtime is required on a job site and there is a usual crew at that site, the overtime work shall be offered to the usual site employees first.

**SHIFT DIFFERENTIAL:**

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

**SAFETY:**

Employer agrees to abide by all safety regulations established by the Occupational Health & Safety Act and Regulations.

Amendment #1 – June 2, 2021