



AMENDMENT **NOTICE**

DATE: December 20, 2021

To: Cape Breton Insulator 116 Trade Classification

Allsteel Coatings Ltd.	Stella	Cameron
Bay Tank and Vessel of Canada	Darren	Glover
Bay Tank and Vessel of Canada	Krystal	Haselhan
Bay Tank and Vessel of Canada	Stephanie	Gray
G. & M. Insulation & Siding	Darren	Drew
G. & M. Insulation & Siding	Shawn	Smith
Guildfords Inc.	Will	Brown
Guildfords Inc.	Malcolm	Robertson
Guildfords Inc.	Paul	DeCoste
Guildfords Inc.	Curtis	McLoon
MacGregor's Custom Machining	Andy	MacGregor
MacGregor's Custom Machining	Mike	Corkum
Pro Insul Limited	Danny	Pacione

CC: Matthew Benson, Local 116
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: Amendment #2 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Insulator 116 Appendices

PAGES: 8 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
January 2, 2022	<ul style="list-style-type: none">Update address for unionIncrease to Benefit component from \$2.30 to \$2.45, resulting in total new Benefit/Pension amount of \$8.85Corresponding decrease to Hourly Rate and V&H	<p><u>COMMERCIAL</u> Cover page, Directory, 2-6, 2-7, 2-8, 2-15, 2-16</p> <p><u>INDUSTRIAL</u> Cover Page, Directory, 2-1, 2-2, 2-4, 2-5, 2-7</p>

Attached is Amendment #2 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Insulator 116 Appendices, effective January 2, 2022.

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.nscra.ca or <https://nscra.ca/agreements/>.

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

Thank you.

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

- BETWEEN -

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

- AND -

VARIOUS 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
Amendment #2 – Insulator 116 – January 2, 2022

DIRECTORY**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

260 Brownlow Avenue, Unit 1
 Dartmouth, Nova Scotia
 B3B 1V9
www.nscra.ca

Name & Title	Phone	Fax	Email
Mr. Robert Shepherd <i>President</i>	902-468-2283	902-468-3705	bshepherd@nscra.ca
Mr. Calum MacLeod <i>Labour Relations Officer</i>			cmacleod@nscra.ca

SIGNATORY TRADE UNIONS - CAPE BRETON:**THE INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFT WORKERS, LOCAL UNION 1**

14 McQuade Lake Crescent, Suite 203
 Halifax, Nova Scotia
 B3S 1B6

Name & Title	Phone	Fax	Email
<u>Mr. Jeff Preeper</u> <i>President</i>	902-450-5614	902-450-5146	reception@baclocal1ns.ca

INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS WORKERS, LOCAL UNION 116

10 Morris Drive, Unit 28
Dartmouth, NS
B3B 1K8

Name & Title	Phone	Fax	Email
Mr. Matthew Benson <i>Business Manager</i>	902-450-5605	902-450-5613	loc116@ns.aliantzinc.ca

Amendment #2 – Insulator 116 – January 2, 2022

OVERTIME:

All hours worked in excess of the normal hours of work (Article 10A), Monday through Friday, shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee. All hours worked on Saturday and Sunday shall be paid at two times (2x) the regular straight time rate of wages of the employee.

All hours worked on a Designated Holiday as set forth in Article 10G shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee.

Meal allowance as per Article 10C.02: Employees who are required to work in excess of two (2) hours overtime shall be provided with a meal. Where this is impractical, a meal allowance shall be included in the pay for the next regular pay period as follows . . . *twenty-five dollars (\$25.00)*.

NOTIFICATION OF TERMINATION:

When lay-offs become necessary, the employer agrees to notify the union of all terminations.

VACATION AND HOLIDAY ALLOWANCE:

A vacation and holiday allowance shall be paid to each employee in lieu of paid vacation and holidays at nine percent (9%) of the total hourly wages.

Such amounts shall be shown on the weekly pay cheque and tax shall be deducted weekly.

Annual vacation will be taken at a time mutually agreed between the employer and the employee.

WAGES:

MECHANICS

For regular hours of work:

Mechanics	
Effective Date	Wage Rate
July 30, 2020	\$37.14
<u>January 24, 2021</u>	<u>\$36.98</u>
July 1, 2021	\$37.44
<u>January 2, 2022</u>	<u>\$37.30</u>
July 1, 2022	\$38.04
July 1, 2023	\$38.77
July 1, 2024	\$39.50

Amendment #1 – January 24, 2021

Amendment #2 – January 2, 2022

EMPLOYER CONTRIBUTIONS:

Employers signatory to this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following, the sum equal to the following:

	Employer Contribution	
	Pension	Benefit
July 30, 2020	\$6.40	\$2.30
<u>January 2, 2022</u>	\$6.40	<u>\$2.45</u>

Or, for 1st yr Apprentices, such sum as may be indicated in Appendix A.

Such remittance shall be made on forms provided and payable to Benefit Plan Administrators Limited 'In Trust' at the following address:

Benefit Plan Administrators (Atlantic) Limited

Ravine Centre Two
38 Solutions Drive, Suite 100
Halifax, NS B3S 0H1
Phone: (902) 455-7277
Fax: (902) 454-5936

TRAINING, RECREATION & BUILDING FUND:

All employers must contribute and remit each month, by the tenth (10th) day of the following month to the Insulators Training, **Recreation & Building** Fund an amount of thirty-five cents (\$0.35) for each hour worked, **and effective January 24, 2021, an amount of fifty-two cents (\$0.52) for each hour worked.**

This contribution will be forwarded, with the Union dues deducted, to the following address:

International Association of Heat & Frost Insulators & Allied Workers

Local Union 116
10 Morris Drive, Unit 28
Dartmouth, NS B3B 1K8
Phone: (902) 450-5605
Fax: (902) 450-5613

Twenty-five cents (\$0.25) of the hourly contribution to this fund have been diverted from the hourly rate and vacation and holiday, which have been adjusted accordingly. 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.

Amendment #1 – January 24, 2021
Amendment #2 – January 2, 2022

HEAT AND FROST INSULATORS AND ALLIED WORKERS LABOUR-MANAGEMENT CO-OPERATIVE TRUST (LMCT)

Commencing as of the effective date of this agreement, and for the duration of this agreement, the employer agrees to make payment to the Heat & Frost Insulators and Allied Workers Labour-Management Co-operative Trust (LMCT) for each employee covered by this agreement, as follows:

- (a) For each hour worked, the Employer shall make a contribution of five cents (\$0.05) to the LMCT. These funds will be sent on a monthly basis via the Local Union Financial Secretary Monthly Report.
- (b) This contribution has been diverted from the wage package paid by the employer, which has been adjusted accordingly. If the Trust is dissolved, the five cents (\$0.05) contribution will be returned to the wage package.
- (c) For the purpose of this Article, each hour worked shall be counted as hours worked for which contributions are payable.
- (d) Contributions shall be paid on behalf of any employee starting with the employee's first day of employment in a job classification covered by this agreement. This includes, but is not limited to, insulation workers, firestop workers, and hazardous waste workers in the following classifications: journeypersons, apprentices, helpers, trainees, and probationary employees.
- (e) The Employer and Union signatory to this agreement agree to be bound by the Agreement and Declaration of Trust, as amended from time to time, establishing the LMCT.

SKILLS TRAINING FUND:

It is agreed that the parties shall institute a Skills Training Fund. The employer shall remit twenty-seven cents (\$0.27) per hour worked to:

International Association of Heat & Frost Insulators & Allied Workers

Local Union 116

10 Morris Drive, Unit 28

Dartmouth, NS B3B 1K8

The wage package has been adjusted to reflect the fact that the twenty-seven cents (\$0.27) is an employee contribution, therefore in the event the Skills Training Fund is discontinued the twenty-seven cents (\$0.27) would be returned to the employee's wage package.

Amendment #2 – January 2, 2022

APPENDIX "A"

INSULATORS JOURNEYPerson									
Effective Date	Hourly Rate	V & H 9%	Benefit	Training ₂ Rec & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg
<u>July 30, 2020</u>	<u>\$37.14</u>	<u>\$3.34</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$50.29</u>
<u>January 24, 2021</u>	<u>\$36.98</u>	<u>\$3.33</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$50.29
<u>July 1, 2021</u>	<u>\$37.44</u>	<u>\$3.37</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$50.79</u>
<u>January 2, 2022</u>	<u>\$37.30</u>	<u>\$3.36</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$50.79
<u>July 1, 2022</u>	<u>\$38.04</u>	<u>\$3.42</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$51.59</u>
<u>July 1, 2023</u>	<u>\$38.77</u>	<u>\$3.49</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$52.39</u>
<u>July 1, 2024</u>	<u>\$39.50</u>	<u>\$3.56</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$53.19</u>

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training ₂ Rec & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
Effective Date: <u>July 30, 2020</u>										
0 - 1000 hours	45%	<u>\$18.11</u>	<u>\$1.63</u>	\$0.00	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$20.85</u>
1000 - 2000 hours	45%	<u>\$19.52</u>	<u>\$1.76</u>	\$2.30	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$24.69</u>
2000 - 4000 hours	65%	<u>\$22.21</u>	<u>\$2.00</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$34.02</u>
4000 - 6000 hours	75%	<u>\$26.53</u>	<u>\$2.39</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$38.73</u>
6000 - 8000 hours	85%	<u>\$30.72</u>	<u>\$2.77</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$43.30</u>
Effective Date: <u>January 24, 2021</u>										
0 - 1000 hours	45%	<u>\$17.95</u>	<u>\$1.62</u>	\$0.00	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$20.85
1000 - 2000 hours	45%	<u>\$19.37</u>	<u>\$1.74</u>	\$2.30	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$24.69
2000 - 4000 hours	65%	<u>\$22.06</u>	<u>\$1.98</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$34.02
4000 - 6000 hours	75%	<u>\$26.38</u>	<u>\$2.37</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$38.73
6000 - 8000 hours	85%	<u>\$30.57</u>	<u>\$2.75</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$43.30
Effective Date: <u>July 1, 2021</u>										
0 - 1000 hours	45%	<u>\$18.17</u>	<u>\$1.63</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.08</u>
1000 - 2000 hours	45%	<u>\$19.58</u>	<u>\$1.76</u>	\$2.30	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$24.92</u>
2000 - 4000 hours	65%	<u>\$22.35</u>	<u>\$2.01</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$34.34</u>
4000 - 6000 hours	75%	<u>\$26.72</u>	<u>\$2.40</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$39.10</u>
6000 - 8000 hours	85%	<u>\$30.95</u>	<u>\$2.79</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$43.72</u>

Amendment #1 – January 24, 2021

Amendment #2 – January 2, 2022

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training ₂ Rec & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
Effective Date: January 2, 2022										
0 - 1000 hours	45%	<u>\$18.17</u>	<u>\$1.63</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$21.08
1000 - 2000 hours	45%	<u>\$19.44</u>	<u>\$1.75</u>	<u>\$2.45</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$24.92
2000 - 4000 hours	65%	<u>\$22.21</u>	<u>\$2.00</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$34.34
4000 - 6000 hours	75%	<u>\$26.58</u>	<u>\$2.39</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$39.10
6000 - 8000 hours	85%	<u>\$30.82</u>	<u>\$2.77</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$43.72
Effective Date: July 1, 2022										
0 - 1000 hours	45%	<u>\$18.50</u>	<u>\$1.66</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.44</u>
1000 - 2000 hours	45%	<u>\$19.77</u>	<u>\$1.78</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$25.28</u>
2000 - 4000 hours	65%	<u>\$22.69</u>	<u>\$2.04</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$34.86</u>
4000 - 6000 hours	75%	<u>\$27.13</u>	<u>\$2.44</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$39.70</u>
6000 - 8000 hours	85%	<u>\$31.44</u>	<u>\$2.83</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$44.40</u>
Effective Date: July 1, 2023										
0 - 1000 hours	45%	<u>\$18.83</u>	<u>\$1.69</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.80</u>
1000 - 2000 hours	45%	<u>\$20.10</u>	<u>\$1.81</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$25.64</u>
2000 - 4000 hours	65%	<u>\$23.17</u>	<u>\$2.08</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$35.38</u>
4000 - 6000 hours	75%	<u>\$27.68</u>	<u>\$2.49</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$40.30</u>
6000 - 8000 hours	85%	<u>\$32.06</u>	<u>\$2.89</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$45.08</u>
Effective Date: July 1, 2024										
0 - 1000 hours	45%	<u>\$19.16</u>	<u>\$1.72</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$22.16</u>
1000 - 2000 hours	45%	<u>\$20.43</u>	<u>\$1.84</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$26.00</u>
2000 - 4000 hours	65%	<u>\$23.64</u>	<u>\$2.13</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$35.90</u>
4000 - 6000 hours	75%	<u>\$28.23</u>	<u>\$2.54</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$40.90</u>
6000 - 8000 hours	85%	<u>\$32.69</u>	<u>\$2.94</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$45.76</u>

It is agreed that any increase in the employers' benefit contribution made during the life of this contract will be financed out of a corresponding reduction in the Hourly Rate and Vacation and Holiday Allowance amounts as set out above. The package totals as set out above shall not be increased as a result of any increase in the employers' benefit contributions.

Note: Percentage of Journeyperson's increase to be applied to apprentices should be as follows:

- 1st 2000 hours 45%
- 2nd 2000 hours 65%
- 3rd 2000 hours 75%
- 4th 2000 hours 85%

Amendment #1 – January 24, 2021
Amendment #2 – January 2, 2022