



# **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)

<b>EFFECTIVE DATE</b>	<b>CHANGE(S) OR COMMENT(S)</b>	<b>PAGES AFFECTED</b>
January 2, 2022	<ul style="list-style-type: none"> <li>Update address for union</li> <li>Increase to Benefit component from \$2.30 to \$2.45, resulting in total new Benefit/Pension amount of \$8.85</li> <li>Corresponding decrease to Hourly Rate and V&amp;H</li> </ul>	<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](http://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 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  
Amendment #2 – Insulator 116 – January 2, 2022

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**DIRECTORY**


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**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

260 Brownlow Avenue, Unit 1  
 Dartmouth, Nova Scotia  
 B3B 1V9  
[www.nscrlra.ca](http://www.nscrlra.ca)

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
Mr. Robert Shepherd <i>President</i>	902-468-2283	902-468-3705	<a href="mailto:bshepherd@nscrlra.ca">bshepherd@nscrlra.ca</a>
Mr. Calum MacLeod <i>Labour Relations Officer</i>			<a href="mailto:cmacleod@nscrlra.ca">cmacleod@nscrlra.ca</a>

**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

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
<u>Mr. Jeff Preeper</u> <i>President</i>	902-450-5614	902-450-5146	<a href="mailto:reception@baclocal1ns.ca">reception@baclocal1ns.ca</a>

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

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

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
Mr. Matthew Benson <i>Business Manager</i>	902-450-5605	902-450-5613	<a href="mailto:loc116@ns.aliantzinc.ca">loc116@ns.aliantzinc.ca</a>

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

**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**

<b>INSULATORS JOURNEYPERSON</b>									
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Training, Rec &amp; Bldg</b>	<b>LMCT</b>	<b>Skills Training</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg</b>
July 30, 2020	\$41.19	\$3.71	\$8.70	\$0.35	\$0.05	\$0.27	\$0.28	\$0.16	\$54.71
<b>January 24, 2021</b>	<b>\$41.04</b>	<b>\$3.69</b>	\$8.70	<b>\$0.52</b>	\$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
<b>January 2, 2022</b>	<b>\$41.36</b>	<b>\$3.72</b>	<b>\$8.85</b>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$55.21
July 1, 2022	\$42.09	\$3.79	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$56.01
July 1, 2023	\$42.83	\$3.85	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$56.81
July 1, 2024	\$43.56	\$3.92	\$8.85	\$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 employees .....1 working Foreman
- From 7 - 10 employees .....1 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**  
**Amendment #2 – January 2, 2022**

**APPRENTICES:**

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
<b>Effective Date: July 30, 2020</b>										
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>
<b>Effective Date: January 24, 2021</b>										
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
<b>Effective Date: July 1, 2021</b>										
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>
<b>Effective Date: January 2, 2022</b>										
0 - 2000 hours	55%	<u>\$19.97</u>	<u>\$1.80</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$31.90
2000 - 4000 hours	65%	<u>\$24.69</u>	<u>\$2.22</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$37.04
4000 - 6000 hours	75%	<u>\$29.46</u>	<u>\$2.65</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$42.24
6000 - 8000 hours	85%	<u>\$34.19</u>	<u>\$3.08</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$47.40
<b>Effective Date: July 1, 2022</b>										
0 - 2000 hours	55%	<u>\$20.38</u>	<u>\$1.83</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$32.34</u>
2000 - 4000 hours	65%	<u>\$25.17</u>	<u>\$2.26</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$37.56</u>
4000 - 6000 hours	75%	<u>\$30.01</u>	<u>\$2.70</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$42.84</u>
6000 - 8000 hours	85%	<u>\$34.82</u>	<u>\$3.13</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$48.08</u>
<b>Effective Date: July 1, 2023</b>										
0 - 2000 hours	55%	<u>\$20.78</u>	<u>\$1.87</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$32.78</u>
2000 - 4000 hours	65%	<u>\$25.64</u>	<u>\$2.31</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$38.08</u>
4000 - 6000 hours	75%	<u>\$30.56</u>	<u>\$2.75</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$43.44</u>
6000 - 8000 hours	85%	<u>\$35.44</u>	<u>\$3.19</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$48.76</u>
<b>Effective Date: July 1, 2024</b>										
0 - 2000 hours	55%	<u>\$21.18</u>	<u>\$1.91</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$33.22</u>
2000 - 4000 hours	65%	<u>\$26.12</u>	<u>\$2.35</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$38.60</u>
4000 - 6000 hours	75%	<u>\$31.11</u>	<u>\$2.80</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$44.04</u>
6000 - 8000 hours	85%	<u>\$36.06</u>	<u>\$3.25</u>	\$8.85	\$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  
Amendment #2 – January 2, 2022

**NOTIFICATION OF TERMINATION:**

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

**HEIGHT PAY:**

Employees required to work on scaffold or structural steel one hundred feet (100') or more shall be paid an additional one dollar (\$1.00) for the first ten feet (10') above the one hundred feet (100') height and an additional twenty cents (\$0.20) per hour every twenty feet (20') thereafter.

**PROTECTIVE CLOTHING:**

The employer shall make available rain gear, coveralls, gloves and adequate respirators as required. The employer will replace employee's coveralls destroyed or ruined in the performance of the employee's duties for the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from employees' wages if not returned.

**BENEFIT FUND:**

The Parties hereto agree to a Benefit Fund as follows:

- (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) The employer shall make contributions per hour for each hour worked, as follows:
  - Eight dollars seventy cents (\$8.70) **and effective January 2, 2022, eight dollars eighty-five cents (\$8.85).**
- (c) The Benefit Fund shall be professionally administered:

**Administrator**  
**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

**Amendment #2 – January 2, 2022**

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

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

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).

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

**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.

**CONSOLIDATED FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8D of the Collective Agreement for the Consolidated Fund to:

**The Administrator**

**Cape Breton Island Building & Construction Trades Council**

238 Vulcan Avenue

Sydney, NS B1P 5X2

**INDUSTRY IMPROVEMENT FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8E of the Collective Agreement for the Industry Improvement Fund to:

**The Administrator**

**Nova Scotia Construction Labour Relations Association**

260 Brownlow Avenue, Unit #1

Dartmouth, NS B3B 1V9

Remittance forms for this fund are available at [www.nsclra.ca](http://www.nsclra.ca) or by phone at 902-468-2283.

**CAPE BRETON RESIDENTS** shall be given preference in the manning of job sites. Supervision shall be members of Local 116.

The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

**Amendment #2 – January 2, 2022**