



AMENDMENT NOTICE

DATE: January 17, 2023

To: Electrical 1852 Trade Classification

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

CC: Brad Lannon, Local 1852
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Amendment #2 to 2020-2025 Electrical 1852 Commercial Projects Collective Agreement and Amendment #3 to 2020-2025 Electrical 1852 Industrial Projects Collective Agreement**

PAGES: **10** (Commercial: two-page notice + collective agreement cover page + amended pages)
10 (Industrial: two-page notice + collective agreement cover page + amended pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
January 22, 2023	<ul style="list-style-type: none"> Fund change Article 8D – Nova Scotia Construction Sector Council Remittance discontinued and replaced with Article 8D – The Consolidated Fund Wage table changes Increase from three cents (\$0.03) per hour paid to twenty-eight cents (\$0.28) per hour paid Corresponding decrease to Hourly Rate and V&H amounts – please see wage tables Address change Remittances for Article 8D – The Consolidated Fund are to be sent directly to the Cape Breton Island Building & Construction Trades Council 	<p><u>COMMERCIAL:</u> Cover Page, 13, 14, 15, 1-1, 1-4, 1-5, 1-11</p> <p><u>INDUSTRIAL:</u> Cover Page, 12, 13, 14, 1-1, 1-4, 1-5, 1-9</p>

Attached are the following amendments, effective January 22, 2023:

- Amendment #2 to the 2020-2025 Electrical 1852 Commercial Projects Collective Agreement
- Amendment #3 to the 2020-2025 Electrical 1852 Industrial Projects Collective Agreement

With IBEW Local 1852 having rejoined the Cape Breton Island Building & Construction Trades Council, these amendments replace the former "Nova Scotia Construction Sector Council Remittance" of three cents (\$0.03) for each hour paid (which was sent to Local 1852's office) with "The Consolidated Fund" of twenty-eight cents (\$0.28)



**Nova Scotia
Construction
Labour Relations
Association Limited**

260 Brownlow Avenue, Unit 1
Dartmouth, Nova Scotia
B3B 1V9
P: (902)468-2283
F: (902)468-3705
E: admin@nsclra.ca

for each hour paid (which will be sent to the Cape Breton Island Building & Construction Trades Council's office). Please note that this is an employee contribution and has already been deducted from the hourly rate.

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 under Cape Breton Island. Please visit 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 COMMERCIAL 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 13, 2022
Amendment #2 – January 22, 2023

ARTICLE 8B - WAGES

8B.01 The regular hourly rates of pay for each classification of workers shall be in accordance with the rates contained in the Trade Appendix and which apply to their classification. This Trade Appendix is attached hereto and is hereby made part of this Collective Agreement.

**ARTICLE 8C - EMPLOYER CONTRIBUTIONS & DEDUCTIONS AND
EMPLOYEE DEDUCTIONS**

8C.01 Employers signatory to this Agreement shall remit monthly the contributions and deductions in accordance with the Benefit/Welfare/Pension and other Fund contributions and deductions set forth in this Agreement and Appendix. **In addition, employers will make those contributions and deductions and remit the amounts set forth in Article 8D – The Consolidated Fund.** The employer may remit these contributions and deductions by way of a bank transfer rather than by way of cheque.

ARTICLE 8D – THE CONSOLIDATED FUND

8D.01 **The parties agree to a Consolidated Fund as follows.**

8D.02 During the term of this Collective Agreement, before the fifteenth (15th) day of each and every month during the said term, each employer shall supply and file such information as may reasonably be required by the Administrator, designated by the parties to be the Administrator, and included in such information **for each single trade** shall be the name of each employee, the Social Insurance Number of each employee and a schedule of total **labour hours** paid during the previous calendar month by Union members in its employ together with a cheque in the amount as set forth in 8D.04 of this Article.

8D.03 **The Consolidated Fund will be administered by a person designated as Administrator by the Cape Breton Island Building and Construction Trades Council and the employer contribution to this Consolidated Fund will be forwarded to the Administrator along with other identifying information requested by the Administrator to:**

The Administrator
Cape Breton Island Building & Construction Trades Council
238 Vulcan Avenue
Sydney, Nova Scotia
B1P 5X2

8D.04 (a) **Each employer bound by this Collective Agreement agrees to contribute to the Consolidated Fund, for each hour paid:**

<u>Cape Breton Island Building Trades Council</u>	<u>\$0.25</u>
<u>Nova Scotia Construction Sector Council</u>	<u>\$0.03</u>
<u>TOTAL CONTRIBUTION FOR EACH HOUR PAID</u>	<u>\$0.28</u>

(b) **Should the CLRA and Council desire to increase the contribution provisions of the Consolidated Fund as set forth in paragraph (a), the parties agree that such increase in contribution shall be implemented if so desired provided that the Cape Breton Island Building & Construction Trades Council receives thirty (30) days notice of such amendment.**

(c) **Each employer must forward to the Administrator, along with the Consolidated Fund contribution, a statement of all hours worked in the appropriate period identifying such hours by trade.**

Amendment #2 – January 22, 2023

8D.05 The Consolidated Fund shall be administered according to the terms of an Administrative Agreement made between the parties to this Collective Agreement.

8D.06 The parties hereto agree that either party pursuant to the Collective Agreement **establishing the Consolidated Fund**, shall have the authority to utilize the arbitration procedure set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding contributions, damages and all related costs.

8D.07 No grievance instituted by either party pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions of timelines.

8D.08 In the event any one of the funds in Article 8D.04 (a) are wound up the following subdivision shall apply:

- 1. Cape Breton Island Building Trades Council portion of the Consolidated Fund shall be reduced by twenty-five cents (\$0.25) per hour paid and shall be added to the wage package.**
- 2. Nova Scotia Construction Sector Council portion of the Consolidated Fund shall be reduced by three cents (\$0.03) per hour paid and shall be added to the wage package.**

8D.09 Nova Scotia Construction Sector Council

The employer shall remit three cents (\$0.03) per hour for each hour paid per employee **as part of the Consolidated Fund** to:

The Administrator
Cape Breton Island Building & Construction Trades Council
238 Vulcan Avenue
Sydney, Nova Scotia
B1P 5X2

This three cents (\$0.03) is a contribution from the employee and the wage rates printed in the Trade Appendix of this Collective Agreement have been adjusted to reflect that fact.

APPENDIX NO. 1 - ELECTRICIANS – COMMERCIAL

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

JOURNEYPERSON - ELECTRICIAN										
	Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	NSCSC	Consol. Fund	IIF	Total Pkg.
<u>September 14, 2020</u>	<u>\$36.72</u>	<u>\$3.30</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$52.07</u>
<u>July 1, 2021</u>	<u>\$37.17</u>	<u>\$3.35</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$52.57</u>
<u>July 1, 2022</u>	<u>\$37.91</u>	<u>\$3.41</u>	\$2.75	\$8.00	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$53.37</u>
<u>January 22, 2023</u>	<u>\$37.68</u>	<u>\$3.39</u>	\$2.75	\$8.00	\$0.71	\$0.40	-	<u>\$0.28</u>	\$0.16	\$53.37
<u>July 1, 2023</u>	<u>\$38.41</u>	<u>\$3.46</u>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$54.17</u>
<u>July 1, 2024</u>	<u>\$39.15</u>	<u>\$3.52</u>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$54.97</u>

In addition to the hourly rates the employer shall contribute the amounts set out in the Health & Welfare Plan, Pension Plan, Education Fund, OH & S Training Fund, **Consolidated Fund** and Industry Improvement Fund of this Appendix.

PREMIUMS:

Charge Hand Rate.....Seventy cents (\$0.70) per hour over the Journeyperson rate

Foreman Rate.....minimum of ten percent (10%) above the journeyperson hourly rate plus vacation and holiday pay

Amendment #2 – January 22, 2023

APPRENTICES - ELECTRICIANS												
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	NSCSC	Consol. Fund	IIF	Total Pkg
Effective Date: September 14, 2020												
1st	1 - 1000 hours	55%	<u>\$15.61</u>	<u>\$1.41</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$29.07</u>
2nd	1001 - 2000 hours	60%	<u>\$17.91</u>	<u>\$1.61</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$31.57</u>
3rd	2001 - 3000 hours	65%	<u>\$20.28</u>	<u>\$1.82</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$34.15</u>
4th	3001 - 4000 hours	70%	<u>\$22.63</u>	<u>\$2.04</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$36.72</u>
5th	4001 - 5000 hours	75%	<u>\$25.00</u>	<u>\$2.25</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$39.30</u>
6th	5001 - 6000 hours	85%	<u>\$29.63</u>	<u>\$2.67</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$44.35</u>
7th	6001 - 7000 hours	90%	<u>\$32.01</u>	<u>\$2.88</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$46.94</u>
8th	7001 - 8000 hours	95%	<u>\$34.39</u>	<u>\$3.10</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$49.54</u>
Effective Date: July 1, 2021												
1st	1 - 1000 hours	55%	<u>\$15.86</u>	<u>\$1.43</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$29.34</u>
2nd	1001 - 2000 hours	60%	<u>\$18.18</u>	<u>\$1.64</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$31.87</u>
3rd	2001 - 3000 hours	65%	<u>\$20.58</u>	<u>\$1.85</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$34.48</u>
4th	3001 - 4000 hours	70%	<u>\$22.95</u>	<u>\$2.07</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$37.07</u>
5th	4001 - 5000 hours	75%	<u>\$25.35</u>	<u>\$2.28</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$39.68</u>
6th	5001 - 6000 hours	85%	<u>\$30.03</u>	<u>\$2.70</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$44.78</u>
7th	6001 - 7000 hours	90%	<u>\$32.42</u>	<u>\$2.92</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$47.39</u>
8th	7001 - 8000 hours	95%	<u>\$34.83</u>	<u>\$3.14</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$50.02</u>
Effective Date: July 1, 2022												
1st	1 - 1000 hours	55%	<u>\$16.27</u>	<u>\$1.46</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$29.78</u>
2nd	1001 - 2000 hours	60%	<u>\$18.62</u>	<u>\$1.68</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$32.35</u>
3rd	2001 - 3000 hours	65%	<u>\$21.06</u>	<u>\$1.89</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$35.00</u>
4th	3001 - 4000 hours	70%	<u>\$23.47</u>	<u>\$2.11</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$37.63</u>
5th	4001 - 5000 hours	75%	<u>\$25.90</u>	<u>\$2.33</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$40.28</u>
6th	5001 - 6000 hours	85%	<u>\$30.65</u>	<u>\$2.76</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$45.46</u>
7th	6001 - 7000 hours	90%	<u>\$33.08</u>	<u>\$2.98</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$48.11</u>
8th	7001 - 8000 hours	95%	<u>\$35.53</u>	<u>\$3.20</u>	<u>\$2.75</u>	<u>\$8.00</u>	\$0.71	\$0.40	\$0.03	-	\$0.16	<u>\$50.78</u>

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

Amendment #2 – January 22, 2023

APPRENTICES - ELECTRICIANS												
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	NSCSC	Consol. Fund	IIF	Total Pkg
Effective Date: January 22, 2023												
1st	1 - 1000 hours	55%	\$16.04	\$1.44	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$29.78
2nd	1001 - 2000 hours	60%	\$18.39	\$1.66	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$32.35
3rd	2001 - 3000 hours	65%	\$20.83	\$1.87	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$35.00
4th	3001 - 4000 hours	70%	\$23.24	\$2.09	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$37.63
5th	4001 - 5000 hours	75%	\$25.67	\$2.31	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$40.28
6th	5001 - 6000 hours	85%	\$30.42	\$2.74	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$45.46
7th	6001 - 7000 hours	90%	\$32.85	\$2.96	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$48.11
8th	7001 - 8000 hours	95%	\$35.30	\$3.18	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	\$50.78
Effective Date: July 1, 2023												
1st	1 - 1000 hours	55%	\$16.44	\$1.48	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$30.22</u>
2nd	1001 - 2000 hours	60%	\$18.83	\$1.70	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$32.83</u>
3rd	2001 - 3000 hours	65%	\$21.30	\$1.92	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$35.52</u>
4th	3001 - 4000 hours	70%	\$23.75	\$2.14	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$38.19</u>
5th	4001 - 5000 hours	75%	\$26.22	\$2.36	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$40.88</u>
6th	5001 - 6000 hours	85%	\$31.05	\$2.79	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$46.14</u>
7th	6001 - 7000 hours	90%	\$33.51	\$3.02	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$48.83</u>
8th	7001 - 8000 hours	95%	\$36.00	\$3.24	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$51.54</u>
Effective Date: July 1, 2024												
1st	1 - 1000 hours	55%	\$16.84	\$1.52	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$30.66</u>
2nd	1001 - 2000 hours	60%	\$19.28	\$1.73	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$33.31</u>
3rd	2001 - 3000 hours	65%	\$21.78	\$1.96	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$36.04</u>
4th	3001 - 4000 hours	70%	\$24.27	\$2.18	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$38.75</u>
5th	4001 - 5000 hours	75%	\$26.77	\$2.41	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$41.48</u>
6th	5001 - 6000 hours	85%	\$31.67	\$2.85	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$46.82</u>
7th	6001 - 7000 hours	90%	\$34.17	\$3.08	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$49.55</u>
8th	7001 - 8000 hours	95%	\$36.70	\$3.30	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<u>\$52.30</u>

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

Amendment #2 – January 22, 2023

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 or by phone at 902-468-2283.