



# **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	Yurchesyn
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)

<b>EFFECTIVE DATE</b>	<b>CHANGE(S) OR COMMENT(S)</b>	<b>PAGES AFFECTED</b>
January 22, 2023	<ul style="list-style-type: none"> <li>• <b>Fund change</b> Article 8D – Nova Scotia Construction Sector Council Remittance discontinued and replaced with Article 8D – The Consolidated Fund</li> <li>• <b>Wage table changes</b> 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&amp;H amounts – please see wage tables</li> <li>• <b>Address change</b> Remittances for Article 8D – The Consolidated Fund are to be sent directly to the Cape Breton Island Building &amp; Construction Trades Council</li> </ul>	<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

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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](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  
Amendment #2 – June 13, 2022  
Amendment #3 – January 22, 2023

- 8A.09 The employees' work week shall be from 12:01 a.m. Sunday to 11:59 p.m. Saturday.
- 8A.10 If working a four (4) by ten (10) hour day work week, a clear statement of earnings and deductions is to be given to the employee by afternoon break on Wednesday, if direct deposit is used.

If paid on Wednesday by cheque onsite, the employee shall receive the cheque along with a clear statement of earnings and deductions by afternoon break.

In the event of failure to comply with the above, the employee shall receive two (2) hours pay for each day until the cheque and statement of earnings and deductions, (or statement of earnings and deductions, if direct deposit), is provided.

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#### ARTICLE 8B - WAGES

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- 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.
- 8B.02 In the event the Pension or Welfare Plan is discontinued for any reason whatsoever, any employer contribution shall be added to the hourly rate and become part of the wages paid.

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

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- 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 remit the amount set forth in Article 8D – Consolidated Fund.** The employer may remit these contributions and deductions by way of a bank transfer rather than by way of cheque.

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**ARTICLE 8D – THE CONSOLIDATED FUND**

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

**8D.02** During the term of this Collective Agreement, before the fifteenth (15<sup>th</sup>) 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:**

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

**(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 #3 – 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 - 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>Consol. Fund</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>	<u>\$0.71</u>	<u>\$0.40</u>	<u>\$0.03</u>	-	<u>\$0.16</u>	<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>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	<u>\$0.03</u>	-	<u>\$0.16</u>	<u>\$56.26</u>
<u>July 1, 2021</u>	<b><u>\$41.02</u></b>	<b><u>\$3.69</u></b>	<u>\$2.75</u>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	<u>\$0.03</u>	-	<u>\$0.16</u>	<u>\$56.76</u>
<u>July 1, 2022</u>	<b><u>\$41.75</u></b>	<b><u>\$3.76</u></b>	<u>\$2.75</u>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	<u>\$0.03</u>	-	<u>\$0.16</u>	<u>\$57.56</u>
<b><u>January 22, 2023</u></b>	<b><u>\$41.52</u></b>	<b><u>\$3.74</u></b>	<u>\$2.75</u>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	-	<b><u>\$0.28</u></b>	<u>\$0.16</u>	<u>\$57.56</u>
<u>July 1, 2023</u>	<b><u>\$42.26</u></b>	<b><u>\$3.80</u></b>	<u>\$2.75</u>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	-	<u>\$0.28</u>	<u>\$0.16</u>	<u>\$58.36</u>
<u>July 1, 2024</u>	<b><u>\$42.99</u></b>	<b><u>\$3.87</u></b>	<u>\$2.75</u>	<u>\$8.00</u>	<u>\$0.71</u>	<u>\$0.40</u>	-	<u>\$0.28</u>	<u>\$0.16</u>	<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, **Consolidated Fund** 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**  
**Amendment #3 – January 2, 2023**

APPRENTICES - ELECTRICIANS												
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	NSCSC	Consol. Fund	IIF	Total Pkg
<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**  
**Amendment #3 – January 22, 2023**



APPRENTICES - ELECTRICIANS												
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	NSCSC	Consol. Fund	IIF	Total Pkg
<b>Effective Date: January 22, 2023</b>												
1st	1 - 1000 hours	55%	<b>\$18.13</b>	<b>\$1.63</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$32.06
2nd	1001 - 2000 hours	60%	<b>\$20.71</b>	<b>\$1.86</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$34.87
3rd	2001 - 3000 hours	65%	<b>\$23.34</b>	<b>\$2.10</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$37.74
4th	3001 - 4000 hours	70%	<b>\$25.93</b>	<b>\$2.33</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$40.56
5th	4001 - 5000 hours	75%	<b>\$28.53</b>	<b>\$2.57</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$43.40
6th	5001 - 6000 hours	85%	<b>\$33.72</b>	<b>\$3.04</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$49.06
7th	6001 - 7000 hours	90%	<b>\$36.38</b>	<b>\$3.27</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$51.95
8th	7001 - 8000 hours	95%	<b>\$38.92</b>	<b>\$3.50</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	<b>0.28</b>	\$0.16	\$54.72
<b>Effective Date: July 1, 2023</b>												
1st	1 - 1000 hours	55%	<b>\$18.53</b>	<b>\$1.67</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$32.50</b>
2nd	1001 - 2000 hours	60%	<b>\$21.15</b>	<b>\$1.90</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$35.35</b>
3rd	2001 - 3000 hours	65%	<b>\$23.82</b>	<b>\$2.14</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$38.26</b>
4th	3001 - 4000 hours	70%	<b>\$26.44</b>	<b>\$2.38</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$41.12</b>
5th	4001 - 5000 hours	75%	<b>\$29.08</b>	<b>\$2.62</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$44.00</b>
6th	5001 - 6000 hours	85%	<b>\$34.35</b>	<b>\$3.09</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$49.74</b>
7th	6001 - 7000 hours	90%	<b>\$37.04</b>	<b>\$3.33</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$52.67</b>
8th	7001 - 8000 hours	95%	<b>\$39.61</b>	<b>\$3.57</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$55.48</b>
<b>Effective Date: July 1, 2024</b>												
1st	1 - 1000 hours	55%	<b>\$18.94</b>	<b>\$1.70</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$32.94</b>
2nd	1001 - 2000 hours	60%	<b>\$21.59</b>	<b>\$1.94</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$35.83</b>
3rd	2001 - 3000 hours	65%	<b>\$24.29</b>	<b>\$2.19</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$38.78</b>
4th	3001 - 4000 hours	70%	<b>\$26.95</b>	<b>\$2.43</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$41.68</b>
5th	4001 - 5000 hours	75%	<b>\$29.63</b>	<b>\$2.67</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$44.60</b>
6th	5001 - 6000 hours	85%	<b>\$34.97</b>	<b>\$3.15</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$50.42</b>
7th	6001 - 7000 hours	90%	<b>\$37.70</b>	<b>\$3.39</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$53.39</b>
8th	7001 - 8000 hours	95%	<b>\$40.31</b>	<b>\$3.63</b>	\$2.75	\$8.00	\$0.71	\$0.40	-	\$0.28	\$0.16	<b>\$56.24</b>

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

**Amendment #1 – June 2, 2021**  
**Amendment #3 – January 22, 2023**

**PENSION PLAN:**

The employer shall contribute eight dollars (\$8.00) for each employee 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 Pension Plan**

PO Box 24  
Pier Postal Station  
Sydney, NS B1N 3B1

- a) The Trust Document under which the Pension Plan 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 hourly contribution to the Pension Plan, then the employer contribution will be amended and the hourly wage rate and vacation allowance adjusted accordingly. The total hourly package for any employee shall not be increased as a result of such amendment.

**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.