



## AMENDMENT NOTICE

**SENT:** April 14, 2023

**TO: Mainland Insulator 116 Trade Classification**

Aluma Systems I	Vivian	Eskander	Guildfords Inc.	Curtis	McLoon
Aluma Systems I	Kyle	MacDonald	JB Insulators	John	Bray
Aluma Systems I	Jessica	Seaward	MacKinnon and O	Michael	MacDonald
G. & M. Insulat	Shawn	Smith	Pro Insul Limit	Danny	Pacione
Guildfords Inc.	Will	Brown	Zinck's Mechani	Catherine	Zinck
Guildfords Inc.	Paul	DeCoste			

**CC:** Matthew Benson, Local 116

**FROM:** Robert Shepherd

**RE:** Amendment #3 to 2021-2026 Insulator 116 Collective Agreement

**PAGES:** 15 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2023	<ul style="list-style-type: none"> <li>• Article 22 – addition of new Workers Defence Fund               <ul style="list-style-type: none"> <li>○ Change of fund name                   <ul style="list-style-type: none"> <li>from "Insulators Training, Recreation, Building Trades Council and Building Fund"</li> <li>to "Insulators Training, Recreation, Building Trades Council, <u>Workers Defence</u> and Building Fund"</li> </ul> </li> <li>○ Increase in fund remittance from \$0.71 to \$0.91. For increase for Fire Stopping, see Appendix "F".</li> </ul> </li> <li>• Corresponding decrease to Hourly Rate and V&amp;H amounts</li> <li>• Job Targeting Application Form updated</li> </ul>	Cover Page, i, 11, 17, 18, 22, 23, 36, 37, 39, 40, 46, 47        50

Attached is Amendment #3 to the 2021-2026 Mainland Insulator 116 Collective Agreement, effective May 1, 2023.

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 Agreements section of our website. Please visit [www.nslra.ca](http://www.nslra.ca) or <https://nslra.ca/agreements/>.

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

Thank you.

**INSULATORS – MAINLAND NOVA SCOTIA  
A COLLECTIVE LABOUR AGREEMENT  
2021 - 2026**

**BETWEEN:**

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

(hereinafter referred to as the "CLRA")

260 Brownlow Avenue, Unit No. 1

Dartmouth, NS B3B 1V9

Phone: (902) 468-2283

Fax: (902) 468-3705

- and -

**INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS  
AND ALLIED WORKERS, LOCAL UNION 116, A.F.L., C.L.C., C.I.**

(hereinafter referred to as the "Union")

**24 Lakeside Park Drive, Suite 220**

**Lakeside, Nova Scotia, B3T 1L1**

Phone: (902) 450-5605

Fax: (902) 450-5613

***THIS AGREEMENT*** dated at Dartmouth, this 7th day of October, 2021.

**EFFECTIVE DATE:** July 19, 2021

**EXPIRATION:** April 30, 2026

**Correction #1 – July 19, 2021**

**Amendment #1 – June 13, 2022**

**Amendment #2 – January 30, 2023**

**Amendment #3 – May 1, 2023**

## INDEX

ARTICLE NO.	PAGE NO.
ARTICLE 1 - PURPOSE .....	1
ARTICLE 2 - RECOGNITION.....	1
ARTICLE 3 - NO STRIKE - NO LOCKOUT .....	1
ARTICLE 4 - DISCRIMINATION.....	2
ARTICLE 5 - UNION SECURITY.....	2
ARTICLE 6 - STEWARDS .....	3
ARTICLE 7 - ACCESS TO THE JOB SITE .....	4
ARTICLE 8 - MANAGEMENT RIGHTS.....	4
ARTICLE 9 - DISCIPLINE .....	5
ARTICLE 10 - NORMAL HOURS OF WORK.....	7
ARTICLE 11 - SHIFT WORK.....	8
ARTICLE 12 - REPORTING TIME.....	9
ARTICLE 13 - CALL BACK TIME.....	10
ARTICLE 14 - OVERTIME .....	10
ARTICLE 15 - VACATION AND HOLIDAY ALLOWANCE .....	11
ARTICLE 16 - DESIGNATED HOLIDAYS .....	12
ARTICLE 17 - TRAVEL .....	14
ARTICLE 18 - TERMINATION OF EMPLOYMENT OR LAYOFF.....	16
ARTICLE 19 - WAGES.....	17
ARTICLE 20 - EMPLOYER CONTRIBUTIONS .....	17
ARTICLE 20A - BENEFIT PLAN CONTRIBUTIONS .....	19
ARTICLE 21 - BENEFIT PLAN .....	21
ARTICLE 22 – INSULATORS TRAINING, RECREATION, BUILDING TRADES COUNCIL, WORKERS DEFENCE AND BUILDING FUND .....	22
ARTICLE 23 – CLRA INDUSTRY IMPROVEMENT FUND.....	23
ARTICLE 24 - SKILLS FUND .....	24
ARTICLE 25 - PAY PERIOD .....	25
ARTICLE 26 - SAFETY AND HEALTH AND TRAINING .....	26
ARTICLE 27 - JURISDICTIONAL DISPUTES .....	28
ARTICLE 28 – GRIEVANCE AND ARBITRATION.....	28
ARTICLE 29 - FOREPERSON PREMIUM & CHAIN OF COMMAND.....	29
ARTICLE 30 - APPRENTICESHIP .....	30
ARTICLE 31 - CLEAN UP, TOOLS AND EQUIPMENT .....	33
ARTICLE 32 - APPLICATION OF HANDLING.....	34
ARTICLE 33 - HEIGHT PAY .....	34

### **ARTICLE 15 - VACATION AND HOLIDAY ALLOWANCE**

- 15.01 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.
- 15.02 Payment of the allowance shall be calculated and paid weekly as follows based on straight time rate of pay:

<b>Vacation &amp; Holiday Pay</b>		
<b>Effective Date</b>	<b>Major Industrial</b>	<b>All Other Work</b>
<u>July 19, 2021</u>	<u>\$3.57</u>	<u>\$3.33</u>
<u>May 1, 2022</u>	<u>\$3.64</u>	<u>\$3.40</u>
<u>May 1, 2023</u>	<u>\$3.71</u>	<u>\$3.47</u>
<u>May 1, 2024</u>	<u>\$3.79</u>	<u>\$3.55</u>
<u>May 1, 2025</u>	<u>\$3.87</u>	<u>\$3.63</u>

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

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

Amendment #3 – May 1, 2023

## ARTICLE 19 - WAGES

19.01 **MECHANICS** – For regular hours of work:

<b>Mechanics</b>		
<b>Effective Date</b>	<b>Wage Rate Major Industrial</b>	<b>Wage Rate All Other Work</b>
<u>July 19, 2021</u>	<u>\$39.71</u>	<u>\$37.05</u>
<u>May 1, 2022</u>	<u>\$40.44</u>	<u>\$37.78</u>
<u>May 1, 2023</u>	<u>\$41.17</u>	<u>\$38.51</u>
<u>May 1, 2024</u>	<u>\$42.09</u>	<u>\$39.43</u>
<u>May 1, 2025</u>	<u>\$43.01</u>	<u>\$40.35</u>

## ARTICLE 20 - EMPLOYER CONTRIBUTIONS

20.01 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:

<b>Effective Date</b>	<b>Employer Contributions</b>	
	<b>Pension</b>	<b>Benefit</b>
<u>July 19, 2021</u>	\$6.40	<u>\$2.45</u>

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

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

**Correction #1 – July 19, 2021**  
**Amendment #3 – May 1, 2023**

20.03 Employers signatory to this Agreement shall remit monthly, as per Article 22 - Insulators Training, Recreation, Building Trades Council, **Workers Defence and Building Fund**, the sum of seventy-one cents (\$0.71) per hour worked **and effective May 1, 2023, ninety-one cents (\$0.91) per hour worked** to the Administrator of Records before the tenth (10th) day of the month following at the following address:

**The Administrator**  
International Association of Heat & Frost Insulators & Allied Workers Local 116  
**24 Lakeside Park Drive, Suite 220**  
**Lakeside, NS B3T 1L1**

20.04 Remittances to the CLRA Industry Improvement Fund in the amount of sixteen cents (\$0.16) per hour worked will be on the form provided, indicating the specific fund breakdown and sent to:

**The Administrator**  
260 Brownlow Avenue, Unit No. 1  
Dartmouth, NS B3B 1V9

20.05 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Article 20 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

**Correction #1 – July 19, 2021**  
**Amendment #1 – June 13, 2022**  
**Amendment #3 – May 1, 2023**

**ARTICLE 22 – INSULATORS TRAINING, RECREATION, BUILDING TRADES COUNCIL, WORKERS DEFENCE AND BUILDING FUND**

22.01 All employers must contribute and remit each month, by the tenth (10th) day of the following month, to the Insulators Training, Recreation, Building Trades Council, **Workers Defence and Building Fund**, the amount indicated in the appropriate table of Appendix “A”, “B” **and “F”** for each hour worked in that month by any employee covered by this Agreement and a completed remittance form provided to the employer by the Administrator.

This contribution shall be made payable to the "Insulators Training, Recreation and Building Trades Council, **Workers Defence and Building Fund**" and remitted to the following address:

**The Administrator**  
International Association of Heat & Frost Insulators & Allied Workers Local 116  
**24 Lakeside Park Drive, Suite 220**  
**Lakeside, NS B3T 1L1**

22.02 This remittance of seventy-one cents (\$0.71) shall be distributed as follows:

Recreation Fund ..... ten cents (\$0.10) per hour worked  
Training Fund..... thirty cents (\$0.30) per hour worked  
Mainland Nova Scotia Building Trades Council ..... fourteen cents (\$0.14) per hour worked  
Building Fund..... seventeen cents (\$0.17) per hour worked

**Effective May 1, 2023, this remittance of ninety-one cents (\$0.91) shall be distributed as follows:**

Recreation Fund ..... ten cents (\$0.10) per hour worked  
Training Fund..... thirty cents (\$0.30) per hour worked  
Mainland Nova Scotia Building Trades Council ..... fourteen cents (\$0.14) per hour worked  
**Workers Defence Fund** ..... **twenty cents (\$0.20) per hour worked**  
Building Fund..... seventeen cents (\$0.17) per hour worked

**For the remittance for Fire Stopping, see Appendix “F”.**

These amounts are deducted from the employee’s wage package. In the event that any of these funds are wound up, these amounts shall be returned to the wage package.

Correction #1 – July 19, 2021  
Amendment #1 – June 13, 2022  
Amendment #3 – May 1, 2023

- 22.03 The parties hereto agree that either party, pursuant to the Agreement establishing the Insulators Training, Recreation and Building Trades Council, Workers Defence and Building Fund shall have the authority to utilize the arbitration procedures 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 of contributions, damages and all related costs.
- 22.04 Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Insulators Training, Recreation and Building Trades Council, Workers Defence and Building Fund.
- 22.05 It is agreed that Insulators 116 retains the exclusive right to allocate and/or reallocate wages to the various benefit trust funds and any other union funds designated in the current collective agreement. Insulators 116 shall give at least thirty (30) days notice to the Nova Scotia Construction Labour Relations Association, on any impending changes regarding distribution of wages between designated union funds.
- 22.06 The parties agree that this Fund is a term or condition of employment of employees covered by this Collective Agreement.

### **ARTICLE 23 – CLRA INDUSTRY IMPROVEMENT FUND**

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- 23.01 All employers must contribute each month to the CLRA Industry Improvement Fund a total sum equal to sixteen cents (\$0.16) for each hour worked in that month to any employee covered by this Agreement.

This will be paid by cheque made out in favour of the CLRA Industry Improvement Fund and forwarded to the Administrator at the following address on or before the tenth (10<sup>th</sup>) day of the following month:

**The Administrator**  
260 Brownlow Avenue, Unit #1  
Dartmouth, NS B3B 1V9

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

- 23.02 It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund, provided that the union receives thirty (30) days notice of such change.

**Amendment #3 – May 1, 2023**



## APPENDIX “A” – WAGE RATES

### WAGE RATES FOR ALL WORK OTHER THAN MAJOR INDUSTRIAL (APPENDIX “B”)

<b>JOURNEYPERSON</b>								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
July 19, 2021	<u>\$37.05</u>	<u>\$3.33</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$49.94</u>	\$0.16	\$0.54	<u>\$50.64</u>
May 1, 2022	<u>\$37.78</u>	<u>\$3.40</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$50.74</u>	\$0.16	\$0.54	<u>\$51.44</u>
May 1, 2023	<b><u>\$38.51</u></b>	<b><u>\$3.47</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$51.74</u>	\$0.16	\$0.54	<u>\$52.44</u>
May 1, 2024	<b><u>\$39.43</u></b>	<b><u>\$3.55</u></b>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$52.74</u>	\$0.16	\$0.54	<u>\$53.44</u>
May 1, 2025	<b><u>\$40.35</u></b>	<b><u>\$3.63</u></b>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$53.74</u>	\$0.16	\$0.54	<u>\$54.44</u>

<b>APPRENTICES</b>								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<b>Effective Date: July 19, 2021</b>								
0 - 1000 hours	<u>\$19.96</u>	<u>\$1.80</u>	\$0.00	<u>\$0.71</u>	<u>\$22.47</u>	\$0.16	\$0.54	<u>\$23.17</u>
1000 - 2000 hours	<u>\$20.93</u>	<u>\$1.88</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$25.97</u>	\$0.16	\$0.54	<u>\$26.67</u>
2000 - 4000 hours	<u>\$22.39</u>	<u>\$2.01</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$33.96</u>	\$0.16	\$0.54	<u>\$34.66</u>
4000 - 6000 hours	<u>\$26.05</u>	<u>\$2.34</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$37.95</u>	\$0.16	\$0.54	<u>\$38.65</u>
6000 - 8000 hours	<u>\$30.63</u>	<u>\$2.76</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$42.95</u>	\$0.16	\$0.54	<u>\$43.65</u>
<b>Effective Date: May 1, 2022</b>								
0 - 1000 hours	<u>\$20.29</u>	<u>\$1.83</u>	\$0.00	<u>\$0.71</u>	<u>\$22.83</u>	\$0.16	\$0.54	<u>\$23.53</u>
1000 - 2000 hours	<u>\$21.30</u>	<u>\$1.92</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$26.38</u>	\$0.16	\$0.54	<u>\$27.08</u>
2000 - 4000 hours	<u>\$22.88</u>	<u>\$2.06</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$34.50</u>	\$0.16	\$0.54	<u>\$35.20</u>
4000 - 6000 hours	<u>\$26.61</u>	<u>\$2.39</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$38.56</u>	\$0.16	\$0.54	<u>\$39.26</u>
6000 - 8000 hours	<u>\$31.27</u>	<u>\$2.81</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$43.64</u>	\$0.16	\$0.54	<u>\$44.34</u>
<b>Effective Date: May 1, 2023</b>								
0 - 1000 hours	<b><u>\$20.52</u></b>	<b><u>\$1.85</u></b>	\$0.00	<b><u>\$0.91</u></b>	<u>\$23.28</u>	\$0.16	\$0.54	<u>\$23.98</u>
1000 - 2000 hours	<b><u>\$21.60</u></b>	<b><u>\$1.94</u></b>	<u>\$2.45</u>	<b><u>\$0.91</u></b>	<u>\$26.90</u>	\$0.16	\$0.54	<u>\$27.60</u>
2000 - 4000 hours	<b><u>\$23.32</u></b>	<b><u>\$2.10</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$35.18</u>	\$0.16	\$0.54	<u>\$35.88</u>
4000 - 6000 hours	<b><u>\$27.12</u></b>	<b><u>\$2.44</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$39.32</u>	\$0.16	\$0.54	<u>\$40.02</u>
6000 - 8000 hours	<b><u>\$31.87</u></b>	<b><u>\$2.87</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$44.50</u>	\$0.16	\$0.54	<u>\$45.20</u>

**Amendment #3 – May 1, 2023**

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<b>Effective Date: May 1, 2024</b>								
0 - 1000 hours	<u>\$20.94</u>	<u>\$1.88</u>	\$0.00	\$0.91	<u>\$23.73</u>	\$0.16	\$0.54	<u>\$24.43</u>
1000 - 2000 hours	<u>\$22.07</u>	<u>\$1.99</u>	\$2.45	\$0.91	<u>\$27.42</u>	\$0.16	\$0.54	<u>\$28.12</u>
2000 - 4000 hours	<u>\$23.94</u>	<u>\$2.16</u>	\$8.85	\$0.91	<u>\$35.86</u>	\$0.16	\$0.54	<u>\$36.56</u>
4000 - 6000 hours	<u>\$27.82</u>	<u>\$2.50</u>	\$8.85	\$0.91	<u>\$40.08</u>	\$0.16	\$0.54	<u>\$40.78</u>
6000 - 8000 hours	<u>\$32.66</u>	<u>\$2.94</u>	\$8.85	\$0.91	<u>\$45.36</u>	\$0.16	\$0.54	<u>\$46.06</u>
<b>Effective Date: May 1, 2025</b>								
0 - 1000 hours	<u>\$21.35</u>	<u>\$1.92</u>	\$0.00	\$0.91	<u>\$24.18</u>	\$0.16	\$0.54	<u>\$24.88</u>
1000 - 2000 hours	<u>\$22.55</u>	<u>\$2.03</u>	\$2.45	\$0.91	<u>\$27.94</u>	\$0.16	\$0.54	<u>\$28.64</u>
2000 - 4000 hours	<u>\$24.57</u>	<u>\$2.21</u>	\$8.85	\$0.91	<u>\$36.54</u>	\$0.16	\$0.54	<u>\$37.24</u>
4000 - 6000 hours	<u>\$28.51</u>	<u>\$2.57</u>	\$8.85	\$0.91	<u>\$40.84</u>	\$0.16	\$0.54	<u>\$41.54</u>
6000 - 8000 hours	<u>\$33.45</u>	<u>\$3.01</u>	\$8.85	\$0.91	<u>\$46.22</u>	\$0.16	\$0.54	<u>\$46.92</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.

## WAGE RATES FOR ALL MAJOR INDUSTRIAL WORK

<b>JOURNEYPERSON</b>								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
July 19, 2021	<u>\$39.71</u>	<u>\$3.57</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$52.84</u>	\$0.16	\$0.54	<u>\$53.54</u>
May 1, 2022	<u>\$40.44</u>	<u>\$3.64</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$53.64</u>	\$0.16	\$0.54	<u>\$54.34</u>
May 1, 2023	<b><u>\$41.17</u></b>	<b><u>\$3.71</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$54.64</u>	\$0.16	\$0.54	<u>\$55.34</u>
May 1, 2024	<b><u>\$42.09</u></b>	<b><u>\$3.79</u></b>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$55.64</u>	\$0.16	\$0.54	<u>\$56.34</u>
May 1, 2025	<b><u>\$43.01</u></b>	<b><u>\$3.87</u></b>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$56.64</u>	\$0.16	\$0.54	<u>\$57.34</u>

<b>APPRENTICES</b>								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<b>Effective Date: July 19, 2021</b>								
0 - 1000 hours	<u>\$21.17</u>	<u>\$1.90</u>	\$0.00	<u>\$0.71</u>	<u>\$23.78</u>	\$0.16	\$0.54	<u>\$24.48</u>
1000 - 2000 hours	<u>\$22.31</u>	<u>\$2.01</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$27.48</u>	\$0.16	\$0.54	<u>\$28.18</u>
2000 - 4000 hours	<u>\$24.19</u>	<u>\$2.18</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$35.93</u>	\$0.16	\$0.54	<u>\$36.63</u>
4000 - 6000 hours	<u>\$28.07</u>	<u>\$2.53</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$40.16</u>	\$0.16	\$0.54	<u>\$40.86</u>
6000 - 8000 hours	<u>\$32.92</u>	<u>\$2.96</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$45.44</u>	\$0.16	\$0.54	<u>\$46.14</u>
<b>Effective Date: May 1, 2022</b>								
0 - 1000 hours	<u>\$21.50</u>	<u>\$1.93</u>	\$0.00	<u>\$0.71</u>	<u>\$24.14</u>	\$0.16	\$0.54	<u>\$24.84</u>
1000 - 2000 hours	<u>\$22.69</u>	<u>\$2.04</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$27.89</u>	\$0.16	\$0.54	<u>\$28.59</u>
2000 - 4000 hours	<u>\$24.70</u>	<u>\$2.22</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$36.48</u>	\$0.16	\$0.54	<u>\$37.18</u>
4000 - 6000 hours	<u>\$28.63</u>	<u>\$2.58</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$40.77</u>	\$0.16	\$0.54	<u>\$41.47</u>
6000 - 8000 hours	<u>\$33.55</u>	<u>\$3.02</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$46.13</u>	\$0.16	\$0.54	<u>\$46.83</u>
<b>Effective Date: May 1, 2023</b>								
0 - 1000 hours	<b><u>\$21.72</u></b>	<b><u>\$1.96</u></b>	\$0.00	<b><u>\$0.91</u></b>	<u>\$24.59</u>	\$0.16	\$0.54	<b><u>\$25.29</u></b>
1000 - 2000 hours	<b><u>\$22.98</u></b>	<b><u>\$2.07</u></b>	<u>\$2.45</u>	<b><u>\$0.91</u></b>	<u>\$28.41</u>	\$0.16	\$0.54	<b><u>\$29.11</u></b>
2000 - 4000 hours	<b><u>\$25.14</u></b>	<b><u>\$2.26</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$37.16</u>	\$0.16	\$0.54	<b><u>\$37.86</u></b>
4000 - 6000 hours	<b><u>\$29.15</u></b>	<b><u>\$2.62</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$41.53</u>	\$0.16	\$0.54	<b><u>\$42.23</u></b>
6000 - 8000 hours	<b><u>\$34.16</u></b>	<b><u>\$3.07</u></b>	<u>\$8.85</u>	<b><u>\$0.91</u></b>	<u>\$46.99</u>	\$0.16	\$0.54	<b><u>\$47.69</u></b>

Amendment #3 – May 1, 2023

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	HF	Skills Fund	Total
<b>Effective Date: <u>May 1, 2024</u></b>								
0 - 1000 hours	<u>\$22.14</u>	<u>\$1.99</u>	\$0.00	\$0.91	<u>\$25.04</u>	\$0.16	\$0.54	<u>\$25.74</u>
1000 - 2000 hours	<u>\$23.46</u>	<u>\$2.11</u>	\$2.45	\$0.91	<u>\$28.93</u>	\$0.16	\$0.54	<u>\$29.63</u>
2000 - 4000 hours	<u>\$25.76</u>	<u>\$2.32</u>	\$8.85	\$0.91	<u>\$37.84</u>	\$0.16	\$0.54	<u>\$38.54</u>
4000 - 6000 hours	<u>\$29.84</u>	<u>\$2.69</u>	\$8.85	\$0.91	<u>\$42.29</u>	\$0.16	\$0.54	<u>\$42.99</u>
6000 - 8000 hours	<u>\$34.94</u>	<u>\$3.15</u>	\$8.85	\$0.91	<u>\$47.85</u>	\$0.16	\$0.54	<u>\$48.55</u>
<b>Effective Date: <u>May 1, 2025</u></b>								
0 - 1000 hours	<u>\$22.55</u>	<u>\$2.03</u>	\$0.00	\$0.91	<u>\$25.49</u>	\$0.16	\$0.54	<u>\$26.19</u>
1000 - 2000 hours	<u>\$23.94</u>	<u>\$2.15</u>	\$2.45	\$0.91	<u>\$29.45</u>	\$0.16	\$0.54	<u>\$30.15</u>
2000 - 4000 hours	<u>\$26.39</u>	<u>\$2.37</u>	\$8.85	\$0.91	<u>\$38.52</u>	\$0.16	\$0.54	<u>\$39.22</u>
4000 - 6000 hours	<u>\$30.54</u>	<u>\$2.75</u>	\$8.85	\$0.91	<u>\$43.05</u>	\$0.16	\$0.54	<u>\$43.75</u>
6000 - 8000 hours	<u>\$35.73</u>	<u>\$3.22</u>	\$8.85	\$0.91	<u>\$48.71</u>	\$0.16	\$0.54	<u>\$49.41</u>

**Amendment #3 – May 1, 2023**

4.02 The employer will provide a bulk sausage gun or bulk sealant gun at cost to new employees who require one, the cost of which will be deducted from their pay. The employer will replace at no cost bulk sausage guns or bulk sealant guns which are damaged or destroyed in the course of performing work for the employer, unless damaged or destroyed due to negligence.

## ARTICLE 5 – WAGES

Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<b>Effective Date: <u>January 30, 2023</u></b>								
<u>Fire Stop Improver 1</u>	<u>\$18.27</u>	<u>\$1.64</u>	\$0.00	<u>\$0.41</u>	<u>\$20.32</u>	\$0.16	\$0.54	<u>\$21.02</u>
<u>Fire Stop Improver 2</u>	<u>\$21.03</u>	<u>\$1.89</u>	<u>\$2.45</u>	<u>\$0.41</u>	<u>\$25.78</u>	\$0.16	\$0.54	<u>\$26.48</u>
<u>Fire Stop Improver 3</u>	<u>\$24.60</u>	<u>\$2.21</u>	<u>\$6.20</u>	<u>\$0.41</u>	<u>\$33.42</u>	\$0.16	\$0.54	<u>\$34.12</u>
<u>Fire Stop Mechanic</u>	<u>\$32.12</u>	<u>\$2.89</u>	<u>\$8.85</u>	<u>\$0.41</u>	<u>\$44.27</u>	\$0.16	\$0.54	<u>\$44.97</u>
<u>Fire Stop Mechanic (with Red Seal)</u>	<u>\$35.67</u>	<u>\$3.21</u>	<u>\$8.85</u>	<u>\$0.41</u>	<u>\$48.14</u>	\$0.16	\$0.54	<u>\$48.84</u>
<b>Effective Date: <u>May 1, 2023</u></b>								
Fire Stop Improver 1	<b><u>\$18.36</u></b>	<b><u>\$1.65</u></b>	\$0.00	<b><u>\$0.61</u></b>	<b><u>\$20.62</u></b>	\$0.16	\$0.54	<b><u>\$21.32</u></b>
Fire Stop Improver 2	<b><u>\$21.28</u></b>	<b><u>\$1.92</u></b>	\$2.45	<b><u>\$0.61</u></b>	<b><u>\$26.26</u></b>	\$0.16	\$0.54	<b><u>\$26.96</u></b>
Fire Stop Improver 3	<b><u>\$25.06</u></b>	<b><u>\$2.25</u></b>	\$6.20	<b><u>\$0.61</u></b>	<b><u>\$34.12</u></b>	\$0.16	\$0.54	<b><u>\$34.82</u></b>
Fire Stop Mechanic	<b><u>\$32.75</u></b>	<b><u>\$2.95</u></b>	\$8.85	<b><u>\$0.61</u></b>	<b><u>\$45.16</u></b>	\$0.16	\$0.54	<b><u>\$45.86</u></b>
Fire Stop Mechanic (with Red Seal)	<b><u>\$36.36</u></b>	<b><u>\$3.27</u></b>	\$8.85	<b><u>\$0.61</u></b>	<b><u>\$49.09</u></b>	\$0.16	\$0.54	<b><u>\$49.79</u></b>
<b>Effective Date: <u>May 1, 2024</u></b>								
Fire Stop Improver 1	<b><u>\$18.72</u></b>	<b><u>\$1.69</u></b>	\$0.00	\$0.61	<b><u>\$21.02</u></b>	\$0.16	\$0.54	<b><u>\$21.72</u></b>
Fire Stop Improver 2	<b><u>\$21.75</u></b>	<b><u>\$1.96</u></b>	\$2.45	\$0.61	<b><u>\$26.77</u></b>	\$0.16	\$0.54	<b><u>\$27.47</u></b>
Fire Stop Improver 3	<b><u>\$25.66</u></b>	<b><u>\$2.31</u></b>	\$6.20	\$0.61	<b><u>\$34.78</u></b>	\$0.16	\$0.54	<b><u>\$35.48</u></b>
Fire Stop Mechanic	<b><u>\$33.56</u></b>	<b><u>\$3.02</u></b>	\$8.85	\$0.61	<b><u>\$46.04</u></b>	\$0.16	\$0.54	<b><u>\$46.74</u></b>
Fire Stop Mechanic (with Red Seal)	<b><u>\$37.23</u></b>	<b><u>\$3.35</u></b>	\$8.85	\$0.61	<b><u>\$50.04</u></b>	\$0.16	\$0.54	<b><u>\$50.74</u></b>

**Amendment #2 – January 30, 2023**

**Amendment #3 – May 1, 2023**

Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<b>Effective Date: <u>May 1, 2025</u></b>								
Fire Stop Improver 1	<u>\$19.09</u>	<u>\$1.72</u>	\$0.00	\$0.61	<u>\$21.42</u>	\$0.16	\$0.54	<u>\$22.12</u>
Fire Stop Improver 2	<u>\$22.22</u>	<u>\$2.00</u>	\$2.45	\$0.61	<u>\$27.28</u>	\$0.16	\$0.54	<u>\$27.98</u>
Fire Stop Improver 3	<u>\$26.27</u>	<u>\$2.36</u>	\$6.20	\$0.61	<u>\$35.44</u>	\$0.16	\$0.54	<u>\$36.14</u>
Fire Stop Mechanic	<u>\$34.36</u>	<u>\$3.09</u>	\$8.85	\$0.61	<u>\$46.91</u>	\$0.16	\$0.54	<u>\$47.61</u>
Fire Stop Mechanic (with Red Seal)	<u>\$38.10</u>	<u>\$3.43</u>	\$8.85	\$0.61	<u>\$50.99</u>	\$0.16	\$0.54	<u>\$51.69</u>

Amendment #2 – January 30, 2023

Amendment #3 – May 1, 2023

**INSULATOR LOCAL 116 – JOB TARGETING APPLICATION FORM**

DATE: \_\_\_\_\_

TO: Insulators Local 116 PHONE: 902-450-5605 EMAIL: [loc116@ns.aliantzinc.ca](mailto:loc116@ns.aliantzinc.ca)  
NS Construction Labour Relations Association PHONE: 902-468-2283 EMAIL: [target@nscira.ca](mailto:target@nscira.ca)

FROM: \_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

Please accept this as a request to bid the Project outlined herein, under the terms of the Enabling Procedures of the Insulators Mainland Nova Scotia Local 116 Agreement currently in force.

PROJECT: \_\_\_\_\_

OWNER: \_\_\_\_\_

LOCATION: \_\_\_\_\_

VALUE: \_\_\_\_\_ BID TO: \_\_\_\_\_

TENDER CLOSING DATE: \_\_\_\_\_ INSULATORS 116 LABOUR HOURS: \_\_\_\_\_

START DATE: \_\_\_\_\_ COMPLETION DATE: \_\_\_\_\_

KNOWN BIDDERS:	
UNION	NON-UNION

In order to be competitive, I, as the Contractor bidding, request the following target rates and conditions:

- Hourly Wage Rate \_\_\_\_\_ plus the following benefits  
Overtime conditions \_\_\_\_\_
- Board & Travel \_\_\_\_\_
- Other Relief \_\_\_\_\_

I UNDERSTAND AND AGREE THAT ALL OTHER TERMS AND CONDITIONS INCLUDING A PAYMENT OF VACATION, BENEFIT, PENSION, TRAINING, **RECREATION, BUILDING TRADES COUNCIL, WORKERS DEFENCE & BUILDING FUND**, SKILLS TRAINING AND INDUSTRY IMPROVEMENT FUND, AS WELL AS OTHER TERMS AND CONDITIONS SHALL BE PAID AS PER THE CURRENT COLLECTIVE AGREEMENT, UNLESS OTHERWISE STIPULATED.

COMPANY \_\_\_\_\_

CONTRACTOR REPRESENTATIVE  
Amendment #1 – June 13, 2022  
Amendment #2 – January 30, 2023  
Amendment #3 – May 1, 2023