



AMENDMENT NOTICE

DATE: June 20, 2023

To: **Plumber/Pipefitter 682 Trade Classification**

A.B. Mechani	Chris	Brace	Bay Tank and	Krystal	Haselhan	Gardner Elec	Jeff	Gardner
Aecon Mining			Bay Tank and	Stephanie	Gray	Himmelman Co	Kirk	Himmelman
Allsteel Coa	Stella	Cameron	Black & McDo	Charles	Savoie	Lynk Electri	Bill	Barrington
Atlantic Aut	Mindy	Burke	Black & McDo	Lester	Buckland	Lynk Electri	Daryl	Baxendale
Atlantica Me	Kevin	Woodward	Black & McDo	Robert	Burns	Lynk Electri	Ian	MacNeil
Atlantica Me	Brad	Mills	Black & McDo	Julie	Hebert	MacGregor's	Andy	MacGregor
Atlantica Me	David	Carmichael	Bremner's PI	Vernon	Beaver	MacGregor's	Mike	Corkum
Atlantica Me	Jason	White	C.C. MacDona	Bob	Chisholm	Sunny Corner	Bill	Schenkels
Bay Tank and	Darren	Glover	C.C. MacDona	Craig	MacDonald	Sunny Corner	Kirk	Mullin

CC: Ernie Dalton, Local 682
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Amendment #8 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Plumber/Pipefitter 682 Appendices**

PAGES: 8 (Commercial: one-page notice + cover page + amended pages)
7 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE

CHANGE(S) OR COMMENT(S)

PAGES AFFECTED

July 1, 2023

- Benefit Plan increase from \$2.00 to \$2.25
- Pension Plan increase from \$7.20 to \$7.45 for Commercial Journeypersons and from \$7.95 to \$8.20 for Industrial Journeypersons – please refer to wage tables for increased amount for Apprentices
- Corresponding decrease to Hourly Rate and V&H

COMMERCIAL:

8-1, 8-2, 8-7, 8-9, 8-16, 8-17

INDUSTRIAL:

8-1, 8-8, 8-10, 8-14, 8-15

Attached is Amendment #8 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Plumber/Pipefitter 682 Appendices, effective July 1, 2023.

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.nslcra.ca or <https://nslcra.ca/agreements-cape-breton/>.

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
Amendment #3 – Ironworker Rebar 752 & Ironworker Structural 752 – February 17, 2022
Amendment #4 – Bricklayer 1 & Tile 1 – May 29, 2022
Amendment #5 – June 13, 2022
Amendment #6 – Plumber 682, Roofer 56 & Sheet Metal 56 – July 1, 2022
Amendment #7 – Millwright 1178 – January 1, 2023
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Plumber 682 – July 1, 2023

APPENDIX NO. 8 - PLUMBERS - COMMERCIAL

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

- AND -

UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES
OF THE PLUMBING STEAMFITTING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES & CANADA
LOCAL 682
 (hereinafter referred to as the "Union")

WAGE RATES:

The wage rates considered herein are for competent skill in the work. Special rates may be established by joint action of the CLRA and the Union for employees who are handicapped by reason of age or physical disability.

The following minimum hourly rates of wages shall apply to all employees:

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
JOURNEYPERSON - PLUMBER										
<u>July 30, 2020</u>	<u>\$37.12</u>	<u>\$3.34</u>	\$2.00	\$6.95	\$0.12	\$1.00	\$0.06	<u>\$0.28</u>	\$0.16	<u>\$51.03</u>
<u>July 1, 2021</u>	<u>\$37.58</u>	<u>\$3.38</u>	\$2.00	\$6.95	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$51.53</u>
<u>July 1, 2022</u>	<u>\$38.08</u>	<u>\$3.43</u>	\$2.00	<u>\$7.20</u>	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$52.33</u>
<u>July 1, 2023</u>	<u>\$38.36</u>	<u>\$3.45</u>	<u>\$2.25</u>	<u>\$7.45</u>	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$53.13</u>
<u>July 1, 2024</u>	<u>\$39.09</u>	<u>\$3.52</u>	\$2.25	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$53.93</u>

Amendment #6 – July 1, 2022

Amendment #8 – July 1, 2023

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
WATER & SEWER - PLUMBER										
<u>July 30, 2020</u>	<u>\$32.83</u>	<u>\$2.95</u>	\$2.00	\$6.95	\$0.12	\$1.00	\$0.06	<u>\$0.28</u>	\$0.16	<u>\$46.35</u>
<u>July 1, 2021</u>	<u>\$33.28</u>	<u>\$3.00</u>	\$2.00	\$6.95	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$46.85</u>
<u>July 1, 2022</u>	<u>\$33.79</u>	<u>\$3.04</u>	\$2.00	<u>\$7.20</u>	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$47.65</u>
<u>July 1, 2023</u>	<u>\$34.06</u>	<u>\$3.07</u>	<u>\$2.25</u>	<u>\$7.45</u>	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$48.45</u>
<u>July 1, 2024</u>	<u>\$34.80</u>	<u>\$3.13</u>	\$2.25	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$49.25</u>

A clear statement of hours worked, earnings, deductions and contributions shall be attached to each weekly pay envelope or cheque. In addition to the hourly rates the employer shall pay the amounts as set out in the Benefit and Pension Plans, Promotion and Education Fund, Consolidated Fund and Industry Improvement Fund and deduct the amounts as set out in the Training Fund in those sections of this Appendix.

RE-OPENER:

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between Plumber 682 and the CLRA may be amended upon the agreement of Plumber 682 and the CLRA.

ENABLING:

Where a particular article or articles of this Collective Agreement is/are found to work a hardship for a particular project, the terms and conditions in this Agreement for that project may be modified by mutual consent, of the Union and the CLRA, when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved, the request shall not be subject to either grievance or arbitration. The Parties agree that they shall meet in joint conference no later than thirty (30) days after the ratification of this Agreement to discuss means of enabling and procedures to be followed.

Amendment #6 – July 1, 2022

Amendment #8 – July 1, 2023

APPRENTICES (5 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2022											
1 - 1000 hrs	45%	<u>\$17.42</u>	<u>\$1.57</u>	\$2.00	<u>\$1.05</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$25.16</u>
1001 - 2000 hrs	50%	<u>\$19.57</u>	<u>\$1.76</u>	\$2.00	<u>\$1.09</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$27.54</u>
2001 - 3000 hrs	55%	<u>\$21.90</u>	<u>\$1.97</u>	\$2.00	<u>\$1.15</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$30.14</u>
3001 - 4000 hrs	60%	<u>\$24.02</u>	<u>\$2.16</u>	\$2.00	<u>\$1.24</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$32.54</u>
4001 - 5000 hrs	70%	<u>\$26.64</u>	<u>\$2.40</u>	\$2.00	<u>\$3.33</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$37.49</u>
5001 - 6000 hrs	75%	<u>\$28.63</u>	<u>\$2.58</u>	\$2.00	<u>\$3.43</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$39.76</u>
6001 - 7000 hrs	80%	<u>\$30.79</u>	<u>\$2.77</u>	\$2.00	<u>\$3.47</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$42.15</u>
7001 - 8000 hrs	85%	<u>\$33.00</u>	<u>\$2.97</u>	\$2.00	<u>\$3.51</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$44.60</u>
8001 - 9000 hrs	90%	<u>\$35.47</u>	<u>\$3.19</u>	\$2.00	<u>\$3.57</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$47.35</u>
9001 - 10000 hrs	95%	<u>\$36.98</u>	<u>\$3.33</u>	\$2.00	<u>\$4.11</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$49.54</u>
Effective Date: July 1, 2023											
1 - 1000 hrs	45%	<u>\$17.47</u>	<u>\$1.57</u>	<u>\$2.25</u>	<u>\$1.11</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$25.52</u>
1001 - 2000 hrs	50%	<u>\$19.64</u>	<u>\$1.77</u>	<u>\$2.25</u>	<u>\$1.16</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$27.94</u>
2001 - 3000 hrs	55%	<u>\$22.00</u>	<u>\$1.98</u>	<u>\$2.25</u>	<u>\$1.23</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$30.58</u>
3001 - 4000 hrs	60%	<u>\$24.15</u>	<u>\$2.17</u>	<u>\$2.25</u>	<u>\$1.33</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$33.02</u>
4001 - 5000 hrs	70%	<u>\$26.83</u>	<u>\$2.42</u>	<u>\$2.25</u>	<u>\$3.43</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$38.05</u>
5001 - 6000 hrs	75%	<u>\$28.85</u>	<u>\$2.60</u>	<u>\$2.25</u>	<u>\$3.54</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$40.36</u>
6001 - 7000 hrs	80%	<u>\$31.04</u>	<u>\$2.79</u>	<u>\$2.25</u>	<u>\$3.59</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$42.79</u>
7001 - 8000 hrs	85%	<u>\$33.28</u>	<u>\$3.00</u>	<u>\$2.25</u>	<u>\$3.63</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$45.28</u>
8001 - 9000 hrs	90%	<u>\$35.78</u>	<u>\$3.22</u>	<u>\$2.25</u>	<u>\$3.70</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$48.07</u>
9001 - 10000 hrs	95%	<u>\$37.32</u>	<u>\$3.36</u>	<u>\$2.25</u>	<u>\$4.25</u>	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$50.30</u>
Effective Date: July 1, 2024											
1 - 1000 hrs	45%	<u>\$17.80</u>	<u>\$1.60</u>	\$2.25	\$1.11	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$25.88</u>
1001 - 2000 hrs	50%	<u>\$20.01</u>	<u>\$1.80</u>	\$2.25	\$1.16	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$28.34</u>
2001 - 3000 hrs	55%	<u>\$22.40</u>	<u>\$2.02</u>	\$2.25	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$31.02</u>
3001 - 4000 hrs	60%	<u>\$24.59</u>	<u>\$2.21</u>	\$2.25	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$33.50</u>
4001 - 5000 hrs	70%	<u>\$27.35</u>	<u>\$2.46</u>	\$2.25	\$3.43	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$38.61</u>
5001 - 6000 hrs	75%	<u>\$29.40</u>	<u>\$2.65</u>	\$2.25	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$40.96</u>
6001 - 7000 hrs	80%	<u>\$31.62</u>	<u>\$2.85</u>	\$2.25	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$43.43</u>
7001 - 8000 hrs	85%	<u>\$33.91</u>	<u>\$3.05</u>	\$2.25	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$45.96</u>
8001 - 9000 hrs	90%	<u>\$36.44</u>	<u>\$3.28</u>	\$2.25	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$48.79</u>
9001 - 10000 hrs	95%	<u>\$38.02</u>	<u>\$3.42</u>	\$2.25	\$4.25	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	<u>\$51.06</u>

An apprentice attending a school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school (when the employer has work available).

Amendment #6 – July 1, 2022

Amendment #8 – July 1, 2023

APPRENTICES (4 YEAR PROGRAM) - PLUMBER											
		Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2023											
1 - 1000 hrs	45%	\$17.47	\$1.57	\$2.25	\$1.11	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$25.52
1001 - 2000 hrs	50%	\$19.64	\$1.77	\$2.25	\$1.16	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$27.94
2001 - 3000 hrs	55%	\$22.00	\$1.98	\$2.25	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$30.58
3001 - 4000 hrs	60%	\$24.15	\$2.17	\$2.25	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.02
4001 - 5000 hrs	75%	\$28.85	\$2.60	\$2.25	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$40.36
5001 - 6000 hrs	80%	\$31.04	\$2.79	\$2.25	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$42.79
6001 - 7000 hrs	85%	\$33.28	\$3.00	\$2.25	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$45.28
7001 - 8000 hrs	90%	\$35.78	\$3.22	\$2.25	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.07
Effective Date: July 1, 2024											
1 - 1000 hrs	45%	\$17.80	\$1.60	\$2.25	\$1.11	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$25.88
1001 - 2000 hrs	50%	\$20.01	\$1.80	\$2.25	\$1.16	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$28.34
2001 - 3000 hrs	55%	\$22.40	\$2.02	\$2.25	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$31.02
3001 - 4000 hrs	60%	\$24.59	\$2.21	\$2.25	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.50
4001 - 5000 hrs	75%	\$29.40	\$2.65	\$2.25	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$40.96
5001 - 6000 hrs	80%	\$31.62	\$2.85	\$2.25	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$43.43
6001 - 7000 hrs	85%	\$33.91	\$3.05	\$2.25	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$45.96
7001 - 8000 hrs	90%	\$36.44	\$3.28	\$2.25	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.79

An apprentice attending a school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school (when the employer has work available).

Amendment #6 – July 1, 2022
Amendment #8 – July 1, 2023

REMITTANCES:

Remittance of all Trust Funds contributions and deductions and Union dues shall be sent to the appropriate administrator at the address provided on or before the twentieth (20th) day of the month following.

BENEFIT PLAN:

The Parties hereto agree on a Benefit Plan 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 Benefit Plan shall be professionally administered.
- (c) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (d) The employer shall make contributions at the rate of two dollars (\$2.00) per hour paid **and effective July 1, 2023, two dollars twenty-five cents (\$2.25) per hour paid.** Should the contribution increase, then this amount and the wage rates shall be amended accordingly.
- (e) In the event the Benefit Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.
- (f) Administrator: The Union shall advise employers of the name and address of the Administrator.

Amendment #8 - July 1, 2023

PENSION PLAN:

The Parties hereto agree on a Pension Plan Fund as follows:

- (a) The Trust Document under which the Pension Fund is controlled shall provide for equal Trustees in number and power appointed by each of the Parties hereto.
- (b) The employer shall make contributions at the rate per hour paid as follows:
For Journeypersons:
 - Six dollars ninety-five cents (\$6.95)
 - **Effective July 1, 2022, seven dollars twenty cents (\$7.20)**
 - **Effective July 1, 2023, seven dollars forty-five cents (\$7.45)**For Apprentices:
 - Refer to the amount in the wage table for the corresponding Apprentice level
- (c) The Pension Fund shall be professionally administered.
- (d) In the event the Pension Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.
- (e) Administrator: The Union shall advise employers of the name and address of the Administrator.

The parties to this Collective Agreement agree that the Trustees of the Trust Fund, appointed in accordance with the Trust Agreement, shall have the authority to enforce the payment of contributions to the Trust Fund as provided for in this Collective Agreement and the Trustees may take measures or remedies available to either or both of the Parties hereto to enforce the payment of such contributions and collect overdue contributions. The Trustees shall not be required to follow the procedures of this Collective Agreement and may take civil action for debt to enforce payment of contributions by an individual employer. The Union, for itself and on behalf of the employees in the bargaining unit covered by this Collective Agreement, assigns the contributions and the right to receive the same to the Trustees.

Amendment #6 – July 1, 2022

Amendment #8 – July 1, 2023