



AMENDMENT NOTICE

SENT: April 29, 2024

TO: **Mainland Insulator 116 Trade Classification**

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

CC: Matthew Benson, Local 116

FROM: Robert Shepherd

RE: **Amendment #4 to 2021-2026 Insulator 116 Collective Agreement**

PAGES: 6 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2024	<ul style="list-style-type: none"> • Article 20.01 – language added for Pension <ul style="list-style-type: none"> ○ This amendment states that in the event that a member working under this Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, Pension contributions for that individual member shall be paid directly to the member and become part of their wages paid. • Article 20.02 – new Benefit and Pension administrator • Union address updated throughout collective agreement 	Cover Page, 17, 18, 22, 24

Attached is Amendment #4 to the 2021-2026 Mainland Insulator 116 Collective Agreement, effective May 1, 2024.

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 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 Beechville Park Drive, Suite 220

Beechville, 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

Amendment #4 – May 1, 2024

ARTICLE 19 - WAGES

19.01 MECHANICS – For regular hours of work:

Mechanics		
Effective Date	Wage Rate Major Industrial	Wage Rate All Other Work
<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:

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

In the event that a member working under the Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, Pension contributions for that individual member shall be paid directly to the member and become part of their wages paid.

20.02 Such remittance shall be made on forms provided and payable to **Belmont Health & Wealth** “In Trust” at the following address:

Belmont Health & Wealth
33 Alderney Drive, 7th Floor
Dartmouth, NS B2Y 2N4
Phone: (902) 465-5687
Email: NSHF@gobelmont.ca

Correction #1 – July 19, 2021
Amendment #3 – May 1, 2023
Amendment #4 – May 1, 2024

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 Beechville Park Drive, Suite 220
Beechville, 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
Amendment #4 – May 1, 2024

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 Beechville Park Drive, Suite 220
Beechville, 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
Amendment #4 – May 1, 2024

ARTICLE 24 - SKILLS FUND

24.01 It is agreed that the parties shall continue a Skills Training Fund. The employer shall remit fifty-four cents (\$0.54) per hour worked to:

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

Fifty-four cents (\$0.54) remitted is a combination of twenty-seven cents (\$0.27) employer and twenty-seven cents (\$0.27) employee.

The wage package has been adjusted to reflect the twenty-seven cents (\$0.27) employee contribution, therefore in the event Skills Fund is adjusted or discontinued the adjusted amount would be returned to the employee's wage package.

Correction #1 – July 19, 2021
Amendment #1 – June 13, 2022
Amendment #4 – May 1, 2024