



AMENDMENT NOTICE

DATE: June 24, 2024

To: **Cape Breton Island Insulator 116 Trade Classification**

Allsteel Coatin	Stella	Cameron	Highland Insula	Ian	Tate
Bay Tank and Ve	Darren	Glover	Icon Insulation	Marc	d'Entremont
Bay Tank and Ve	Krystal	Haselhan	MacGregor's Cus	James	MacPherson
Bay Tank and Ve	Stephanie	Gray	MacGregor's Cus	Laura	Turner
G. & M. Insulat	Shawn	Smith	MacGregor's Cus	Nick	MacGregor
Guildfords Inc.	Will	Brown	MacGregor's Cus	Jane	MacKenzie
Guildfords Inc.	Paul	DeCoste	Pro Insul Limit	Danny	Pacione
Guildfords Inc.	Curtis	McLoon			

CC: Matthew Benson, Local 116
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Amendment #12 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Insulator 116 Appendices**

PAGES: 5 (Commercial: one-page notice + cover page + amended pages)
6 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
July 1, 2024	<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. New Benefit and Pension administrator Union address updated throughout appendices 	<p><u>COMMERCIAL:</u> v, 2-7, 2-8</p> <p><u>INDUSTRIAL:</u> v, 2-4, 2-5, 2-7</p>

Attached is Amendment #12 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Insulator 116 Appendices, effective July 1, 2024.

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

**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, Millwright 1178, Plumber 682, Roofer 56, Sheet Metal 56 – July 1, 2023
Amendment #9 – Labourer 1115 – November 21, 2023
Amendment #10 – Ironworker Rebar 752, Ironworker Structural 752, Painter 1945 – February 5, 2024
Amendment #11 – Millwright 1178 – May 1, 2024
Correction #1 – Common Language – April 29, 2024
Amendment #12 – Insulator 116 – July 1, 2024

DIRECTORY**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

260 Brownlow Avenue, Unit 1
 Dartmouth, Nova Scotia
 B3B 1V9
www.nscra.ca

Name & Title	Phone	Fax	Email
Mr. Robert Shepherd <i>President</i>	902-468-2283	902-468-3705	bshepherd@nscra.ca
Mr. Calum MacLeod <i>Labour Relations Officer</i>			cmacleod@nscra.ca

SIGNATORY TRADE UNIONS - CAPE BRETON:**THE INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFT WORKERS, LOCAL UNION 1**

14 McQuade Lake Crescent, Suite 203
 Halifax, Nova Scotia
 B3S 1B6

Name & Title	Phone	Fax	Email
Mr. Jeff Preeper <i>President</i>	902-450-5614	902-450-5146	reception@baclocal1ns.ca

INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS WORKERS, LOCAL UNION 116

24 Beechville Park Drive, Suite 220
Beechville, NS
B3T 1L1

Name & Title	Phone	Fax	Email
Mr. Matthew Benson <i>Business Manager</i>	902-450-5605	902-450-5613	loc116@ns.aliantzinc.ca

Amendment #2 – Insulator 116 – January 2, 2022

Amendment #5 – June 13, 2022

Amendment #12 – July 1, 2024

EMPLOYER CONTRIBUTIONS:

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:

	Employer Contribution	
	Pension	Benefit
July 30, 2020	\$6.40	\$2.30
<u>January 2, 2022</u>	\$6.40	<u>\$2.45</u>

Or, for 1st yr Apprentices, such sum as may be indicated in Appendix A.

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.

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

TRAINING, RECREATION & BUILDING FUND:

All employers must contribute and remit each month, by the tenth (10th) day of the following month to the Insulators Training, **Recreation & Building** Fund an amount of thirty-five cents (\$0.35) for each hour worked, **and effective January 24, 2021, an amount of fifty-two cents (\$0.52) for each hour worked.** This contribution will be forwarded, with the Union dues deducted, to the following address:

International Association of Heat & Frost Insulators & Allied Workers
 Local Union 116
24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1
 Phone: (902) 450-5605
 Fax: (902) 450-5613

Twenty-five cents (\$0.25) of the hourly contribution to this fund have been diverted from the hourly rate and vacation and holiday, which have been adjusted accordingly. It is agreed that upon thirty (30) days written notice the Union may increase, or decrease, the rate of contribution to this fund, provided that the proposed adjustment shall not alter the total hourly package to be paid by the employer.

Ten cents (\$0.10) per hour of this fund shall be remitted to a Recreation Fund, to be administered by the Union. In the event that the Recreation Fund is wound up, the ten cents (\$0.10) per hour contribution shall be returned to the wage package.

Effective January 24, 2021, seventeen cents (\$0.17) per hour of this fund shall be remitted to a Building Fund, to be administered by the Union. In the event that the Building Fund is wound up, the seventeen cents (\$0.17) per hour contribution shall be returned to the wage package.

Amendment #1 – January 24, 2021
Amendment #2 – January 2, 2022
Amendment #12 – July 1, 2024

HEAT AND FROST INSULATORS AND ALLIED WORKERS LABOUR-MANAGEMENT CO-OPERATIVE TRUST (LMCT)

Commencing as of the effective date of this agreement, and for the duration of this agreement, the employer agrees to make payment to the Heat & Frost Insulators and Allied Workers Labour-Management Co-operative Trust (LMCT) for each employee covered by this agreement, as follows:

- (a) For each hour worked, the Employer shall make a contribution of five cents (\$0.05) to the LMCT. These funds will be sent on a monthly basis via the Local Union Financial Secretary Monthly Report.
- (b) This contribution has been diverted from the wage package paid by the employer, which has been adjusted accordingly. If the Trust is dissolved, the five cents (\$0.05) contribution will be returned to the wage package.
- (c) For the purpose of this Article, each hour worked shall be counted as hours worked for which contributions are payable.
- (d) Contributions shall be paid on behalf of any employee starting with the employee's first day of employment in a job classification covered by this agreement. This includes, but is not limited to, insulation workers, firestop workers, and hazardous waste workers in the following classifications: journeypersons, apprentices, helpers, trainees, and probationary employees.
- (e) The Employer and Union signatory to this agreement agree to be bound by the Agreement and Declaration of Trust, as amended from time to time, establishing the LMCT.

SKILLS TRAINING FUND:

It is agreed that the parties shall institute a Skills Training Fund. The employer shall remit twenty-seven cents (\$0.27) per hour worked to:

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

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

Amendment #2 – January 2, 2022

Amendment #12 – July 1, 2024